

INDUSTRIAL RELATIONS - STRIKES

1 April 1980 — 31 May 1980

13 1/2

more of both commodities. This process takes place in 2 places. It moves from original pattern (F) to point A because of the substitution effect. Household will consume more of the relatively cheaper good + less of the more expensive good. The movement from point A to C is due to the income effect because the good has become higher purchasing power of household has increased. can consume more of both goods. Now substitution of goods will be cut point C where it is tangent to a higher indifference curve ~~where it is~~ a higher level of utility.



Striking men back at work

CAPE TOWN — Striking workers of Karoo Meat Exchange Ltd will return to their jobs today after negotiating a settlement of a dispute with management yesterday.

The 59 workers downed tools a week ago after management dismissed an unregistered worker without consulting the Workers' Committee as required by the committee's recognised constitution.

In nearly two hours of hard bargaining yesterday, the workers won the right to return to their old jobs, with full pay for the time they have been out of work.

They were given the assurance that management would in future consult

fully with the workers' elected committee

Representatives of the Western Province General Workers' Union to which the meatworkers belong were excluded from the negotiations

So were representatives of nine other meat factories who arrived for yesterday's talks in terms of a resolution taken by about 250 meatworkers at a meeting in Langa on Saturday

In a report to them after the dispute was settled the chairman of the Workers' Committee, Mr Lennox Boo, said the workers had refused to apply for re-employment

They had insisted on returning to their original positions although the factory had already taken

on some other workers

It was agreed the workers would be paid their wages for the last week on Thursday

Mr Boo said the committee had refused to sign a document presented to them, saying they would abide by their existing constitution

"We are a factory workers' committee, not a liaison or a works committee," a member said

A spokesman for the Western Province General Workers Union said the Karoo strike indicated the unity and determination of union members in all the other meat factories, as well as those in Karoo itself

The spokesman added "The strike shows that the days when management could take decisions affecting the employment conditions of workers without prior consultation with the workers representatives are now over."

Mr Johan Louw, general manager of Karoo Meat Exchange was not available for comment.

Karoo strike ends, workers reinstated

Capt TINKLES 1/4/50 (3 news) (ABC) (445) (152)

By LIZ MCGREGOR

THE week-long strike by 59 Karoo Meat Exchange workers ended yesterday. They will be reinstated in their former positions and given a week's pay. The workers began striking Monday after management had allegedly dismissed a

worker without first consulting the elected workers' committee

Yesterday the workers were reinstated after a two-hour meeting with Karoo management, from which the press and officials from the union representing the workers, the West-

ern Province General Workers' Union, were excluded

Worker representatives from several other meat firms, who had obtained permission from their firms to be present at the meeting between the Karoo workers and management, were also excluded from the

meeting

The chairman of the workers' committee, Mr Lennox Booil, reported after the meeting that management had acceded to their demands that they should be unconditionally reinstated in their former positions and paid for the period

they were on strike

He said this was agreed to after hard bargaining with the general manager of Karoo Meats, Mr Johan Louw, who wanted the workers to re-apply individually for their jobs and refused to guarantee they would be given the same jobs

they had before the strike started

"He now agrees that he should consult with the committee first on any matter that concerns us," Mr Booil said. "However, Mr Louw said the workers had been re-employed only after they had agreed to a

statement accepting 'the undisputed right of the employer to employ or discharge any employees who are not rendering satisfactory service'"

He said the pay, the workers would get was "an ex-gratia payment" made on "humanitarian grounds"

Workers sacked after pay dispute

By KINGDOM
LOLWANE

TWENTY-ONE workers at the African Gate and Fence Works Limited in Elandsfontein were sacked yesterday following a pay dispute

The men who were originally employed in the company's steel wreck department, were sacked yesterday after the company allegedly refused to increase their wages.

They claimed that their department, which had 45 workers in all, had on Monday last week made representations to management for an increase.

Management had replied they would get a rise at different times during the year

Then on Friday of the same week 24 of 45 were given increases of R3 each. This they felt was unfair on the part of management and believed they had been discriminated against.

On Monday this week they asked why they were not treated in the same manner as the 24 who had been given a rise. They received no response from the management

Later in the day they were called and told they had been fired and that they should report at the company on Tuesday to collect their pays

Asked to comment on the sackings the company's personnel manager, Mr J T Morrison, said the 21 had gone on strike and were becoming rowdy.

"We called the police because we had anticipated some form of violence," he said.

Mr Morrison said the 21 were not given increases because "they did not deserve the merit award rise"

He said they had ask-

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post
2/1/50

CAPE TOWN 3/4/50
Stevedores get new deal

Staff Reporter

A NEW wage structure for Cape Town stevedores was negotiated yesterday between the Cape Town Stevedores Association - an employers association - and the Stevedore Workers Committee

The daily shift allowance for stevedores will increase from R4.50 to R5.00 a shift. Holiday pay will increase by 50 percent to R96.50

The guaranteed weekly minimum wage has been increased from R36.17 to R48.20. This is an increase of approximately 35 percent.

However, according to a statement issued by the union representing the stevedores, the Western Province General Workers Union, the agreement would only bind the workers if a satisfactory agreement is reached on the issue of retrenchment during talks over the next five weeks.

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| INTERNATIONAL FINANCIAL STATISTICS | |
|---|-------|
| R. B. | |
| 1952 | |
| Vol. 29 p. 335 | |
| Foreign Assets | 11 |
| Claims on Government | 19.2 |
| of which: Gov. Dep. Mon. Bks | 12.2x |
| Foreign Liabilities Claims on private sector | 12.0 |
| Claims on deposit money bks. | 12.0 |
| Reserve money | 14 |
| of which: currency outside bks | 14.2 |
| Foreign liabilities | 16.0 |
| Government deposits | 16.0 |
| Other items (Net) | 17.1 |
| <hr/> | |
| Reserves | 20 |
| Foreign Assets | 21 |
| Claims on Gov | 22.2 |
| private sector | 23.0 |
| Demand deposits | 24 |
| Time & savings deposits | 25 |
| Short & medium term " | 25.2 |
| Long term " | 25.4 |
| Foreign liabilities | 26.0 |
| Gov. deposits | 26.0 |
| Credit from R. B. | 26.9 |
| Other items (Net) | 27.1 |

Other

1. 4/4/80 NEL'S 152

In the article titled 'Nel's Dispute' (Current Affairs March 11) the FM quoted an ex-Nel's employee Isaac Khanye, as saying he earned about R110 a month at Nel's.

According to a pay slip furnished by Nel's to the FM dated February 29 1980, Khanye's gross earnings amounted to R185.05 that month.

The FM regrets this error and apologises for any inconvenience it may have caused.

Nel's also says Khanye was employed from 1969 as opposed to Khanye's claim of 26 years' service. This matter is still in dispute. However, it has been pointed out to the FM that the company's pension fund was started in 1974 so clearly any fund benefits could only have been earned from that date.

It has also been put to the FM that the article infers that Nel's victimised the workers concerned. No such inference was intended by the FM.

DIGNITY WATCH

Fired day after reporting to Dignity

MISS Cynthia Mavimbela of Soweto was sacked by Rebsons (Pty) Ltd in Village Main a day after reporting to Dignity Watch about working conditions in the company. Mr K Herd, the manager at Rebsons

told Dignity Watch that Cynthia was fired because she deserted.

Cynthia told Dignity Watch that she was bothered by the attitude of two white co-workers in the company. She said when one found her answering the phone, she

wrenched it rudely from her and told her blacks are not allowed to use the phone. She also relat-

ed that the same woman had said some nasty things about her in her presence.

The other white worker refused to let her take his time record sheet although he knew that Cynthia was responsible for collecting all the workers' time records.

The last straw, according to Cynthia, was when she was told not to report to work too early.

"Living in Soweto, I always take an earlier bus to work because our transport is unreliable and I never want to be late for work I tried to explain this and nobody was prepared to understand although I had assured them that I did not expect to be paid for coming in earlier."

Mr Herd told Dignity Watch that he was sur-

prised that Cynthia was so new in the company yet had so many complaints

"If you are junior you cannot demand to be treated as a senior. We are a big company with workers who have been here for years and are satisfied Cynthia thinks she can just come in and change the company. She should wait and have patience She still has to learn her work Her handwriting is not satisfactory and I have spoken to her about it She promised to improve it."

He admitted that Cynthia had spoken to him about one problem and he had sorted it out

On Cynthia's allegations Mr Herd said all the workers were allowed to use the phone only af-

ter they had got permission

● That the white man who refused to hand his time record to Cynthia may have done so because he does not like to fill in his time sheet and that he may have been bothered by Cynthia's attitude when she collected it.

● That when he spoke to Cynthia about her coming to work too early he was under the impression that she expected to be paid for the extra time.

Mr Herd assured Dignity Watch that if Cynthia brought her grievances to his attention he would deal with them But the next day Cynthia was fired. She claimed she was sacked for coming to Dignity Watch

(152)

REDACTED

Leyland head tells of 'dissatisfaction'

Own Correspondent

PORT ELIZABETH. — The chairman of British Leyland, Sir Michael Edwardes, said at the weekend he understood the dissatisfaction felt by striking workers over inadequate pay increases.

Speaking at a press conference in Grahamston, where he had earlier received an honorary doctorate of law degree at Rhodes University, South African-born Sir Michael said pay increases of five percent to unskilled Leyland workers were "bound to cause a reaction" when other companies were granting increases of between 10 and 20 percent.

"While I understand their dissatisfaction, I have no sympathy for any employees who reject change when to do so puts their jobs at stake," he said.

British Leyland, which employs 160 000 workers, paid five percent increases to 76 000 workers and 10 percent to 10 000 skilled men.

Stringent measures

Sir Michael said that whether the company survived or not would depend on how employees responded to the stringent measures that had been imposed as part of what has be-

come Leyland's "austerity programme".

He made it clear that these measures, coupled with pay increases imposed without agreement from the unions, were essential for the survival of the nationalized company.

Sir Michael denied that the implementation of wage increases without union agreement constituted an affront to workers. "The increases were implemented after five months of negotiation involving 17 meetings with union officials. The shop floor was getting restless about increases which had to be backdated so we went

ahead and implemented them."

He said what union leaders agreed to or did not agree to did not always reflect the views of the work force. "Last year 87 percent of the work force voted in favour of our recovery plan, in spite of the redundancies it created."

11 800 on strike

About 28 000 workers have been laid off while another 16 000 are on short time. There are 11 800 workers on strike at the moment, which Sir Michael described as a "fraction of our total work force".

Asked whether British

Leyland could maintain its recovery momentum, in which it captured 23,74 percent of the British car market in March, Sir Michael said the biggest indication of success was that "we are still in business".

The sky was the limit for Leyland South Africa as long as it continued to show that it could be profitable, Sir Michael said.

Leyland South Africa had about 12 percent of the local truck market and the bulk of the four-wheel drive market. "As a car business, it is not big, but as a truck business, the sky is the limit."

Unions face crucial test over racial differences

STAR 16/4/80

By Sieg Hannig

South Africa's most widely representative body of trade unions today faces a crucial test which could provoke a racial split or overcome deep divisions

Emotive issues will be discussed at a meeting this afternoon of the South African Co-ordinating Council of the International Metalworkers' Federation (IMF) in the presence of the assistant general secretary of the 14-million-strong organisation, Dr Werner Thoennessen.

The South African council's 11 trade unions, representing close to 100 000 workers of all races, has to overcome two controversies which could split it along mainly racial lines

Member unions are in conflict over the organising of "parallel" unions for blacks in companies where so-called independent unions are also recruiting blacks

Some member unions disagree strongly with the decision of most white and coloured member unions to debar blacks from apprenticeships unless they declare themselves prepared to do military service.

The council came close to total collapse more than a year ago over dissension which arose from the Eveready strike in Port Elizabeth. This strike led to an IMF-backed call for world-wide boycotts against Eveready

But hopes are held out that the presence of the Geneva-based assistant general secretary will help to restore harmony in the council's ranks

Dr Thoennessen is the man who helped to found the council in the face of serious obstacles in 1974

Attitudes toward property rights and their exchangeability by contracts are, in part, based on how the rights and contracts permit distribution of risky consequences—profits and losses. Since profits and losses occur regardless of the form of property rights, the issue is whether one is for or against a given system of (a) distributing the risks of profits and losses (and the profits and losses themselves) over various people, and (b) stimulating the uses of resources to bear their value. The bearing losses could be assigned by the one's political power. Because social allocation of profit-and-losses is part of the issue between socialist property systems and ability of their respective risk-distribution in a private-property system.

in some countries (Mexico, for example) some farmers (called ejidos in Mexico) cannot sell the land they farm and occupy. They can use it and sell the crop, but they cannot sell or borrow against the land. (If they could borrow against the land, they could borrow and then default, letting the lender take the land—circumventing the ban on sale of the land.) They have only usufruct rights. These restricted rights to resources do not permit as much discretionary risk-sharing and re-allocation. Furthermore, the incentive to improve or invest in the farmland is weakened, since the prospects of value increases cannot be transferred to those most optimistic or willing to bear them. These ejidos invest in more children as a source of future income—not a surprising substitute!

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EL striking workers are back at work

POST Reporter
EAST LONDON —
About 1 000 workers employed by the Mdanisane Special Organisations, downed their tools this week complaining of bad treatment, suspension and dismissals for petty offences

They returned to work the same afternoon after four of their colleagues who had been detained in the morning by the Ciskei police, had been released and received an assurance that their grievances would be looked into

The workers gathered outside the organisations

void on Wednesday morning and refused to go to work. They complained that white foremen called them "kaffirs" and suspended or dismissed them for petty reasons.

Members of the Ciskei Central Intelligence Service and the organisation's management failed to persuade them to return to work in the morning. The workers demanded the release of their colleagues. The police gave them an ultimatum to return to work or disperse. Before the specified time expired they released the detainees who told their workmates to return to work. The workers claimed that they had been misled by a trade unionist.

The workers were told to elect a committee to discuss their grievances with the management.

The chief commissioner of the Department of Co-operation and Development, Mr J Hitge, was not available for comment.

700 Builders at Madantsame Down Tools

EAST LONDON — More than 700 workers employed by the Madantsame Special Organisation in the construction of houses in the township near here, downed tools yesterday over complaints about the attitude of management. But by 2 pm all were back at work.

The end of the strike came after negotiations between management and the Ciskei Central Intelligence Services (CCIS) on the one hand and workers on the other.

Workers in the organisation's depot and stores did not start work yesterday morning while others on construction sites joined more than an hour later.

Workers being fired or suspended for trivial matters, sometimes without reason, and general use of bad language by some white officials.

Two allegations of workers being fired or suspended unfairly involved Mr Aron Mkanzana a security guard who was allegedly fired after he had reported the loss of two glasses, which they found missing when they went on shift, and Mr Stanford Sishi a plumber who said he had been suspended because he had reported earlier than his union mates for his pay last Friday.

Mr Sishi said he had left his place of work after they had stopped at 3 pm to go for their pay. When he arrived at the pay point he was told he would be suspended for a week.

suspended for a week because he had reported ahead of his work mates. "I explained I had got a lift in a colleague's car but the man would not listen," Mr Sishi said.

I went back to plead with him on Monday and he told me I was fired because I was pestering him.

I then appealed to the project engineer Mr Ray Hassall who told me the decision would be a week's suspension. I was still not happy about it," Mr Sishi said.

Another employee said the administrative officer, Mr L. C. Clark had called him this week and showed him a footprint on a lawn and said, "If you look there you can see why farmers do not like Kaffirs. When they see Kaffirs on their farms they get their guns and shoot them because their feet are poisonous."

The man said Mr Clark asked him to tell the "kaffirs" on the lawn would lose two days pay.

The workers said they had appealed to Mr Hassall to look into the matter but that he had told them he would have to refer it to the Chief City Engineer Mr G. B. Keping.

Mr Hassall had also told them he was not certain whether their trade union, the South African Allied Workers' Union (SAAWU), whose representatives had seen him on the matter, had any standing with the Madantsame Special Organisation.

The trade union of officials Mr I. N. Mhambi (secretary), Mr H. Pkayo (president), Mr D. Kollisi (treasurer) and Mr L. Magwanya (vice-president) were taken by Ciskei Central Intelligence Services men and police for questioning and when Mr Hassall and Col Charles Sebe, CCIS secretary, addressed the workers, they refused to move until their leaders had been released by the police.

The four men were then brought back and Mr Magwanya and Mr Mhambi addressed the workers and told them to return to work as they had been misled by Mr T. Gwete of SAAWU.

They were asked to return to work by 2 pm. All did but some claimed it was incorrect to say they had been misled.

had been misled. Their complaints were based on incidents they could quote and they had brought all these to the attention of management through their trade union leaders.

Commenting on the matter after all workers had returned to work, Col Sebe said: "It is significant that there is an element of racial friction. This is clear from the reports of the workers."

"I feel this should be resolved before any further problems occur and we shall be failing in our duty if we do not recommend that our government appoints some commission to inquire into this racial ill feeling which we feel is rather belated at this stage."

"It was surprising to hear many people it is attitudes the concerned about Sebe said. He said he was asked the MSO had liaison committee 1976."

"We have arranged with management workers in the units that each unit two men to a committee that will put grievances management," he said.

Mr Clark was available for comment yesterday and Mr Sebe referred all calls to comment on the complaints and allegations against Mr Clark to the Chief Commissioner, Higgs in Queenstown. Mr Higgs could not be reached for comment.

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Uncertainty about the prospective catch induces a major difference. If fishermen rent boat, renters bear the consequences of not catching... Macy's building and facilities and paying the total daily sales - leaving the clerks with same income in either case? No difference there is certainly about the output performance but someone must bear the consequence mistaken estimates of the catch, and that make a difference. For the moment, the important point is the identity between the two payment methods, renting and hiring - assuming certainty about performance.

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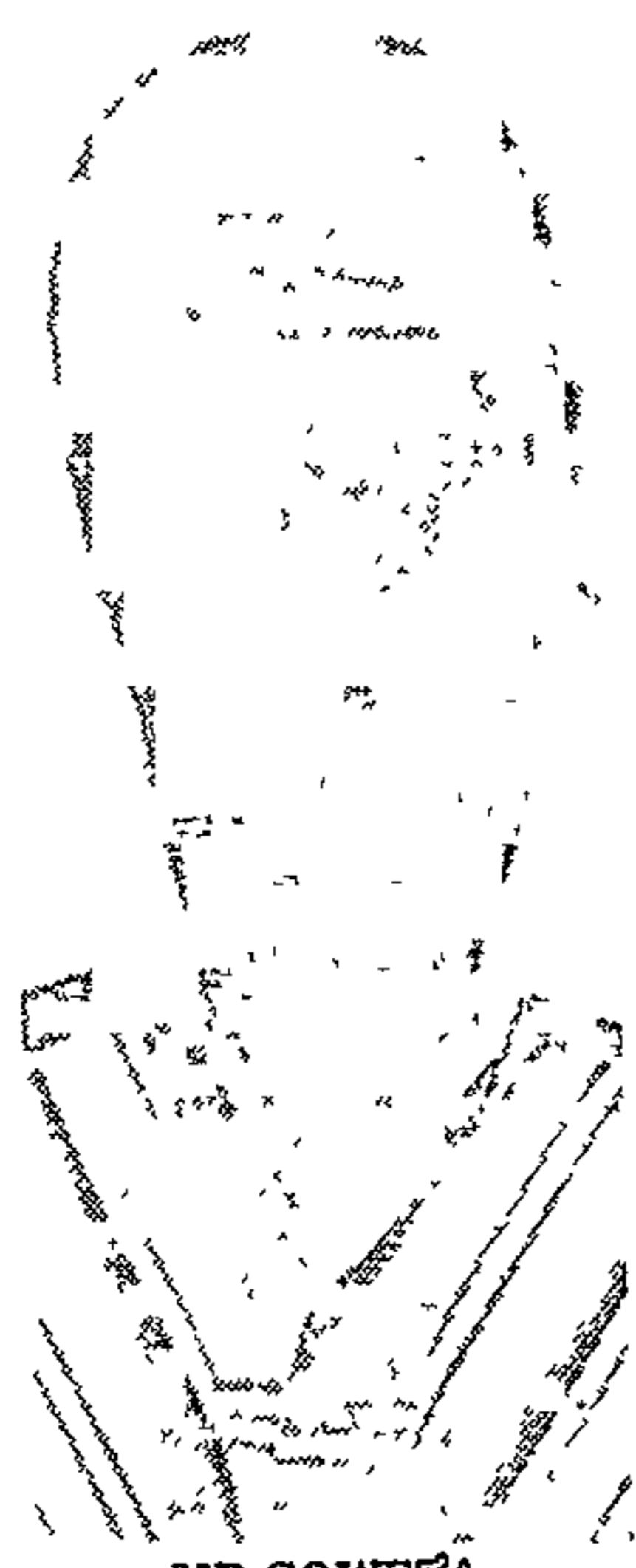
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How the MSO is controlled

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MR GOWETA

EAST LONDON — The Mdantsane Special Organisation is a Government-funded body responsible for building houses and laying services at Mdantsane

operation and Development, Mr D J Hitge

The organisation employs about 80 whites and about 1 500 blacks

It is run by a control committee consisting of members of the East London City Council, the Department of Co-operation, and Development, the Ciskei Government and the Mdantsane township manager

Forward planning for the MSO allowed about R9 million for expenditure last year, but it was believed that the organisation received only R4,2 million on which to operate during the year

The chairman of the committee is the Chief Commissioner of the Department of Co-

The organisation was the centre of a controversy last year when it was believed to be in serious financial difficulty and workers were working short weeks — DDR

Pay a factor in strike — prof

JD 24/4/50 152 133 197

EAST LONDON — Working short time resulting in some workers having a monthly take-home pay of R110 was one of the major contributing factors to the strike at Ford Motor Company in Port Elizabeth at the end of last year

This was said by Dr Marianne Roux, a lecturer in sociology at Rhodes University, at a lunch-hour forum organised by the Border regional branch of the South African Institute of Race Relations here yesterday

She said the strike largely reflected the worker-management-state relationship in South Africa.

It was a clear demonstration of a demand by blacks for a bigger stake in the economy

At issue was the clash between white fears and



DR ROUX

blacks' rising expectations.

"It showed on the part of the workers an awareness of the large political issues in the country," she said.

Dr Roux said at the

beginning of the strike, Mr Thozamile Botha, the now banned Pebco leader whose dismissal by a foreman at Ford started the strike, was regarded as a threat by white supervisors

Blacks had counter reacted as they felt their leader had been victimised

Dr Roux emphasised the close bond between economic and political issues in the disturbances at Ford.

"Both within and outside the work-place there were strong forces binding the workers together and blurring the difference between the so-called industrial and political issues," she said.

Ford was seen as being part of white domination and the counter action was to down tools as one man — DDR.

Workers (152) CT stone 26/4/80 buildings

By PADDY ATTWELL

POLICE were called in to quell stone-throwing at a co-operative near Grabouw yesterday where about 700 seasonal workers stopped work following a labour dispute

The stone-throwing began after an attempt at talks between management and the workers broke down in the grounds of the the Kromrivier Apple Co-Operative Limited, about 4km from Grabouw

The general manager of the co-operative, Mr J H Engelbrecht, confirmed that about 700 workers stopped work, but believed that the majority had done so for fear of intimidation by a small group of 'agitators'

"We don't know what their grievances are. We tried to get some of them to come forward to tell us what their grievances are, but none did," Mr Engelbrecht said

Asked to comment on a report that the grievances involved pay, he said that this was "an assumption". Some of the workers had held boards demanding that the minimum weekly wage be R40

When the attempt at talks failed, about 50 workers had started throwing stones. The police were called in

When police arrived in camouflage uniforms, the workers dispersed, but continued throwing stones at police and at buildings

Policeman hit by a brick

Mr Engelbrecht said a policeman was hit by a brick, which grazed the side of his face, and another was hit on the body. However, no forceful action was taken against the workers

He confirmed that the situation had calmed by noon. Workers received their weekly pay early and were taken home. Regular production was not disrupted as the co-operative had packed its weekly quota by Thursday night

Nobody had been fired and he expected the majority to return to work on Monday

○ A police spokesman said from Pretoria last night that 50 women demanded a wage increase at about 8 am. Before an agreement could be reached, they left and started stoning the building

Others joined in and their numbers swelled to about 1 000

The District Commandant at Stellenbosch and about 10 uniformed police arrived at the scene and intervened. The women ran away

Nine people were arrested on a charge of public violence

The spokesman said that none of the workers, members of the staff or policemen was injured, except for the District Commandant of Stellenbosch, Lieutenant Colonel John Kirsten, who sustained a slight injury to his mouth

Several window panes, wooden crates and asbestos plates were damaged. The damage was estimated at about R1 500

CT. 20/4/80 (152) (13) (8)

Strike continues

THE STRIKE for higher wages by several hundred workers at a Grabouw apple co-operative continued yesterday. About 1 000 workers at the Kromrivier Apple Co-op Ltd in Grabouw began striking on Friday. They gathered outside the factory gates, displaying a placard demanding a minimum wage of R40 a week.

The general manager of Kromrivier, Mr Jan Engelbrecht, said earlier this week that about 250 of the workers had returned to work. He said his company employed about 1 000 workers, most of them seasonal. About 100 of those employed were black contract workers.

Mr Engelbrecht said the striking workers had asked him to speak to their union, the Food and Canning Workers' Union.

● In a sequel to a stone-throwing incident involving the striking workers on Friday, 18 young employees at the factory were convicted in the Grabouw Magistrate's Court on Monday of public violence. The trial of 15 others was adjourned to May 22. All are on bail of R50.

85 workers sent back to Transkei

THE CONTRACTS of 85 migrant workers at a Grabouw apple co-operative were cancelled yesterday and they have been sent back to Transkei.

A further 400 coloured workers from the Kromrivier Apple Co-op Ltd were turned out of a hostel in nearby Bot River on Tuesday night.

This follows a strike for higher wages by about 1 000 Kromrivier workers which began last Friday.

The co-operative employs hundreds of extra workers during the picking season. Many from nearby towns are housed in the hostel during the week.

The general manager of Kromrivier, Mr Jan Englebrecht, said last night the contracts of the black workers were cancelled "by mutual agreement" with the workers.

"We paid them their wages, took them to the magistrates' court where their contracts were cancelled and sent them back to the Transkei by bus at lunchtime yesterday," he said.

He would not comment on workers' claims that they were paid R15 a week. He had paid off the 400 workers at the Bot River hostel on Tuesday night. He told them to leave.

"While I was paying them, I heard threats that there was going to be trouble so I called in the Stellenbosch police

Some of them were taken to their homes in buses and others stayed with friends and relatives in Bot River," he said.

He denied workers' claims that police had used force.

A worker who declined to be named said workers came to her house on Tuesday evening to ask if they could leave their luggage there.

Policemen had searched the house without a search warrant and put the luggage outside, she said.

The Boland Divisional Commissioner of Police, Brigadier C Swart, said he "was not aware" of any police activity at Bot River on Tuesday night.



STRIKING WORKERS from Kromrivier Apple Co-op gathered at the Gerald Wright Hall in Pinetown, Grabouw, for a meeting yesterday after the dismissal of contract workers

Bring back sacked workers — strikers

ARGUS
1/5/80

(152)

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(159)

Labour Reporter

STRIKING workers of the Kromrivier Apple Co-op at Grabouw are demanding the reinstatement of all employees, including seasonal and contract workers evicted from their hostels by the management.

There is anger at the summary dismissal of these workers and the alleged role of riot police and other policemen in evicting them and putting them on buses to go home

About 100 black migrant workers returned to Transkei in a Kromco bus yesterday after their contracts were cancelled

NO BONUSES

Workers said they had been chased from their Houhoek hostel by police about 5 am. The management had given them no option but to return home

They had been paid off, but did not receive bonuses and backpay, bances' he said

The night before coloured seasonal workers were evicted from a company hostel in Bot River and taken to their home towns

home

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The night before coloured seasonal workers were evicted from a company hostel in Bot River and taken to their home towns

BRUTALITY

The Food and Canning Workers' Union today deplored the 'brutality' of the Kromco management's response to the workers' demand for higher wages

'It has refused to negotiate and called in the police and riot police when there was no necessity to do so,' said Mr Jan Theron, general secretary of the union

Brigadier C A Swart, Divisional Commissioner of Police in the Boland denied that police had played an active part in evicting workers

'There was no such thing as far as I am aware. The police were only in the background in case of possible disturbances' he said

Daily Strife Over Wages

By STEVEN FREEDMAN

PUTTING OFF FOR LONGER the delivery of milk to the city, the Dairy Farmers' Union of Denmark is trying to get its members to accept a new wage schedule.

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Not working and not much to do so some of the truckers strike at Denmark Dairy in Johnnobbung yesterday, played soccer with a tennis ball in a street near the farm

Photo: TRISTAN GARDNER

Yesterday, after the strike, He asked them to choose representatives for a meeting with the management but the refusal set off all kinds of rumors. Yesterday morning Denmark Dairy's officials at first told the Dairy Dairy Association that had not been a strike, and deliveries had been made as usual. Later, Mr. Hennig confirmed the strike. Delivery men told the "Mail" they earned \$127 a month, but had received only between \$93 and \$113 for April. Some complained that there were deductions from their pay when customers returned goods and also when there were alleged cash shortages in money collected on deliveries. One driver said he earned \$200 a month but was not paid last month because he was told he owed the dairy \$270. Mr. Hennig said a "computer problem" with some workers' pay had been the immediate cause of the dispute. Men had asked for increases, and he had told them wages would be reviewed in July. He said drivers' assistants, who receive commission on sales, have demanded increases to bring their pay into line with that of drivers. "Their attitude was very fair. They were not aggressive. I have promised to do my utmost to solve the problem," said Mr. Hennig.

3 Grabouw strikers acquitted

CT 2/5/80

Staff Reporter

(12) (13) (14)

THREE striking workers of the Kromrivier Apple Co-op in Grabouw were acquitted in the Grabouw Magistrate's Court yesterday on charges of malicious damage to property

The workers are Mr Willie Hendriks, 21, Mr Piet Macriega, 18, and Mr Freddie Middleway, 22

A fourth man, Mr Nicolaas Farao, 21, was found guilty on Monday on a similar charge

He told the court that last Thursday, because he wanted more pay he had slit the canvas on trucks used to transport workers to the hostels where they were staying

He will be sentenced on June 2

Meeting ARGUS 2/5/80 supports (52) (178) striking workers

Labour Reporter

AT a mass meeting in Pineview, Grabouw, last night it was decided to support the striking workers of the Klom River Apple Co-op in their demands for higher wages and the reinstatement of dismissed employees.

The strike by about 800 workers began last Friday after they received no response to their call for increased wages, said to be as low as R13 a week.

Management, with the help of police, this week evicted seasonal and contract workers from their hostels. About 100 black workers were returned to Transkei.

The chairman of the Grabouw action committee which arranged last night's meeting, Mr Percy Carolus, said it had been decided 'to go to the nation' for support for the workers if any lost their houses because of the strike.

He said the meeting, which was primarily concerned with the shortage of housing in Grabouw, had called on the local management committee to resign.

WESTERN CAPE LABOUR

Workers dig in their heels

FM 4/5/80

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Some new trends in labour relations that could have far-reaching political and business implications are evident from recent strikes especially those in the Cape

One is towards rising solidarity among workers, not only among those working for the same employer but between coloureds and Africans

Another is that consultation with worker representatives is becoming increasingly important, both insofar as dismissals are concerned and in the establishment of channels for negotiation

The *FM* has assessed this situation at first hand in the Western Cape where over the past year, there has been a marked escalation of strikes

The latest occurred at the Kromrivier Apple Co-operative near Grabouw, when 700 coloured and contract workers walked

out and violence did not take long to erupt

Jan Theron general secretary of the Food and Canning Workers Union (F & C) says 'Stone-throwing broke out after police arrived, and attempted to arrest a striker carrying a placard demanding R40 a week'

In the Monis & Fattis dispute last year workers held out for seven months — a rare display of worker solidarity for SA. And during the Karoo Meat Exchange strike workers at 11 major meat firms in Cape Town refused to handle Karoo's meat until the 59 strikers were reinstated. The firm finally agreed to this, and to paying the strikers for the week they were out

The Karoo dispute, according to the Western Province General Workers Union

(WPGWU) to which the meat workers belong 'indicates clearly that the days when management could take decisions affecting workers without prior consultation with worker representatives are now over. Workers struck because management dismissed a colleague without consulting the worker committee

The Monis & Fattis dispute and the stevedores walkout in December showed unusual cohesion between coloured and African workers. At Monis & Fattis African and coloured workers walked out over a union recognition dispute culminating in the dismissal of five coloured workers

Ted Frazer, general secretary of three unions in the liquor and catering, brewing, and jewellery industries says 'There is a growing awareness of indivisibility. Col-

Strikers cont come

CAPE TOWN — The contracts of 250 white miners, at Orange Free State, who are on strike, were not operative, it was stated yesterday, and they have been sent back to the Orange Free State on the 12th high wages.

A further 100 coloured workers from the Orange Free State, the Kromme Riviervlei, or Appleton, Ltd., were turned out of the hostel where they were staying near by Bontfontein on Tuesday night.

This follows a strike for higher wages which was called off by the miners last week.

The co-operative people, who are in the strike, are being sent to the hostel during the week-end, and are being sent to the hostel during the week-end.

ing the week. The general manager of the Orange Free State, who is in charge of the contract, said last night that the contract of the 250 white miners had been cancelled, and that the 100 coloured workers had also been cancelled.

The 100 coloured workers, who were sent to the magistrate's court where their contracts were cancelled, and sent them back to the hostel on Tuesday night.

The 100 coloured workers, who were sent to the magistrate's court where their contracts were cancelled, and sent them back to the hostel on Tuesday night.

The 100 coloured workers, who were sent to the magistrate's court where their contracts were cancelled, and sent them back to the hostel on Tuesday night.

he said that the 100 coloured workers, who were sent to the magistrate's court where their contracts were cancelled, and sent them back to the hostel on Tuesday night.

He denied the workers' claim that the police had used force to get them from the hostel.

I think that the 100 coloured workers, who were sent to the magistrate's court where their contracts were cancelled, and sent them back to the hostel on Tuesday night.

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CT 3/5/80

Call to reinstate 800 strikers

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Staff Reporter

to return to them

A MEETING on Thursday night of over 2000 schoolchildren and members of the Grubour community called on the management of the Kromvier Apple Co-pp (Kromco) to reinstate 800 workers striking for higher pay

The meeting, held in Pineview township, Grabouw, was organized by the Labour Party in response to a call for help from the 800 Kromco workers who began striking for higher pay last Friday

They also called on Kromco management to accede to the workers' request for higher pay and allow workers who had been turned out of their hostels,

One black worker told the meeting he was paid only R15 a week after working for Kromco for 25 years. Other speakers warned if the workers were not reinstated a boycott of Kromco products would be organized

Bosses want them out of homes

THREAT TO EJECT US WORKERS

WORKERS striking for better pay at Grabouw's Kromrivier Apple Co-op claim that their bosses are threatening to kick them out of their homes if they don't go back to work.

Contract workers living at a company-owned hostel nearby Bot River say they were told on Monday night that they would have to get out. Others living in houses on farms which are members of the Co-op say that farmers have warned them to return to work or find somewhere else to stay.

Since the violence flared last Friday after management had rejected demands for a higher minimum wage — some earn as little as R13 a

week, it is believed — about 600 to 700 of the total workforce of 1000 have stayed out.

POLICE

After police had been called in on Friday afternoon a number of people were arrested and on Monday, 18 were convicted of public violence. Charges against eight others were withdrawn, and one person was acquitted.

A further 15 will have to appear at the Grabouw Magistrate's Court on May 22 on similar charges.

According to the general manager of the Co-op Mr Jannie Engelbrecht, stone-throwing last Friday caused R1 500 damage to property.

LETTER

The Secretary of the Food and Canning Workers' Union (representing about 500 of the workers), Mr Jan Theron, said that the Union had sent a letter to the firm last week asking to meet them this week, because they had been busy organising at the Co-op.

'We had to meet the management on Monday because of the trouble last Friday,' Mr Theron said, 'but they refused to negotiate at this stage.'

He added, 'They also wanted details of our membership — names and so on — which we don't normally give to employers.'

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124

Strike at firm in Paarden Eiland

ARGUS 7/5/80

~~meat~~ ~~126~~

152

~~45~~

Labour Reporter

ABOUT 100 employees at Table Bay Cold Storage in Paarden Eiland refused to work today in protest at the firm's refusal to recognise their workers' committee.

Meat processing at the factory was brought to a halt and the workers have been told they will be paid off.

The Western Province General Workers' Union, to which the workers belong, called on management to recognise the committee of six people.

'LIAISON'

'Management has quibbled over the number on the committee and is now trying to force a liaison committee on the workers,' a spokesman for the union said.

'The workers are not prepared to accept anything less than a democratically elected committee under their own control.'

'Their demand is reasonable and has been made in a responsible manner over the past few weeks.'

The management had no comment.

Apple ^{ARGUS (152)} ~~2 fruit~~ ~~100~~ 7/5/80 ~~138~~ workers get more pay

Labour Reporter

STRIKING workers of the Krommier Apple Co-op near Grabouw return to work today with a significant increase in wages, negotiated during three days of talks with their bosses.

'We are happy with the outcome and the workers are happy,' the general secretary of the Food and Canning Workers' Union, Mr Jan Theion, said today.

TRANSKEI

He said seasonal workers from outlying districts, whom management evicted from their Bot River hostel last week, would be brought back by bus today.

Contract workers sent back to Transkei would receive a payment equal

to half their wages to mid-July, when their contracts would have expired.

Management guaranteed that of the 80 odd black workers, those on one-year contracts would be re-employed and those on six-month contracts would have first option of jobs next season.

Mr Theion said wages at Kromco were brought in line with those being paid for similar work at the Ceres Fruit Growers Co-operative, negotiated earlier this year at a conciliation board hearing.

A guaranteed minimum wage of R23,92 a week for piece work would be introduced. Minimum weekly wages for labourers would be increased to R23,92 for women and R26,22 for men.



ONE of the striking workers at Table Bay Cold Storage in Paarden Eiland was beaten and stabbed by fellow workers when he tried to return to work today. Here he is roughly handled in the brief outbreak of violence.

8/05/80
Violence in
 wake of
city strike

Labour Reporter

VIOLENCE broke out today among striking workers of the Table Bay Cold Storage Company when one allegedly tried to return to his job.

He was severely beaten by fellow-workers near the factory gate, and stabbed in the left shoulder.

About 80 workers reported to the factory at 7.45 am after downing tools yesterday in protest at management's alleged

refusal to recognise the elected workers' committee.

They again refused to work until their demand for recognition was met.

According to a worker, the manager said he did not want anything to do with a 'union committee'. He wanted a 'Labour Department liaison committee'.

Workers said that when they insisted they did not want a liaison committee, they were told to collect their wages and return to Transkei.

REFUSED

They said they refused to take their pay. The workers left the premises

REFUSED

They said they refused to take their pay. The workers left the premises en masse about 8 am. They were within 100 m of the gate when the fight started.

After being frequently knocked to the ground, the injured man left with the others.

He was later taken to hospital.

The Western Province General Workers' Union, to which the men belong, deplored the incident.

INDICATION

It said it indicated, however, the strength of the men's commitment to their demand for recognition.

'The demand is a perfectly reasonable one, and we hold the management and the Department of Manpower Utilisation responsible for generating the labour unrest at the factory,' a spokesman said.

He said the vast majority of workers in the Cape Town meat industry were members of the union.

Committees similar to that demanded by the Table Bay workers were recognised by all the other major meat firms.

The manager of Table Bay Cold Storage, who refused to give his name, said he had no comment.

09/05/80 HR4US

Support for meat men

Labour Reporter

STRIKING workers at Table Bay Cold Storage Co Ltd have the support of workers at 14 Peninsula meat factories in their demand for recognition of their elected committee. Representatives have sent a letter to the company's management, calling on it to explain to workers at the various factories why it has refused to recognise the committee. 'At all our factories we

have such committees and through them we have been able to take our grievances to the management in a peaceful way,' the representatives wrote. 'The constitution of the Table Bay Cold Storage workers' committee is the same as constitutions in all the meat factories. 'The Table Bay workers will return to work on Monday at 7.30 am. We hope that you will agree to their demands'. Workers at the other factories would refuse to

work at Table Bay Cold Storage if asked to do so, the representatives added. A meeting of meat workers will be held in Langa tomorrow. Sapa quotes the management of Table Bay Cold Storage as saying yesterday it was not prepared to re-employ any of the 75 black workers on strike and had made arrangements for bus tickets for the men to return to Transkei.

Y CANDIDATE MUST enter in n (1) the number of each question ered (in the order in which it has answered), leave columns (2) and ank

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(In block letters)

First Name(s)

Date

17/10/78

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

Subject

B Bussci

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

Paper No

1

(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

9/5/80 (152)
**Striker beaten in
Cape factory row** (186)

CAPE TOWN — Violence broke out yesterday morning among striking workers of the Table Bay Cold Storage Company here when one man allegedly tried to return to his job. He was severely beaten by fellow workers near the factory gate and stabbed in the shoulder.

About 80 workers reported to the factory at 7.45 yesterday morning after downing tools in protest at management's alleged refusal to recognise the elected workers' committee.

They again refused to work until their demand for recognition was met.

According to a worker, the manager said he did not want anything to do with a "union committee" and he wanted a "labour department liaison committee".

Workers said when they insisted they did not want a liaison committee they were told to collect their

wages and return to Transkei

They said they refused to take their pay and left the premises en masse at about 8.00. About 100 m from the gate a fight started and after being frequently knocked to the ground the injured man left with the others. He was later taken to hospital.

The Western Province General Workers' Union, to which the men belong, said the incident indicated the strength of the men's commitment to their demand for recognition.

A union spokesman said the majority of workers in the local meat industry were members of the union and committees similar to that demanded by the Table Bay workers were recognised by all the other major meat firms.

The manager of Table Bay Cold Storage would not comment on the incident. — SAPA

Strikers ~~145~~

DN 9/5/80
beat up

fellow ~~152~~

~~152~~
worker ~~152~~

CAPE TOWN — Violence broke out yesterday morning among striking workers of the Table Bay Cold Storage Company when one man allegedly tried to return to his job

He was severely beaten by fellow workers near the factory gate and stabbed in the shoulder

About 80 workers reported to the factory yesterday after downing tools on Wednesday in protest against the management's alleged refusal to recognise the elected workers' committee

They again refused to work until their demand for recognition was met

According to a worker, the manager said he did not want anything to do with a "union committee" He wanted a "Labour Department liaison committee"

Workers said that when they insisted they did not want a liaison committee they were told to collect their wages and return to Transkei

They said they refused to take their pay and left the premises at about 8am

Then, within 100m of the gate, the fight started After being frequently knocked to the ground, the injured man left with the others He was later taken to hospital

A Western Province General Workers' Union spokesman said committees similar to that demanded by the Table Bay workers were recognised by all the other major meat firms

The manager of Table Bay Cold Storage would not comment on the incident — Sapa

Black strikers win 50% pay increase

152 → 700 DM 9/5/80

By STEVEN FRIEDMAN
Labour Reporter

A STRIKE by black and coloured workers at a Cape apple packing factory has ended with a remarkable settlement which raises wages and ensures that most will get their jobs back.

The strike, at the Kromco factory in Grabouw, was marked by fighting between strikers and police and the arrest of about 40 strikers.

That the strikers have won a settlement is seen as evidence of the growing power of workers in Cape rural areas, who have usually had little bargaining power because they could be replaced so easily by employers.

The Kromco strike is the second in a Cape rural area in recent months. The first was at the Ceres Fruit Growers Co op. It also ended with a settlement

At Kromco, the settlement is more remarkable because the apple picking season is ending and employers will need fewer workers in coming months. This strengthened their bargaining position.

The strike began two weeks ago when 800 workers stopped work in protest over their wages. They are members of the Food and Canning Workers Union, which claims that many earn R15 or less a week.

According to the union, the strike was also prompted by workers' fears that the management was planning to lay off union members.

Police arrived at the scene and there was fighting between them and strikers after police are alleged to have tried to arrest a striker. Riot police were called and about people arrested.

According to the union, the management tried to replace the strikers by bringing in workers from Caledon. About 100 were recruited in this way, it said.

African workers at Kromco are employed on six month or one-year contracts. Most expire in July, and the six-month contracts are renewed only the next January.

Most observers expected the strike to end with management replacing workers rather than settling the dispute. However, last week Kromco agreed to meet union representatives and after a lengthy meeting earlier this week the strike ended in a settlement.

Management agreed to increase wages — raising the minimum to about R26 a week for men, and about R23 a week for women. This is an in-

crease of more than 50%.

Kromco also agreed to take back all coloured workers involved in the strike. African contract workers will not be taken back before July, but the company has agreed to pay them 50% of their wages from the time they struck until July.

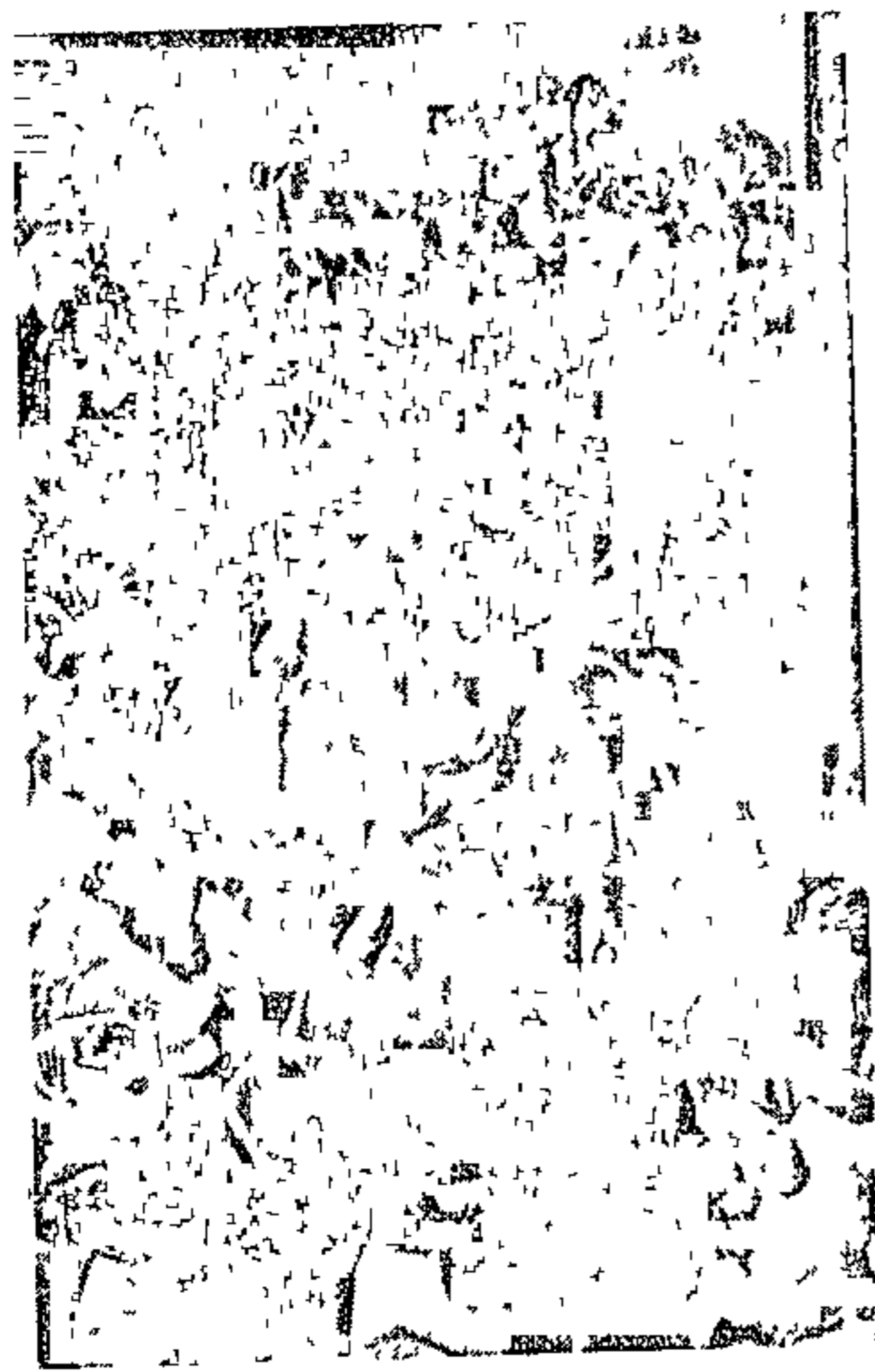
Kromco also guaranteed African workers on one-year contracts that these will be renewed in July, and Africans on six-month contracts will have first option on a contract in the new year.

However, the union says few of the six month workers will take up the offer as they will have to seek new jobs between now and January.

Mr Ian Theron, general secretary of the union yesterday described the settlement as "satisfactory in the circumstances".

ired and African workers are seeing themselves as workers with common interests, rather than workers with racial differences." Even so, unionists admit there is still a very real division, which will probably remain as long as the two groups belong to different unions.

Other disputes include strikes at the Ceres Fruitgrowers' Co-operative, the



Striking workers sitting it out

CMGM civil engineering site at Saldanha Bay — both in February — and at Sea Harvest Fish Factory at Saldanha Bay in December. The walkout of 750 workers at the co-op was due to the dismissal of a worker involved in wage negotiations.

At CMGM, 450 contract workers walked out in protest over the dismissal of eight colleagues, while 280 rejected management's offer and returned to the Transkei. And at Sea Harvest some 600 employees walked out in protest over wages.

In all these disputes, Food & Canning and the WPGWU have represented workers. Johann Maree, head of industrial sociology at UCT, says "The effect of these unions cannot be ignored. The fact that these strikes are linked to unions is partly to do with the way they organise. They put the emphasis on shopfloor organisation, concerning themselves with workers' grievances. Most other unions in the area are mainly benefit societies with very little shop floor activity."

Jack Roos, director of Cape Chamber of Industries, says "we think we have industrial peace here. The strikes involve mainly individual firms, which are not part of an organised industry. In organised industries such as the clothing, furniture, and leather industries, labour stability has predominated, and over the years a good

record of, for instance, fringe benefits and medical aid has been built up.

Moreover, says Roos, the strikes mainly involve unskilled and contract labour. This is true, but they are an important part of the labour force and cannot be ignored.

Roos reckons "many of the strikes seem to be due to a breakdown in communications and human relations." But the unionists involved disagree, saying at the heart of all these disputes is extreme dissatisfaction with "appalling working conditions and starvation wages."

Frazer believes "black workers are becoming more conscious of their working conditions. It is a natural development, along with greater political awareness."

Shunted to the Flats

Many black employees in the Western Cape are earning below the Household Subsistence Level which, during April, for Cape Town was R180 a month for Africans and R184 for coloureds. According to Theron, the Kromrivier strikers are earning around R15 a week. He says this is not an unusual wage, particularly in out-lying districts and in firms linked to agriculture. When the *FM* interviewed workers in the construction, meat, textile and agriculture related industries, the majority claimed to earn between R25 and R35 a week.

Added to this is government's policy of shunting coloureds out to the Cape Flats. Frazer says this has resulted in many coloureds now paying R1 or more a day for transport. "They are very bitter," he says.

In response to complaints about low wages, Roos says "it is fairly normal to want more." He adds that "in manufacturing about 13% of the labour force is African. We would like to see that section of the labour force brought into the negotiating machinery. And being such a small proportion, separate unions would be unrealistic. But we are in favour of freedom of association, so it is up to employees to decide."

F & C and WPGWU say negotiations between management and worker-elected committees is what they want, but not what many firms want. This frequently results in conflict, since workers see in the attitude of their employers the way to improving their position blocked.

Says Theron "Where we are able to negotiate there is often labour peace. But at Kromrivier and Monis & Fattis, for instance management established liaison committees after we started organising. They weren't accepted by workers."

Some members of WPGWU, whose firms are negotiating with committees elected by employees, told the *FM* "our working conditions have improved since being unionised and management has recognised our worker committees." They said they rejected the liaison committees because "these didn't help us."

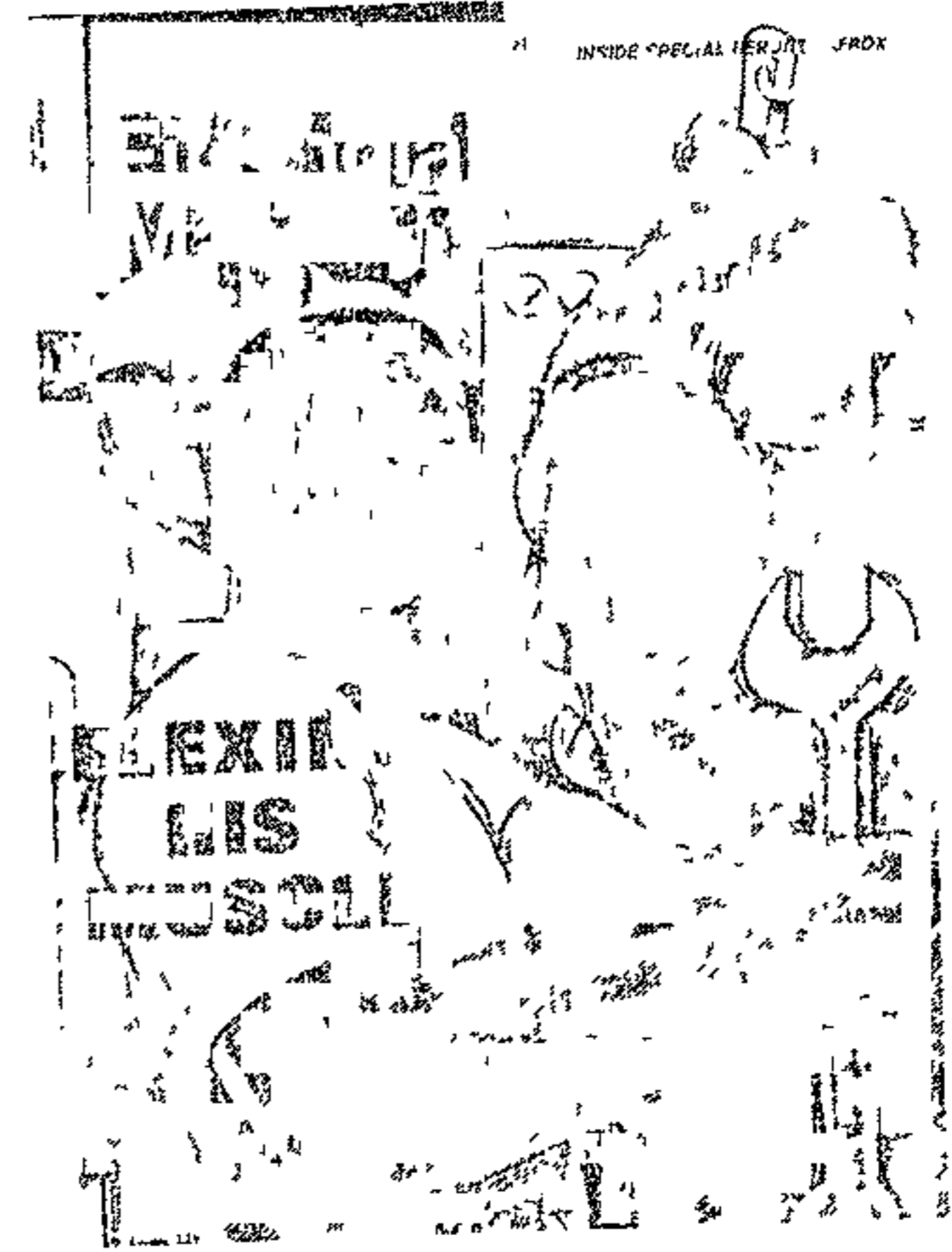
When looking at African labour in the Western Cape, the effect of the coloured labour preference policy should not be ignored. This results in about 70% of 30 000 or so African workers in the area being contract workers. A number of the recent strikes have involved contract workers despite the risk of then losing their jobs, being sent back to their "homelands," and facing the difficulty of finding another job. Why?

Aninka Claasens writes in her dissertation *Riekert and Wiehahn, Unions and Migrants* "They work in the worst jobs in the worst sectors, they suffer the worst treatment at the lowest pay. It is clear that it is the particularly bad conditions in which migrants work which make them more militant."

And, unlike anywhere else, even Africans with permanent residence rights in the Cape find themselves in much the same position as migrants due to coloured preference, which fortunately the National Manpower Commission has recommended be scrapped.

Roos says priority should be given to all workseekers, including Africans, living in the Cape. The Chamber of Industries reckons Africans with Section 10 residential rights should not have to obtain a certificate from the Department of Manpower Utilisation before they can be employed in the area.

Clearly, as the days of a passive labour force are disappearing, there will also



Strike action . . . a potent political force

need to be a shift in management's approach. Maree reckons the most realistic way of dealing with this is to recognise an inherent conflict in industrial relations, and to encourage its expression through strong unions and good faith bargaining.

Without that, the conflict could burst open with serious consequences.

Cape strike could spread

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WPM
10/5/80

By STEVEN FRIEDMAN
Labour Reporter

A STRIKE at a Cape Town cold storage plant is threatening to spread to other meat plants in the area

All 75 workers at Table Bay Cold Storage, members of the Western Province General Workers Union, have been on strike since Wednesday, demanding that the management recognises a workers' committee

Worker representatives at 15 other meat factories have supported the strikers' demands, and there will be a mass meeting of meat workers today to discuss the Table Bay strike

The Cape Town meat industry has been the scene of labour ferment for some months, and this is the second strike by meat workers in recent weeks

A union spokesman said yesterday "The situation throughout the industry is tense. If management take a hard line with Table Bay workers, we fear trouble in other factories"

The union believes Table Bay is planning to send the workers, all of whom are on contract, back to Transkei

The dispute at Table Bay began six weeks ago when workers asked the company to recognise a six-man worker committee. According to WPGWU, the proposed committee has the same constitution as committees recognised by most Cape Town meat companies

The union says the management told workers on Tuesday that it would deal only with a

four-man committee, and insisted that workers dissociate themselves from the union

The management also demanded that the committee be registered in terms of labour legislation. The workers rejected this and walked out of the meeting

On Wednesday, the workers refused to work until management agreed to meet the committee. A Department of Manpower Utilisation official intervened, and he and management tried to persuade workers to accept a registered committee and leave the union, according to the WPGWU

Workers rejected this and have been on strike since. On Thursday, a worker who attempted to return to work was attacked by his colleagues

Table Bay workers now plan to return to work on Monday to demand that their grievances be met. If they are not, the strike will continue, they say

The Table Bay company refused to comment yesterday, except to say that a full statement will be issued next week

On Thursday, worker representatives from 15 meat factories met and compiled a letter to all meat managements. It demands that the Table Bay company recognise the committee and says similar committees at other plants "have helped us to take our grievances to management in a peaceful way"

It warns that workers will not "do the work of Table Bay workers" as they were asked to in an earlier strike

Meat workers' conflict grows

By STEVEN FRIEDMAN
Labour Reporter

FEARS of a major labour confrontation in the Cape Town meat industry have risen after a mass meeting of meat workers at the weekend expressed "full support" for striking workers at Table Bay Cold Storage

The meeting of about 500 meat workers, held in Langa township, accused "meat bosses" of being "intent on provoking a dispute with the meat workers" and resolved to "defend" worker demands that management negotiate with a worker committee

At the same meeting, the Table Bay strikers decided to appear at their plant at 7.30am today and demand that management recognise an elected worker committee. They also resolved to continue their strike if the company refused

In a further development, another meat employer, National Meat Supplies, refused to recognise an elected workers' committee because it refused to register in terms of labour law

The Table Bay workers are striking in support of their demand that management recognise an unregistered committee. Workers say they are not prepared to accept a registered committee because these committees are restricted to black workers only

Table Bay workers are members of the non-racial Western Province General Workers Union who said another cause of the strike was a management demand that workers distance themselves from the union

The workers insist they will only accept committees on which coloureds and blacks serve together

There are fears that management at Table Bay plans to dismiss all the strikers today, thus forcing them to return to Transkel. They are all contract workers

A union spokesman said yesterday: "If that happens, we doubt whether we will be able to hold other factories back. The situation is dangerously close to confrontation."

At the weekend's mass meeting, workers from 15 other meat factories decided to demand that their companies inform them at noon today of the decision of Table Bay management

They will meet tonight to decide how to respond to Table Bay's developments.

In a statement issued by the WPGWU after the meeting, workers condemned the "provocative attitude" of employers

"Meat workers are not seeking confrontation, but nor are they prepared to sanction division between coloured and African workers or turn their back on their union. These are reasonable decisions which will be defended by the meat workers," the statement said

City meat firm says 'No' to strikers

13/05/80

ARQUS

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THE ARGUS, MONDAY, MAY 13, 1980

prepared to meet this morning with the crowd that gathered outside its premises, as they were no longer employees.

WAGES

The 75 strikers were twice told through intermediaries to collect their wages, but they have refused to do so. Police were on standby during the two hours that workers waited outside the factory. Eventually six police vehicles and more than a dozen uniformed policemen gathered nearby. The workers dispersed

after their committee said it was not satisfied with the management's answer to a demand for recognition of the committee.

DENIAL

Mr Selzer denied in today's statement that the question of the committee's recognition was behind the refusal to work.

Management, in fact, on several occasions over the last six months offered the black workers the opportunity to form a committee of their choice without specifying that it be a

works or liaison committee, he said.

There have been reports from employees for the company to recognise the Western Province General Workers' Union, but at no time prior to this action did the union approach the management as is usual in such cases.

MEETING

If the action of the workers was intended to force Table Bay into recognising the union, Mr Selzer said, it would not succeed. At a meeting of all the Cape Town employers in the meat industry, held on

Friday, unanimous support for Table Bay Cold Storage was expressed and contingency plans for the future were discussed.

Alternative arrangements have enabled operations at Table Bay to continue unimpaired, Mr Selzer said.

COMMITTEE

The Western Province General Workers' Union has denied that the workers were offered a committee of their choice.

A spokesman said workers in the meat industry were no longer prepared to accept a committee which constitutionally excluded coloured workers,

as would a registered works committee.

Moreover, prior to this Mr Selzer has insisted on a liaison committee which would not only have excluded coloured workers but also implies the presence of management representatives on the committee.

The workers themselves have requested recognition of an unregistered workers' committee.

They have not attended meetings with management, so the question of union recognition in the formal sense do not arise.

Labour Reporter

THE management of the Table Bay Cold Storage Company has refused to negotiate with workers who gathered at the company's premises today.

Those employees who took part in the refusal to work terminated their contracts of service by their own actions, managing director, Mr R. L. Selzer, said in a statement today. For this reason Table Bay management was not

Strikers warn meat bosses

DD 12/5/80 (126) (152)

CAPE TOWN—Fears of a major labour confrontation in the meat industry here have risen after a mass meeting of meat workers at the weekend expressed "full support" for striking workers at Table Bay Cold Storage

The meeting of about 500 meat workers, in Langa, accused "meat bosses" of being "intent on provoking a dispute with the meat workers" and resolved to "defend" worker demands and that management negotiate with a worker committee

At the same meeting, the Table Bay strikers resolved to appear at their plant at 7 30 am today and demand that management recognise an elected worker committee. They also resolved to continue their strike if the company refused.

The Table Bay workers are striking in support of their demand that management recognise an unregistered (in terms of labour law) committee. Workers say they are not prepared to accept a registered committee because

these committees are restricted to black workers only.

Table Bay workers are members of the non-racial Western Province General Workers Union

The workers insist that they will only accept committees on which Coloured and black workers serve together

There are fears that management at Table Bay plans to dismiss all the strikers today, thus forcing them to return to Transkei

A union spokesman said yesterday: "if that happens, we doubt whether we will be able to hold other factories back. The situation is dangerously close to confrontation."

At the weekend's mass meeting, workers from 15 other meat factories decided to demand that their companies inform them at noon today of the decision of Table Bay management

They will meet tonight to decide how to respond to today's developments at Table Bay. — DDC

MACRO-

Question 1

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~~13/05/80~~
Meat ARMY

workers write to 14 firms

Labour Reporter
ANGER is rising among workers in the Cape Town meat industry at what they see as the 'provocative behaviour' of the Table Bay Cold Storage Company in the labour dispute at the factory.

Representatives have warned in a letter to 14 firms today that the workers' anger will turn against their own managements if they continue to support such behaviour.

SUPPORT
This follows a Press statement by the managing director of Table Bay Cold Storage Mr R L Selzer in which he said the company had the unanimous support of Cape Town employers in the meat industry.

Workers at the factory have been on strike for nearly a week in protest at the alleged refusal of the management to recognise their democratically elected workers' committee.

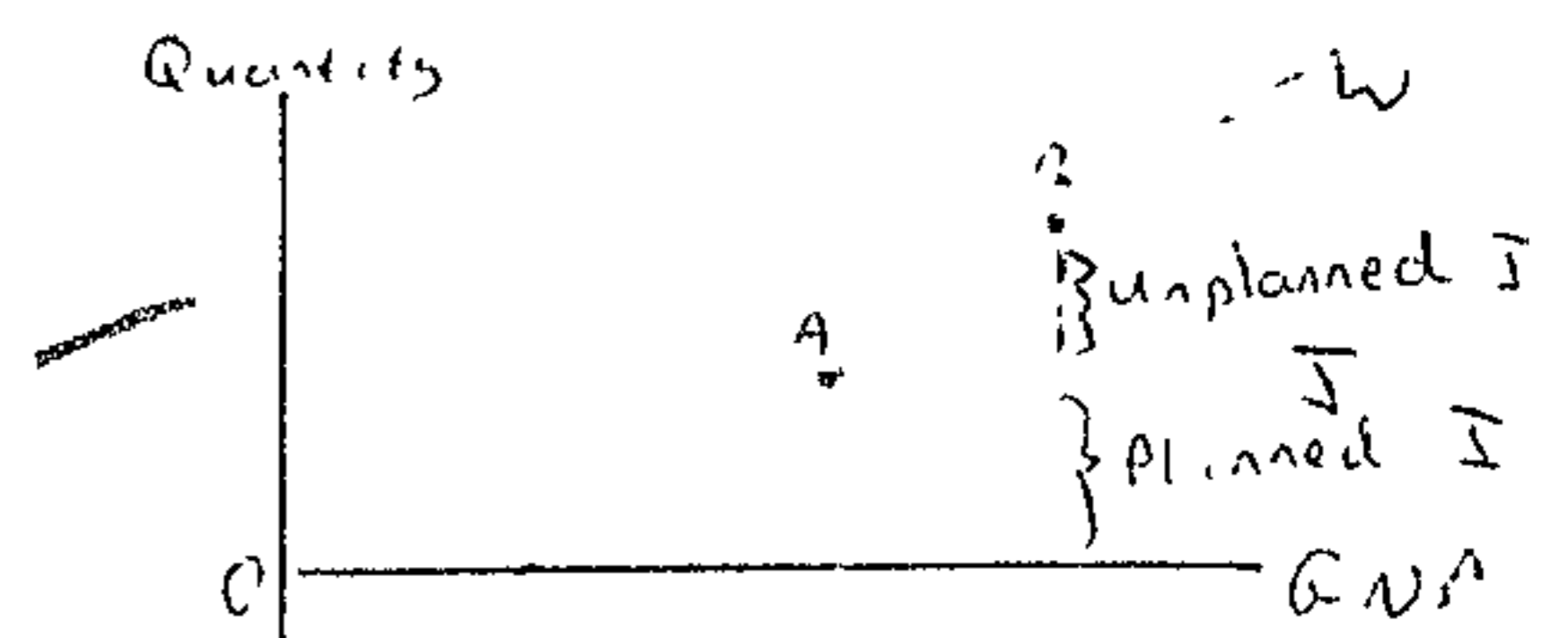
MANAGEMENT VIEW
Management has refused to negotiate with the 75 men on the grounds that they broke their contracts by refusing to work and are no longer employees. It has repeatedly called on them to collect their outstanding wages and return to Transkei.

Worker representatives said in their letter that the demands of the Table Bay workers did not include recognition of the Western Province General Workers' Union, to which they belong.

Racial works committee registered with the Department of Manpower Utilisation were unacceptable to workers in the meat industry, the representatives said.

They added that if the demands of Table Bay workers were not met by the end of the week a meeting of all meat industry workers on Saturday would decide on further steps.

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Democracy Key to city meat dispute

13/5/80 AR49US

152

SECRET

David Bleazard, Labour Reporter

THE arrest of 42 meat workers in a pre-dawn police raid on their hostel yesterday has done nothing to raise hopes of a settlement of the dispute in the Cape Town meat industry.

For nearly a month now 400 breadwinners have been out of work. Most of them, unlike the arrested contract workers, are permanent residents.

Together, contract and local workers have won widespread community support in the dispute through the clearly democratic and non-racial nature of their demands.

FUNDAMENTAL

The dispute centres on the fundamental labour question of how workers are to be represented in their dealings with management.

It began with the refusal of management at Table Bay Cold Storage Company to recognise a six-man committee elected by the workers.

Managing director Mr R L Selzer insisted that the workers form a liaison or works committee, registered with the Department of Manpower Utilisation.

Meat workers have rejected these committees as racist, applying only to Africans and excluding coloured workers. Liaison committees, moreover, are composed partly of management nominees.

The workers have insisted upon non-racial workers' committees, democratically elected by all workers in a factory.

At most firms in the meat industry, such committees had already been recognised by management when the dispute at Table Bay Cold Storage came to a head.

May 7 in protest at Mr Selzer's attitude, which included a demand that the workers disassociate themselves from their union.

NO NEGOTIATION

Like most other workers in the industry, they belong to the unregistered Western Province (General Workers' Union, Formal Recognition of the Union) by management had not been sought.

Mr Selzer refused to negotiate with the workers after the walkout, on the grounds that they had terminated their contracts.

He refused to meet representatives from committees in the other firms.

In a Press statement, Mr Selzer claimed to have the unanimous support of all employers in the Cape Town meat industry.

Hundreds of meat workers from more than a dozen firms held a one-day walkout on May 19 in protest at this support and in sympathy with the Table Bay Cold Storage

Workers. They included more than 200 workers at National Meat Suppliers who had been refused recognition of a non-racial workers' committee.

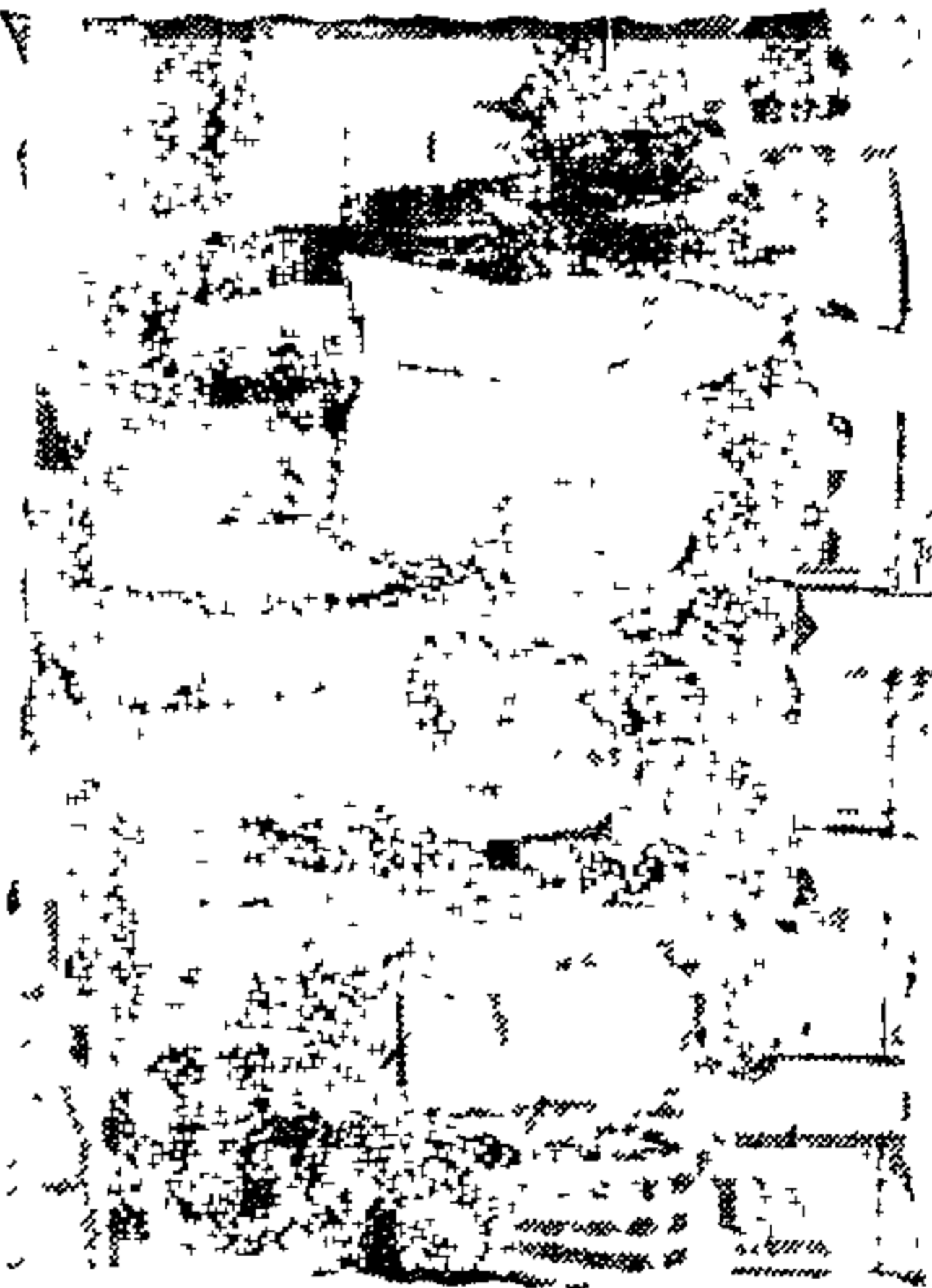
When they reported for work the following day, all the workers were turned away — in some cases by police with dogs.

The reason for the concerted action by the meat bosses in supporting Mr Selzer and in dismissing the 500 workers are not clear.

In a half-page newspaper advertisement on May 23, the employees said they were taking a stand in support of the 'talk, don't walk principle' in industrial relations.

'NOT LEGAL'

They said normal channels of dialogue and consultation had been bypassed and employees had resorted to illegal strike action before attempting to discuss their claims in



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

a constitutional manner.

This ignores, however, the very real attempts by workers at Table Bay Cold Storage and the other firms to settle the dispute through letters and re-

quests for meetings. From the workers' point of view, withholding their labour was a last resort in the face of management intransigence — backed up by the State in the form of the Department

NOT CONSULTED

In March, just before the Easter Weekend, 59 workers at Karoo Meat Exchange went on strike for a week. They claimed that their recognised committee had not been consulted — as its constitution required — before an employee was dismissed.

With the evident support of workers in other firms, the Karoo workers won reinstatement to their jobs and full pay for the week they were out of work.

FEW COLOURED

Employers may be impatient now on teaching their workers a lesson and discouraging their attach-

ment to the union, or even on replacing their African workforce with coloured workers.

In both the Karoo dispute and the present dispute coloured workers have been loath to join strike action. Only a handful of the 800 men now on strike are coloured workers.

According to committee members, however, there is no anger or resentment at the failure of coloured workers to support the strike.

'Our feeling is that we must still organise them,' one said.

POURING IN

Much of the money which has been pouring in to help the union to pay strikers R15 a week has come from the coloured community through other organisations.

The boycott of red meat which the workers called for has been well supported on the Cape Flats as

well as in the African townships, although the Cape Butchers' Association members stopped selling meat for only three days.

Whatever the effects of the boycott on the meat industry's profits, it appears that the Cape Town community is largely behind the workers.

HOLDING OUT

In spite of the hardship of trying to keep their families on R15 a week, the workers are confident they can hold out in the war of attrition with management.

Many of them are skilled workers, in any case, and they believe their firms need them. They refuse to consider themselves dismissed and have refused to collect money owing to them.

The employers know the meat workers are serious

in their demand for reinstatement and recognition of the committees at Table Bay Cold Storage and National Meat Suppliers.

Mr Selzer saw, in an attack on a Table Bay Cold Storage worker who wanted to return to work after walking out, the frustration and potential anger of the workers.

Two union organisers, Mr Dave Lewis and Miss Dr Cooper, were detained under Section 22 of the General Law Amendment Act for two weeks and are still being held under Section 10 of the Internal Security Act.

Both employers and the State must realise by now that such action is no solution to the dispute.

One of the workers had a suggestion 'We want the managements to change their minds and be prepared to talk the issue over with us. We are ready to discuss it.'

WDM 13/5/80

New fears of meat workers' confrontation

By STEVEN FRIEDMAN
Labour Reporter

FEARS of confrontation between Cape Town meat employers and their workers continued yesterday as management at Table Bay Cold Storage refused to meet a delegation of striking workers and said the strikers were "no longer employees."

Worker representatives from 15 other meat factories were meeting last night to consider their response to Table Bay's decision. There are fears that the decision could spark off confrontation at other plants.

Workers at Table Bay say they are striking because management has refused to recognise an unregistered workers' committee and has demanded that workers distance themselves from the Western Province General Workers Union.

Table Bay's managing director, Mr R L Selzer, has denied that management had refused to recognise a committee and made it clear that Table Bay was not prepared to meet the workers' demands.

He said in a statement yesterday that a meeting of all Cape Town meat employers on Friday had backed Table Bay's stand and had discussed "con-

tingency plans for the future" and that "alternative arrangements" had been made which "enabled operations at Table Bay to continue unimpaired."

Yesterday, Table Bay workers gathered at the company's Paarden Eiland factory, where a large contingent of police were waiting.

A company employee told them that management would not see them and that those who wished to could sign off and collect their pay. The workers then left without signing themselves off.

According to a union spokesman, attempts by the union late yesterday to discuss a compromise with management were rebuffed.

In his statement, Mr Selzer said the strike had not been caused by a refusal to recognise a committee. "Management offered workers the committee of their choice on several occasions without specifying the format."

He added that "the fact that such a committee would have to be registered by law appeared to be unacceptable to the employees."

Mr Selzer claimed that there had been "repeated calls" by the workers for recognition of the union, "but at no time did

the union approach the management as is usual in such cases."

Management would expect the union to demonstrate that it was duly constituted, "managed their affairs in a business-like manner" and was representative of workers before recognising it. It would also want to know the union's position on current labour legislation.

He said the strikers had "terminated their services" by refusing to work and that management had refused to meet the worker delegation yesterday morning because they were "no longer employees."

In a statement issued yesterday the union denied that workers had requested union recognition.

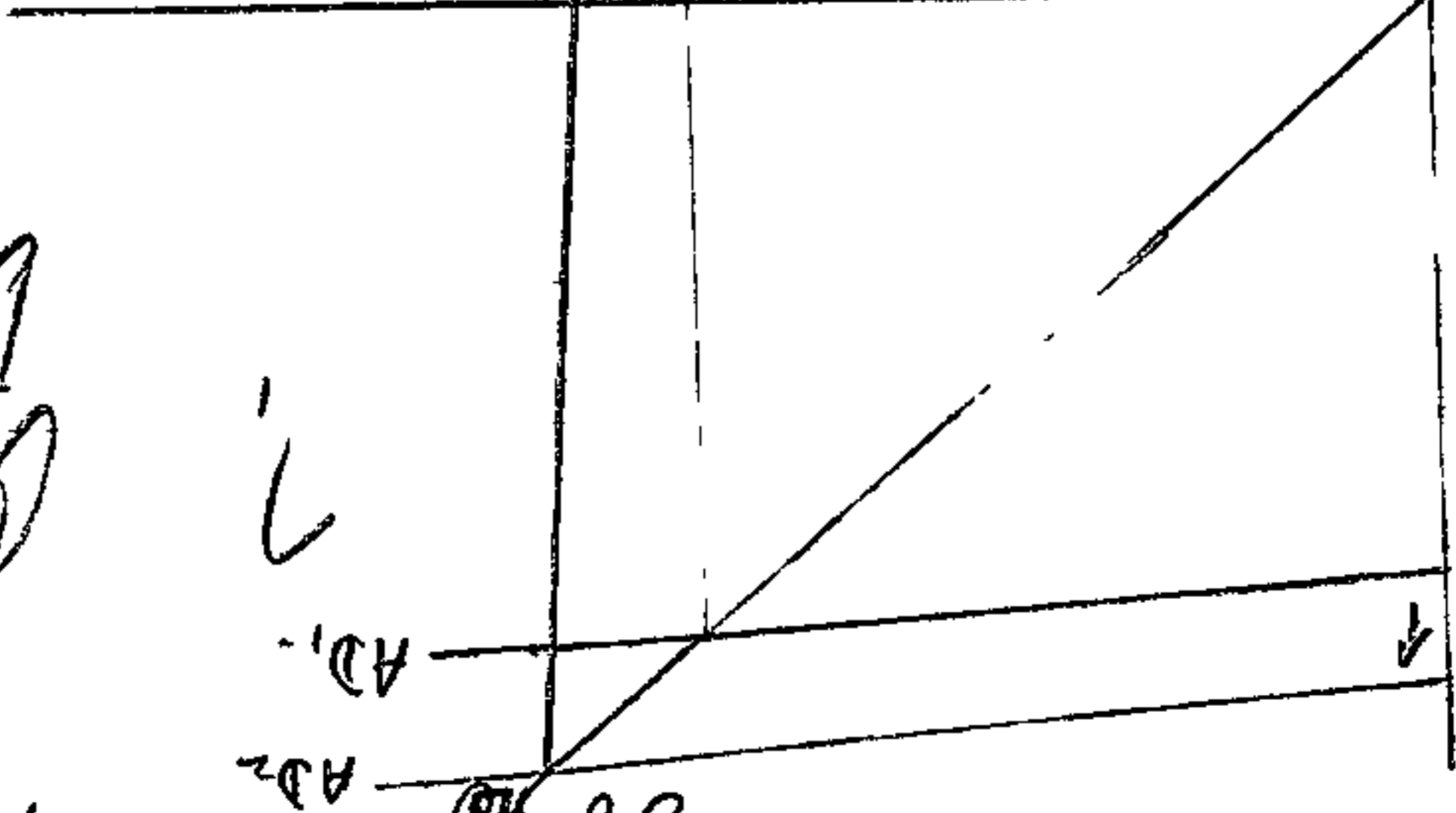
The WPGWU statement adds that "Mr Selzer has regrettably not offered the workers a committee of their choice. The workers have opted for an unregistered committee because they are no longer prepared to accept a committee which constitutionally excludes coloured workers."

The union claimed that management had insisted on a liaison committee which "not only excludes coloured workers but implies a management presence."

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Income/output



Aggregate
Equilibrium

We are assuming that aggregate demand is less than aggregate supply in this example.

Part (i)
Question 2 (b)



**UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK**

EVERY CANDIDATE MUST enter in column (1) the number of questions answered (in the order in which they have been answered), leave column (2) blank.

POST, Wednesday, May 14, 1980 Page 5

ANGER is rising among workers in the Cape Town meat industry at what they see as the "provocative behaviour" of the Table Bay Cold Storage Company in the labour dispute at the factory.

Representatives have warned in a letter to 14 firms yesterday that the workers' anger will turn against their own managements if they continue to support such behaviour. This follows a Press statement by the managing

Warning as meat strikers' anger mounts

director of Table Bay Cold Storage, Mr R L Selzer, in which he said the company had the 'unanimous support' of Cape Town employers in the meat industry.

Workers at the factory have been on strike

nearly a week in protest at alleged refusal of the management to recognise their democratically elected workers' committee.

Management has refused to negotiate with the men on the grounds that they are not in contact with

refusing to work and are no longer employees. It has repeatedly called on them to collect their outstanding wages and return to Transkei.

Worker representatives said in their letter that the demands of the Table Bay workers did not include recognition of the Western Province General Workers' Union, to which they belong.

"Racial works committees registered with the Department of Manpower Utilisation" were unacceptable to workers in the meat industry," the representatives said.

Subject: *Economics IA*
(to be copied from the heading on the Examination Paper)

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

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| Examiners' Initials | | |

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

No talk
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recognition of ... they
say is a democratically
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tee rather than a works
or liaison committee.

WELDON

In his letter, however,
Mr Selzer said it was clear
to management that the
strike action was for re-
cognition of the Western
Province General
Workers' Union.

The union now states
that this is not the claim
put forward by the Table
Bay workers, although
this is what the employ-
ment committee ...

... then it
would appear there is no
dispute in reference.

However, this company
cannot condone the illegal
strike action entered into
by our employees which
was in breach of their
service contracts.

The union and the
workers themselves must
bear the responsibility for
the consequences of these
actions, Mr Selzer said.

WELDON REPRESENTATIVE

A spokesman for the
union said today it was
absurd to claim that no
dispute existed. It would
end when the workers'
committee was recognized
and all the workers were
reinstated.

The issue of the union
arose when Mr Selzer at-
tempted to force the
workers to withdraw from
it. This is not acceptable
and the workers will re-
quire an assurance from
Mr Selzer of the intent to
belong to the union, the
spokesman said.



Some of the men who went on strike yesterday.

Sugar men strike over low wages

MORE than 120 men went on strike at Ullman Bros Cartage Contractors and Warehousemen in Industria, Johannesburg, yesterday.

Being underpaid was one of the reasons for the strike.

The workers, who unload sugar from goods trains onto trucks for delivery in Johannesburg

and on the Reef, claim that they spoke to the managing director about the matter two weeks ago but nothing has happened

Among grievances mentioned by the workers are "odd working hours,"

unpaid overtime and non-registration of workers

The all male workers staged a sit-in strike outside the firm and threatened not to work unless they were given an immediate pay-rise and the other were grievances attended to.

The workers demand a minimum wage increase of R30 a week.

One worker claiming six years service said he was earning R25 a week. He said when he started he earned R10 a week.

"This company makes a lot of money and still rejoices in exploiting us. Sugar is very heavy," he said.

According to the workers it is not only the unregistered worker who is underpaid but also the registered. They claim that the maximum salary for the registered worker is R39 a week.

The drivers were apparently not working as there were no goods loaded for them to deliver.

Post 14/5/80

152
152
152

17/5/80

Strike at car firm ^{ARGUS} continues

Argus Bureau

PORT ELIZABETH. — Volkswagen's Uitenhage factory was still at a standstill today as management and representatives of 3500 black workers, who are on strike, continued wage demand negotiations.

The black work force walked out peacefully after presenting management with a demand for a minimum wage of R2 an hour and R2,60 for drivers.

A Volkswagen spokesman said the present minimum of R1,15 was the highest in the industry.

NO AGREEMENT

The company's public affairs manager, Mr Rubin Els, said today that no agreement had been reached, but workers would soon return to work.

He confirmed because of the standstill white workers were sent home at about 10 am yesterday. They were back at work today, but whether they will be paid for time off and what they would do if the strike continued, were some of the issues to be decided.

Firm's NO MAY LEAD TO CLASH

Life Lines

1952

152

THE Table Bay Cold Storage dispute, which flared up last week when the Paarden Eiland company refused to recognise a workers' committee, could lead to a head-on clash between meat industry

workers and managers

Meat workers in Paarden Eiland have drafted a letter to the Table Bay bosses demanding action after 75 workers who refused to work unless their committee was recognised, were effectively sacked.

They also called on the other firms in the area to persuade Table Bay

to reconsider their hard-line attitude, and warned that if nothing was done by the end of this week they would decide on further action at a meeting over the weekend

This could be taken to mean that workers may refuse to handle any meat going to or coming from Table Bay Cold Storage.

At the root of the problem is worker representation

What it really boils down to, workers say, is the fact that they are faced with only two choices (under the Industrial Conciliation Act) which they choose a committee

The liaison committee is made up of representatives from workers and management but is

little more than a round-table discussion group in most cases. Workers claim that these committees generally are toothless.

The works committee is reserved for 'African' workers only and the Labour Department as with a liaison committee, obliged to ter it.

17/06/80 AR4US

MANY CITY WORKERS BACK AT THEIR JOBS

CAPE TOWN'S city centre regained a measure of normality today, with Adderley Street boasting more pedestrians and commercial traffic than it did during yesterday's stayaway.



CONSTABLE Johan Coenraad Hugo, 20, of the Durbanville police station who was stabbed to death early yesterday in a baton charge at Mfuleni township near Kuils River. Constable Hugo was the son of Mr and Mrs F C Hugo of Durbanville. He will be buried with full military honours from the Durbanville Ned Geref Kerk on Thursday.

Although many workers still did not come to work, shops in the city centre reported slight improvements in their staff complement and business seemed to be fairly brisk.

OK Bazaars said they had more coloured staff than yesterday, particularly women. However, one of the black staff had come to work by 10.30 am.

White help

At Woolworths 16 per cent of the coloured staff had returned after a stay-away yesterday. The store called in part-time white staff to help.

Clicks stores reported a 40 per cent stayaway today, which was slightly better than yesterday. Part-time white staff had been employed.

Garlicks closed their basement cafeteria yesterday and today because of a staff shortage, but said the position had improved today.

Buses

According to the bus companies — City Tramways and Mitchell's Plain Bus Services — most of the commuters who returned to work from Mitchell's Plain, while those from other townships were staying away as they did yesterday.

A spokesman for City Tramways said sporadic stoning of buses continued over a wide area today and there was no indication that buses were carrying more passengers than yesterday.

Mitchell's Plain

A spokesman for Mitchell's Plain Bus Service said yesterday buses were used to 30 per cent of capacity. Today this had increased, but it was difficult to say to what extent.

There were indications of stone-throwing along bus routes in Mitchell's Plain and at one section the road was strewn with chunks of concrete and half-bricks.

After a night of widespread arson, stone-throwing, petrol bombing and other acts of violence in the Peninsula and Boland areas, a thin flow of commuters emerged from the Parade end of Cape Town station.

A ticket examiner at the station said that it was 'not as quiet as yesterday but nowhere near back to normal'.

Parade

The Grand Parade, usually seething with life by 7.30 am, was still almost deserted much later.

A single fruit stall opened for business and the owner seemed surprised when asked if he was open yesterday.

'The fruit will rot if I stay away, so I work,' he said.

Buses reaching the Parade were almost empty and the terminuses were eerily deserted.

Manenberg, Athlone and Hanover Park were reported to be quiet again today with most buses running empty. There were few people at the terminuses and police patrolled the area in force.

Police set up a mobile charge office at the Hanover Park bus terminus yesterday.

Most of the buses running in the area had at least five of their windows missing.

Many people were hitchhiking, presumably on their way to work, and taxis were running half-full.

Pedestrians

In Elsie's River there was a definite increase in the number of passengers on buses, and many buses were running about one-third full compared to yesterday when they carried only two or three passengers.

There also appeared to be more pedestrians on their way to work.

However, in Bellville South the situation was much the same as it was yesterday, with only small numbers of pedestrians.

Few people were using the buses.

The stayaway from Cape Town's factories lost sight of port today.

Most firms reported that more than half their employees were at work, a very substantial improvement in attendance, said Mr Jack Roos, director of the Cape Chamber of Industries.

Many workers walked to factories and arrived late.

Firms which had as few as 20 per cent of their workers yesterday found

(Continued on Page 3, col. 1)

possible exclusion from

Vervaardig

Commuters

50 percent turned up today

Some factories had a 60 and 70 percent attendance today

At the giant clothing factory of I L Back at Parow, a 50 percent turnout was reported at 9 am 'with workers still trickling in,' said the company chairman, Mr S R Back

About 30 percent of the 50 000 workers in the Cape clothing industry stayed away today against an average of 60 percent yesterday

Lost wages could exceed R1,5-million, including overtime and bonuses, according to clothing industry sources

Lost production of between R4-million and R5-million was caused by the two-day disruption at 400 clothing factories.

Bread, milk

There was also a slight improvement in bread and milk deliveries today with bakeries, and dairies reporting better attendances, but many private homes were left without the usual early morning deliveries.

Duens Bakery said 20 percent of their staff were at work early today, a slight improvement on yesterday.

The position at Silver Leaf Bakery was 'a little better' and there would be no problem filling orders. Enterprise Bakery was still affected and asked shopkeepers to collect their supplies because there was no delivery staff

Van Riebeeck and Royal Dairies were functioning normally.

Turnout

Checkers supermarkets reported that milk and bread deliveries, which caused problems yesterday, were back to normal.

The turnout at the stores was better than yesterday, about 80 percent having come to work in stores in white areas. Staff were still staying away from the five Superama stores in coloured areas, and these would remain closed

Pick 'n Pay stores, which had an 'excellent' attendance yesterday, still had no problems. A spokesman said all basic lines had been delivered as usual, but there was a shortage of some luxury items such as cakes and confectionery

Service stations throughout the Peninsula were still severely affected by the stayaway.

Garages in Mowbray, Diep River, Camps Bay and the city centre all reported a 100 percent stayaway. Most proprietors had called on office and workshop staff to man the petrol pumps

Council

A spokesman for the City Council said that by 9 am today indications were that the turnout of staff would be 'slightly better than yesterday'

All ambulance drivers had come to work yesterday and today, and there was almost a full attendance in the health department

About 60 percent of cleansing department staff had come to work by 9 am today. There had been good attendances from the markets, bathing amenities, civic buildings and electrical engineer's staffs.

'We have a very loyal, dedicated staff who obviously realise that the essential services must go on for the good of the community,' he said

Some building workers trickled back to construction sites in the city today.

A spokesman for Murray and Roberts said today there was a complete stayaway at city building sites, but projects in the country were proceeding normally

'We are resigned to the situation and have accepted it,' he added.

Boland

Cases of arson, stone-throwing, petrol bombing and other acts of violence were reported from the Peninsula and Boland areas last night

Police were out in force yesterday and baton-charges were ordered against stone-throwing youths in several areas

Teargas and the sneeze machine were used on several occasions and many injuries have been reported. The worst incidents occurred in the Ravensmead, Elsies River areas and in the Paarl, Worcester area on the Boland

At least seven cars have been reported burnt and cases of the petrol-bombing of buildings have been reported

Damage estimated at more than R60 000 was caused by petrol bombing in the Boland yesterday

Early today, Manenberg was riot-torn. The main street and most of the side streets had been blocked off during the night with burning tyres, some of them still with rims on

Burnt rubber could be seen at intervals every 10 metres. People had been rolling the burning tyres at passing cars, apparently as a form of intimidation to workers who defied the stay-away yesterday

Buses were stoned and the streets were littered with broken glass

Half bricks were scattered across the roads, apparently having been used in the stoning yesterday. Police tried to control the violence by patrolling the area. Several arrests are believed to have been made

Ravensmead

In Ravensmead, a trouble area during the past two weeks, nine cases of stone-throwing were reported to the Parow Police. Five people, apparently ringleaders in the stone-throwing incidents, were arrested by the police

A crowd which gathered yesterday for an illegal meeting in Ravensmead was dispersed with teargas. Other cases of teargas being used were reported to The Argus.

On the old Paarl Road in Kraaifontein, several cases of stone-throwing were reported to the police. Two people were arrested in connection with the incidents

Many other vehicles are believed to have been damaged by the stones and half bricks which were thrown yesterday in the area

Grassy Park

In Prince George Drive in the Grassy Park area, many cases of stone-throwing were reported and the road was sealed off for more than an hour yesterday evening. Many cars were damaged in the incidents and police and traffic officials were out in force

In the Boland, a youth was shot in the knee when he and three others attacked a cafe by stoning the windows. The owner of the cafe opened fire in an attempt to protect his premises and the youth was wounded

Petrol bomb incidents were also reported from

the Worcester area. More than R60 000 damage was caused to various buildings. Police dispersed a crowd in Worcester yesterday evening with teargas and batons when police vehicles were damaged in stone-throwing incidents. Several injuries were reported

At Mbkweni and in Paarl East, police used teargas to disperse an illegal gathering

Eleven people were arrested in Paarl East in connection with allegations of public violence, according to Brigadier C A Swart, Divisional Commissioner for the Boland.

Stoning

He said that the arrests were made after numerous stone-throwing incidents where cars were damaged

Last night, cars were stoned on the national road which runs through Paarl and borders on one of the townships

Seven people were arrested when police were called to disperse the crowds

A building company foreman, a Mr Smit, whose company had been doing construction work at a school, was injured when he was hit in the face with a half brick which had been thrown through his car window

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roads near the illegal meeting

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Communist Propaganda

Anti-Communist

Communist Propaganda

It is the duty of every citizen to be alert to the activities of the Communist Party and its agents. The Party is a tool of the Soviet Union and its primary objective is the overthrow of the American government and the establishment of a Communist dictatorship.

The Communist Party has been active in the United States for many years. It has succeeded in gaining the support of a large number of Americans and in influencing the policies of the government. It is a danger to the security of the United States and its citizens.

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WESTERN PROVINCE GENERAL WORKERS UNION

SUPPORT THE WORKERS OF TABLE BAY COLD STORAGE

A struggle has been raging in the fresh meat industry of Cape Town for some time. The black workers in the industry, the majority of whom belong to the Western Province General Workers' Union, have been successfully pressing for their right to be represented by democratically elected non-racial workers' committees. Now the management of Table Bay Cold Storage, with the backing of the other meat bosses who already have been forced to accede to the democratic demands of their own workers, is attempting to deny the Table Bay workers the right to have a workers committee of their own choice.

One month ago the workers at Table Bay presented their management with the demand for an elected workers committee - a demand that has been continuously and unreasonably blocked. Last Wednesday, 86 (out of a total of 89) black unskilled workers refused to start work until their demands were answered. On Thursday morning the workers returned and they were only offered a liaison committee. They refused and met with the committees of the other factories in the fresh meat industry who expressed support and demanded from their own managements that pressure to be put on the Table Bay bosses to grant the workers what was already standard practice in the meat industry. On Saturday at a Union meeting attended by about 500 meat workers from all the major fresh meat factories in Cape Town, general support for Table Bay workers was vociferously expressed. The general mood of the workers was extremely angry at what they saw as not only an attack on the rights of Table Bay workers but also upon themselves. The workers demanded that the rights of the Table Bay workers be respected. On Monday morning the Table Bay workers, returning once again to hear if their demands were to be acceded to, were met with an overwhelming police presence clearly designed to intimidate them into submission. In the face of such intimidation on the part of the State, and in spite of being the most oppressed layer of the working class, contract workers, the Table Bay have stood firm. Their unity has been unshakeable.

The workers are not prepared to accept a government committee being foisted upon them by the bosses. They refuse to accept a liaison committee which requires management representatives on it. Nor are they willing to accept a works committee since it constitutionally excludes coloured workers, and the African workers in the meat industry will not turn their backs on their fellow coloured workers. Their Union, the Western Province General Workers Union, has not been prepared to register under the present Industrial Conciliation Act since it refuses to hand over the workers control over their own union to the State. It also refuses to divide the Union along racial lines.

Table Bay management, with the clear backing of the other meat bosses, is issuing a challenge to the meat workers - choose your own elected committee and Union or their works committee. The meat bosses are in effect attempting to force the meat workers to retreat from their already won workers committees. For if Table Bay management succeeds what is to stop the other meat bosses of Cape Town refusing to negotiate with the already democratically elected workers committees.

If the meat bosses carry on with this course of action then they are provocatively seeking confrontation with thousands of workers in Cape Town. If they refuse to turn back, the workers will be forced to defend their hard won committees. They will also require the large scale and mass support of workers, organised and unorganised; students, white and black; and the community at large. We call on you to express your solidarity with these workers, to express your displeasure with the high handed action of the meat bosses, and to give assistance to the workers in their struggle if it is required.

W.P.G.W.U.

Cape firms hit as meat workers go on strike

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STAR 19/5/80

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Own Correspondent

CAPE TOWN — Many factories in the Cape Town meat industry were today hit by a walkout of workers in support of striking workers of the Table Bay Cold Storage Company

About 450 workers are believed to be involved in the widespread action, according to a spokesman for the Western Province General Workers' Union of which the men are members

Work at the Maitland abattoir was brought to a temporary halt when more than 250 workers left their factories

The Meat Board, the wholesalers and the offal factory were among the worst affected, the director of the abattoir, Dr J A Louw, said

However, he said the firms were "rallying" and helping one another. Killing would continue, although at a slower pace

The walkout occurred after the committee representing Table Bay Cold Storage Works was turned away by management when they tried to discuss the dispute this morning

In accordance with a decision at a mass meeting of workers on Monday, representatives of workers at 12 other factories waited outside the Table Bay offices for the outcome

After the committee reported that management would not see it, the representatives returned to their factories

The spokesman for the Western Province General Workers' Union said workers at the other factories had decided to stop work for a day in protest at the Table Bay management's stand and the support given to them by the other meat bosses.

UCT

19/05/80
Meat ARGUS
Strike 152 186

Labour Reporter 134

MANY factories in the Cape Town meat industry were today hit by a walk-out of workers in support of 75 striking workers of the Table Bay Cold Storage Company

Up to 450 workers could be involved in the widespread action.

Work at the Maitland abattoirs stopped temporarily when more than 250 workers left their factories.

The Meat Board, the wholesalers and the offal factory were among those worst affected, said the director of the abattoirs, Dr J A Louw

The walkout occurred after a committee representing Table Bay Cold Storage workers was turned away by the management when members tried to discuss the dispute today

In accordance with a decision at a mass meeting of meat workers on Saturday, representatives of workers at 12 other factories waited outside
(Continued on Page 3, col 8)

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Meatmen 152 186

(Continued from Page 1)

the Table Bay offices for the outcome.

After the committee members reported that the management would not see them, the representatives returned to their factories. At most of them, workers had not started work when they reported this morning.

The Table Bay workers are demanding recognition for their committee.

CONTRACTS

The management has refused to discuss the matter on the grounds that the workers broke their contracts and are no longer employees.

The spokesman for the Western Province General Workers' Union, said workers at the other factories had decided to stop work for a day in protest at the Table Bay management's stand and the support given to them by the other meat bosses.

'Irresponsible provocation' by employers was responsible for today's action, he said.

'It's is time the meat employers realised their workers are determined to secure the right of representation of their own choice,' he said.

Laat my toe om aan te haal uit 'n rubriek wat ek drie jaar gelede in die Transvaler geskryf het.

Bosses snub strikers

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903
20/5/80

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Só het ek destyds herhaal ek dit met nuwe meerderheid.

Dit bring ons by

Daar word gepraat einde van die jaar al sou die Nasio

Dit beteken dat r volgende vyf jaar

CAPE TOWN — The management of the Table Bay Cold Storage company here yesterday refused to see a committee representing 75 striking workers of the firm.

The workers have been on strike for nearly two weeks in protest against the company's refusal to recognise the unregistered workers committee

A meeting of about 450 meat workers from 13 factories at the weekend condemned the "provocative attitude" of the Table Bay management and the support the firm had received from other employers in the meat industry

In terms of a decision taken at the meeting, the striking workers committee and representatives of committees at several other factories gathered outside the Table Bay Cold storage office yesterday morning

MANY FACTORIES

According to the representatives, workers at many of the factories were not working yesterday pending the outcome of the attempt to see the Table Bay management to settle the dispute

The Table Bay Workers' Committee entered the offices, but emerged later saying management had refused to meet them

The representatives then returned to their respective firms

Workers at the nearby Meat Board premises immediately walked out in support of the Table Bay workers

— SAPA —

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No city butchers' crisis

BUTCHERS are hopeful that there will be no shortage of meat in Cape Town, because of the differences between workers and employers.

A spokesman for Woolworth's butchery department said 'I have just come back from the abattoir and, although production by the new labour is

a bit slower it will probably improve

'Wholesalers may have difficulty in taking the meat away

He added 'Prices normally do go up slightly at the month end. But if everyone keeps cool, I don't think the strike will affect prices'

Meat Board officials are

confident there will be no shortage

Dr A J Louw, abattoir director said 'We took the precautions when there was talk of a strike'

Long-distance haulage of animals from South West Africa had been stopped and there was enough space to offload animals he said

There was a shortage of

porters to carry carcasses to trucks for delivery and this had caused a slower kill-rate

People who walked out would be replaced, but it would take time to get back to normal

The secretary of the SPCA, Mr H C V Bell, said there were no trucks standing at the abattoir yesterday.

20/05/80

ARGUS

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Strike yesterday — sack today

Labour Reporter

HUNDREDS of Cape Town meat workers, who yesterday stopped work in support of strikers of the Table Bay Cold Storage Company, were turned away when they reported for work today.

Workers at the Matland abattoir and the nearby National Meat Suppliers said they were told to consider themselves dismissed because of the walkout.

Police vans containing dogs were parked near the gates and about a dozen uniformed police were on hand. The workers left peacefully.

More than 500 workers who first gathered in Langa after the lockout later walked to the Joseph Stone Auditorium in Athlone for a meeting.

They were met by riot police in about 12 vans, including a 'sneeze machine'.

Police told workers they could not meet outside, but withdrew to nearby Athlone police station after a union official said the meeting would be indoors.

20 FACTORIES

The Western Province General Workers' Union (WPGWU) said nearly 20 factories, about the entire fresh-meat industry, tur-

ned workers away. The men included some who had worked yesterday.

Most of the workers did not see their bosses but were turned away by police, the union said.

The lockout appears to be part of a concerted plan or the part of meat employers to break the strength of the union in the industry.

Manager of the major firms however, were not available for comment.

'CRUDE TACTICS'

A spokesman for the WPGWU said the movement by black people to demand representation would not be halted by

the crude tactics employed by the meat bosses.

'They have embarked on a path designed to bring them into confrontation with the entire black community.'

'In turbulent times such as these they are behaving in an extraordinarily irresponsible fashion.'

The spokesman said it was not too late however, for the employers to change their minds. The union was willing to negotiate.

The director of the Matland abattoir, Dr A J Louw, said some coloured labour had been brought in to replace the blacks.

152 (145) (131)
Cape
meat
men
locked
out

By STEVEN FRIEDMAN
Labour Reporter

THE Cape meat strike continued to escalate yesterday as employers locked out striking black workers and refused to allow them to return to work.

Black workers at 17 Cape Town meat factories staged a one-day general strike on Monday in support of strikers' demands at Table Bay Cold Storage. Estimates of the industry's black labour force range between 500 and 700.

When workers returned to work yesterday they were met by large contingents of police and found that employers would not allow them to resume their jobs.

Employer spokesmen said yesterday that the strikers would not be re-employed, while the union stressed worker willingness to negotiate and accused employers of attempting to "starve the black workers into submission".

Monday's strike was the first across factory lines by black workers in several years.

Observers believe employers are taking a hard line with the strikers in an attempt to combat the growing effectiveness of worker action and the growing influence of the Western Province General Workers Union.

In another development, the chairman of the Western Cape Traders Association, Mr Kassim Allie, will meet the managing director of Table Bay, Mr R L Selzer, today.

It is believed that the association, which represents coloured traders in the Peninsula, may consider a boycott of meat products in support of worker demands that Table Bay management recognises an unregistered worker committee.

The association played a key role in the boycott of Fattis and Monis products during a labour dispute at the company last year.

Meanwhile the Maitland Abattoir was operating on a skeleton staff yesterday and farmers have been advised

the company last year.

Meanwhile the Maitland Abattoir was operating on a skeleton staff yesterday and farmers have been advised not to send stock for slaughter without consulting their local Meat Board agent.

A Meat Board spokesman said from Pretoria yesterday that, by refusing to work, the strikers had "resigned." He said they would not be re-employed and that attempts to hire alternative black labour were "already under way."

He added that slaughtering in Cape Town was continuing, although at a reduced rate, and said that consideration was being given to diverting some stock to Port Elizabeth for slaughtering.

Workers have decided to meet on Thursday to review the situation.

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WESTERN PROVINCE GENERAL WORKERS' UNION

SUPPORT THE MEAT WORKERS

The meat bosses of Cape Town have declared war on the meat workers, the majority of whom are the members of the Western Province General Workers Union. They are now using the police and locking the meat workers out of the factories to try and break the workers struggle for democratic representation. A demand that the whole oppressed community is also struggling for. In so doing the meat bosses are also declaring war upon the whole black community.

The workers at Table Bay Cold Storage have been struggling for a democratically elected workers committee in their factory. They have refused to accept a liason committee controlled by management representatives on it. They have not been willing to accept a works committee either, because their fellow coloured workers would not be represented on it. The African workers in the meat industry will not turn their backs on their fellow Coloured workers. Their union, the Western Province General Workers Union, has not been prepared to register under the present Industrial Conciliation Act since it refuses to hand over workers control of their union to the State. It also refuses to divide the Union along racial lines.

Most of the workers in the meat industry have already forced their bosses to grant them democratic workers committees. Instead of talking to the Table Bay workers the bosses of Table Bay, with the backing of other meat bosses, called out the police and police dogs to try and frighten the workers into submission. But the Table Bay workers stood firm. The workers in the other meat factories have shown their total support for the Table Bay workers. They held two general meetings attended by over 500 workers expressing full support. They instructed their own workers committees to demand from their own meat bosses that the rights of the Table Bay workers be respected. They sent representatives to Table Bay to demand the the boss negotiate with the Table Bay committee. But the meat bosses have refused to listen.

The meat workers in the other factories know that if the bosses crush the Table Bay workers they will be next in the line. On Monday, when the bosses refused again to take note of the genuine anger of the meat workers, they all came out in a one day demonstration strike to show the meat bosses that they were united in their demands. They brought the whole meat industry to a standstill. Having shown the bosses they would not be intimidated they returned to work on Tuesday.

The workers have been reasonable all along, but the bosses have been more and more provocative. Instead of taking note of the workers wishes, they closed the abattoirs, locked out the workers and called in the police to stop the workers returning to work. The bosses have shown what they want. They want to break the unity of the workers. They want to destroy the workers democratic committees. They want to force them to abandon their commitment to their union. They are trying to intimidate the meat workers into giving up their workers organisation - their committees and their union - which have been the workers only means of defence in their struggle against the bosses. The meat bosses have chosen to confront the meat workers and try and teach thousands of workers in Cape Town a lesson. They are provocatively trying to force the oppressed workers to give up their struggle for democratic organisations of their own choice. They are moving against the tide of the black people throughout South Africa who are demanding and struggling for democratic representation in all aspects of their lives.

The meat workers will not be taught a bosses' lesson. They will not be frightened by such crude attempts to give up their demands. But they need the support of the rest of the black community who are also struggling for genuine representation. They need the solidarity of the organised and unorganised African and Coloured workers of Cape Town, of the black and white students, the parents and teachers. They need the large scale and mass support of the community at large to back their struggles, repeat their demands from all sides. Workers, parents, teachers, students, the Western Province General Workers Union will be calling meetings and asking for your support. Do not forget your brothers in the meat industry.

W.P.G.W.U.

Meat SUPPLY CUT as strike GOES ON

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SUPPLIERS of livestock to the Maritland abattoir have been asked to slow up' the flow of animals for slaughter as the strike by meat workers continues with little sign of slackening.

A spokesman for the Meat Board confirmed today that farmers had been asked to cut back deliveries.

But, he said, the situation was pretty average' in spite of the fact that most of the black work-force of the slaughtering companies has come out in solidarity with striking workers at Table Bay Cold Storage.

The strike, by about 1,000 workers, from 20 companies, has had no effect on the red-meat price. Beef and mutton prices this week were the same as last week's.

The strikers met in Athlone yesterday and called on the community to 'refrain from eating red-meat products until the workers are reinstated and their demands met'.

Most strikers are considered by their employers to have terminated their contracts.

The Western Province General Workers' Union said in a statement yesterday that its affiliates would not return to work unless they were all reinstated and the workers' committees at Table Bay Cold Storage and National Meat Suppliers were recognised.

Cape Town meat industry employers and livestock agencies voiced their feelings in newspaper advertisements today.

A gathering of strikers at Athlone today resolved not to harass the smaller butchers, but to direct harassment towards large meat companies 'who are our enemies'.

The secretary of the Western Province General Workers' Union Alf Dave Lewis, said butchers in the townships had already acquired additional stock when the decision to call for a boycott was taken.

They should be allowed to sell this before they could be expected to participate in a general red-meat boycott.

These butchers have joined the struggle and have agreed with the demands of workers and we should call on the community to allow them to keep their shops open'.

Picture, Page 13.

access to their factories

On Tuesday workers called for a red meat boycott. Indications are that coloured and African communities could well take it up.

Cold Storage claims that two weeks ago workers asked for the recognition of the Western Province General Workers Union (WPGWU) and because it refused they struck. According to a spokesman for the firm "The union has never approached the company. Until such time as it does we can't say anything on recognition. He adds that, prior to the strike, Cold Storage wrote to all African employees offering a registered works committee, as requested by the workers. "The firm has no objection to worker representative committees" but government needs to be notified about African committees, he says.

David Lewis of WPGWU says "This is absolute nonsense". He says that in April WPGWU wrote to the firm telling it that all Africans in the plant are members of the union, and asked management to call a general meeting on the recognition of an unregistered worker committee which had been elected by the workers. Says Lewis "They called a general meeting. But management told workers that they could only have a liaison committee, and only if they withdrew their union membership. Lewis says workers tried to negotiate on this issue, but up until the day the workers struck Cold Storage insisted on a liaison committee.

Not policy

He adds that the workers have never asked for union recognition. "It is not the union's policy to ask for union recognition. WPGWU believes that the union is not manifest in union officials and so it goes for recognition of worker committees. And the workers see no reason why the Department of Labour should rubber-stamp their committees in terms of discriminatory legislation."

A labour lawyer tells the FM that government has to be notified about works committees only if they are being set up in terms of the Black Labour Relations Regulations Act. There is nothing stopping Cold Storage from recognising an unregistered worker committee, she claims.

Cold Storage appears to have the backing of all other firms in the meat industry, including those which have recognised similar workers committees. Lewis reckons "By locking out the strikers they are attempting to smash the union strength in the meat industry."

The spokesman for Cold Storage says "It is not a lock-out. Employers can only lock out employees. The strikers are no longer employees. He says the firm will not talk to the workers or a committee because they are no longer employees.

In an attempt to break the deadlock the Western Cape Traders Association and the Western Province African Chamber of Commerce had a meeting with Cold Storage on Wednesday. According to the

WPGWU the union did not request the traders to take up the issue. Reports from Cape Town say that there has been a cut-back in deliveries to butchers. And in some cases, butchers received no deliveries on Wednesday.

MEAT STRIKE
FM 23/5/80
Bare platters

"Such attempts (by employers refusing to deal with worker organisations) are counter-productive, short-sighted and, indeed, stupid" — Professor Nic Wiehahn at the Afrikaanse Handelsinstituut's congress in PE two weeks ago. A poignant remark indeed in the light of the strike in Cape Town's meat industry. The strike, which involves about 18 meat factories in Cape Town was sparked off, according to workers' claims, by a refusal by Table Bay Cold Storage to recognise an unregistered worker-elected committee. Employers are now refusing the strikers

Financial Mail May 23 1980

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Pay more or face labour crisis, warns union leader

STAR 23/5/80 152

By Sieg Hannig

South Africa would face labour unrest worse than that of 1973 if thousands of black workers were not paid more, Senator Anna Scheepers, president of the Garment Workers' Union of South Africa, said today.

Her warning came amid labour unrest in the Cape and Natal from where a spate of strikes spread to the rest of the country in 1973.

"The people just cannot afford to buy essential food anymore," said Dr Scheepers.

Latest developments are

- Between 5 500 and 6 000 workers of three Frame Group factories struck for the second day in New Germany in Natal and 200 to 500 people were dispersed with tear-gas today. About 3 000 or more found their march to the factories blocked by an armed wall of policemen, but a violent clash was averted when police allowed worker leaders to turn the crowd back.

- The 50 000 clothing workers in the Western Cape are getting a 10 percent pay increase with almost immediate effect after a walkout by 3 000 at one factory on Wednesday.

- Feelings are still running high in Cape Town with 450 meat workers left locked out by their employers after striking.

- Garment workers'

unions in the Transvaal are "on the warpath" for increases as well, but have appealed to their members to be patient.

A spokesman for the Frame Group said the company refused to continue negotiations for a planned pay increase in July until workers resumed work.

He said the July increase would be six months ahead of the normal pay increase. Last year workers had received a 10 percent pay increase.

But Mr Alec Erwin of the Federation of South African Trade Unions said the liaison committee had raised pay demands last November and several times since.

And the pay negotiations with the workers' liaison committee were inadequate.

Senator Scheepers said: "I hope Transvaal employers will learn a lesson (from the pay increase in the Cape)."

She said the Cape workers who received the 10 percent increase were now entitled to an increase of only seven percent next December.

Transvaal garment workers were entitled to an annual increase of 7.5 percent in July, but were not content with this.

The employers had been asked to re-negotiate the increase, but negotiations were being held up by the absence of leading employers.

PRESS. 248P.
RT (INF. (1955))

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LANGUAGE FOR MASHONA

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Thousands in pay walk-out

POLICE stood by as thousands of textile workers staged a walkout at the Fraxtex Mill at New Germany near Durban yesterday.

It was reported later that a security officer's car was stoned by a chanting group at the nearby Feltex factory.

A Pinetown Red Cross ambulance was called to Feltex to

take away an injured black security guard, who was admitted to St Mary's Hospital

Ambulance staff were warned to use the rear entrance to the factory to avoid the mob

There were also reports of buses being stoned but

police were not available for comment on the incidents

It is understood that the wildcat strike took place after demands for wage increases

Management officials at the mill declined to comment

There was an incident after the walkout when a group of about 100 workers raided a pavement store

SUFT

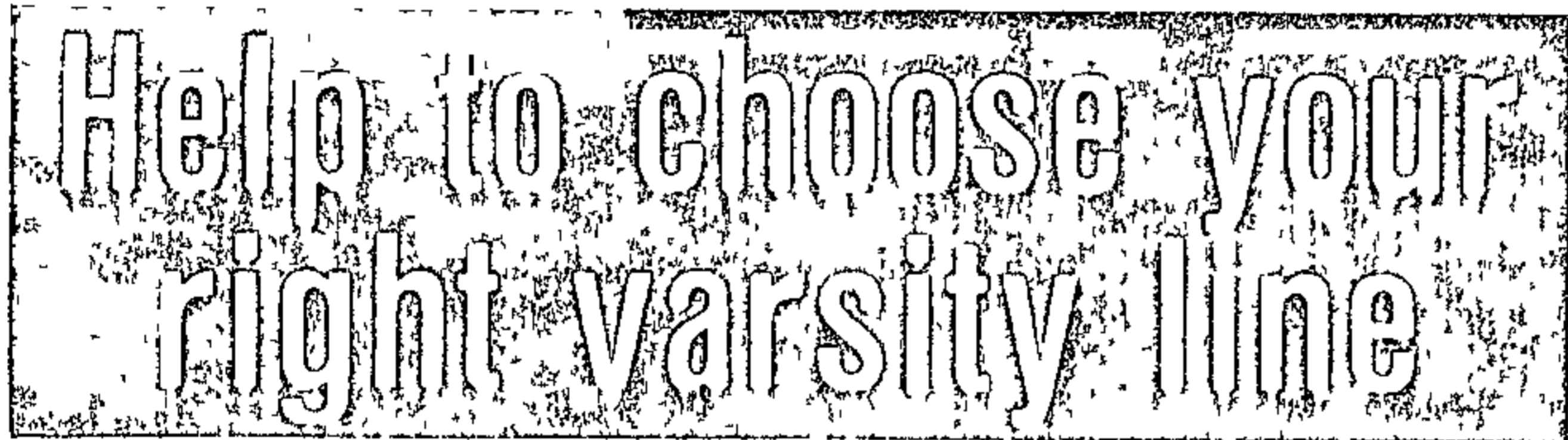
The workers later dispersed. The new shift was to start at 2 pm

According to some of the workers, management refused to hear their demands for extra pay

"They said they could not pay us more. We could stay on and work or leave", one worker said

He said it was planned to stop the afternoon shift from entering the mill

The last group of workers dispersed after being addressed by senior police officers — Sapa



By WILLIE BOKALA

LECTURES and a symposium aimed at helping prospective students choose suitable courses of study are to be held at the University of the Witwatersrand for two weeks next month.

The events, called "Courses and Careers 1980" are opened to students in Standard 9 and 10, parents and teachers. They start on June 3 and continue until Saturday, June 14

Deans, heads of departments and other staff from each of the ten faculties at the university will participate in the series. Mr Ralph Wortley, head of the University's Counselling and Careers unit, will speak on "The Strategy of Choosing a Career".

On the final day of the series, the Faculties of Science and Education will hold open days

The lectures have been designed to offer students a complete description of what is involved in particular degree and diploma courses — and what careers those courses can lead to

"It is vital that students choose their courses of study correctly," says Ms Miranda Bell, the university's schools liaison officer

"A recent survey in Britain indicated that well over a third of the stud-

Price Institute for Palaeontological Research

⊗ A talk on magnetic trains and all-day displays by the Department of Physics

⊗ Displays by the Bernard Price Institute of Geophysical Research as well as the Departments of Archeology, Microbiology and Geology

The lecture series will be held from June 3 to 14 in Room SH6, in the Senate House on campus. Faculty of Medicine lectures on June 3 will be in the Dorothy Susskind Auditorium in the Architecture Block

The Faculty of Engineering will present a symposium on June 4

lead to
"It is vital that students choose their courses of study correctly," says Ms Miranda Bell, the university's schools liaison officer
"A recent survey in Britain indicated that well over a third of the students who drop out of universities, even though they have passed their examinations, leave because the courses they are taking have not turned out to be what they anticipated
"We believe that many students choose wrongly because they are not sufficiently well-informed," she says
Some of the highlights featuring in the two-week events are
⊗ A talk on "black holes" and all-day demonstrations of the university's computer system and the micro-computer laboratory, presented by the Department of Applied Mathematics,
⊗ "Geography for the Eighties" by the Department of Geography and Environmental Studies
⊗ Glassblowing and other demonstrations at 11 am and 12 noon by the Department of Chemistry
⊗ A display of fossils collected by the Bernard

NOV Natal is hit by strikes

152 197 152 140 A
By STEVEN FRIEDMAN
Labour Reporter

LABOUR unrest spread from Cape Town to Durban yesterday as more than 3 000 black textile workers went on strike at two factories in New Germany, outside Durban.

Strikers stoned passing buses and the car of a white security officer outside the factory until they were calmed by officials of the Federation of SA Trade Unions (Fosatu) and the National Union of Textile Workers.

In the Cape, the general work stoppage among black workers in the meat industry enters its fifth day today. Yesterday workers called for the formation of a committee to organise a boycott of red meat.

Another Cape Town strike, by 3 000 workers at a clothing factory, Rex Tneiform, was settled yesterday.

Just as this week's student unrest is an echo of the 1976 Soweto unrest, yesterday's Durban textile strike was an echo of the strike wave which hit Durban in 1973.

The two factories hit by strikes, Frametex and Nortex, are both owned by the Frame Group, as is a third factory, Settex, to which Durban union sources believe the strike may spread.

Most of the Frame Group's factories were hit by the 1973 strikes and observers at the time claimed the unrest had been sparked by wages paid by the group.

This week's unrest follows a build-up in strike action over the past few months, particularly in the Western Cape.

The Cape meat industry has been hit by several strikes. Stevedores

at Table Bay docks went on strike earlier in the year and a number of construction and engineering firms have also been hit by strike action.

Three strikes by West Cape farm workers have also occurred in recent months.

Last year, workers at several Port Elizabeth factories struck and there have been brief strikes this year in Durban and on the Reef.

Yesterday's strike follows a protracted wage dispute between workers and management at Frametex. Workers have been demanding an increase since November.

The strike was sparked off when management told its black liaison committee that it would consider a 10% wage increase in June.

Fosatu's general secretary, Mr Alec Erwin, said last night that "tension has been building up" at the factory for some time.

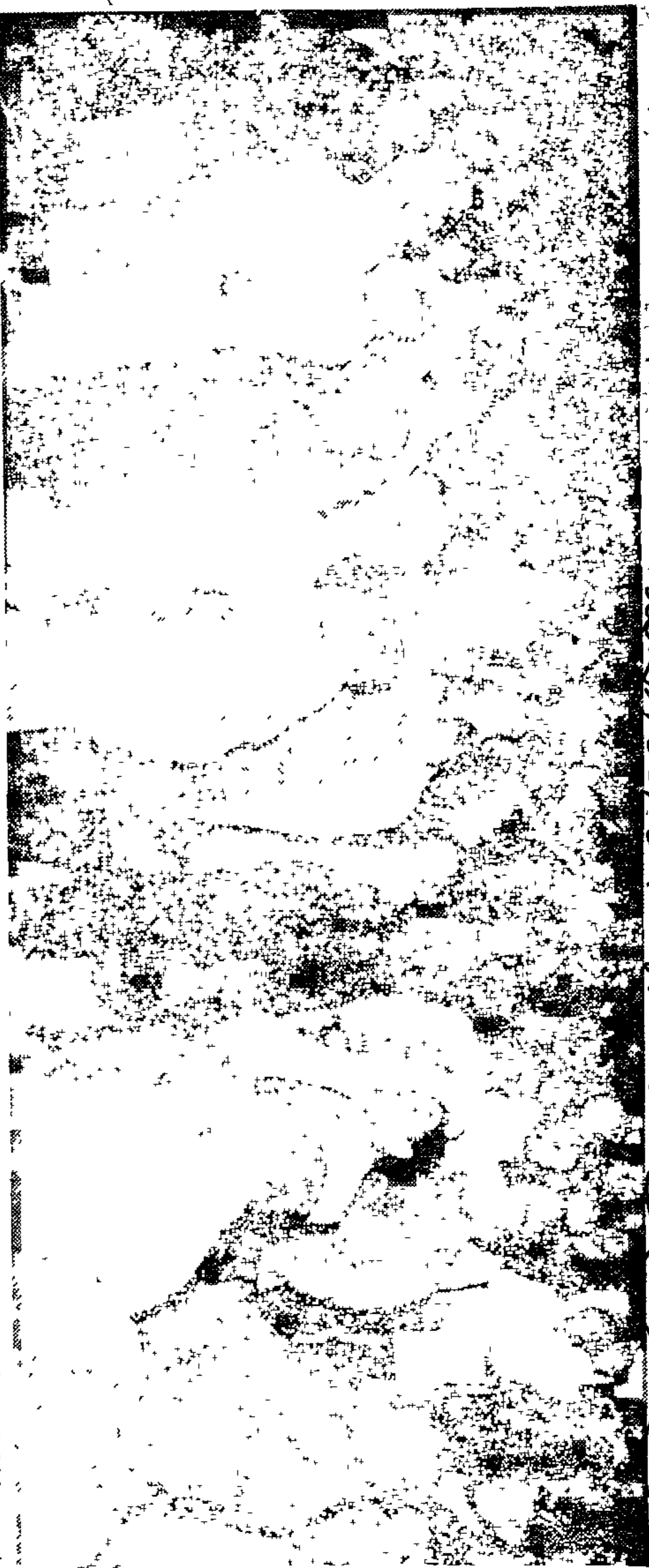
Last week, workers staged a brief stoppage over a dispute about bonuses and last August the factory was hit by a strike in support of wage demands.

He added that the presence of police at the factories yesterday had been "provocative."

In Cape Town, the worker call for a boycott was reportedly eliciting support in Langa township and Cape sources described the situation in the townships as "tense."

Two Langa butcheries closed on Wednesday in response to community demands, but re-opened yesterday. However, butchers have threatened to join the boycott if talks between them and meat employers fail.

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STRIKING meat workers give a standing ovation to speakers at a meeting held in Athlone today. More than 1 000 meat workers are on strike for reinstatement of colleagues and recognition of workers' committees. (Report on Page 1)

Só het ek destyds in die Transvaal geskryf. Sedertdien in ons land gebeur is nog hoop. Verscening is moontel.

Dit bring ons by die praktyk. Daar word gepraat van n keiser voor die einde van die jaar. Die oorwinning selfs al sou die Nas

Dit beteken dat mnr. Botha oor die volgende vyf jaar te ont

Maar dié beleid is nog steelslikheid onaanvaarbaar. Dit moetheidsrealiteit.

As die volgende verkiesing net maar nog n apartheidsverkiesing is dan sal dit eintlik net so irrelevant wees as dié verkiesings wat Ian Smith in die laaste dae van UDI gehad het. So'n verkiesing sal n bietjie tyd wen en uiteindelik baie bloed kos.

Daar is egter n ander moontlikheid. Die volgende verkiesing kan aan die Eerste Minister n mandaat gee om apartheid te begrawe. Dit kan die groot versoeningsverkiesing wees. Dit kan die begin word van wit/swart saamwerking, as gelyke en volwaardige burgers van n land met geweldige rykdom en mensepotensiaal;

Maar dan moet P.W. Botha nu die leiding neem. As die Eerste Minister vanuit n posisie van mag aan die blanke kiesers van Suid-Afrika sê "mense, nu moet ons onbevrees voertoe," dan glo ek die meerderheid sal volg. Die tyd het aangebreek. Die Eerste Minister moet nu doen wat Dirk Mudge in Suidwes gedoen het. Goed, die Nasionale Party sal skeur, daar sal n mense wees wat nie wil saamloop nie. Maar hiervan is ek oortuig: die meerderheid Afrikaners, die meerderheid Engelssprekendes, net ander woorde n wit meerderheid, sal vir P.W. volg net soos die meerderheid van blankes vir Mudge gevolg het.

Is dit n onrealistiese droom? Ek glo nie.

Maar dit kan net gebeur as die Eerste Minister self die leiding neem. Dit kan net slaag as apartheid finaal begrawe word. Dit kan net bewaarheid word en vrede en saamwerking bring as die meerderheidsrealiteit eers aanvaar en erken word -- as swart Suid-Afrikaners go heel en al vry gemaak word.

Ford strike averted

PORT ELIZABETH. — A strike was narrowly averted at the Ford Motor Company after workers threatened to down tools because their bonuses were not paid to them. The chairman of the Workers Committee, Mr Government Zini, and committee members managed to get the workers to call off the proposed strike while they were still negotiating with Ford management.

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Cape Herald
24/10/80

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Govt and meat leaders hold urgent talks

STAR 24/5/80

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CAPE TOWN — The Department of Co-operation and Development and meat bosses held an urgent meeting yesterday — the fifth day of the strike by meat workers

The Deputy-Minister of Co-operation and Development, Dr G de V Morrison, declined to disclose what had been said at the meeting.

And at another meeting yesterday, meat workers called on township residents not to put pressure on local butchers to close their shops.

“We express our gratitude for the progressive involvement of the black traders in this conflict. Any attempt to compel

them to close their shops is directly contrary to our wishes,” they said.

A total of 765 workers were yesterday each paid R15 by the Western Province General Workers' Union in lieu of lost wages.

According to a statement by the union, workers had reiterated their willingness to negotiate with their employers.

In Natal riot police yesterday used teargas to disperse a large crowd of stick-wielding black strikers on the outskirts of New Germany where they were on their way to the Framtex mill where they are employees. — Sapa.

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TRANSLATIONS INTO
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Memo: PC/1/80.

16 January 1980.

Mr T W Mandla, the Chamber of Commerce president, said that the managing director of Table Bay, Mr R Selzer, had not been present at Wednesday's meeting. Mr Mandla said that butcheries in the African areas (he himself has a butchery) were 'scrapping the bottom of the barrel' because there had been no meat deliveries since Monday.

At a meeting in Athlone later on Tuesday (interrupted by the arrival of riot police, who later left) the workers decided that no one would return to work without a guarantee of reinstatement for all, and called on the community for support.

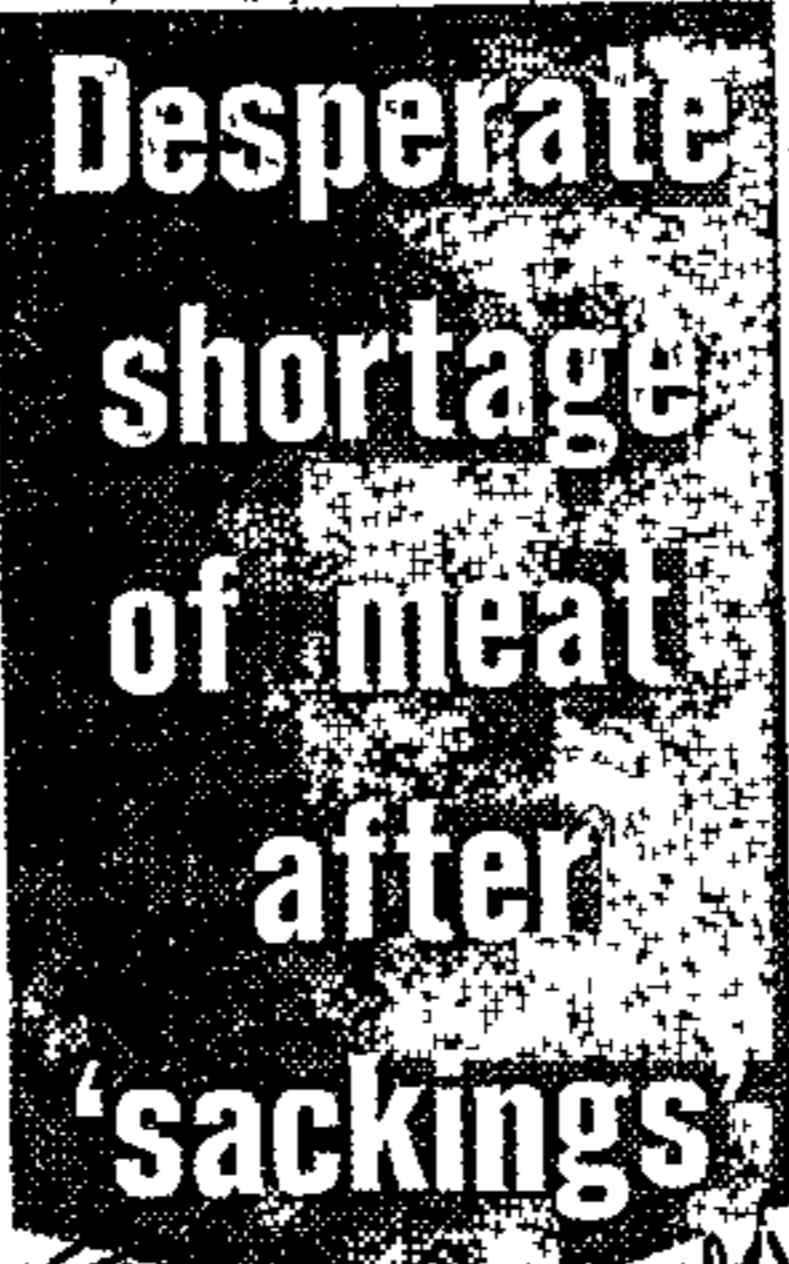
More than 800 workers found themselves locked out when they reported for duty on Tuesday morning because they had gone on strike the previous day in sympathy with the sacked Table Bay workers.

LOCKED OUT

On Wednesday a deputation from the Western Cape Traders' Association and the Western Cape African Chamber of Commerce tried unsuccessfully to get the Table Bay management to end the dispute by reconsidering their hard-line stand.

The mass sackings were triggered off by the Table Bay Cold storage dispute, which began two weeks ago with 75 workers walking off the job because the management had refused to recognise their unregistered workers' committee (see report, leader page).

BUTCHERS in Cape Town's black townships are desperately short of meat after deliveries stopped when over 500 meat industry workers were 'sacked' on Tuesday.



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Govt's strikes warning fuels unions' fears

152 327 145 139 151 140A
RDM 24/5/80.

By RIAAN DE VILLIERS
Labour Correspondent

MR JAAP Cilliers, director-general of Manpower Utilisation, yesterday warned that if the present wave of "illegal" strikes continues, his department may identify people "inciting" workers and point them out to the Department of Justice and Police

The warning has brought renewed fears of Government action against trade unionists, as labour unrest yesterday spread in Cape Town and Natal

Unionists reacted to Mr Cilliers' warning by rejecting charges of "agitation" and warning that workers had deep-seated grievances

Mr Cilliers said it appeared the strikes were triggered by black unions and union leaders who had asked for registered union rights for many years,

but were still acting outside the system now that these rights had been granted

This pointed to these unions having "questionable motives"

He said the department was compiling reports on the strikes "If these illegal strikes continue, we will have to start identifying people causing the trouble and inciting workers without using the proper channels"

These people would be brought to the attention of the Department of Justice and Police

He added "Employers should put their foot down and refuse to negotiate with unregistered unions"

The Western Province General Workers' Union reacted strongly in a statement issued last night saying the responsibility for the situation in the Cape lay with the "provocative

unwillingness" of employers to discuss issues at present and before the confrontation escalated

The situation would not be defused by looking for "so-called agitators" Worker leaders took their instructions from workers themselves

Mr Alec Erwin, secretary of the Federation of South African Trade Unions (Fosatu), also rejected any charges of "agitation" by unionists

Far from agitating among workers, the National Union of Textile Workers had done all it could to try to control workers, he said

The liaison committee at Frametex, containing union members, had gone "out of its way" to try to negotiate with management to the extent of running the risk of being discredited among workers, he said

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STAR 24/5/80
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 Fair Deal Reporter

The Meat Board has
 emphasized that it is not
 involved in the investiga-
 tion by a commission of
 inquiry into alleged irreg-
 ularities in the SWA/
 Namibia meat industry.
 The report of the com-
 mission will soon be
 presented to the South
 African State President
 and tabled in Parliament.
 We are completely in-
 dependent of SWA. Dr
 Ian Lombard, general man-
 ager of the Meat Board,
 said in response to a Fair
 Deal question.
 An SABC radio report
 this week said the report
 had found the permit sys-
 tem had been abused
 with 40 tonnes received
 and spoilt in the course
 of periods.
 Dr Lombard said the
 permit system had been
 designed to let the farmer
 have fair market access.
 "Any system is open to
 problems. But we have
 certain mechanisms to try
 and overcome the possibi-
 lity of some inefficien-
 cy in the issuing of per-
 mits."
 Mr Ibp du Toit, chair-
 man of the Meat Board,
 said he could give the
 assurance that as far as
 the issuing of permits was
 concerned there was no
 corruption whatsoever in
 South Africa.
 "We introduced the per-
 mit system to benefit the
 producer. Farmers must
 be registered to get a per-
 mit," he said.

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Townships tense as strikes spread

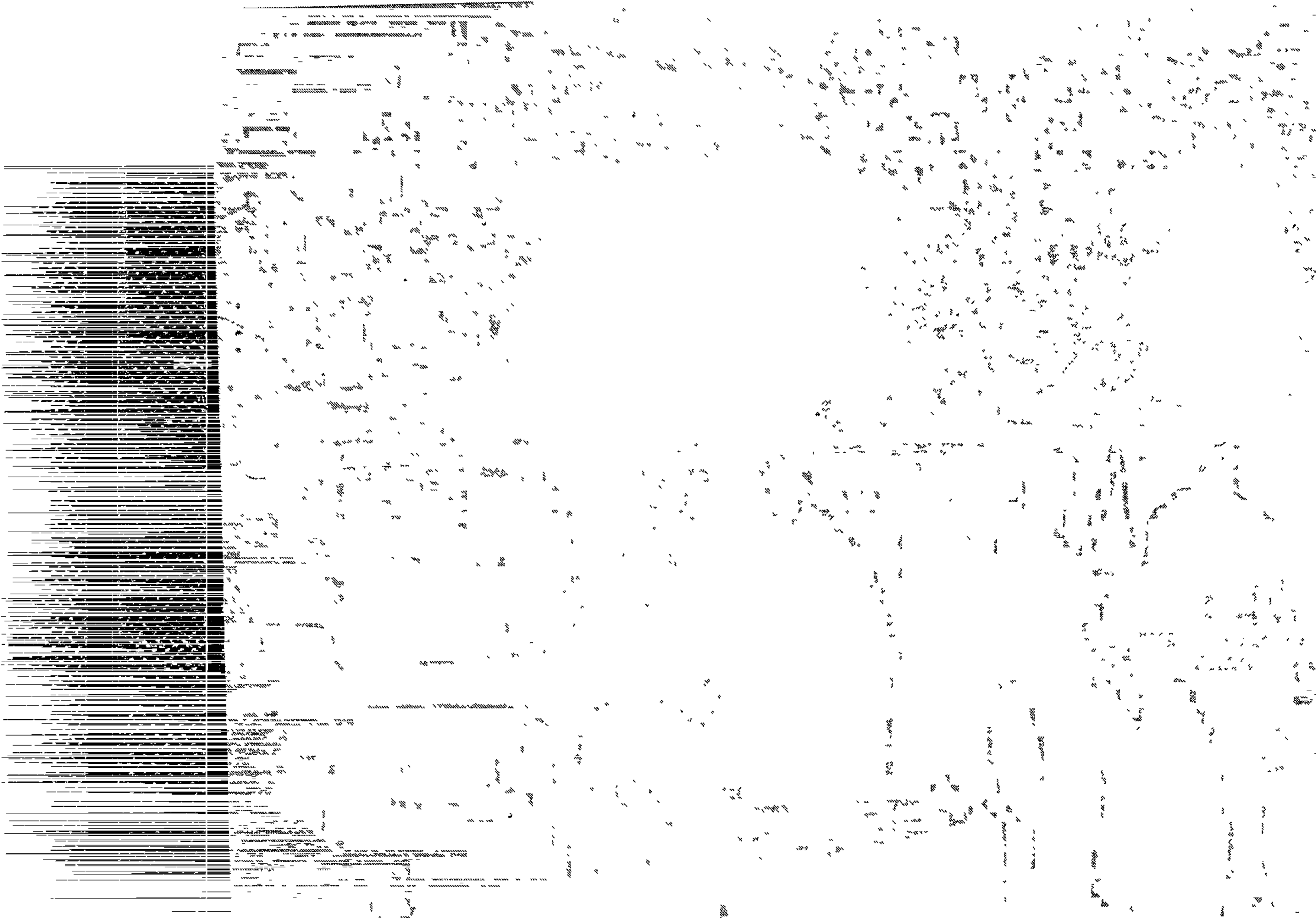
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RDM 24/5/80



Riot police stand guard as strikers re-group near New Germany yesterday. The crowd later dispersed and went back to the mill, where they were paid.

By STEVEN FRIEDMAN
Labour Reporter

ABOUR unrest continued to escalate in Durban and Cape Town yesterday as tension spread through black townships in both areas.

In Durban the number of striking textile workers rose to an estimated 5 000 and police teargassed a group marching from Clermont township to New Germany. Fears were expressed that the violence could escalate.

Clermont township was tense after stone-throwing incidents at Kranskloof hostel, and streets were barricaded on Thursday night.

In Cape Town, the Deputy Minister of Co-Operation and Development, Dr George Morrison, met meat employers as black community support for a red meat boycott grew and black townships were reportedly "tense".

Dr Morrison declined to discuss details of the meeting.

The Minister of Co-Operation and Development, Dr Piet Koornhof and the Minister of Manpower Utilisation, Mr Fanie Botha, met late yesterday to discuss the situation.

In Durban, the general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, said the presence of police was "escalating the tension" and expressed fears that the situation could worsen if police did not keep a low profile.

Mr Erwin said union officials "have ensured that worker meetings have been orderly and are doing their utmost to ensure that there are no violent outbreaks".

He said he was attempting to secure a permit for a workers meeting in the Clermont stadium on Monday but had not yet succeeded. He said "If we are not allowed to hold an

orderly meeting, I am worried if workers will gather in groups - there may be trouble."

Mr Erwin added "The authorities are taking a hard line which is escalating the situation. Is this the new labour dispensation? Is this our era of recognising black worker representatives?"

All workers at Frametex and a majority at three other Fosatu Group textile factories in New Germany, outside Durban - Norl Pinetex and Seltex - struck yesterday in support of long-term pay demands. The strike began Thursday.

Durban sources feared that strike could spread - in particular to a neighbouring tool factory with management and workers have



25/05/80 SUN TRIB

Strike anger feared as magistrate refuses meetir

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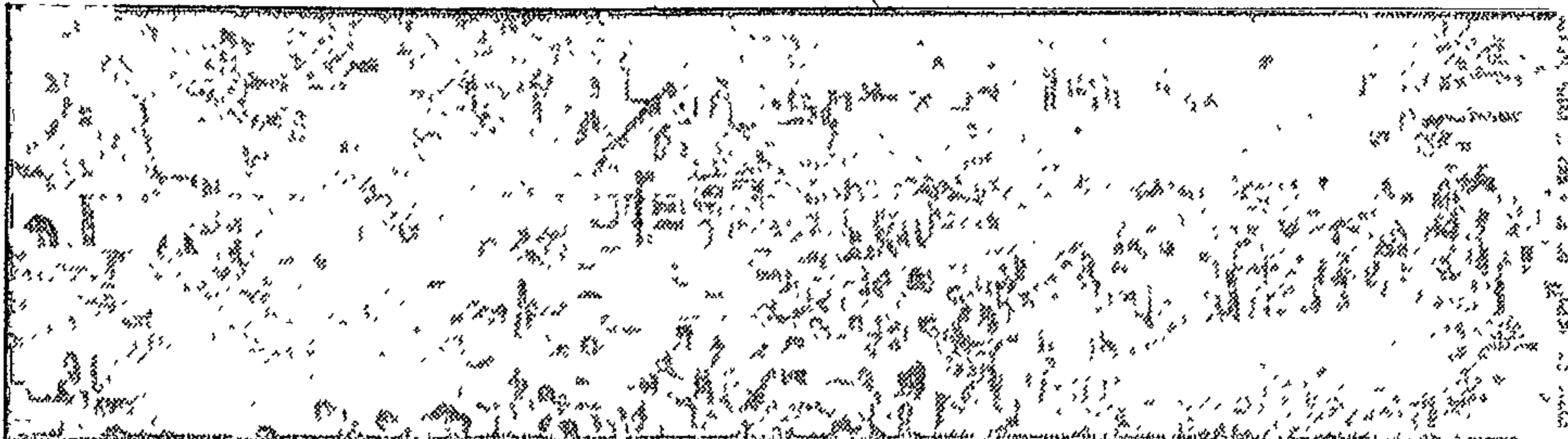
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EVEN if most of the 6 000 workers now on strike in Pinetown in Natal worked 10 hours overtime a week their earnings would still fall blow the minimum household subsistence level.

And fears were expressed this weekend that tomorrow could see more demonstrations because the workers — all employees in the light cotton industry who refuse to go back to work unless they are promised wage increases of between 20 and 25 percent — have been refused permission to meet at one spot to discuss their grievances.

Mr Alec Erwin, general secretary of the Federation of South African Trade Unions, said the chief magistrate of Pinetown granted a permit for a meeting of the workers at Clermont Stadium near Pinetown on Friday morning but had refused permission for another meeting there tomorrow morning.

"There will be considerable confusion tomorrow, with large groups hanging around an area patrolled by riot squads with teargas and maybe worse. If the people have a place like the stadium where they can meet and talk, there is a chance of keeping things orderly.

"But there is no chance of getting a reasonable and rational response from this mass of people if they are continually harassed and dispersed by the police. Their response will be one of anger."

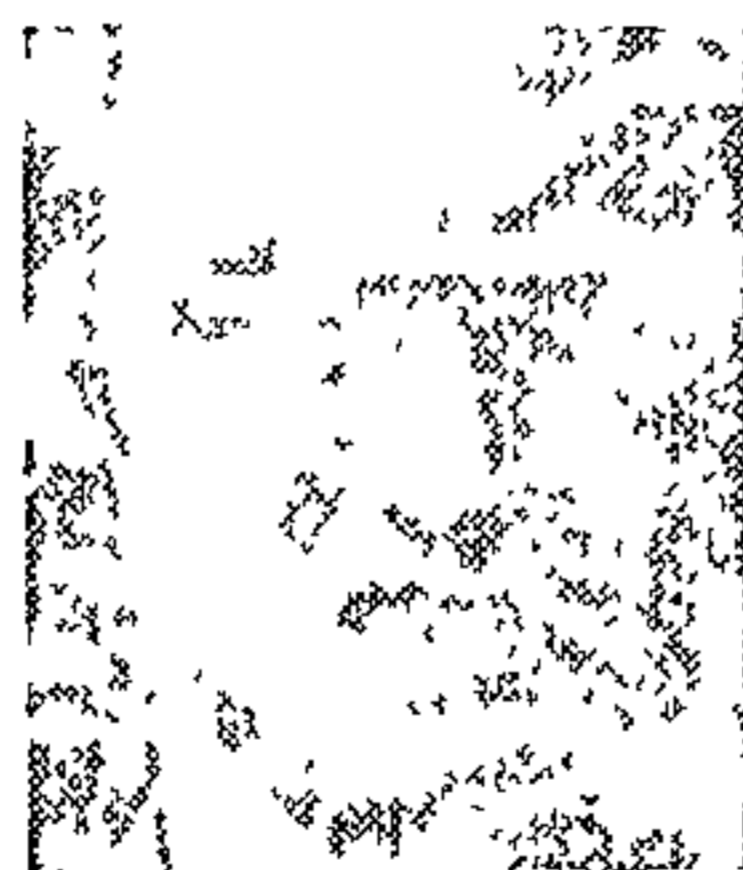
On Friday police used teargas to disperse an estimated mob of 200 chanting, stick-wielding workers who left the stadium before the meeting started and were making their way back to the Pirometex Mill where they are employed.

This meeting was called after the strike began on Thursday when workers stormed a factory security gate and injured a security officer. On Thursday night police in armoured cars were called into Clermont township when striking men and women gathering at their hostels, barricaded a road and stoned buses.

Mr Erwin said the group at whom police hurled teargas on Friday morning were returning to the factory because they believed there were still blacks working there. After they dispersed they joined the long queues that formed outside the factory all day to collect wages and there was no further trouble.

Figures provided by Mr Erwin show that the minimum wage for even the highest category of black workers in the light cotton industry in Durban and Pinetown falls short of the R172 that is the 1979 estimated monthly household subsistence level for Durban. This HSL excludes the cost of medical treatment, education, savings, holidays, reading material, entertainment, purchase and replacement of household equipment, insurance and rental transport.

Report by MAUREEN O'RIFFIN



Alec Erwin
Confusion

In terms of the light cotton industry's wage order, which came into effect in 1973 the 1980 minimum wage for the highest category of worker in the industry a qualified Grade 4 employee is R25,50 a week for women and about R5 more for men.

Even if they worked a 56-hour week to earn an extra R10 in overtime, their salaries would still not be as high as R172 a month. They would have to earn R39,69c a week to fall within the household subsistence level.

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Petros Langa
One room

and unskilled jobs the minimum wage is R18,40 a week for women and R23 a week for men.

Workers at the factories involved in the strike have for the past three years received an annual wage increase of 10 percent, while the increase in the cost of living was 14,5 percent in the Durban area in 1979 and 13 percent in 1978.

Mr Petro Langa, a 32-year-old father of six who has been with the Frame Group for 20 years, earns R23 a week. He said "Even if they paid me R20 more it wouldn't be enough.

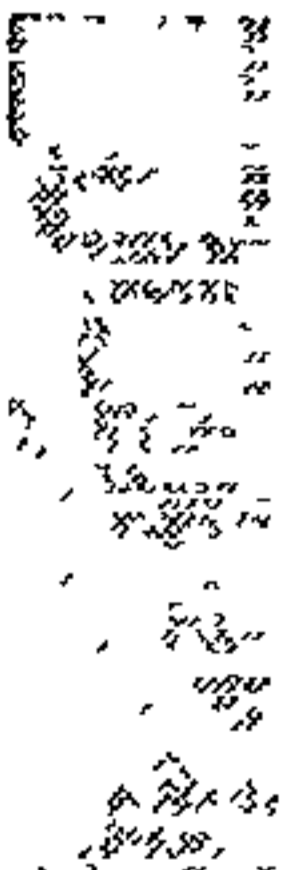


Bob Ngcobo
Taking turns

"My family and me all live and sleep in one room, for which I pay R24 a month. There isn't enough money to budget. All I keep aside is the rent and R190 a week for bus fare to and from work."

Women, all of whom said they were the sole breadwinners, complained of the high cost of paraffin, schoolbooks and food. None spoken to earned more than R23 a week.

Mr Bob Ngcobo, father of seven who earns R22 a week as a cleaner, said his children took turns to go to school. "Some months the older three go, and other



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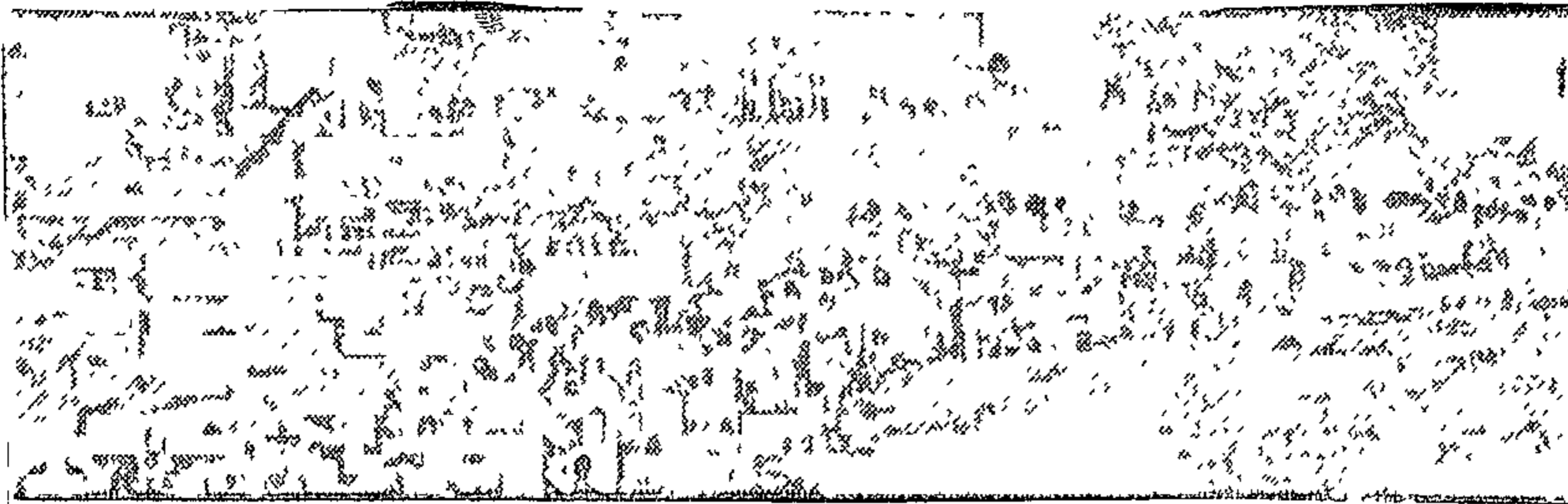
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Report by MAUREEN GRIFFIN

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Alec Erwin
Confusion

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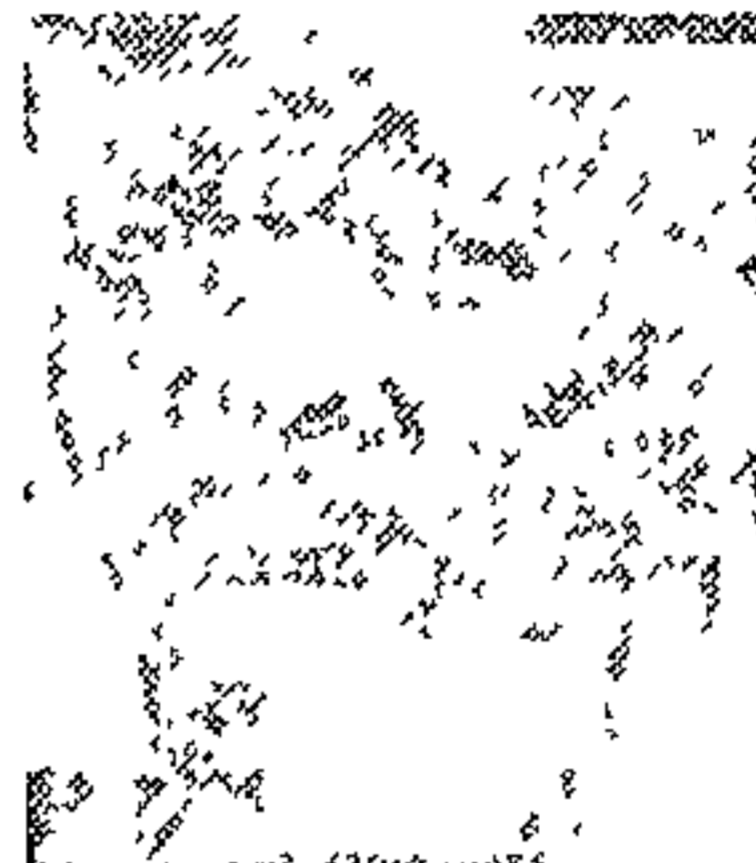


Petros Langa
One room

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Workers at the factories
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Bob Ngcobo
Taking turns

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"Some months the older
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Sipho Mngadi
Handyman

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"Some weeks, when I
can afford to, I spend R10
on groceries, but even that
isn't enough"

Mr Sipho Mngadi, a
handyman who earns R30
a week, has a wife, three
children, a mother and a
sister to support His rent
is R29 a month for two
rooms at Clermont

The workers are de-
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THE 5000 female workers on strike in Britain have not been allowed to hold their meetings in the Clermont Stadium this morning.

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Textile workers ⁽¹⁵²⁾ to stay on strike

STAR 26/5/80 (157) (158)

Elizabeth Wilson
Labour Reporter

Thousands of textile workers from the Frame group of firms in Natal decided at a meeting this morning to continue their strike.

The workers packed the Roman Catholic Church at Claremont near Pinetown to listen to a report back from their liaison committee on a meeting with the group's management yesterday.

A spokesman for the Federation of South African Trade Unions said management had "again refused to negotiate while workers were out on strike".

The issue at stake, he said, was pay.

Strikers were demanding increases for workers who were on minimum wages as low as R18,40 a week.

The total workforce at the three factories was about 7500 and the number of workers now on

strike was estimated at "more than 5000"

Mr Selwyn Lurie, joint managing director of the Frame Group, today rejected the Fosatu claims. He said most workmen at the mills were back at work today.

He said a notice had been given to workers on Friday telling them that if they did not go back to work by today they would be "deemed to have terminated their service with the company".

He said "It appears that the liaison committee has not reported back to the workers what was discussed at the liaison committee meeting yesterday".

Mr Lurie said, "Last year we gave workers a 20 percent increase — 10 percent in January and the second 10 percent which was due in January 1980 was brought forward four months. We gave that increase in September 1979".

"Several weeks ago we informed the workers through the liaison committee that they would be given a further increase in July 1980".

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Danger in Govt 'intolerance'

RDM 26/5/80.

152

By PATRICK LAURENCE

AN INTOLERANT and uncompromising response to the series of boycotts and strikes would merely exacerbate the situation, the Leader of the Opposition, Dr Fredrik van Zyl Slabbert, warned yesterday

Dr Slabbert, who has a sociologist's perspective on conflict from his days as a professor of sociology, was commenting on the steady escalation of protest against "inferior" education and of industrial unrest. He called for the immediate re-opening of the University of Fort Hare as a priority move to defuse tensions.

The simmering discontent came to a head at the weekend when protesting coloured pupils and students were baton-charged in Cape Town and anti-Inkatha students teargassed and baton-charged at the University of Zululand.

Seventy-six students were arrested in Cape Town after they attempted to disrupt shopping in the city centre. Fifteen students who attempted to bar stick-wielding Inkatha members from entering the University of Zululand were arrested.

Dr Slabbert said situations where a number of "diverse issues" were causing unrest usually called for restraint, as uncompromising action by the authorities served to unite the separate issues into "a single overriding issue of protest".

Referring to police action, Dr Slabbert said "So far the police have been relatively restrained com-



DR SLABBERT

... 'restraint is needed'

pared to 1976. But everything must not depend on the police. What is wanted is positive government initiative."

On the commitment by the Prime Minister, Mr P W Botha, to equal education for all, Dr Slabbert said "What the people want are deeds to match words."

Dr Slabbert listed three steps which would help to defuse the situation:

- Fort Hare should be re-opened and negotiations started with the student leaders,
- Workers in the strike-hit meat industry in the Western Cape should be given the right to elect their own representatives to the worker's committee, and
- The Government should talk to pupils about their grievances and abandon its "paternalist attitude of refusing to talk to schoolchildren."

The Minister of Police, Mr Louis le Grange, yesterday declined to comment on the general situation — or on the view of some police officers that it is being steadily stoked up with the aim of bringing it to the "boil" by June 16.

Mr Le Grange said "I have the full background to what is going on. But I don't think it is the opportune moment to comment on such broad issues."

The veteran black leader and member of the Soweto Committee of 10, Mrs Ellen Kuzwayo, said yesterday there was no way in which the situation could be defused as long as the root cause of discontent remained untouched.

On the education front, boycotting coloured pupils and students have an ultimatum to return to normal class today or face unspecified action, which may include closure of schools and expulsions of students at the University of the Western Cape.

In Pinetown, near Durban, fears have been expressed that the strike by more than 3 000 textile workers could reach dangerous levels because of the refusal to allow the striking workers to meet at one place to discuss their grievances.

● In Johannesburg, the Reverend John Thorne, a former Secretary General of the South Africa Council of Churches, was detained at the weekend, according to members of his family.

Cops gas strikerS

Post 26/5/80
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192

POLICE YESTERDAY used a sneeze machine and dogs to disperse more than 1 000 Goodyear workers gathered in front of the company's Uitenhage plant on the eighth consecutive day of industrial unrest in the town.

The incident follows an Industrial Council decision on Tuesday to reject workers demands for minimum pay of R3 an hour.

Conflicting accounts of yesterday's incident have arisen with police and management claiming some workers tried to prevent others from returning to collect severance pay and others claiming they were unfairly dispersed while awaiting a report back from their representatives.

The Eastern Cape Divisional Police Commissioner, Brig P van Rensburg, said workers outside the company's gates were told the gathering was illegal. However, police warnings were ignored and a sneeze ma-

chine was used to scatter the workers who drifted off towards their homes.

Mr Peter Selley, public relations officer for the company, said some of the workers attempted to stop others from collecting severance pay owing as a result of the four-day strike that has paralysed the plant.

Workers left at the gates of the factory said they had been waiting for a report from their representatives about the course of the negotiations on Tuesday on the pay issue.

Workers disappointed

One worker said he had been told by a management official to wait at the gate so as he could collect his severance pay.

"The next minute police gave us two minutes to disperse and then used their machine."

The workers expressed disappointment that the management had not conceded a wage increase especially in the light of the increases gained by the motor workers through their Industrial Council.

Yesterday morning workers were given pamphlets from management telling them of the rejection of their pay demands and advising they could re-apply for employment from today.

The notice said re-employment would be on the basis of merit.

Elsewhere in Uitenhage the situation was reported to be calm yesterday after nearly a week of strikes, street processions and stoning incidents in the townships.

A SKF Bearings spokesman said all workers were back at the plant yesterday and they expected a pay agreement to be reached within the next few weeks.

Dorbyl employed new workers on Tuesday after 46 were considered to have dismissed themselves by refusing to work.

Link construction reported 50 percent of their staff had returned to work at the Kwanobuhle Site and 15 percent at Rosedale.

No red meat in townships

26/05/80
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3=Meat
152

Labour Reporter

COMMUNITY pressure has stopped the sale of red meat by butchers in Cape Town's African townships, as the widespread strike by meat workers enters its second week.

'We were given an ultimatum by the community not to sell red meat,' said a butcher and executive member of the Western Province African Chamber of Commerce, Mr Stanley Vokwana.

'From today butchers will have to sell only chickens and eggs.'

Mr Vokwana said he hoped traders would soon be able to meet employers in the industry to 'sort this whole thing out'.

MEETING

A spokesman for the wholesalers who supply the black butchers, Slabbert, Verster and Malherbe, said employers would meet today to decide on the proposed talks with traders.

The director of the Matieland abattoir, Dr A J Louw, said the abattoir was 'virtually back to normal capacity'.

DIFFICULTIES

Wholesalers, however, were still having difficulties outloading and delivering meat, he said.

The striking workers met in Athlone today. They are supporting the demand for unregistered elected committees by workers at Table Bay Cold Storage Company Ltd and National Meat Suppliers (Pty) Ltd.

By JOE THOLOE

THE Transvaal region of the Federation of South African Trade Unions called on the management of the Frame Group of companies to negotiate immediately with workers who are on strike in Durban.

In a statement issued in Johannesburg yesterday, the region expressed support 'for the struggle of the workers in the Frame group of companies for a more just wage'

Call for management to negotiate with strikers

"The strike has occurred firstly because of the extremely low wages paid by the Frame group and it continues because management refuses to allow a proper negotiating structure to develop

"The absence of such structures gives workers no constructive avenues to present their grievances and the result is mass walkouts and angry meetings

"The provocation in these cases is at the hands of management and the State Instead of allowing constructive negotiation with representative unions, statements are made about outside agitators and the police are called to intervene in the dispute

"Workers at Frame are paid wages which are too low to live on

"We call on management to stop avoiding this issue and to negotiate with workers about pay

"We call on the State to keep the police out of this dispute and instead encourage management to meet directly and immediately with the workers"

Meanwhile fifty-five workers were yesterday arrested at Rely Precision Castings in Boksburg and will appear in court today to face charges of striking illegally. Yesterday officials of the Metal and Allied Workers Union, which has a large membership in the company, tried unsuccessfully to get bail for the workers

The union has 52 members out of a workforce of 58

The workers are alleged to have gone on strike yesterday at 8.45 am following an incident on Saturday where a worker was fired for going to the gates to get a message

Three police vans and a truck came to the factory yesterday afternoon and the 55 workers were arrested.



152 27/5/80

Fosatu boss refutes strikers' return claim

PINETOWN — The general secretary of the Federation of South African Trade Unions, Mr Alec Erwin, yesterday disputed the claim by Frametex management that the majority of striking New Germany workers had returned to their jobs yesterday.

Mr Erwin said that according to a report he had received about 2 500 Frametex workers had packed the Catholic Church Hall in Clermont yesterday.

The clerical meeting had voted unanimously not to return to work until further discussion on their 25 percent pay claim had been discussed with the Frame Group management.

Earlier yesterday an executive director of Consolidated Frame Cotton Corporation Ltd, Mr Selwyn Lurie, claimed that the majority of staff at the company's New Germany Mills had returned to work.

The group issued the ultimatum at the weekend that workers could either

resume their jobs yesterday or face dismissal.

Mr Lurie said no pay negotiations would be discussed until staff returned to their jobs.

He said a pay increase and the introduction for the first time of a pension fund were already scheduled for July. He would not disclose the amount of the increase.

Mr Lurie said it was difficult to understand why the strike had started, and pay increase discussions had been under way for some time because of the rise in the cost of living the increase has been granted six months ahead of time.

MEETING

Mr Erwin said yesterday's Clermont meeting had been attended by the 18-member workers' committee from Frametex and representatives of the National Union of Textile Workers, which is affiliated to Fosata.

He said the workers' committee represented employees from all the Frame Group's New Germany Mills. The decision not to return to work would be put to Frametex management as soon

as possible.

Efforts would be made to arrange a meeting between the workers' committee and management representatives later yesterday, he said.

The outcome of this meeting would be relayed to workers at another gathering in the church hall today.

Meanwhile it was reported that about 50 Frametex workers downed tools yesterday morning and left the factory to attend the Clermont meeting.

Mr Lurie said later

that he stood by his statement that most workers had returned yesterday.

The factories were working at almost full capacity. He had been told of the Clermont meeting, but it was possible that many of those attended were "hangers-on".

The workers were by now well aware that there would be no more negotiations until they returned to work. Those who did not return yesterday would be replaced, he said.

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famous Industrial and Commercial Workers' Union with almost a quarter million members in the 1920's / the Africanisation of the South African Communist Party long before the churches saw the need for this ^{in their own wishful} / the African National Congress (ANC), with its slogan 'Mayibuy' i Afrika - Let Africa return' / the series of mass passive resistance campaigns against the pass laws /

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 27/5/80
 stoppage

Staff Reporters

FIFTY-FIVE black workers were arrested yesterday after a work stoppage at a Boksburg company, Rely Precision Castings

They have been refused bail and will appear in court this morning

A police spokesman said the workers had been charged with holding an illegal strike

The company's managing director, Mr H G Thomson, said he had dismissed all the workers "That settles the matter," he said

He declined to comment further beyond saying that not all the company's workers had joined the stoppage.

Sources told the Rand Daily Mail that the company's entire black workforce had participated, while coloured workers had remained at work

A spokesman for the unregistered Metal and Allied Workers' Union, which says it represents the most workers at the plant, said yesterday that a workers' dismissal on Saturday had sparked the stoppage

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Work stops as 200 ask for more

CAPL TIMES 28/5/80

Staff Reporter

ABOUT 200 workers at a knitwear company in Steenberg refused to work for several hours yesterday, demanding an increase in attendance allowance.

The employees of Towles Edgar Jacobs Limited (Tej) said they had been receiving R1 a week attendance allowance and demanded a R3 increase.

The allowance is claimed at increasing worker attendance stimulating production and encouraging workers to arrive at work punctually.

A statement released by the director of the company, Mr A Kirkwood said there had been a brief stoppage of work in the dress department.

Mr Kirkwood said the Garment Workers Union (GWU), which represents the workers, had already negotiated a 10 percent increase for all knitting employees.

Because of the increase in bus fares and the rising living costs, some of the workers are also asking for an increase in attendance bonuses.

"We have asked that the

matter be referred to the Garment Workers Union and have undertaken to investigate adjustments to incentive bonus schemes which we operate," he said.

Mr Kirkwood said an answer to the question of an adjustment to the incentive bonus could be expected towards the end of June.

Regarding the workers' demand for an increase in the attendance bonus, he said the matter had been referred to the GWU as the company did not wish to act unilaterally. If the GWU's representation to the Industrial Council was unsuccessful, the company would not accede to the workers' demand.

"But if the Industrial Council decides that all employers should give their employees an increase in attendance allowance, we will obviously do so," Mr Kirkwood said.

The workers, who returned to work shortly after 2 pm yesterday, complained that although they had received a 10 percent increase in wages, the R1 attendance allowance, which they assumed was to cover the cost of their bus fares was too little.

However, a spokesman for the GWU said the increase in bus fares was one of the examples cited in the union's request for an increase in wages for the workers.



Striking workers at the Tej knitwear factory in Steenberg during their lunch-break yesterday

6000 textile strikers fired

152 (127) (127) ~~127~~ 28/5/80

Labour Reporter

THE Frame Group of textile companies yesterday fired an estimated 6000 striking workers as labour unrest continued to simmer in Durban and Cape Town.

The number of strikers continued to grow

In Clermont Township, Durban, traders closed their stores after being warned unrest could develop. Police continued to patrol the township.

There were unconfirmed reports that people were stopping buses entering and leaving the township in a bid to intercept workers at factories in the Pinetown-New Germany complex.

According to union sources, most factories in the area were allowing workers to go home early.

The National Union of Textile Workers was again refused a permit to hold an open-air meeting in Cler-

mont, and its general secretary, Mr Obed Zuma, said workers would meet again in a church hall this morning, to be told of Frame management's decision to dismiss them.

There are fears that worker reaction to this decision could escalate the unrest. Workers at five Frame plants are striking.

The Frame Group's decision to fire the strikers was conveyed to the Frametex black liaison committee yesterday after a meeting of about 5000 strikers in a Clermont church decided not to return to work until management made a firm wage offer.

© In Cape Town, the red meat boycott in support of striking meat workers continued in all black townships yesterday and there were indications that coloured meat workers were planning to join the strike.

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Will bosses snub strikers

DURBAN — Frametex management yesterday refused to have further discussions with representatives of the company's 6 000 striking New Germany workers, and issued a statement telling those who had terminated their employment with the company to collect their wages.

According to Mr Obedi Zuma, secretary of the National Union of Textile Workers, who attended a meeting of Frametex and worker representatives, re-employment will not be considered for between two and three weeks. However, he said, the strikers did not consi-

der they had terminated their employment. They still considered themselves employees of the Frametex group.

He said yesterday's announcement would be relayed to the strikers at a mass meeting due to be held at Clermont

this morning if a permit can be obtained. The meeting will be held at the Clermont soccer stadium which is considered a safe venue than the restricted Catholic Church hall.

Earlier, workers' representatives alleged that

Frametex group labourers were earning half the wages of textile workers at comparable jobs in some other local factories.

They said that under the light cotton order, SA Cotton Textile Ma-

facturers' Association — of which Consolidated Frametex was possibly the largest member — and the Minister of Labour four years ago a minimum wage structure was laid down.

Under the agreement the lowest paid male workers at the New Germany mills now earned R23 a week and the lowest paid women workers R18. The average worker at the New Germany mills earned under R35 a week. Textile firms willing to recognise and negotiate with the unregistered National Union of Textile Workers paid a basic wage of R42 a week — Sapa.

Half the mills force still out

THE SITUATION at the Frametex Mills in New Germany, Natal, was quiet yesterday, although only about half the 6 000-strong labour force, paid off after last week's strike, had returned to work

Mr Selwyn Lurie, an executive director of Consolidated Frame Cotton Corporation's Ltd, said on Monday that most of the workers had returned and the situation was back to normal

Later he said militant groups had prevented some workers from turning up for late shifts

Workers said that in some departments only a handful of staff were manning machines

Mr Alex Erwin, secretary of the Federation of Trade Unions of South

Africa, today repeated the statement that more than half the workers were staying away in support of pay demands

A police officer estimated that about 50 per cent of the labour force was back

On Monday night the bus service taking afternoon shift workers back to Clermont was suspended for a time after stone-throwing.

Later women workers returned to the factory, alleging they were beaten up by strikers

~~152~~

Post 28/5/80

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Frame Group fires 6 000 strikers

CAPL Times 28/5/80

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Own Correspondent

DURBAN — The Frame Group of textile companies yesterday fired an estimated 6 000 striking workers as the number of strikers continued to grow

In Clermont township, Durban traders closed their stores after being warned that unrest could develop. Police continued to patrol the township

There were unconfirmed reports that people were stopping buses entering and leaving the township in a bid to intercept workers at factories in the Pinetown-New Germany complex

According to union sources, most factories in the area were

allowing workers to go home early

The National Union of Textile Workers was again refused a permit to hold an open-air meeting in Clermont, and its general-secretary, Mr Obed Zuma, said workers would meet again in a church hall this morning to be told of the Frame management's decision to dismiss them

Workers at five Frame plants are striking

The Frame Group's decision to fire the strikers was conveyed to the Frametex black liaison committee yesterday after a meeting of about 5 000 strikers in a Clermont church had decided not to return to work until management made a firm wage offer

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SAK 28/5/80 (152)
Frametex workers say they are still employed

Own Correspondent

PINETOWN — Striking Frametex workers still regard themselves as employed and will ignore management directives to collect their wages if it was decided unanimously at a mass meeting attended by more than 5 000

A spokesman for the Federation of South African Trade Unions, said the meeting — at which the Frametex workers' committee reported back on the talks held

by the management yesterday — was the largest meeting held since the strike over pay rises started on Thursday

At yesterday's meeting the management said all striking workers — believed to number more than 6 000 — who it said had terminated their employment should collect their pay.

But, at today's meeting workers said they wanted their representative to continue with attempts to

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Compiled by M Nash 118 Second Avenue Kenilworth 7700

Cape Times
Boycott of meat spreads
28/5/80
5 Meat (152)

THE DEADLOCK between employers and workers in the meat industry continued yesterday as the boycott of red meat products spread from the black townships to the Cape Flats.

Mass meetings called by civic associations on Monday night appealed to their communities to boycott red meat until the workers are reinstated.

The Western Cape branch of the National Union of Commercial Catering and Allied Workers last night expressed its full support for the striking meat workers and resolved to encourage its members to stop buying red meat products until all the striking workers were reinstated and their workers committees recognized by employers.

No butchers in the black townships have sold red meat since Monday.

The workers trade union the Western Province General Workers Union reported that it had received several hundreds of rand in donations from members of the community to help support the families of the strikers.

The Director of the Matieland abattoir Dr A J Louw said yesterday slaughtering at the abattoir was virtually back to normal. However, the wholesale firms were still having problems in getting suitable labourers, he said.

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May 1980

Strike causes price increase

Staff Reporter

THE Cape Butchers Association representing 130 Cape Town butcheries will meet meat wholesale firm this afternoon to discuss the industry wide dispute between employers and workers.

The association was formed on Tuesday night after 160 butcher met to discuss the strike by 500 workers in the meat industry. Butchers said at the meeting that there had been a tremendous rise in the price of meat in the past two weeks because of the abnormal situation created at the abattoir.

The butchers resolved to send a deputation to the general manager of Karoo Meats, Mr. John Louw, to ask him to arrange a meeting between the butchers and the meat wholesalers to discuss the dispute.

According to the association Mr. Louw has arranged the meeting for this afternoon.

• An Oranjezicht woman signing herself Meat Eater sent a letter to the Cape Times enclosing R20 for the meat strikers. The money was put off the what he would have spent on meat for the month.

We are a busy meat eating family have taken a vote not to buy or eat meat in our units till the meat workers have been reinstated she wrote.

• Students at the University of Cape Town have organized a concert with jazz musician Merton Larrow and Clark Ginsberg in the students union on Saturday night to raise money for the workers.

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By STEVEN FRIEDMAN
Labour Reporter

POLICE last night arrested three representatives of striking workers at Frame Group textile plants near Durban. They were held as they left a meeting with the management.

The arrests came as 6 000 strikers continued their strike, with violent clashes between Clermont township residents and workers who refused to join the strike.

Police told lawyers for the strikers that the arrested men — the chairman and two other members of the Frametex liaison committee — would be charged with holding an illegal strike, and appear in court today.

The general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, described the arrests as "provocative".

They came after a long meeting between management and the liaison committee, during which management said it would award workers an increase if they returned — but once again refused to specify an amount.

The committee will report back to workers at a mass meeting today.

Earlier yesterday, a meeting of more than 5 000 striking Frame Group textile workers decided to ignore the company's decision to fire them.

Union sources estimate that 500 to 1 000 workers at the Frame group's complex in New Germany were still working yesterday. This meant 6 000 to 7 000 workers were still on strike.

Meanwhile, violent clashes between groups of Clermont township residents and those workers who have not joined the strike continued.

Police used teargas on a group gathered outside Clermont waiting for textile workers coming off day-shift.

Groups in the township were continuing to stop buses, and at a number of bus stops workers returning from factories were assaulted.

A Pinetown Red Cross spokesman told Sapa that two Frame workers had

Police hold textile strikers' spokesmen

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been taken to hospital after being assaulted while attempting to report for duty. A police ban on ambulances entering Clermont, imposed after an incident in the township last week, is still in force.

In Cape Town, 150 coloured butchers on the Cape Flats decided to join the boycott of red meat products in support of striking black meat workers.

The Progressive Federal Party's spokesman on Manpower Utilisation, Dr Alex Boraine, said in a statement yesterday that the Frame Group's decision to dismiss strikers was "like putting a match to dynamite".

"Against the background of the present unrest in South Africa, the situation can only be described as explosive. Already there have been incidents in Clermont, and we cannot afford to have 5 000 workers on the rampage. A compromise must be found," Dr Boraine said.

He called on the Minister of Manpower Utilisation to intervene in the dispute, because workers' wages had been set by a Government wage order. They are set by the Minister after consultation with management.

Dr Boraine quoted figures which indicated that the wages of Frame workers had fallen in real terms since 1974. The minimum wage for men was now

R11,95 in 1974 prices, and that for women R9,61. The minimum in 1974 was R13 for men and R10,40 for women. He said the workers had become "impatient" because management had refused to make them a firm wage offer.

At yesterday's worker meeting in Clermont, described by union sources as "the biggest so far held during the strike", workers said that they still regarded themselves as Frame employees.

They decided to ignore a directive from the company that they should collect their pay and sign off because they were no longer employees.

The meeting decided that their liaison committee should continue attempts to negotiate with management, despite the company insisting it will not negotiate until strikers return to work.

In Cape Town, meat workers have now been on strike for ten days and the meat boycott in black townships is continuing.

At a meeting on Tuesday of the newly-formed Cape Butchers' Association — which represents Cape Flats butchers — it was decided to begin a boycott on Monday if the strike is not settled by the weekend.

Black traders are continuing efforts for a meeting with meat employers.

Strikers

WON'T GO

152-177
DURBAN Striking
Frametex workers still re-
garded themselves as employed
and would ignore management
directive to collect their
wages. It was decided at a
meeting attended by 5000
people at Durban yesterday.

May 27:

In Durban, police baton-charge a crowd,
vehicles are stoned, and

A demonstration by 2 000
using batons.

May 28:

Police fire on a crowd, k
incidents of stoning in E

The meeting at which the
Frametex workers' committee
reported on the talks held by
Frametex management on
Tuesday - was the largest
gathering held since the strike
over pay rises started last
Thursday.

Frametex management said
all striking workers believed
to number more than 6000
who had terminated their
employment should collect
their pay and no further discus-
sion would be held till the en-
tire labour force was back at
work. - Sapa

), police baton-charge a crowd,
n at a police van.

homeland is dispersed by police

injuring six others, amidst further

The Committee of 81 appeals to pupils to 'avoid direct confrontation with the police, in the light of the new strategy which entails complete non-violence and the mobilisation of the broader community'.

In Uitenhage, police arrest 275 African pupils under the Riotous Assemblies Act, ending a protest march.

May 29:

Police again open fire on a crowd and injure a man, after vehicles are stoned in Ravensmead (Cape Town).

1 000 pupils from surrounding African townships hold a rally at Fezeka High, Guguletu.

May 30:

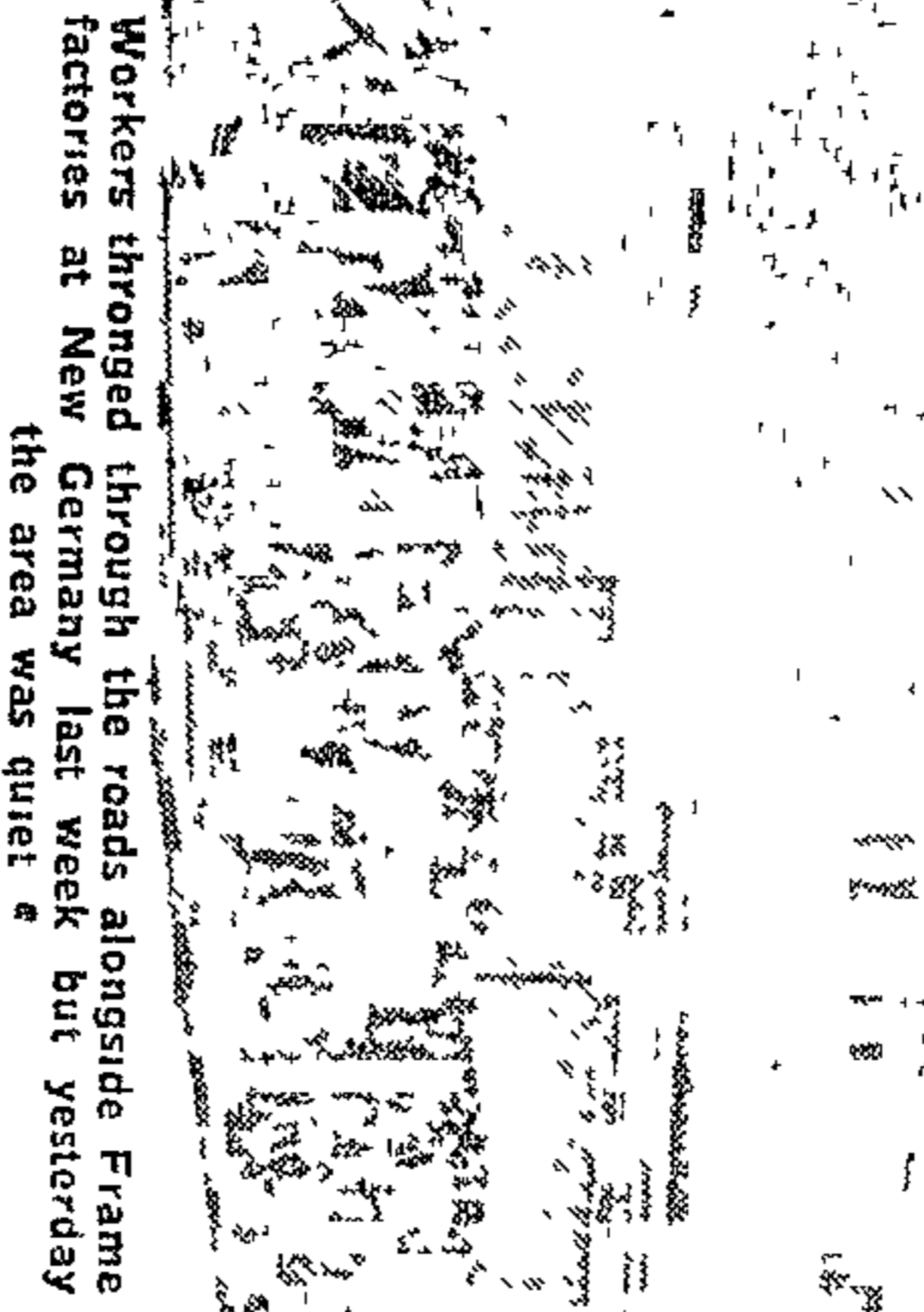
Unrest continues in the two coloured areas of Elsie's River and Ravensmead. Arsonists destroy a tyre-retreading firm and a funeral parlour, and police use teargas to disperse stone-throwing mobs.

The Department of Education and Training's chief school inspector assures a delegation of Langa, Guguletu and Nyanga parents that African student grievances will receive 'urgent attention'.

In a national security crackdown, police detain hundreds of people, including community and student leaders, academics, social workers, black consciousness officials, and members of the clergy. This follows the Minister of Police's warning that, 'we are not

BACKGROUND

By Elizabeth Wilson,
Labour Reporter



Workers thronged through the roads alongside Frame factories at New Germany last week but yesterday the area was quiet

DURBAN — The giant Frame Group of firms in New Germany, Pinetown, lies at the heart of an efficient industrial township. The streets are clean, the grass in Frame Park well kept. Only one thing jars the absence of about 6 000 workers who are out on strike for better pay.

Last Thursday textile workers who normally keep production spinning closed down the looms, demanding a wage increase of between 20 and 25 percent. They said they could no longer live on the wages paid.

They said that in January 1974 the minimum wage for a female textile worker was R10,40 a week. The minimum wage for men was R13 a week. This was compared with a Poverty Datum Line figure of R21,29 for Durban in that year.

Six years later the female minimum was R18,40, the male minimum wage R23.

Spokesmen for the workers claim that, adjusted for the rate of inflation, the real wage today is R9 61 for women and R11 95 for men.

One married man with four children said he could not stretch his wages to meet today's costs. He pointed out that food for six people cost at least R20 a week. He also spent R15 90 a week on transport, R1 10 on toiletries (soap and detergents), R2 40 for paraffin R3 for electricity, and R5 for clothing. Even a pair of shoes for a school child costs R9,99," he said adding he earned R40 a week after 10 years with the firm.

A woman of 25, who supports a child and a sister said she earned R20,90 a week.

"On my wages nothing for school or books," she said. "When it's time the school uniform just cannot afford. When a child wants a trip to play we must say no. We don't have a fare. When a child is sick where do we get the money for transport? Even the transport a sick child to the hospital?"

Frame workers claim they

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claim they can't come out

STAR 29/5/80

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least R20 a week. He also spent R15.90 a week on transport, R1.10 on toiletries (soap and detergents), R2.40 for paraffin, R3 for electricity and R5 for clothing. "Even a pair of shoes for a school child costs R9.99," he said adding he earned R40 a week after 10 years with the firm.

A woman of 25, who supports a child and a sister, said she earned R20.90 a week.

On my wages there is nothing for school funds or books," she said. When it's time to buy the school uniform, we just cannot afford it. When a child wants to go on a trip, to play sport, we must say no because we don't have the bus fare. When a child gets sick, where do we find money for treatment, or even the transport to get a sick child to the hospital?"

Another worker pointed out "We are not people who have savings to fall back on. If we strike and are without pay, we have nothing. Our children have nothing."

At a mass meeting in the Claremont Roman Catholic Church yesterday, workers decided not to go back to the factory until management had made a clear-cut offer of an increase. They will not

even collect their last week's wages because they fear this might constitute an official termination of their service.

With one week elapsed since their last pay cheque, many families say they are now out of money. Yet the next rent payment is due in two days.

There are some who have no money for bus fares. What is at the root of

the dispute? Workers claim it was caused by a management refusal to specify precisely what an increase would be given in July.

On Monday Mr Selwyn Lurie, joint managing director for the Framingham Group, said management would not resume talks over workers' pay until the workers had returned and production was normal. He said workers had been told that anyone who did not return to work by Monday would be "deemed to have terminated their service."

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PPF calls
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 for Govt
 (Dm 29/5/80)
 to step in
 on dispute

Own Correspondent
 CAPE TOWN — The Progressive Federal Party yesterday called on the Government to intervene in the labour dispute that has resulted in the dismissal of 5 000 workers from the Frame Group of Companies in Natal.

In an attack on the company, the party's labour spokesman, Dr Alex Boraine, said the decision to fire the workers was 'like putting a match to dynamite'.

He said an ultimatum, which the workers regarded as 'unacceptable', had been given to the workers.

'Because these workers are covered by a wage order, I urgently call upon the Minister of Manpower Utilisation to intervene.

'Against the background of the present unrest in South Africa the situation can only be described as explosive.

'Already, there have been a few incidents in the Clermont township and South Africa cannot afford to have 5 000 workers on the rampage.

A compromise must be found which can meet the needs of the workers and management alike' Dr Boraine said.

The harsh fact was that, in real terms the wages of the workers at the Frame group had fallen.

In 1974 the female minimum weekly wage was R10 40 in 1980, the wage had risen to R18 40 per week, but allowing for inflation their wage in real terms is actually R9 61.

'The minimum wage for male workers in 1974 was R13 per week. It has risen to R23 a week.

'In 1980 again allowing for inflation their wage in real terms is only R11 95' he said.

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Butchers to press employers over strike

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3-11-11

Labour Reporter

PRESSURE is mounting on employers in the meat industry to negotiate a settlement of the dispute with workers over un-registered committees

Calls have been made at community meetings throughout the Cape Flats for a meat boycott, and there are indications that butchers there might soon follow those in the African townships in refusing to sell red meat

Against this background, an often postponed meeting between the employers and traders' organisations is scheduled to be held today.

A spokesman for the newly formed Cape Butchers' Association said he hoped a 'peaceful solution' to the dispute would be reached

REINSTATEMENT

The association would press for the reinstatement of all dismissed workers he said

Representatives of the Western Cape Traders' Association and the Western Province African Chamber of Commerce will also attend the talks

About 800 meat workers were turned away from their factories on Tuesday last week after a one day work stoppage in support of demands for recognition of workers' committees at Table Bay Cold Storage and National Meat Suppliers

By STEVEN FRIEDMAN
Labour Reporter

TWO officials of the Western Province General Workers Union, Mr David Lewis and Miss Diane Cooper, were detained in Cape Town yesterday as strikes continued in the Peninsula and Durban

The Frame Group in Durban announced a 15% wage increase, but this is unlikely to end the strike because management refuses to reinstate strikers

There were violent clashes yesterday between a group of Frame employees and strikers in Clermont township. It spread to St Wendolyn's, another township

The Cape Town detentions sparked fears of a further escalation of the meat strike in the Peninsula. Most strikers are WPGWU members

Both detainees are being held under Section 22 of the General Law Amendment Act — which allows for 14 days' detention without trial

In a statement last night, the union expressed fears that the detentions "may be the start of wider repressive action against workers' leaders", and warned that detaining them would "simply give rise to a leaderless mass of angry workers"

The Frame Group, announcing the 15% pay rise for those workers still in the factories, said it would be followed by a further 10% increase in January

But the management still insists that strikers will be re-employed selectively, terms which the strikers rejected yesterday at a 5 000-strong meeting in Clermont. The company's terms will be put to workers at a mass meeting tomorrow.

Two stabbings were reported in Clermont.

Striker leaders arrested on Wednesday did not appear in court yesterday, but are expected to today

Police told Sapa that seven people had been arrested in connection with the strike — four for striking illegally, and three in connection with stoning incidents.

The Frame Group's joint

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120 butchers to stage boycott

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Two union officials detained

CAPE TIMES
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Staff Reporter

THE CRISIS in the meat industry came to a head yesterday with the detention of two key organizers of the workers' trade union and an announcement by 120 Cape butchers that they would not sell red meat from Monday.

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According to a statement by the union, the Western Province General Workers Union (WPGWU), Mr David Lewis and Ms Diane Cooper were detained by four security policemen yesterday afternoon. Ms Cooper was taken from the union's Athlone offices by four security policemen at 4 pm yesterday. Mr Lewis was detained at the Cape Town docks at 4.45 pm as he was leaving a meeting of the Stevedores Workers Committee and their employers.

Both have been detained under Section 22 of the General Law Amendment Act.

Mr Lewis and Ms Cooper have both addressed numerous community meetings since the start of the strike in an attempt to raise money for the meat workers.

Full support was given to the workers at all the meetings. Hundreds of rands have been given by members of the community to support the striking workers, and the boycott of red meat in support of the workers' demands has spread to all sectors of the community.

The dispute in the meat industry has been simmering for nearly two weeks, since 800 workers went on strike in support of the demand by workers from Table Bay Cold Storage Company for management recognition of their elected workers committee.

All the workers belong to the WPGWU, which has been paying them each R15-a week subsistence pay since the start of the strike.

On Tuesday night 120 butchers from as far afield as Paarl decided that unless the workers were reinstated by the end of the week, they would not sell red meat from Monday. The butchers formed an association called the Cape Butchers' Association.

'We have no alternative'

At a meeting yesterday afternoon representatives of Cape Town meat wholesale firms told a delegation from the butchers' association that the reinstatement of the workers was 'not negotiable'.

A spokesman for the butchers' association said last night that 'we now have no alternative but to implement the decision taken at our meeting on Tuesday night'. He said the decision had been taken 'as a result of pressure from our communities'.

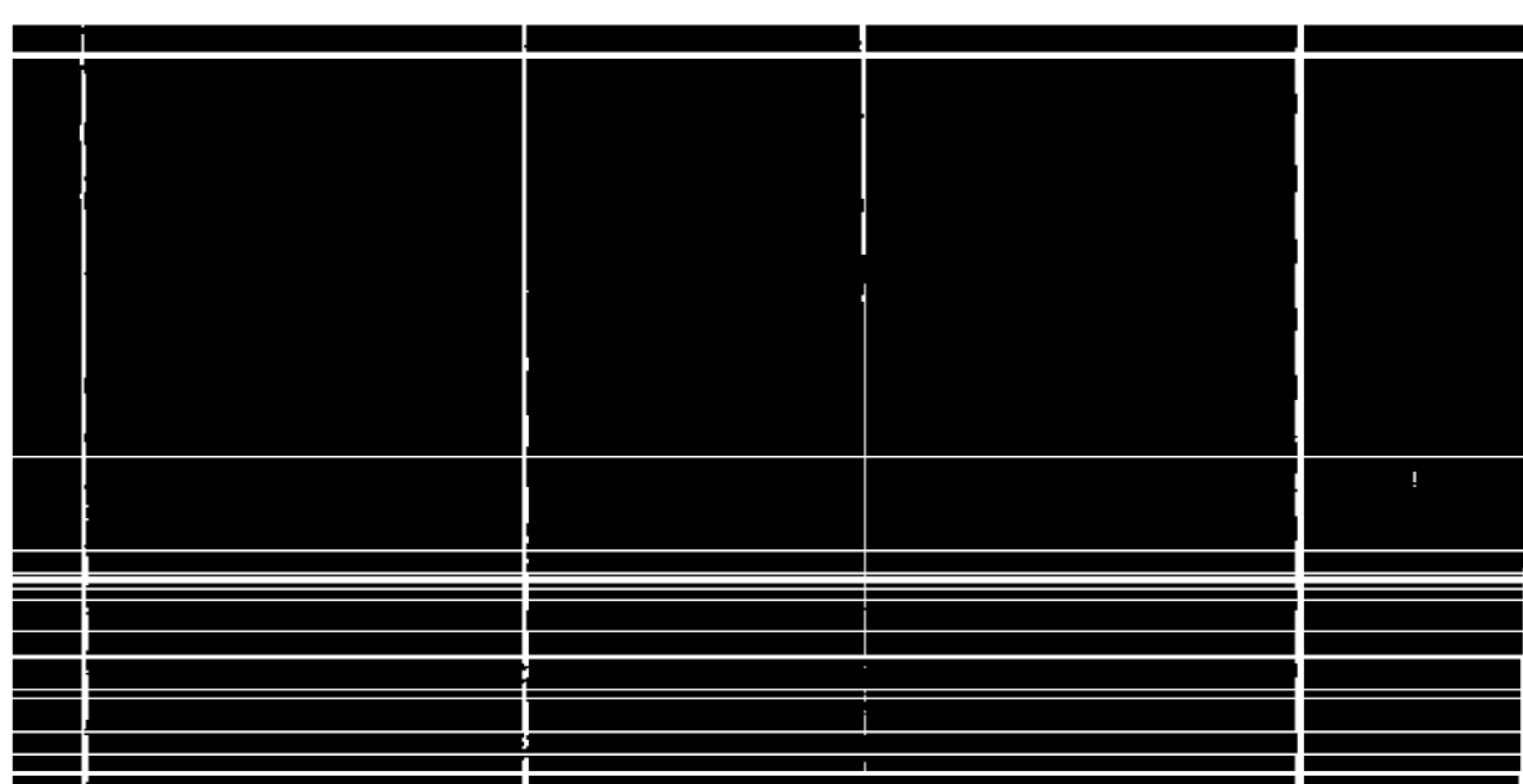
From Monday, he said, the butchers, who between them own more than 180 butcheries, would sell only chicken.

The Cape Town Meat Industry and Livestock Agencies confirmed in a statement last night that they had held a meeting with the Cape Butchers' Association.

The employers discussed with them the actions which led to the threatened boycott, but were unable to make any concessions with regard to the re-employment of the 800 former employees.

The Western Cape Traders' Association, which represents more than 2 000 traders, last night expressed its 'full and unqualified support' for the Cape Butchers' Association's decision not to sell red meat from Monday.

In a statement released last night the WCTA said the failure to reach a settlement at yesterday's meeting between the butchers' association and the meat wholesalers leaves the butchers with no alternative but not to stock red meat.



NATAL STRIKES

FM 30/5/80

Frame again

152

The **Frame** group strikes in Natal which started last week have a familiar ring.

It is a dispute about wages and at the heart of it is the wage order for the light cotton industry made as such orders are by the Minister at the request of employers without reference to employees.

Wage orders have an inherent rigidity which leaves little or no room for negotiation. The light cotton order made about five years ago provides for annual wage increases of 10% a figure totally out of keeping with the cost of living.

Plants involved in the dispute are the Frame mills at Pinetown and New Germany known as Frametex, Softex, Nortex, Pinetex and Natal Knitting Mills. Frametex is the largest mill and has a liaison committee consisting mostly of shop steward members of the National Union of Textile Workers which the company does not recognise. Male workers' weekly wages range between R23 and R30 and women earn R18 to R25. The union claims few workers are capable of achieving a production bonus of R11.50 week and most make only between R5 and R7. To earn extra overtime is necessary.

A room in Claremont where most Frame workers live rents for between R20 and R28 a month or about R11 for two rooms. A six-day weekly bus ticket costs R2.28.

Most employers pay well above the

minimum but the Frame groups response has been merely to bring the annual 10% increases forward. January's increase was granted last September and next January's had been planned for July. Workers have been pressing the liaison committee to negotiate for a 20%-25% increase but although discussions and negotiations have been going on since February, management has not been prepared to make any public commitment.

The workers claim the issue of wages was raised in November but discussions began only in February and in March management was pressed to say what increase would be granted in July.

The issue came to a head last Thursday after a meeting between management and the liaison committee when management declined to specify what the next increase would be and workers downed tool. Management took the line that it was not prepared to negotiate until work was resumed and a stalemate ensued.

Another meeting of Frame workers was held the next Wednesday with an attendance of about 700. It was decided not to collect pay but we still regard ourselves as Frame workers. Meanwhile the Secretary for Labour has been approached to intervene but at the time of going to press reaction to this move had not been forthcoming.

Calculations by the union show that adjusted for inflation the real wages workers are now receiving are less than in 1971. Today's minimum of R13.40 week for females and R23 week for males is worth R9.01 and R11.95 adjusted for inflation over six years compared with the 1971 minimum of R10.40 and R13.

Workers' meeting banned

DURBAN — A proposed meeting of the liaison committee of the workers at the Frame Group Mills was banned last night by Pinetown's chief magistrate, Mr Clint Meaker. The meeting was to have been held in the Clermont

Catholic Church hall today, and workers were to have been told of a 15 percent wage increase awarded by the Frame Group to its workers from July. The order, issued in terms of the 'Riotous Assemblies Act,' prohibited the gathering on the grounds that public peace would be endangered.

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Own Correspondent

DURBAN — A proposed meeting of the liaison committee of the workers at the Frame Group Mills was banned last night by Pinetown's chief magistrate, Mr Clint Meaker. The meeting was to have been held in the Clermont Catholic Church hall today, and workers were to have been told of a 15 percent wage increase awarded by the Frame Group to its workers from July. The order, issued in terms of the 'Riotous Assemblies Act,' prohibited the gathering on the grounds that public peace would be endangered.

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Mercury Reporter

SIX thousand New Germany textile workers were to have been told today that they had been awarded a 15 percent pay rise — but a meeting called for that purpose was banned last night.

Frame Group had awarded its workers a 15 percent increase from the first pay week in July and a further 10 percent next January

The award was announced by Mr Selwyn Lurie, joint managing director of the group, yesterday

He said that the decision had been taken following discussions with liaison committees throughout the work stoppage at some mills in New Germany

Mr Lurie said that the New Germany workers who refused to return to work had been told that the company would not negotiate with them

Anyone who returned to his job would have to do so on the terms settled with the liaison committee

Discussions had been held throughout the country in all the group's companies in the light cotton and blanket divisions, and similar increases would be given to workers there

Workers were notified in March of the group's intention to increase wages in July because of the rise in the cost of living

Discussion

Discussions with liaison committees at the mills were proceeding well when a small group of militant workers in one of the New Germany mills stopped work. Through intimidation and violence, they forced others to stop too

Mr Lurie said that during 1979 a 21 percent increase had been given. The last 10 percent was awarded four months early

Strikers would be re-employed at the discretion of the foreman, the secretary of the Federation of South African Trade Unions, Mr Alec Erwin, said yesterday

Workers are unhappy about that because it means they will be treated as new workers and their bonuses will therefore be less

It also means they will have a break in service which might have adverse effects on the proposed pension scheme, Mr Erwin said

The workers had asked for an immediate 20 percent increase

A proposed meeting of the liaison committee of the workers which would have announced the pay awards, was banned last night by an order signed by Pinetown's Chief Magistrate, Mr Colin Meaker.

The meeting was to have been held in the Clermont Catholic church hall

The order, in terms of the Riotous Assemblies Act, prohibits the gathering on the grounds that the public peace would be endangered.

The ban will remain in force until 7 am on Sunday morning

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WARNING

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- 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

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Meetings to tell 6000 of pay rise banned

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Workers going back after rise

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Own Correspondent
 DURBAN — Striking workers at the three Frame Group textile mills at New Germany began returning to work today and attendance for the first shift and the day shift was between 80 and 90 percent, Mr Selwyn Lurie, joint managing director of the group, announced.

The return to work comes in the wake of the announcement of a 15 percent pay rise in July for all employees, who number more than 25 000, with a further 10 percent to be paid in January next year.

With the day shift "almost back to normal," Mr Lurie was confident the second and third shifts would be equally well manned and emphasised that the 6 000 workers at New Germany who had been intimidated into striking represented only a "small minority" of the total work force.

Wage negotiations between management and

the liaison committees representing those employees who had continued to work at other factories in the group had continued throughout the strike, resulting in the two pay-rise agreements and the plan to introduce a pension scheme identical to the one for white workers, with management and employees each contributing to it at a rate of five percent.

The July raise will be the third in 18 months, the group having raised wages 21 percent last year, and is being given six months ahead of time to help combat the cost-of-living increases.

Mr Lurie paid tribute to the many thousands of workers in other factories who had continued to work during the New Germany "partial stoppage, despite the widespread physical violence meted out to them by the militants."

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| | 51:S | COMPARATIVE GRAMMAR |
| 55 | 52:A | BARROW, JOHN. |
| | 53:D | 1801 |
| 57 | 54:T | TRAVELS INTO THE INTERIOR OF SOUTHERN AFRICA 1797-8, |
| | 55:P | LONDON |
| 59 | 56:C | HE SAYS (V.I. P. 218) THE XHOSA LANGUAGE IS AS DIFF |
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STAR
Handling of strike 'provocative'

The general secretary of the Federation of South African Trade Unions Mr Alex Erwin has condemned as "massively provocative" actions taken over the past few days in the handling of striking textile workers at the Frame Group factories in New Germany, Natal.

Mr Erwin said today the banning of workers' meetings until Sunday, the arrests of workers' leaders and the use of police pressure to resolve legitimate grievances were seen by workers as an attempt to smash the strike and the organisation involved.

He said workers felt they were now being forced back to work without any chance to consider or discuss the wage increase.

They felt management had the support of the police in their actions.

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ENGLISH OF THE FAMOUS BOOK AFRICA - WRITTEN IN 1803. I LANGUAGE.

Butchers plan to end red meat sales

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CAPE TIMES 31/5/80

Staff Reporter

THE campaign against the fresh meat market begins in earnest on Monday when about 200 Western Cape butcheries will stop selling red meat.

The butchers decided to implement the boycott after the

breakdown of a meeting on Thursday with more than 20 representatives from meat wholesale firms to discuss the strike of 800 meat workers.

A spokesman for the Cape Butchers Association said one of the reasons for the butchers

boycott was that butchers were afraid their property would be damaged and business disrupted by members of the community, if they were to continue to sell red meat.

We felt that in the light of the current unrest in the country, and particularly in the Peninsula as well as pressure from civic associations, parent-student bodies and students in general we had to take this stand, the spokesman said.

Approached for comment on the boycott, Mr J Maynard branch manager of the Meat Board, said it was the first he had heard of it.

At a general meeting yesterday, the meat workers called on the people of Cape Town to support the progressive butchers by buying chickens and eggs from them.

The workers also called on the general traders of Cape Town to join the boycott of red meat products and not to sell chickens and eggs in competition with the butchers.

Meanwhile the boycott of schools continued yesterday with a complete stay away at most schools. The stay away is believed to be in sympathy with the two people shot in Elsie's River earlier this week.

Employers to be 'held responsible'

Staff Reporter

THE meat employers would be held responsible for any unrest or damage which may follow the red meat boycott which comes into effect on Monday, the chairman of the Western Province Traders Association, Mr Dawood Khan said yesterday.

"We will hold the (meat worker) employers responsible if anything goes out of hand on Monday. We have tried everything in our power to come to an agreement and we have discussed with the secretary of Manpower Utilization, Mr Jaap Cillier, the seriousness of the situation but have got nowhere," Mr Khan said.

"We would also like to make our last and earnest appeal to the meat bosses that we are prepared to meet them to discuss a settlement."

Mr Khan said he had noted the call by striking meat workers to all general traders not to compete in the sale of chickens and eggs with butchers who decided to join the boycott of red meat and would sell only chickens and eggs from Monday.

Mr Khan said he would call an urgent meeting of all general traders within the next few days to consider the appeal from the workers for general traders not to compete with the butchers in the sale of chickens and eggs.

"We have given our unqualified support to the striking meat workers," Mr Khan said.

Repressive policies

The recent detention of two Western Province General Workers Union Mr Dave Lewis and Ms Di Cooper, has been described as 'retrogression to the old style of repressive labour policies' by the Federation of South African Trade Unions.

The statement issued by FOSATU's general secretary, Mr Alec Erwin, read: 'FOSATU strongly condemns the detention of Dave Lewis and Di Cooper.'

"We believe that this is detrimental to the development of the trade union movement in South Africa and will reinforce the suspicions that black workers have about the new legislation."

It is time for management and government to fully abandon the agitator thesis and acknowledge that strike action at present is caused by fundamental grievances and injustices experienced by black workers.

The organization of black workers is not agitation but absolutely necessary if we are to achieve a just and stable society.

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3/15/80
Call to back
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Labour Reporter

SEVERAL hundred meat workers at a meeting in Athlone yesterday called on the people of Cape Town to support butchers who have decided not to sell red meat products from Monday.

They asked people to buy chickens and eggs only from these butchers, and called on general traders not to sell chickens in competition with the butchers.

The workers condemned the detention on Thursday of union organisers Mr David Lewis and Miss Di Cooper under Section 22 of the General Law Amendment Act.

It was resolved to continue the fight — led by the workers themselves — for democratic workers' committees.

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Council call for white response

C.T. 31/5/80

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WHITE Christians were either unaware or unsympathetic to the prevailing sense of anger and injustice underlying the protests of schoolchildren, meat workers, bus passengers and other disfranchised South Africans. This is one of four 'chief concerns' of the Western Province Council of Churches. The WPCOC expressed its deep regret at the tragic death of the two people shot by police in Elsie's River on Wednesday and sympathized with the bereaved.

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The council, recognizing the need for all Christians to discover the facts of the issues at stake in the lives of their neighbours, urged white Christians to decide on a response both individually and collectively and to make their concern evident.

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kan bestaan nie. Di koloniale letsels k Ons het nog 'n keus die Sparta, óf die dat hy vergeet het spreeklik is. So v mynende' dinge soos

The Rev Owen Franklin, Director of the Centre at St George's Cathedral, gave an overview of the strike by Table Bay Cold Storage Company workers and said the 800 workers were being paid R15 per week by the Western Province General Workers' Union during the strike. He said the union needed R12 000 a week in order to pay the striking workers and those wanting to help in this respect could contact the Centre at 47-6246.

weet hoelank nog. 'n Keuse om óf wees. Sparta was militêr so paraat te het waarvoor hy persoonlik aan- tyd gehad het vir 'ydele' en 'onder-

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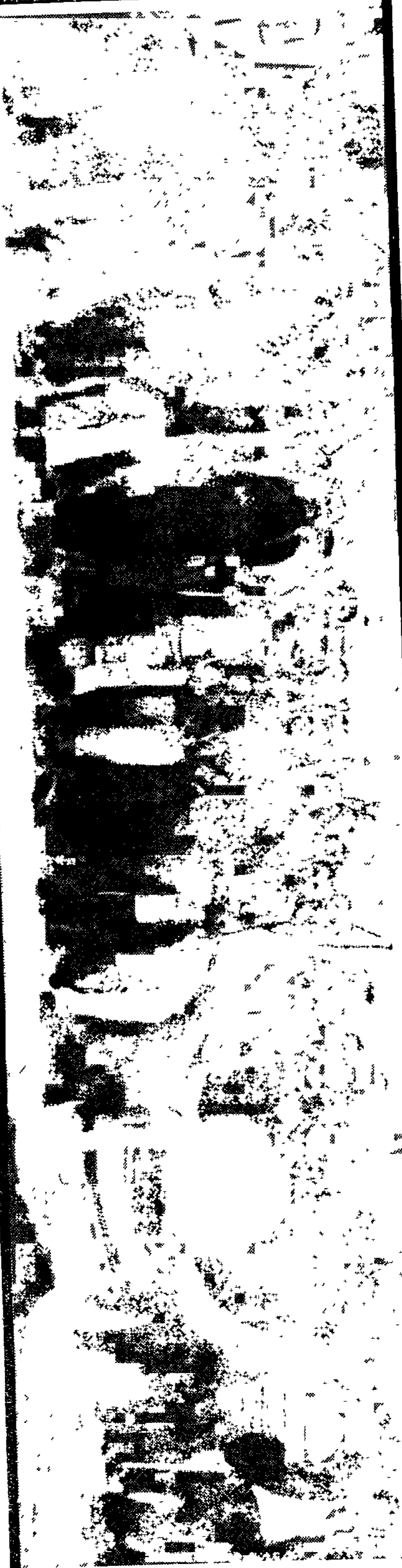
Many workers back at mills

ARMED with clubs, sticks and spears, about 2 000 workers from the three Frame group textile factories marched home to Clermont yesterday afternoon. The management's security staff organised all the workers into a group in the hope that the armed mob would discourage possible attack on the way home from workers in Clermont who are still on strike.

Financial Editor
BETWEEN 80 and 90 percent of the three Frame Group mills, which were affected by the recent strike, were back at work yesterday. Mr Selwyn Lurie, joint managing director, said these figures applied to the day and first shifts. 'We are now organising the second and third shifts.'

Mr Lurie said that he wished to pay tribute to the workers who had reported for duty throughout the strike. 'There were several thousand who continued to work and they had to battle to get through to the mills.

'I would like to stress that our discussions on wage increases were with the liaison committees who represented the employees who had continued working. 'Those who refused to return to their jobs were repeatedly told that the managements of their mills would not negotiate with them. If



Financial structure of the mills

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... have to be on the terms settled with the liaison committees.'
Mr Lurie claimed that the workers' meeting planned for Friday night, which was banned by Pinetown's Chief Magistrate, had nothing to do with the wage negotiations.
A wrong impression had been given that the meeting had to approve the increases awarded by the group of 15 percent at the beginning of July and a further rise of 10 percent in January, 1981. This was not so, he said.

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Frametex men granted bail

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NATAL Mercury Reporter 31/5/80

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THREE men arrested on Wednesday night in New Germany were granted bail of R200 each by a Pinetown Magistrate yesterday

Appearing before Mr G Gerber was the chairman of the Frametex Workers' Liason Committee, Mr Jabulani Gwala, and Mr Samson Cele and Mr Mpingosi Nzama. They were arrested at Pinetex Mills under Section 10 of the Riotous Assemblies Act for allegedly intimidating and annoying persons in their employment

The bail applications were made by advocate Mr C Nicholson who was instructed by Chapman, Dyer and Partners. The National Union of Textile Workers paid R600 for the release of the three men

No evidence was led and the case was remanded to June 10 pending further investigation

Mr Gerber later granted bail to another three men also arrested on Wednesday

day under the Riotous Assemblies Act for alleged public violence

Two of the men, Mr Raymond Mbili and Mr Mzomnye Mgwaba, were arrested at the Kranskloof hostels for allegedly throwing stones, while Mr Nicholas Mbumbi was taken in custody at Mariannahill for allegedly attempting to keep people away from work

A fourth man, Mr Eliot Mbele, who was also arrested at Kranskloof, did not appear in court because he was in hospital

Det-Const K Pienaar of the Pinetown CID opposed bail. He said if released, the men would interfere with Frametex employees and State witnesses

Replying to a question by Mr Gerber, the men said they did not know who the witnesses were

Mr Gerber said he was satisfied the men would stand trial and would not interfere with the witnesses. Bail was set at R150 each

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Clergymen say pay rise justified

Mercury Reporter

ARCHBISHOP Dennis Hurley and five other prominent Durban clergymen yesterday expressed their concern about the position of the 6 000 Frametex workers and described their demand for a 25 percent wage increase as fully justified.

tion,' they said

The churchmen commended the role played by the trade unions and said they had encouraged order, discipline and non-violence in an explosive situation

Criticised

They criticised the banning of the workers' report-back meetings at Clermont stadium and a Catholic church

The statement was signed by Archbishop Dennis Hurley, the Rev B K Bludla, chairman of the Durban and District Council of Churches, the Rev Veysie, chairman of Diakonia, the Rt Rev M E Schmid, CMN, and the Rev Reubin Phillip, chairman of Masibuyisane, Anglican Diocese of Natal.

- 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

'It is a moderate demand when their present wages are compared with the household subsistence level of R180 per month for Durban,' they said in a statement

The management's offer of 15 percent increase in July and a further 10 percent in January 1981 was inadequate, they said

'Provocative'

The management's initial response of dismissing all 6 000 workers had been an 'extremely provocative response'

'We are also very disturbed that three of the workers' liaison committee have been arrested. The fact that they were arrested when leaving a meeting with the management may seriously erode the workers' belief that

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Any dishonesty will render the candidate liable to disqualification. University of South Africa

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Labour Reporter

SOME Frame Group textile workers in Natal returned to work yesterday after the company's offer of a 15% wage increase, but union sources said several thousand were still on strike. The Frame Group joint managing-director, Mr Selwyn Lurie, said 80%-90% of workers at the company's mills affected by the strike had returned.

'We are back in operation again, and I think we're now seeing the end of this thing,' he said. It would take a few days for the mills to return to normal, he said.

Union sources confirmed that many workers had returned yesterday, but disputed Mr Lurie's figure and said thousands were still on strike.

'The mills are only working one shift now. If only 90% of one shift are working, a substantial number of workers must still be on strike,' the general-secretary of the Federation of South African Trade Unions, Mr Alec Erwin, said yesterday. He said many workers had returned to mills to collect back pay. This did not necessarily mean they intended to return to work.

Mr Erwin emphasised that the situation was "unclear" because a scheduled worker meeting to discuss the pay increase yesterday was banned and it was not possible to ascertain how many had agreed to accept the rise.

Clermont township remained tense yesterday as an estimated 2 000 Frame group workers roamed the streets and a large contingent of police patrolled.

There were fears that renewed clashes could break out between the group and strikers.

Mr Erwin described the Frame workers group as "provocative", and expressed fears that it could spark off renewed unrest.

Most factories in the Pine-town area sent workers home early yesterday to avoid confrontation between them and strikers.

In Port Elizabeth there were reports of intense worker discontent at the Ford factory, sparked by a management announcement that workers who took part in last year's strike would not receive their bonuses. But local sources were confident that a threatened strike had been averted by the intervention of the worker committee.

Three members of the Frametex liaison committee appeared in court yesterday charged under Section 10 of the Riotous Assemblies Act. They were released on R200 bail. Another three appeared on public violence charges, and bail was set at R150.

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Three members of the Frametex liaison committee appeared in court yesterday charged under Section 10 of the Riotous Assemblies Act. They were released on R200 bail. Another three appeared on public violence charges, and bail was set at R150.

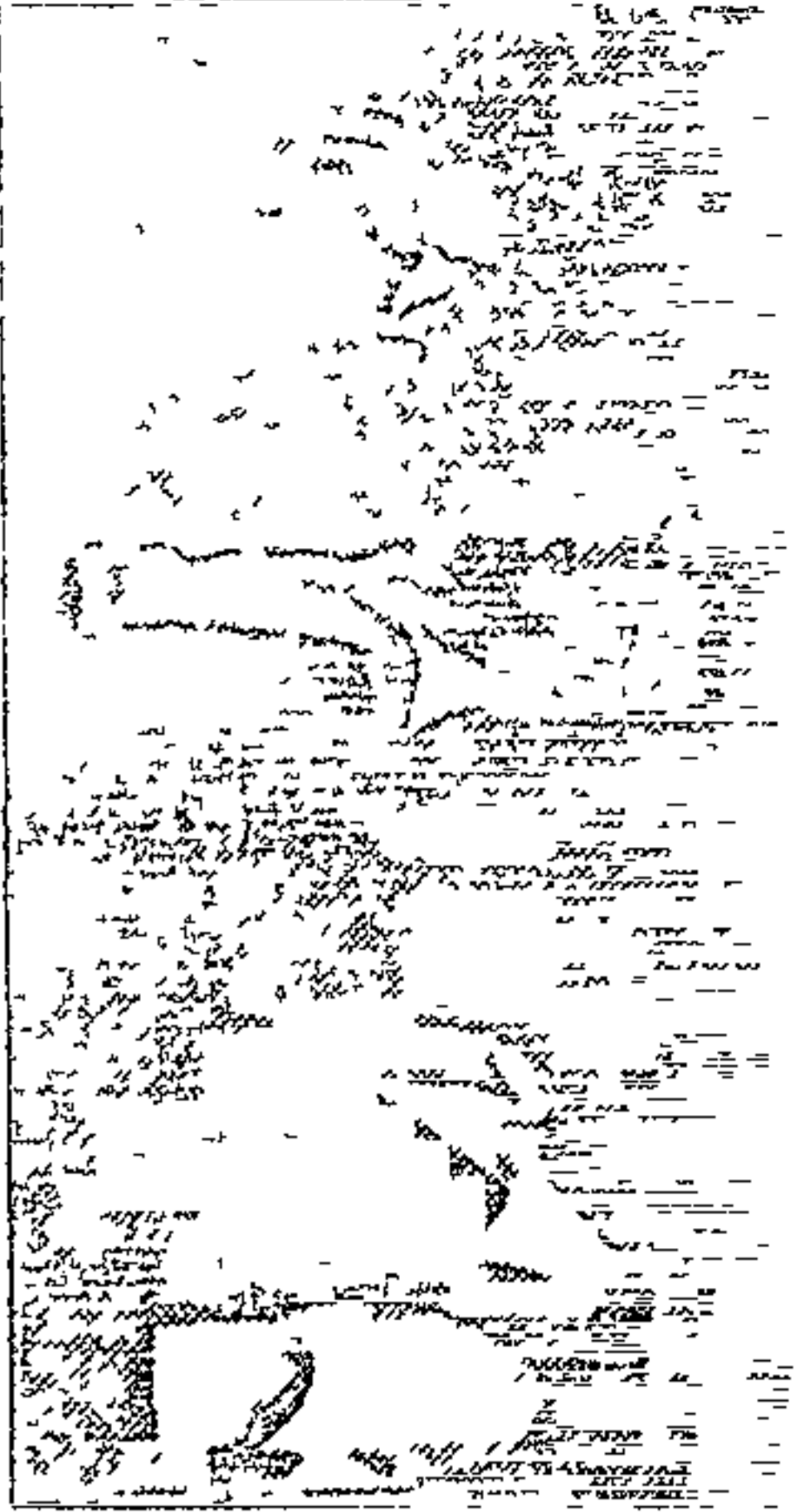
In Cape Town, the Western Province General Workers Union said that more workers had joined the general strike of meat workers, and more were expected to join over the weekend.

The WPGWU reported that the number of meat strikers had risen to 800 as more black and coloured workers joined.

The Students' Representative Council at the University of the Witwatersrand said yesterday that it was collecting money to aid the workers and called on the public to support their campaign.

INDUSTRIAL RELATIONS → STRIKES

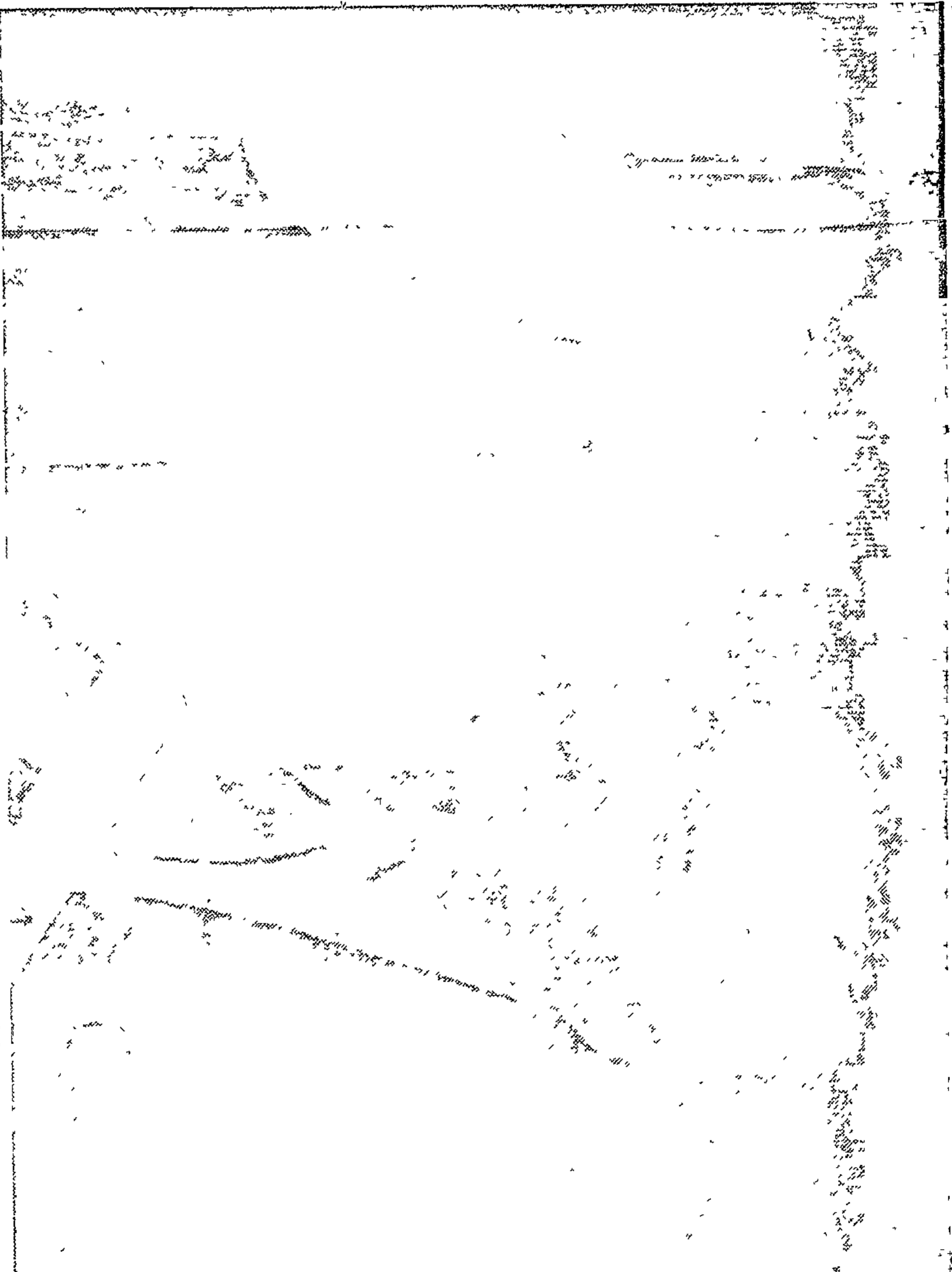
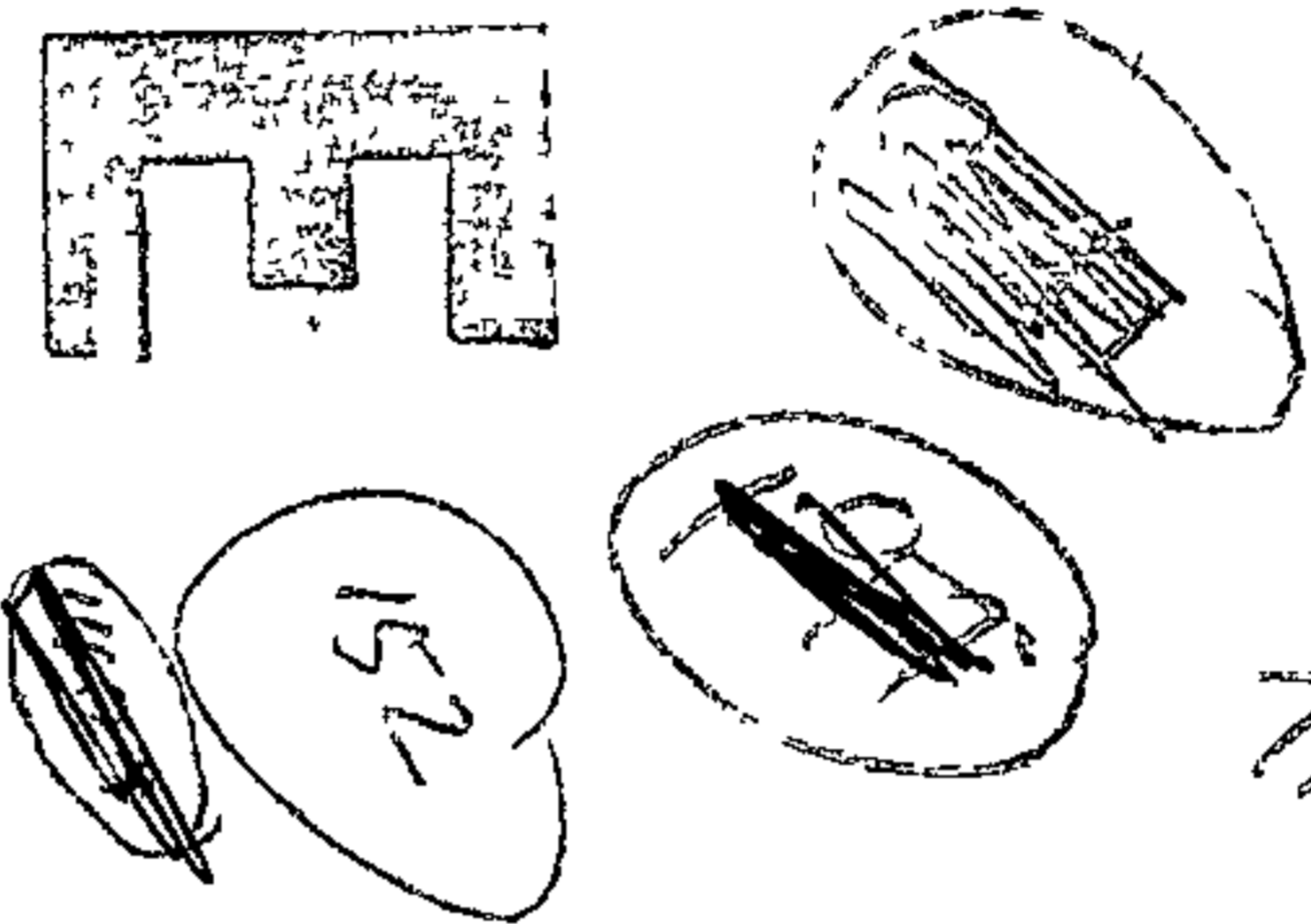
1 JUNE '80 — 31 JULY 1980



After their release on R200 bail each are the Chairman of the workers' liaison committee, Mr Jabulani Gweta (centre), flanked by Mr Samson Celo and Mr Mpingose Nzama.

*Mr Gweta
Sam
TRIB*

THE FRAME LEGACY



Philip Frame, who over 50 years built up a huge empire based on cheap labour

The textile tycoon who spawned industrial strife. This week Pinetown factories felt the effects of that legacy

THE FRAME GROUP of companies, whose multi-million Rand New Germany textile mills in Natal were disrupted this week by 6 000 striking workers, has a black record of industrial strife thanks to its custom of paying local breadwinning wages

Philip Frame, who over 50 years built up what is today one of the largest textile empires in the world by relying mainly on cheap labour, was instrumental in 1973 for the insertion of a clause in the then Bantu Labour Relations Act which allows employers to decide — without negotiating with workers — on a minimum wage for sanction by the Minister concerned.

The then Minister of Labour, Mr Malara's Viljoen, established a new minimum wage in the fine cotton section of the textile industry after an approach by Mr Frame.

This clause gave birth to wage orders, of which there are now seven in South Africa, all in low-wage industries, where conditions are usually poor. Of the five wage orders affecting the Durban area which includes New Germany, the light cotton industry is the lowest a minimum wage of R18.40 a week for women and R23 a week for men.

The highest minimum weekly wage in the light cotton industry (paid to weavers) is R25.50 for women and R31.90 for men — which for women is still lower than all but the steelworking industry's lowest minimum wage and for men is only R17.6 more than the lowest minimum wage in the civil engineering industry.

The Frame Group, whose policy of allowing workers to express grievances through factory liaison committees in preference to union representation has through years of strikes, go-slows

and work stoppages, been accused by unions of channelling of communication between labour and management.

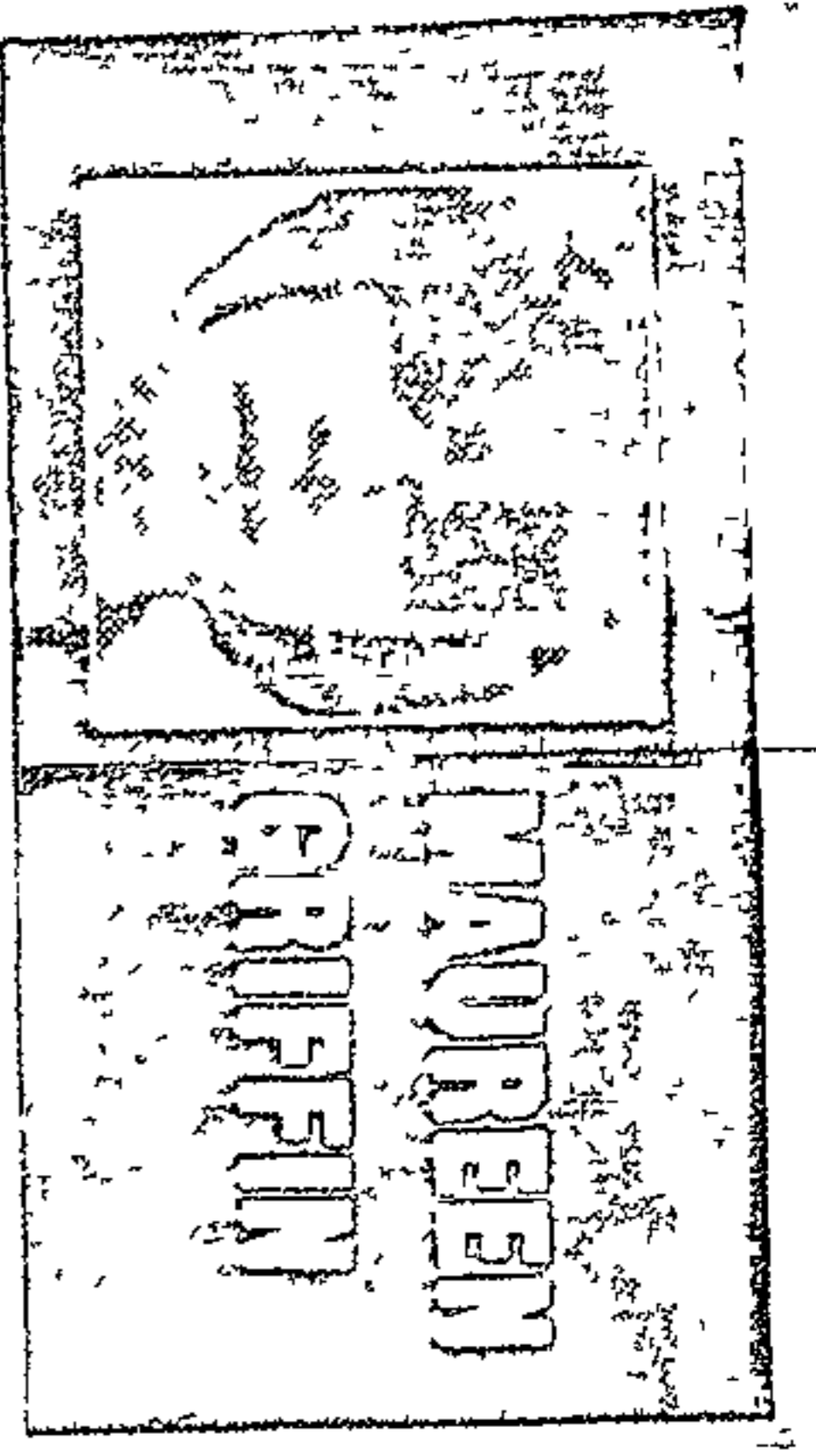
This week the consistent refusal to negotiate with strikers earned management of the mills concerned widespread censure.

Mr Alex Erwin, General Secretary of the Federation of South African Trade Unions, said management's "intractability" could result in the dispute spreading to other factories in the area. Dr Alex Boraine, PRP labour spokesman, called their handling of the strike "clumsy".

Natal churchmen condemned their response to worker demands as "extremely provocative".

Dismay was also expressed at the arrest of the chairman of the workers' liaison committee, Mr Jabulani Gwala, and committee members Mr Samson Cele and Mr Mpingose Nzama.

Police apprehended them when they left a



meeting with management in New Germany on Wednesday afternoon. They are being charged under Section 10 of the Riotous Assemblies Act, and after a brief court appearance on Friday when no evidence was led, were granted bail of R200 each. FOSATU provided the money.

Mr Erwin said, "If this is the way the liaison committee is going to be treated when they are trying to negotiate in a very difficult situation, then the credibility of the liaison committees as meaningful bodies must

now finally be zero".

Before his arrest on Wednesday, Mr Gwala called a Press conference at the FOSATU offices in Pietermaritzburg to outline the backdrop to the dispute.

He said the trouble was sparked off by a 10 percent wage increase in September 1979. "The liaison committee warned management that workers were sick and tired of the yearly increase of 10 percent only which totally fails to keep pace with increase in the cost of living and which can't meet even our low standard of living."

"We were promised the issue would receive priority in the New Year, but when the committee had its first meeting with management in February this year and raised the subject again, we were told the next increase — an unspecified amount — would be given in July."

"We again warned that workers were becoming increasingly irate, and needed to be assured immediately of an at least 25 percent increase in the near future if trouble was to be avoided."

"We repeated this warning monthly, and more recently daily, but management's only reply was that Mr Frame (Abe Frame, joint managing director of one of the mills) was busy."

"On Thursday last week at 8.30 am with general dissatisfaction at a peak, the committee demanded an immediate meeting with Mr Frame. He promised to see us at 11.30."

But it was too late. Angry workers, unaware of the arranged meeting, closed the looms at 10am and the strike was on.

The last hope of it being called off faded later that morning when Mr Frame refused to specify the amount of a July increase he promised assembled workers. When they ignored a 15-minute ultimatum to return to work, he ordered them off the premises.

On Sunday he told the liaison committee that strikers would be fired. On Monday, when they did not return to work, he threatened that anybody seeking re-employment would have to accept a basic starting wage — a threat he retracted on Wednesday.

Also on Wednesday workers met and repeated their resolve to strike until a definite increase was promised, at the same time asserting their status as Frame employees by refusing, as they had done all week, to accept dismissal.

On Thursday the Frame Group issued a Press statement that all workers would receive a 15 percent increase in July this year and another 10 percent in January next year.

But because the chief magistrate of Pietermaritzburg, near New Germany, on Friday banned all meetings of workers till tomorrow, news of the offer is unlikely to reach large numbers of widely-dispersed strikers. This means no formal group decision can yet be taken regarding the offer and a possible end to the strike.

Although Mr Selwyn Lurie, joint managing director of the Frame Group, maintained on Friday that between 70 and 80 percent of the strikers had returned to work, workers interviewed by the Tribune denied this.

"The decision to return to work will only be made once we have been able to meet and discuss management's offer," they said.

2/1/80 AR 445
Talks follow
Epping strike

Labour Reporter
WORKERS at the Fine
Chemicals plant in Epping
Industria refused to work
today, apparently in sup-
port of demands for higher
wages and a democratically
elected workers' commit-
tee

An employee said about
160 were involved
The demand for an in-

crease in wages was in
response to the rising cost
of living, particularly the
increase in bus fares, the
employee said

A spokesman for the
company said only about
60 were not working

Their complaints were
not yet clear, but manage-
ment was having discus-
sions with them

Butchers asked ^{C.T.} _{2/6/80} not to ¹⁵² ~~sell~~ ¹⁴¹ meat ¹⁰⁶

Staff Reporter

CAPE TOWN'S 800 striking meat workers yesterday called on communities throughout the Peninsula to support the decision of the Cape Flats butchers not to sell red meat from today.

We are sure that this move by progressive butchers who align themselves with the workers will rapidly make its effects felt on the meat bosses, says a statement issued by the workers and their union.

They requested that communities who join the move refrain from using violence against any of their own butchers who continue to sell meat. Instead, workers have called on the community to note the butchers who do not support the workers' cause.

Expressions of violence against butchers can only play into the hands of those who wish to accuse the community and the workers of irresponsibility and lack of discipline, the statement reads.

Workers believe that such accusations will lead to further action against communities and their organizations which will only harm the long-term aims of building up democratic workers organizations.

Full support for the cause of the meat workers came last week from the International Federation of Transport Workers.

In a telegram sent on behalf of transport unions, the federation expressed support for workers in the present dispute over representation.

The union behind the meat workers

CAPE TIMES 2/6/80



All answers

| |
|--------|
| Number |
| Number |

Surname

First Name

Date

Degree you are

Subject

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

Paper No

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

BARE wooden benches and a couple of rickety desks furnish the two small cluttered offices — the walls are covered with duty rosters hastily drawn up on large strips of newsprint, photographs of previous organizers and newspaper cuttings

In one of the rooms, a woman with a baby strapped to her back talks on the telephone in rapid Xhosa while an old man offers cups of hot, strong tea. In the next room a bearded young man offers advice to a worker on how to get compensation for injuries he received at work.

This is a mid-morning glimpse of a typical day in the Athlone offices of the Western Province General Workers' Union — the union to which the 800 meat workers locked in a struggle with their employers over representation belong.

The union runs a workers' advice bureau and advises workers in the milling, textile, construction, stevedoring, engineering and metal industries. Each union member, whose average wage is R15 a week, contributes 80 cents a month towards running the union.

It is the bank account built up by this contribution combined with an additional R1

By LIZ Mc GREGOR

month which the workers in the union have agreed to contribute while the strike is on, as well as money collected from the community which is enabling the union to pay the striking meat workers R15 a week to keep themselves and their families until the strike is over.

Cornerstone

Most workers affiliated to the union are black. Some are contract workers while others have the right to live permanently in Cape Town. However, a large number of members are coloured, and union officials emphasize that unity of workers whatever their colour, is one of the cornerstones of their practice.

The WPGWU employs six full-time organizers, but the workers themselves control the union's affairs. The controlling committee, which makes all decisions concerning staff and finances, as well as union policy, consists of representatives from each of the worker committees in factories organized by the union.

The WPGWU's practice is to establish an elected workers committee in each factory

which will represent the workers in disputes with their employers.

In a paper published in the South African Labour Bulletin, the union outlined its position. 'It is never the function of the union secretariat or bureaucracy to substitute itself for the workers. Rather, the function of the union officials is to ensure that the workers possess the necessary skills and self-confidence to face the management themselves.'

And this policy is evident in the current meat strike. Eight hundred black men, accustomed all their lives to taking orders, are now setting the pace. They have addressed community meetings of several hundred people in an attempt to raise the money to pay the R11 000 a week bill that the strike is costing the union.

Daily meeting

A 'meat committee' consisting of one representative from each factory involved in the strike takes decisions, but every decision is referred for approval to the daily meeting of all 800 workers at the Joseph Stone Auditorium in Athlone.

The workers have announced that any activities undertaken by other people in their support must first be approved by the workers.

The WPGWU recently took the controversial decision not to register with the Department of Manpower Utilization in terms of the Industrial Conciliation Act. The reason for this is that the union organizes workers in different industries, which is not allowed in terms of the Act.

Also the union was opposed to the 'racial principle embodied in the Industrial Conciliation Act', as workers of different race groups will be able to belong to the same union only by special exemption from the department.

ST enter in each question which it has marks (2) and

External

(3)

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 communication or other material is to be brought into the examination room unless specifically permitted.
- 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

X

3/1/80 AK CMS

Butchers' action is applauded

Labour Reporter

CAPE TOWN meat workers have expressed their gratitude to butchers on the Cape Flats, who are supporting the workers' cause by refusing to sell red meat.

'In taking this historic decision the butchers are liable to suffer considerable financial loss,' the workers' committee said in a statement yesterday.

'The fact that they are willing to do so is a profound indication of the immense anger of all sections of the community at the meat bosses' refusal to accede to the reasonable demands of the workers.'

About 800 meat workers were dismissed two weeks ago after a one-day walkout in support of demands for

recognition of their committees at Table Mountain Cold Storage and National Meat Suppliers.

They have been assured in a telegram from the International Confederation of Free Trade Unions (ICFTU) that the whole free trade union movement is behind them in their struggle.

The ICFTU expressed dismay at the detention last week of Mr Dave Langa and Miss M. J. Clancy, two organisers of the Western Province General Workers' Union to which the meat workers belong.

Mr Norman Daniels, Western Cape leader of the Trade Union Council of South Africa (TUCSA), said the union organisers and all other detainees should be charged or released immediately.

Tension in wake of Frame settlement

RDM 3/6/88.

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By STEVEN FRIEDMAN
Labour Reporter

THE strike by Frame Group textile workers is over — but there are fears that new unrest could flare after claims that Frame's management has fired at least 70 worker leaders at the five affected factories outside Durban

Most Frame Group workers returned to work yesterday after the National Union of Textile Workers (NUTW) had advised them to end the 11-day old strike and accept management's offer of a 15% wage increase

A Frame Group spokesman told Sapa that all mills had been in full production since Sunday, but added that they were not yet fully staffed. More than 90% of the workers had returned, he said

However, Mr Obed Zuma, general secretary of the NUTW, said yesterday that management had dismissed between 70 and 100 workers, many of whom were union shop stewards and liaison committee members

"This is an obvious attempt to weed out so-called ring-leaders and we fear it could cause new tension," Mr Zuma said. He added that the union was collecting money for the dismissed men and was considering legal action on their behalf

Despite the dismissals, Mr Zuma hailed the outcome of the strike as "an historic victory for the workers". He said the 15% increase, to be followed by a 10% increase in January, was the highest ever awarded by the Frame Group

"The workers have won

themselves a substantial increase. They forced the company to make a significant wage improvement," Mr Zuma added

In Cape Town, about 400 workers at the LTA site at Blackheath struck yesterday. Blackheath is near to the coloured areas affected by the present Cape unrest

About 30 black mailroom employees in a Cape advertising firm struck because their employer would not provide them with transport home or a wage increase to pay taxi fares. The workers are participating in the Cape bus boycott which began yesterday

Their employer said that workers were "using the bus boycott to demand more money"

The red meat boycott in support of striking meat workers escalated as over 180 Cape Flats butchers decided to stop selling red meat indefinitely. Butchers either closed completely or sold chickens only. A spokesman for the Cape Butchers' Association told Sapa that only two black, coloured and Asian butchers were selling red meat yesterday

A meeting of meat workers yesterday expressed "gratitude" and described the boycott decision as "historic"

The two-week old meat strike has now attracted international attention. The Western Province General Workers Union has received telegrams of support from the International Transport Workers Federation and the International Confederation of Free Trade Unions

Brick men

get 12 pc

pay rise

By Elizabeth Wilson
Labour Reporter

The 120 black brick loaders of the Cotran transport company who yesterday went on strike for higher pay will receive an increase of 12 percent at the end of this week.

Mr D Suzman, managing director of Cotran, said today the workers had got wind of an interim increase but did not know when it was to be paid.

When the matter was explained to them and they were told they would be getting a further gazetted increase in August they had gone back to work.

He said all workers were back at work today.

Mr Suzman said this week's 12 percent increase represented a rise of R3 a week on a wage of R25.

He could not say what increases could be expected in August. "It hasn't been gazetted," he said.

Massive bus boycott by Cape blacks

(152/117) (329) (197) (332)
(274) (3 meat) 3/6/80

Political Staff

BLACKS and coloureds boycotted buses on a massive scale in the Cape yesterday as nationwide unrest entered a new phase.

Most homeward-bound buses were reported to be empty. Several were damaged.

The boycott was launched by 40 Peninsula community organisations because fares were increased by 30% to 100%.

About 12 000 people yesterday attended the funeral service for Bernard Fortuin, 15, and William Lubbe, 20, who were shot by police in Elsie's River last week.

In other developments yesterday

Security police arrested eight pupils in Lenasia, Johannesburg — bringing to nearly 300 the number of people detained since nationwide unrest was sparked two months ago by a classes boycott by coloured and Indian pupils

The Frame textile group in Natal was reported to have fired at least 70 worker leaders as the company's 6 000 striking employees began returning to work. In Cape Town the strike by meat workers continued — supported by consumers refusing to buy red meat.

Nineteen youths appeared in a Bloemfontein court as a result of widespread unrest in the city's townships recently.

The schools' boycott in major centres spread to Rehoboth, near Windhoek, where about 650 high school pupils stayed away from classes.

The Kwazulu leader, Chief Gatsha Buthelezi, disclosed that two bombs had been thrown at properties in KwaMashu owned by members of his Inkatha movement. Boycotting pupils in the township have clashed with Inkatha.

See Page 6

Red meat shelves were bare

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Staff Reporter

THE red meat shelves of most Cape Flats butcheries were bare and a number of butcheries were closed altogether yesterday, the first day of the butchers' boycott of red meat in support of the demands of 800 striking meat workers

Over 180 butchers resolved at a meeting of the Cape Butchers' Association on Sunday night to carry out a decision taken last week not to sell red meat until the workers were re-instated

A spokesman for the association said yesterday that he had heard of only two black butchers in Cape Town who were still selling red meat yesterday. The others were either selling only chicken or had closed completely

"What we are all hoping for now is negotiation between the meat employers and the workers. The sooner things return to normal, the happier we will be," he said

Meanwhile, the International Confederation of Free Trade Unions yesterday sent a telegram to the workers' trade union, the Western Province

General Workers' Union, "deploring" the meat employers' "intransigence"

The ICFTU said they "fully supported the workers' action in pursuance of normal trade union rights"

"We assure you that the whole international free trade union movement is behind you in the struggle for the application of nationally recognized labour standards," concluded the telegram

At a general meeting yesterday, the striking workers expressed "their gratitude to the butchers of the Cape Flats for refusing to sell red meat and red meat products in support of our cause"

"In taking this historic decision, the butchers are likely to suffer considerable financial loss," according to a statement released by the workers' committee after the meeting

"The fact that they are willing to do so, is a profound indication of the immense anger of all sections of the community at the meat bosses' refusal to accede to the reasonable demands of the meat workers for democratic workers' committees in the meat factories"

Workers charge police

By JOE THOLOLOE

ELEVEN workers who were last week arrested for an alleged illegal strike have laid charges of assault against the police, according to a statement by the Metal and Allied Workers Union.

And yesterday a police spokesman, Brig B S Pieterse, confirmed that charges of assault had been laid but could not say how many people had complained.

The eleven were part of a group of 55 workers who were arrested at Rely Precision Castings in Boksburg on May 26. They are alleged to have gone on strike after the dismissal of a fellow worker the Saturday before.

After spending the night in the police cells, the 55 appeared before Mr G van Nickerk at the Boksburg Magistrate's Court and were remanded to June 10.

They are on R80 bail.

A spokesman for the Metal and Allied Workers Union said the eleven had laid charges against the police last Wednesday.

The police are investigating.

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Strikes over pay

HOUSE OF ASSEMBLY —
Fifty-one strikes involving
black workers occurred in
South Africa last year, the Min-
ister of Manpower Utilization,
Mr Fanie Botha, said

In a written reply to a ques-
tion by Dr Alex Boraine (PFP
Pinelands) Mr Botha said 36 of
the strikes arose out of wage
claims

In nine cases the strikes had
arisen as a result of the dis-
missal of fellow workers. In
five cases there had been dis-
satisfaction with voluntary
wage increases granted by
employers and in one case the
dismissal of a director of a
firm had been demanded

Mr Botha said 72 disputes in
terms of the Black Labour
Relations Regulation Act had
been dealt with during the year
by black labour officers, while
the central Black Labour Board
and the Wage Board had each
dealt with one dispute — Sapa

Firing 117 'shortsighted' says union man

Mercury Reporter

AT LEAST 117 Frametex workers were told that they had been fired when they arrived at the factory yesterday to resume work after the strike.

Some of them had more than 10 years with the company

The secretary for the Federation of South African Trade Unions, Mr Alec Erwin, said that there might be even more who have been fired who had not reported the fact to the union

'Most of the 18-man workers' liaison committee who negotiated with the management during the strike have been dismissed,' Mr Erwin said

'The workers were told yesterday when they went to collect their pay at the pay offices that they had been fired. They must have had a list there of those who were

not going to be re-employed.

'Others were allowed in but were subsequently dismissed by the foreman.

'It is tremendously short-sighted to dismiss those who tried to negotiate with the management during the strike. It could mean that others will be reluctant to take up negotiations in future

'It seems as if the company wanted to get rid of all those who were too actively involved in the strike,' he said

Fired workers who live in hostels in the townships would now lose their beds.

'Strictly speaking they will have to return to the homelands and apply for other jobs through the labour bureau. This will make finding other jobs very difficult,' Mr Erwin said

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CME Times 4/6/80

Mail room strike to continue

STRIKING Afric Mail advertising workers say they will not return to work till their wages have been increased and the firm provides transport for them for the duration of the bus boycott

About 28 workers, all of whom work in the mail room at Afric Mail began striking on Monday after their employer refused to take them home after work

Most of them are casual workers, even though some of them have been there for a number of years. They earn between R5 and R18 a week

One man, who said he had been working for the firm for 19 years and now earned R18 a week, said he could no longer afford to live on his salary

"After we have paid R4,50 a week for our bus fare, we don't have enough money to buy food and pay rent. They will have to give us more money," he said

The managing director of the firm, Mr J J Zandberg, said yesterday that he had employed new workers to replace the striking workers. Some of those who went on strike on Monday had returned to work yesterday

He said the striking workers had no grounds for grievances, he refused to discuss the matter any further, saying it was "an internal affair"

Teargas dropped on striking miners

By RIAAN DE VILLIERS
and CHRIS MARAIS

POLICE yesterday dropped teargas canisters from a helicopter on 4 500 striking black miners after rioting erupted at the Stilfontein Gold Mine.

Police also baton-charged strikers after they set fire to two community centres, looted a canteen and erected barricades in a compound at the mine near Klerksdorp, Western Transvaal.

The teargas was dropped yesterday afternoon on two mine dumps near the shaft where the entire black workforce at Scott Shaft — one of three shafts at the mine — had gathered.

Using megaphones, police ordered the strikers back into their compound, but workers then set fire to their rooms and smashed windows.

Police squads from Klerksdorp, Stilfontein and Orkney joined forces with mine security units and manned strategic points around the compound.

Last night, management representatives were still trying to open negotiations with the strikers

2/16/45 RDS

Cops gas striking miners

(2/11)
(152)

POLICE yesterday used teargas to disperse a crowd of striking black mineworkers after some had attempted to set alight two community centres at the Stilfontein Mine near Klerksdorp

In a statement issued in Johannesburg this afternoon, General Mining said about 4500 workers at the mine had been refusing to go underground since early on Monday night.

A spokesman for the

mine said police had to be called in after some of the strikers had attempted to set two community centres alight

Tearsmoke was used to disperse the crowd after some of the strikers had also tried to set their rooms alight.

The extent of the damage is not yet known

Yesterday's statement said nobody had been injured.

Production at the mine will not be affected for

"at least a week".

The mine spokesman said the striking workers had not yet made any demands.

Various attempts had been made to ascertain their grievances but the strikers' unco-operative attitude made communication between them and management impossible

The strike is limited to the Scott shaft at the mine. Work at two other shafts is carrying on as usual — Sapa

MU = 7P.
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APR 1980
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Workers return

ABOUT 400 workers at the Blackheath water purification site of LTA Construction returned to work today after a two-day stoppage.

The construction workers were demanding an increase in wages because of the rising cost of living. Minimum wages are 61c an hour.

The managing director of LTA Construction (Cape), Mr A W Smith, said workers were told yesterday that the firm would do its best to see that wages were increased.

An immediate increase was problematic, however, and workers would have to wait until the next Wage Board determination in September.

'Returning Frame workers fired again'

By STEVEN FRIEDMAN
Labour Reporter

THE Frame Group has now fired 117 black workers at its Pinetown factories in the wake of the 11-day strike at five of the company's mills, according to union claims

The National Union of Textile Workers (NUTW) has also alleged that security guards at Frame Group factories have assaulted striker leaders who returned to work

The union said on Monday that management had refused to employ about 70 workers when they returned to the factory after deciding to end the strike. Yesterday, the union's general secretary, Mr Obed Zuma, said the number had risen to 117.

Mr Zuma said that a number of workers who had initially

been re-employed were fired yesterday after resuming their jobs. "They were initially re-hired, but company officials then pulled a number of them off their jobs and dismissed them," he said.

He said many of the dismissed workers had been union shop stewards, liaison committee members or workers who management had identified as "ring-leaders". Most of those fired had been employed by Frametex, he added.

The Frametex liaison committee is seeking a meeting with Frame Group management to discuss the dismissals and the NUTW is examining ways to assist dismissed men.

The union had hoped to collect money for the support of the dismissed men, but fears that the Fund Raising Act pro-

hibits it from doing so.

Mr Zuma also claimed yesterday that a number of dismissed workers had been assaulted by Frame Group security guards at the factory. The security guards backed the company's management during the strike.

The strike ended on Monday after the union had advised workers to accept a 15% wage offer from the company.

Sapa reports that most workers have now returned. All five Frame Group mills affected by the strike are now back to full operation.

A Frame group spokesman, Mr A Frame, said the new salary scales would come into effect in July and denied claims that striking workers had been re-hired on beginners' wages.

360 LTA

workers CAPL TIMES 4/6/86 strike

Staff Reporter

ABOUT 360 LTA workers at a water purification plant in Blackheath are striking for higher wages

The managing director of LTA Construction (Cape) Limited, Mr A W Smith, said the workers had stopped working on Monday. He said discussions had been held with the workers yesterday but the situation has not been resolved.

The Cape Times was yesterday prevented from speaking to the striking workers by the site manager.

Mr Smith said all the workers on the site were striking. This included coloured and black workers. A large proportion were unskilled but all the skilled workers, such as the carpenters and artisans, were also on strike.

The workers' minimum wage was 61 cents an hour. They worked a 46-hour week, which means a total of R28,06 a week.

CAPE TOWN 5/6/80 (152) (153) (154)

Meat industry, govt agree to end strike

Political Correspondent
HOUSE OF ASSEMBLY —
The government has agreed with meat industry representatives on action to end Cape Town's meat workers strike, but will not say what the action is.

The Deputy Minister of Co-operation and Development, Dr George Morrison said yesterday that talks had been held recently with representatives of the Cape Town meat industry and livestock agencies at their request.

Replying to a question from Dr Alex Boraine (PFP Pine-lands) he said the meeting was to discuss the labour unrest in these industries.

'The matter was discussed in full and a line of action has been decided upon.'

Asked further by Dr Boraine to indicate what the action was and how soon the strike would be ended, Dr Morrison said a reply to that question at this stage would not be in the interests of the representatives or of the people concerned.

X

**More
Frametex
workers**

sacked

NATAL 5/6/80
Mercury Reporter

MORE Frametex workers were fired yesterday when they returned to work after the strike, bringing the total to 123

The secretary for the South African Federation of Trade Unions, Mr Alec Erwin, yesterday criticised the management for dismissing almost all of the 18-man workers' liaison committee, which he described as one of the most efficient Frametex had ever had

Resolve

'This was one of the few committees of this type that was able to resolve a number of issues in the past

'It's a pity that when it comes to something serious like a strike that the management falls back on the old agitator syndrome and fires those who are trying to negotiate,' Mr Erwin said

The committee had been nominated and elected by the workers

Terminated

Mr Selwyn Lurie, joint managing director of the Frame Group, said the workers had terminated their own services

'If they did not return to work others were employed to take their places. If any of those people were members of the liaison committee then a new committee will have to be elected,' Mr Lurie said

Police question meat workers union organizer

CAPE TIMES 5/6/80 Staff Reporter

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A WESTERN Province General Workers' Union organizer, the Rev H S Marawu, was detained by the police for three hours yesterday and three striking meat workers were detained on their way to a workers' meeting.

Four security policemen also visited the Athlone offices of the union at 11 am yesterday.

According to a statement released by the WPGWU yesterday, Mr Marawu was stopped by the police while on union business in Maitland yesterday afternoon and was asked to accompany them to the Maitland police station. Two members of the security police were called to Maitland.

The WPGWU is the union to which the 800 striking meat workers belong.

"The union's lawyers, on requesting information, were told that no such person was there. This conversation was overheard by Mr Marawu himself," the statement said.

At the same time three meat workers were stopped in Langa while on their way to a meat workers' meeting, and bundled into a police van. They were also taken to Maitland police station. The Maitland police have thus far only acknowledged the presence of two workers who are being questioned by the security police.

Sergeant Van Wyk of the Maitland police station said last night that neither the workers nor Mr Marawu had been held at the police station yesterday.

The striking meat workers have received telegrams of support from the Federation of South African Trade Unions (Fosatu), the International Union of Foodworkers (IUF) and the Dutch Trade Union Movement (known in Holland as FNV).

The IUF said they had sent "protest telegrams" to the management of Table Bay Cold Storage Company, to the Minister of Manpower Utilization and to the Prime Minister, expressing their support for the workers' demand for recognition of their committee and "normal trade union rights".

Court

order

CAPE TIMES

on 5/6/80

police

Staff Reporter

THE wife of a detainee was granted an interim interdict in the Supreme Court yesterday restraining a Worcester security policeman from assaulting her husband.

In an urgent application Mrs Petronella Ferrus sought to restrain Warrant Officer Henry Moore Macdonald of the Worcester security police from assaulting her husband and called upon the Minister of Police to ensure that the police did not assault him.

Mr Justice de Kock granted her an interim interdict until July 23 when reasons can be given why the order should not be made final.

In her application, Mrs Ferrus said that in the early hours of May 25, Warrant Officer Macdonald and two others came to her house and told Mr John Marnus Ferrus to accompany them.

At the police station she was told that he was being held under Section 22, of the General Laws Amendment Act. She took him food and was told that he could receive nothing for 14 days.

On Monday, she received a message to contact her husband at the prison. She went to the wall of the last cell where she knew he was being held and spoke to him through the barred window.

She said that he told her that he was taken to the offices of the security police on Sunday where Warrant Officer Macdonald and two other policemen handcuffed his hands and feet. He said that his hands were handcuffed to the window and that he was assaulted by Warrant Officer Macdonald and the other men.

He said that he was questioned about a strike that took place in Worcester last year as well as about a recent strike in Grabouw but refused to answer any questions.

He said that when the assault persisted, he hit the window with his hands "in desperation". When his hands started bleeding, the assault stopped. He was taken back to the prison where the Worcester district surgeon attended to him.

Mr Paul L Avenant, instructed by the State Attorney's Office, appeared for Warrant Officer Macdonald and the Minister of Police. Mr I G Farlam, instructed by A Omar and Company appeared for Mrs Ferrus.

IN the past few weeks the ghost of 1973 has returned to haunt South Africa.

In 1973 employers and the Government were jolted by a wave of strikes in Durban which prompted much agonising about the treatment of black workers.

Now a spate of strikes, which has been building up since last year, has culminated in major factory-floor unrest in Durban and Cape Town.

The Durban strikes were un-
cannily similar to their 1973 counterpart. They occurred in the same Frame Group factories where the earlier unrest had begun. Once again, they were prompted by low wages.

But many of the strikes have been different to those in 1973. Worker demands have been more sophisticated and the strikes have lasted longer and been more successful. They point to growing black worker militancy and effectiveness.

Last year's Wiehahn Commission report prompted talk of a new labour era. But the key question raised by 1973 is just as pressing today.

Are employers and the Government prepared to meet black worker aspirations and thus prevent major waves of unrest?

The answer then was no. Seven years later, much has changed. But the answer has not.

Certainly, last week's Durban strikes indicated that any changes which have occurred

labour unrest in the past. Another feature of the strikes has been the failure of negotiations with the group's liaison committees.

These committees, introduced in the wake of the 1973 unrest, comprise equal numbers of elected black workers and management representatives.

Unions have long argued that have been on strike for nearly three weeks. They staged a one-day sympathy strike with workers at Table Bay Cold Storage, but were then prevented from returning by employers who argued that they had broken their contracts by striking.

The strike follows a spate of Cape strikes this year which meat workers in Cape Town have been on strike for nearly three weeks. They staged a one-day sympathy strike with workers at Table Bay Cold Storage, but were then prevented from returning by employers who argued that they had broken their contracts by striking.

They are weak, ineffective and regarded by black workers as "stooge" bodies. They also argue that they were introduced to squeeze out trade unions.

The black union movement believes workers should be represented in the factory by union shop stewards (workers elected by their fellow union members on the shop-floor) who enjoy the backing of inde-

have affected the docks, engineering, construction and meat companies — even a number of fruit factories in the rural areas, where strikes are extremely rare.

None have concerned pay. They have hinged around alleged unfair dismissals and worker demands for union-backed committees.

Significantly, almost all of these strikes have produced settlements which contained

Chillers, warning that people who did not use the bargaining channels provided by the Government could face action.

The strike continues and has become a "battle to the death" between employers and a union whose support and effectiveness has grown dramatically.

If the employers win, they will have stopped the worker advance in the Cape in its

ment nor employers are getting to grips with worker demands. Employers have generally met workers with a refusal to negotiate and dismissals. The Government has made threats and detained leaders.

Some argue that it has proved the Government's new dispensation is inadequate — that it has been overtaken already by worker militancy.

because they are inadequate to meet black worker demands. The system proposed by Wiehahn is complex. But one of its chief implications is that the committee system which has been rejected of late will remain in force.

Employers will be encouraged to establish non-racial "works councils" which will have much the same structure

Cape employer remarked recently that it would "completely stymie" the WPGWU because it would enable employers to set up alternative committees to those the union's members are demanding.

The system could do this. But it is likely to do more to cause strikes than to prevent them. One of the most important

workers have a pressing grievance, they may well simply ignore them.

A prominent white unionist acknowledged privately some time ago: "It takes far too long to go through the legal channels. If our people have a serious grievance, they strike first and ask questions afterwards."

This is not a general view and ask questions afterwards. This is not a general view among white unionists. Their

are usually not well-paid and have pressing problems which white workers do not — the constant danger of dismissal for union activities, inadequate safety precautions, even the absence of adequate uniforms could spark a strike.

This is why black unions have insisted on remaining in touch with their membership and have demanded a strong

members have been protected by formal and informal job reservation and have enjoyed far more privileges than black workers.

They have had few pressing grievances which required speedy solutions, and, like the Government they believe the system ensures industrial peace.

But that is not the view of black unionists. Their members

union presence on the factory floor. Employers, the Government, and the established unions prefer the old system. Many of them are unwilling and unable to adjust to the system black unions are demanding — and this unreadiness means that they are ill-equipped to deal with conflict.

In a recent speech, Mr. Loet Dowes-Dekker, a prominent

former trade unionist, now an academic, warned against incorporating black workers "into the same goals and strategies which established unions have followed or been forced to adopt over the past thirty years."

Independent black unions have "identified the place of work as the area of action", he said and urged employers to come to terms with this trend.

He made no bones about the fact that he believed they were not doing this. He quoted examples which indicated that employers were attempting to freeze out independent black unions and replace them with "parallel" unions which accepted the committee system.

Employers were also placing obstacles in the way of trade union recognition and attempting to deal only with weak ineffective unions. They were denying unions access to the

factory.

This attitude, he said stemmed from the "determined belief by managers that they hold sacred rights to the property of a company." But he warned, the greater the attempt by managers to keep unions out "the greater will be the attack on the concept of company property rights in the future."

As labour unrest continues to simmer, those words have a ever-greater ring of truth.

THE GHOST RETURNS

RDH 5/6/86

A wave of labour unrest has once again hit South Africa, raising new doubts about the ability of employers and the Government to meet black worker aspirations. Labour Reporter STEVEN FRIEDMAN analyses the present strike wave.



appear to have passed the Frame Group by completely

The textile empire founded by the late Mr Phillip Frame was built on the use of plentiful and cheap black labour. Wage rates remained low because black workers had no channels through which to demand increases.

Eventually workers used the only channel they could find — they struck, focussing widespread attention on the group's wages. Indirectly, they prompted significant improvements in most employers' wages. But they have had little effect on Frame wages.

Last week, Frame joint managing director Mr Selwyn Lurie said he did not know the group's actual wage rates but added "They are at a good level now."

Frame workers, who do not know what their rates are, disagree. Many say they receive R23 a week, just over half the Household Subsistence Level for Durban.

The HSL is calculated as the minimum a family of 5 need to live on — and it allows only for bare necessities like food and rent.

Minimum wage rates are now R23 a week for men, R18 for women. In 1974, they were R13 and R10,40. But, when inflation is taken into account, the current minima work out as R11,95 and R9,61 at 1974 prices. The buying power of Frame workers has actually decreased over the past six years.

Workers also allege they are getting substantially less than other workers doing the same job at neighbouring textile factories not owned by the group.

Wages at the Frame factories are not set by negotiations between employers and workers, but by a legally binding wage order enacted by the Government.

The Government makes its order on the basis of employer recommendations, and thus orders the employer to pay what he feels he wants to pay. Obviously, employers tend to welcome this arrangement, their workers resent it.

The strike was sparked by pay grievances. A short work stoppage in August prompted management to bring the annual 10% increase forward, but that meant that workers missed their annual January increase.

The company's black liaison committee had been negotiating for an increase since last November and the strike occurred after management told the committee it would only offer workers another 10% this July.

The strikes are thus an indictment of the wage order system which, although not widespread, affects some occupations, such as stevedoring, which have been affected by

'The greater the attempt by managers to keep unions out, the greater will be the attack on the concept of company property rights in the future.'

pendent union officials who are not employed by management and cannot be victimised by it.

The Frame Group, however, has never been willing to recognise a union and the National Union of Textile Workers has had to fall back on a widespread tactic among black unions — to urge shop stewards to stand in liaison committee elections and, in this way, to gain control of the committee.

This is precisely what happened at Frame. Worker representatives on the committee were mostly union shop stewards.

Mr Lurie believes that the committee acted in "bad faith" and implies that it had some part in sparking the strike. But the union insists that worker representatives battled to keep negotiations going — to such an extent that workers had become impatient and were rejecting the committee.

The result was the strike, violence in Clermont township and the arrest and subsequent dismissal of committee members.

This experience, says Mr Alec Erwin, general secretary of Fosatu, has "finally sounded the death-knell of liaison committees."

Both the authorities and the Frame Group have enthusiastically pressed this system on black workers. "But when we reluctantly use it, the committee is ignored by management, arrested by the police and then fired after a strike which they did everything they could to avoid."

The strike has, then, focussed attention not only on wages but on the representation of black workers at the work place. The protracted struggle in Cape Town's meat industry focussed directly on this issue.

The meat workers are members of the Western Province General Workers Union, whose members have been involved in several of this year's Cape strikes.

Although the union has alleged that pay and general working conditions in the industry are "appalling", the chief demand of workers has been that management recognise worker committees and deal with them.

In most cases, employers are only too happy to recognise committees — as long as they are liaison or works committees registered with the Government.

But, as in Durban, the Cape strikers reject these committees, both because they believe they are hamstrung by Government controls and because they are for blacks only and the union has significant coloured membership.

They have demanded unregistered committees outside the control of the authorities, and it is this demand which has sparked off the present strike.

The strike has led to a Cape red meat boycott backed by all but two black, coloured and Asian butchers. It has been compared with last year's Fatis and Monis strike, in which a consumer boycott was instrumental in persuading management to reinstate strikers seven months after the dispute began.

Once again, the black community has rallied around the strikers and a labour issue has become a broader community issue — a growing trend.

The employers were legally within their rights to lock the strikers out. In South African law, workers who strike — even if the strike conforms with the cumbersome procedures laid down by the law — are no longer employees.

But employers are not forced to fire strikers. If they do, it is because they believe it will help achieve their aims. And the aim of the meat employers is the destruction — or at least the weakening — of the WPGWU.

Employer sources argue that the union is too "militant", has won too many victories, is a threat. A hard line will cause worker disillusionment and reduce the union's influence, if not destroy it altogether, they argue.

The authorities appear to agree. They detained three WPGWU organisers, the first action against union leaders since 1977 when about 30 were banned.

The union believes they have been detained because police believe that removing them will weaken or destroy the union.

It points to a recent statement by the director-general of Manpower Utilisation, Mr Jaap

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NOTICE 388 OF 1980
DEPARTMENT OF AGRICULTURE AND FISHERIES

PRODUCERS' PRICES FOR DRESSED CARCASSES OF SLAUGHTER ANIMALS IN CONTROLLED AREAS—AMENDMENT

It is hereby notified for general information that the Meat Board, referred to in section 3 of the Livestock and Meat Control Scheme, published by Proclamation R 200 of 1964, as amended, has decided under the powers vested in it by the said Scheme, to further amend the Annexures to the Schedule of General Notice 306 of 24 May 1968, as amended, by the substitution for Annexures 1, 2, 3, 4, 5 and 6 thereof of the following Annexures with effect from 2 June 1980.

Dr J. H. LOMBARD, General Manager, Meat Board.

SCHEDULE

Annexures 1, 2, 3, 4, 5 and 6 of the Schedule to General Notice 306 of 24 May 1968, as amended, are hereby substituted by the following Annexures

ANNEXURE/AANHANGSEL 1

RATES FOR THE CALCULATION OF MINIMUM PRODUCERS' PRICES FOR SOUND BEEF CARCASSES IN CONTROLLED AREAS

TARIEWE VIR DIE BEREKENING VAN MINIMUM PRODUSENTEPRYSE VIR GESONDE BEESKARKASSE IN BEHEERDE GEBIEDE

(c/kg cold dressed mass / c/kg koue gedresseerde massa)

As from 2 June 1980 until further notice / Vanaf 2 Junie 1980 tot nadere kennisgewing

| | Witwatersrand, Cape Town/Kaapstad, Pretoria, Cato Ridge | Port Elizabeth, Bloemfontein, Kimberley, East London/Oos-Londen |
|-----------------------|---|---|
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| <i>Grade/Graad 1B</i> | | |
| W | 119 | 117 |
| X | 120 | 118 |
| Y | 120 | 118 |
| Z | 119 | 117 |
| <i>Grade/Graad 2</i> | | |
| X | 109 | 107 |
| Y | 110 | 108 |
| Z | 109 | 107 |
| <i>Grade/Graad 3</i> | | |
| X | 100 | 99 |
| Y | 98 | 97 |
| Z | 93 | 92 |
| <i>Grade/Graad 4</i> | | |
| X | 89 | 88 |
| Y | 84 | 83 |
| Z | 75 | 74 |

KENNISGEWING 388 VAN 1980
DEPARTEMENT VAN LANDBOU EN VISSERIE

PRODUSENTEPRYSE VIR GEDRESSEERDE KARKASSE VAN SLAGVEE IN BEHEERDE GEBIEDE—WYSIGING

Hiermee word vir algemene inligting bekendgemaak dat die Vleisraad, gemeld in artikel 3 van die Vee- en Vleisreelingskema, gepubliseer by Proklamasie R 200 van 1964, soos gewysig, kragtens die bevoegdheid hom verleen deur die genoemde Skema besluit het om die Aanhangsels tot die Bylae van Algemene Kennisgewing 306 van 24 Mei 1968, soos gewysig, verder te wysig deur Aanhangsels 1, 2, 3, 4, 5 en 6 daarvan deur die volgende Aanhangsels met ingang 2 Junie 1980 te vervang

Dr J. H. LOMBARD, Hoofbestuurder, Vleisraad.

BYLAE

Aanhangsels 1, 2, 3, 4, 5 en 6 van die Bylae tot Algemene Kennisgewing 306 van 24 Mei 1968, soos gewysig, word hiermee deur die volgende Aanhangsels vervang

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CAPE TIMES
6/6/80
145
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Butcheries begin to sell red meat again

ABOUT 100 BUTCHERIES began selling red meat again yesterday after a decision to do so was taken at a meeting on Wednesday night

However at least one butchery was forced to close again yesterday as a result of intimidation by students. A butchery in Wynberg was surrounded by students who demanded that the owner take the red meat off the shelves or they would damage his shop

About 30 butchers voted against the decision at Wednesday's meeting to resume sales of red meat and continued to sell only chickens yesterday

At a meeting yesterday meatworkers called on "the people of Cape Town to intensify the boycott of red meat" in the light of the butchers' decision to sell red meat again

Meanwhile, the workers' trade union — the Western Province General Workers Union — has condemned state intervention in the meat strike, saying that the only action by the state has been to detain two of the union's organizers, Mr Dave Lewis and Ms Di Cooper, and to raise the floor price of meat

In a statement yesterday the WPGWU said that the meat industry had requested a rise in the floor price of meat on May 22 this year. On May 23 they had met the Deputy Minister of Co-operation and Development, Dr G Morrison. On June 2 the floor price of meat was increased

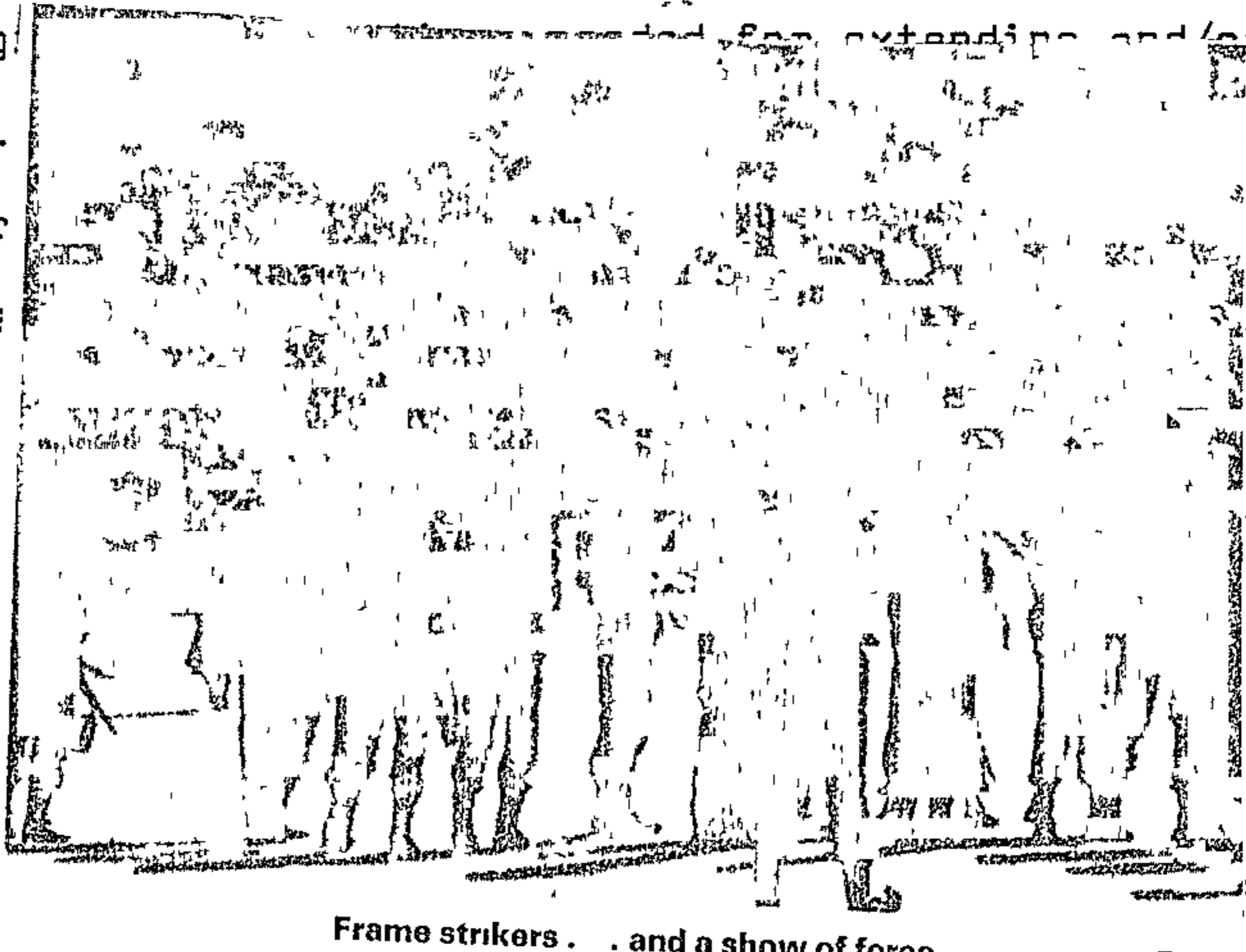
We are concerned that the state, under pressure from the meat bosses, has agreed to subsidise the meat bosses' present intransigence out of taxpayers' money,' said the WPGWU. 'Such an intervention would hardly be in the interests of the general community. It appears rather in the interests of the meat bosses by allowing them the financial means to hold out against the meat strikers'

LABOUR FM 6/6/80
Tough line 152 140A

Since the water resource by the nature not only be of but also in the

The Frame group, which last week announced that workers would receive a 15% increase in July and another 10% (due under the regulation wage order) in January, has taken a tough line against the 6 000 workers fired en masse last week. Workers were being re-employed on a selective basis this week. Local textile underground to a large extent s, the map will round water supplies, areas and in engineering

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union secretary Obed Zuma tells the FM that "all prominent union members, and all but one of the Frametex liaison committee members have not been taken back" Three were arrested on an illegal strike charge as they left a meeting with management last week and are now out on bail of R200 each. They are due to appear in court again on June 10. "We have at least 120 names of workers not re-employed and more are still coming in".
As the FM went to press the union was trying to arrange a meeting with Frame management to discuss the sackings but word had come that management "saw no need for such a meeting".
Joint MD of the group, Selwyn Lurie, claims in a press statement that the increases granted were negotiated with "liaison committees representing the several thousand workers who continued working throughout the partial work stoppage at certain mills at New Germany".
Fosatu secretary Alec Erwin counters that "this merely shows up the liaison committee system as a farce" and that the liaison committee members could hardly be considered representative. At Frametex the liaison committee members were mostly members of the union which the Frame management does not recognise. They have not been taken back.
It appears workers have accepted the 15% increase although they were pressing the union to negotiate for 20% to 25%.
Tough tactics have obviously won the day. How long the peace will hold is another matter.
Other industrialists in the area, although reluctant to be quoted, are distinctly uneasy about the upheaval which they believe has generated the sort of climate where there could be a general reaction against even those employers paying

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SECTION B



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 (2) and



With butchers not supplying red meat in black areas because of the boycott, scores of people are buying chickens instead. In Guguletu yesterday these youngsters carry live chickens home for the weekend.

Cape Times 7/16/80 (152) (145) (136)

Meatworkers' claim rejected

Staff Reporter

A REPRESENTATIVE of the meat industry yesterday rejected a claim by the meat workers' trade union that the State was allowing employers the financial means to hold out against the meat strikers by raising the floor price of meat.

The representative, who declined to be identified, said that meat wholesalers had met the Deputy Minister of Co-operation and Development, Dr G de V Morrison, and not the Department of Agriculture — the department responsible for increasing the floor price of meat.

He said a national meat wholesalers' organization had made representations that the floor price should not be "substantially

increased".

The floor price of meat was an agreed price between the producers and the Meat Control Board. The traders had to buy their supplies from the auction.

"The floor price has nothing to do with the margin of profits. So the allegation that the government is supporting the strike by raising the floor price of meat doesn't make sense at all," said the representative.

• For the second time since the strike began, 800 striking meatworkers were yesterday paid R15 each by the Western Province General Workers' Union to support their families in the absence of their weekly wages.

- 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.

- 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

The ~~Assignment~~ ~~MR~~

2 ch

R19 000 is collected for strikers

CAPE TIMES 9/6/80

~~3-1400~~
~~1445~~
152
~~186~~

Staff Reporter

ABOUT R19 000 has been donated over the past 10 days by members of the community to support the striking meat workers.

In a statement yesterday, the Western Province General Workers' Union said the number of workers on strike had remained constant at 801 and the WPGWU had for the third time on Friday — and not the second time, as was reported at the weekend — paid out R12 000 in relief for the workers and their families

'Surviving on R15 a week'

"Despite the fact that they are only surviving on R15 a week, the meat workers have clearly shown that they will continue to stay out until their demands are met," the statement said.

The demands included the reinstatement of all workers and recognition of the "democratically-elected workers' committees of Table Bay Cold Storage and National Meat Suppliers"

The community of Cape Town had shown their support for the meat workers by their boycott of red meat and their donations to the workers' families, the union said

Donations total R19 000

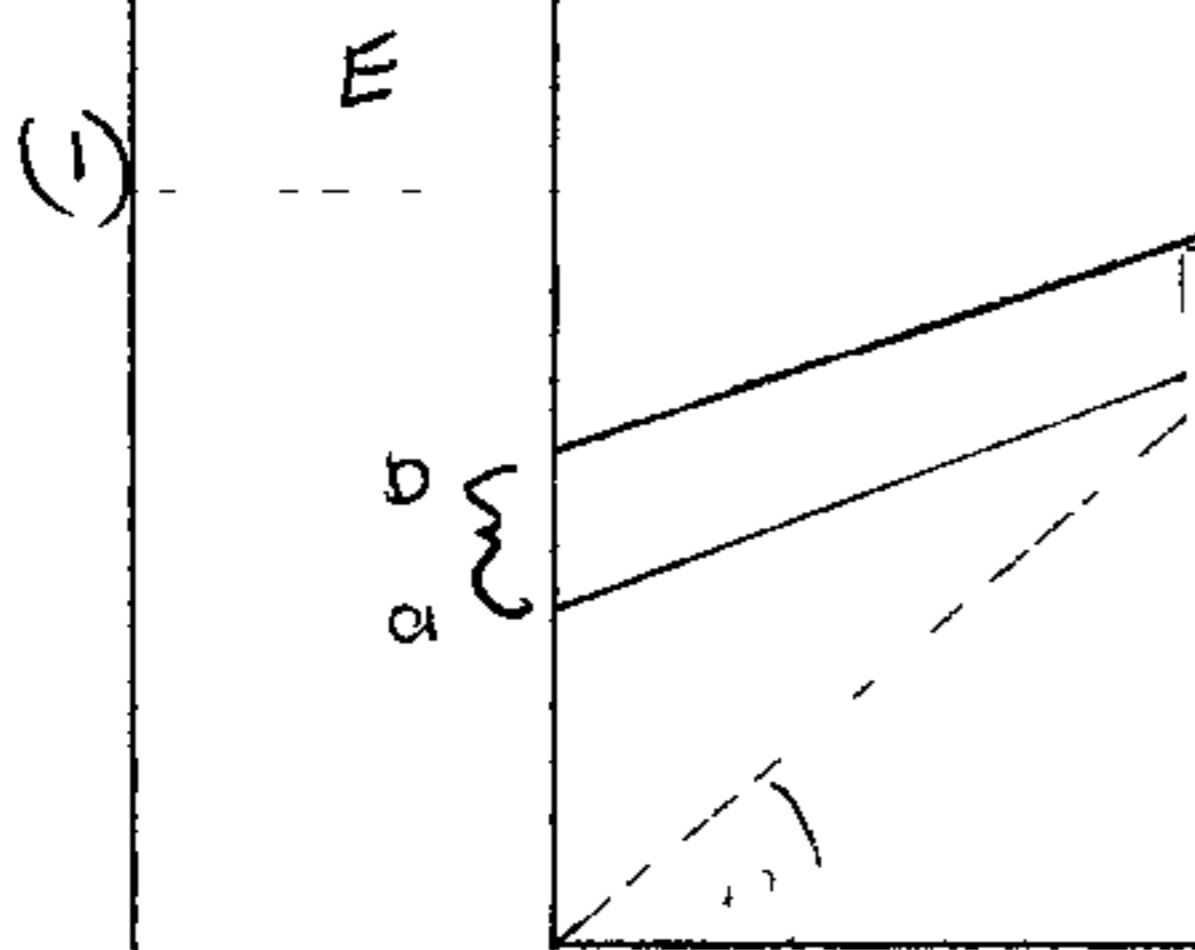
"The amount of money donated from a broad spectrum of people ranging from Hanover Park to Guguletu to Bishopscourt and Constantia stands at about R19 000," the statement added

The union had been approached by individuals and organizations elsewhere in South Africa who wanted to "extend community support to the cause of the meat workers".

In view of this, the meat workers had called for a national boycott of red meat and red meat products

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Question 2 (b)



R19 000 is collected for strikers

Staff Reporter

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DAILY MHP 9/6/80 152

Meat workers backed

EAST LONDON — Members of two unions decided here yesterday to support the red meat boycott

A statement released to the press after a well-attended public meeting of the joint South African Allied Workers Union and African Food and Canning Workers Union held at Duncan village Community Centre yesterday, said the unions were going to support the Western Province General Workers' Union boycott

The statement said the boycott would go on until all members of the Table Bay Cold Storage factory had been taken back in their jobs

They said the boycott would also include

sausages and bacon

The workers would buy from butchers which were not selling red meat. Butchers were urged to stock poultry only. Workers also agreed not to buy fish or poultry from supermarkets in town. They were urged to buy from their own townships.

The two unions would send donations to the Western Province General Workers' Union.

The Ciskei Transport Corporation was also discussed. The workers demanded that buses be tidy, windows be repaired, tickets be sold at half price for pensioners and scholars, there be no expiry date on clip cards, shelters be established wherever there was a bus stop, the urgent improve-

ment of the main bus terminus at Mdantsane and a timetable at all bus stops.

The meeting decided to launch a workers civic organisation.

We uphold that the workers' grievances don't end at the factory floor, but extend beyond the boundaries of the factory, to the ghettos where they stay under squalid conditions, the president of the South African Allied Workers Union in East London, Mr Thozamile Gqwetha said.

The meeting decided that all workers were to complete lists of people without housing and then approach employers to assist in providing subsidies for their workers.

The meeting also decid-

ed a conference for unemployed workers be held at Duncan Village Community Centre from 10 am to 6 pm on June 29 to highlight the plight of unemployed blacks and to prepare demands that the government expand and extend existing industries so that more jobs were created.

The president of the African Food and Canning Workers Union, Mr Welile Mzozovana criticised personnel officers for not identifying themselves with the workers. Not a single one of them attends workers' meetings whereas they regard themselves as a link between workers and management. Their jobs, he said, were secured by the workers. DDR

Butchers 'worried' over meat boycott

CAPE TOWN 10/6/80

Staff Reporter

BUTCHERY SALES had dropped by 40 percent at the weekend and butcheries were "abnormally quiet" yesterday, according to a spokesman for the Cape Butchers Association

He said he had received calls from a number of butchers yesterday who were "very worried that things would become worse because many customers were continuing to boycott red meat

● The Western Province General Workers Union, to which all 800 striking workers belong, yesterday received two telegrams of support from overseas unions

The general secretary of the International Transport Workers Federation, Mr Harold Lewis, said in a telegram that they had cabled the Prime Minister, Mr P W Botha, to protest against the arrest of two union officials

"Be assured of our complete solidarity in these difficult times," the telegram read

Mr Len Murray of the British Trade Union Congress called in a telegram for the release of the two union officials

"We deplore the arrest of Dave Lewis and Dianne Cooper and other repressive action against your union for engaging in legitimate industrial action at Table Bay Cold Storage," said the telegram "We hope for a satisfactory settlement and would like to know how we can help"

W152 RDM 10/6/80
Workers down tools

DURBAN -- About 240 black labourers at the city market in Clairwood, Durban, yesterday downed tools for the second day running in a wages dispute

The labourers work for seven private agents responsible for the offloading of vegetables at the market

The action has not affected the running of the market at this stage, because the private agents are using the services of their salesmen and others to offload vegetables and fruit

A spokesman for the striking workers said most of the workers earned between R17 and R23 a week. He said one labourer, after 11 years' service, was earning about R23

The men wanted a rise of R15 a week to cope with the increasing cost of living

Mr D J Willemsse, acting director of markets, said he had arranged a meeting with representatives of the seven agents and a statement would be issued later — Sapa

**Market
labourers
back to
work after
wage
promise**

NATAL MERCURY
10/6/80
152
205
Mercury Reporter

AFRICAN labourers at the Durban City Market returned to work yesterday after a 24-hour work stoppage over a wage dispute.

An 80-man shift walked out at 2 pm on Sunday and was joined by workers on Monday morning, bringing the total to 240.

The labourers met yesterday morning with the five private agents for whom they work.

Mr D J Willemse, acting director of markets, said: 'At the meeting the agents insisted the labourers return to work before they would discuss wage increases. The workers agreed and everything is back to normal.'

He said only the staff responsible for off-loading vegetables had taken part in the strike. None of the 45 corporation employees had stopped work.

A spokesman for the workers said yesterday that one of the agents had offered a weekly increase of R7. This raised the average starting wage to R25. Other agents had not announced their increases.

800 building workers strike over wages plan

Cape Times 11/6/80

Staff Reporter

33

152

ABOUT 800 workers at a Mitchell's Plain construction site downed tools yesterday in the third strike by Cape Town construction workers in 10 days

The workers — from Roy Beamish Contractors (Pty) Limited, R H Morris (Cape) (Pty) Limited, Model-Morris (Pty) Limited and Murray and Roberts (Cape) Limited — all went home after lunch yesterday after a unanimous decision by the men to down tools

The site on which they are working is the new Mitchell's Plain business centre

A meeting will be held today between officials of the Building Industrial Council, the Department of Manpower Utilization, representatives of management of the firms concerned and the workers to discuss the dispute

Last week there were strikes by about 600 Dura Construction and LTA Construction workers at sites in Diep River and Blackheath

At a meeting at the site yesterday between workers and management before the decision to down tools, workers said they had heard that a new Industrial Council agreement had been made in terms of which their holiday fund stamps would be paid directly by employers and their wages would be decreased

"Workers in the construction industry have been simmering for a long time now. So far, we have been very patient, but we can't live on our wages any more," a spokesman for the workers said

They said the wages of artisans would be decreased from R2 80 to R2 31 an hour, while those of unskilled workers would be decreased from 90 cents to 80 cents an hour

The managing director of Roy Beamish Contractors (Pty) Limited, Mr P Crafford, confirmed that "hundreds" of workers employed by his company had downed tools yesterday.

© Picture, page 2

30 @ M.D. recap

the ...
DD 11/6/80
152
Strike: two charged

EAST LONDON — Two Mdantsane men appeared briefly in the Regional Court here charged with taking part in an unlawful strike

Mr Dan Sitembile Mavume, 35, of Zone Three, and Mr Gideon Mhlanganiso, 45, of Zone Nine, were not asked to plead and no evidence was led

The charge sheet did not disclose any details relating to the alleged offence

The hearing was postponed for further investigation

Mr Mavume and Mr Mhlanganiso were remanded in custody and will appear in court again tomorrow — DDR

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11/6/80 ~~REVISED~~

No cuts in wages, workers assured

HUNDREDS of workers at the construction site of the new Mitchell's Plain business centre stopped work and went home yesterday afternoon

They downed tools after a meeting with management on wages and a new Industrial Council agreement

They believed the employers' contributions to medical aid and holiday funds would be increased but wages would be cut

NO QUESTION

However, the secretary of the Industrial Council for the Building Industry, Mr J. J. Kitshoff, said there was no question of wages being reduced

He said travel allowances were being increased by three cents an hour from the end of June and workers would receive a wage increase in November

Workers on the site are employees of Model-Morris (Pty) Ltd, R. H. Morris (Cape) (Pty) Ltd, Roy Beamish Contractors (Pty) Ltd, and Murray and Roberts (Cape) Ltd

They were to meet management representatives on the site again today

7

12/6/80 RR 4 US

Meat ban: ~~3 meat~~ (152) 'No effect' (188) on abattoir

THE meat boycott has had 'no noticeable effect' on killings at the Maitland abattoir and quotas have continued to be met

The acting director of the abattoir, Dr W W van Heerden said today the boycott, which is into its third week, had had no effect on slaughtering at the abattoir

He said farmers were still sending livestock for slaughtering and the flow was influenced only by price. The daily quota of

5 000 animals was still being met

The branch manager of the Meat Board in Cape Town said he also had not seen any change in the turnover of meat during the boycott

As far as I can see it is having no effect at all. The abattoir is killing as normal and farmers are still sending their animals for slaughter at the same rate

The red meat boycott is in support of 800 striking meat industry workers

⊙

12/6/80 *revised*
Minister

orders

meat

talks

Parliamentary Staff

MR Hendrik Schoeman, Minister of Agriculture, has called a meeting for next month to hear complaints against the meat industry

Speaking during the third reading of the Budget debate in Parliament, Mr Schoeman, said all major meat retailers and associated bodies were being invited to the meeting as well as organisations such as the Consumer Council

Referring to many calls made for a commission of inquiry into the meat industry, Mr Schoeman said he could not appoint a commission because he did not know what complaints there were

This was why he was calling a meeting on July 15

SWA INDUSTRY

The situation could not be compared with the meat industry in South West Africa, which had nothing to do with the South African industry

He accused Mr Rupert Louw, Progressive Federal Party spokesman on agriculture, of saying the South African meat industry was guilty of the same offences as the SWA industry

12/8/80 *ALC/US* (152)

Meat men refused bail

FORTY-TWO Guguletu meat strikers who are involved in a labour dispute with a Cape Town meat packaging firm appeared in Langa Commissioner's Court today on allegations

of being in the Peninsula illegally

The workers, who were arrested by Administration Board officials at the Table Bay Cold Storage hostel in Guguletu early today, appeared on charges under section 10 (4) of the Urban Areas Consolidation Act

All applied for bail. This was refused, and their trials were postponed to June 18.

One, Mr Wiseman Neibisana, 52, told the court during the bail hearing that he had been dismissed on May 7 following strike action.

He said he was Transkeian but regarded himself as being legally in the Peninsula and would return to his job as soon as the dispute was settled.

'I'm not involved in the intimidation of other workers or people'

Captain Gerrie Strdom told the court there had been intimidation of workers employed in place of the strikers.

It had also been alleged that dismissed workers

45
were going from house to house and throwing out the meat people had in pots. *Amear*

Mr Lee Bozalek, for all the accused, said it was not possible to attribute the intimidation or any future intimidation to the workers in court, because 800 other workers were involved.

The magistrate, Mr J Fompe, said the police must have had a good reason to oppose the bail applications and therefore he had to refuse them.

Mr J J Loure appeared for the State.

(32) (15) (152)

Union pair still held as meat dispute continues

RDM 12/6/80

By STEVEN FRIDMAN
Labour Reporter

TWO trade union organisers detained two weeks ago under the General Laws Amendment Act are now being held under Section 10 of the Internal Security Act

They are Mr David Lewis and Miss Diane Cooper of the Western Province General Workers' Union whose mem-

bers in the meat trade have been staging an industry wide strike for the past three weeks.

They were originally held under Section 22 of the General Laws Amendment Act which provides for 14 days detention. That period expired yesterday.

Police have informed their lawyers that they are now being held under Section 10 the "preventive detention clause"

of the Internal Security Act, which provides for indefinite detention.

Unlike other detention-without-trial clauses Section 10 does not require the police to suspect detainees have committed a crime or were witnesses to one.

This is the first time Section 10 has been used against trade unionists — presumably in an effort to end the meat dispute.

In a statement last night the WPGWU condemned their continued detention and said it would not eliminate meat workers demand.

Meanwhile the red meat boycott in support of the strikers appears to be having a significant effect. A spokesman for the Cape Butchers Association said this week that demand in black areas had dropped by 60.

Construction workers to go back to work

CAPE TIMES 12/6/80

ABOUT 800 construction workers who downed tools on Tuesday will resume work today, according to a statement released by the Master Builders' Association yesterday

According to the statement, representatives of the MBA, four registered building trade unions and the Industrial Council for the Building Industry, met the workers of five build-

ing firms yesterday and "after having listened to their requests and queries, spent the afternoon in discussion with spokesmen for the workers"

"At the conclusion of these discussions, the representatives of the MBA agreed to discuss at Industrial Council level the matters raised by the men which would be formally presented to them by their trade unions and in turn, the workers agreed to resume work on Thursday," the statement read

The report in the Cape Times of Wednesday morning regrettably gave incorrect information which was corrected during the discussions and the men now fully understand that there will be no reduction in their take-home pay when the new agreement comes into force"

The Cape Times yesterday reported that the workers had said at a meeting with members of management before the decision to down tools that they had heard that a new Industrial Council agreement had been made in terms of which their holiday fund stamps would be paid directly by employers and their wages would be decreased

The Cape Times subsequently spoke to the managing director of Roy Beamish Contractors (Pty) Limited, Mr P Crafford, who said he knew only that the workers' grievances "had something to do with the new agreement"

Attempts made to get comment from the management of Murray and Roberts (Cape) Limited, Model-Morris (Pty) Limited and the Industrial Council for the Building Industry were unsuccessful

12/6/80 Argus
**Workers at Plain
again down tools**

Labour Reporter
A NUMBER of workers on the building site of the Mitchell's Plain business centre again stopped work today, after returning to work this morning.

About 800 workers downed tools on Tuesday in a dispute over a new Industrial Council agreement for the building industry.

AGREED

They agreed yesterday to return to work after a meeting with representatives of the Master Builders' Association, trade unions, and the Industrial Council

The MBA said in a statement that the matters raised by the men would be taken up at Industrial Council level

A spokesman for one of the construction companies said it was not clear how many workers were involved in today's stoppage.

OFFICIALS

Union officials were again on site for discussions, he said

● About 25 artisans at the new police flats building site in District Six stopped work for a few hours yesterday

A spokesman for Bruce Dundas (Pty) Ltd, said they went to the offices of the Industrial Council, on the Foreshore to try to clarify implementation of the new agreement, which comes into effect on July 1

They were all back at work, he said.

Democracy key to meat dispute

David Bleazard,
Labour Reporter

THE arrest of 42 meat workers in a pre-dawn police raid on their hostel yesterday has done nothing to raise hopes of a settlement to the dispute in the Cape Town meat industry.

For nearly a month now 800 breadwinners have been out of work. Most of them, unlike the arrested contract workers, are permanent residents.

Together, contract and local workers have won widespread community support in the dispute through the clearly democratic and non-racial nature of their demands.

FUNDAMENTAL

The dispute centres on the fundamental labour question of how workers are to be represented in their dealings with management.

It began with the refusal of management at Table Bay Cold Storage Company to recognise a six-man committee elected by the workers.

Managing director Mr R L Selzer insisted that the workers form a liaison or works committee, registered with the Department of Manpower Utilisation.

Meat workers have rejected these committees as racist, applying only to Africans and excluding coloured workers. Liaison committees, moreover, are composed partly of management nominees.

The workers have insisted upon non-racial workers' committees, democratically elected by all workers in a factory.

At most firms in the meat industry, such committees had already been recognised by management when the dispute at Table Bay Cold Storage came to a head.

About 75 Table Bay workers walked out on

May 7 in protest at Mr Selzer's attitude, which included a demand that the workers disassociate themselves from their union.

NO NEGOTIATION

Like most other workers in the industry, they belong to the unregistered Western Province General Workers' Union. Formal recognition, of the union by management had not been sought.

Mr Selzer refused to negotiate with the workers after the walkout, on the grounds that they had terminated their contracts.

He refused to meet representatives from committees in the other firms.

In a Press statement, Mr Selzer claimed to have the unanimous support of all employers in the Cape Town meat industry.

Hundreds of meat workers from more than a dozen firms held a one-day walkout on May 19 in protest at this support and in sympathy with the Table Bay Cold Storage

Workers

They included more than 200 workers at National Meat Suppliers who had been refused recognition of a non-racial workers' committee.

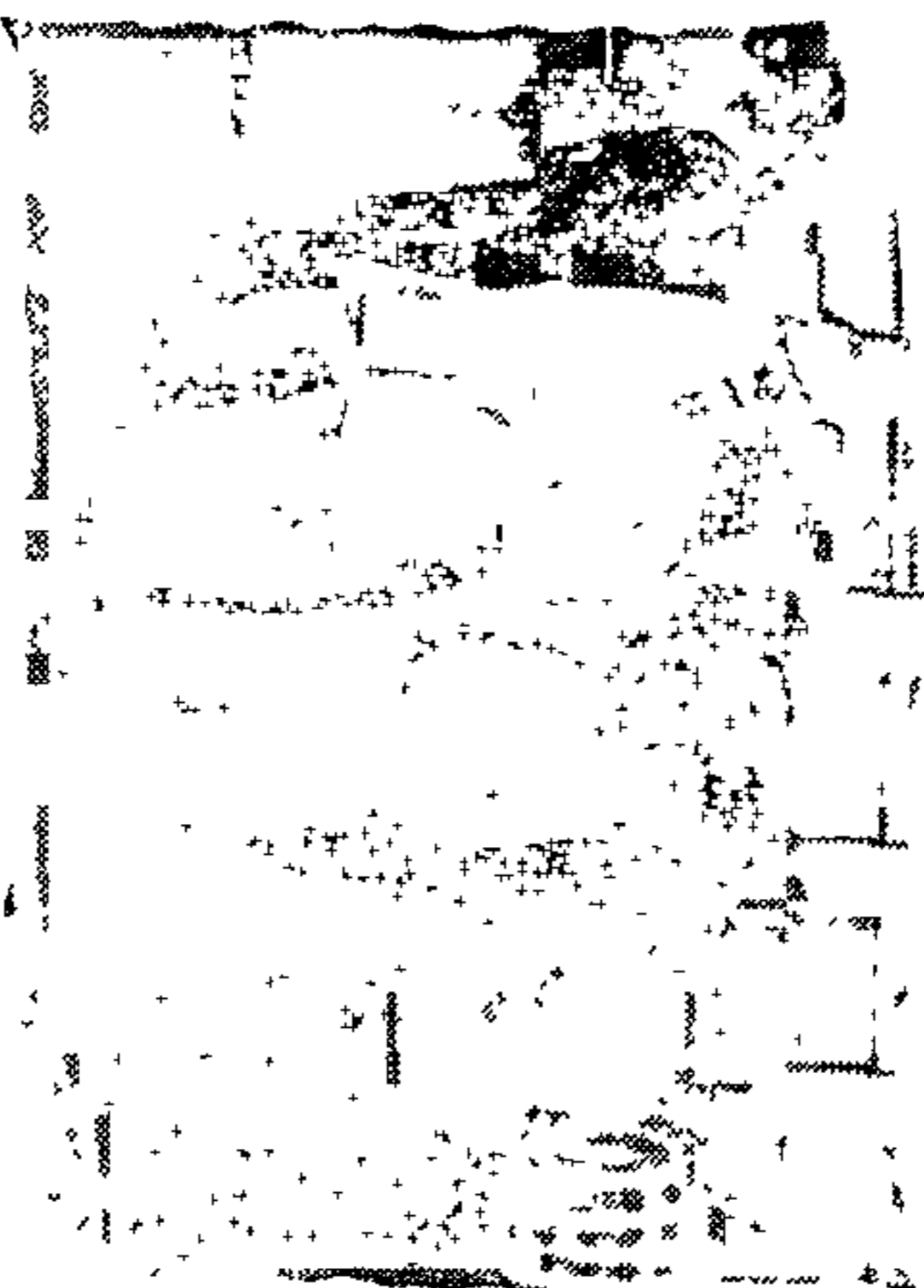
When they reported for work the following day, all the workers were turned away — in some cases by police with dogs.

The reason for the concerted action by the meat bosses in supporting Mr Selzer and in dismissing the 300 workers are not clear.

In a half-page newspaper advertisement on May 23, the employees said they were taking a stand in support of the talk, don't walk principle in industrial relations.

'NOT LEGAL'

They said normal channels of dialogue and consultation had been bypassed and employees had resorted to illegal strike action before attempting to discuss their claims in



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

a constitutional manner.

This ignores, however, the very real attempts by workers at Table Bay Cold Storage and the other firms to settle the dispute through letters and re-

of Manpower Utilisation and later the police.

The rationale for the employers' behaviour may lie in the very effectiveness, and hence power, of the non-racial democratically-elected committees and their union.

NOT CONSULTED

In March, just before the Easter Weekend 59 workers at Karoo Meat Exchange went on strike for a week. They claimed that their recognised committee had not been consulted — as its constitution required — before an employee was dismissed.

With the evident support of workers in other firms, the Karoo workers won reinstatement to their jobs and full pay for the week they were out of work.

FEW COLOURED

Employers may be intent now on teaching their workers a lesson and discouraging their attach-

ment to the union, or even on replacing their African workforce with coloured workers.

In both the Karoo dispute and the present dispute coloured workers have been loth to join strike action. Only a handful of the 800 men now on strike are coloured workers.

According to committee members, however, there is no anger or resentment at the failure of coloured workers to support the strike.

Our feeling is that we must still organise them, one said.

POURING IN

Much of the money which has been pouring in to help the union to pay strikers R15 a week has come from the coloured community through student, community and other organisations.

The boycott of red meat which the workers called for has been well supported on the Cape Flats as

well as in the African townships, although the Cape Butchers' Association members stopped selling meat for only three days.

Whatever the effects of the boycott on the meat industry's profits, it appears that the Cape Town community is largely behind the workers.

HOLDING OUT

In spite of the hardship of trying to keep their families on R15 a week, the workers are confident they can hold out in the war of attrition with management.

Many of them are skilled workers, in any case, and they believe their firms need them. They refuse to consider themselves dismissed and have refused to collect money owing to them. The employers know the meat workers are serious

Both employers and the State must realise by now that such action is no solution to the dispute.

One of the workers had a suggestion. 'We want the managements to change their minds and be prepared to talk the issue over with us. We are ready to discuss it.'

X

42 ²⁰⁶ Cape meat ¹⁵² ¹⁸⁴ ¹⁴⁵
²⁰⁶ strikers ¹⁵² ¹⁸⁴ ¹⁴⁵ arrested
WDM 13/6/80

By STEVEN FRIEDMAN
Labour Reporter

FORTY-two black workers who are on strike at Table Bay Cold Storage in Cape Town were arrested yesterday and have been charged with being in the area illegally.

The workers were arrested in a 4am raid on Table Bay's hostel in Gugulethu township and are being held without the option of bail.

They appeared in court yesterday morning and are due to appear again on Wednesday, according to the Western Province General Workers Union.

The union fears that police plan to arrest all contract workers taking part in the Peninsula's general meat strike — about 200 of the 800 strikers.

The general strike, which was sparked by one at Table Bay over a demand that management recognise a worker committee, has also led to a boycott of red meat in the Cape Town area.

Earlier this week, police told the union's lawyers that two union organisers, Mr David

Lewis and Miss Diane Cooper were now being detained under Section 10, the "preventive detention" clause, of the Internal Security Act. They had previously been held under Section 22 of the General Laws Amendment Act.

The arrest of the strikers drew strong reaction from the International Confederation of Free Trade Unions, which represents unions in most parts of the Western world.

The ICFTU said it viewed the arrests "in a serious light" and would take "whatever action it sees fit" to support the striking meat workers, according to a cable sent to the WPGWU yesterday.

The union issued a statement yesterday in which it alleged that the management at Table Bay was "fully aware" of the police action and had "sanctioned it".

A spokesman for the office of Mr R. I. Selzer, Table Bay's managing director, said yesterday that Mr Selzer was no longer prepared to accept calls from the Press and was not prepared to comment.

42 Guguletu men appear in court

CAPE TOWN 13/6/80 Staff Reporter

152

186

FORTY-TWO Guguletu contract workers appeared in the Langa Commissioner's Court yesterday charged with being in the area illegally under Section 10 (4) of the Urban Areas Consolidation Act

The charges follow a strike by the workers at Table Bay Cold Storage in Paarden Eiland. The workers were dismissed and contracts for the migrant labourers were terminated.

Forty-two were arrested yesterday at 4.00 am at the Table Bay Cold Storage hostel in Guguletu.

One of the workers who appeared, Mr Wiseman Dikizana, pleaded not guilty to the charge. He said he did not regard his contract as being terminated and did not consider himself as being illegally in the area.

"If the labour dispute can be settled, I am prepared to take my job again," he told the court.

A Cape Town police officer, Captain Gerry Strydom, told the court that if the men were released, they would intimidate people now employed in their places.

The commissioner, Mr W Fourie, said the evidence given by the police officer could not be disputed. He remanded the men till June 18.

Mr J J Fourie prosecuted. Mr Lee Bozalek appeared for the men.



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GOVERNMENT GAZETTE

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Vol. 180]

PRETORIA, 13 JUNE 1980
JUNIE

[No. 7081

GOVERNMENT NOTICE

DEPARTMENT OF JUSTICE

No 1301 13 June 1980
PROHIBITION OF GATHERINGS—SECTION 2
(3) (b) OF ACT 17 OF 1956

Whereas I, Alwyn Louis Schlebusch, Minister of Justice, deem it necessary for the maintenance of the public peace, I hereby prohibit, in terms of section 2 (3) (b) of the Riotous Assemblies Act, 1956 (Act 17 of 1956), 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, or at which any protest or boycott or strike is encouraged or discussed or which is held in protest against or in support of or in commemoration of anything, in the magisterial districts mentioned in the Schedule hereto from 14 June 1980 until 30 June 1980 except for such gatherings which I or the magistrate of the magisterial district concerned expressly authorise

This prohibition shall not apply to any gathering of 10 persons or less

Dated at Cape Town this 13th day of June 1980

A. L. SCHLEBUSCH, Minister of Justice

SCHEDULE

Durban, Pinetown, Inanda, Lower Tugela, Ndwedwe, Port Shepstone, Umzinto, The Cape, Wynberg, Bellville, Goodwood, Simonstown, Kuils River, Port Elizabeth, Uitenhage, Albany, Cradock, Kirkwood, Graaff-Reinet, Fort Beaufort, Johannesburg, Pretoria, Vereeniging, Vanderbijlpark.

GOEWERMENSKENNISGEWING

DEPARTEMENT VAN JUSTISIE

No 1301 13 Junie 1980
VERBOD OP BYEENKOMSTE—ARTIKEL 2 (3)
(b) VAN WET 17 VAN 1956

Aangesien ek, Alwyn Louis Schlebusch, Minister van Justisie, dit nodig ag tot handhawing van die openbare rus, verbied ek hierby ingevolge artikel 2 (3) (b) van die Wet op Oproerige Byeenkomste, 1956 (Wet 17 van 1956), enige byeenkoms van 'n politieke aard waar enige staatsvorm of enige beginsel of beleid of optrede van 'n regering van 'n staat of van 'n politieke party of politieke groep aangeprys, verdedig, aangeval, veroordeel of bespreek word of waar enige protes of boikot of staking aangemoedig of bespreek word of wat in protes teen of ter ondersteuning van of ter herdenking van enigiets gehou word, in die landdrosdistrikte in die Bylae hiervan genoem vanaf 14 Junie 1980 tot 30 Junie 1980 behalwe so 'n byeenkoms wat ek of die landdros van die betrokke landdrosdistrik uitdruklik magtig

Hierdie verbod is nie van toepassing op 'n byeenkoms van 10 of minder persone nie.

Gedateer te Kaapstad op hede die 13de dag van Junie 1980

A. L. SCHLEBUSCH, Minister van Justisie.

BYLAE

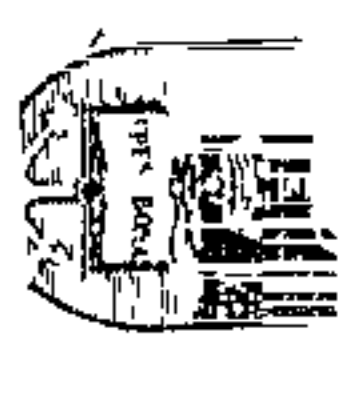
Durban, Pinetown, Inanda, Lower Tugela, Ndwedwe, Port Shepstone, Umzinto, Die Kaap, Wynberg, Bellville, Goodwood, Simonstad, Kuilsrivier, Port Elizabeth, Uitenhage, Albany, Cradock, Kirkwood, Graaff-Reinet, Fort Beaufort, Johannesburg, Pretoria, Vereeniging en Vanderbijlpark

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Democracy Key to city meat dispute

David Bleazard, Labour Reporter

THE arrest of 42 meat workers in a pre-dawn police raid on their hostel yesterday has done nothing to raise hopes of a settlement to the dispute in the Cape Town meat industry.

For nearly a month now 800 breadwinners have been out of work. Most of them, unlike the arrested contract workers, are permanent residents. Together, contract and local workers have won widespread community support in the dispute through the clearly democratic and non-racial nature of their demands.

FUNDAMENTAL
The dispute centres on the fundamental labour question of how workers are to be represented in their dealings with management.

It began with the refusal of management at Table Bay Cold Storage Company to recognise a six-man committee elected by the workers. Managing director Mr R L Selzer insisted that the workers form a liaison or works committee, registered with the Department of Manpower Utilisation.

Meat workers have rejected these committees as racist, applying only to Africans and excluding coloured workers. Liaison committees, moreover, are composed partly of management nominees. The workers have insisted upon non-racial workers' committees, democratically elected by all workers in a factory.

At most firms in the meat industry, such committees had already been recognised by management when the dispute at Table Bay Cold Storage came to a head. About 75 Table Bay workers walked out on May 7 in protest at Mr Selzer's attitude, which included a demand that the workers disassociate themselves from their union.

NO NEGOTIATION
Like most other workers in the industry, they belong to the unregistered Western Province General Workers' Union. Formal recognition of the union by management had not been sought. Mr Selzer refused to negotiate with the workers after the walkout, on the grounds that they had terminated their contracts. He refused to meet representatives from committees in the other firms.

In a Press statement, Mr Selzer claimed to have the unanimous support of all employers in the Cape Town meat industry. Hundreds of meat workers from more than a dozen firms held a one-day walkout on May 19 in protest at this support and in sympathy with the Table Bay Cold Storage workers.

Workers.

They included more than 200 workers at National Meat Suppliers who had been refused recognition of a non-racial workers' committee.

When they reported for work the following day, all the workers were turned away — in some cases by police with dogs. The reason for the concerted action by the meat bosses in supporting Mr Selzer and in dismissing the 500 workers are not clear.

In a half-page newspaper advertisement on May 28, the employees said they were taking a stand in support of the 'talk don't walk principle' in industrial relations.

'NOT LEGAL'
They said normal channels of dialogue and consultation had been bypassed and employees had resorted to illegal strike action before attempting to discuss their claims in a constitutional manner.

This ignores, however, the very real attempts by workers at Table Bay Cold Storage and the other firms to settle the dispute through letters and re-

quests for meetings. From the workers' point of view, withholding their labour was a last resort in the face of management intransigence — backed up by the State in the form of the Department

of Manpower Utilisation and later the police. The rationale for the employers' behaviour may lie in the very effectiveness, and hence power, of the non-racial democratically-elected committees and their

of Manpower Utilisation and later the police. The rationale for the employers' behaviour may lie in the very effectiveness, and hence power, of the non-racial democratically-elected committees and their

FLASHBACK to the start of the dispute

Workers of the Table Bay Cold Storage Company gathered outside the firm's offices after a walkout.

With the evident support of workers in other firms, the Karoo workers' jobs and full pay for the week they were out of work.

POURING IN
Much of the money which has been pouring in to help the union to pay strikers R15 a week has come from the coloured community through other organisations.

The boycott of red meat which the workers called for has been well supported on the Cape Flats as well as in the African townships, although the Cape Butchers' Association members stopped selling meat for only three days.

Whatever the effects of the boycott on the meat industry's profits, it appears that the Cape Town community is largely behind the workers.

HOLDING OUT
In spite of the hardship of trying to keep their families on R15 a week, they can hold out in the war of attrition with management.

Many of them are skilled workers, in any case, and they believe their firms need them. They refuse to consider themselves dismissed and have refused to collect money owing to them. The employers know the meat workers are serious in their demand for reinstatement and recognition of the committees at Table Bay Cold Storage and National Meat Suppliers.

Mr Selzer saw, in an attack on a Table Bay Cold Storage worker who wanted to return to work after walking out, the frustration and potential anger of the workers. Two union organisers, Mr Dave Lewis and Miss Di Cooper, were detained under Section 22 of the General Law Amendment Act for two weeks and are still being held under Section 10 of the Internal Security Act.

EMPLOYERS' POINT OF VIEW

Employers may be impatient now on teaching their workers a lesson and discouraging their attachment to the union, or even on replacing their African workforce with coloured workers.

In both the Karoo dispute and the present dispute coloured workers have been loth to join strike action. Only a handful of the 800 men now on strike are coloured workers.

According to committee members, however, there is no anger or resentment at the failure of coloured workers to support the strike.

'Our feeling is that we must still organise them,' one said.

FEW COLOURED
Employers may be impatient now on teaching their workers a lesson and discouraging their attachment to the union, or even on replacing their African workforce with coloured workers.

In March, just before the Easter weekend, 50 workers at Karoo Meat Exchange went on strike for a week. They claimed that their recognised committee had not been consulted — as its constitution required — before an employee was dismissed.

With the evident support of workers in other firms, the Karoo workers' jobs and full pay for the week they were out of work.

Employers may be impatient now on teaching their workers a lesson and discouraging their attachment to the union, or even on replacing their African workforce with coloured workers.

MEAT WORKERS' DEMANDS

1. Recognition of the workers' committees.

2. Recognition of the workers' committees.

3. Recognition of the workers' committees.

4. Recognition of the workers' committees.

5. Recognition of the workers' committees.

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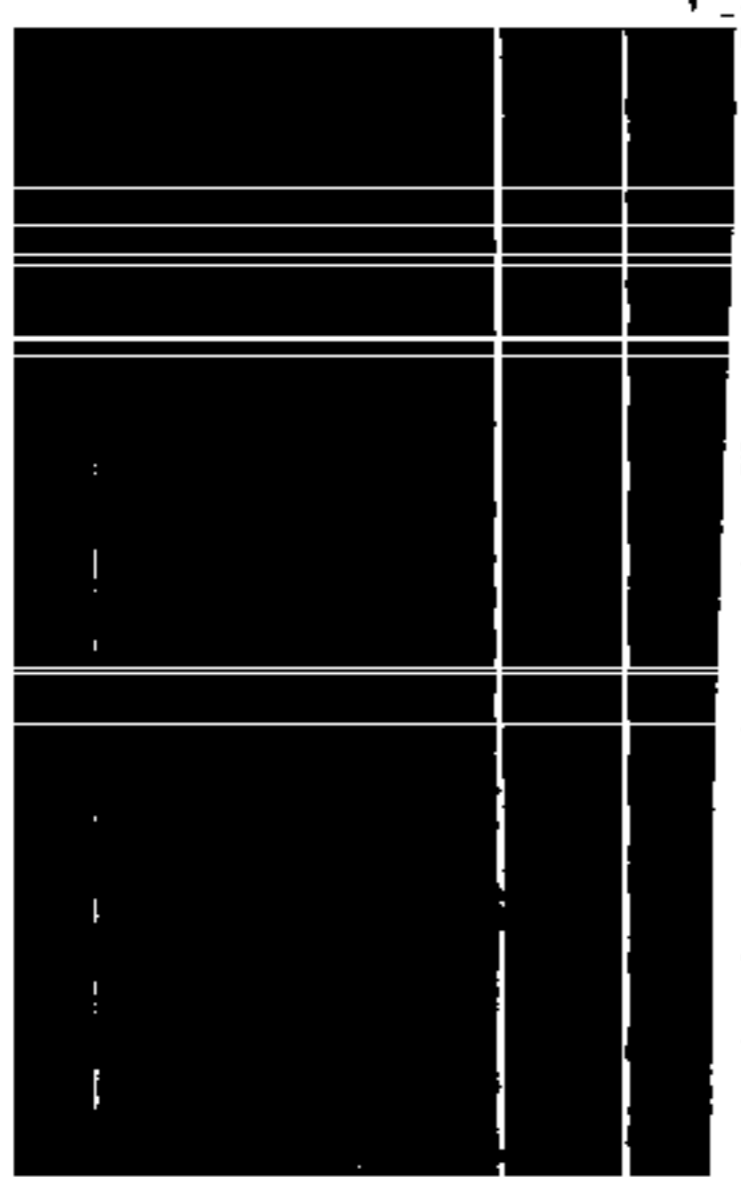
8. Recognition of the workers' committees.

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

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



One of the Table Bay Cold Storage workers was beaten and stabbed when he tried to return to work after the walkout last month.

Workers waiting for a meeting with management which never came, at the firm where the dispute in the meat industry started.

Own Correspondent

CAPE TOWN — The arrest of 42 meat workers in a pre-dawn police raid on their hostel this week has done nothing to raise hopes of a settlement to the dispute in the Cape Town meat industry.

For nearly a month, 800 breadwinners have been out of work.

Most of them, unlike those arrested, who are contract workers, are permanent residents.

Support

Together, contract and local workers have won widespread community support in the dispute through the clearly democratic and non-racial nature of their demands.

They are demanding reinstatement.

The dispute centres on the fundamental labour question of how workers are to be represented in their dealings with management.

It began with the refusal of management at Table Bay Cold Storage Company to recognise the six-man committee elected by the workers.

Insisted

Managing director Mr R. L. Selzer insisted the workers form a liaison or works committee, registered with the Department of Manpower Utilisation. Meat workers have

Workers who won't give up

STAR 14/6/80

152

rejected these committees as "racist," applying only to blacks and excluding coloured workers.

Liaison committees, moreover, are composed partly of management nominees.

The workers have insisted on non-racial workers' committees.

Recognised

Democratically elected by all the workers in a factory at most firms in the meat industry, such committees had already been recognised by management when the dispute at Table Bay Cold Storage came to a head.

About 75 Table Bay workers walked out on May 7 in protest at Mr Selzer's attitude, which included a demand that the workers dis-

DAVID BLEAZARD fills in the background to the current dispute in the Cape Town meat industry.

ciate themselves from their union.

Like most other workers in the industry, they belong to the unregistered Western Province General Workers' Union. Formal recognition of the union by management had not been sought.

Mr Selzer refused to negotiate with the workers after the walk-out, on the grounds that they had terminated their contracts.

He refused to meet representatives from committees in the other firms.

Mr Selzer claimed to have the unanimous support of employers in the Cape Town meat industry.

Hundreds of meat workers from more than a dozen firms staged a one-day walk-out in protest at this support and in sympathy with the Table Bay Cold Storage workers on May 19.

They included more

Peace hopes still elusive

This ignores, however, the very real attempts by workers at Table Bay Cold Storage and the other firms to settle the dispute through letters and requests for meetings.

Last resort

From the workers' point of view, withholding their labour was a last resort in the face of management intransigence backed by the State in the form of the Department of Manpower Utilisation and later the police.

The rationale for the employers' behaviour may lie in the very effectiveness, and hence power, of the non-racial democratically elected committees and their union.

The employers may be intent now on teaching their workers a lesson and discouraging their attachment to the union, or even on replacing their black work force with coloured workers.

Confident

The workers are confident they can hold out in the war of attrition with management.

One of the workers had a suggestion.

"We want the managements to change their minds and be prepared to talk the issue over with us. We are ready to discuss it."

than 200 workers at National Meat Suppliers who had been refused recognition of a non-racial workers' committee.

Turned away

When they reported for work next day, all the workers were turned away — in some cases by police with dogs.

The reasons for the concerted action by the meat bosses in supporting Mr Selzer and in dismissing the 800 workers are not clear.

In a half-page newspaper advertisement on May 23, the employers said they were taking a stand in support of the "talk don't walk principle" in industrial relations.

They said normal channels of dialogue and conciliation had been bypassed and employees had "resorted to illegal strike action before attempting to discuss their claims in a constitutional manner."

ODM 14/6/80

Two more union leaders detained

(329) (145) (152) (186)

By RIAAN DE VILLIERS
Labour Correspondent

THE POLICE crackdown on the Western Province General Workers' Union continued yesterday with the detention of two more union organisers.

The two men Mr Mike Morris and Mr John Frankish, were detained yesterday morning under Section 22 of the General Laws Amendment Act.

The latest detentions were condemned yesterday by both the union and the Federation of South African Trade Unions (Fosatu).

In a statement, the union warned that the move could increase anger among workers and the situation in Cape Town could become "more explosive".

The detentions are also expected to fuel mounting protests by the international labour movement over Government action against unregistered unions.

Two other WPGU organisers,

Mr David Lewis and Miss Diane Cooper, were detained under the same Act over two weeks ago.

Earlier this week, union lawyers were told they were being held under Section 10 of the Internal Security Act.

In a statement issued yesterday, the WPGU deplored the action against the union organisers.

It pointed out that the detentions followed the arrests of 42 striking meat workers earlier this week for pass offences.

The statement said "The detentions and the arrests of the 42 workers shows how oppressive laws are being used to maintain an undemocratic society".

It warned that the "provocative action" by the State against workers and their leaders could only increase anger and bitterness among workers and therefore make the situation in Cape Town "more explosive".

Long-service awards

C. TIMES 14/6/80
Staff Reporter

ABOUT 500 employees of LTA Construction (Cape) Ltd, who downed tools between Monday and Wednesday last week, will gather at the company's yard in Epping today for a long-service award presentation ceremony.

The strike was part of widespread unrest among construction workers in the last two weeks.

Mr Arthur Rogers, speaking

for LTA, said 69 workers would receive long-service medals, watches and cheques. Among the recipients is a carpenter, Mr Richard Milton, who has served the company for 40 years.

73
152

138 14/6/80 152 188
650 walk out at factory

EAST LONDON: — More than 650 workers walked out of the Western Province Preserving Company's factory here yesterday over an alleged refusal by the management to recognize their trade union representatives

But a director of the company, Mr B P Hanley, denied any refusal by the management to recognize the trade union

Workers said trouble started last Friday when three mem-

bers of the factory's branch of the African Food and Canning Workers' Union told Mr Hanley about a decision by the workers to disband the factory liaison committee

Two of the company's employees who were involved in the walkout yesterday are believed to have been detained

The head of the local security police, Colonel A P van der Merwe, could not confirm the detentions yesterday afternoon

Police: don't disrupt workers

Jan 2
JHSP
14/6/80

152
486
127

EAST LONDON — The Divisional Commissioner of Police for the Border, Brigadier J H du Plessis, issued a warning here yesterday against intimidators who try to disrupt workers.

"We are going to deal very severely with these people," he said

Brigadier Du Plessis said "No worker has to fear molestations by these people if he goes to work. If anybody tries anything I can assure them we will be there in force."

Brigadier Du Plessis said special patrols would be sent out in anticipation of any trouble and there will also be observation patrols. — DDR

(151) (152)

East London workers strike over liaison committee

By OWEN VANQA

ALMOST the entire workforce of an East London cannery, Western Province Preserving Company, downed their tools on Friday morning when management refused to disband the liaison committee.

A spokesman for the strikers said they had long voiced their dissatisfaction with liaison committees at the factory because the committees do not represent the interest of the workers. They see committee members as puppets who serve the interests of the management.

The spokesman said they had called on Mr Hanley, the factory's director, last week to disband the liaison committee, but he had refused.

"When we told him we wanted him to address us on the issue he said he could not listen to any grievances and the workers should go through the liaison committee," the spokesman said.

The workers then decided to walk out of the factory.

Over 700 of the factory's 1 000 workers are members of the African Food and Canning Workers' Union.

Two shop stewards, Mr Gideon Zwakala and Mr Dan Mavume, were picked up by the police on their way to the city, according to their colleagues.

A spokesman for the Border Security Police referred enquiries to the Directorate of Public Relations.

The Border organising secretary of the union, Mr B P Norushe, said it was high time that employers listened to the voice of the workers.

"Dummy institutions like liaison committees have been proved to be no answer," he said.

"The Government should warn the employers that liaison committees cannot solve labour disputes. In my view it is the employers who are causing industrial unrest and not the workers.

"In my last meeting with the factory director, I told him the committees did not truly represent the wishes of the people, but he said I was introducing politics."

Mr Norushe said he would try and see him to negotiate for the workers, but all attempts by the union and SUNDAY POST to contact Mr Hanley have failed.

S. Post 15/11/80

Work stops as 3500 demand more pay

STAR 16/6/80 (192) (152)

Own Correspondent

PORT E LIZABETH —

Production at Volkswagen in Uitenhage came to a halt today when 3500 black workers walked out after demanding higher wages

A spokesman for Volkswagen said the workers had submitted a statement to the management demanding a basic wage of R2 an hour

The present minimum rate paid by the company is R1,15 an hour

The spokesman said the

rate which applied to all Eastern Cape vehicle manufacturers was the highest for any industrial council in the country and the highest in the motor industry.

Management is now negotiating with representatives of workers to discuss their demands.

"New wage rates are being discussed with the industrial council as new rates are being negotiated for Volkswagen, Ford and General Motors," the spokesman said

ARGUS
16/6/88
Arrest of meat workers 152

THE Administration Board was not responsible for the arrest of 42 meat workers at their Guguletu hostel last week, the chief director of the board, Mr A A Louw, has pointed out.

The workers were arrested by police in a pre-dawn raid on the Table Bay Cold Storage hostel.

They were refused bail when they appeared in the Langa Commissioner's Court. They are to appear again on Wednesday.

White
workers

152

151

'on their
own now'
RDM 16/6/80

Own Correspondent

GRAHAMSTOWN — White workers, at Ford were becoming aware that the State was no longer prepared to intervene on their behalf, a Rhodes University sociologist, Dr Marianne Roux, said in Grahamstown last week.

Dr Roux, who researched Ford's labour practices in terms of the Sullivan Code of Principles last year, said the white worker's feeling of insecurity may also have been aggravated by the Government's acceptance of the Wiehahn recommendations.

Delivering a paper on industrial unrest at Ford, she told a meeting of the Black Sash that whites felt there was a growing distance between their interests and those of the State.

A widely-publicised and anticipated white backlash, to black workers' action did not last long, she said.

However, this did not mean that white workers were accepting black advancement. Rather, they were aware of changing State attitudes towards the white working class.

Dr Roux said that the main reason for the strike at Ford's Cortina plant was the decline in real wages since 1971, coupled with a short working week.

This resulted in a cutback of almost 32% in the weekly take-home pay of hourly paid workers, she said. "Given the decline in their real wages, it is not surprising that changes such as the integration of eating, toilet and working facilities are regarded as being merely cosmetic."

Dr Roux said workers believed these measures had been implemented for the benefit of visitors and to please directors of Ford in America, but otherwise did "little more than distract attention from the more fundamental problems of economic and social justice in the company and the community."



A member of management addresses striking construction workers at the Mitchell's Plain business centre yesterday. At the meeting workers said that in terms of a new industrial council agreement their holiday fund stamps would be paid directly by employers and their wages would be CAPE TRUSTS (152) decreased. About 800 workers decided to down tools.

VW strike could start waiting list

STAR
17/6/80
152

By Harvey Thomas

Unless the strike at the giant Volkswagen factory in Uitenhage is soon settled there could be waiting lists for South Africa's best-selling car — the Golf

Volkswagen's daily production figure is not published but I understand it is in excess of 250 units. A spokesman said today the company could soon make up two or three days lost volume but "a protracted stay away

will certainly lead to a shortage of Golfs"

Longer-term fears in Port Elizabeth were that the strikers' demand could — if successful — push up the price of all motor vehicles made by VW, GM and Ford

Labour costs are an important part of the pricing structure of motor vehicles

● Page 11: VW factory at standstill.

STAR 12/6/80

152

VW production at standstill

Own Correspondent

P O R T ELIZABETH

Production at the Volkswagen factory in Uitenhage was still at a standstill this morning while management and Representatives of the 3500

black workers who walked out on strike yesterday continued negotiating over wage demands.

The plant's black workforce downed tools yesterday morning and walked out peacefully after

presenting management with a demand for a minimum wage increase of R2 an hour and R2,60 for drivers

A Volkswagen spokesman said the present minimum wage of R1,15 was

the highest in the industry

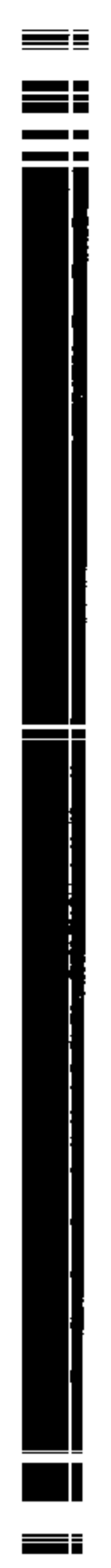
The company's public affairs manager, Mr Rubin Eis, said this morning that no agreement had been reached between management and the

workers, but he was hopeful that the black workers would return to work today

He confirmed that, because of the plant standstill, the company could go home at about 10 am yesterday. Those workers were back at work today and the question of whether they will be paid for the time off and what they would do if the strike was continued, were some of the issues to be decided today.

New wage rates for the local motor industry workers are being negotiated by the industrial council.

On Sunday, a meeting of the workers and the United Automobile and Rubber and Allied Workers Union, to be held in a Uitenhage hall, was banned under the Riotous Assemblies Act.



VW strike blamed on meeting ban

152 (circled) RDM 17/6/80 (handwritten)

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By STEVEN FRIEDMAN
Labour Reporter

THE entire black and coloured workforce of nearly 4 000 at the Volkswagen plant in Uitenhage struck yesterday in support of wage demands.

Unionists believe the strike was sparked by a proclamation issued by Uitenhage's chief magistrate banning a weekend indoor meeting at which union representatives were to have reported back to workers on wage negotiations.

"I am positive that the strike would not have occurred if the meeting had not been banned — thus preventing us from informing workers of the progress of wage talks," Mr Fred Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers (NUMAWR) said yesterday.

NUMAWR is affiliated to the Federation of South African Trade Unions (Fosatu).

Report-back meetings are planned for Ford and General Motors workers later this week and there are fears of new unrest if these are also banned.

The Volkswagen strike follows an hour-long stoppage by drivers at the plant three weeks ago.

Meanwhile the general strike of black Cape Town meat workers entered its fifth week A

strike by 650 workers at Western Province Preserving in East London has ended, according to a company spokesman.

Workers were protesting against the liaison committee system.

Yesterday morning all black and coloured workers at the Volkswagen plant left the factory and demanded that wages be increased to R2 an hour, according to a Volkswagen spokesman, Mr Reuben Els.

He said the minimum at present was R1,15 and added "This is the highest in the Eastern Cape area."

Later in the morning workers decided to return home and are expected to gather at the factory this morning to be addressed by union officials, who will request a mandate to continue negotiations for another week.

Talks between management and union representatives took place yesterday and will continue today, Mr Els said. He said workers were expected to return to work this morning.

Volkswagen recognises both Mr Sauls's union and the black United Auto Workers Union, another Fosatu affiliate. The Eastern Cape motor industry is one of a handful in which black union representatives have an unofficial voice in the indus-

try's industrial council, at which wage levels are discussed.

Mr Sauls said yesterday that workers had mandated their union to demand a minimum of R2 an hour for unskilled workers, R2,75 for semi-skilled and R3,50 for skilled workers.

These demands had been discussed at an industrial council meeting and the union had planned to report back to Volkswagen workers on Sunday. But a proclamation by the chief magistrate late on Saturday night banned the meeting.

"Workers believed this was an attempt to prevent their voice being heard and suspected management had a hand in the ban. This appears to have sparked off the strike," Mr Sauls said.

He said union officials did not believe there was any management involvement in the proclamation.

Negotiations at the industrial council were at an early stage, Mr Sauls said, and "the offer employers had made was by no means final — we were nowhere near deadlock, and we would have advised workers to authorise further negotiations."

He was confident that workers would have given the union a mandate to continue negotiations had they been allowed to meet, he said.

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.
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Strikes spread 4 350 MOW OUT

CAPL TIMES 18/6/80

Own Correspondent

REPORT ELIZABETH — Strike figures at Uitenhage factories swelled to about 4 350 yesterday when black workers at two factories joined the 3500 who downed tools at Volkswagen on Monday and who marched through the centre of the town yesterday.

Work came to a standstill at the Hella automotive lighting equipment plant when 700 assembly line workers 620 of them women were sent home at lunchtime.

At SKF Bearing Manufacturers about 150 workers were sent home when they refused to go back to work after lunch.

Hella's managing director, Mr Fred Polcsek, said workers started to gather in groups from 9.30 am. They later demanded an hourly rate of R5.

'This was absurd. Later most of the women expressed fears of being beaten up if they did not leave. For their safety I decided to close the factory and send them home.'

At Volkswagen where workers have demanded a minimum R2 an hour the plant has been closed until further notice.

Management said in a statement to workers late yesterday that negotiations with union officials would continue.

Earlier the Volkswagen public affairs manager Mr Ruben Els had said workers were addressed by the secretary of the United Automobile, Rubber and Allied Workers Union, Mr Fred Sauls, after gathering on the factory floor after 8 am.

Workers rejected calls to carry on while negotiations were in progress and left on their own accord. They were told management needed more time to consider the demand.

Mr Els said the strikers would not be paid during the stay-away.

Spreading strike closes VW

STAR 18/6/80

152

By Harvey Thomas

The Volkswagen factory at Uitenhage was closed today until further notice because of the spreading strike of motor workers

Today the strike — initially aimed at VW — had spread to vital component suppliers in Uitenhage. If it is not resolved soon every motor company in South Africa will be affected.

Workers have downed tools at Hella, manufacturers of vehicle lighting equipment, and at the SKF wheel bearing factory. And there are fears that the strike will spread to the neighbouring Girling brake factory and Borg-Warner transmission plant

Ford and General Motors have already been forced to cut production as the component factories are the sole source of supply for their products

"And, as the supplier industry has been stretched to the limit to meet the boom demand, there is absolutely no spare stock to draw on," said a Ford spokesman.

Volkswagen have announced that their striking 3 500 workers should not return to their jobs until notified by the management and said that negotiations were continuing.

The VW workers walked out on Monday to back up their demand for a minimum wage of R2 an hour instead of the present R1,15c

Motor industry executives in Port Elizabeth said today that the strike seemed to be patterned on recent American examples with VW being selected as a target because it is probably the most economically viable motor group in the area.

18 JUL 1980

The Post

Ford workers case postponed to tomorrow

THE HEARING of the case of eighteen Ford Company workers who appeared before Mr J S Knoesen in the Port Elizabeth Regional Court on Monday has been postponed to Thursday ending the application of removal of trial to Humansdorp.

Amongst the men are Mr M Gqamlana (27), Mr B Kulati (30), Mr T Keli (30), Mr V Boro-ngo (27), Mr S Moyana (23), Mr W Twebe (27), Mr S Koti (27), Mr L Dladla (28), Mr S Landuli (29), Mr G. Sogoni (24), Mr R Nkam (24), Mr F Fontein (25), Mr M Mnyobe (26), and Mr Z Ndongeni. The case followed a strike at Ford in November last year.

CROWDS

Applying for the trial to be moved, the prosecutor Mr A le Grange, said that because big crowds might attend hearings and in "the present climate of unrest" the functions of court be disturbed and witnesses tampered with, the move would be a precautionary measure.

Mr I Falham said that his instructing attorneys, Mr H Fischat and Mr I Sogoni, had not been approached about the move.

He said the move to Humansdorp would mean considerable expense to the accused, their relatives and friends who, wanted, as was their right, to attend the proceedings.

Bail for accused was extended. Mr P N Langa appeared with Mr Falham.

CAPL Times
18/6/60
New black trade unions

FINAL registration had been accorded to two black trade unions, provisional registration to one, while 11 applications were still under consideration, the director-general of the Department of Manpower Utilisation, Mr E A Cilliers, said in a statement yesterday.

They were the 14 black trade unions which had applied for registration since the Industrial Conciliation Amendment Act, which provided for the recognition of black trade unions, came into operation.

Mr Cilliers said that the minister had granted approval in principle to six unregistered trade unions affiliated to the Federation of South African Trade Unions (Fosatu) to apply for registration in terms of the Industrial Conciliation Act on a multi-national basis.

"A similar concession has been made in the case of two other newly-established trade unions," he said.

"The applications of the trade unions concerned will now be dealt with in accordance with the Act and will be published in the Government Gazette for objections."

After saying that 14 black trade unions had applied for registration, Mr Cilliers said that 29 existing registered trade unions had applied for permission to admit members of population groups other than that in respect of which they originally obtained registration.

"Of these applications, 21 have thus far been approved and the rest are still under consideration," he said.

Sapa

$$70,5 + 31 = 101,5 = 51\%$$

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**UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK**

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All answer books must be numbered

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STAR 19/6/80 (153)

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By Harvey Thomas
The Ford Motor Company Cortina plant in Port Elizabeth was closed today because of spreading industrial unrest — and in Uitenhage Volkswagen confirmed that their factory was still closed "until further notice."

In Uitenhage the strikes — initially aimed at giant VW — had today spread to six companies with about 5 500 workers involved

They are all demanding large increases in their hourly rates

Ford has decided to close its Cortina manufacturing plant as it is unable to get wiring looms from the Hella lighting company in Uitenhage

General Motors have also been forced to cut back on production and motor assembly companies in Pretoria reported that they too were being forced to build "cripples" — a motor term for cars lacking certain vital components

Today the Uitenhage strikes had spread to three motor component supply firms, a construction company and a milling business.

At VW industrial relations managers were negotiating with strike leaders on their demand for a minimum hourly wage of R2 — an increase of 80 percent

VW management pointed out that the company was already paying 15c an hour more than the agreed stipulated minimum and that any agreement to hike the figure to R2 would push up the cost of cars "by a significant amount"

But the company was unable to say by how much

At Hella 700 striking workers — most of them women — have demanded an increase from 65c an hour to R1,50

Sources say the Uitenhage strikes appear to be motivated mainly by political reasons — "although economics obviously plays a role"

They added the police "are maintaining a low profile and appear to be handling the situation with admirable restraint"

The USM Milling Company in Uitenhage today dismissed 250 striking workers

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

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19/6/80 ARGUS
600 tyre
(152) workers on
pay strike

Argus Bureau

PORT ELIZABETH —
Goodyear Tire and Rubber
Company's plant at Uiten-
hage was closed at noon
today when about 600
black workers refused to
go back to work because
of a wage demand.

Public relations officer,
Mr Mike Selley, said the
closure of the plant until
Monday at 7 am would also
affect 300 black workers,
who were due to work on
a second shift today.

The 600, who would not
go back to work, were on
the night and first day-
shifts.

Workers demanded a R3
an hour basic rate com-
pared to the present R1.10.

When they would not
elect a representative com-
mittee to negotiate, they
were asked to leave if they
did not return to work,
said Mr Selley.

The Cortina assembly
plant of the Ford Motor
Company in Struandale,
Port Elizabeth, closed
because of a short supply
of parts.

● See Page 14.

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THE parties in the Cape Town meat-industry dispute must be prepared to re-consider the position and attempt to find a fair solution, Mr Philip Myburgh, MP for Wynberg, said today

Paper No (to be copied from the heading)

'The state of unrest' in the Western Cape places a special responsibility on all decision-makers to do everything possible to help defuse the situation,' he said

Mr Myburgh was one of a Progressive Federal Party delegation who met some employers last week

He said 'They insist that they are more than prepared to negotiate with a properly elected workers' committee.

VIEWPOINT

'According to them, therefore, the dispute does not focus on the issue of the recognition of workers' committees, as is maintained by the workers

'Management is, however, not prepared to negotiate the return of the workers who went on strike'

He urged management to rethink and to re-engage workers, many of whom had worked in the various companies for many years

NOTE CAREFULLY

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300 walk out at (152) Rand steel factory (152)

CAPC Times 19/6/80

JOHANNESBURG — More than 300 black workers at an Elandstonein factory, Steel Pipe Industries, stopped work yesterday after a dispute over the dismissal of a colleague

The workers are expected to return to the factory this morning, although it is not yet clear whether the stoppage will continue

A company spokesman said the entire workforce was involved in the stoppage, which occurred yesterday morning. The company is a subsidiary of African Gate and Fence. The

stoppage is the first walk-out by a sizeable number of black workers in the Transvaal for some time

The company's managing director Mr D D Barnard, said the dispute had been prompted by the dismissal of a boss-boy on Tuesday night

He claimed that the dismissed man had been an instigator but said he had not been dismissed for this reason. Mr Barnard alleged that the man had stopped work early and had been fired for that reason

Police active as strikers

APC TIMES
19/6/80

grow to 5 000

Own Correspondent

PORT ELIZABETH — Police used teargas and dogs to disperse striking workers in Uitenhage yesterday as labour unrest spread, bringing the number of workers on strike to more than 5 000

Among new firms hit by strikes yesterday was Borg-Warner, a transmission plant, where the total black and coloured workforce walked out after lunch following their rejection of a wage offer

Another firm, Link Construction, closed both its township depots after workers at one depot went on strike, and the Volkswagen plant closed till further notice

Borg-Warner is the third major motor-component factory affected, the others being Hella, which manufactures electrical equipment, and SKF Bearings, a ball-bearing plant

A spokesman for Borg-Warner said 250 black and coloured workers walked out after lunch and the rest of its black and coloured workforce of 285 was not expected to turn up for nightshift. A minimum wage of R2,50 an hour for sweepers was demanded

The present minimum rate

prescribed by the industrial-council agreement for the steel and engineering industry is R1 an hour

A Volkswagen spokesman, Mr Reuben Els, said the factory had been closed till a new industrial council agreement was reached in the industry

He said the 3 500 strikers among the factory's black workforce of 6 000 would not be fired but would not be paid during the closure

A spokesman for SKF claimed workers had rejected management's offer to increase the minimum starting rate of R1,15 an hour to R1,70, and were demanding R2 an hour

However, a worker representative said workers had moderated their wage demand "some days ago" and were now demanding R1,65 an hour

He complained that "our demands are being exaggerated to make us appear unreasonable"

Sources in the motor industry claimed the strike wave was not primarily over wages

One spokesman said workers were striking to bring attention to "political, economic and social grievances"

300 black strikers ^{S 799} face sack ^{19/6/80} in dispute ⁽¹⁵²⁾

East Rand Bureau

More than 300 black Elandsfontem factory workers face dismissal following a breakdown of negotiations with management today

The entire work force of Steel Pipe Industries in North Reef Road went on strike yesterday afternoon after a dispute over the dismissal of a colleague

About 100 workers met management outside the factory gates at about 9 am today. The rest of the workforce stayed away

Ten policemen armed with batons and a pump-action shotgun kept a close watch on the tense situation.

The workers told the company's managing director, Mr D D Barnard, they would not return to work until their colleague had been reinstated.

Mr Barnard was adamant in his refusal to re-employ the man who was fired on Tuesday evening. "He was a trouble-maker and we fired him because he was loafing on his shift," he said.

Some workers made clenched fist salutes at passing vehicles. After the breakdown of negotiations they dispersed. The police left soon afterwards.

Mr Barnard claimed more than 95 percent of the workforce wanted to return to work but were afraid to because they were being threatened by a small group of "instigators."

19/6/80 ARGYUS
**Strikers lose jobs,
VW plant still shut**

Argus Bureau

PORT ELIZABETH —
D The black strike in Uitenhage took its first toll among workers today when about 250 lost their jobs at one company.

Y The Volkswagen plant in Uitenhage, where the strike started on Monday with 3 500 workers downing tools, is still closed and at three other factories the strike is believed to be continuing

S The UCM Milling Company in Uitenhage — belonging to an Asian group with two other concerns, the Spirvin Bottling Co-

poration and Uitenhage Candle Manufacturers — today told 250 workers they had terminated their services by continuing to strike

The managing director, Mr Adam Musa, said the workers turned up with 'some hobos not employed by the company'

INTIMIDATION

They were told to be back at work by 10 am, but then started getting 'lowdy'. They were told they had lost their jobs and could reapply on Monday

Mr Musa said work returned to normal at Theunsus Transport, where about 30 blacks refused to work yesterday. He believed they stopped because of intimidation

At the Hella automotive lighting plant, where many of the 700 black workers had been on strike since Tuesday, the situation has returned to normal, according to reports

At SKF bearing manufacturers, about 130 blacks on strike since Tuesday, stand to lose their jobs if they do not return tomorrow

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NOTE CAREFULLY

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

WARNING

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

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

PD 19/6/80

Uitenhage labour unrest spreads

UITENHAGE — Police here went into action seven times in 18 hours to disperse crowds of strikers and stone throwers

In most of the cases between Tuesday night and early yesterday afternoon teargas or tearsmoke was used, but there was one police baton charge, a round of birdshot was fired at a group of youths and dogs were used to disperse mainly women workers at the Hella factory

Police said there was sporadic stoning of vehicles on Tuesday night. About 100 youths who gathered in Kabah township were dispersed by police using batons and tearsmoke

Volkswagen workers who gathered at the factory gates to be told of the indefinite closure of the plant yesterday morning were dispersed by riot police who fired canisters of tearsmoke

Riot police kept a close watch on the vanguard of workers, who were addressed briefly by members of the

workers' committee and then walked through the business district singing freedom songs

The strikers were dispersed with tearsmoke for the second time after gathering around a worker injured when hit by a passing car on the outskirts of town

Confusion reigned at the Hella factory when about 700 mainly coloured women who, after being urged by management to return to work, started moving towards the gates

Other workers called them back, but management then ordered them all to leave

Police dog handlers then charged the workers inside the grounds and fired canisters of tearsmoke after they had moved out

A spokesman for the workers said they had gathered in the factory at 6.30 a.m. to present wage demands, but a director they wanted to see did not arrive

At the offices of the United Automobile and Allied Workers' Union, six women displayed to union officials scratches and bites which they said they had sustained during the police charge

The divisional commissioner of police in the Eastern Cape, Brigadier E. S. J. van Rensburg, described Uitenhage as a "hot spot" and said police reinforcements had arrived on Tuesday night and yesterday morning

Among new firms hit by strikes yesterday was Borg-Warner, a transmission plant, where the total black and coloured workforce walked out after lunch following rejection of a management wage offer

And a construction company, Link Construction, closed both its depots in coloured and black townships after workers at one depot went on strike.

Another factory joined the labour unrest when about 250 workers at a candle factory went home after demanding higher wages — DDC

17/16/80 AKKAS
42 told:
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Go to
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homelands

FORTY-TWO of the 800 Table Bay Cold Storage meat strikers charged with being in the Peninsula illegally were cautioned and told to return to their homelands when they appeared before a Langa Commissioner's Court yesterday.

One of the accused, Mr Fumbathile Maguzu, told the court that the labour dispute had started when workers had not been allowed to elect a workers' committee.

'LOCKED'

Mr Maguzu said on the morning of May 6 more than 800 workers were ordered by a Mr Sells, a senior employer at the firm, to leave the premises.

However, he said the following morning all workers reported for duty but found the doors locked.

He denied that they were expelled from work.

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Man fired — so 300 down tools

By STEVEN FRIEDMAN
Labour Reporter

MORE than 300 black workers at an Elandsfontein factory, Steel Pipe Industries, stopped work yesterday after a dispute over the dismissal of a colleague.

The workers are expected to return to the factory this morning, although it is not yet clear whether the stoppage will continue.

A company spokesman said the entire workforce was involved in the stoppage, which occurred yesterday morning. The company is a subsidiary of African Gate and Fence.

The stoppage is the first walkout by a sizeable number of black workers in the Transvaal for some time.

The company's managing director, Mr D D Barnard, said the dispute had been prompted by the dismissal of a "boss-boy" on Tuesday night. The dismissed man had been "an instigator" but had not been dismissed for this reason, he said.

He alleged that the dismissed man had stopped work early and had therefore been fired.

Workers held a meeting during yesterday morning's tea break to discuss the man's dismissal. Afterwards they "failed to return to work" and demanded a meeting with a management representative, Mr Barnard said.

A meeting was then held with management at which workers demanded that the dismissed man be re-instated as they feared he had been victimised.

According to Mr Barnard, workers said that the dismissed man should be re-instated and threatened to stop work if this was not done.

"We could obviously not be threatened in this way and I told them that they could leave if they were not prepared to work. All the workers then left the factory," he said.

The workers, he said, had not raised complaints about working conditions.

Teargas used on strikers as more join in

By RIAAN DE VILLIERS
Labour Correspondent

POLICE used teargas and dogs to disperse striking workers in Uitenhage yesterday as labour unrest spread, bringing the number of workers on strike to more than 5 000

Among new firms hit by strikes yesterday was Borg-Warner, a transmission plant, where the total black and coloured workforce walked out after lunch following a rejection of a management wage offer.

And a construction company, Link Construction, closed both its depots in coloured and black townships after workers at one depot went on strike

In another development, the Volkswagen plant, where the strike wave began on Monday, was closed down until further notice.

Borg-Warner is the third major motor component factory to be affected, the others being Hella, which manufactures electrical equipment, and SKF Bearings, a ball-bearing plant.

Sources in the motor industry yesterday expressed fears that the strikes could soon affect production at other motor manufacturing plants

A spokesman for Borg-Warner said yesterday 250 black and coloured workers walked out after lunch and the rest of its total black and coloured workforce of 285 was not expected to turn up for night-shift.

Workers gathered on the lawn outside the plant after meeting in the canteen during lunchtime, where black and coloured shop stewards demanded a minimum wage of R2,50 an hour for sweepers, the lowest paid workers.

The present minimum rate prescribed by the industrial council agreement for the steel and engineering industry is R1 per hour

Management made a counter offer but workers rejected this and walked out

Production was continuing with the help of white staff but was 'obviously affected', the spokesman said

He added, "This is no longer a company problem alone but

has become an area problem"

A Volkswagen spokesman, Mr Reuben Els, said the factory had been closed until a new industrial council agreement was reached in the motor assembly industry

The closure was announced to a group of about 200 workers outside the factory yesterday morning

He could not say when the factory would reopen but added that negotiations were in progress and the firm hoped the wage issue would be settled as "soon as possible"

He said the 3 500 strikers among the factory's black workforce of 6 000 would not be fired but would not be paid during the closure.

The plant had lost a "few hundred units" during the past few days

At SKF, a company spokesman claimed workers had rejected a management offer to increase the minimum starting rate of R1,15 an hour to R1,70. She said workers were demanding R2 an hour, as are Volkswagen workers

However, a worker representative at the plant said yesterday workers had moderated their wage demand "some days ago" They were now demanding R1,65 an hour, he said.

He complained that "our demands are being exaggerated to make us appear unreasonable".

Workers were told they would be fired unless they were back at work tomorrow morning. According to management, production is continuing with the help of white personnel, including office staff.

Meanwhile, sources in the motor industry claimed the strike wave was not primarily over wages

One spokesman said workers were expressing "political, economic and social grievances", and were using the strikes as a way to compel attention

A source in industry in Port Elizabeth said the strikes were being viewed with a "great deal of concern" as they could spread easily.

Another spokesman said: "The strikes are obviously not about economic issues, but political issues. We will just have to sweat it out."



**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

Strike now involves 10 firms, 7500 men

STAR 20/6/80

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By Harvey Thomas

Strikes in the Uitenhage area today spread to 10 companies and affected 7 500 workers. But at the large Goodyear tyre-manufacturing plant more than 1 000 black workers peacefully dispersed after the management had given them until mid-morning to leave.

Earlier the workers had massed outside the factory's main gate with police standing by

"They collected their pay and most of them left," a Goodyear spokesman said "We are not yet negotiating with the strikers as they have refused to appoint representatives"

The workers are demanding an increase in their hourly wage from R1,10c to R3 The company said it would resume its attempts to start negotiations on Monday

"At the neighbouring Volkswagen assembly plant the management reported it was "making progress in negotiations" with the 3 500 workers who walked out on Monday in support of their demands for an increase from R1,15 an hour to R2 an hour.

Shortage

But VW — South Africa's biggest car manufacturer — is still closed until further notice.

There was a continuation of yesterday's stone-throwing in Uitenhage today, and police, reinforced from other areas, clashed with black workers. Twelve men were arrested.

In Port Elizabeth, Ford, which was forced to close its Cortina assembly plant yesterday because of a shortage of components from striking supplier companies, said today it would reopen the plant on Monday as it had made arrangements to airfreight wiring looms from Britain.

Ford shut down the Cortina assembly line when the Hella automotive lighting company in Uitenhage closed on Tuesday, but it is believed Hella has reached agreement with its 700 workers although it proved impossible to confirm this today.

Curtailed

At VW workers were streaming into the plant, but not to return to their jobs

They were due to receive their pay packets for the fortnight ending June 13, and a company spokesman said the payout appeared to be quiet and orderly.

But at other Uitenhage companies strikes have either brought production to a halt or severely curtailed it.

The trouble started on Monday, when the giant VW factory was crippled when its black labour force downed tools

The Star's Correspondent in Bonn quotes a Volkswagen spokesman as saying the company had no choice but to close its Uitenhage factory after all its non-white employees had walked out on "an illegal strike"

An Evening Post photographer, Mr Mike Holmes, was arrested in the centre of Uitenhage today and later released. The whole of Uitenhage had been declared a "trouble spot"

WARNING

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Any candidate liable to disqualification and to possible suspension from the University

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Me

22 not taken back ¹⁵² as strikers return ²⁰⁷

More than 200 of the striking black workers of Steel Pipe Industries on the East Rand resumed work today but 22 were not taken back.

Those of the more than 300 strikers who stayed away again today because of fear of reprisals from troublemakers also would be taken back, said Mr D D Barnard, the managing director.

The 22 who had 'dismissed themselves' by striking were intimidators, he said.

A spokesman for the Workers' Project of the Federation of South African Trade Unions said workers were sure that more than 30 were turned down when they returned to work today.

The men had returned because Mr Barnard had promised to reinstate all strikers and to recognise the workers' committee.

But after this message was conveyed to the strikers, Mr Barnard said he would not take back intimidators and would not recognise the committee.

By then it was too late to convey the message to the workers, the Workers' Project spokesman said.

Lansdowne printer detained — wife

CAPE TOWN 20/6/80
#38 Staff Reporter 529 152

LANSDOWNE PRINTER Mr Allie Parker was taken from the business premises of his printing firm in College Road, Greenhaven by two security policemen on Wednesday, his wife, Mrs Rashida Parker, said yesterday.

Mr Parker's detention was confirmed yesterday by Colonel Henne Kotze, chief of the security police in the Western Cape.

Mrs Parker said on Wednesday her husband telephoned her at work asking her to meet him at their Lansdowne home. 'When I arrived home I was shocked to see the two policemen with him,' Mrs Parker said.

She was told that he would first be taken to Caledon Square, but it was not sure where he would be taken afterwards because Caledon Square was too full.

She said the policemen took possession of metal plates, a phototypesetter and a book from her husband's desk.

It was reported from Johannesburg last night that seven officials of the Food and Canning Workers Union in East London had been arrested or detained under security legislation after a strike in the area last week, according to a union statement. Several have been released and two are to be charged under the Riotous Assemblies Act.

© Detentions condemned, page 11

the time of going to press
SKF Bearings has issued a Friday morning deadline to the 120 workers who walked out on Tuesday over wage demands. A company spokesman says management and the consultative committee have been negotiating wage scales since May 22.

The spokesman denied allegations that striking workers would be dismissed and said they would be re-instated if they returned to work on Friday.

STRIKES

Motor unrest

PM
20/6/80
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The Eastern Cape motor industry has once more been the centre of major labour unrest that has forced the indefinite closure of Volkswagen and the dismissal of an undisclosed number of workers at Hella.

About 4 000 workers from three factories went out this week over wage disputes and non-recognition of their union.

The Volkswagen factory was closed down indefinitely following strike action by 3 500 black and coloured workers on Monday. The workers are demanding a minimum wage rate of R2 an hour — the present rate being R1,15.

Ugly scenes developed when the 800 strikers at Hella were cleared out of the factory premises by police and police dogs. A company spokesman says they were ordered to "go back to work or leave the premises."

A union spokesman says the "vast majority" left although an exact figure of dismissed workers was not available at

7 000 out as strikes escalate

CAPE TIMES 20/6/80

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Own Correspondent

JOHANNESBURG. — The number of black and coloured workers out on strike grew to more than 7 000 yesterday as labour unrest in Uitenhage escalated, spreading to four more factories and severely hampering production throughout the motor industry.

Work stoppages occurred or continued in several other centres with observers viewing the current strike wave as the worst to hit South Africa since the Durban strikes in 1973

New plants in Uitenhage hit by labour unrest included the Goodyear tyre factory, which was closed till Monday after fruitless wage negotiations with 600 black and coloured workers. Workers also struck at National-Standard, a steel-wire firm, Gubb and Inggs, a wool-washing plant, and Guestro Industries, the fourth motor component plant to be affected

However, the management at Hella, one of the strike-hit component firms in Uitenhage, said yesterday that workers had returned to work and production had returned to normal. The management at Borg-Warner, another Uitenhage firm, was hopeful that workers would return today after negotiations with union shop stewards yesterday

A spokesman for Goodyear said 300 black and coloured workers on night-shift requested a meeting about pay when they came off night-shift yesterday. Management agreed to a request for the morning shift to 'join the talks and production was stopped at 9 30 am

Workers hold mass meeting

A mass meeting was held at which workers were invited to elect five representatives to put forward wage proposals, but the workers decided to negotiate *en masse*. They demanded a minimum starting rate of R3 an hour, instead of the present R1.10. Management rejected this and when no agreement was reached by 12 30 asked the workers to leave

A management spokesman said the plant would be closed till Monday, when workers who did not return to work would be 'subject to normal disciplinary procedures', which could include dismissal

Production at National-Standard was brought to a standstill when workers walked out after negotiations with management during which they demanded a minimum starting rate of R2 an

- What happened to the Fairest Cape? page 11
- Police riot toll 29 in Western Cape, page 2

hour. A management spokesman said the company would not dismiss workers but was available to negotiate with the workers' committee till a settlement was reached

A Borg-Warner spokesman said shop stewards had agreed to ask workers to return at a meeting yesterday after the firm had offered to start immediately with wage increases due in terms of the steel and engineering industrial agreement on July 1

A spokesman for Volkswagen, where a strike began on Monday, said discussions with unions were still in progress but the situation was unchanged. The plant would not necessarily remain shut till a new industrial agreement was negotiated for the motor assembly industry, and would reopen if workers agreed to return sooner

UCM Milling, another Uitenhage firm, dismissed its entire black work-force of 250 yesterday and a company spokesman said it had begun to employ new workers

Link Construction said its plants affected by strikes would remain closed till workers specified their demands. It expected to hear from workers on Monday

Cape Town meat workers' strike continues

In other developments yesterday

- The strike by Cape Town meat workers continued
- There was a short work stoppage at the Koo factory in East London, against a background of growing worker dissatisfaction in the area with the government's liaison committee system
- A brief work stoppage took place at the Coca-Cola plant in Port Elizabeth
- Ford shut down its Cortina plant till Monday because of a shortage of components
- A work stoppage at Steel Pipe Industries in Elandsfontein, Johannesburg, continued after workers had been told by management to accept the dismissal of their works committee chairman and return to work or be paid off

Workers face the sack

MORE than 200 black Elandsfontein factory workers face dismissal unless they return to work.

The entire work force of Steel Pipe Industries in North Reef Road stopped work on Wednesday after a dispute over the dismissal of a colleague.

The managing director of the company, Mr D D

Barnard, said yesterday he was not prepared to negotiate or compromise with the workers.

'INSTIGATORS'

"We won't be dictated to by the masses, those who want to work are welcome back and those who don't will be paid off."

He claimed that more than 95 percent of the work force wanted to re-

turn to work, but they were being terrorised by a handful of 'instigators'.

"These instigators are using the dismissal of one of their colleagues as an excuse. They are really trying to promote industrial unrest," said Mr Barnard.

Workers were expected to hold a meeting yesterday.

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**Union man
in court**

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THE national organiser of the South African Allied Workers Union, Mr Thozamile Gqweta, of Mdantsane, appeared briefly in the Mdantsane Regional Court yesterday on charges under the Riotous Assemblies Act

No evidence was led and he did not plead.

The case was postponed to August 11.

The charges follow a sit-in strike by workers at Mdantsane Special Organisation in April

He was detained by the Ciskei police after the strike and held in detention for 40 days before he was charged last month

His R50 bail was extended

DD
Gqweta
 20/6/80
in court (152)

EAST LONDON — The national organiser of the South African Allied Workers' Union, Mr Thozamile Gqweta, appeared briefly in the Mdantsane magistrates court yesterday

He is charged with contravening a section of the Riotous Assemblies Act dealing with incitement of workers

No evidence was led when he appeared before Mr J A. Stanford and the case was postponed to August 11 to allow Mr Gqweta's lawyer, Mr Ben Ntonga, to consult an advocate — DDR

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Handwritten notes: "Gqweta is charged with incitement of workers... case postponed to August 11... Mr Ben Ntonga... consult an advocate... DDR"

Handwritten notes: "Gqweta is charged with incitement of workers... case postponed to August 11... Mr Ben Ntonga... consult an advocate... DDR"

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Over 7 000 on strike as labour unrest spreads to more firms

By RIAAN DE VILLIERS
Labour Correspondent

LABOUR unrest in Uitenhage spread to four more factories yesterday, bringing the total of black and coloured workers out on strike to over 7 000, and severely hampering production throughout the motor industry.

Work stoppages started or continued in several other centres.

New plants in Uitenhage hit by labour unrest include the Goodyear tyre factory, which has been shut down until Monday after fruitless wage negotiations yesterday.

Workers also went on strike at National-Standard, a steel wire firm, Gubb and Inggs, a wool-washing plant, and Guesbro Industries, the fourth motor component plant to be affected.

In other developments yesterday

● A short work stoppage occurred at the Koo factory in East London against a background of growing worker dissatisfaction in the area with the liaison committee system.

- A work stoppage at Steel Pipe Industries in Elandsfontein, near Johannesburg, continued after management told workers to accept the dismissal of their works committee chairman and return to work, or be paid off.
- The strike by Cape Town meat workers continued.
- A brief work stoppage took place at the Coca-Cola plant in Port Elizabeth.
- Ford shut down its Cortina

'Meeting ban action'

By STEVEN FRIEDMAN
Labour Reporter

A BAN on a union meeting over the weekend triggered off "long-standing frustrations over wages" and led to the strike wave in Uitenhage, a key East Cape unionist said yesterday.

In an interview yesterday, Mr Fred Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers, said wages in the area were "not enough to live on — even if they do conform with poverty datum levels."

He also rejected suggestions that political organisations were behind the strike wave.

Mr Sauls, an advisor to the United Auto Workers Union, which has members in most of the strike-hit plants, has been trying to negotiate a settlement.

Most minimum wage levels in the area are above the various poverty datum lines drawn up by researchers and this has led some observers to suggest that wage grievances are not behind the strikes.

Mr Sauls said yesterday that some local

plant, due to a shortage of components, until Monday

● UCM Milling, another Uitenhage firm, yesterday dismissed its entire black workforce of 250, and a company spokesman said it had begun to employ new workers

However, the management at Hella, one of the strike-hit component firms in Uitenhage, said yesterday that staff had returned to work and production was back to normal

RDN 22/6/80.

employers did not pay above these levels. But he added: "Many employers regard the pds as some sort of bible. Their magic figure is R1 an hour and if they're above that they think they're paying very well."

He said that the ban on a union report-back meeting over the weekend "set off the chain reaction we are seeing." Workers in the area worked near each other and they all lived in the same townships. Frustration at Volkswagen spread to other workers.

"I am 90% sure there would have been no strikes if the meeting had not been banned. Workers simply lost patience with negotiation after this happened and the Volkswagen action convinced others to do the same," he said.

Mr Sauls confirmed that at least nine factories were out on strike and negotiations at most factories were being conducted by worker committees.

These committees, he said, were all attached to the United Auto Workers Union or other Fosatu-affiliated unions in the area

A spokesman for Goodyear said 300 black and coloured workers on night shift requested a meeting about pay when they came off duty yesterday morning

Management agreed to a request for the morning shift to join the talks and production was stopped at 9.30am

Workers demanded a minimum starting rate of R3 an

hour. When workers walked out after negotiations with management during which they demanded a minimum starting rate of R2 an hour

A management spokesman said the company would not dismiss workers but was available to negotiate with the workers' committee until a settlement was reached

A spokesman for Borg-Warner in Uitenhage said shop stewards agreed to ask workers to return at a meeting yesterday morning after the firm offered to implement immediately wage increases due in terms of the steel and engineering industrial agreement on July 1

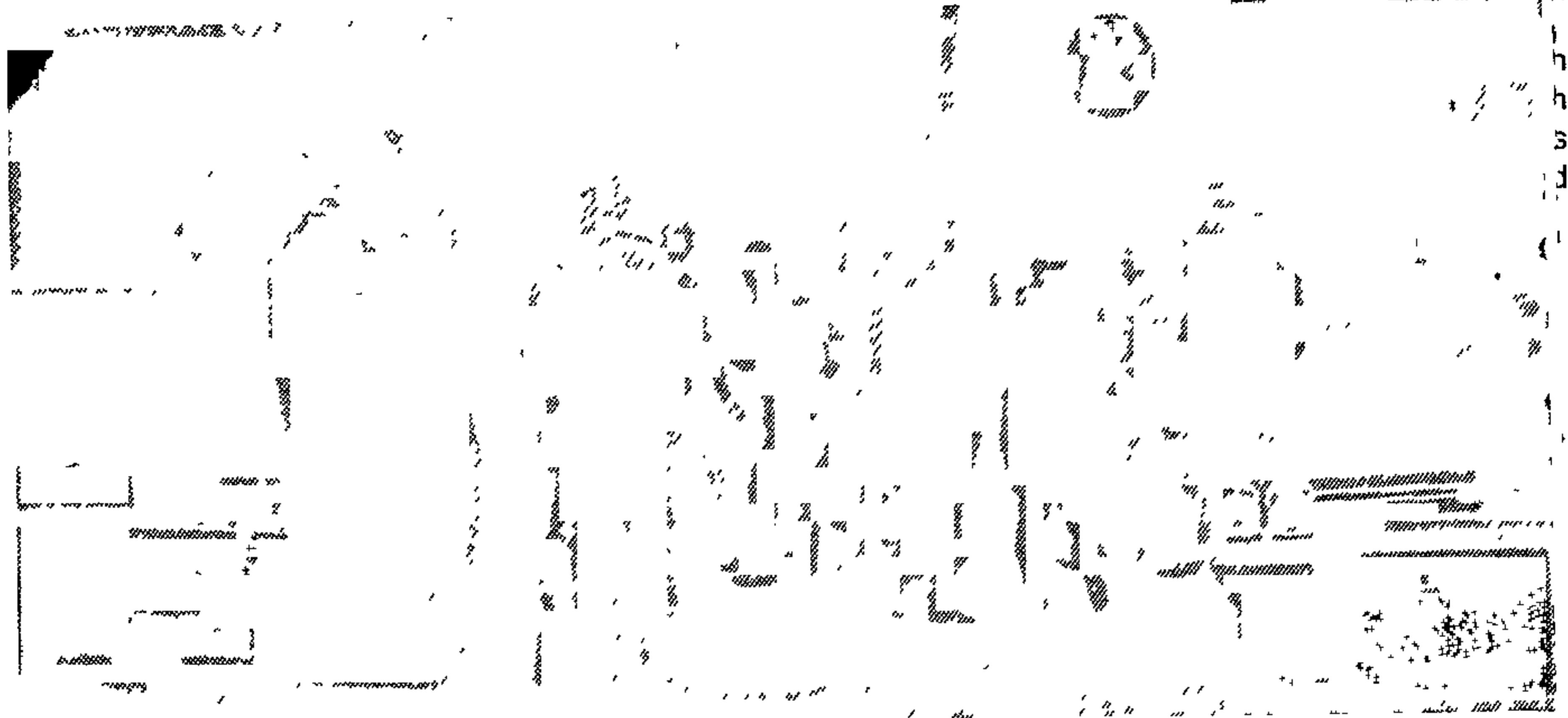
He added "We are fairly confident the workers will return

During talks with worker representatives SKF management agreed to postpone its deadline for workers to return from today until Monday

Workers are demanding a minimum wage rate of R2 an hour while management has offered a minimum of R1.40 and an average of R1.82. The current minimum rate is R1.15

A spokesman for Volkswagen, where the strike broke out on Monday, said discussions with unions were still in progress but the situation was unchanged

Link Construction said its strike-affected plants would remain closed until workers specified their demands



● The scene in Port Elizabeth at the end of the week with tension building up as the strikes spread and involved, eventually, more than 7 000 men

By BARRY LEVY AND DAVID NIDDRIE

A TENSE but calm atmosphere pervades the country as businessmen, especially in the Cape, count their losses after a week of violence in which the official death toll is 32

Damage in the Cape has run into millions of rands and hundreds of people have been arrested. But no further incidents have been reported since the beginning of the weekend when two classrooms were set alight in the Cape Flats

In the Eastern Cape a strike at the Volkswagen factory in Uitenhage has spread among

Riot aftermath tense as country counts the cost

another 15 factories affecting more than 7 500 workers

The town has now been declared an "operational area" by police. This means that no journalists are allowed in unless under "special" police escort

On Friday police used buckshot and teargas to disperse a 1 000-strong crowd of workers,

who marched through the town after collecting their pay at the strike-paralysed motor industry plants

And on the Reef, so far almost untouched by the massive wave of industrial unrest sweeping the country, more than 30 were fired at Steel Pipe Industries on Friday, after workers walked out of the fac-

tory on Wednesday over the dismissal of the chairman of their elected works committee, Mr Abel Masekwameng. Among those fired were most of the works committee members

A police spokesman said yesterday the situation countrywide was "absolutely quiet"

Now Reef urged by

Soweto to join in

the red meat boycott

THREE of Soweto's most powerful organisations are launching a red meat boycott on the Reef to support striking meat workers in Cape Town.

Their announcement yesterday follows calls by the 800 striking workers at Cape Town meat processing factories for a nationwide boycott of all red meat

The organisations have also pledged financial backing to the Western Province General Workers' Union, which is paying the striking workers R15 a week.

By DAVID NIDDRIE

ciation said they had pledged themselves to support a red meat boycott "in response to the call by striking workers and their union, W P G W U"

"We will endeavour to provide as much financial assistance as possible until all striking workers have been unconditionally reinstated and the democratically elected workers' committees have been recognised by managements"

The Transvaal boycott has the support of three major Jo-

The 80 workers walked out after management refused. More than 700 other meat workers went on a one-day solidarity strike in support of the Table Bay Cold Storage workers and were locked out when they attempted to return to work the next day

Workers are demanding full reinstatement and employer

recognition of their elected committees

Dr Nthatho Motlana, head of the Soweto Civic Association, said the SCA would urge support for the boycott until Cape meat industry employers had been forced to the negotiating table

Soweto Traders' Association chairman, Mr Veli Kraai, told the Sunday Express a successful boycott would also force the industry to cut meat prices

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A meat boycott in Black townships on the Reef could have major implications for the industry

Black traders in Cape Town have reported plummeting meat sales since the boycott was launched in the city five weeks ago

Although Black butchers in Cape Town withdrew from the boycott after its first week, Western Province African Chamber of Commerce spokesman, Mr. Vugistane Vukwana, told the Sunday Express meat sales were down by about 60%

The boycott appears to be developing in the same way as last year's successful boycott of Fattis and Monis products, which began after the company fired workers who joined a trade union. It ended with the reinstatement of all striking workers.

In a joint statement to the Sunday Express yesterday, the Azanian People's Organisation, the Soweto Civic Association and the Soweto Traders' Asso-

hannesburg-based Black Consultative Committee trade unions. The Black Housewives' League has agreed in principle to back the boycott and at least 16 other organisations are considering offering their support.

Only one organisation, the Institute of Race Relations, has so far refused to back the Transvaal organisers' boycott. Institute secretary Mrs Ina Perlman would not comment on the decision.

And although representatives of the three organisations have said they will meet early next month to finalise their tactics, Johannesburg's Black townships have been flooded with about 35 000 boycott pamphlets this week. Posters showing a meat carcass and announcing, "We don't eat red meat", have also appeared in the townships.

The meat industry dispute began in April when workers at Table Bay Cold Storage demanded that their employers recognise their workers' committee.



● Anti-red meat graffiti in Johannesburg this week

'Meeting ban action'

By STEVEN FRIEDMAN
Labour Reporter

A BAN on a union meeting over the weekend triggered off "long-standing frustrations over wages" and led to the strike wave in Uitenhage, a key East Cape unionist said yesterday

In an interview yesterday, Mr Fred Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers, said wages in the area were "not enough to live on — even if they do conform with poverty datum levels."

He also rejected suggestions that political organisations were behind the strike wave

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Mr Sauls said yesterday that some local

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327
employers did not pay above these levels. But he added: "Many employers regard the pdls as some sort of bible. Their magic figure is R1 an hour and if they're above that they think they're paying very well."

He said that the ban on a union report-back meeting over the weekend "set off the chain reaction we are seeing." Workers in the area worked near each other and they all lived in the same townships. Frustration at Volkswagen spread to other workers.

"I am 90% sure there would have been no strikes if the meeting had not been banned. Workers simply lost patience with negotiation after this happened and the Volkswagen action convinced others to do the same," he said.

Mr Sauls confirmed that at least nine factories were out on strike and negotiations at most factories were being conducted by worker committees.

These committees, he said, were all attached to the United Auto Workers Union or other Fosatu-affiliated unions in the area.

STRIKE PRINTING SUBSIDIES

POLITICAL STAFF

LABOUR unrest spread in the Eastern Cape yesterday, but relative calm returned to the Western Cape after five days of violence which left a trail of death, injury and damage.

In Uitenhage, focal point of the strike ferment, at least two people were wounded by birdshot yesterday

Police said they twice had to shoot their way through barricades in the black townships during a day marked by stone-throwing incidents.

Teargas was also used in four police actions in the townships and once in the industrial area, which police declared a 'problem area'

In what observers view as the worst wave of labour unrest since 1973, workers at four more factories in Uitenhage went on strike, further disrupting production in the motor industry and bringing the number of strikers to 7 000

Stoppages also occurred at individual factories in Port Elizabeth, East London, and Elandsfontein on the East Rand

The strike by Cape Town meat workers continued
The Western Cape was rela-

individual factories in Port Elizabeth, East London, and Elandsfontein on the East Rand

The strike by Cape Town meat workers continued

The Western Cape was relatively calm yesterday, but sporadic violence continued in Elsies River, where a number of cars were reportedly stoned

Late yesterday afternoon, traffic police closed a part of Medderden Road near Cape Town's D F Malan Airport because of stoning

But the Cape death and injury toll is still unclear

The Minister of Police, Mr Louis le Grange, said in a statement last night that 30 people had died since Monday

Of these, 28 died in the Western Province, he said, one in the Boland and one in the Free State

However, the Rand Daily Mail's sister newspaper, the Cape Times, last night stood by its figure, calculated from information from hospital sources, of at least 42 deaths in the Western Cape

Lifting the police clampdown on details of the unrest toll, Mr Le Grange said 174 people had been injured — 100 of them victims of knifings and stone-throwing incidents

It was not yet known what the main causes of death were, "but this will be determined during post-mortem examinations which are presently being held"

The majority — 144 — had been injured in the Western Cape, 14 in the Free State, 14 in Soweto and two in the Boland, he said

Meanwhile in Durban, the Director of Indian Education, Mr Gabriel Krog, announced that the estimated 10 000 Indian pupils suspended from school would be allowed unconditionally to return to classes

The announcement was widely welcomed by Indian political, teachers' and parents' groups in Natal

And in Cape Town, it was announced that Dr Erika Theron, who headed the Theron Commission of Inquiry into coloured affairs, would lead a six-member group to see the Prime Minister today for talks on means of easing the present tension in the Cape Flats

Others in the group are Ds Dawid Botha, Professor Richard van der Ross, rector of the University of the Western Cape, Mr A J Arendse, Director of Education in the Department of Coloured Affairs, Dr Frank Quint, senior inspector of schools, and Dr I D du Plessis, noted writer

In Johannesburg, police were called to Lenasia's Trinity High School, where there was an angry confrontation between staff members and parents when 600 boycotting pupils arrived as examinations began

Police said parents and pupils dispersed without any action being taken

In the Western Cape, there was an almost total boycott of classes by coloured pupils on the last day of term yesterday

Principals had little hope of a return to normal next term

• A majority of University of Natal medical students had resolved to continue boycotting lectures until the end of the year, a Student Representative Council member said yesterday

• See Page 2

RDPH 20/6/80

PUBLIC FINANCE

Question 2

PRINTERS PARALYSED

EL Workers strike then return

UTTENRAGE — The Eastern Cape's economic backbone, the motor industry, was severely hit yesterday when labour unrest spread here.

A combined 7 000 strong striking workforce had paralysed seven factories here and observers view it as the worst labour unrest to hit South Africa since the Durban strikes in 1973.

In East London nearly 800 workers at the Langeberg Kop downed tools yesterday.

They alleged management failed to deal with their trade union.

However, the workers returned to work five hours after the stoppage when management discussed the issue with representatives of the

African Food and Canning Workers Union.

The manager of Langeberg, Mr J R Burg, said the problem had been "sorted out" and the company had agreed to fit up a senior personnel officer from Cape Town to meet the union executive.

"The workers downed tools during the morning tea-break because they wanted to know our attitude towards their union," Mr Burg said yesterday.

"We discussed the matter with them and answered their questions, as well as helping to educate members of the AFCWU."

"Everything was sorted out and the people were

back at work by about 3 15.

The general secretary of the union, Mr Jan Theron, said the workers had only gone back on condition the union executive could meet the senior personnel officer from Cape Town.

Mr Theron said they had also been "angered" by security police presence at the factory.

Mr Burg disputed the claim that the company was ignoring the union.

"We have been dealing with the AFCWU since February so I don't see how they can say we are ignoring them," he said.

The head of the security police here, Col A P van der Merwe, confirmed his

officers were at the factory and had discussed the situation with the trade union officials.

Goodyear is the latest Uttenhage plant to be hit. It has been shut until Monday after fruitless wage negotiations with 600 workers.

A management spokesman said production was stopped at 9 30 am and a mass meeting was held where workers were invited to elect five representatives to put forward wage proposals.

But they decided to negotiate en masse.

They demanded a minimum starting rate of R2 an hour instead of the present R1,10. Management rejected this and when no agreement was

reached by 12 30, management asked workers to leave.

The other new Uttenhage plants hit were National Standard, a steel wire firm, Gubb and Ings, a local-ashburn plant, and Guesstie Industries, the fourth motor component plant to be affected.

Developments at other Uttenhage plants were

A spokesman for Heald, the motor vehicle light fitting firm, said workers had returned and production was normal. But Heald announced their Corning plant would shut until Monday because of the shortage of parts normally supplied by Heald.

A spokesman for Volksvagen, where the strike broke out on Monday, said discussions with unions were still in progress but the situation was unchanged.

In other developments around South Africa yesterday

The work stoppage at Steel Pipe Industries in Elandfontein, Johannesburg, continued after management told workers to accept the dismissal of their works committee chairman and return to work or be paid off.

The strike by Cape Town meat workers continued, and

A brief work stoppage took place at the Coca Cola plant in Port Elizabeth — DDC Union protests, page 2.

Candidates must use point pens in written answer is not acceptable
Kandidate moet ink penne in geskrewe gebruike. Rooi is nie aanvaarbaar.

UNIVERSITY OF PORT ELIZABETH

SUBJECT of Examination
EKSAMENVAK (presies)

DATE of Examination/D

NAME of Candidate (in VOLLE NAAM van Kandidaat)

COURSE of study (e.g. STUDIEKURSUS)

No. of Answer Books handed in
Aantal antwoordboeke ingelever

1. Candidates must not use blue ink for their answers. The left hand page is for rough work, but the right hand page is for credit for answers written on it.
2. Candidates are reminded to bring all loose sheets accompanying examination question.
3. No candidate may enter the examination room any time before the official opening unless specially instructed. Candidates must take into the room the books and notes.
4. A candidate attempting to cheat by using any other candidate's books or notes in his examination will be disqualified and to be determined by the Senate.
5. A candidate must not bring any examination material into the examination room.
6. Pages must not be extracted from the question paper.

FCWU

CAPL TIMES 20/6/80

condemns
detention

Staff Reporter

THE Food and Canning Workers Union yesterday issued a statement of the strongest protest at the detention of the branch secretary of the East London branch of the African Food and Canning Workers Union, Mr B P Norushe.

Mr Norushe was detained at the weekend under Section 22 of the General Law Amendment Act. The chairman of the branch, Mr Welile Mzozovane, a member of the executive committee, Mr Sincere Bishoti, and a typist at the office, Mr Zolwa Mapela, were also detained but have since been released.

Three shop stewards from Western Province Preserving Company (Pty) Ltd were arrested last Friday. Two of them are expected to appear in court today. The third, Ms Marlene Fraser, has been released.

MP urges
Cape Times 20/6/80
employers
~~152~~ (152) ~~175~~
to re-think

Staff Reporter

THE Progressive Federal Party MP for Wynberg Mr Philip Myburgh who met employers from the meat industry last week to discuss the strike by 800 workers, yesterday urged the employers to re-engage their workers.

Mr Myburgh said he and other members of the PFP had met several key members of management of the meat industry who had said they were not prepared to negotiate the return of the workers who went on strike.

They insist that they are more than prepared to negotiate with a properly elected workers committee. According to them therefore, the dispute does not focus on the issue of the recognition of workers committees as is maintained by the workers. Mr Myburgh's statement said.

Strikers

n/t PR645

reject 21/6/80

152 ~~152~~

new VW pay offer

report
price
offer

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REPRESENTATIVES of the 3500 Volkswagen workers on strike over wage offers last night rejected the company's latest offer.

The national organiser of the National Union of Automobile and Rubber Workers, Mr Brian Fredericks, said the confidential and informal offer had been rejected at a meeting of the union with workers, attended also by the affiliated United Automobile Workers' Union.

R2 DEMAND

When downing tools at the plant on Monday, black workers demanded a R2 an hour basic wage

A meeting of the Industrial Council for the Automobile Industry will be held on Tuesday to discuss the wage issue

Car plant

Further bar on press

strikers

reject

pay offer

CAPE TOWN

21/6/80

(152)

~~152~~
KPL

PORT ELIZABETH — Police imposed further restrictions on reporting of industrial unrest in Uitenhage yesterday by barring photographers from taking cameras into the town.

The blanket ban on photographers came with yesterday's announcement by the Divisional Commissioner of Police in the Eastern Cape, Brigadier E. S. J. van Rensburg, that the entire Uitenhage district had been declared an 'operational area'.

Journalists now need permission from Brigadier Van Rensburg to work in Uitenhage and have to be accompanied by the officer commanding operations in Uitenhage or a member of the security police.

An Eastern Province Herald photographer Mr Basil Hall had to leave his cameras at Brigadier Van Rensburg's office before being allowed to take a reporter to Uitenhage.

Journalists entering operational areas must obtain daily authorization from Brigadier Van Rensburg.

● Press ban 'irresponsible', page 2

Own Correspondent

JOHANNESBURG. — Three giant Eastern Province motor assembly firms yesterday made a new wage offer to trade union officials in a bid to end the strikes by 7 000 workers, but their offer was rejected.

The offer was made by Ford, General Motors and Volkswagen, who are employer parties on the local Industrial Council for the Motor Assembly Industry, in a meeting with officials of the National Union of Motor Assembly and Rubber Workers and the United Auto Workers Union.

But it was rejected last night by the joint committee of the two unions at the Volkswagen plant in Uitenhage, where the strike wave began on Monday. A union official said the offer was so far below the union's demand for a minimum rate of R2 an hour that the committee felt there was no chance that workers would accept it.

A special meeting of the full industrial council has been called for Tuesday, but the committee's rejection of the wage offer has set back hopes for a speedy settlement of the Volkswagen strike.

Police yesterday opened fire with birdshot on strikers in Uitenhage and used tear-gas to disperse 1 000 strikers who marched through the town after collecting their pay. One man was wounded in the legs.

A special meeting of the full industrial council has been called for Tuesday, but the committee's rejection of the wage offer has set back hopes for a speedy settlement of the Volkswagen strike.

Police yesterday opened fire with birdshot on strikers in Uitenhage and used tear gas to disperse 1 000 strikers who marched through the town after collecting their pay. One man was wounded in the legs and several were arrested.

Two strike-hit firms, Goodyear and National-Standard, announced that workers who did not return on Monday would be paid off.

Employers have suggested that the strikes are politically motivated, but union officials insisted that the strikes were triggered off when a report-back meeting for Volkswagen workers on industrial council negotiations was banned last Sunday.

The general wage demand by striking workers in the area — a minimum of R2 an hour — is the demand submitted by the unions.

The strikes did not spread yesterday and all workers at the Borg-Warner motor component plant returned to their jobs.

Prospecton firm pays off entire staff of 80 workers

NATM 21/6/80
Mercury Reporter

THE entire staff of 80 workers at the KBW Valve factory in Prospecton — part of the Associated Engineering Group — were paid off yesterday after a two-day strike over a wage dispute.

The workers downed tools after their tea-break on Thursday.

Mr Elwyn Seekins, the factory manager, said yesterday that the workers had demanded more money but had not specified an exact amount.

'They agreed to negotiate but demanded that all workers be allowed to

participate and refused to be represented by the industrial committee or to elect a spokesman.'

Workers said they had asked for a 20 percent increase and when their request had been refused they had downed tools.

Workers complained that in some cases nearly half their take-home pay was spent on travelling expenses

'Some of us travel from Phoenix and we find it extremely difficult to make ends meet,' said one worker who supports a family of three.

16 firms hit by strikes in E Cape

STAR

21/6/30

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Cape Town

After a week of violence in the Western Cape with the death toll standing at 32, attention has turned to the Eastern Cape where workers at 16 factories have come out on strike.

Two cases of arson were reported last night from the troubled Cape Flats area. Police are still on stand-by and patrolling there but no shooting or use of teargas has been reported.

Arson is suspected in two fires extinguished by the Wynberg Fire Brigade in Hanover Park last night.

Two classrooms at the Greenturf Primary School there were destroyed in the first blaze which was reported after 11 pm.

In the second blaze near the school in Sunia Street an electrical substation was severely damaged by a fire.

Damage in the Cape has been estimated at many millions of rands. Shops and businesses have been destroyed. Many of the gutted and plundered shops will have to be demolished.

Hundreds of people have been arrested over the past weeks and police are formulating charges against them.

Cases of public violence and theft have already been heard by the courts and sentences of up to 12 months recorded.

Cape Town businesses are returning to normal and in Elsie's River, the scene of the shooting incidents, showowners are counting their losses.

Affected

The number of companies officially affected by strikes is 12, but according to police a further four have been affected.

It is believed that the four companies are Steel Reclamation (where 20 workers are striking), Ci-

Affected

The number of companies officially affected by strikes is 12, but according to police a further four have been affected.

It is believed that the four companies are Steel Reclamation (where 20 workers are striking), Civic Building Contractors (140 workers), Dorbyl (40 workers) and South African Bata (170 workers).

In the Eastern Cape 10 000 workers are believed to be idle with four factories completely shut down including four in Port Elizabeth.

At UCM Milling, 250 people have lost their jobs and 50 replacements have been taken on.

Police yesterday opened fire on a crowd of striking workers in the Uitenhage area and one man was hit in the leg. Two people have been arrested.

Police open fire on Uitenhage strikers

By RIAAN DE VILLIERS
Labour Correspondent

POLICE opened fire with bird-shot on striking workers in Uitenhage yesterday as industrial unrest continued

Police also used teargas to disperse over 1 000 striking workers who marched through the town after collecting their pay at stricken motor industry plants

One man was wounded in the legs and a number of arrests were made, police confirmed

In another development three giant Eastern Province motor assembly firms yesterday made new wage offers to trade union officials in a bid to end the unrest

The police action came as workers entered the black township of Kabah accompanied by a convoy of riot vehicles and an armoured car. Earlier, workers massed in front of the shut down Goodyear plant after collecting their pay packets with police standing by

At midday the area appeared calm but the atmosphere was described as 'very tense' by trade union officials

Two strike hit firms Goodyear and National Standard announced that workers who failed to return to work on Monday would be paid off

Yesterday's new wage offer was made by the three employer parties to the local industrial council for the motor assembly industry — Ford, General Motors and Volkswagen — in a meeting with officials of the National Union of Motor Assemblers and Rubber Workers

and the United Auto Workers Union

A special meeting of the full industrial council has been called for next Tuesday. The offer was to be submitted to the joint committee of the two unions at the Volkswagen plant in Uitenhage — where the strike wave started on Monday — last night

It was not known whether the committee was likely to accept the offer

Employers have suggested that the strike wave has been mainly politically motivated. But union officials have insisted that the strikes were triggered off when a report-back meeting for Volkswagen workers on industrial council negotiations were banned last Sunday

The general wage demand by striking workers in the area — a minimum of R2 an hour — is the demand submitted by the unions during negotiations which started some time ago

Strike hit firms were reduced to nine as all workers at the Borg-Warner motor component plant returned to work

Three companies unaffected by the strikes as well as the Uitenhage municipality, sent workers home claiming they feared for their safety

Another component firm Hella announced it had dismissed the majority of its workforce on Wednesday after they had refused to return to work. It said all plant operations had resumed from Thursday onwards

A second firm U M Milling has paid off striking workers

and started re-engagements

A spokesman for National Standard said yesterday workers were told they would be paid off if they failed to return to work on Monday morning

Managements said it would be prepared to negotiate with workers after they had returned to work

The steel and engineering industry wage increase for July 1 had been brought forward and management would also be prepared to negotiate further increases as well as incentive bonuses

Workers were also paid at SKF where production was said to be continuing with the help of white office staff

At Goodyear workers remained massed outside the factory gates after being paid and repeated demands for a minimum wage of R3 an hour

A management spokesman said there were no negotiations as the workers had not yet elected representatives. He added the firm hoped representatives would be appointed on Monday after workers had returned so that the matter could be thrashed out

A spokesman for Ford and General Motors in Port Elizabeth said yesterday the unions were in control of the situation through shop stewards and were in the throes of negotiations with managements

The Volkswagen Workers Council ending a two-day meeting at the West German parent plant in Wolfsburg declared its solidarity yesterday with black workers on strike in South Africa

CAPE TIMES 21/6/80.

Two meat union officials held

TWO MORE organizers of the Western Province General Workers Union were detained yesterday by security police.

A union spokesman said that Mr Wilson Sidima and Mrs Zora Mehlwamakulu were detained in Guguletu about 5.30 am under Section 22 of the General Laws Amendment Act.

Six union organizers and supporters have now been detained since the strike and lock-out of about 800 meat workers five weeks ago after a dispute at the Table Bay Cold Storage Company. The other detained officials are Mr David Lewis, Ms Diane Cooper, Mr Michael

Morris and Dr John Frankish. The spokesman said the management of the company was still refusing to meet the 75 striking workers. Management could not be contacted for comment yesterday.

The detentions of the two organizers were confirmed by Colonel Hennie Kotze, chief of the security police in the Western Cape.

He also confirmed the detention of Mr Norman Jantjes, a BA student at the University of the Western Cape. Family members said Mr Jantjes was taken from Bonteheuwel on Thursday.

The detention of an Elsie's River High School pupil, Trevor Francis, could not be confirmed, but information received from his family indicated that he was being held at Caledon Square under Section 22 of the General Laws Amendment Act.

According to information received yesterday from the Police Directorate of Public Relations in Pretoria, Muavia Gale and Ebrahim Patel are being held under Section 22.

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Police bid to black out strike area

POLITICAL STAFF

POLICE yesterday declared the whole of Uitenhage an "operational area" as unrest again flared among striking workers who have brought key factories in the motor industry to a standstill in the Eastern Cape.

Birdshot and teargas were used by police on more than 1 000 striking black and coloured workers who marched through the town after collecting their pay at stricken motor industry plants

A coloured man was wounded in the legs and two arrests were made, police said.

The Divisional Commissioner of Police for the Eastern Cape, Brigadier B S J van Rensburg, confirmed that newsmen required his written permission to enter any "unrest area" and then only under police escort

He said he was acting on instructions from the Commissioner of Police, General Mike Geldenhuys, but declined to say under which law the action was being taken

A Rand Daily Mail correspondent in Port Elizabeth said police termed the whole of Uitenhage an "operational area" and photographers were banned. The affected area included white as well as industrial sections

Reporters could only enter trouble spots under police escort yesterday morning and were not taken to the industrial area, which was completely cordoned off

The requirements for Press entry into the area caused considerable confusion among journalists

The Minister of Police, Louis le Grange, was yesterday reported as saying that the ban on journalists and TV cameramen entering unrest areas applied only to black areas where permits were needed

He said there was nothing to prevent media representatives entering coloured and Indian areas, where entry permits were not needed

Sapa reports that a Port Elizabeth newspaper photographer, Mr Mike Holmes, was arrested in the centre of Uitenhage during the strikers' march through the town

He was released but his camera and film were seized

However, a spokesman for the Police Directorate of Public Relations denied that Mr Holmes was arrested but confirmed the confiscation of the camera and film

With 7 000 workers from nine factories on strike, three giant Eastern Province motor assembly firms — Ford, General Motors and Volkswagen — made fresh wage offers to trade union officials yesterday in a bid to end the strikes

But the offer was rejected last night by a union committee at Volkswagen

A union official said the offer fell so far short of the union's demand for a minimum wage of R2 an hour that the committee felt there was no chance of workers accepting it

During the march by striking workers, trouble broke out only after they had entered the black Kabah township

Police used teargas during isolated incidents of stonethrowing and shotgun fire was heard on at least 10 occasions

Riot police under the command of Colonel L Pretorius accompanied the marchers through the town. Teargas was first used at the entrance to Kabah township when the chanting demonstrators ignored a police order to disperse

Police vehicles were stoned and it was later established that powerlines in the township had been tampered with

Stones smashed a number of shop windows

Meanwhile, the official death toll in this week's unrest has risen to 32

The police PRO, Lieutenant-Colonel Leon Mellet, said two more people had died, one in a Bloemfontein hospital and the other in a hospital in the Cape

According to the official toll, in the unrest so far, 29 people have died in the Western Cape, one in the Boland and two in Bloemfontein

In the absence of an official list, two Cape Town newspapers have traced the names of 16 people killed since Sunday

Other developments yesterday

• The entire work force of 80 at the KBW valve factory in Prospecton, near Durban, were paid off after a two-day strike over a pay dispute

327 145 152 156
RDM 24/6/80

Another two black union officials held

By STEVEN FRIEDMAN
Labour Reporter

TWO more officials of the Western Province General Workers Union, Mr Wilson Sidina and Miss Zora Mehlo-makulu, were detained yesterday under Section 22 of the General Laws Amendment Act as the fifth week of the Cape meat strike ended.

Four union organisers are in detention at present — two under Section 22, and two under Section 10, the "preventive detention" clause of the Internal Security Act.

Meanwhile, Bishop Desmond Tutu, general secretary of the SA Council of Churches, has offered to mediate in the meat strike. Most strikers are WPGWU members.

The detention of the WPGWU officials, and the detention and arrests of seven officials of the Food and Canning Workers Union in East London, marks the biggest police crackdown on the black trade union movement since 1976, when about 30 unionists were banned.

Both unions have refused to register under the new labour dispensation.

In a statement, the WPGWU said the spate of detentions had begun after meat employers met the Deputy Minister of Co-operation and Development, Dr George Morrison, about two weeks ago.

Dr Morrison later said in

Parliament that he and the employers had agreed on a course of action but he declined to say what they had decided.

The WPGWU claimed "the Government and the meat bosses are trying to undermine the strength of the workers and their union".

It also revealed that Bishop Tutu met Mr Andrew Levy, an adviser to the meat employers, earlier this week and offered his services as a mediator.

But it said employers "are still not showing any signs of being prepared to start negotiations".

Representatives of the Progressive Federal Party have also met representatives of the meat employers.

They were apparently told employers were only prepared to recognise works committees in their plants, rather than the unregistered committees the workers are demanding.

Employers also told the PFP they were not prepared to recognise the union, although the union's statement repeats its earlier claim that workers had never demanded recognition of their union. It added, workers were also not prepared to resign from the union.

The union has called for a nationwide boycott of red meat and it is understood that moves are afoot to begin a boycott in the Transvaal. The WPGWU statement repeats this call.

216780 ARMS
Red meat
Special
sales ban

Labour Reporter

A DECISION not to buy or sell red meat is being put into effect from today by about 180 butchers belonging to the Cape Butchers' Association.

This follows the failure of talks with meat industry employers last week to produce any agreement on the labour dispute in the industry, involving about 800 workers.

A spokesman for the butchers' association said the position would be assessed from day to day.

Police disperse marchers

152

LITENHAGE — Police fired birdshot and used teargas to disperse 1 000 marching workers yesterday as industrial unrest entered its fifth day here

The incident followed a march through the centre of town by 4 700 strikers who were going home after collecting wages from the Goodyear Tyre and Volkswagen factories

Riot police fired birdshot and used teargas bombs when a crowd of workers began stoning police vehicles and homes on the outskirts of Kabah township

A police spokesman said one man received slight injuries to his leg and was taken to hospital. Another man, was arrested and both would be charged with public violence

Large window panes in two shops were smashed and display stands swept aside by the wave of workers

Earlier, police cordoned off a section of the road leading to the Volkswagen and Goodyear factories as workers gathered at the factory gates to collect their wages

In a four-hour operation, 3 500 Volkswagen workers were allowed onto the company grounds to receive their pay

There was a new turn in the unrest when three companies and the municipality said workers had expressed fears of intimidation and were sent home early for their own safety

The deputy mayor of Uitenhage, Mr C Fourie, said the municipality's 400 workers were paid early in the morning and given a day's leave

Spokesmen at Bostal Afrika Motor Components, Veldspun Spinners and Union Cotton Mills — three companies where it was usual during the week-long strikes — said they closed their plants early yesterday in response to workers' fears

The strike was joined yesterday by 185 workers at the Bata Group's tannery who said they were dissatisfied with the Leather Workers' new agreement which gives them a 12 per cent pay increase from July 1

At Borg Warner and Hella Automotive Lighting plant work returned to normal after stoppages earlier this week

Press photographers were barred from taking cameras into town

A blanket ban on photographers came with an announcement by the Divisional Commissioner of Police in the Eastern Cape, Brigadier F. S van Rensburg, that the entire Uitenhage district had been declared an "operational area"

Photographer Basil Hall had to leave his cameras at the brigadier's office before being allowed to take a reporter into town

Senior police officials took members of the press on a tour of the Kabah and Kwabonhule townships yesterday afternoon

The township appeared to be calm

In Durban, the entire staff of 80 workers at the WKBW valve factory in Prospect on — part of the Associated Engineering Group — were paid off yesterday after a two-day strike over a wage dispute — DDC

Editorial opinion, Page 6.

Strikers, some of them on a power sledge, ten in a loudspeaker, ten in a one of their spokesmen at Goodyear's Uitenhage plant yesterday. Two policemen are perched on the building at right.

Staff is ~~84~~ paid off ~~(152)~~ after pay dispute

Own Correspondent

DURBAN — The entire staff of 80 workers at the WKBW Valve factory in Prospection — part of the Associated Engineering Group — was paid off yesterday after a two-day strike over a wage dispute

The workers downed tools after their tea-break on Thursday

Mr Elwyn Seekins, factory manager, said yesterday that the workers had demanded more money but had not specified an exact amount

"They agreed to negotiate but demanded that all workers be allowed to participate and refused to be represented by the industrial committee or to elect a spokesman

"They were told it was impossible to negotiate with the entire staff We invited them back to work on three occasions and said we were prepared to negotiate with a spokesman only when they had returned to their jobs

"They refused A notice was put up saying that the management understood that all employees who had not returned to work had resigned and new applicants would be considered on Monday," Mr Seekins said

He said he had met the industrial committee on Wednesday and they had not mentioned anything about pay increases

A spokesman for the workers said they had asked for a 20% increase and, when their request was refused, had downed tools

Workers complained that in some cases nearly half their take-home pay was spent on travelling expenses

They also wanted shift allowance payment for all workers

"At present a shift allowance is paid for the 6pm to 11pm workers There is no allowance for the 6am to 2pm workers This is unfair," the spokesman said

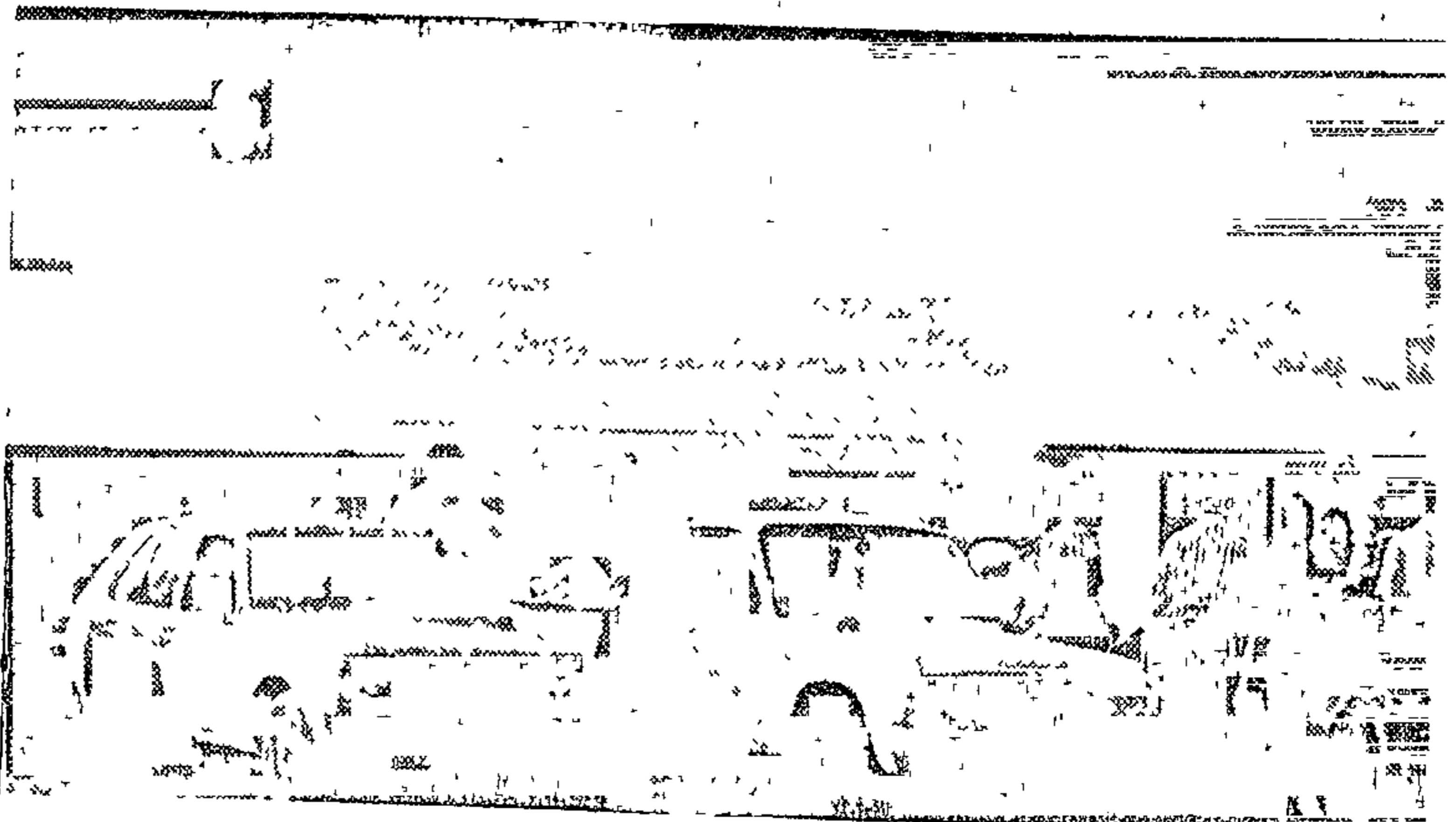
He claimed there was hardly any difference between the pay of the factory teamaker and a quality controller

22/6/80 SUNTRIS
Now, the

(152) ~~192~~
'poverty'

pay-off

Production is halted at SA's only car valve company after accusation of paying blacks poverty wages



By TICKS CHETTY

The KBW Valves factory — a part of one of the 26 British companies which stand accused of breaching the EEC code of conduct by paying black workers poverty wages — paid off its entire staff this week after a pay dispute. The staff of 80 Indian and African workers at the

factory at Prospecton, near Durban, were handed their wages on Friday afternoon after a two-day strike for higher pay.

KBW Valves is a member of the Associated Engineering Group — one of 26 British companies accused in a report in the London Sunday Times and published in the Sunday Tribune last week.

Production at KBW

Striking workers wait outside the factory for their wages on Friday

motor car valve manufacturing company in South Africa, has now come to a complete halt. According to a company spokesman the production stoppage is costing it R2 500 a day.

Striking workers told the Sunday Tribune they wanted the starting rate to be increased for all from R41.40 to R70 a week

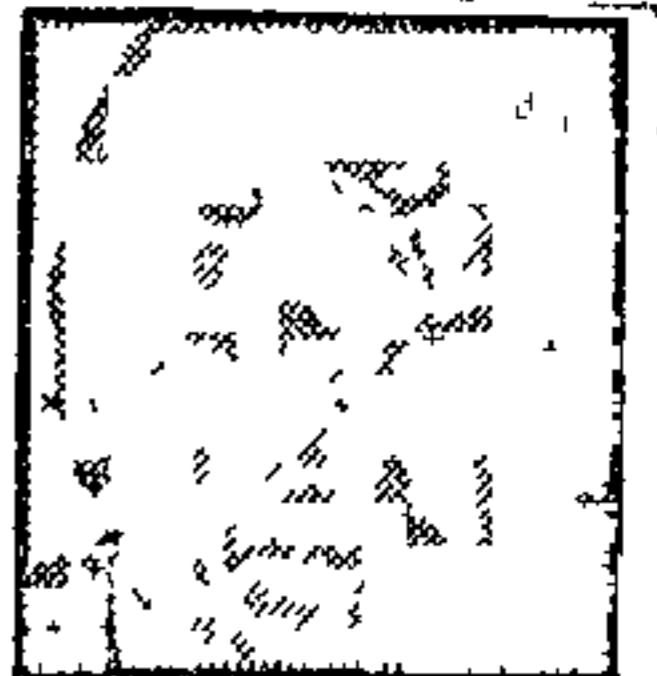
They also wanted allowances for 6am to

230pm shiftworkers. Allowances, according to the workers, were now given only to those who worked from 230pm to 11pm.

They said they refused to work when their request for a 20 percent increase was refused by management.

Mr Elwyn Seekings, the factory manager, said the workers had made no clear demands except to say

they wanted more money. "I am prepared to negotiate with the workers if they must get back to work first," Mr Seekings



Elwyn Seekings, factory manager

- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

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

said. He added that the workers had refused to appoint a spokesman or a group to discuss the pay dispute.

Commenting last week on the London report that 60 workers of Associated Engineering were earning

UNION HOPES FOR PAY-RISE RIPPLE FROM THE VW STRIKE

22/6/80 SUN TRIB

BY MAUREEN GRIFFIN

IF the strike at the Volkswagen factory at Uitenhage succeeds, wages in the entire Eastern Cape motor industry will increase.

It could mean employers in other areas will have to pay auto workers more.

When wage dissatisfaction erupted into a strike at Volkswagen on Monday, the company became a strategic target for union leaders in the relentless battle between the motor industry's labour and its management, the Sunday Tribune learned this week.

Union officials estimated this week that the strike, which started when 3 500 workers at Volkswagen's Eastern Cape factory downed tools, will last about seven weeks.

They predict that the company will be unable to find replacement labour in the face of rising black solidarity and will be forced to give in to wage demands of a minimum of R2 an hour. The present minimum wage in terms of last year's Industrial Council agreement is R1

"The message we are circulating in the townships tomorrow instructs people not employed not to look for work at Volkswagen

"Clearly the workers are going to stay out, even though they're not getting paid during the strike. We believe it is impossible for Volkswagen to hold out. Seven weeks of production is about 12 000 cars and there is already a back-log on cars"

Volkswagen management has refused to accede to wage demands. The factory has been closed

Offers management have made to the union — the amount has not been made public — have been rejected and a request for more time to consider their demand has been spurned by workers.

Mr Ruben Els, public relations manager of Volkswagen, said that although the agreed minimum is R1 an hour, the company pays workers R1 15 minimum

Striking workers, who have throughout the week marched through the streets of Uitenhage, chanting and giving black power salutes, have stated repeatedly that they will not return to work for anything less than a basic R2.

The processions have been closely watched by riot police, who have used teargas and bird-shot to disperse them. On Wednesday police used dogs to disperse workers on the premises of Hella, an automotive lighting factory.

Yesterday was quiet as riot squads patrolled the townships.

They predict that the company will be unable to find replacement labour in the face of rising black solidarity and will be forced to give in to wage demands of a minimum of R2 an hour. The present minimum wage in terms of last year's Industrial Council agreement is R1 an hour in the Eastern Cape.

A union message to be circulated among Volkswagen workers tomorrow tells them that because the latest offer made by management is unacceptable "it is not possible for us to recommend your return to work".

The dispute has spread to other companies in Uitenhage, where an estimated 70 percent of the black and coloured labour force is on strike.

Ford and General Motors in nearby Port Elizabeth have appealed to their workers to remain calm after their branch executive committees released a Press statement expressing support for union members on strike at Uitenhage and stressing that union demands for a minimum wage of R2 an hour should be pursued.

Durban-based Mr Brian Fredericks, national organiser of the National Union of Motor Assembly Workers' said in Port Elizabeth "When Volkswagen accedes to our demands for a R2 an hour minimum wage it is likely that General Motors and Ford will also up their minimum wage

Strikers sent to homelands; unionists held

From Page 1

ment refused to disband the liaison committee. And this week workers at the Koo factory in East London downed tools for a few hours over the same issue. They returned to work after AFCWU committee members told the strikers negotiations with management had started.

The 17 meat firms in Cape Town affected by the strike refuse to meet worker representatives, arguing that the strikers are no longer employees.

But the workers, who have been on strike for two months, say they "stand firm in their demands and will not be stopped by police."

The workers are demanding that Table Bay Cold Storage, where the strike began, and National Meat Supplies recognise worker-elected committees and that all of them are reinstated.

Cape Town University's SRC has set up a Meat Workers Support Committee to collect money for the strikers by selling stickers. A committee spokesman said: "People can pay what they like for a sticker."

In a show of solidarity with the strikers, the Cape Town coloured and African community is supporting a red meat boycott. The strikers have also called for a national boycott of

red meat and red meat products. Johannesburg organisations supporting the boycott include the Soweto Civic Association, Azapo, the Transvaal Council on Sport and the Soweto Traders Association.

A union spokesman said around R20 000 has been received from people all over the country. The strike is costing the union R11 000 a week. The strikers are supporting themselves and their families on a mere R15 a week.

And in Durban churchgoers will today be asked from pulpits to aid workers fired from the Frame Group's textile mills in New Germany, Natal, after the recent strikes there.

A strongly-worded statement from the Christian agency Diakonia to its eight member churches in the greater Durban area, calls the dismissal of about 180 men and women from the mills "a very clear example of victimisation of those who struggle for justice".

Many of the axed workers lost their hostel accommodation when they lost their jobs and must now return to labour bureaux in their homelands to find work.

Those who were fired after they returned to work were mostly union shop stewards, members of the workers liaison committee, and union members. The Frame Group does not recognise unions.

Strikers sent to homelands

SUNDAY POST

22/6/80 (152)

Labour Correspondent
FORTY-TWO of the Cape Town meat strikers have been "deported" to their homelands, according to reports received by SUNDAY POST.

A spokesman for the Western Province General Workers' Union (WPGWU), to which the strikers belong, says they believe they have been taken to Worcester, and from there to the homelands. They were arrested last week, charged under the pass laws and refused bail. About 200 of the 800 strikers are contract workers. The union believes the authorities "are setting an example by 'deporting' the 42 strikers".

And on Friday two more WPGWU organisers were detained. They are Miss Zora Mehloma-

kulu and Mr Wilson Sidina. This brings to six the number of people linked to WPGWU who have been detained.

A statement released on Friday from WPGWU said "The workers were shocked to learn that the labour dispute has been handed over to the police. The workers also deplore the detention of the organisers who had nothing to do with the workers' dispute.

Meanwhile seven East London branch officials of the African Food and Canning Workers Union (AFCWU) have been arrested or detained after a strike in the area last week.

Last week's strike was at Western Province Preserving Company. Over 700 workers walked out because manage-

● To Page 2

27 (152) Post 22/6/80

'Short pay' firing

- women may sue

A JOHANNESBURG departmental store this week received a letter of demand from the legal representative of two of the six black women dismissed last week after allegations of theft.

Miss Dorcas Putsoane, who was employed at Garlicks at the plush Carlton Centre as a R120-a-month waitress, told of her "humiliation" at the store's personnel department when she and her five colleagues were accused of stealing a variety of articles and discharged.

"Because part of my duties were to mix guava juice, I was accused of having stolen the juice. I was humiliated at this shabby treatment. Others were accused of having stolen a variety of articles."

When they came back for their pay, they were given slips of paper like the store's petty cash vouchers.

"My slip reflected that on the R50 I was to get, there were deductions of R35. In all I received only R15,15," said Miss Putsoane.

The women then asked that the personnel department to write them references. This was refused.

The women decided to approach the Department of Manpower Utilisation for help.

"In my case," added Miss Putsoane, "it was found that the store owed me R48 for leave pay".

Finally Miss Putsoane was paid R46 in lieu of her leave pay. Not satisfied with this, she and a colleague approached their legal representative.

When SUNDAY POST approached Garlicks, we were referred to the security officers' section. A certain Mr Scholtz said: "When people are dismissed here it is an internal matter. And not a matter for the Press."

How police kept reins on newsmen

22/6/80 SUN 7 PM

By RAY JOSEPH

THE blanket ban on Press photographers, taking pictures in the Uitenhage area, a scene of widespread labour unrest this week, has been lifted after a meeting between senior police officers and local newspaper editors.

A ban was slapped on the Press on Friday at the height of the strikes which affected at least 12 factories

The stipulation that a journalist had to obtain written permission from the Divisional Commissioner for the Eastern Cape, Brigadier K S J Van Rensburg to work in Uitenhage — which police declared an 'operational area' — was also lifted.

Major Gerrit van Rooyen of the Eastern Cape Police Directorate of Public Relations said Pressmen were now free to operate in white areas and like whatever pictures they like unless the officer in charge asks them not to.

"If journalists wish to enter black areas they will have to report to the local police commissioner who will then arrange for them to be taken into the area under escort.

On Friday a local newspaper photographer was arrested but later released after taking pictures of strikers.

A Sunday Times photographer and a local Press photographer were asked to leave their cameras at police headquarters in Port Elizabeth before being granted permits to work in Uitenhage.

The permit laid down three stringent preconditions for entry.

- Reporters entered at their own risk

- Reporters had to be accompanied by a member of the Security Branch or where a member was not available by the police officer in charge of the 'operational area'
- Photographers were not allowed into the area

The police station in Uitenhage was a hive of activity with constant movements of riot parades.

All policemen were heavily armed and guards were on duty at all gates.

On Friday the streets of Uitenhage were packed with large numbers of blacks wandering around, but local whites carried on their business as usual.

Shops in the main street the scene of two protest marches by striking workers were open for business.

The Press group I was in was taken for a tour of Kwanobuhle and Kabah townships by senior police in a riot van.

Inside the township hundreds of blacks milled around outside their homes and along the roadsides, but there was no attempt at confrontation.

Most just stared silently as our convoy passed.

The industrial unrest this week seemed to have been sparked off after a pay talks report-back meeting by car factory union officials was banned last weekend in terms of the Riotous Assemblies Act.

By closing time on Friday, nine companies in Uitenhage had been affected by strikes with at least 7 500 workers refusing to work.

In most cases the grievances were for higher pay with minimum wages of between R1 50 and R2 50 an hour.

Although there have been incidents where police say they were forced to fire on crowds, marches through the streets by workers, and incidents of stone-throwing police have not reported any serious clashes.

The organising secretary of the Uitenhage branch of the United Automobile Hubber and Allied Workers Union Mr George Mantsa appealed to his members to return to work.

Mr Mantsa said: "The only thing we can do is to tell our members to go back to work and to negotiate while they are working.

Union membership in Uitenhage was very high, he said. About 7 000 members of his union were out on strike.

"A lot of these people went on strike without negotiating with management," he said.

● The Committee of 41, the Eastern Cape Students' organisation representing boycotting schools in the area has called on boycotting pupils to return to school at the start of the third term — provided there is no victimisation and that all students detained during the boycotts be released.

Car industry management plans meeting with strikers

STAR 23/6/80

152

By Harvey Thomas

Management of the big three Eastern Cape motor companies will meet striking workers tomorrow to try to resolve new wage claims

The Federation called on the men to return to work today with the exception of those employed by VW who are said to be ready to "hold out for several weeks, if necessary" in support of their wage claims.

● Several of the factories hit by strikes here last week started taking on new workers today, reports Sapa, while some strikers at other factories returned to work

The 185 workers who went on strike at the SA Bata tannery here on Friday returned to work today, spokesman Mr Alan Bell said. He said the company was the third firm where work had returned to normal

At Volkswagen today 3 500 black workers who downed tools a week ago in support of their demand for an 80 percent wage increase were still out.

A meeting of the Eastern Cape branch of the Motor Industrial Council, scheduled for July 4, has been advanced to tomorrow to allow industry representatives their first formal opportunity to negotiate with strikers

On the one side of the table will be management executives from Volkswagen, General Motors and Ford while on the other will be white workers represented by the Iron, Steel and Allied Industries Union and the coloured workers represented by the National Union of Coloured Automobile and Rubber Workers.

ASSISTED

The black workers in the motor industry do not have a registered trade union but will be assisted at the meeting by a member of the Department of Manpower Utilisation.

Yesterday striking black workers in Uitenhage held an all-day meeting with executives of the Federation of South African Trade Unions

X

Butchers fear close-down as strike continues

(152)
(176)
(173)

CAPE TIMES 23/6/80

By LIZ MCGREGOR

MANY BUTCHERS in the Cape fear they will be forced out of business as the deadlock between employers and workers in the meat industry enters its fifth week.

Four weeks ago, 800 meat workers went on strike in support of the demand by workers at two meat wholesale firms for recognition of their elected workers committees.

This was followed by a boycott of red meat by the community in support of the workers demands. At the beginning of this month, more than 120 butchers from the Cape Butchers Association, stopped selling red meat for three days in support of the workers.

There is still a complete boycott of red meat in the black townships, where butchers have sold only chicken and eggs since the first call for a boycott over three weeks ago.

Butchers in Retreat and other Cape Flats areas yesterday expressed their concern for the situation which, they said, was deteriorating.

'We are very worried about the situation, especially as there seems to be no hope of negotiation at this stage,' a spokesman for the butchers said.

Some butchers are finding it very difficult to keep up with their payments with the demand for red meat as low as it is and the longer this situation continues, the more serious it becomes.

The butchers appealed to the meat employers to 'enter into negotiations with the workers to bring the situation to normality as soon as possible.'



23/6/80

ARGUS

Uitenhage strike continues

CAR MEN FIRM ON MINIMUM WAGE

From Peter Goosen and Cassie du Plessis

PORT ELIZABETH. — Black workers in the Eastern Cape motor industry are determined to hold out for a new higher minimum wage of R2 an hour which would mean an increase of millions of rands in the industry's wage bill.

At an all-day meeting yesterday, workers' representatives from the plants and factories in Uitenhage involved in last week's strikes and wage demands met with executives of the Federation of South African Trade Unions (Fosatu).

In an exclusive interview with The Argus last night the Federation said it had been decided to call on the workers to return to work today with the exception of those from the giant Volkswagen factory in Uitenhage, where negotiations for a new minimum wage are already under way.

9 factories

However, by lunch-time today, strikes were reported to be continuing at nine Uitenhage factories, and the position was not clear at several others.

At one of the biggest Uitenhage industries, Goodyear Tyre Company, about 600 workers turned up in the face of a work or be dismissed ultimatum, but refused to work.

Demands

The public relations manager, Mr Mike Selley, said while the mass of workers waited outside on the premises, a committee of seven workers' representatives met the management and presented a wages demand and list of domestic grievances.

The company said it would only negotiate through the Industrial Council for the rubber industry which would have a special meeting at lunch-time tomorrow.

After the workers outside were told of this decision they went to lunch in the company's cafeteria and it was not clear whether they would return to work later today.

Before lunch-time riot police outside the nearby Guestro Industries factory, prevented striking workers returning home through the Uitenhage industrial area. They were forced to walk along the outskirts of the town to the Kabah township. No incidents of violence were reported.

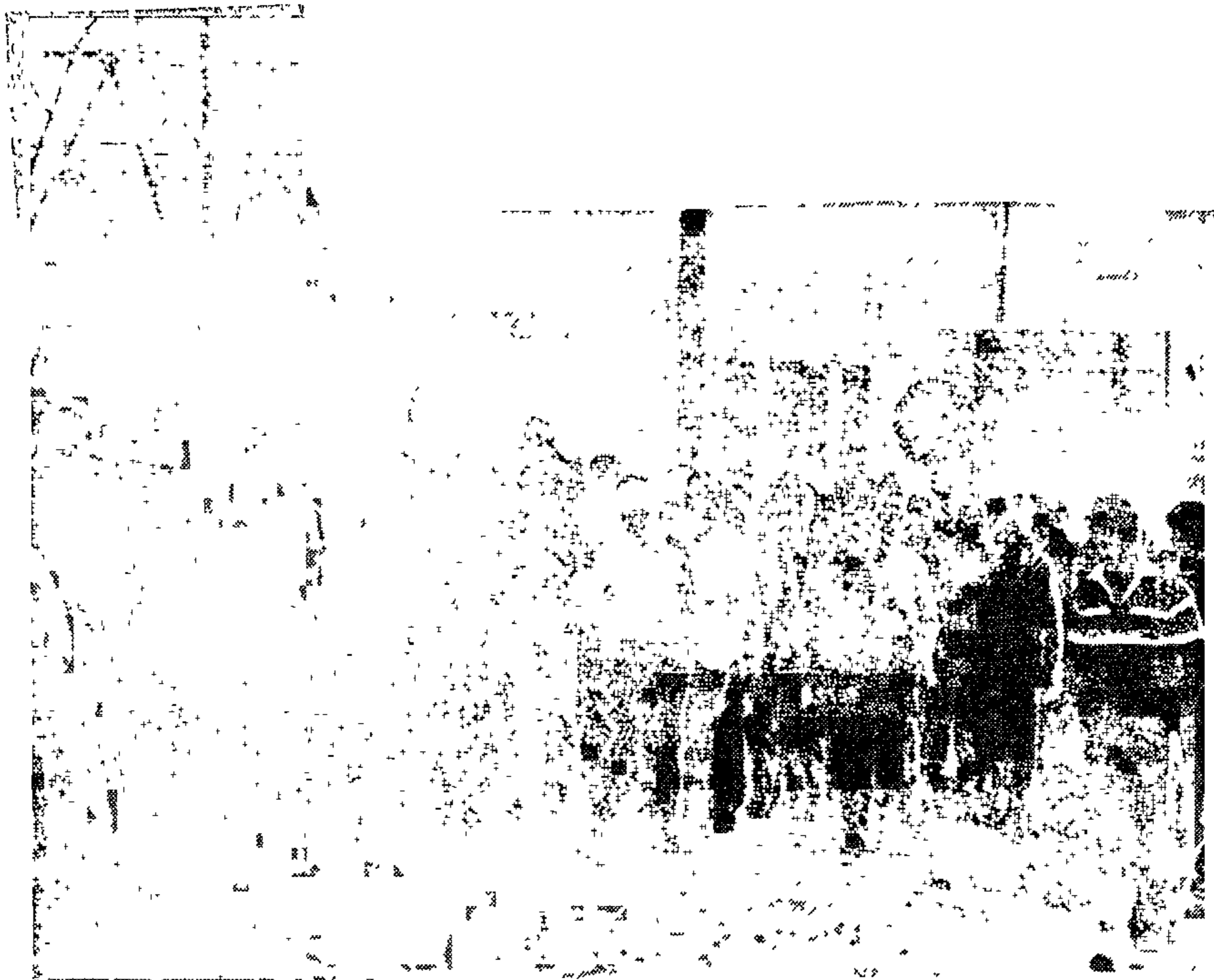
PE firms

A spokesman for Ford Motor Company in Port Elizabeth said its Struandale, Port Elizabeth, assembly plant had reopened today after a forced closure last week because of a short supply through Uitenhage's labour unrest. All 700 black workers were back and production was normal.

The following companies in Uitenhage were today reported to still have worker unrest: Volkswagen, Goodyear, SKS Bearing Manufacturers, Link Construction, National Standard Wire, Gubb and Ings, Cape of Good Hope Woolcombers, Civico Construction and Guestro Industries.

The general secretary of Fosatu, Mr Alec Irwin, who has come to the Eastern Cape from the Federation's head office in Durban because of the present dispute, said the eyes of thousands of workers in the industry would be on Volkswagen where the workers were holding out for a R2 an hour minimum wage.

'This figure is not something which came out the top of our heads on the spur of the moment. A lot of careful thought has gone into it.'



LONG lines of workers move towards the Uitenhage industrial area today. They returned to the factories, but refused to work

We won't take them back

STHR 23/660
MD
East Rand Bureau

Management at the Elandsfontein steel factory where more than 300 workers went on strike last week, are adamantly refusing to re-hire 22 of the dismissed workers

"They were instigators and responsible for keeping others away from work," said the managing director of Steel Pipe Industries, Mr D Barnard, today

He said more than 250 had returned to work, and another 20 were expected to return either today or tomorrow

Mr Barnard was unruffled by reports that those dismissed were considering legal action for "victimisation"

"They dismissed themselves and we refused to take them back," he said

Workers face deadline

CAPE TIMES
today 23/6/60

From RIAAN DE VILLIERS

JOHANNESBURG. — In what is expected to be a crucial day in the Eastern Cape labour unrest, many striking workers in Uitenhage today face deadlines to return to work or be paid off.

Among Uitenhage firms which have issued ultimatums to their workers are the Goodyear tyre plant, with a black and coloured work force of 1300, and National Standard.

A third company, SKF, is understood to have withdrawn a similar ultimatum. It is believed over 7 000 workers at 11 factories are still on strike.

Meanwhile, restrictions on the operations of newsmen in Uitenhage have been partly lifted.

This emerged from a meeting yesterday between Brigadier E S J van Rensburg, Divisional Commissioner for the Eastern Cape, and the editors of the Evening Post and the Eastern Province Herald.

On Friday, police declared the whole of Uitenhage an "operational area", which reporters could enter only with written permission and under police escort. Photographers were banned completely from the area.

At yesterday's meeting, Brigadier Van Rensburg said, instructions from police headquarters in Pretoria had been clarified.

Newsmen would no longer be refused permission to work in Uitenhage or the town's industrial area, but the restrictions would still apply to black areas, he said.

● Chances of a settlement at Volkswagen, where the strike wave broke out last Monday, appeared to recede on Friday night when a joint trade-union committee at the plant rejected a new wage offer.

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Police
ban
23/6/80
eased

UITENHAGE — Police have dropped a drastic restriction they sought to impose on journalists covering the labour unrest here, according to the divisional commissioner of the Eastern Cape, Brig G van Rensburg

The whole of Uitenhage was declared an "operational area" on Friday where reporters could work only under police escort and where photographers were banned altogether.

Now only three black townships are restricted. Journalists wishing to enter the townships are required to have police permission and to travel under police escort.

Journalists may not go up to any group of more than 10 people if it is deemed to be an illegal gathering of a political nature — DDC

152
Cape strike force face day of decision today

By RIAAN DE VILLIERS
Labour Correspondent

IN WHAT is expected to be a crucial day in the Eastern Cape, many striking workers in Uitenhage today must choose return to work or be fired.

Increasing attention is being focused on the strike-hit town as relative calm returned to other trouble spots after last week's unrest which left 32 people dead, mainly in Cape Town.

Among Uitenhage firms which have issued ultimatums to their workers are the tyre plant Goodyear, with 1 300 black and coloured employees, and National-Standard.

A third firm, SKF, is understood to have withdrawn a similar ultimatum.

It is believed more than 7 000 workers at 11 factories are still on strike.

Meanwhile, restrictions on Press operations in Uitenhage have been partially lifted.

Pressmen no longer need permission to work in Uitenhage or the town's industrial area, but the restrictions would

still apply to black areas, he said

Chances of a settlement at Volkswagen, where the strike started last Monday, appeared to recede at the weekend when a joint trade union committee at the plant rejected a new wage offer

A special industrial council meeting is to be held tomorrow

The strike at VW broke out after a union report-back meeting to workers on industrial council negotiations was banned the previous day

Meanwhile, trade union sources have described the situation at Ford and GM in Port Elizabeth as "very tense"

152 Aid for 175
Cape Times 24/6/80
180 strikers 1408

Own Correspondent

LONDON -- The International Metalworkers Federation is sending 50 000 Swiss francs (about R25 692) to help support the strike of black and coloured workers employed by Volkswagen in South Africa.

The money is being sent to two IMF-affiliated unions in order to 'ensure that the workers are not starved back to work', the IMF's general secretary Mr Herman Rebhan, said yesterday.

The workers have been on strike since June 16.

Mr Rebhan has also sent financial appeals for strike aid to automobile unions in West Germany, the United States, Britain, Sweden, Japan, Holland, Australia and Austria.

X

Support
for meat
workers

Staff Reporter

THE Archbishop of Cape Town, the Most Rev Bill Burnett said yesterday he felt it would not be improper for Christians to support financially the striking meat workers.

After being approached by the Anglican Board of Social Responsibility in connection with financially supporting the meat workers, Archbishop Burnett issued the following statement:

I have no hesitation in saying that I have in a small way financially supported the strikers and that it is obvious I do not believe it would be improper for Christians to do the same.

The meat workers, who struck in support of the demands of 75 Table Bay Cold Storage Company workers for management recognition of their elected workers committee, are being paid R15 a week by the Western Province General Workers Union.

The R15-a-week relief totals more than R12 000 and since the start of the strike the money which has been collected from organizations and individuals throughout the Peninsula, has been paid to the workers every Friday.

Every week the WPGWU faces the huge task of gathering the R12 000 relief.

29/6/80 ARCS

Archbishop backs strike pay

~~25~~ ~~150~~ 152

FINANCIAL support for the 800 striking meat workers has received the approval of the Archbishop of Cape Town, the Most Rev Bill Burnett.

In a statement yesterday the archbishop said he had supported the strikers financially in a small way himself. He did not believe it would be improper for Christians to do the same.

'It seems to me that what we are witnessing is an instance of the misuse of economic power by management,' Archbishop Burnett said.

The Centre at St George's Cathedral has published a leaflet entitled 'At such a time as this' which deals with the meat workers strike among other recent events.

'IGNORED'

'Several attempts by Christian ministers to bring the parties in the dispute to the negotiating table have been ignored by management, it says.

'The reasonable request of meat workers for recognition of a democratically elected representative committee was frustrated to the point where no other option was open but to strike.

'Their dismissal by management brought sympathetic strike action from others in the meat industry, and backing from many in the wider community who have not only boycotted red meat but also contributed towards financial assistance for the 800 odd workers.'

'STRONG-ARM'

The leaflet says management sought the 'strong-arm assistance of government in trying to crush this movement.' Leaders were harassed and detained and striking workers arrested for being in the Peninsula without contracts of employment.

In collections taken at churches of various denominations at the weekend more than R500 was collected for the meat workers and their families.

The money will help the Western Province

General Workers' Union to meet its weekly bill of about R12 000 to pay R15 in relief to each worker.

All the strikers except the 42 contract workers arrested were again paid by the union on Friday.

Blind workers in pay row

3000

get

the sack

ABOUT 300 blind people at the Itere- leng Institute in Hammanskraal have been sacked after complaining of poor wages.

All the 180 wor- kers staying at the hostel were ordered to leave the institu-

tion immediately. Some of the mar- ried couples staying in the township got instructions to vacate their houses.

The single workers stay in the institu- tion's hostel, while those who are married live in married quar- ters in Ga-Rankuwa in

a section set aside for blind people. They were told to leave these houses because they were for people who had jobs

They worked for the Itere- leng Basket Factory, a unit of the Institute

Mr Geoffrey Hylton- Barber, manager of the factory, yesterday told POST he had been forced to close the factory. He refused to give reasons

The factory had about

380 blind workers POST established that 300 of the workers were fired.

According to sources, trouble started when workers called Mr Hilton- Barber to a meeting to discuss their wages. Ear- lier last week, Mr Hilton- Barber denied allegations that people were paid slave wages at Itere- leng.

"It's been quite some time that the manager had been told about the wages. The last time we asked for increments he said there was nothing he could do as the society was short of money. Realising that we would not get any rises, we called him to a meet- ing," said one blind man, who asked not to be named.

The affected blind people refused to talk to POST because of fear of victimisation. It was al- leged that Mr Hilton- Barber said the men would rather assemble in the hall but not in his of- fice. He told the workers that they "are fooled by those agitators addressing them in private meetings"

Mr Hilton-Barber called another meeting last Thursday, where he de- clared the factor closed — until further notice

The chairman of the Society for the Blind Mr A Goshel was not avail- able for comment

Motor firms in

crucial wage

talks today

By RIAAN DE VILLIERS
Labour Correspondent

THE three giant Eastern Cape motor manufacturers meet union representatives of thousands of striking workers today in crucial wage talks which could have far-reaching effects on labour unrest in the area

A settlement could end the strike at Volkswagen which triggered off further unrest in Uitenhage last week, seriously disrupting the motor and motor component industry

But as employers and unions prepared for their talks in Port Elizabeth this morning, informed sources expressed fears of a continued deadlock which could lead to black and coloured workers at Ford and General Motors joining the strike

Union committees at Ford and GM have expressed "complete solidarity" with fellow union members on strike at VW and have reiterated union demands for a minimum wage of R2 an hour

A mass meeting of Ford and GM workers is to be held tomorrow night and union officials have described the atmosphere at the two plants as "very tense"

Representatives of the three firms will meet representatives of the coloured National Union of Motor Assembly and Rubber Workers' Union and the black United Auto and Rubber Workers' Union at a special motor assembly industrial council meeting

The Rightwing white Yster

en Staalwerkersunie will also be involved in the talks

An employer source said yesterday acceptance of the black and coloured union demand would mean a "massive" 90% increase from the present minimum wage of R1,15. Describing the demand as "unrealistic", he expressed fears of a deadlock which could lead to further strike action

A union spokesman said the demand was reasonable and based on what workers actually needed to live on

But he added, "We will try to compromise if need be. We don't like the idea of further strikes. We are hoping to reach agreement but everything will depend on what the employers will offer"

In other developments yesterday

● Over 1 000 workers at the Goodyear tyre factory in Uitenhage lost their jobs when they continued to strike after negotiations with management

● Workers at several smaller Uitenhage firms returned to work after talks with union men and officials of the Federation of South African Trade Unions (Fosatu) over the weekend, and more workers have agreed to return today.

● About 180 black workers went on strike at the Natal Thread Company at Hammarsdale in protest against a new shift system

Police yesterday directed the dispersal of striking workers from Uitenhage's industrial area

PE strikes still on

STRIKES WERE still reported to be continuing at nine Uitenhage factories yesterday. The strikes started last week and involved thousands of workers

And in Port Elizabeth there was still unrest at some major concerns but the situation last night could not be confirmed.

At one of the biggest local industries, Goodyear Tyre and Rubber Company, about 600 workers who arrived yesterday in the face of a work or be dismissed ultimatum refused to go back to work.

The public relations manager, Mr Mike Selley, said while the mass of

workers waited outside a committee of seven worker's representatives met management and presented a wages demand and list of domestic grievances.

The company said it would only negotiate through the Industrial Council which would meet at lunch-time today

After the workers were told of this decision they went to lunch in the company's cafeteria and it was clear they would return to work

A spokesman for Ford Motor Company in Port Elizabeth said its Struan-dale, Port Elizabeth, assembly plant reopened yesterday morning after a forced closure last week

through Uitenhage's labour unrest

The following companies in Uitenhage were reported to still have worker's unrest, Volkswagen, Volkswagen Good-year SKF Bearing Manufacturers, Link Construction, National Standard Wire Gubb and Ings Cape of Good Hope Woolcombers Civic Construction and Giestro Industries.

At Volkswagen the 3000 black workers who downed tools a week ago in support of their dem-

'Ford plant re-opened'

Post 24/6/80

and for an 80 percent wage increase were still out.

A meeting of the Eastern Cape branch of the Motor Industrial Council, scheduled for July 4, has been brought forward to today to allow industry representatives their first formal opportunity to negotiate with the strikers.

On the one side of the table will be management executives from Volks-

wagen, General Motors and Ford while on the other will be white workers represented by the Iron, Steel and Allied Industries Union, the coloured workers represented by the national Union of Coloured Automobile and Rubber Workers.

The black workers in the motor industry do not have a registered trade union but will be assisted at the meeting by a member of the Department of Manpower Utili-

ation

The strike, initially aimed at VW, spread late last week to 10 companies and involved 7500 workers. If the men are successful in their demands it will add millions of rands

to the motor industry wage bill and is bound to result in an increase in the cost of motor vehicles.

Yesterday Ford reported that it had re-opened its Cortina plant at Struan-dale

Crucial labour talks

PORT ELIZABETH—Two vital meetings being held today could settle the outcome of labour management pay disputes affecting thousands of black workers in strike-ridden Uitenhage

The talks with industrial councils for the motor industry affect the pay packets of almost 5 000 workers — 3 500 of them at Volkswagen who are sticking to their demand for R2 an hour minimum wage and 1 400 at Goodyear where the demand is for a minimum R3 an hour

The current rate at Goodyear is R1,10

A pamphlet to all Volkswagen workers at the weekend from the branch executive committee of the United Automobile Rubber and Allied Workers of South African said Friday's management offer was unacceptable

At Goodyear, where the deadline for strikers to report for their normal shifts was yesterday, the number regarded as having dismissed themselves by late yesterday afternoon was 1 050, said the public relations manager, Mr Mike Selley

Mr Selley said about 800 workers arrived for the first shift yesterday morning and immediately downed tools. After talks between seven worker representatives and management the proposals were put forward

A special meeting of the industrial council for the tyre and rubber manufacturing industry today will discuss the demands —
DDC

UITENHAGE — Police ushered striking workers from factories here yesterday

Riot police were stationed at main intersections and barbed wire was strewn across two minor intersections to prevent Goodyear Tyre workers from passing through the centre of town

The main body of Goodyear workers were allowed through the gates in small groups at regular intervals and were warned by a senior police official to walk slowly in groups of not more than 10

Workers gathered on the factory premises early yesterday morning and after a series of meetings among themselves and with management until 1 pm, they massed at the gates waiting to be allowed home

At the Guestro factory gates, a tense situation developed when police barred striking workers from entering town. Traffic was stopped and police with dogs formed a cordon across the road

Workers dispersed

Police usher strikers home

calmly towards Kwanobuhle township after a senior police officer warned the crowd they constituted an illegal gathering and gave them five minutes to disperse

A police spokesman said there had been no incidents of violence yesterday

Meanwhile, it is reported from London that the International Metalworkers Federation is sending 50 000 Swiss francs (R25 000) to help support striking Volkswagen workers

The funds are being directed to the United Automobile Workers of South Africa and the National Union of Motor Assembly and Rubber Workers. Both these unions are affiliated to the federation and the general secretary, Mr H Rebhan, said the money

was being sent "to ensure the workers are not starved back to work"

At Hammarsdale, near Durban, several hundred black workers at the Natal Thread Company factory reportedly refused to work yesterday in support of demands for higher pay

Management representatives were not available for comment but reports said the workers left the factory yesterday morning and dispersed without incidents. Riot police are patrolling the area

From Cape Town it is reported that according to City Tramways, the bus boycott is weakening

"We have observed that more people are using the buses," a spokesman for the company said yesterday. He could not quantify the increase at this stage nor comment on where



MR LE GRANGE . . . lifts curbs on media.

the improvement had been most noticeable.

In Johannesburg, Mr Louis le Grange, the Minister of Police, has announced that restrictions on television crews and journalists on assignment to black areas are lifted from today.

The Minister made it clear restrictions would be reconsidered immediately should circumstances warrant it — DDC-SAPA.

Hammarisdale

NATAL MERCURY 24/6/80

workers strike

Mercury Reporter

WORKERS at Natal Thread Company in Hammarisdale went on strike yesterday over a shift dispute

A spokesman for the Federation of South African Trade Unions said that the company's liaison committee had approached the Department of Manpower

Utilisation in Pietermaritzburg with their complaints

A new shift system was introduced about three weeks ago. The factory operates 24 hours a day, seven days a week. Employees work 12-hour shifts for three days followed by three days off

They feel the hours are too long and the shift system means their pay

varies from one week to another. The workers' liaison committee had been opposed to the new system before it was introduced, the spokesman said

About 180 workers had gathered in the Catholic Church in Mpumalanga to discuss their grievances

Management officials were unavailable for comment yesterday

24/6/80

ARCANS

Uitenhage's hard-line decision

THE GOOSANS

(152)

(152)

OF CAAR

WORKERS

LOSE JOBS

From Peter Goosen and Cassie du Plessis

PORT ELIZABETH.—More than two thousand coloured and African workers are out of work and about another thousand may lose their jobs today as labo

24/6/80 ARCCUS
Workers

(Continued from Page 1)

(90) and Link Construction (600).

At the Volkswagen motor plant where no workers have been dismissed, the Industrial Council for the Automobile Industry will today hear the workers' demands for a R2 an hour minimum wage.

The general secretary of the Federation of South African Trade Unions, Mr Alec Irwin, said significant developments in the present labour unrest were that the workers had heeded the Federation's call to return to the factories and that most companies were willing to negotiate.

Mr Irwin added that Goodyear had taken an unusual but welcome step in taking the workers'

representative committee of seven to the industrial council to present the workers' demands for a R3 an hour minimum wage.

The big factories, especially the motor industry will be watching this meeting closely as it will set the scene for future wages in the industry, he said.

The two worrying factors in the present dispute were Goodyear's hard line on dismissals and the fact that the Hella component factory had refused to negotiate with its workers.

While the labour unrest continues several factories are making use of white collar staff and white and coloured youths in an attempt to keep some sort of production going.

Motor industry spokesmen were unwilling today to comment on what the new wage demands would mean to the industry financially, but it is believed

that it could add as much as R8-million to the annual wage bill of a major motor manufacturer.

Large contingents of riot police were used yesterday to prevent striking workers walking through Uitenhage to reach the black townships. Workers from Goodyear were divided into groups of 10 and escorted, a group at a time, out of the industrial area.

Calm

The staff officer in the local divisional police headquarters, Colonel H B Cloete, said today the Uitenhage black townships were still calm and no serious incidents of stone-throwing or other unrest had been recorded since Friday morning.

Meanwhile, the total number of companies still reported to be having some kind of strike trouble is nine.

The exact position at several plants could not be

established today as they refused to comment on the present labour unrest.

● Auto firms' anxious watch on pay disputes — Page 18.

As contingents of security police kept firm control on striking workers, companies have taken a hard line and have fired workers who have refused to return to factory floors while pay talks continue.

But, in spite of the large-scale dismissals yesterday and those expected today, the major companies have indicated that they are willing to negotiate through the recognised channels.

Walk-out

At the giant Goodyear plant almost all the black labour force of 1300 walked out yesterday and were automatically dismissed when they refused to return.

Although Goodyear workers and management reached agreement yesterday on several domestic issues, the workers refused to accept the management's plan to take their R3 an hour minimum wage demand to the Industrial Council for the tyre and rubber industry today. However, the hearing will go ahead as planned.

150 back

The company's public relations manager, Mr Mike Selley, said 150 workers returned to work and the plant has reopened.

Mr Selley added that the dismissed workers were free to re-apply. Those who had been dismissed would be paid today.

Factories which are also reported to have dismissed staff are Gubb and Inggs (700); UCM Milling (250); Hella (about 100); the Uitenhage Municipality

(Continued on Page 3, col 7)

Crucial pay talks today

CAPE TIMES

24/6/80

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From RIAAN DE VILLIERS

JOHANNESBURG — The three giant Eastern Cape motor manufacturers meet union representatives of thousands of striking workers today in crucial wage talks which could have far-reaching effects on labour unrest in the area

A settlement could end the strike at Volkswagen which triggered off further unrest in Uitenhage last week, seriously disrupting the motor and motor-components industry

However, as employers and unions yesterday prepared for today's talks in Port Elizabeth, informed sources expressed fears of a continued deadlock which could lead to black and coloured workers at Ford and General Motors joining the strike

Union committees at Ford and GM have expressed "complete solidarity" with fellow union members on strike at VW and have reiterated union demands for a minimum wage of R2 an hour

A mass meeting of Ford and GM workers is to be held tomorrow night, and union officials have described the atmosphere at the two plants as 'very tense'

The three firms will meet the coloured National Union of Motor Assembly and Rubber Workers' Union and the black United Auto and Rubber Workers Union at a motor-assembly industrial council meeting. The right-wing white Yster-en Staalwerkersunie will also be involved

An employer source said yesterday that the black and coloured union demand would mean a massive 90 percent increase from the present minimum wage of R1,15. Describing the demand as "unrealistic", he expressed fears of a deadlock which could lead to further strike action

A union spokesman said the demand was reasonable, but added: "We will try to compromise if need be. We don't like the idea of further strikes. We are hoping to reach agreement but everything will depend on what the employees will offer."

In other developments yesterday

- More than 1 000 workers at the Goodyear tyre factory in Uitenhage lost their jobs when they continued to strike after negotiations with management broke down

- Workers at several smaller Uitenhage firms returned to work after talks with union men and officials of the Federation of South African Trade Unions (Fosatu) at the weekend and more workers have agreed to return today

- About 180 black workers went on strike at the Natal Thread Company at Hammarsdale in protest against a new shift system

Police yesterday directed the dispersal of striking workers from Uitenhage's industrial area

● Foreign aid for strikers, page 2

should be pursued.

DEMANDS

Durban based Mr Brian Fredericks, national organiser of the National Union of Motor Assembly Workers, said in an interview in Port Elizabeth "When Volkswagen accedes to our demands for a R2 an hour minimum wage it is likely that General Motors and Ford will also up their minimum wage

The message we are circulating in the townships instruct people not employed not to look for work at Volkswagen

STAY OUT

Clearly the workers are going to stay out, even though they're not getting paid during the strike. We believe it is impossible for Volkswagen to hold out. Seven weeks of production is about 12 000 cars and there is already a backlog.

So far, Volkswagen management has refused to accede to wage demands. The factory has been closed until further notice.

Offers management have made to the union (the amount of which has not been made public) have been rejected outright and a request for more time to consider their demands has been spurned.

PAY MORE

Mr Ruben Els, Public Relations Manager of Volkswagen, said that although the agreed minimum wage is R1 per hour, his company paid workers a R1,15 minimum wage. He said negotiations would continue.

Striking workers who have throughout the week marched through the streets of Uitenhage chanting and giving black power salutes, have stated repeatedly that they will not return to work for anything less than a basic minimum wage of R2 per hour.

The processions have been closely watched by riot police who have used teargas and bird-shot to disperse them. Police have used dogs to disperse workers on the premises of Hella, an automotive lighting factory. At one stage, nine firms in Uitenhage were affected by stoppages.

29/6/80
Auto ARY 45
firms
anxious
watch
on pay
dispute

Argus Correspondent

DURBAN — If strike action at the Volkswagen factory in Uitenhage succeeds the entire Eastern Cape motor industry's wages will increase. This could also mean that employers in other areas of South Africa will have to pay auto workers more.

When wage dissatisfaction erupted into a strike at Volkswagen that company became a strategic target for union leaders in the relentless battle between the motor industry's labour and its management.

Union officials interviewed estimate that the strike which started when 3 500 workers at Volkswagen's Eastern Cape factory downed tools, will last about seven weeks.

They predict that the company will be unable to find replacement labour in the face of rising black solidarity, and will be forced to give in to wage demands of a minimum of R2 an hour. The present minimum wage in terms of last year's industrial council agreement is R1 per hour in the Eastern Cape.

Ford and General Motors in nearby Port Elizabeth have appealed to their workers to remain calm after their branch executive committees released a Press statement expressing complete support with fellow union members on strike in Uitenhage and stressing that union demands for a minimum wage of R2 an hour should be pursued.

DEMANDS

Durban based Mr Brian Fredericks, national organiser of the National

Puifco Wage Dispute

By Susette Nyumalo
SEVERAL speakers urged Puifco workers at a meeting to have patience and use their brains instead of muscles with negotiating with management for increments

The workers met at the Diephof Hotel, a veto, to discuss Puifco management's rejection of the workers' memo requesting a 15 percent wage increment which was proposed by the company.

Union to state whom it represented and what the bona fides of the Union are. The company has not been satisfied by state regarding recognition of a trade union, the letter said.

We are protesting at the cost of Puifco money. We are not protesting for the sake of the company. We are protesting for the sake of the workers.

Don't let your employer cheat you into an agreement about the percentage of 150 because you will end up not knowing what you want. Your employer is not elected. He is just traded so be careful.

Mr. Diamond said experience had shown that most labor committees were not effective. Instead of representing workers the committees tended to be on the side of management. Learning

The worker in the church In requesting the 15 percent increment the members of the labor committee submitted that the 15 percent wage increase was not enough. It did not cover the increase in the cost of living.

Our demands are a 20 percent week increase for all workers. This is the amount brought up at the meeting held on 21 May in the field. It is the amount confirmed at the meeting held on May 28 which was attended by representatives from eight depots and which passed a motion, they said.

Increases offered to striking workers

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CAPE TIMES
25/6/80

From RIAAN DE VILLIERS

JOHANNESBURG. — Three Eastern Cape motor employers yesterday offered substantial wage increases to thousands of workers in an attempt to end the spate of strikes in the area and ward off further labour unrest.

Full details of the offer were released in a statement after yesterday's crucial wage talks between employers and trade unionists in Port Elizabeth.

Attention has now shifted to mass meetings to be held today at which black and coloured motor workers will decide whether to accept the offer.

Trade unionists will meet striking Volkswagen workers today and will address a mass meeting of Ford and General Motors workers tonight.

The wage offer was described as "massive" by an employer source yesterday.

However, it does not immedi-

ately meet worker demands for a minimum wage of R2 an hour, and fears persisted yesterday that Ford and GM workers could join VW workers on strike.

Unionists would not comment on the offer before today's report back meetings. Employer sources emphasized that the wage offer was 'final'.

Meanwhile, workers at all the strike-hit firms in Uitenhage except Volkswagen and Goodyear were believed to have returned to work yesterday. Some firms have been selectively re-employing workers after paying them off.

Details of the motor employers' offer was released in a statement issued after yesterday's meeting of the industrial council for the motor manufacturing industry in the Eastern Cape.

The offer entails a series of four six-monthly minimum and across the board increases over the next 1½ years.

Average wages will increase by almost 20 percent next month, about 15 percent in January, 12 percent to 14 percent in July next year, and 10 percent to 12 percent in January 1982, employer sources said.

Minimum wages will increase to R1.40 next month and will reach the union demand of R2 an hour in January 1982.

Workers are to receive either the across-the-board increase or new minimum rates, whichever is the greater.

Increases in shift premiums, short-time pay and end-of-year gratuities have also been offered.

The immediate increase of the lowest minimum rate to R1.40 will boost the lowest

wages at the motor plants to about R263 — higher than the Household Effective Level for the area, which in turn is 50 percent higher than the Household Subsistence Level (or Poverty Datum Line).

'Does not differ'

The current minimum rate of R1.15 amounts to a monthly wage of about R216, which already exceeds the PDL of R168.

According to the statement, it was agreed that the proposal would be taken back to union members and the council would meet again next Friday.

The council unanimously called on strikers at Volkswagen to return to work "as soon as possible".

Unionists would not comment on whether workers were likely to accept the offer yesterday, but it is believed that it does not differ substantially from that made to unions at an informal meeting last Friday. That offer was rejected by a union committee of Volkswagen workers.

In another development, a meeting of the industrial council for the tyre and rubber industry yesterday unanimously rejected a wage demand by striking Goodyear workers for a minimum of R3 an hour.

Goodyear will begin re-employing workers tomorrow after paying off all workers who failed to return on Monday.

Meat boycott endorsed in Transvaal

By STEVEN FRIEDMAN
Labour Reporter

IN A move which could add new impetus to the Cape meat dispute, influential black organisations, including a key traders' association, have endorsed a boycott of red meat in the Transvaal

However, in most cases boycott plans have not yet been implemented

The boycott is designed to support striking meat workers in Cape Town, who have called for a nationwide red meat boycott in support of their demands. A boycott is in force in Cape black and coloured areas

Organisations which confirmed yesterday that they are supporting the boycott are Azapo, Dr Nthato Motlana's Soweto Civic Association and the Soweto Traders' Association

Three black trade unions — the Commercial, Catering and Allied Workers' Union, the Food, Beverage and Allied Workers' Union and the Laundry Workers' Association, have also endorsed the boycott. In

addition, pamphlets have been distributed in Lenasia and other black areas calling for a boycott

Azapo's publicity secretary, Mr George Wauchope, confirmed yesterday that Azapo had backed the boycott and added "We have instructed our branches to implement it"

Most other organisations, however, have not yet implemented the boycott

The chairman of the Soweto Traders' Association, Mr Vela Kraai, confirmed that his organisation had endorsed a boycott, but added "We don't believe it would be effective unless the Black Housewives League joined it"

"If the League comes in, we will implement a boycott fully," he added

Mrs Sally Motlana, president of the Black Housewives League said that her organisation had not yet decided to join the boycott but would discuss it at an executive meeting on Sunday

A traders' boycott of red meat would have a significant

effect on meat sales in black areas and substantially escalate the five-week old meat dispute

Dr Nthato Motlana confirmed that the Soweto Civic Association was "100% behind the boycott". He added that specific measures to support the Cape meat workers would be put to a meeting of Soweto residents early next month

Several other organisations have been approached to join the boycott, but have not yet reached a decision. They include the Transvaal Council on Sport, the Black Social Workers Association and the YWCA

TRACOS's chairman, Mr Reggie Feldman, said his organisation was "sympathetic" to the boycott but had not yet formally decided to join it

He added "We definitely support the Cape meat workers"

It is understood that there is substantial support for a boycott in Lenasia but that some residents fear that local butchers would suffer from such a move

CDM 25/6/80

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Cape Times 25/6/60
**Workers
leave Cape**

Staff Reporter

FORTY-TWO meat workers who appeared in the Langa Commissioner's Court last week left the Peninsula under police escort last Thursday.

They were some of the 800 meat workers who went on strike last month. More than 150 of the workers are contract workers from the homelands.

The 42 workers were arrested for being in the Peninsula illegally. On passing sentence, the commissioner, Mr W Fourie, said the men should be sent back to the homelands.

A spokesman for the Western Province General Workers Union said the workers who had been sent back to the homelands would be called back if the meat dispute could be settled.

N. MERCURY 25/6/80

Strike hearing

THREE men arrested under the Riotous Assemblies Act in New Germany last month appeared briefly in the Pinetown Magistrate's Court yesterday. Mr Jabulani Gwala, former chairman of the Frametex Workers' Liaison Committee, Mr Samson Cele and Mr Banginkosi Nzama, allegedly intimidated workers at Pinetex Mill during a strike. No evidence was led and the hearing was postponed to July 15.

Factories

STAR 25/6/80
warned

Clothing factory managements have been warned that low incomes are causing wide discontent, and that yesterday's strike by more than 100 lingerie-factory workers could spread

This warning was issued today by Dr Anna Scheepers, President of the Garment Workers Union, who said that in the present climate any walkout could prove very contagious

Car workers to decide on wage offer

THE STAR 25/6/80
152

Motor workers in the Eastern Cape, 3 500 of whom are on strike at Volkswagen, will decide tonight or tomorrow whether to accept a new pay increase of 21 percent.

This offer plus across-the-board benefits, was made yesterday at a meet-

ing in Port Elizabeth of top management of VW, Ford and General Motors and worker representatives.

Police today used tear-gas to disperse a crowd of about 1 200 dismissed Goodyear tyre plant workers, outside the gates of

the company's Uitenhage plant.

According to reports, batons were also used but police at regional headquarters gave no details.

The area surrounding the plant was said to be cordoned off by riot police. Armed police were on guard and there was a strong contingent at the entrance to Kabah African town as the situation was said to be very tense.

The public relations manager of Goodyear, Mr Mike Selley, said police acted to disperse crowds outside the company's plant.

He said the workers arrived at the plant and a large number indicated that they would not collect their severance pay.

UNRULY CROWD

They tried to prevent others from doing so and when the crowd became unruly police intervened.

Things were quiet again by this afternoon, police reported.

At Goodyear, where management sacked 1 200 workers when they refused to return to work, a spokesman said that many tyre assemblers were being paid off today and that the company would start rehiring tomorrow.

The giant VW plant in Uitenhage was idle today, and a spokesman said that union representatives were due to put the offer of R1,40 an hour — up from R1,15 — to the men tomorrow.

Many Uitenhage office workers have had to take over tasks such as collecting rubbish and emptying dustbins during the current strikes.

There are some advantages in the tidying-up business — plenty of fresh air, sunshine and the opportunity to find out how the other half lives.

Assemblers at Ford and General Motors in Port Elizabeth, have planned a mass meeting for tonight to hear a report-back from their union executive.

Goodyear employees demanded an increase from R1,10c an hour to R3, and those at VW asked for R2 an hour.

Last night the rubber industry rejected the R3 an hour demand.

Although the offer has been described by some employer sources as "massive" it does not immediately meet worker demands for a minimum wage of R2 an hour.

WAGE PROPOSALS

The new scales will give the workers the basic R2 an hour minimum wage they requested — but only in 1982.

The offer is for a R1,40 an hour minimum wage next month, rising by a further 20c an hour in January, and July next year to finally reach R2 an hour in January 1981.

The new R1,40 minimum is coupled to an across-the-board increase of 12c an hour. By 1982, this will be 38c an hour. Similar increases throughout the grades to a maximum R4,06 an hour for the highest grade, grade 8, is included in the wage deal package.

Next move to drivers
in Putco dispute

STAR. 25/6/80 (152)

152

Putco is waiting for its drivers to approach management to stake their pay claims

The company's PRO Mr B S Mautle, said today the company was awaiting word from its drivers after their rejection of a 15 percent rise offered by Putco

"We would like someone to come forward to talk to us," he said

The controversy over the pay rise started about a month ago when Putco offered its employees a 15 percent pay rise effective from July 1

At a meeting of drivers in Soweto on Monday, the drivers rejected the increase and demanded a R35 a week increase.

They rejected the 15 percent as too small and said that low-paid staff like cleaners would not be able to survive on it.

25/1/80 ARGUS

50 pc of strikers in jobs

WORK RESTARTS AT MOST CAR FIRMS

152

(From Peter Goosen and Cassie du Plessis)

PORT ELIZABETH. — Production at all but three labour troubled companies in Uitenhage and Port Elizabeth was reported to be back to normal today, while about 50 percent of the more than 3 000 black workers who lost their jobs through strike actions, were re-employed.

The only plants where work was standing still are the giant Volkswagen and Good-year tyre and rubber factories and the two construction sites of Link Construction, all in Uitenhage

The deputy town clerk of the Uitenhage Municipality, Mr R Williams, said today that the Town Council had decided to increase the wages of all municipal employees who did not down tools by five percent from July 1.

Loyalty

He said this step was

crowd of dismissed Good-year Tyre and Rubber Company workers when problems started with their paying out outside the gates of the company's Uitenhage plant

According to reports batons were also used, but police at the regional headquarters had no details about the incident

The area surrounding the plant was said to be cordoned off by 1100 police. Armed police were on guard all over town and there was a strong contingent of them at the entrance to Kabah black township. The situation was said to be very tense.

The public relations manager of Good-year

(Continued from Page 1)

waiting anxiously to see whether its thousands of workers will accept a multi-million rand wage package deal which represents the biggest wage increase in the industry's history.

Most of the strike hit factories are back in production.

The chairman of the Industrial Council for the automobile manufacturing industry (Eastern Province) Mr Alan de Kock has announced that the Eastern Province Automobile Manufacturers Association representing Volkswagen Ford and General Motors have made a final offer to workers which includes new minimum wage scales and across-the-board increases.

The new scales will give the workers the basic R2

Workers

an hour minimum wage they asked for, but only in 1982.

The offer is for a R1,40 an hour minimum wage next month, rising by a further 20c an hour in January and July next year finally to reach R2 an hour in January 1981.

The new R140 minimum is coupled to an across-the-board increase of 12c an hour. By 1982 this will be 35c an hour. Similar increases throughout the grades to a maximum R4,06 an hour for the highest grade grade 8, is included in the wage deal package.

Union executives will put the new wage offer to workers at Ford and General Motors tonight

and at Volkswagen tomorrow.

In the meantime the Industrial Council has appealed to the 1500 striking Volkswagen workers to return to the factory.

Mr Mike Selly for Goodyear said today that the re-hiring of workers would start tomorrow. It would be on merit, but long service workers would not lose pension benefits.

Workers would lose some wages, then attendance bonus of R5 and their end-of-the-year bonus was in jeopardy.

Workers were getting their minimum R10 an hour basic pay and a recently concluded agreement made provision for a twelve and a half percent increase. It also laid down wage reviews next year in March and October.

totally un
Do the p
appear in
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funds of
force of
countries
with the
relations
to \$2
proposed

Both in Japan and Europe, have advanced
proposals of methods to expand the IMF's
reserves of gold and currencies. Japan proposed
to introduce certificates of certificates convertible into
gold, to be used by underdeveloped countries.
Thompson on the other hand advanced the idea
of making the IMF very much like a
large central bank and to operate like it on
where reserves could be increased by the creating
reserves rather than lending money to members.
Also by selling and buying currencies on the
international markets. Both these plans proposed
the means of expanding the IMF's reserves
it is desperately needed and a great problem
on international trade is increasing at a great
rate and developing countries are demanding
more and more reserves. The latter idea has
come from the IMF itself, where a system of
Special Drawing Rights (SDR's) have been

of the Uitenhage Municipality, Mr R Williams, said today that the Town Council had decided to increase the wages of all municipal employees who did not down tools by five percent from July 1.

Loyalty

He said this step was taken in recognition of their loyalty and that about 600 workers would be affected. The 90 workers of the electricity department who walked out had been dismissed, but were free to reapply for work.

The only other companies whose wages were increased during the unrest were at Borg Warner Motor Components, where a 12 percent increase was brought forward to July 1, and the three big motor companies, Ford, General Motors and Volkswagen which are affected by the new wage agreement reached yesterday by the local Industrial Council for the Motor Industry.

Earlier police used tear smoke to disperse a large

The area surrounding the plant was said to be cordoned off by riot police. Armed police were on guard all over town and there was a strong contingent of them at the entrance to Kabah black township. The situation was said to be very tense.

The public relations manager of Goodyear, Mr Mike Selley, confirmed that police acted to disperse crowds outside the company's plant about 8.15 am today.

He said about 1200 workers arrived outside the plant this morning. A large section indicated that they would not collect their severance pay. They tried to prevent others from doing so and when the whole crowd became unruly police started to disperse the crowd.

Leaflets

Later small groups of workers trickled back to collect their pay.

When the workers arrived, leaflets were distributed telling them about the outcome of the Industrial Council negotiations about their wages.

The workers were also informed that Goodyear would start employing a new black labour force from tomorrow until Tuesday and that those dismissed were free to seek re-employment.

Meanwhile the Eastern Cape motor industry is

(Continued on Page 3, col 4)

CAPE TIMES 25/6/30
**300 blind
sacked** (152)

JOHANNESBURG — About 300 blind workers at the Itereleng Institute in Hammanskiaal near Pretoria have been sacked after complaining about poor wages, the Post (Transvaal) reported yesterday.

It said 180 workers at the institution's hostel were ordered to leave 'immediately', while an undisclosed number of workers in married quarters in neighbouring Ga-Rankuwa were told to vacate their houses to make way for other workers.

The manager of the Itereleng Institute, Mr Geoffrey Hilton-Barber, told the Post that he had been forced to close the factory, but did not give reasons. He was not available for comment yesterday.

The chairman of the Society for the Blind, Mr A. Gorshei, said he was not aware of the situation but would convene a meeting tomorrow to discuss the matter. A statement would be issued after the meeting — Sapa

Pay dispute resolved

NATAL 25/6/80
Mercury Reporter

WORKERS who downed tools at Natal Thread Company in Hammarsdale on Tuesday over a shift dispute were all back at work yesterday, Mr L F Kirkbride, a company director, said yesterday

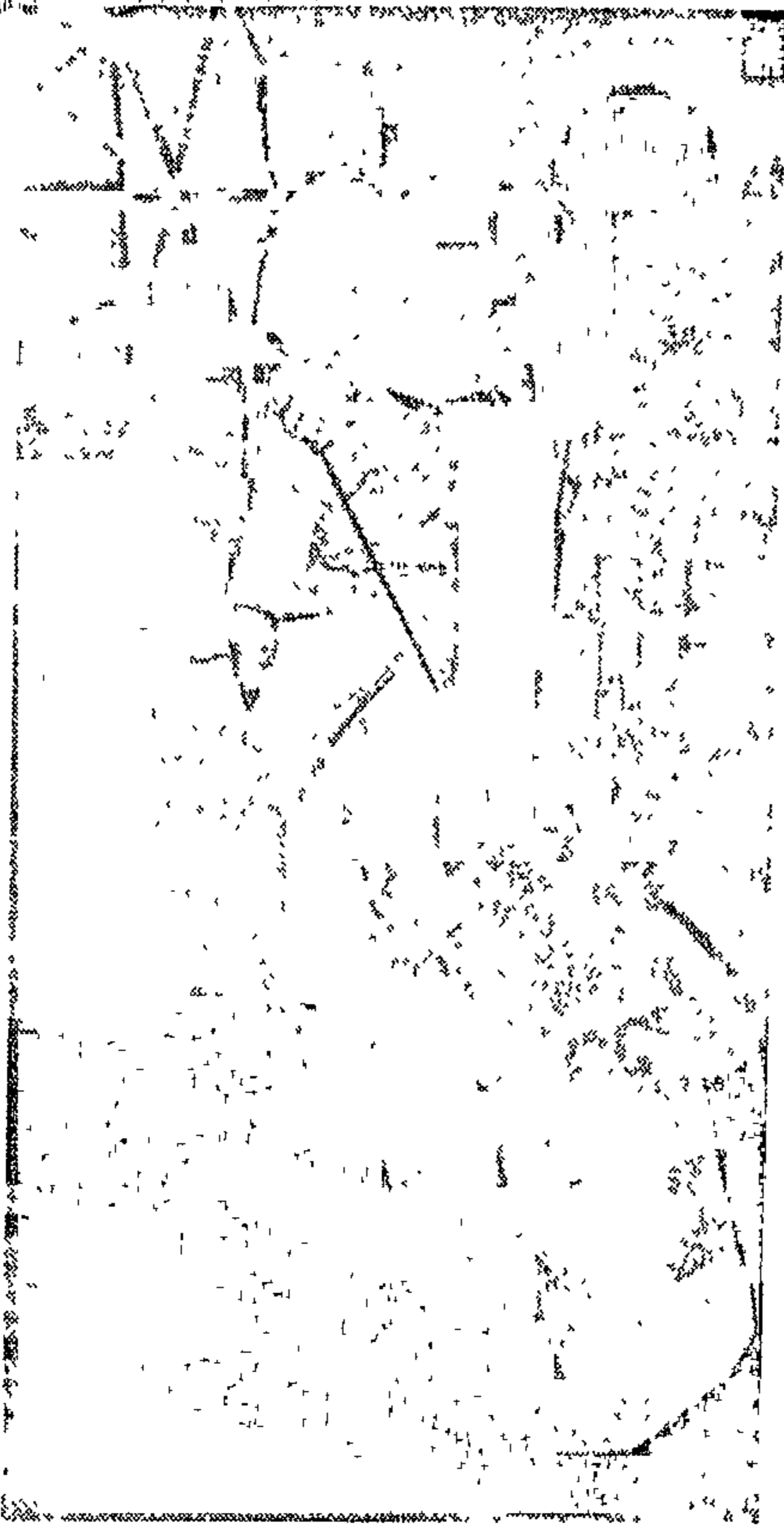
'We are speaking to our liaison committee and trying to sort things out with the workers,' Mr

Kirkbride said

He said the 550 workers had objected to working odd hours and disagreed about the attendance allowance

A member of the workers liaison committee, Mr Robert Duma, said yesterday that the management had guaranteed that the new shift system would not affect their wages

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ARMED with a sharpened wire and a sack operation rubbish collection gets under way.

YOU gotta sorta get it at the right angle and . . .

~~152~~

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Argus 25/6/80

White collar labour in Uitenhage

THERE are a lot of white collar staff in the Uitenhage industrial area who will be

glad when the labour unrest is over.

To keep the factories going and carry

out essential duties office staff have been brought on to the factory floors and the grounds surrounding them to keep the wheels turning — even if very slowly.

At least one factory has employed schoolboys to keep things going.

At others the office staff are discovering what it is like to empty dustbins and do other essential chores.

148A 16 152 142
RDM 25/6/80

Fosatu halts strike funds from abroad

By RIAAN DE VILLIERS
Labour Correspondent

THE International Metalworkers' Federation (IMF) will no longer send funds to South Africa to help support striking workers at Volkswagen's Uitenhage plant

The funds have been stopped at the request of the Federation of South African Trade Unions (Fosatu), to which unions representing the VW strikers are affiliated.

Announcing this yesterday, Fosatu's general secretary, Mr Alec Erwin, said the organisation had asked for the funds to be stopped because of the Fundraising Act. The Act prohibits overseas donations to South African organisations without Government permission.

The donation of R25 000 to help striking workers was announced on Monday by Mr Herman Rebhan, IMF general secretary, who said it was being sent to ensure workers "would not be starved back to work"

The money was to have been sent to the coloured National Union of Motor Assembly and Rubber Workers and the black United Automobile and Rubber Workers' Union, whose members are on strike at VW.

Mr Rebhan also said further funds for strike help would be requested from metal unions in eight other countries.

The announcement has led to

accusations of "overseas meddling" in South African labour affairs.

Yesterday Mr Erwin said Fosatu had contacted the IMF after hearing the announcement and pointed out that South African organisations were prevented from receiving funds from abroad in terms of the Fundraising Act

He said the impression had been gained that the IMF had already sent the money but it emerged from further discussions yesterday morning that the funds had not been sent and the IMF had decided not to do so.

Fosatu was recently prohibited from receiving funds after applying for permission, in terms of the Act.

Mr Erwin pointed out yesterday that the IMF donation was not prohibited in terms of the ban on Fosatu but in terms of the Act itself.

He added Fosatu was taking further steps to clarify the recent ban.

At the time, legal experts said in addition to prohibiting Fosatu from receiving funds from overseas or other organisations in South Africa, it could also prevent it from receiving funds from its affiliates — which would cause it to disband.

But Mr Erwin said yesterday latest legal opinion indicated the ban "probably" did not prevent it from receiving affiliation fees.

Foreign aid for strikers at VW

London Bureau

THE International Metalworkers Federation is sending R25 692 to help support the strike of black and coloured workers employed by Volkswagen in South Africa.

The money is being sent to two IMF-affiliated unions "to ensure that the workers are not starved back to work," said IMF general secretary, Mr Herman Rebhan.

The funds are being directed to the United Automobile Workers of South Africa, the National Union of Motor Assembly and Rubber Workers

But a spokesman for the National Union of Motor Assembly and Rubber Workers' Union emphasised last night that the unions had made no requests for financial assistance to the IMF.

The workers have been on strike since June 16

Mr Rebhan also sent out financial appeals for strike help to unions in West Germany, the United States, Britain, Sweden, Japan, Holland, Australia and Austria.

Although the initial sum can be regarded only as a token gesture of support, this international appeal is likely to raise a good deal more money.

In a statement yesterday Mr Rebhan said: "It is important that this strike is not lost because of a lack of funds.

"It is one of the biggest challenges to a European multinational in South Africa. The strike is being handled responsibly by the local trade union leaders and is a major event in the struggle for equal rights, trade union recognition, better wages and working conditions.

"We categorically deny the rumours that the strike is motivated by reasons other than for fair pay and for recognition of basic trade union rights. This strike has the support of IMF unions throughout the world."

The IMF embraces 14-million metalworkers, including 3-million motor workers, in 70 countries in the non-communist world.

RDM 25/6/80.
335 152

Putco workers make wage rise demand

By STEVEN FRIEDMAN
Labour Reporter

THOUSANDS of drivers and other workers at the Putco bus company have submitted a petition to management rejecting the company's liaison committee and calling for a wage increase of R35 per week.

The petition, released to the Rand Daily Mail yesterday, also makes a number of allegations about conditions at Putco.

Tension between management and workers at Putco has risen in the past few weeks and observers see the growing dispute as "yet another rejection of the Government's liaison committee system".

On Monday, Putco drivers met and reaffirmed their rejection of a 15% wage increase offer by the company and their demand for R35 per week. At the moment worker leaders are urging drivers to pursue their demands through official channels.

Putco has a history of labour unrest dating back to 1972 when a drivers' strike led to the formation of the Transport and

Allied Workers Union, which Putco does not recognise.

The present dispute began when the company's liaison committee informed workers it had agreed to a 15% wage increase. Informed sources said yesterday that the committee had always attracted worker suspicion because it had been formed out of a disciplinary committee at the plant.

Putco workers reacted to this offer by forming an action committee, composed of union members, to oppose it. At two meetings last month, workers endorsed a demand for a R35-a-week increase for all workers.

At Monday's meeting, workers voted to approach management in an attempt to alter the wage increase before it comes into force next week.

They also submitted a petition to management which was signed by "well over 50% of Putco workers", the union's general secretary, Mr Michael Mohatla, said yesterday.

The petition rejects the 15% agreed by the liaison committee because "you did not con-

sult us" and "you do not know what our demands are". It complains that "there is no proper structure at Putco through which workers can bargain" and alleges that "since 1973 Putco has fought the union".

Other grievances are that drivers receive no letter of appointment or conditions of service, "inadequate work facilities, no security of employment, a constantly threatening attitude from the public, no adequate grievance procedure and no appeal against Putco imposed disciplinary procedures".

A Putco spokesman yesterday confirmed management had received the petition, but declined to comment on points raised in it.

He said the company had received "no official approach" to alter the 15% offer and was going ahead with it.

"There is no dispute as far as we are concerned," he added but said the company was "willing to talk to either the committee or the union".

Motor firms

offer 'huge'

pay rises

By RIAAN DE VILLIERS
Labour Correspondent

THREE Eastern Cape motor employers yesterday offered substantial wage increases to thousands of workers in an attempt to end the spate of strikes and ward off further labour unrest

Full details of the offer were released in a statement after crucial wage talks between employers and unionists in Port Elizabeth

Attention has now shifted to mass meetings to be held today when black and coloured motor workers will decide whether to accept the offer

Trade unionists will meet striking Volkswagen workers today and address a mass meeting of Ford and General Motors workers tonight

The wage offer was described by an employer source yesterday as "massive". It was also emphasised that it was a final one

But it does not immediately meet worker demands for a minimum wage of R2 an hour, and there are still fears that Ford and GM workers could join VW workers on strike

Meanwhile, workers at all strike-hit firms in Uitenhage, except Volkswagen and Goodyear, were believed to have returned to work. Some firms have been selectively re-employing workers after paying them off

The motor employers' offer yesterday entails a series of four six-monthly minimum and across-the-board increases over the next 18 months

Average wages will up by almost 20% next month, about 15% in January, 12%-14% in July 1981, and 10%-12% in January 1982, the employer sources said. Minimum wages will increase to R1,40 an hour next month and reach the union demand of R2 an hour in Janu-

ary 1982

Workers are to receive either the across-the-board increase or new minimum rates, whichever is the greater. Increases in shift premiums, short-time pay and end-of-year gratuities have also been offered

The immediate increase of the lowest minimum rate to R1,40 will boost the lowest wages at the motor plants to about R263 — higher than the Household Effective Level for the area, which in turn is 50% higher than the Household Subsistence Level (or poverty datum line)

According to the statement, it was agreed that the proposal would be taken back to union members and the council would meet again next Friday

The council also unanimously called on striking workers at Volkswagen to return to work "as soon as possible"

Unionists would not comment on whether workers were likely to accept the offer.

But it is believed it does not differ substantially from that made to unions at an informal meeting last Friday — which was later rejected by a union committee of Volkswagen workers

In another development, a meeting of the industrial council for the tyre and rubber industry yesterday unanimously rejected a wage demand by striking Goodyear workers for a minimum of R3 an hour

Goodyear will begin re-employing workers tomorrow after paying off all workers who failed to return to work on Monday

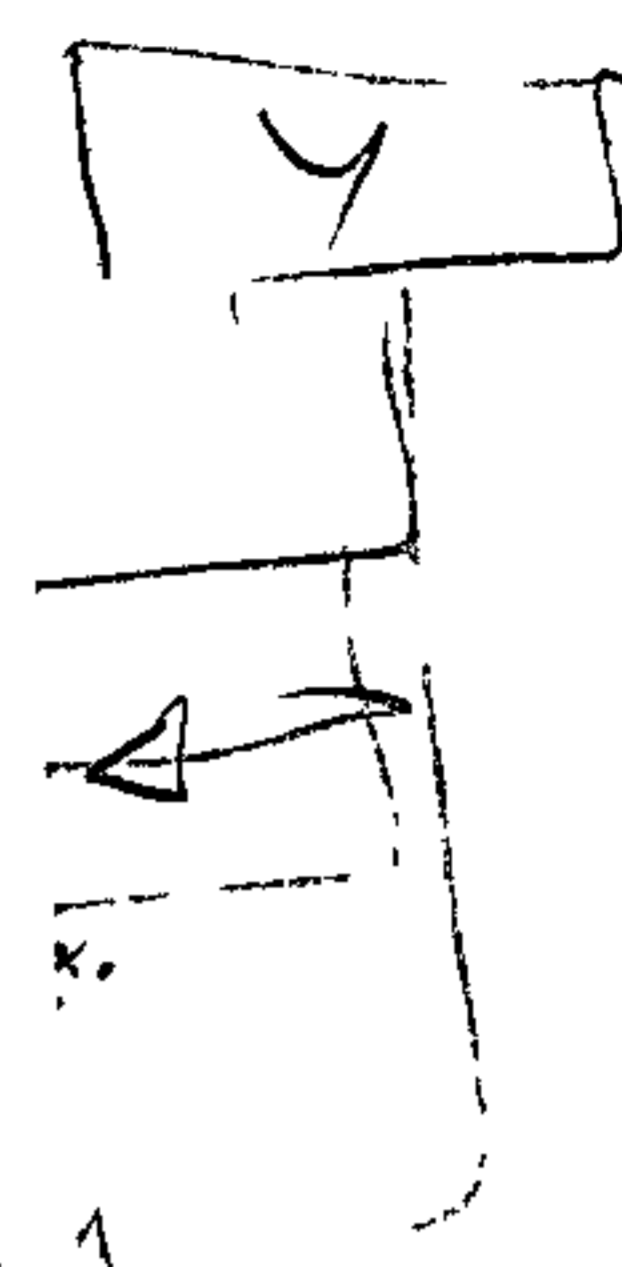
Striking workers at SKF Bearings returned to work yesterday after union negotiations with management

Workers at National-Standard also returned yesterday after negotiations on Monday

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ADM 25/6/80



Erre... in... a... direction...
 Very good answer... Question 1b...

SECTION A

Pay Rise for Car Workers

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25/6/80

DD

PORT ELIZABETH
— Outright rejection in one case and a compromise in the other were the results of pay dispute talks yesterday to resolve strikes at embattled Litheridge motor and tyre plants.

A minimum R3 an hour demand by 1 350 black workers at Goodyear Tyre — which means a monthly wage of about R500 for the lowest paid worker — was unanimously rejected at a special industrial council hearing here yesterday afternoon.

After earlier meetings to settle the strike at Volkswerk were 3 500 black workers have struck out for 11 days for a minimum basic R4 an hour, plus other industry employers made a compromise of R.40.

It will be taken back to the workers by the two industrial councils and representatives of the central black labour board. The council meets again on July 4.

A statement after the Goodyear talks said the company would rehire workers from tomorrow or its own conditions. In an interview last night, Goodyear's public relations manager, Mr Mike Selley, said

“I do not see how we can do better than the current agreement for minimum hourly basic pay of R11.6 per cent increase. It also called for

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Putco wants talks on wage dispute claims

PUTCO management last night issued a statement in which they invited representatives of the company's central liaison committees and the Transport and Allied Workers' Union for talks on newspaper reports that there is a wage dispute between the company and its drivers.

Mr Colin Bailey, operating executive of Putco said he was surprised by reports that there is a wage dispute between his staff and management

"In May we had a meeting with the liaison committees to announce the 15 percent general wage increase effective from July 1. Of the 22 representatives present, 18 voted in favour and four against and the matter was carried by majority vote," he said.

Mr Bailey said that the first time he was aware of any unhappiness was when pamphlets allegedly came from Tawu indicating there was a rejection of the 15 percent wage increase. The pamphlet was not addressed to Putco management but to the liaison committees.

CLARIFICATION

"This was on June 11 and when I saw the pamphlets a few days later, I communicated with the union asking for clarification. This was on June 20 and I am still waiting for a response:

"Obviously, if there has been a re-think on the part of the union or the liaison committees, we would expect them to approach us and discuss the whole matter with us again. My door will remain open and I would be most sympathetic for requests to discuss the matter.

"Putco places a very high premium on healthy relationships between employer and employee. We also support the principle of trade unionism as shown by the fact that we ourselves have had a long standing invitation to the unions to come and talk to us. We hope they will now take the opportunity to do so," he said.

Uitenhage workers back at work

HUNDREDS of black workers who have been on strike in Uitenhage returned to work yesterday while hundreds of others were paid off

Two emergency meetings which were held yesterday were to decide the future of thousands of other workers

Work at Hella, Borg-Warner and Bata, has returned to normal, and the situation at Guestro Industries was also back to normal yesterday, according to the managing director, Mr J H Fehrsen.

At Goodyear Tyre factory, white women helped to get production going again. Administrative and supervisory personnel voluntarily helped produce tyres in a factory which had been paralysed by a strike of about 1200 black workers

Black workers at Goodyear, who were given an ultimatum to be at work by 7 am on Monday, turned up at the factory but immediately went on strike again. After negotiations with management most of them left in spite of a call to resume work in expectation of a decision by the industrial council meeting yesterday

Goodyear expects most of its black workers will turn up today to collect their pay, and is planning to employ new workers tomorrow. Applications from workers who have gone on strike would be considered, a factory spokesman said

The decision of the two industrial council meetings held yesterday in which Volkswagen and Goodyear were involved, is not yet known — Sapa

The blind people ^{STAR} workshop ^{26/6/80} ₍₅₂₎ ^{2%} closes down

The Itireleng Workshop For The Blind in Bophuthatswana has been closed down after a confrontation between an angry mob of blind workers and white staff at the factory.

Management at the factory, biggest of its kind in the world, believes that a 'hard core' of militant blind workers planned a riot to coincide with June 16, fourth anniversary of the 1976 unrest.

The Star reported this month that blind workers were dissatisfied with the introduction of "piece rates" at Itireleng, which they claimed made it difficult for older workers — many of them with schoolgoing children — to earn as much as they did in the past.

BANKRUPTCY

Management told The Star that the wages paid at Itireleng ranged from R6,50 to R37 a week. The average wage was about R11 a week. Wages could not be drastically improved, they said, because the workshop was on the brink of bankruptcy.

At a Press conference in Johannesburg today the workshop manager, Mr Geoff Hilton-Barber, said on Monday, June 16 about 70 workers entered his office in Gallankuwa, ostensibly to complain about their increases.

"Their mood was ugly and while they were still entering my office, the social worker phoned me with the news that many of these workers were carrying clubs and that, from what she heard of their conversation in the passage, they were coming to fight and not to talk."

He managed to get them out of his office and sent for the magistrate and the police.

STAR 26/6/80
'Kaffir'
remark
apology

Own Correspondent

DURBAN — The general manager of the South African Cotton Waste Manufacturing Company, Mr L C D Tremeer, has apologised to his Durban workers for an alleged "kaffir" remark said to have been made by an employee.

The Durban manager of the company, Mr A J Gavin allegedly made the remark after the workers went on a "go-slow" strike when they received no answer to their representations for higher wages.

Eleven of the workers walked out immediately and reported the incident to Mr Sam Kikine, general secretary of the South African Allied Workers' Union.

Mr Tremeer said those workers who had walked out would be taken back.

Hope fading for quick settlement in East Cape

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By Harvey Thomas, Motor Editor

Hopes for a quick settlement of the motor wage dispute in the Eastern Cape faded today after Ford and General Motors workers rejected an offer of R1,40 an hour

but the men will not go out on strike as their union has promised to take up their demands for R2 an hour with management of both companies on July 4.

Other motor companies are also likely to face new wage demands soon. A spokesman for Toyota said in Johannesburg it had already planned increases for its assembly line workers at Durban.

7 WEEKS

The Star's Port Elizabeth correspondent says workers at a meeting last night made it clear that if all legal channels were exhausted and they had still not got "a decent living wage" they were prepared to strike for as long as seven weeks to bring the industry to its knees.

Executives of the National Union of Automobile and Rubber Workers spelt out the wage offer made by Volkswagen, Ford and GM to a meeting attended by 2 000 workers in the coloured township of Gelvandale and pleaded with the workers not to call an immediate strike which could cripple the motor industry.

At Volkswagen in Uitenhage today about 3 500 assembly line workers were meeting executives of their union to discuss the offer but industry spokesmen said it was unlikely they would accept it.

They could, spokesmen added, decide to return to work on the understanding that their demand for a minimum of R2 an hour, a 74 percent increase, would be negotiated at the next meeting of the Eastern Cape branch of the Motor Industrial Council.

The VW strikers who spearheaded the widespread labour unrest in the Eastern Cape when they downed tools on Monday last week are out without pay although they have received contributions from unions abroad.

At the Goodyear plant in Uitenhage today about 600 workers had received their severance pay by mid-morning and the company had already processed 200 who had applied for re-employment.

"We can handle only 250 applications each day so we expect the hiring to go on to next week," a Goodyear spokesman said.

JULY 4

Trouble started yesterday, according to a Goodyear spokesman, when "certain elements" insisted that the workers must not pick up their money. The tyre assemblers have demanded an increase from a minimum of R1,10c an hour to R3.

A mass meeting of Ford and GM assembly line workers decided last night to reject the new wage offer of R1,40c an hour.

POST

TRANSVAAL

Telephone 27-6081

Listen to the workers

LABOUR unrest is an undisputable symptom of deep dissatisfaction in any capitalist society.

It is an even more significant indicator in this country which has lately boasted of a new dispensation for blacks in its labour laws.

The danger, and therefore a warning to the Government, in this kind of upheaval is that it can become a recurring thing, and before we know where we are, the whole country could be engulfed in serious political unrest.

Our black workers have shown the long-suffering patience of a biblical Job. And this, in a way, has helped police and the Government to stamp out sporadic political unrest.

What is most upsetting about the reaction of those in power is that it is so predictably bad. Every time people in any section of the black community try and right what they believe to be a wrong, jack-boot methods from officials, be it Government officials, or labour bosses, become the norm.

The mistake these people make is they think they can get away with this kind of thing forever. Labour bosses think they can intimidate workers by firing them and hiring strike-breakers every time there is discontent.

Strikes at

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140A

Ford, GM

RDM 26/6/80

are averted

By RIAAN DE VILLIERS
Labour Correspondent

STRIKES at Ford and General Motors were narrowly averted at a stormy meeting of more than 2 000 workers in Port Elizabeth last night

Workers rejected a pay offer of a minimum of R1,40 an hour and repeated their demand for a minimum of R2 an hour.

But they heeded calls by union leaders not to strike but to wait until their unions had put their renewed demands to the next industrial council meeting for the motor manufacturing industry next Friday

Unionists told them they could declare a legal dispute at the meeting if the employers refused to accept the demand

It is believed unionists told the crowd an immediate strike would be illegal and that the unions did not have the funds to support strikers

Meanwhile, violence flared in Uitenhage again yesterday when police used teargas, a sneeze machine and dogs to disperse about 1 000 striking workers who had gathered outside the Goodyear tyre plant

Claims that two workers had been hospitalised due to dog bites could not be confirmed.

Unionists did not meet Volkswagen workers yesterday as originally planned and will address them today at a mass meeting to be held on the plant's premises

The incidents at Goodyear followed a decision by the industrial council for the tyre and rubber industry on Tuesday to reject worker demands for a minimum wage of R3 an hour

There were conflicting accounts of the incident with police and management claiming some workers tried to prevent others from collecting their severance pay.

Workers claimed they had been unfairly dispersed while awaiting a report-back on the industrial council meeting from their representatives

A spokesman for the Federation of South African Trade Unions (Fosatu) yesterday sharply criticised Goodyear for failing to make provision for a report-back to workers

He said Volkswagen had applied for a permit for today's meeting, which had been granted

"We appealed to Goodyear to make provisions for a legal meeting precisely to prevent incidents — but the firm refused," he said

Police dispersed workers after telling them the gathering was illegal.

A Goodyear spokesman said the company had prepared leaflets explaining the industrial council decisions and announcing it would start re-employing workers today

Workers in small groups started to collect their pay but were stopped by "elements in the crowd"

Police then warned them to disperse and took action when they failed to do so, he said.

Workers started returning in smaller numbers later in the morning and by yesterday afternoon about 350 had been paid off

He said severance pay for others would be dealt with as they turned up for re-employment, which would be spread over about four days.

A worker representative at Goodyear said yesterday representatives had been told they would be arrested if they attempted to address workers.

"We had no chance to address them or persuade management to get a permit for a legal meeting," he said

Striking VW workers reject 40% pay offer

By RIAAN DE VILLIERS
Labour Correspondent

THOUSANDS of Volkswagen workers yesterday rejected a 40% pay increase offered by motor employers earlier this week and decided to stay on strike until next Friday's pay talks.

Despite this, Volkswagen later announced it was re-opening its stricken Uitenhage plant today in an attempt to restore production. A spokesman said it was hoped most workers would return.

And in an attempt to induce workers to return, Volkswagen also announced it would implement the wage offer from Tuesday, even though it had been rejected.

More than 3 000 black and coloured VW workers rejected the pay offer at a mass meeting addressed by union leaders yesterday morning. Their decision follows the rejection of the offer by Ford and General Motors workers at a meeting held on Tuesday night.

Ford and GM workers wanted to go on strike as well but, on the advice of union leaders, they decided to wait for the outcome of next week's crucial industrial council meeting for the motor manufacturing industry.

In a statement, Volkswagen said it had not paid off any striking workers up to now as it had "good reason to believe" the majority wanted to return to work. However, intimidation was a "factor" which did not make the situation easy for them.

It pointed out that the increase in the starting rate to R1,40 an hour in terms of the rejected employer offer would mean a 40% increase over the previous minimum.

The lowest paid workers at the company would earn R259 a month plus R31 more if they were shift workers.

Workers who failed to return would forfeit the benefits of this "considerable increase", the statement added.

A company spokesman said there were no plans to pay off workers at this stage.

A spokesman for the National Union of Motor Assembly and Rubber Workers said yesterday some VW workers at the meeting indicated they wanted to return to work.

But the majority was in favour of staying out, despite the fact that union men pointed out that unions had no funds to support them. The workers reiterated their demands for a minimum of R2 an hour.

The union spokesman confirmed that the coloured National Union of Motor Assembly Workers would declare a formal dispute if next week's pay talks broke down, which could lead to legal strike action by coloured workers at Ford and GM as well.

The black United Auto Workers' Union is not yet registered and is only informally represented at the industrial council. Black motor workers therefore cannot strike legally.

But the spokesman said black workers would "undoubtedly" join coloureds in a strike.

Some employer sources have little hope of a settlement in view of the discrepancy between the workers' demand and the employer offer.

But the union spokesman said yesterday there was "room for further negotiation" despite employers saying their offer was final.

RDM 26/6/80

Putco's wage battle moves into top gear

By STEVEN FRIEDMAN
Labour Reporter

THE Putco workers' action committee met yesterday to discuss sending a delegation to management to convey worker demands for a R35 a week increase

A statement will be issued by the committee today, but it is understood that a delegation will be sent to management and that the meeting discussed its composition

Putco has said it is prepared to meet worker representatives including those from the Transport and Allied Workers Union, to which all members of the action committee belong

According to union sources, the committee will continue attempts to follow official channels even if a meeting with management ends in deadlock

If worker demands are not met, they will attempt to secure the intervention of the Department of Manpower Utili-

sation by declaring a dispute with management

Yesterday's committee meeting follows a meeting earlier this week at which workers rejected the 15% wage increase Putco had agreed with its liaison committee. The worker meeting reiterated previously stated demands for a R35 per week increase

According to information contained in a worker petition, the minimum starting wage at Putco is R32,50 a week

The petition argues that cleaners at Putco who are the lowest paid workers, should all earn more than R50 per week

The fight against the 15% increase is being led by an action committee composed entirely of union members

A committee spokesman confirmed yesterday that workers were attempting to secure changes to the wage increase before the 15% award comes into effect next week

He added that the demands

were supported by "more than half" of Putco's 6 000 workers

Observers see the Putco dispute as further evidence of growing worker disenchantment with the Government's liaison committee system. It follows a number of work stoppages in the Cape by black workers protesting against this system

The 15% increase, which workers have rejected, was endorsed by the liaison committee and the worker petition criticised the committee for not consulting workers

● A Putco spokesman, Brigadier Jan Visser, strongly denied yesterday that there was any "tension" at Putco

"We know of no tension between management and drivers. The so-called action committee was formed by no person known to the company. There has been no formal approach to the company, no formal discussion and therefore nothing has been refused"

ECape strikers

reject pay offer

CAPE TIMES

26/6/80

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Own Correspondent

PORT ELIZABETH. — Port Elizabeth motor industry workers last night rejected their employers' compromise offer of a minimum wage of R1,40 an hour.

was not met

However, officials of the National Union of Automobile and Rubber Workers persuaded workers to allow them to take the matter back to the Industrial Council on July 4

'Unacceptable'

The meeting decided that if employers did not then meet their demands for what they called 'a decent living wage', they would declare a dispute

Mr Freddie Sauls, a union official, said that his team had suggested R2 for unskilled workers, R2,75 for semi-skilled and R3,50 for skilled workers. The employers' offer was unacceptable, he said, but it was the highest they would go

Calmng speakers who said that they wanted to down tools immediately. Mr Brian Fredericks, chairman of the union, pleaded with workers to support the union in its efforts through legal avenues

Violence flared in Uitenhage meanwhile, when police yesterday used tear-gas, a "sneeze machine" and dogs to disperse about 1 000 strikers who had gathered outside the Goodyear tyre plant

Claims that two workers had been hospitalized due to dog bites could not be confirmed

At a stormy meeting in Gelvandale, hundreds of Ford and General Motors workers expressed solidarity with the 3 500 Volkswagen employees who have been on strike for nine days

Unionists will meet Volkswagen workers today at a rally on the plant premises to discuss the compromise offer which was made by the Eastern Province Automobile Manufacturers' Association at a meeting of the Industrial Council for the Automobile Industry on Tuesday

In terms of the offer, which applies also to Volkswagen, workers would receive a minimum wage of R1,40 an hour from July 1, rising to R1,50 in January 1981, R1,80 in July 1981 and finally R2 by January 1982

Several speakers last night said that workers should down tools today if their demand for a R2 an hour minimum wage was not met

However, officials of the National Union of Automobile and Rubber Workers persuaded workers to allow them to take the matter back to the Industrial Council on July 4

'Unacceptable'

The meeting decided that if employers did not then meet their demands for what they

Other Uitenhage industries previously affected by the labour unrest reported that production was back to normal yesterday

Link Construction, which paid off 700 workers on Monday after they had downed tools, began rehiring workers yesterday

A spokesman for SKF ball-bearings said that 130 strikers returned to work yesterday. Workers had demanded R2,05 an hour and SKF made a compromise offer of R1,40 an hour,

excluding bonuses

Gubb and Inggs reported normal production yesterday after 700 strikers returned to work on Tuesday. A union spokesman said textile workers wanted R1,50 an hour

Guestro Industries, a manufacturer of motor components, said all 650 strikers were back at work

National Standard wire manufacturers, where 120 workers downed tools last week, reported normal production with all 120 workers back

N. H. K. 28/6/80 (152)

Workers walk out after alleged insult

Mercury Reporter

TEN workers staged a walkout on Tuesday after they had allegedly been insulted by the manager of the Cotton Waste Manufacturing Company at Isipingo

A spokesman for the workers said they had stopped loading a trailer because it was broken

'The manager swore at us and tried to kick one of

the workers He said any of us who did not want to work could get out All of us who were working on the trailer left,' the spokesman said

The manager, Mr A Gavin, denied insulting or attempting to kick the worker

Mr L Tremeer, the director of the company in Germiston, said yesterday he had apologised to the

workers on behalf of the company 'if anything was said out of turn'

'Tempers get frayed in this sort of situation and most people are inclined to say things without thinking,' Mr Tremeer said

He said some of the workers had returned yesterday to ask for their jobs back but the matter was still being considered

Newspaper
copy

PM 27/6/80
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STRIKES

Deadlock remains

Labour disputes continue to add fuel to the general unemployment in the Western Cape.

The deadlock between 750 workers and employers in the meat industry remains unbroken despite attempts at mediation by various groups. Workers maintain that the issue is management recognition of unregistered non-racial workers committees at Table Bay Cold Storage and National Meat Suppliers.

They appear to be still determined that none of them will return to work until all 800 are reinstated and the committees recognised.

Employers say the workers dismissed them else by walking out in support of Table Bay workers over four weeks ago on May 20. They say they are taking a stand in support of the principle of 'talk, don't walk'. They deny that the question of committees is at stake but insist that they cannot have the situation where workers resort to wildcat strike action.

Attempts by the Progressive Federal Party, Bishop Desmond Tutu of the South African Council of Churches, and the Cape Butchers Association to bring the employers to the negotiation table have proved fruitless.

Meanwhile, the boycott of red meat in support of the workers has spread to the Reef where organisations, including Azapo and the Soweto Traders Association, have called for a community boycott.

Cape Flats butchers have reported a 40% drop in red meat sale, while butchers in the three black townships have stocked no red meat since the first boycott call over three weeks ago.

The heightened political militancy in the Western Cape has greatly increased community support for the workers, as is evidenced by the amount of money collected by the workers' union, the unregistered Western Province General Workers Union.

Over R20 000 has been collected from educational institutions, churches and community meetings in areas ranging from the affluent southern suburbs to the



Boycott slogan mediation attempts failed

working-class black townships. This is being used to pay the workers R15 a week subsistence pay - a massive R12 000 a week bill for the union.

A notable feature of this strike has been the series of detentions of WPGWU organisers. And last week 12 contract workers from Table Bay Cold Storage were found guilty of being in the area illegally and sent back to Transvaal.

The construction industry in Cape Town has also been hit by a series of strikes over the past couple of weeks. On June 3, 360 LPA Construction (Cape) workers at a water purification plant in Blackheath went on a two-day strike for higher wages.

On June 5, over 200 Dura Construction workers downed tools at a site in Diep River and on June 10, about 800 workers at the Mitchells Plain business centre went on strike. Confusion surrounds the nature of their grievances, but it appeared to have hinged around dissatisfaction with an industrial council agreement.

The workers' employees of B H Morris Model-Morris, Roy Beamish Contractors and Murray and Roberts (Cape) returned to work after two days with a management promise that they would raise the matter at industrial council level.

STAR 27/6/80 (152) (290)

Troublesome blind workers barred

About 40 "troublemakers" among the 350 blind workers at the Itireleng workshop in Bophuthatswana will be barred from the factory

This decision follows the closure of the factory — largest blind workshop in the world — because of worker unrest, including an alleged attempt by armed workers on the life of factory manager Mr Geoff Hilton Barber

Mr Barber said yesterday a "hard core" of about 40 "militant, politically motivated" workers had planned to stage a riot which would coincide with the fourth anniversary of the 1976 unrest

Mr Barber told The Star last month that workers earned weekly wages ranging from R6,50 to R36. The average weekly wage was R11.

About two weeks ago

Mr Barber informed workers of increases ranging from 40 cents to R1,30 a week. He apologised for not being able to grant higher increases.

Itireleng is tottering on the brink of bankruptcy, with an overdraft which has at times reached R100 000.

At a Press conference in Johannesburg yesterday he said about 70 workers crowded into his

office on June 16. Some of them were armed with clubs. From what a social worker overheard workers say in the passage, they were "coming to fight and not to talk," he said.

Mr Barber said he managed to get out of his office under the pretext of getting all the workers into the room. He phoned a magistrate, who sent four police vans to the factory.

S TAR 27/6/80

VW workers (152) trickling back (172)

By Harvey Thomas,
Motor Editor

The giant Volkswagen factory in Uitenhage reopened today — but only 200 of the 3500 striking assembly line workers returned to work.

The men are holding out for a pay increase to R2 an hour — up from R1,15c. Yesterday afternoon they rejected an offer of R1,40c but VW announced it would open its plant today in an attempt to restore normal production.

And, to encourage workers to return, the company added that it would implement the wage offer from Tuesday even though it had been rejected.

Today the move seemed to have failed as an hour after normal starting time, a company spokesman reported that "only 200" had shown up for work.

"They are trickling in," he said.

The VW strikers decided at a mass meeting yesterday to stay away until the next meeting of the Eastern Cape branch of the industrial council

on July 4.

Elizabeth Wilson, Labour reporter, reports that if motor employees in the Eastern Cape were to come up with an offer of "close to R2 within six months" workers would "be prepared to look at it".

This was said today by Mr Brian Fredericks, national organiser of the National Union of Motor Assembly and Rubber Workers.

He said union observers had been counting the number of VW workers who returned to work at the factory today. The few who returned, he said, were mostly workers in the higher categories. These included toolmakers who were earning between R3 15 and R3 25 an hour.

"Most workers, he said, agree they should stand together on the pay issue regardless of what they were earning as individuals."

Mr Alec Erwin, general secretary of the Federation of South African Trade Unions, claims Goodvear is "not helping labour tensions" by applying what he terms a process of selective re-employment.



Mavis probably the best-known waitress in Cape Town, has lost her job after working for a City coffee shop for more than 20 years. Mavis — her real name is Mrs Rashieda Hendricks — believes that she was sacked after staying away from work on June 16 and 17.

'Victimized' Mavis is taking orders elsewhere

Staff Reporter

MAVIS, probably the best-known waitress in Cape Town, has lost her job after working for a City coffee shop for more than 20 years.

Fifty-six-year old Mavis — her real name is Mrs Rashieda Hendricks — believes that she was sacked after staying away from work on June 16 and 17 like thousands of other Capetonians.

"I stayed away because everybody else in the community did. I was victimized because there can be no other reason for my dismissal," she said yesterday at another City restaurant where she is working now.

The owner of Marks Coffee Shop, Mr L van Lind, said yesterday that Mavis had been dismissed after not coming to work for a few days. "No businessman can afford to have a worker stay away indefinitely, even if she has been working in the shop for years."

He said he had already employed somebody else and could not be unfair to that person when Mavis returned.

Mrs Hendricks said she telephoned her employer on Monday, June 16, to tell him that she had no transport and would not be coming to work. She called again on Tuesday but he rang off before she could speak to him because she was coughing. When her daughter spoke to him on Wednesday and told him that she had influenza, he said she had been replaced.

"I was loyal to Marks all these years. I think I was Marks. Sometimes it doesn't pay to be too loyal," she said, close to tears.

During her long stint at Marks she became as much of a local character as Cape Town Charlie, "Trader Horn" or Snowball the West Indian.

Almost every lunch time for two decades found Mavis bustling from table to table, bantering with long-time customers or shouting orders like "A single tea, one chicken a la king and two Copenhagens" to the largely unseen but equally busy staff in the kitchen and behind the counter.

Mavis had a regular clientele of veteran customers from all walks of life — doctors, lawyers, business men, journalists — who had been showing up at the cafe for almost as long as she had been working there.

She ended up knowing their exact preferences — this one loved curry, that one always drank tea, that other threw a fit if he got cold milk instead of hot with his coffee.

They, in turn, ended up receiving a multi-episode account of how her family was growing up, what shows she wanted to see and what she thought about the world in general.

Good-natured wrangles between Mavis and her customers were a daily occurrence. If one of them complained because his tea hadn't arrived, Mavis would have no hesitation about lodging a counter-complaint about ungrateful customers who couldn't wait five minutes without having a heart attack.

Eventually some of the old faithfuls swore they kept coming less for the food than because swapping insults with Mavis had become an integral part of their lunch-time routine.

152 27/6/80

VW hopes high, but staff still stay away

South Times 27/6/80
152
Owh Correspondent

PORT ELIZABETH. — Volkswagen in Ultenhage hopes that most of the 3 500 striking workers will return when its plant reopens today in spite of their decision at a mass meeting yesterday to continue the stay-away

At first, there was a clear split between the strikers during the tense meeting in the plant's car park

Some said they wanted to return to work pending resumption of an industrial council hearing on July 4

When they pressed for support of their stand, a confused debate ensued. A vote by show of hands was deadlocked, with about half the workers yelling their support for a continued stay-away until their demand for a R2-an-hour minimum was met

A worker then climbed a fence and told the crowd that if they returned to work on Monday they "might as well forget about the R2" because it would look as if they had accepted the offer

There was a dramatic change of opinion as the crowd started raising clenched fists in sudden unanimity

They then decided to continue the strike and mandated officials in the National Union of Automobile and Rubber Workers Union to tell the industrial council that they rejected the employers' compromise offer of R1,40 an hour

The crowd dispersed without incident

Goodyear

rehires

N. Mercury
27/6/80

sacked workers

Mercury Correspondent
PORT ELIZABETH—Unlike Volkswagen in Uitenhage, where two trade unions are involved, no union is party to the pay dispute at Goodyear Tyre, which has fired black strikers and yesterday began rehiring.

But both strikes are illegal, according to labour experts.

A demand for a minimum wage of R3 an hour by 1361 striking black workers at Goodyear was unanimously rejected at a special hearing of the Industrial Council for the Tyre and Rubber Manufacturing Industry (Eastern Province) on Tuesday.

Mr Mike Selley, public relations manager for Goodyear, said 1141 workers had collected their severance pay by early yesterday afternoon.

Worked late

The company had re-employed 131 workers and the labour office worked late last night to process applications from another 200 workers. Others would be asked to return at 6 a.m. today.

He said priority was being given to the rehiring of workers involved in production.

He said production was running at 50 percent on tyres and 100 percent on industrial products.

Most workers who had collected their severance pay had indicated they would apply to be rehired, he said.

Some workers

Some African and coloured workers at Goodyear are members of the National Union of Mo-

tor Assembly and Rubber Workers or the United Automobile Rubber and Allied Workers.

But neither union has applied to the industrial council for recognition. Brian Federicks, the NUMARW national organiser said yesterday.

Mr Selley said Goodyear workers did not go through other channels open to them — the liaison committee comprising African members which negotiated with management, and the nonracial factory representative committee, which consisted of eight workers and eight management members.

At the request of management, workers elected a committee of seven to represent them in the wage negotiations, he said.

Strike firm open today

UTENHAGE — Despite the apparent rejection of the return to work call at yesterday's union meeting of employees, the Volkswagen factory would open today in an attempt to restore normal production.

This was said by the managing director of VWSA, Mr Peter Searle, in a statement yesterday.

"At a time when the union has made it clear that they have little or no money to compensate Volkswagen workers for the wages they are losing, and when, at the same time their fellow workers in the same industrial council, who are making the same demands, are working and are

earning good money, a continuation of the strike at Volkswagen seems to make little sense," Mr Searle said.

"Up to now we have not terminated the services of any of our employees who are on strike as we have good reason to believe that the majority of our work force are keen to return to work."

Mr Searle said the new minimum starting rate of R1.40 would become effective from July 1 despite its rejection at yesterday's meeting.

Fringe benefits were equal to about 30 percent of workers' pay.

Negotiations would continue in the Industrial Council, and a meeting was scheduled for July 4, he said — Sapa

THE 300 blind workers of the Inhaleng Workshop for the Blind who were fired this week may get their jobs back if they re-apply to the Transvaal Society for Blind Black

300 sacked blind workers may get their jobs back

This was said by the chairman of the society, Mr Alec Goshel at a Press conference where he also announced that negotiations are being instituted for a hand-over of the workshop to the Bophuthatswana Government, who subsidises 35 percent of the workshop's annual income

Mr Goshel admitted that there had been pay increases at the workshop but that his social could not cope with the workers' demands for more pay because 'we simply do not have the money'

He said efforts were being made to isolate trouble makers at the workshop who are 'a minority group influenced by agitators with political motivations'. He substantiated his argument of 'political

motivation' by pointing out that the workers chose to demonstrate with intent to cause violence on June 16 'June 16 has nothing to do with Gattamelina but with Soweto. It has nothing to do with Dophuthatswana but South Africa,' he said

Report about the closure of the workshop that some workers held secret meetings and allegedly conspired with the town councillor of Gattamelina Zone 2, Mr Jethro Masetlana

The negotiations for the handover of the workshop to the Bophuthatswana Government will be held on Monday, June 30 at Mafeking. The Government will be represented by the Minister of Health and Welfare while the social will be represented by the chairman, the manager and the director, Mr William Rowlard

The manager of Inhaleng, Mr Geoffrey Hillen-Darter said in a

He reported that one deputy of workers which had insisted on seeing him on their conditions was defused when local magistrate

DD # 7/6/80 (19/15)

No union fighting for strikers at Goodyear

UITENHAGE — Unlike Volkswagen where two trade unions are involved, no union is party to the pay dispute at Goodyear Tyre, which has fired strikers and began rehiring workers yesterday

But both strikes are illegal, according to labour experts

A demand for a minimum wage of R3 an hour by 1 361 striking workers at Goodyear was rejected unanimously at a special hearing of the Industrial Council for the Tyre and Rubber Manufacturing Industry on Tuesday.

Mr Mike Selley, public relations manager for Goodyear, said 1 141 workers had collected their severance pay by yesterday.

The company had re-employed 131 workers and another 200 had applied for their jobs. Others would be asked to return

at 6 am today

He said priority was being given to the rehiring of workers involved in production.

Production was running at 50 per cent on tyres and 100 per cent on industrial products.

Most workers who had collected their severance pay had indicated they would apply to be rehired, he said

Some of the workers at Goodyear are members of the National Union of Motor Assembly and Rubber Workers (NUMARW) or the United Automobile Rubber and Allied Workers (UAW).

But neither union has applied to the industrial council for recognition, Mr Brian Fredericks, the NUMARW national organiser, said yesterday.

He said the two unions, which worked closely together, had tried to

assist the Goodyear workers but had been unable to give them their full assistance because they were busy with Volkswagen and SKF

Mr Selley said Goodyear workers did not go through other channels open to them — the liaison committee comprising black members which negotiated with management, and the non-racial factory representative committee, which consisted of eight workers and eight management members.

At the request of management, workers elected a committee of seven to represent them in the wage negotiations, he said

These representatives were not a party to industrial council proceedings, but had been specially invited to Tuesday's council meeting — DDC

VW hoping for workers return today

UITENHAGE — Volkswagen hopes that most of the 3 500 striking workers will return when its plant here re-opens today in spite of a decision at a mass meeting yesterday to continue the stayaway.

There was at first a clear split between the strikers during the tense meeting in the plant's car park.

Some said they wanted to return to work pending resumption of an industrial council hearing on July 4.

When they pressed for support of their stand a confused debate ensued. A vote by show of hands was deadlocked, with about half the workers voting then supporting a continued stayaway until their demand for R2 an hour minimum was met.

A worker then climbed a fence and told the crowd that if they returned to work on Monday they "might as well forget about the R2" because it would look as if they had accepted the employers' compromise offer of R1.40 an hour.

There was a dramatic change of opinion as the crowd started raising clenched fists in sudden

unanimity.

They then decided to continue the strike and mandated officials of the National Union of Automobile and Rubber Workers Union to tell the industrial council that they rejected the employers offer.

The crowd dispersed without incident. Singing freedom songs above loud car hoots, they boarded buses that had been summoned by Volkswagen at the request of union officials.

Pamphlets prepared by the management and distributed at the meeting said that employees would not be paid for the period they were off work from the time they returned. Employees would be paid at their existing rates of pay which would be increased from next Tuesday.

Union officials, who last night met the management to inform them of the meeting's decision, said the company was not prepared to commit itself on the demand.

Production figures at Volkswagen are estimated to be down by 2 500 vehicles. Estimated turnover affected is about R7 million — DDC

Goodyear

re hires

N. Mercury
27/6/80

sacked workers

Mercury Correspondent
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At the request of management, workers elected a committee of seven to represent them in the wage negotiations, he said.

Workers return to Goodyear

Own Correspondent

PORT ELIZABETH — While more than half of the 1 350 former workers streamed back to the Goodyear tyre factory yesterday, only about 100 of the 3 500 strikers at Volkswagen returned to work

"We are producing a few units," said Mr Ruben Els, public affairs manager of the Uitenhage motor plant where production ground to a halt on June 16 when the black labour force downed tools in support of a minimum wage demand of R2 an hour. "None of our workers were fired. Those who return will simply take up their old jobs. The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Fred Sauls, said negotiations on the Volkswagen workers demand would continue at Friday's Industrial Council meeting.

He said the union had mandates from its branch executive committees at Volkswagen, General Motors and Ford to continue to press for minimum pay of R2 an hour. The workers had rejected a compromise offer of R1 40.

Mr Sauls said the union rejected allegations by

Volkswagen that workers were being intimidated.

The Goodyear public relations manager, Mr Mike Selley said almost 500 former workers who were paid off on Wednesday, were rehired yesterday.

12-hour shifts

From Monday we will be working two 12-hour shifts a day. The overtime will help rehired workers to regain lost pay."

Workers were being taken back at their same pay rates since the walkout, on June 19 and June 23 after demands for a minimum hourly rate of R3.

Mr Selley said present hourly pay was between R1,23 and more than R3, depending on grade. No wage increases were due till March 31 next year.

"But that does not stop us from making adjustments when necessary," he added.

Delivery vehicles in New Brighton, Port Elizabeth, were given police escort yesterday after four trucks were set alight in 90 minutes within a half-kilometre radius in the township. A police spokesman said the motive for the attacks was believed to be robbery. It was non political, he said.

**Motor
industry
workers
resentment
may erupt
again**

By ANTHONY DOMAN

UTENHAGE. — Simmering resentment among workers in the Eastern Cape's automotive industry nerve centres seems set to erupt again in spite of proposed wage agreements promising new higher minimum wages. While Volkswagen's 2-500 striking workers have not yet approved the offer of a R1.40 minimum — they asked for R2 — Goodyear have adopted a hard line and it is believed that they are to pay off over 1 000 workers.

Earlier this week white collar staff manned the production lines and did menial jobs around the factory.

Then, on Tuesday morning, police scattered hundreds of workers outside the Goodyear factory. Many workers seemed confused, some saying that they had 'come to collect their money' others saying they were waiting to be re-employed. The Goodyear public relations manager was not available for comment. People reporting for work at the Volkswagen plant were handed pamphlets informing them of a report back meeting, scheduled for Thursday, on their wage negotiations.

Workers returning home were reluctant to comment on the R1.40 an hour minimum wage offer before they had heard the full story at the mass meeting.

VANS

Earlier — at about 8 am — a dozen police vans took up station on a field opposite the Goodyear factory in Durban Road to the accompaniment of jeers and catcalls from the crowd of about 700 gathered outside the factory gates. Other police vehicles were positioned at street corners further away. Eventually at 9.10

offer before they had heard the full story at the mass meeting.

VANS

Earlier — at about 8 am — a dozen police vans took up station on a field opposite the Goodyear factory in Durban Road to the accompaniment of jeers and catcalls from the crowd of about 500 gathered outside the factory gates. Other police vehicles were positioned at street corners further away.

Eventually, at 8.12 am, a senior officer drove forward and read the riot act, giving the crowd two minutes to disperse.

Some of the workers then left, but many remained. One of the men leaving said he had been waiting outside the factory since 7 am but had heard no word from the Goodyear management.

'We don't know what's going on,' he said. 'We came here to collect our pay but so far we've heard nothing about it.'

Another said, 'Some people were paid but they didn't get all their money.'

Then the 'sneeze machine' moved into action sending the crowd scattering down the Main Road and side streets.

During an ensuing baton charge, fleeing people were seen throwing stones at the police — but within a matter of minutes the area had been cleared.

Police later confirmed that two people had been arrested.

Few return to VW

28/6/80

UITENHAGE — While more than half of the 1 350 former workers had streamed back to the Goodyear Tyre factory yesterday, there was a slow drift back by only about 100 of the 3 500 strikers at Volkswagen

Mr R Els, Volkswagen's public affairs manager, said "None of our workers were fired Those who return will take up their old jobs"

The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Fred Sauls, said negotiations on the Volkswagen workers' R2 an hour demand would continue at Friday's Industrial Council meeting. Goodyear's public relations manager, Mr Mike Selley, said almost 500 former workers who were paid off had been rehired — DDC

VW ⁽¹⁵²⁾ workers dash ^{(10) M.} bosses ^{29/6/80} hopes

By RIAAN DE VILLIERS
Labour Correspondent

MANAGEMENT hopes that most Volkswagen workers would return when the plant reopened yesterday were dashed as the vast majority of the black and coloured work-force of 3 500 stayed out on strike.

A company spokesman said only a "handful" of workers turned up for work yesterday morning and none during the rest of the day.

He conceded that the company was "disappointed" at the turnout but added that management was aware of "considerable intimidation", which played a major role.

Despite the small turnout, the plant would stay open and the company hoped more workers would return on Monday.

The company was also waiting for the outcome of the crucial industrial council meeting for the motor manufacturing industry to be held next Friday.

On Thursday, Volkswagen workers decided to stay on strike pending the outcome of next week's crucial wage talks.

The also joined Ford and General Motors workers in rejecting a management pay offer and reiterated their backing for their unions' demand for a minimum wage of R2 an hour.

Mr Fred Sauls, secretary of the National Union of Automobile and Rubber Workers, said yesterday the union estimated only about 60 VW workers had returned, which demonstrated the "high degree of solidarity" among workers.

Volkswagen announced on Thursday it would reopen its plant yesterday in an attempt to restore normal production, adding it believed most workers were keen to return.

As an inducement to workers to return, it also announced it would implement the rejected employer wage offer from next Tuesday.

Sapa reported yesterday that Volkswagen production was down by an estimated 2 500 vehicles this far, while turnover was affected by about R7-million.

Meanwhile, Goodyear yesterday continued to pay off and re-employ members of its 1 400-strong work-force who ignored a deadline to return to work earlier this week.

A company spokesman said it expected to have re-employed 700 workers by last night. Only 65 out of 1 361 dismissed workers had not yet collected their pay. Re-employment would continue next week. At this stage the company is only taking on former

Row over 'ka

Sun post 29/6/80 152

Director apologises but workers refuse to go back

By ZWELAKHE SISULU

WORKERS at a cotton manufacturing company outside Durban have refused to go back to work in spite of an apology by the company's director over a "kaffirs" remark

On Tuesday this week workers at the South African Cotton Manufacturing Company in Isipingo refused to work when their demands for a wage increase were not met

The plant's general manager, Mr A V Gavin, allegedly called the spokesmen for the workers "kaffirs" and also kicked one of them when he was approached about the workers' demands.

The two men involved were Mr John Newane and Mr Jerome Kwela

The workers had demanded an increase in their wages from R18 and R23 a week to R50

They also demanded full recognition for their union, the Textile and Allied Workers Union, an affiliate of the South African Allied Workers Union.

Most of the company's 70 workers were involved in the demands

After insulting the workers' representatives Mr Gavin is said to have dismissed the workers.

SAAWU's general secretary, Mr S K Kikini, said the company's Reef-based managing director, Mr Tremeer, had apologised for the remark made by Mr Gavin

"Mr Tremeer told us he was sorry the remark was made and apologised. He also withdrew Mr Gavin's dismissal of the workers," Mr Kikini said

Mr Tremeer urged the workers to go back to work on Monday and promised he would look into the demands.

The workers have said they will not return until all their demands have been met

Mr Gavin was not available to comment on allegations made against him but a spokesman at his Durban office said "There is nothing to tell and Mr Gavin is tired of journalists"

'Kaffirs',
jibe

SUNDAY POST, June 29, 1980

'We did not fire blind workers'

SUNDAY POST
29/6/80

SUNDAY POST Reporter

29/152

GA-RANKUKWA'S Itereleng workshops for the blind is not run by heartless people who throw blind blacks into the streets, the chairman of the Transvaal Society for the Blind, Mr Alec Gorshel, said this week.

Mr Gorshel was reacting to the alleged mass sacking of the workshop's 300 blind workers after pay grievances were expressed.

He told SUNDAY POST: "We did not sack the workers. We closed down the workshop temporarily after there was trouble."

Mr Gorshel also said the blind workers have been given application forms to re-apply for their jobs

"But we will definitely not take back the twenty troublemakers who started all this"

Asked what had happened to the workers now that the workshop had been closed, he said some of them had gone home. Those who had no homes were still at the institution

An upset Mr G Hilton-Barber, manager of Itereleng, complained bitterly that the story of the blind workers had been grossly distorted in the Press during the week.

The average wage of workers at the workshop is R12 a week, and some workers earn up to R40 a week because "these people were more dedicated than the others and did more work," he said

Unions

deny

pressure

on

workers

Sum 29/6/86
152

SUNDAY POST
Labour Correspondent

THE unions representing strikers in Uitenhage have strongly denied allegations by Volkswagen that workers are being intimidated.

Despite the workers' rejection on Thursday by an overwhelming majority of management's R1,40 an hour offer, Volkswagen claimed it had "good reason to believe" most workers wanted to return. It said because of intimidation it was difficult for strikers to start work.

Volkswagen reopened its plant on Friday, but only about 120 of the 3 500 strikers returned.

An official of the National Union of Motor Assemblies and Rubber Workers said this showed the "high degree of solidarity" among the strikers. He said claims that workers were being intimidated were "absolute nonsense".

More than half of the 1 350 strikers from Good-year Tyre and Rubber returned to work on Friday. On Thursday police used dogs and a sneeze machine to disperse 1 000

Goodyear strikers who had gathered outside the plant.

The union has accused Goodyear of adding fuel to still high tension in Uitenhage by selectively re-employing the strikers.

Goodyear workers are being taken back at their old rates of pay. The strikers were demanding a minimum hourly rate of R3,00. The firm's PR Manager, Mr Mike Selley, said: "No wage increases are due until March 31 next year. But that does not stop us from making adjustments when necessary."

● Mrs Lucy Mvubelo this week said her union would support the red meat boycott called by the Western Province General Workers Union.

Mrs Mvubelo, general secretary of the National Union of Clothing Workers, denied claims that her union had refused to join the boycott. "We were never approached. If we are, we will definitely support it," said Mrs Mvubelo.

According to reports received by SUNDAY POST, 42 Cape Town meat strikers have been deported to their homelands.

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BOYCOTTS CAUSE SPLIT IN COMPRA

Sun Times (EXTRA) 29/6/80

THE RECENT meat and bus boycotts evoked solidarity in the Peninsula's black townships, but in Mitchells Plain it was part of the reason for a split in Compr the umbrella residents' organisation there.

By SYLVIA VOLLENHOVEN

Representatives from Westridge and Portlands, the largest faction of the Combined Mitchells Plain Residents' Association (Compr), staged a dramatic walk-out at a recent meeting

According to them, it was mainly because civic matters were being neglected in favour of "political issues"

Mr Chris Stevens the Compr chairman, who is also head of the break-away faction of ratepayers, led the walk-out

Demands

According to Mr Stevens, the people of Westridge and Portlands came out in full support of the recent education protest, but when the bus and meat boycotts arose people felt too many de-

mands were being made on them

According to sources in Mitchells Plain, neither of these community actions were well supported in the area as a whole, although there was unprecedented solidarity on the education protest

"Westridge and Portlands (the oldest sections of the Plain) came into being to tackle day-to-day civic issues

"Compr became involved in various matters which rankled some of my executive and a number of other members

"We feel the meat and bus boycotts were not within Compr's terms of reference," Mr Stevens said in an exclusive statement released this week

According to him, another reason for the split was executive-level in-

fighting in the residents body

After the walk-out, the remaining Compr delegates passed a vote of no confidence in Mr Stevens

Separate arm

Mr Stevens said there was a need for an organisation like Compr, but that the organisation should be "re-structured"

"They should have a separate political arm. An attempt should be made to separate civics and politics although I know it is difficult in South Africa," Mr Stevens said

The break-away contingent was Compr's strongest group of residents

Meanwhile, a recently-appointed public relations officer in Portlands has announced plans to split, with Westridge and he claims he has the support of 500 residents

CAPE TIMES 28/6/80

PFP urges govt to free union officials

DR ALEX BORAINÉ, PFP MP for Pinelands, yesterday urged the government to release immediately detained officials of the Western Province General Workers Union so that they could play their rightful role in ending the deadlock which was hurting all parties concerned.

In a statement Dr Borainé, opposition spokesman on labour, said that the meat workers' strike and the meat boycott was no closer to a solution. Locking up labour leaders served only to inflame opinion and harden attitudes.

"Whilst it is true that neither state nor management can encourage illegal strike action, I nevertheless appeal to management to give workers an opportunity to return to their jobs," he said. "In separate discussions with management and workers, it is clear that there is considerable difference of opinion as to the basic causes of the dispute."

"The sensible solution is for management and labour repre-

sentatives to get together without delay to iron out their differences and seek a middle way of reconciliation to end the present conflict, which is helping no one and is, in fact, a contributing factor to the current unrest.

"Both parties in the industry must be big enough to start again, but the initiative lies with the management."

Eight hundred meat workers went on strike in mid-May in support of the demand by 75 workers at the Table Bay Cold Storage Company for management recognition of their elected worker committee.

Forty-one meat workers were arrested at the Guguletu hostel of Table Bay Cold Storage Company and later convicted of staying illegally in the Peninsula. They were sent back to Transkei.

The secretary of the Western Province General Workers' Union said yesterday that management had not come forward with suggestions or alternatives to settle the dispute.

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Striking Eastern Cape workers get international union support

BACK TO WORK . . . OR MORE

THE handful of workers trickling uncertainly through Volkswagens gates in Uitenhage at dawn on Friday constituted the first crack in the unity that kept 3 500 men and women on strike for 10 days and gained them international union support.

There to welcome them was a contingent from management, well wrapped-up against the early morning cold and anxiously herding irritable individuals through the gates in their eagerness to break the deadlock that has existed since the entire labour force downed tools on June 16 and demanded a minimum starting rate of R2 an hour, which Volkswagen has refused to grant.

When workers on Thursday rejected their offer of a R1,40 minimum starting rate, management took a calculated risk and threw open the factory to anybody who wished to return, broadcasting over the radio and through the newspapers their hope that everybody would begin work again on Friday.

The risk has paid off. But it is only a small victory say union leaders who scornfully dismiss the number of about 200 who returned on Friday as "a drop in the ocean".

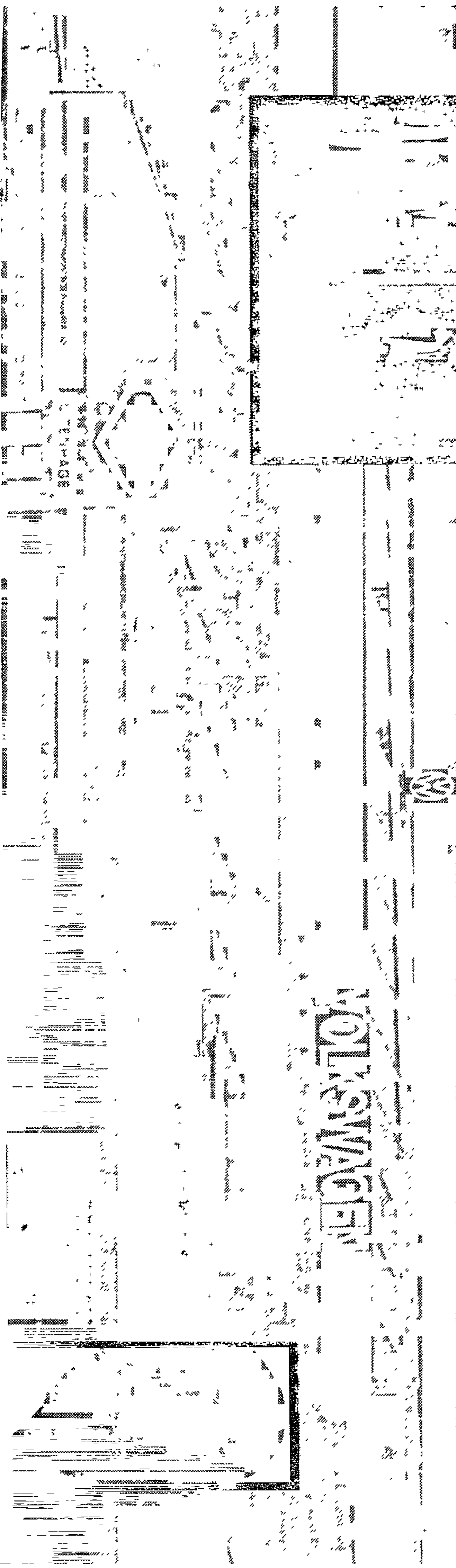
See conitions

"The strike will go on," promises na-



TO WORK . . . OR STRIKE AHEAD?

VOLKSWAGEN



union — the National Union of Motor Assembly and Rubber Workers — has international union muscle supporting its stand.

Next week the union and the unregistered black union, United Automobile rubber and Allied Workers — both of which represent VW workers — expect officials of two powerful overseas unions in the Eastern Cape to see conditions among black and coloured VW employees.

Mr. Fredericks said: Officials of the German metal union, IG Metall, which has about 2 500 000 members, and of the International Metal Workers Federation, based in Geneva with a worldwide membership of about 50 000 000, will arrive in Port Elizabeth on Monday and Thursday if they can obtain the necessary visas."

Showed telegrams

Mr Fred Sauls, national secretary of the National Union of Motor Assembly Workers, showed the Tribune telegrams expressing support and solidarity from unions in France, Sweden, Germany and the Metal Workers Federation.

Earlier in the week the union had to turn down R25 692 which the IMF offered to "ensure that the workers are not starved back to work", as the IMF secretary, Mr Herman Rebhan, said. It is illegal for the union to receive these funds from overseas.

When strikers in Uitenhage met on Thursday to consider VW's offer, union spokesmen cautioned a section of the crowd calling for a return to work while negotiations continued that once they went back, "Volkswagen will make no further offers". An overwhelming majority then voted to stay out.

Report: MAURREEN CRIBBIN/Pictures: JOHN WOODROOF

Despite this, VW announced the plant's re-opening — and called a meeting to instruct white staff to welcome back those who had been on strike and to "be understanding".

His heavy face flushed with indignation and beers, a white supervisor, who did not want to be identified, said in a Uitenhage pub that night: "Management's thinking is that even if there are only 10 workers on the plant, others will have the courage to come back too. They believe if 100 return on Friday, 1 000 will return on Monday."

"We were told to be nice to them, and to just leave them if they don't want to work as they will start working of their own accord sooner or later."

Staring into his beer he said: "There is a lot of ill-feeling towards the strikers, because we had to do their work."

"In the body-shop, for instance, the general foreman, the foreman, section leaders and white unskilled labourers worked side by side to build cars on the lines."

"We produced about 30 to 35 cars a day, which is of course much lower than the 150 to 160 cars and about 20 to 25 station wagons built when production is at its normal level."

"In the press shop production ran at 100 percent, thanks to whites who completed the job in half the time the blacks take, and who dramatically reduced the amount of spares we usually have to scrap."

A statement issued by Peter Searle, managing director, points out that the hourly R1,40 minimum starting rate of-

ferred by VW is a 40 percent increase over the previous increase agreed on by the Industrial Council last year.

This increase, effective from July 1, means that the lowest paid worker at the company will earn R259 a month plus R31 for shift workers.

Salary breakdown

According to the unions, who conducted a survey of 50 families of six people each, the lowest paid worker must earn at least R368 a month to meet his basic needs.

A breakdown on this figure is:

| | |
|--|------|
| Rent | R20 |
| Food | R165 |
| Clothing | R20 |
| Bus or train fares | R15 |
| Furniture | R60 |
| Insurance | R20 |
| Electricity (including paraffin and candles) | R18 |
| Education (excluding school uniforms) | R50 |

Mr Fredericks of the National Union of Motor Assembly Workers said: "The R2 minimum hourly starting rate we are asking for is a monthly wage of about R360, which is still lower than what we consider a living wage."

"We have put facts and figures before VW employers showing clearly why a worker needs to earn at least that minimum."

"Yet employers have not proved to us that they can't afford to meet our demand. Were they to do so, we would go

back to our members and recommend that they ask for something less, or that they accept the present offer.

"We would like to know what percentage of their total costs labour contributes."

VW has not made public to what extent the strike has affected production and profits, but Ruben Els, public relations manager said the increased wages would contribute to higher car prices later this year.

"A lot of cost pressures affect the price of motor cars apart from the cost of labour. Just an increase in the price of petrol, for instance, ups the cost of a car."

Mr Fredericks predicted that, although his union is unable to compensate VW workers for the wages they are losing during the strike, the majority will hold out till July 4 when further pay talks between employers and the unions will take place at a meeting of the Industrial Council.

"We hope employers will then come back with a better offer than they have on the table."

He said the union will declare a formal dispute should the talks break down — which could also lead to legal strike action by workers at Ford and General Motors and could cripple the Eastern Cape's motor industry.

Black workers cannot strike legally because their United Auto Workers Union is not yet registered and is only informally represented at the Industrial Council. They have however taken part fully in the strike at VW up to now.

The threat to the industry of a con-

tinuing strike was seen by one VW spokesman as the result of infiltration of the unions by the Port Elizabeth Black Civic Organisation (Pebco) and if Uitenhage counterpart — both political bodies he said sought to bring VW to its knees.

"But I am confident that by Monday we will have most of our workers back because the majority want to work."

Angry workers who have remained on strike gave a different reason for considering a return to work before their demands have been met: "If some people go back to work we will also have to return or lose our jobs."

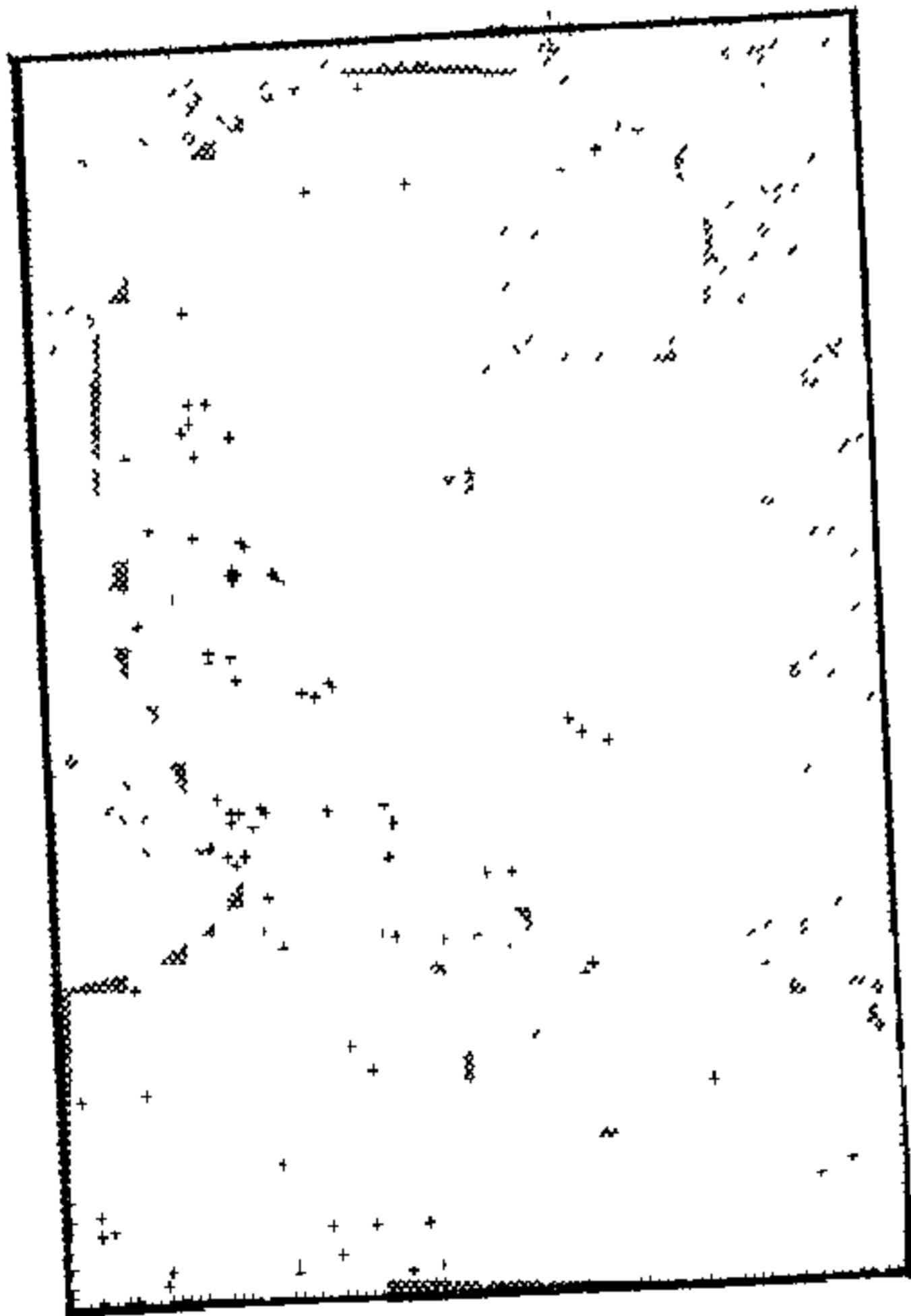
Rate of pay

One man said his rate of pay was R1,21 an hour after nearly 10 years with VW. Another said his was R1,16 an hour after nine months — the same rate as a man he knew who had been with VW for 12 years. Another said he received R1,31 after 10 years with the company.

Workers at Goodyear, next door to VW, are also returning to work after striking in sympathy with VW workers.

According to public relations manager Mike Selley, Goodyear is re-employing workers "just as fast as we can", but expect to take up to the end of this week to complete the task. Of a total of 1 361 workers, who went on strike 1 141 were paid off.

No wage negotiations took place a Goodyear.



MR BRIAN FREDERICKS, national organiser: "We want a better offer."



FRED Sauls, union secretary, holds a batch of telegrams from unions overseas expressing support.

STAR 30/6/80
Paper mill
workers go
on strike

Staff Reporters

Black workers at Premier Paper's Klip River mill went on strike this morning, demanding more pay.

Work was resumed shortly before noon after management had told workers that it would reply to their demand on Friday.

One worker said none of the several hundred blacks employed by the mill went to work this morning.

The minimum wage was given variously as R28 to R29 or about R30.

A company spokesman said senior management of Premier Paper had been sent to the mill to establish the cause of the problems.

Meat workers' dispute has been mishandled

By Associate Professor MARCELLE KOOY, head of the department of economic history at the University of Cape Town

THE response of the government to the strike of the Cape Town meat workers has drawn a great deal of criticism. Three union officials and two voluntary workers — one of them a lecturer in my department at the University of Cape Town — have been detained.

This action by the government is one of the central issues in the dispute. It is important to re-examine these issues at a time when they risk being overshadowed by other crises.

Refused right

The 800 meat workers have been on strike for six weeks. The dispute arose when workers of two firms, National Meat Suppliers and Table Bay Cold Storage, were refused the right to elect non-racial workers' committees to represent them in the factory. Black workers at all the other large meat firms in the city struck for one day in solidarity with these demands. Management responded by locking all 800 workers out of the factories.

Three main points can be identified in this dispute.

First, one is struck by the reasonable nature of the workers' demands and the disciplined manner in which they

have brought these demands to the attention of their employers. The workers in the meat industry, supported by their union (the Western Province General Workers' Union) are fighting for the right to establish the forms of representation of their choice. This is a right which they had already won in all but two of the large meat firms before the strike.

All efforts by the union to negotiate with these two employers failed. Approaches by workers in other meat firms to their own employers to get them to put pressure on the managements of Table Bay Cold Storage and National Meat Suppliers also failed. It was only then that the 800 workers launched their one-day protest strike. At this point the other employers swung round behind Table Bay Cold Storage and National Meat Suppliers and all the workers were locked out on their return to work.

The union and the workers are still openly calling on the employers to negotiate. Their demands remain very limited, the reinstatement of all 800 workers and the recognition of workers' committees at the two factories.

The employers, by contrast — and this is the second point — have shown no willingness to

negotiate a settlement of the dispute. They have failed to respond to calls from the churches, the butchers, the black traders and from the PFP. Since their short statement in the Cape Times five weeks ago they have remained almost completely silent.

Refused to talk

This statement claimed that the employers were "taking a stand" on the workers' violation of the "talk don't walk" principle in industrial relations. But it was precisely the refusal of Table Bay Cold Storage and National Meat Suppliers to talk that led to the strike, and since then all the employers have refused to talk.

Before the strike committees of the workers' choice had been accepted by management in 15 out of 17 factories. Just eight weeks ago the management of Karoo Meat agreed to recognize the workers' committee after the rejection of several worker approaches had led to a strike. Now all the meat employers (including Karoo) have united to support two firms in their resistance to this form of organization. It is not clear why and for what the employers are holding out.

It seems that, by their silence and refusal to negotiate, the employers have chosen to rely on the state to end this industrial dispute. The action of the state is the third issue which needs to be examined. The government intervened early in the dispute, "when workers returning from their one-day solidarity strike were turned away by riot police at the factory gates." Since then union organizers and voluntary workers have been detained under security legislation and the pass laws have been used against 42 contract workers who have been endorsed out of Cape Town (under police escort). In addition, the minister of justice has banned all meetings in Cape Town at which strikes are discussed. Several explanatory pamphlets issued by the workers have been banned.

Full power

The meat workers have been denied the most elementary form of organization at work, while the full power of the most sophisticated form of organization — the state — has been thrown against them.

This is no way to solve an industrial dispute. It is foolish and short-sighted not to encourage all efforts by black workers to establish democratic forms of organization through which grievances can be expressed.

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5/14K 30/6/80

Sowetans urged to boycott meat

The proposed red-meat boycott in Soweto, following a Cape labour dispute, may be largely a gesture.

This is because few black families can usually afford to buy meat, says Mrs Sally Motlana, wife of Dr Nkhatho Motlana of the Soweto Civic Association.

The labour dispute began when the management of the Table Bay Cold Storage Company refused to recognise a non-racial workers committee.

A one-day walkout was staged by 800 workers from meat processing factories in sympathy with their colleagues. When they returned to work the following day they were sent home.

Despite a denial by the Meat Board that the dispute in the Cape had any effect on sales there, it had to buy more than 200 carcasses during the first week of June, when the boycott was in full swing.

The success of the Soweto boycott hangs in the balance while many organisations consider pledging their support.

Assembly

workers still out at VW

STAR 30/6/80

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FE (scribble)

Motor Editor

The striking Volkswagen assembly workers continued their stayaway today, but the neighbouring Goodyear tyre company in Uitenhage reported that it had re-employed more than half of its workforce.

A spokesman for the VW factory said "considerably more black and coloured workers reported today than on Friday", although most of the assembly line men were still staying away.

They are waiting for a meeting on Friday between the Eastern Cape branch of the Industrial Council and their unions when their demand for a R2 an hour minimum wage will be discussed.

Last week the men rejected an offer of R1,40c an hour — an increase of 40 percent — although VW were already paying, on average, R1,15c an hour.

At Goodyear, today, the plant had rehired about 700 strikers, about half of those who walked out last week.

"We are working as fast as we can to deal with all applications," said a Goodyear executive.

From today, Goodyear will begin working a double 12-hour shift which will mean that those workers already re-employed will benefit by four hours a day overtime.

The Goodyear strikers have demanded an increase in their hourly minimum wage from R1,10c to R3, but when they declined to return to work last week management stated they had "dismissed themselves."

At Ford and General Motors, in Port Elizabeth, the assembly workers decided not to walk out after they had rejected a compromise offer of R1,40c an hour — but they are waiting for Friday's meeting when their demand for R2 an hour will be discussed.

Ultimatum for Putco

Salary dispute

Cost
cutting
17/2
3

THE Putco wage dispute has taken a new turn — the Workers' Action Committee at the weekend gave management until Wednesday to respond to their demands or they will take action.

This new turn in events was told to POST at the weekend when members of the Workers' Action Committee claimed Putco's operating executive, Mr Colin Bailey, was applying "delaying tactics" and had ap-

By JEREMY J. JOHNSON

pointed his own delegation to meet him

The members also said they were under pressure from fellow workers and were accused of not representing worker interests as they were not producing results

"We are under pressure from our own colleagues who claim we are not talking to management. Putco has until Tuesday night to talk to us

They can even call the people we nominated on any day to discuss the wage issue. We demand R35 increment and not their 15 percent," they said

The committee

claimed that Mr Bailey, in reply to their letter, had said he did not know who they represented. This was despite the fact that the petition, which was attached to the memo, had indicated clearly by the number of signatures that they represented more than 75 percent of the work force

Statement

In a Press statement the committee said they felt that the 15 percent increment was not enough and did not cover the rising cost of living. It also felt that the increment was below the Poverty Datum Level.

The statement read: "During and after the 1976 disturbances, Putco drivers have been sub-

jected to untold hardships around this troublesome period. Every man has been risking his life. Everybody steps indoors and waits to see or hear a Putco bus zooming by. Putco management can bear out that the workers have shown dedication and willingness to serve it and the public

"Now it is time that we were paid a reasonable and complimentary wage for our efforts"

Last week the workers met at the Diepkloof Hotel, Soweto, to discuss management's reaction to their memorandum rejecting a 15 percent increment which the company had proposed

Yesterday, Mr Bailey reiterated the company's preparedness to meet and talk with the committee

Asked to comment on the allegation that he had appointed his own people to meet him, he said "I was given a list of people with whom I should talk, and those I shall be meeting for discussions"

He said the meeting with the committee was scheduled for 9 a.m. today

The latest turn now means that Putco may be facing problems on two fronts, internally and externally. It is the drivers internally who demand a

computers are rejecting a proposal by Putco to increase fares

Ironically, the bus drivers claim that Putco in its application claim it has increased wages by 40 percent. The drivers are now demanding this be made fact

Unions' Geneva HQ bid to settle disputes

140-11 192
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DM 1/7/80

By RIAAN DE VILLIERS
Labour Correspondent

THE powerful International Metalworkers' Federation has sent a representative to South Africa to help settle labour disputes in the troubled Eastern Cape.

The representative, from the IMF's head office in Geneva, is expected to arrive in Port Elizabeth today.

A spokesman for the National Union of Motor Assembly and Rubber Workers of SA said yesterday the IMF saw the current strike at Volkswagen and wage demands at other motor industry plants as "significant developments".

Although the federation had previously expressed its backing for the striking VW workers, the official was expected to try to play a "mediatory role" in the conflict between motor companies and workers.

The union spokesman added "The IMF is as eager to see a settlement as we are."

The coloured National Union and the black United Automobile and Rubber Workers' Union — which represent workers at the three Eastern Cape plants involved — are IMF affiliates.

The IMF recently pledged its support for striking VW workers and announced it would send R25 000 to the two unions to help support the strikers.

But the funds were stopped at the request of the unions' parent body, the Federation of South African Trade Unions (Fosatu), which pointed out that receipt of such funds was prohibited by the Fundraising Act.

Meanwhile, most black and coloured workers at VW stayed out on strike yesterday, despite the reopening of the plant on Friday.

A company spokesman said yesterday that while the number of returned workers had "more than doubled", the "vast majority" were still on strike.

He said the firm hoped more workers would return this week before Friday's industrial council meeting, where unions will continue wage talks with VW, Ford and General Motors.

A union spokesman yesterday estimated that only 160 of VW's 3 600 workers had returned and said the firm had obviously "completely misjudged the situation".

Last week, VW workers rejected an employer wage offer and elected to stay out until Friday's meeting.

The offer has also been rejected by Ford and GM workers, although they have decided not to strike pending the outcome of the crucial meeting.

A union spokesman said yesterday it was hoped employers would table a "more reasonable wage offer" at the talks.

A spokesman for Goodyear said yesterday about 1 000 workers out of 1 300 who had gone on strike had been rehired and output would be "very close to normal" by tomorrow.

• About 200 black workers at the Stellenbosch Farmers' Winery plant in New Germany, Pinetown, near Durban, stopped work yesterday morning in protest against the dismissal of a fellow worker, and management was negotiating with the liaison committee later yesterday.

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~~1/21/80~~
**Union men
due in SA**

Own Correspondent

PORI ELIZABETH — The continued strike by most of Volkswagen's 3 500 black workers could soon come under the international spotlight

Four representatives of the 15 million-strong International Metalworkers' Federation in Geneva and its West German member, Igmetail, are expected here this week

Yesterday about 200 of the 3 000 men who downed tools at the Uitenhage plant on June 16 returned to work

X

Red meat on sale in townships

ARGUS 1/7/80
301 152 (152)

SIXTEEN butcheries in Langa, Guguletu, and Nyanga, who have been boycotting meat for the past six weeks in support of the 800 striking Table Bay Cold Storage meat workers, started selling red meat again today.

Mr Thomas Mandla, president of the Western Province African Chamber of Commerce, told The Argus today that the decision to sell red meat was made by members of the chamber after realising that the boycott was counter-productive.

It was realised that some members of the chamber were unable to meet their overheads because of the meat boycott,' said Mr Mandla.

ADVANCEMENT

Mr Mandla said it was the policy of the chamber that anything that affected members of the chamber in the advancement of

their business should be done away with.

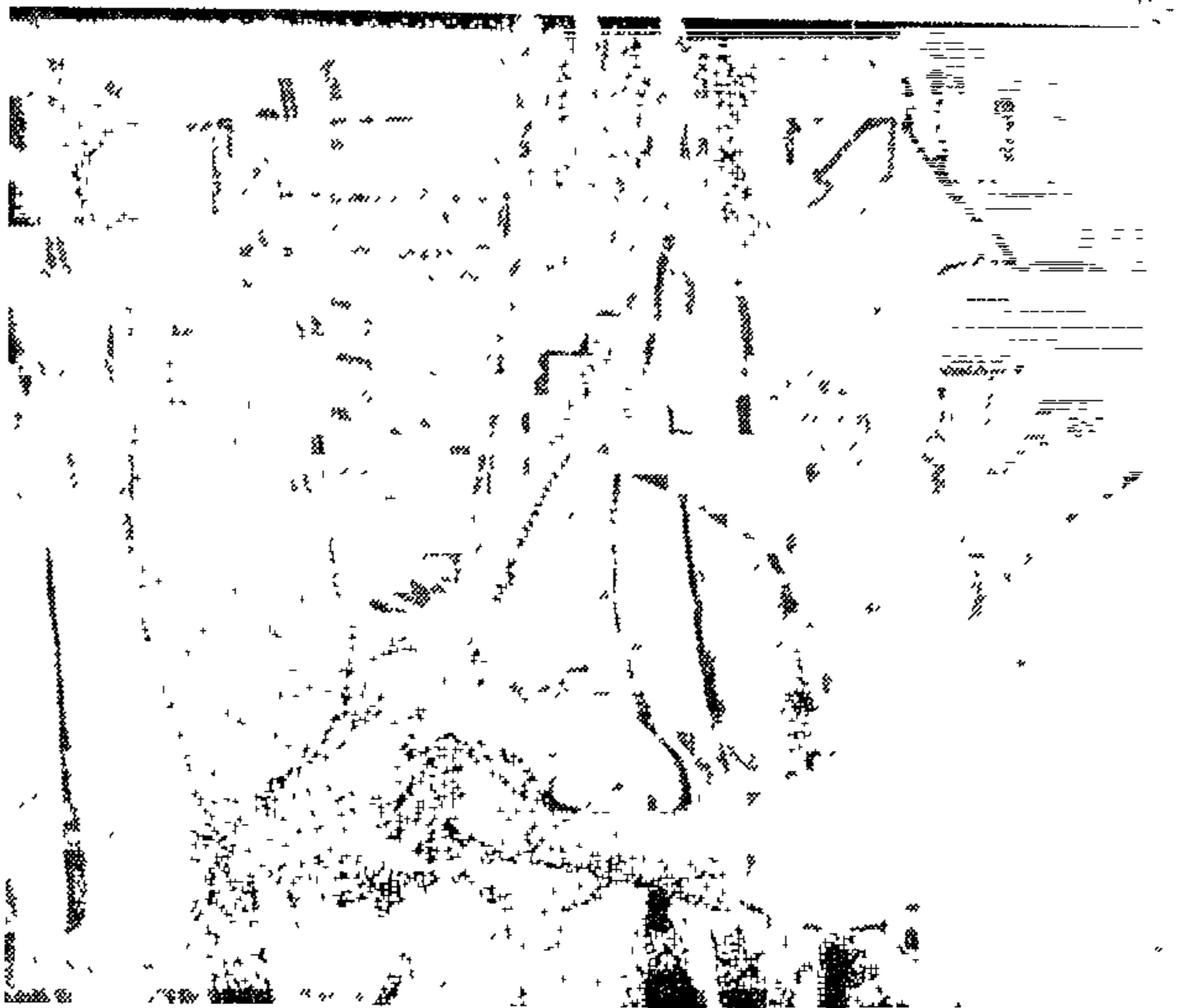
Asked whether the re-selling of red meat would not cause antagonism between the butcheries and the community of the townships he said: 'We had assessed the situation before taking the decision and we arrived at the conclusion that the people appreciate the fact that we had been loyal to the boycott of the meat workers for six weeks, and the people themselves are tired of the boycott.'

INEFFECTIVE

Mr Mandla said the chamber had also pointed out to the Western Province General Workers' Union — the body behind the meat boycott — that the boycott was ineffective because of the withdrawal of the Cape Peninsula Butcheries Association which has 180 members. The association boycotted red meat for three days only.

'However, our withdrawal from the boycott should not be seen as condoning the action of the employers of Table Bay Cold Storage. We fully support the stand of the striking meat workers,' Mr Mandla said.

A spokesman for the Western Province General Workers' Union said the meat workers were 'very disappointed' at the butchers' decision and had called on the community to continue the boycott of red meat.



MR THOMAS MANDLA back at using his big knives at his butchery again after a six weeks meat boycott by 16 butcheries in Langa, Guguletu and Nyanga in support of the 800 Table Bay Cold Storage meat workers

GENERAL NEWS

Red meat on sale again in Cape's townships

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Own Correspondent

CAPE TOWN — Red meat was again on sale in Cape Town's African townships today, five weeks after butchers stopped selling it under community pressure to support the 800 striking meatworkers.

A spokesman for the Western Province General Workers' union said the meatworkers were "very disappointed" at the decision of the butchers and had called on the community to continue the boycott of red meat.

The selling of red meat follows a decision yesterday by the Western Province African Chamber of Commerce, to which the butchers belong.

"We stopped selling meat in sympathy with what had happened to the workers. But it wasn't meant that we would carry on indefinitely," said Mr Thomas Mandla, president of the Chamber.

The South African Council of Churches gave support last night to a nation-wide boycott of red meat following rejection by employers of its offer to mediate in the Cape Town meat industry dispute.

The SACC general secretary, Bishop Desmond Tutu, said employers seemed "bent on starving out the workers."

"This action is suggested most reluctantly because of the uncooperative attitude of the employers," he said.

Mrs Joyce Harris, national president of the Black Sash, said today the organisation endorsed the recent statement by the Institute of Race Relations on the strike.

The statement said the demand of the workers for democratic non-racial representation was frustrated to the point where they had little option but to strike.

CAPK TIRMS 1/7/80 (152) (MIA)

Tyre workers return

PORT ELIZABETH — A large number of workers turned up at the Goodyear Tyre factory in Uitenhage yesterday for duty after about 1 300 of them were paid off during last week's strike

A spokesman for management said about 1 000 workers were expected to be back on duty by last night

He said the factory started working two 12-hour shifts yesterday to catch up with the production backlog, and with the 400 applications being processed daily it hoped to be on full stream by tomorrow

Administrative personnel who helped to keep production going during the strike, had already returned to their posts on Friday, the spokesman said

- Many more workers reported for duty at Volkswagen's factory, where 3 500 workers have been on strike for the past fortnight

A spokesman said the number was considerably more than the 100 who turned up on Friday

He said production was continuing on a limited scale and a number of units was being completed daily — Sapa

Capk Times 1/7/80

Paper mill workers down tools

JOHANNESBURG — Black workers at Premier Paper's Klip River mill downed tools yesterday morning to demand more pay

Work was resumed shortly before noon after management had told workers that it would reply to their demand on Friday. One worker said none of the several hundred blacks employed by the mill went to work this morning.

Another estimated that about 400 blacks were employed at the mill. The minimum wage was given variously as R28 and about R30.

A company spokesman said senior management at Premier Paper had been sent to the mill to establish the cause of the problems.

The spokesman was not able to say when the strike started or how many workers were involved. — Sapa

VW strike may come under world spotlight

Jan 9 11/7/80 (R2) (172)

PORT ELIZABETH — The continued strike by most of Volkswagen's 3 500 black workers could soon come under the international spotlight

Four representatives of the 15 million-strong International Metalworkers' Federation in Geneva and its West German member, Igmetail, are expected here this week

The Durban-based organiser of the National Union of Motor Assembly Workers, Mr Brian Fredericks, said the delegation from the International Federation, to which his national union and the United Automobile, Rubber and Allied Workers' Union were affiliated, could be here in the next day or two, depending on when they got visas.

Asked about the federation's role in the pay negotiations, Mr Fredericks said this was not clear at the moment.

"Its interest is obviously that it too would like to see an early solution. Clearly messages of support for the VW workers have been received from federation members all over the world."

Yesterday about 200 of the 3 000 who downed tools at the Uitenhage plant on June 16 had returned to work.

VW's public affairs manager, Mr Ruben Els, said it was hoped more would return in the next few days

Mr Fredericks said the fact that the company had reopened its doors unconditionally to its workers and had failed to attract most of them back by the employers' compromise offer of a minimum R1,40 an hour indicated that workers were determined to hold out "until employers make a reasonable offer — one that they consider closer to their R2 demand"

"From the feeling of last Thursday's VW workers' meeting, it seems they are determined to hold out for a considerable time. It is also clear that General Motors

and Ford workers are awaiting the result of Friday's industrial council meeting"

Mr Fredericks said if employers did not come up with an offer which was considered reasonable, there would be deadlock with no further room for negotiation

"We could call a dispute. It would then be a question of balloting our members to find out what they want to do. The problem is that we are not sure if they will wait that long"

"We hope the employers will come back with a better offer. The union does not like the present situation any more than they do"

Meanwhile, at

Goodyear, where about 1 350 workers staged two walkouts after stating demands for a minimum R3 an hour, rehiring of sacked former workers continues today

The public relations manager, Mr Mike Selley, said the number rehired was expected to reach 1 000 by last night. Production at the tyre plant would be almost normal by tomorrow

In Johannesburg, workers at Premier Papers mill went on strike yesterday morning, demanding more pay

Work was resumed shortly before noon after management had told workers that it would reply to their demand on Friday.

One worker estimated that about 400 blacks were employed at the mill

A company spokesman said senior management had been sent to the mill to establish the cause of the problems.

In Durban, workers at the Stellenbosch Farmers' Winery factory briefly walked off the job yesterday after one of their colleagues had a dispute with the management.

Mr E. Brill, the regional director, said everything had been cleared up and the workers had returned to work. — SAPA- DDC

Strike ends as garment workers get 12,5pc rise

By Sieg Hannig

An immediate 12,5 percent pay increase for most of the Transvaal's 23 000 garment workers today defused an "explosive" situation and ended the second wildcat strike

"I am very pleased because failure to reach agreement would have added to the unrest already prevailing in the country," said Dr Anna Scheepers, president of the Garment Workers' Union.

She said all qualified workers, representing 90 percent of the work force, would get a 12,5 percent pay increase from July, 1 instead of the 7,5 percent previously agreed to.

Those employers who were not able to adjust their computers to the pay increase this week would make up the shortfall next week.

In addition, it was agreed at today's meeting of the Industrial Council for the Transvaal Clothing Industry that the scheduled five percent increase next July would be doubled to 10 percent, Dr Scheepers said.

The new increase was still slightly below that of the Consumer Price Index, but it would mean a lot to the workers, she added.

"An explosive situation has been defused," Dr Scheepers said.

The agreement followed two meetings in Johannesburg last night at which about 800 members of the Garment Workers' Union and 350 to 400 shop stewards of the black National Union of Clothing Workers "stood firm" on their pay demands.

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Putco drivers threaten to stop buses over pay rise

2/7/80
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BIB

By Langa Skosana
Putco bus drivers today delivered an ultimatum to management to meet them at 10 am tomorrow or all buses in Johannesburg and surrounding areas would grind to a halt.

The planned action by the drivers would affect thousands of commuters in Johannesburg and surrounding areas.

More than 400 drivers representing East and West Rand met in Soweto today to discuss what action to take in the face of the company's refusal to meet a R35 a week pay demand.

The company has offered instead an all-round 15 percent pay increase to drivers from tomorrow.

Putco drivers used to get anything from R66 to R91 a week. Their new pay scales, effective from tomorrow, are from R75 to R105 a week.

A Putco spokesman said today he had heard rumours that there would be a strike tomorrow, but that this involved "only a small element".

Representatives of the company's liaison committee told the meeting that Mr A Carleo, managing director of Putco, has told them the company could not afford a R35 a week increase.

The drivers' reply to this was that no Putco bus would move in Johannes-

burg and surrounding areas tomorrow until their demands were met.

The drivers met last month and some complained that they were unable to live on their salaries.

They demanded the R35 a week extra for all categories of workers — from cleaners to drivers. The Transport and Allied Workers Union has sent

a memorandum to Putco rejecting the 15 percent increase offer in June.

● A fare increase on Putco bus routes is also expected in the near future. Last year, fare increases on the Reef were turned down after court action on grounds that the company had not properly applied for the increases.

World union officials fly to SA strike area

1522
~~1522~~
~~1522~~

Own Correspondent

PORT ELIZABETH. — The continuing strike by most of Volkswagen's 3 500 black workers will come under the international labour spotlight this week, when two representatives of the International Metalworkers' Federation in Geneva and two from its West German affiliate, Igmetail, are due in Port Elizabeth.

This was confirmed yesterday by the Durban-based organiser of the National Union of Motor Assembly Workers, Mr Brian Fredericks.

His union and the other union involved in the motor plant disputes in the East-

ern Cape, the United Auto-mobile, Rubber and Allied Workers' Union, are both IMF affiliates.

Mr Fredericks was interviewed on his return to Port Elizabeth for Friday's second round of Industrial council talks on the VW workers' demand for a R2 an hour minimum wage.

"The international representatives could be here in the next day or two, depending on when they get visas," he said.

"We expect two from Geneva and two from Igmetail, which has considerable membership at Volkswagen in West Germany." Asked about the IMF role

in the negotiations, Mr Fredericks said this was not clear at the moment.

"Its interest is obviously that it too would like to see an early solution."

Meanwhile about 200 of the 3 000 workers who downed tools at the Uitenhage plant on June 16, had returned to work yesterday.

VW's public affairs manager, Mr Ruben Els, said it was hoped more would return in the next few days.

Mr Fredericks pointed out that although the company had re-opened its doors unconditionally to its workers, it had failed to attract most of them back

with a compromise offer of a minimum R1,40 an hour.

He said this indicated workers were determined to hold out "until employers make a reasonable offer".

He added: "From the feeling of last Thursday's VW workers' meeting, it seems they are determined to hold out for a considerable time. It is also clear that General Motors and Ford workers are awaiting the result of Friday's industrial council meeting."

Mr Fredericks said if employers did not come up with an offer considered reasonable, there would be a deadlock, with no room for further negotiation.

"We could call a dispute. It would then be a question of balloting our members to find out what they want to do. The problem is that we are not sure if they will wait that long."

At Goodyear, where about 1 350 workers staged two walkouts over demands for a minimum R3 an hour, rehiring of sacked workers will continue today.

The plant's public relations manager, Mr Mike Selley, said the number rehired was expected to reach 1 000 by last night.

He said production would be almost normal by tomorrow.

Top world union man to help in PE

Own Correspondent

PORT ELIZABETH — One of the top men in the world's biggest industrial trade union organization, the International Metalworkers' Federation, which has 14½ million members, has come to Port Elizabeth to help to bring the 2½-week old Volkswagen strike to an end

The strike by the 3 500 black workers at the Uitenhage plant came into the international labour spotlight with the arri-

val yesterday of Mr Karl Casserini, assistant general secretary of the Geneva-based federation, with affiliates in 70 countries

In an interview last night he said that his role was to help, advise and provide the trade unions with arguments and facts after gaining an insight into the workers' demands

"I would also be happy to meet the top managements of the motor companies in Port Elizabeth and Uitenhage," he said

Approached yesterday, Volkswagen's public affairs manager, Mr Ruben Els, said it was hoped that the federation and its West German affiliate, Igmetail, would be able to assist in finding a mutually-acceptable solution "We would certainly be prepared to meet Mr Casserini, he said

General Motors spokesmen could not be contacted

Mr. Casserini, whose specialization is social and economic research into collective bargaining, said the situation at Volkswagen and the struggle by the National Union of Motor Assembly Workers and the federation's other Port Elizabeth affiliate, the United Automobile, Rubber and Allied Workers' Union, was of great importance to the IMF

Pay increase for garment workers

CAPE TIMES 2/7/80

JOHANNESBURG - An immediate 12.5 percent pay increase for most of the Transvaal's 23,000 garment workers yesterday ended the second wildcat strike in a week.

The president of the Garment Workers Union of South Africa, Dr. Anna Scheepers, said all qualified workers representing 90 percent of the work force would get a 12.5 percent pay increase with effect from yesterday.

Employers unable to adjust their computers for the increase this week would make up the shortfall next week.

It was agreed with the Industrial Council for the Transvaal Clothing Industry that the scheduled five percent increase next July would be doubled to 10 percent. — Sapa

STAR 2/7/80 (152) (1981)

Goodyear back to normal after strike

By Harvey Thomas

The giant Goodyear Tyre and Rubber Company in Uitenhage has re-employed 1100 of its striking labour force and from today expects production levels to return to normal

At neighbouring Volkswagen, a spokesman reported that there was an "encouraging increase" today in the number of assembly-line workers who

had reported for duty

The numbers working at VW has improved from 200 yesterday to about 300 today but the company is still crippled by the more than 3000 workers who are staying away.

They are waiting for Friday's crucial meeting between the Eastern Cape branch of the Industrial Council and the unions when their demand for a

minimum hourly wage of R2 will be discussed.

VW was unable to say today whether the big three motor companies in the Eastern Cape — Ford, General Motors and Volkswagen — would increase their earlier and rejected offer of R1,40 an hour

But at Goodyear the factory appeared to have returned to normal with about 90 percent of the

workers back at their posts. The company will "plug any gaps" next week with new hirings

One of the world's top industrial trade union officials has arrived in Port Elizabeth to help resolve the wage dispute

He is Mr Karl Casserini, assistant general secretary of the 14-million-strong International Metalworkers Federation

Top trade union man visits PE

ARGUS 2/7/80
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Argus Bureau

PORT ELIZABETH — One of the world's leading industrial trade union officials has arrived here to help to resolve the wage dispute between the local motor industries and the black workers and to bring their strike at Volkswagen to a speedy end.

He is Mr Karl Casserini, assistant general secretary of the 14 million-strong International Metal Workers' Federation, based in Geneva, who will meet representatives of concerned local trade unions to discuss future strategy. He is an expert on collective bargaining, multinationalism and socio-economics.

From interviews with him and spokesmen for the three concerned motor companies a meeting between him and the companies on the eve of another Industrial Council meeting for the industry on Friday, emerged as a strong possibility.

TO HELP

In an interview, Mr Casserini said his role was to help, to advise and to provide the trade unions with arguments and facts, after gaining insight into the workers' demands.

He would also be happy to meet the top management of the motor companies in Port Elizabeth and Uitenhage — but he would not bargain with them. He would establish facts and leave it to the trade unions: the National Union of Motor Assembly Workers and the United Automobile, Rubber and

Allied Workers' Union to do the bargaining.

The situation in Port Elizabeth and Uitenhage was so important that the general secretary of the federation, Mr Herman Rebhan and the assistant general secretary responsible for Southern Africa, Mr Werner Thonnesen, had applied for visas to come to South Africa to help to solve the problems.

VOLKSWAGEN

Another official who applied was Mr Albert Schunk, a member of the supervisory board of Volkswagen in West Germany, who is personal secretary to Mr Eugene Loderer, president of the IMWF and the West German affiliate to the federation, Imetall.

Spokesmen for the three Eastern Cape motor companies have all indicated at least a willingness to meet Mr Casserini.

The majority of workers are still standing by their decision of last Thursday, at a report back meeting of their unions not to accept a R140 minimum wage offer negotiated through the Industrial Council and to stay on strike.

Putco workers to meet

Post
2/7/80

PUTCO workers meet today to decide on what action to take following the rejection by the company for a R35 wage increase.

ers 15 percent increment with effect from July 1. But at a previous meeting early this week, workers decided to reject the offer and instead demanded a R35 increment

A spokesman for the liaison committee said yesterday that Putco still maintained that it would not give in to the workers' demand

152

The meeting starts at 9 am and will be held at the Diepkloof Hotel, Soweto. A report on the meeting this week between members of the liaison committee and management will also be given

Putco offered the work-

Pay claims will raise car prices

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JODY SCHECKTER — 'the race was my all-time low . . .

Keith Macfarlane

THE latest flexing of the labour muscle in the car industry of the Eastern Cape is not going to do the South African car or truck buyer any good. And further, it has underlined the dangers inherent in putting too many eggs in one basket.

The motor industry in the Eastern Cape falls into two classes the three big manufacturers — Volkswagen, Ford and General Motors — and the smaller component manufacturers like Hella who make electrical parts, Goodyear who make tyres and Borg Warner who make transmissions

Between them the three motor manufacturers make rather more than a third of the country's output, with VW and Ford battling it out with Sigma for top spot in the sales charts.

However, when compared with the manufacturers to the north they have one big disadvantage in that their pay rates are higher than the manufacturers in the Transvaal, they say, and further the country's main motor market with more than half the total sales is also in the north so that the Cape manufacturers have to pay an added premium to get their products to the market place, all of which affects their pricing.

Currently the lowest paid worker in the Eastern Cape receives at least R1,40 an hour — until Monday it was R1,15 which gave the lowest echelon a monthly income of about R220 before any overtime which is paid at time and a half rising to double time. Now the same workers after a 22 percent increase will get R270 a month with over-



time in proportion and it should be remembered that this wage is being paid to the lowest grade of labourer who might well not have been educated beyond Standard One

The workers are demanding a rate of R2 an hour for their 44 hour week which would give them R881 a month, or with overtime anything up to R450 for an ability to do nothing more than wield a broom.

Of the total cost of a car about 13 percent is accounted for by labour costs within the assembly plant so that if the wage rate goes up to R2 an hour the proportion of labour costs in the total price of the vehicle would rise to between 15 and 17 percent which could put the cost of the vehicle itself up between two and five percent providing none of the costs was absorbed by the manufacturers. However in order to stay competitive they

would probably absorb enough to make the price rise directly attributable to the increased wages to about R100 per vehicle

As the motor manufacturers watch each other's prices closely any rise in the Cape manufacturers' prices could be greeted by an immediate reaction from the Transvaal of either leaving their prices where they were and getting a greater share of the market by undercutting the competition or by raising prices to a level comparable to those of the competition and making a lot more profit.

For the last couple of years car prices have gone up by between 10 and 12 percent a year usually in quarterly jumps and any wage hikes would accelerate prices. Of course a rise in the basic wage also means that there would be a ripple effect up the wage scale so that all workers would be getting more. The resultant rise in costs would increase the inflation rate because of the motor industry's position as the biggest secondary industry in the country.

* * *

THE OTHER LESSON to be learned by the labour troubles at Uitenhage is directly concerned with the Official Mind and its local content policy which demands that all cars should have 66 percent local content by weight. Component manufacturers have been given tax incentives and tariff protection to ensure that they stay in the market place but because of the comparatively small numbers involved in the South African car industry there

has not been a great deal of competition between the specialist component manufacturers most of whom have a virtual monopoly of their particular product.

There is not enough cake for two ignition specialists or for two transmission manufacturers because splitting the market two ways would make it uneconomical for both while there is probably just enough volume to make it profitable for one.

Which is fine from an economic point of view but distinctly sensitive if looked at strategically because any problems at one factory supplying parts to the industry as a whole means that the industry as a whole has to stop until those problems are resolved because it can't get the parts it requires.

It might be able to import them from manufacturers abroad but then of course it is quite likely to have to pay penalties because the local content has dropped below the required level.

It seems to me that the Official Mind should take a long, hard look at the situation it is getting itself into and try to produce some viable alternatives.

Just consider what the situation would be if, in a couple of years' time, the Atlantis Diesel Engine factory making diesel engines for the whole country's cars, trucks and tractors were to have labour troubles which interrupted production. Where then would the diesel engines come from to keep the motor manufacturers going?

Council ultimatum

WORK

OR GET

THE

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SACK

JOHANNESBURG'S 10 000 municipal strikers have been warned that they will discharge themselves if they do not return to work today.

Mr Gerrit Borman, MPC, leader of the NP in council, said yesterday that since Monday workers receiving their pay had been told that if they



Teeth bared in a snarl, a police dog confronts a worker at West Street municipal compound while police in riot gear look on. The atmosphere of confrontation gave way to negotiations by management yesterday.

do not return to work "they could not be further employed by the council".

He stressed, however, that the outcome of yesterday's tour of municipal compounds by senior officials would be decisive in whether the council gave effect to the ultimatum.

"Everything is subject to what happens today," he said yesterday. Full figures of the number of strikers released by the council show that an estimated 10,000 workers — two-thirds of the city's black municipal workforce — are on strike.

The compound tour yesterday is aimed at persuading the workers to appoint representatives to "thrash out" grievances while workers return to their jobs. But council critics, including Opposition City Councillors, have predicted that the dispute will not be resolved by the council's hard line.

Workers were asked to stay at their compounds instead of going to their work places yesterday so that senior officials could address them in smaller groups.

Mr. J. F. Oberholzer, MPC, chairman of the City's Management Committee, said homeland envoys would be asked to accompany the officials. They would help explain the situation and try to persuade workers to elect representatives to negotiate with the council.

VW men set to vote on pay offer

PORT ELIZABETH — A Volkswagen management spokesman is optimistic that VW workers will accept the latest motor industry employers' wage offer, after Ford and General Motors workers voted on Thursday to accept the new scales

Mr Reuben Els, public relations officer for VW, said he was confident VW workers would also accept the offer

The unions involved in the dispute — the National Union of Motor Assembly and Rubber Workers and the United Automobile and Allied Workers Union — were reported to be making final arrangements yesterday for a report-back meeting to their VW branches

The key item in the new scales is a R1,45 an hour minimum wage for Grade 1 workers; tied to a graduated attendance bonus based on length of service. Service, shift and gratuity improvements are included

The latest offer by the employers — Ford, GM and Volkswagen — was thrashed

out at an industrial council meeting on Tuesday, after union members in all three plants had rejected a compromise wage offer of R1,40 basic rising to R2 over 18 months

At two union report-back meetings on Thursday night, Ford and GM workers accepted the new scales, with only a handful of members voting in opposition

Mr Freddie Sauls, the NUMARW national secretary, said he was aware that workers were unhappy with the offer and felt it should be rejected

"I'm one of those who feel that way," he said.

"But workers must accept that battles are not won in one day

"Let's accept the offer, but let's see it as the beginning of a new battle for better wages

A meeting of GM workers accepted the management offer, subject to certain conditions.

- That if "shop" increases were introduced, they would have to be applicable to all races,
- That employers clarify certain points in respect of the service and attendance bonus, and
- That rates for trainees be investigated

Mr Sauls said he recommended that the workers accept the offer because "I'm convinced that further negotiations with the firms would not bring us any further financial reward"

The union had made it clear to the companies that they were no longer interested in talking about poverty level wages, but wanted a "fair living wage", estimated at R463 a month.

New scales offered by managements will mean that a new worker on the lowest grade will earn a R1,48 minimum per hour with full attendance for the week

The minimum for a Grade 1 worker with more than 10 years' service will be R1,55 an hour

In addition, the employers have accepted the establishment of an impartial group to study union proposals for a living wage based on the original claim for R2 an hour

Union leaders said yesterday that negotiations with the companies on the introduction of a closed shop were proceeding — Sapa

1057 3/7/80 (152)

Calls to support red meat boycott

By JOE THOLOLO

BISHOP Desmond Tutu is to ask church leaders to consider joining the snowballing boycott of red meat in support of striking workers in the Western Cape.

And the local branch of the African Canning Workers Union has joined the call for a Transvaal boycott, which was initiated two weeks ago.

In a statement yesterday the union said "We call on all workers in the Transvaal to support their fellow workers as they did in the Fattis and Moenis dispute which resulted in an historic victory for all workers by boycotting red meat in the townships in order to compel the meat employers to see reason and negotiate with the strikers."

Bishop Tutu yesterday said he believed labour unrest would become endemic to South Africa and "we want to be part of the process of reconciliation."

He said the SACC had offered to mediate in the Cape meat industry dispute but this had been rejected by a management representative.

He pointed out that the council of churches had mediated successfully in the Fattis and Moenis dispute last year.

"While remaining unbiased, we believe labour dispute must be seen within the oppressive and unjust socio-political dispensation in this country."

The labour consultant who had met Bishop Tutu on behalf of the management, Mr Andrew Levv, yesterday said he had been instructed by his clients to meet Bishop Tutu.

The Transvaal branch of the African Food and Canning Workers Union
○ Condemned the Government for 'intervening in the dispute by sending riot police to prevent the workers returning to the factories, detaining union officials and deporting striking workers to their homelands'.

○ Appealed to "progressive butchers in the townships to stop selling red meat and to sell chicken and fish only"; and

○ Said the detention of African Food and Canning Workers Union and Western Province General Workers Union officials was "direct violation of the principle of freedom of association which underlies the Wiehahn Commission's report."

Trade Unionists on the Reef said that although they had not been allowed to hold meetings to discuss the boycott of red meat, it was gaining support.

Among the organisations that have pledged support for the boycott are Azapo, the Committee of Ten, the Commercial Catering and Allied Workers Union, the Food Beverages and Allied Workers Union, the Laundry and Allied Workers Union and the Soweto Traders Association.

A meeting that was planned for the St Francis of Assisi Anglican Church in Rockville on Sunday to discuss the boycott has been called off because of the ban on meetings.

The Housewives' League is trying to meet other women's organisations before taking a decision on the boycott, according to the president, Mrs Sally Motlana.

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ARCUS 3/7/80

workers
152 700 \$200
still held

Labour Reporter

THE detention of an organiser of the Western Province General Workers' Union, Mr Wilson Sidina, is now under section 10 of the Internal Security Act

Mr Sidina was detained under section 22 of the General Law Amendment Act two weeks ago

He is one of five detained officials of the union, to which the striking meat workers belong.

OTHERS

The others are organisers Mr Dave Lewis and Miss Di Cooper and voluntary organisers Mr Mike Morris and Dr John Franks

Miss Esme Fillmore, of Claremont, a student at the South African College for Higher Education, was released this week after being detained for several weeks



Tense Putco drivers at a meeting held at Diepkloof Hotel, taking a step that may bring transport to a halt.

Post 3/7/80

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Ultimatum

MORE than 450 Putco drivers threatened to go on strike yesterday if the R35 increase they have asked for is not in their pay packets this morning.

They have refused to accept a 15 percent increment offered by management saying it was not enough.

Thousands of commuters in Johannesburg and other areas served by Putco will be affected if the drivers go on strike.

They also made it clear that managing director, Mr A Carleo, should be at the Putcoton depot this morning where they will explain their demands.

The decisions were taken during a heated meeting at the Diepkloof Hotel, Soweto, in which the workers' action committee had to restrain drivers from refusing to go on their second shift yesterday afternoon.

Drivers wanted to go on strike as early as yesterday afternoon, according to several speakers at the meeting.

Members of the action committee who were in-

Putco strike threat

By CHRIS MORE

cluded in the liaison committee that met management on Monday, told the meeting a deadlock was reached when their requests were not accepted. Management refused to make a compromise on the pay demands for drivers and weekly paid staff.

But Putco Public Relations Officer, Mr J Visser, said the liaison committee did not make any demands and that there was no deadlock at the Monday meeting.

Demands

He said management explained to the committee what the situation was and said that the 15 percent was all the company could afford to pay them.

He denied that the committee demanded to see managing director, Mr Carleo but instead had requested a written letter stating what the comp-

any's stand was on the issue.

A statement signed by Mr Carleo was then given to the eight representatives who attended the meeting, he said.

Asked to comment on the stand taken by drivers to strike today if their pay demands had not been met, Mr Visser said: "Management received no formal report on this meeting and we do not know of any ultimatum."

Mr Carleo could not be reached for comment. He was reported to be out on business by late last night.

This week the company also added that most workers were happy with the 15 percent increase and did not foresee any problems. But yesterday the hundreds present showed their disapproval of the 15 percent and that they are not prepared to accept it.

The drivers are also incensed by the company, not being prepared to consider any increase to their 15 percent.

According to the meeting, the committee has been told that the 15 percent is according to the law, while the drivers maintain it is a minimum.

STAR
Strikers 3/7/80
halt buses

By Langa Skosana

Hundreds of bus users had to walk into town at noon today, and others turned back home after Putco buses passing through the depot near New Canada Station had been stopped by about 1 000 striking bus workers.

Riot squad policemen were on the scene to restrain the drivers. A sneeze machine was immediately called, and the striking drivers went back into the yard.

Mothers with babies strapped on their backs decided to return to the townships when it became obvious that they would not have transport to go home late this afternoon.

The drivers are demanding a R35 a week pay rise, starting today. They have rejected an overall 15 percent pay increase offered by Putco management. They congregated at New Canada depot this morning in the hope of meeting the company's managing director, Mr A Carleo today.

Carmakers face vital union meeting

STAR 3/7/80

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By Harvey Thomas
Motor Editor

Trade union executives — now advised by an overseas expert — will meet the big three Eastern Cape motor manufacturers tomorrow for crucial negotiations about assembly workers' pay.

At Volkswagen in Uitenhage workers were still "trickling back" after they walked off the job on Monday last week in support for their demand for an hourly minimum of R2

The giant German-owned motor company appears to be basing its hopes on a quick settlement tomorrow but if this is not forthcoming it seems likely that it will be forced to dismiss the 3500 absentees and look for a replacement labour force.

Sources in the Eastern Cape motor industry said today that there could be two scenarios for tomorrow's meeting between the Industrial Council and the

various trade unions, now advised by Mr Karl Cassem of Geneva assistant general secretary of the International Metal Workers' Federation.

• Employers may make a compromise offer a little higher than their recently rejected suggestion of R1,40c an hour. The present minimum is R1 an hour although companies such as VW have been paying more than that.

DISPUTE

Describing this course as "possible but not very probable" another source said that

• A dispute could be declared leading to arbitration.

Volkswagen is already implementing the higher wage offer of R1,40 an hour but the vast majority of its black assembly line workers have continued their stayaway.

At Ford and General Motors workers voted to stay on the job until the situation was clarified at tomorrow's meeting.

CAPE TIMES 3/7/80

Putco drivers strike threat

(152)
322

JOHANNESBURG — Putco bus drivers yesterday gave an ultimatum to their management to meet them today or all buses in Johannesburg and surrounding areas would stop.

The planned strike action by the drivers means that thousands of commuters in Johannesburg and surrounding areas, who depend on buses, will be affected.

More than 400 drivers representing the East and West Rand met in Soweto yesterday to discuss what action to take in the face of the company's refusal to meet a R35-a-week pay demand.

The company instead offered an all-round 15 percent pay rise to the drivers, which they expect in their pay packets today.

Representatives of the company's liaison committee told the meeting that Mr A Carleo, managing director of Putco, had informed them that the company could not afford the R35-a-week increase.

The drivers retorted by saying that no Putco bus would move in Johannesburg and surrounding areas, until their demands were met.

The workers who claim SATV fired them unfairly. From left: Mr Kota, Mr Njikelana and Mr Gaca.

DAK 3/7/80 (152)

Union trio claim unfair dismissal

EAST LONDON — Three SATV workers claimed yesterday they were sacked after being accused by management of being "trouble-makers"

But last night the firm's managing director, Mr Mike Bosworth, refused to confirm or deny the allegations.

Asked about the alleged trouble with his 1 500-strong black staff, Mr Bosworth refused to comment but said the situation was under control

The sacked trio — Mr Xolani Kota, Mr Sisa Njikelana and Mr Mithobela Gaca — alleged they were sacked for their trade union activities and because SATV did not want to recognise their trade union, the South African Allied Workers' Union (SAAWU)

Mr Kota is secretary of both the workers' committee at the Wilsonia plant and the Border branch of SAAWU. Mr Njikelana is chairman of both the workers' committee and the Border branch of SAAWU.

Mr Kota works as a fault

finder, Mr Njikelana as a radio lab assistant and Mr Gaca as an operator.

The men claimed that trouble started at the plant when management wanted to have a works liaison committee elected because they were not happy with liaison with the workers.

"They called in 38 senior black staff members to put their proposals to them but the workers later took a stand that they were satisfied with their workers' committee and did not want a liaison committee.

"Forms were attached to our pay packets about the liaison committee and were to be returned but more than 80 per cent of the workers ignored the forms

"Management then came out against SAAWU saying it was not a registered trade union and by midday yesterday, the three of us were called individually by Mr Bosworth and the general manager, Mr W. Winkler, and fired

"This was despite an

assurance to the workers nobody would be victimised. Moreover there was no strike or work stoppage of any sort and we merely talked to some of the workers

"We view our dismissal as sheer victimisation and have passed on the matter to our union"

The national organiser of SAAWU, Mr Thozamile Gqweta, said last night he had informed his head office of the matter and was awaiting further instructions.

"We, however, condemn the actions of SATV as blatant victimisation and demand their reinstatement. As trade unionists we are fighting for the rights of workers and for better protection against injustices and exploitation.

"I have always maintained with these firms that the business of our union not being registered is not their concern. That is a matter between us and the government and we have already outlined our reasons for not registering," Mr Gqweta said. — DDR

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Strike halts Putco buses

Own Correspondent

JOHANNESBURG — Putco bus drivers stopped work yesterday, bringing black services in the Johannesburg area to a halt and sparking incidents at bus stops in the city centre.

The strike was called when Putco's managing director, Mr A Carleo, refused to meet drivers who had gathered at the company's Putcoton depot just outside Soweto. The drivers wanted to discuss their demand for a R35-a-week increase and the rejection of a 15 percent increase.

Drivers said they were determined to continue the strike.

A Putco spokesman said an estimated 150 000 commuters had been affected and 600 buses — 30 percent of the fleet — had been 'grounded'.

The railways laid on 17 extra trains — seven to Soweto.

Police cordoned off an area at the corner of Sauer and Bree streets, and a section of Jeppe Street, after commuters stoned

a bus injuring the driver, and threw bottles at the bus and a police car.

Police baton-charged coloured commuters in Fraser Street after asking them to disperse. Two were taken to hospital. Police claimed the crowd had thrown stones and damaged vehicles.

The drivers, led by an elected action committee, have rejected a 15 percent wage offer negotiated by the company and its black liaison committee. They demand a R35 increase, disbanding of the liaison committee and recognition of the Transport and Allied Workers Union.

Workers continued their gathering at Putcoton and after the "sneeze machine" was used they shouted "We want money, not tear gas".

Management said last night that drivers who did not report for work this morning would be dismissed but negotiations would continue today.

CAR MEN

4/7/80

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Argus Bureau

PORT ELIZABETH. — The three Eastern Cape motor giants have made a new wage offer to be considered by the 10 000 affected black workers. This was disclosed to The Argus after the meeting by the national organiser of the National Union of Motor Assembly and Rubber Workers, Mr Brian Fredericks.

The meeting ended after two hours of discussion. Mr Fredericks left to discuss the latest developments with his union's council.

He said the new offer was 'complicated' and he would not elaborate before meeting union officials.

Something new

A statement made on behalf of the Industrial Council, by its chairman, Mr Alan de Kock, said the negotiations will continue next Tuesday.

Asked why the discussions were not concluded, he said both parties — the employers and the employees — had something new to consider. He would not elaborate.

This, however, seemed to confirm that a new wage offer was to be considered, and probably implied that the workers' representatives today also came with new proposals.

Increases

It was learnt unofficially that immediate wage increases as well as a speeding up of the implementation of a scheme to make the minimum wages R2 an hour, were proposed by the motor companies today.

The black workers are demanding a R2 an hour minimum, but at last week's Industrial Council meeting the three motor companies came with a compromise offer of R1,40

Carl: Tink 4/7/86

Red meat boycott continues, says union

Staff Reporter

IN SPITE OF the decision of butchers in Langa, Guguletu and Nyanga to resume the selling of red meat this week, the boycott of red meat and its products continues, according to the Western Province General Workers Union to which the 800 striking workers belong.

In a statement issued by the union yesterday the workers said the butchers' decision meant that one of the pillars supporting the boycott had fallen away and that the responsibility now fell on to the community.

The butchers ended their five-week long boycott in support of the meat workers on Monday in accordance with an earlier decision of the African Chamber of Commerce, to which the butchers belong, not to boycott indefinitely.

According to the statement, the union has met with Bishop Desmond Tutu, members of the Progressive Federal Party, the Cape Butchers Association and the African Chamber of Commerce to urge them to persuade the meat bosses to start negotiations.

The workers want to settle the dispute. After more than six weeks, they are still waiting for the bosses to start talking, the statement reads.

In the face of the unity of the meat workers and community support, the meat bosses can surely not hold out much longer.

The workers need community support the statement says.

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Most jobs now filled —meat firm

ARG us 4/7/80

Labour Reporter

ABOUT 13 striking meat workers from the livestock agency Slabbert, Verster and Malherbe have collected money owing to them and applied to return to work, a spokesman for the firm said yesterday.

The spokesman said only two of the 59 strikers from the firm might be considered for re-employment.

'My business is now fully staffed. I haven't been able to operate properly without staff in the last seven weeks. The staff I have are improving every day,' he said.

DEMANDS

About 800 workers in the Cape Town meat industry held a one-day walkout on May 19 in support of demands by workers at Table Bay Cold Storage Company and National Meat Suppliers for recognition of democratically elected workers' committees.

They were turned away from their factories when they reported for work the next day and have been out of work since then.

A spokesman for Table Bay Cold Storage, where the dispute began, said negotiation of a settlement had been taken out of the firm's hands

and were 'in the hands of the Government.'

Employers in the industry have turned down offers of mediation made by local butchers and more recently by the South African Council of Churches.

Bishop Desmond Tutu, general secretary of the SACC, this week urged Christians to support the red meat boycott 'to ensure justice is done.'

'This action is suggested most reluctantly because of the unco-operative attitude of the employers,' he said.

The boycott in Cape Town received a blow this week with the decision of butchers in the black townships to return to selling red meat.

The meat workers, however, have called on the community to continue the meat boycott.

New car boom in SA

C. Times
4/7/80

(152)

By GORDON KLING

THE BOOMING motor industry in South Africa can no longer keep up with the spectacular surge in demand for new vehicles, which manufacturers believe is still accelerating.

At a time when surplus production has caused assembly lines to be shut down overseas, and when international recession has made it possible to buy even a Rolls Royce off the shelf, would-be owners of basic economy cars in South Africa are being asked to stand

in line for months. Sales of cars and commercial vehicles are up more than 20 percent in the first five months of the year. The latest sales figures available, for May, are 39 percent ahead of the same month a year ago. "All our vehicles are in short

supply," said a spokesman for General Motors, which is unable to come anywhere near to meeting demand for its new Opel Kadett. "Our forecasts for the market just weren't as good as it turned out, so we got caught with our pants down."

Buyers are not becoming less discriminating, however. GM has had to throw in the towel on its spartan Nomad, once touted as the peoples' car of the Republic, but which failed to live up to sales expectations after adverse publicity on the front suspension.

"The whole industry here has been caught off-sides," conceded an executive at Sigma. "Your supply line is nine months long and nobody could have anticipated the strength of this market that far in advance."

Sigma is ploughing millions of rands into increased production capacity to cope with the upsurge.

The tension generated by the boom is probably highest at strike-bound Volkswagen in Uitenhage, which sold more than 4 000 cars last month.

Meeting

The public affairs manager, Mr Ruben Els, said yesterday that its pipeline would dry up completely in three weeks if the labour unrest did not end.

Even before the work stoppage, VW was unable to supply enough of the new minibuses and five-speed Golfs, although its planners foresaw the steep rise in the market ahead of most others and the group was basically geared for it.

An industrial council meeting on the VW workers is scheduled for today.

"We're hoping we can find a solution as soon as possible. If the strike continues for a protracted period, we're going to have serious problems at the retail end," said Mr Els.

Ford is also suffering from the troubles at Uitenhage. The company's vehicle sales manager, Mr Keith Butler-Wheelhouse, says it has lost a week to 10 days on dealer orders because of delayed component shipments from manufacturers in Uitenhage. "We can't build up dealer stock to the levels we would like."

'Something else'

VW's Mr Els maintains that the South African consumer is not like his counterpart in Europe who will wait for six to eight months for a particular model. "Here, if you can't give him what he wants he goes across the road and buys something else."

Manufacturers expect the market to continue to improve with the introduction of the budget's tax benefits this month. There was also a strong element of buying ahead of price increases. Noting that Sigma and Datsun had just posted higher prices, Mr Butler-Wheelhouse at Ford expected others in the industry to follow within 30 days and another round could be expected before the end of the year.

Nobody is commenting on the cost implications of the labour unrest, but one senior company official said that in spite of this, everybody in the industry was looking to handsome bonuses later in the year.

SATV: No union link in sacking

MANI JEP 4/7/80

ATA

ATA

152

EAST LONDON — Only two employees had been dismissed at SATV this week and their dismissal had nothing to do with their membership of a trade union, the managing director of SATV and Sparrat, Mr M. P. Bosworth, said yesterday.

Mr Bosworth was reacting to a claim by three workers that they had been dismissed because they were involved in trade union activities.

He said the two men fired were Mr Xolani Kota and Mr Sisa Njikelana.

Mr Mthobeli Gaca had been suspended and his situation was being investigated, he said.

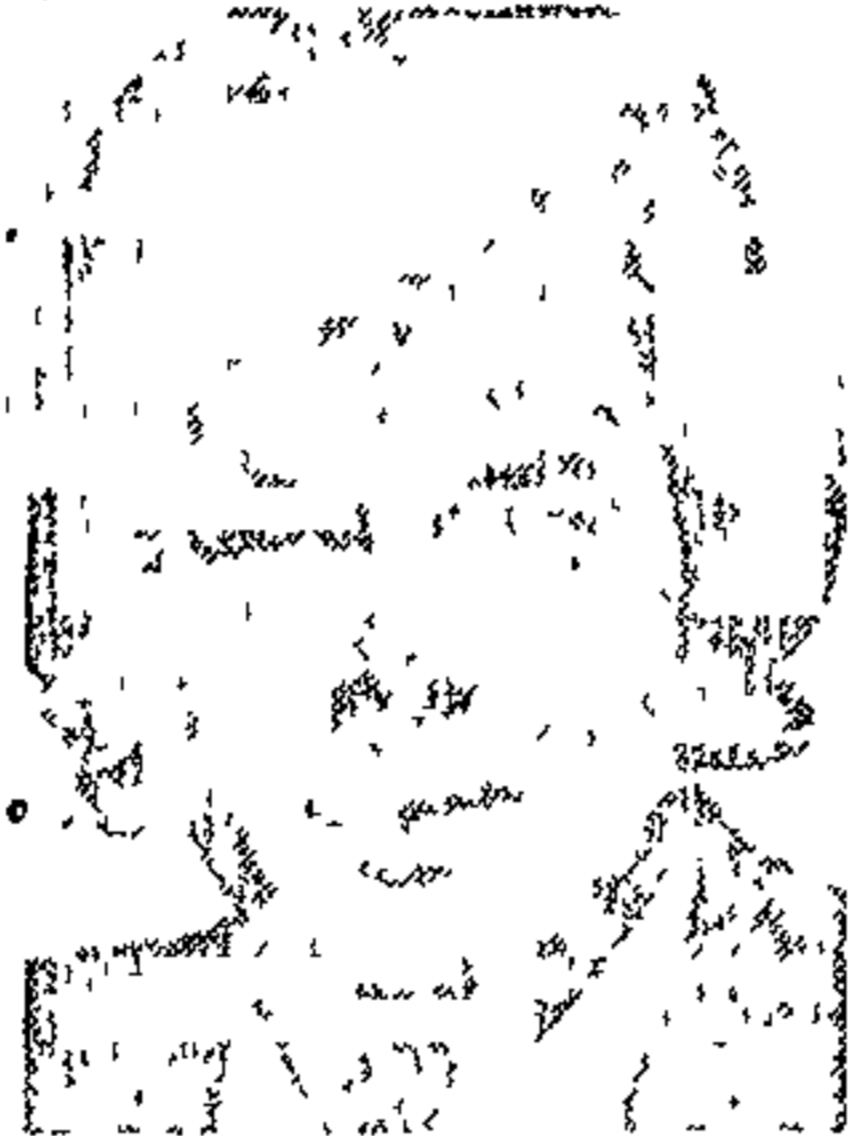
"The two men were sacked because they have been found to be working against the company," Mr Bosworth said.

"It has got nothing to do with their membership of SAAWU (South African Allied Workers' Union)."

He said he had spoken to Mr Gaca yesterday and it appeared the information received by management about him had been incorrect.

"We have a few investigations to clear and if we find that the information we have is incorrect he will be reinstated with full pay for the time he was suspended on July 14."

Mr Bosworth said there had been no dispute at the two factories. They had had pressure from SAAWU members, who called for the recognition of their trade union and management's stand had always been not to



MR BOSWORTH

recognise an unregistered trade union.

"We realised that the liaison committee was dead and I stated in a letter to the staff I did not favour the re-election of a liaison committee."

"I then suggested that we have a works committee and that we have elections to form such a committee on the grounds that we would work together as one family for the good of SATV," he said.

This view had been put forward on the understanding that such a committee would have to fulfil two requirements:

• It had to be fully representative and every worker had to vote. This was based on the fact that it had been realised that SAAWU had lower than 50 per cent support at the two factories.

• People elected had to be sincere in their motives to ensure smooth working within the factory and working to improve everyone's lot.

"I said I would approach

it in the same spirit, on the grounds of mutual trust.

"At no stage did I try to force a liaison committee on the employees because I had already realised it had run out of time," Mr Bosworth said.

The two factories had two minor stoppages yesterday when some workers did not return to work after the tea and lunch breaks.

"On both occasions I went to the groups — which were out at different times — and said I was not prepared to negotiate under duress."

He had asked each group to elect four representatives, which they did, and they had discussions which he considered more fruitful than any talks he had with workers in the past.

"What emerged was the realisation from all sides that we could achieve more through dialogue and not confrontation."

Mr Bosworth said he was impressed with the maturity of the two groups he met yesterday.

For the company the disturbances had come at a time when valiant efforts were being made to improve communication between management and the black staff.

On June 11 Mr Bosworth had issued a circular calling on workers to elect a works committee as against a liaison committee. He conceded the circular should not have been issued the way it was and they had found their mistakes had been exploited against their good intentions — DDR.

VW

DAK7.
MSP
4/7/80

strike

talks

152

begin

M8

PORT ELIZABETH — The Volkswagen strike situation was discussed here yesterday by management and a senior representative of an international trade union.

Mr Karl Casserini, the assistant secretary of the International Metal Workers' Federation, with its headquarters in Geneva, met Volkswagen's director of industrial affairs, Mr A O. Rademeyer, and management members after urgent discussions with representatives of Volkswagen's works committee and the two trade unions involved in the wage dispute.

The management discussions took place on the eve of today's sitting of the Industrial Council for the Automotive Industry, during which a second look will be taken at the workers' demand of a minimum R2 an hour.

At the previous meeting the employers' compromise of R1,40 was rejected.

About 400 of the work force of 3 500 returned to work yesterday morning. However, they are being warned in a circular by the National Union for Auto, Rubber and Related Workers that the union will refuse to work with them.

"The workers who have returned to work will have to leave the factory when we come back, and they will not be accepted by any automobile factory in South Africa," the circular states. It adds that they should not report for duty until an agreement is reached.

Production has returned to normal at Goodyear, where 1 361 workers were paid off. The reinstatement of workers has almost been completed at the factory, according to a spokesman.

He added that Goodyear was planning to rationalise its labour situation and would not fill all the vacancies. — SAPA

Talks on.

VW ^{R. Tim (1)}
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strike (152)
(178)

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About 400 of the work force of 3 500 returned to work yesterday — Sapa

Strike by Putco drivers is over

5-11A
4/7/80

(133)

(152)

(275)

Staff Reporters

The Putco bus strike ended today when about 600 drivers agreed "under protest" to accept a 15 percent wage increase. Management said all buses would be running in all areas for tonight's rush of homeward-bound commuters.

Putco's operating executive, Mr Colin Bailey, who negotiated with drivers today, said a further meeting with the drivers' action committee would be held on Monday at Putco's Wynberg Training Centre.

"We will then discuss grievances put forward."

Asked whether management would increase its wage offer, Mr Bailey replied, "I do not want to comment on that now. We have a lot of talking to do."

He said all drivers had been reinstated at their former levels. No-one had been dismissed.

The drivers' action committee met Mr Bailey today outside the Putco depot near New Canada.

Drivers were demanding a R35 a week pay rise. The minimum wage was R32,50 a week.

Putco management said it could not afford a R35-a-week increase.

Police

A contingent of police stood by at Putcoton during the negotiations.

Among them were Security Police.

A spokesman for the drivers said negotiations were not over and drivers would strike again if management went back on its word.

The settlement came after the strike had spread from Johannesburg to Springs this morning, where more than 80 drivers were dismissed when they refused to work.

The strike forced more than 150 000 commuters to find alternative transport to work as Putco's Johannesburg fleet lay idle for the second successive day.

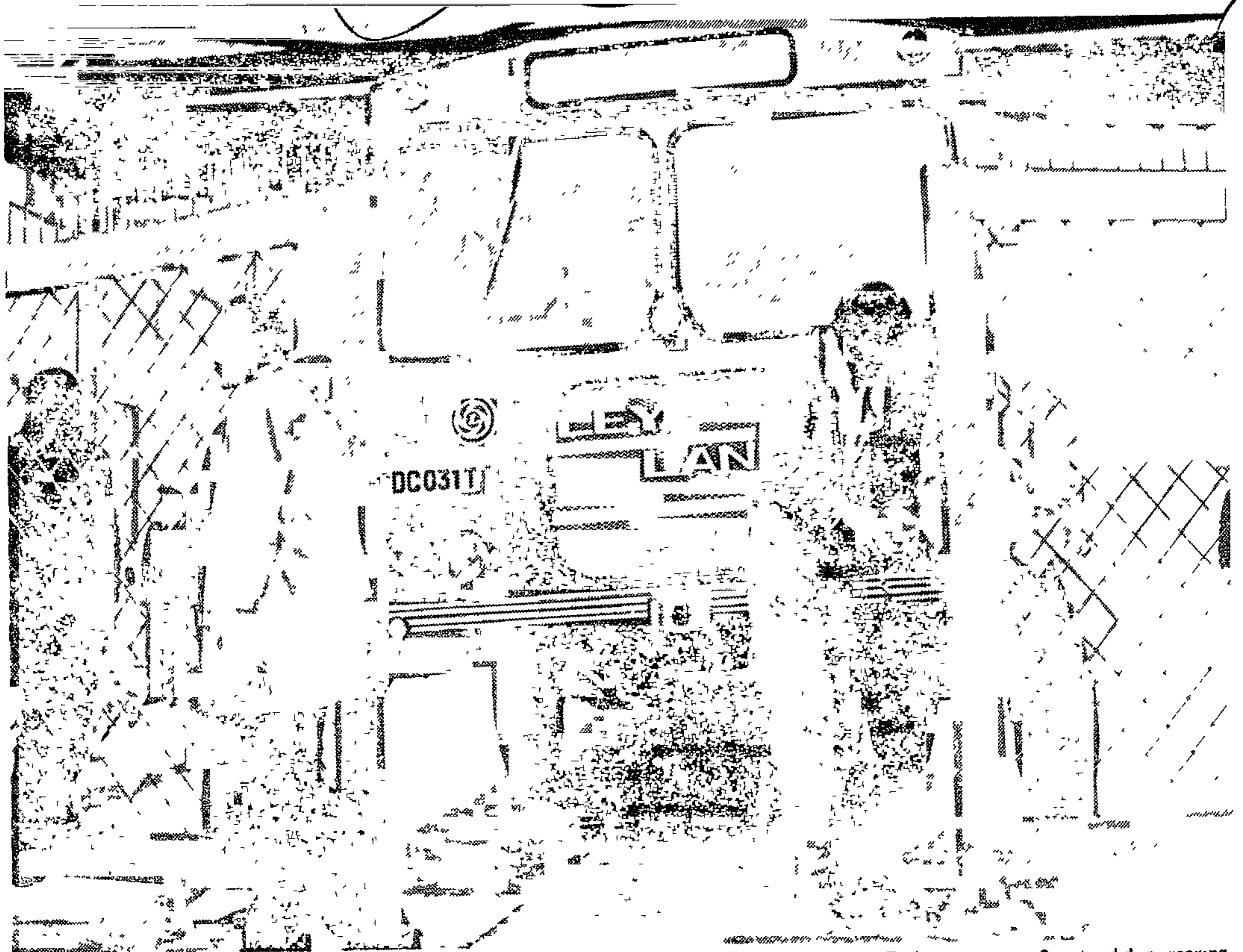
But many commuters arrived late after traffic queues which stretched for 8 km along the Golden Highway as Soweto and Indian car owners packed their vehicles with friends and neighbours in an attempt to overcome the lack of buses.

Trains from Soweto were packed to capacity, and the Railways monitored the situation to see if more trains should be provided.

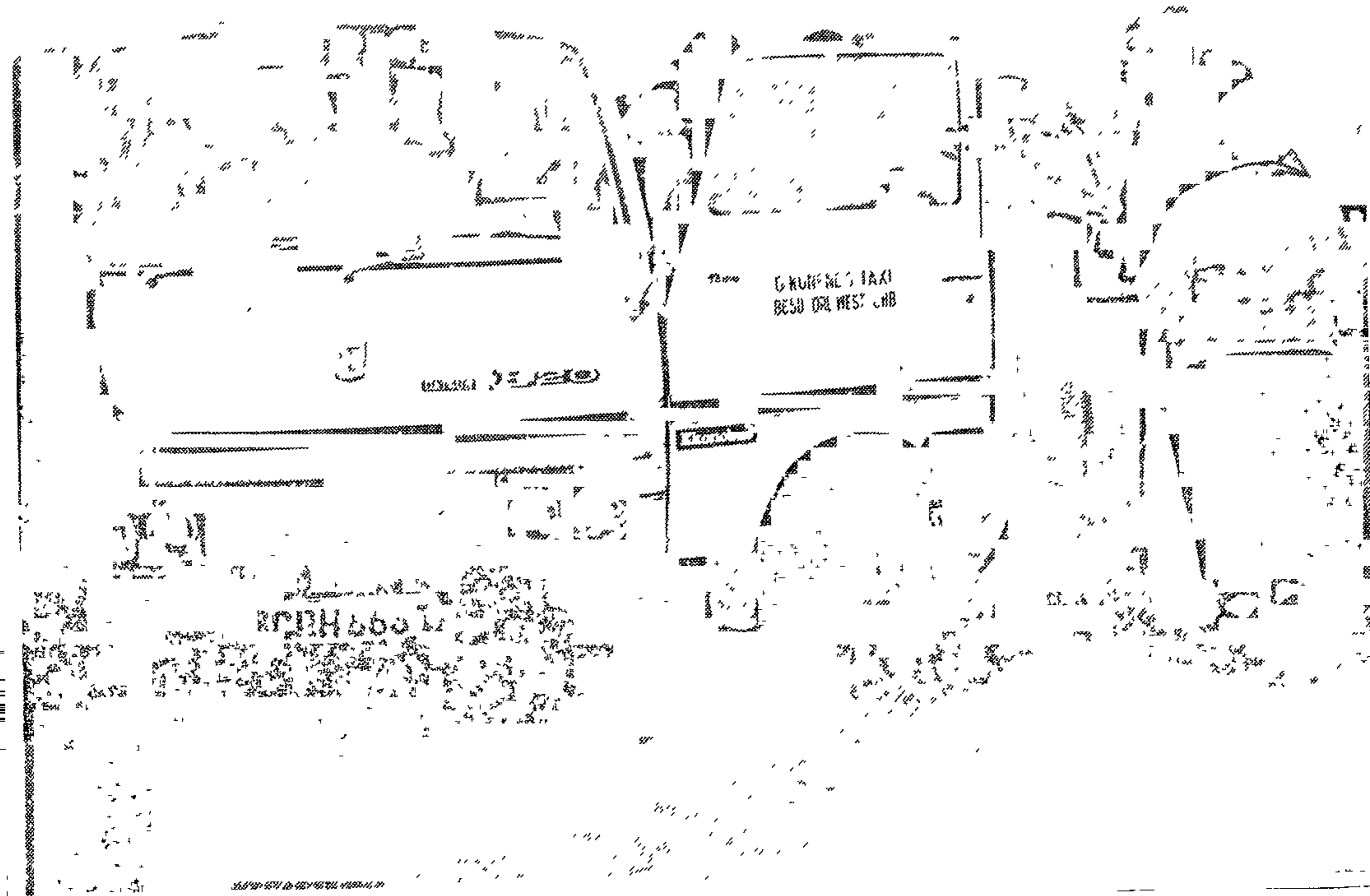
Officials say that if the strike continues, extra trains will be arranged to take commuters home tonight.

Although some workers struck out doggedly on foot to walk eight to 16

182 (2) 2415



Putco buses are on the move again after workers unlocked the gates at the main depot today. Earlier, taxis in Soweto did a roaring trade as thousands of workers tried to make it to work on time in spite of a lack of buses. Some drivers are reported to have raised the fares from 70c to R1 for a ride to the city. Even private motorists lent a hand offering lifts at bus ranks and along the 8 km route between Soweto and the city. Roads were choked as traffic built up and in some cases impatient drivers drove full tilt down the right-hand lane to overtake the nose-to-nose stream of cars. Traffic police were stopping cars on the Soweto highway to check overcrowding. Said one commuter "I'd never have believed there were this many cars in Soweto". Pictures by MARK PETERS



Putco bus drivers' strike is over

▶ From page 4

km to the city, most made their way to bus and taxi ranks where private cars and taxis were picking up people.

They squeezed into cars — sometimes as many as five in front and five at the back — and many were charged R1 to the city instead of the normal 70c.

By 7 am, a heavy build-up of traffic was choking Soweto roads leading to the main highway.

Some motorists — impatient with the wait — headed full tilt down the right hand lane to gain distance and make it to work on time.

As people congregated at taxi ranks, police cars patrolled the areas.

Passing motorists stopped to give pedestrians lifts.

Some taxis made a brisk business of short trips between Diepkloof and Baragwanath.

At some ranks, city workers stood waiting in groups to be fetched by

company cars — an arrangement they said they had made last night.

There was an estimated 8 km traffic snarl up all the way along the Golden Highway stretching from the coloured complex of Eldorado Park, Kiptown, Nancefield, all the way to Uncle Charlie.

Cars caught in the bumper-to-bumper crawl were from Lenasia, Potchefstroom, Vanderbijlpark, Evaton and adjacent areas in the south-west of Johannesburg.

Pirate taxis were having

a field day, according to commuters, who said they were charged double "fares".

A snap survey of Johannesburg businesses and factories today showed that most workers had arrived at their offices.

Few firms reported significant stayaways and praised their staff for overcoming the bus strike to get to work.

Other firms sent out their own vehicles to collect workers from Soweto and Lenasia. One firm sent a pantechicon

More rains on the rescue

Staff Reporter

The 17th African Railways yesterday operated 17 extra trains in the black Reef areas and extended their peak period by an hour in an attempt to absorb the number of commuters stranded by the Putco bus

appage. A spokesman for the SAR said yesterday they expected to transport more than 39 000 extra passengers on the special trains.

Our peak period is from 7.30pm to 7.50pm. Today we have decided to extend that peak period until 8.30pm and also in the extra trains," the spokesman said.

Seven of the trains would be in the Johannesburg-Soweto line and an extra two would serve various East Rand townships.

The normal number of passengers travelling to Soweto is in excess of 150 000. The strike was expected to increase this figure by 20%.

Strike at Putco strands thousands

(152)
BDM 4/7/80

By STEVEN FRIEDMAN and DIAGO SEGOLA

PUTCO bus drivers struck yesterday, bringing black bus services in the Johannesburg area to a virtual halt and sparking incidents at bus stops in the city centre.

The strike was sparked when Putco's managing director, Mr A Carleo, declined to meet drivers who had gathered at the company's Putcoton depot, just outside Soweto.

The drivers wanted to discuss with him their demand for a R35 a week increase and their rejection of an earlier 15% wage offer.

Most evening commuters were left stranded and buses in the city centre are expected to be without many of their workers today.

Negotiations between Putco and worker representatives remained deadlocked yesterday and drivers said they were determined to continue their strike.

A Putco spokesman said last night that the company was operating 40 free buses to Alexandra township under police escort but confirmed that services to other areas around Johannesburg had been halted.

Putco estimates that 150 000 commuters have been affected by the strike and added that 600 buses — 30% of their entire fleet — have been grounded.

The Railways yesterday launched 17 extra trains, seven to Soweto, which a spokesman expected to carry an extra 39 000 passengers.

The breakdown in bus services is several inc-

UNIVERSITY EXAMINATIONS



All answer books must be numbered

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| Number of books handed in | N |
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Police stand by inside Putco's Putcoton depot, just outside Soweto, after a Department of Manpower Utilisation official addressed striking drivers yesterday. Negotiations between Putco and worker representatives remained deadlocked and drivers said they were determined to continue their strike. Although "sneeze machines" were briefly used by the police no incidents occurred.

dents in the city centre and Soweto.

Police cordoned off an area at the corner of Sauer and Bree Streets, as well as a section of Jeppe Street, after commuters had stoned a bus, injuring its driver, and thrown bottles at both the bus and a police car.

Police also baton-charged a group of coloured commuters at the corner of Fraser and Sauer Streets after requesting them to disperse. Two were taken to hospital. Police claimed the crowd had thrown stones and damaged vehicles.

Fighting broke out among commuters in West Street and there was a minor incident at a bus depot outside Baragwanath Hospital.

Putco said yesterday that four depots had been totally affected. They were Soweto, Edenvale, Wynberg (which services Alexandra) and Wembley (servicing Evaton and Nancefield).

The company was "experimenting" with a free 40-bus service under police escort from the city centre to Alexandra.

The strike is the culmination of a simmering dispute at Putco in which drivers, led by an elected action committee, have rejected a 15% wage offer negotiated between the company and its black liaison committee, which workers say they reject.

Observers interpret the dispute as "yet another blow to the Government's liaison committee system."

Drivers have demanded a R35 a week increase, the disbandment of the liaison committee and the recognition of their union, the Transport and Allied Workers Union.

Putco says that the drivers' demands are more than it can afford and claims workers have not presented their demands through "formal" channels.

Yesterday, drivers gathered at the Putcoton depot and demanded to see Mr Carleo. They had decided earlier in the week not to work until he had met them.

The crowd swelled throughout the day and reached a high of over 800, although the company spokesman claimed only 400 drivers gathered at the depot.

Police began arriving during the morning and were present throughout the day. Despite the brief use of the police "sneeze machine", no incidents occurred.

18 Ford workers trial is postponed

THE trial of the 18 African Ford workers under the Riotous Assemblies Act has been postponed pending the Supreme Court decision in a bid to have the case moved to Humansdorp.

The judgement was reserved in the Grahamstown Supreme Court this week on an urgent application opposing the transfer of the trial.

The workers were originally charged in February. When they appeared on June 16, an application was made by the state to transfer the hearing to Humansdorp.

Mr I Farlam, representing the accused opposed the transfer and Mr Justice Smalberger said that the Port Elizabeth Regional court had no jurisdiction to transfer a case set down in a particular area.

The transfer of the trial to Humansdorp would prejudice the accused and their relatives, he said.

Mr C Nel for the state said there were potent reasons for transferring the case to Humansdorp. These included the possibility that witnesses would be intimidated if the trial was held in Port Elizabeth, and that the Administration of Justice might be encumbered by possible disruption of court proceedings.

KDM 4/7/80.

VW strike discussed with senior unionist

152

PORT ELIZABETH. — The Volkswagen strike situation was discussed in Port Elizabeth yesterday by management and a senior representative of an international trade union

152

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The management discussions

152

took place on the eve of today's sitting of the Industrial Council for the Automotive Industry, during which a second look will be taken at the workers' demand of a minimum R2 an hour

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leave the factory when we come back, and they will not be accepted by any automobile factory in South Africa," the circular states. It adds that they should not report for duty until an agreement was reached

Production has returned to normal at Goodyear, where 1 361 workers were paid off. The reinstatement of workers has almost been completed at the factory, according to a spokesman

He said Goodyear was planning to rationalise its labour situation and would not fill all the vacancies — Sapa

Paper firm raises pay

Star 4/7/80 (194) 1512

The minimum wage of about 340 black workers at the Premier Paper Mill at Klip River, near Alberton, has been increased by 15 percent to 90c an hour after Monday's strike.

This was confirmed today by a company spokesman.

He said the lowest paid workers were getting increases of 12c an hour and higher paid ones

increases of 10c an hour — effective from July 1.

Most of the firm's black staff was involved in Monday's stoppage which ended when strikers were told that management would reply to their demands for more pay by today.

The announcement of the increases came yesterday and work proceeded as usual.

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POST

TRANSVAAL

152

Friday, July 4, 1980

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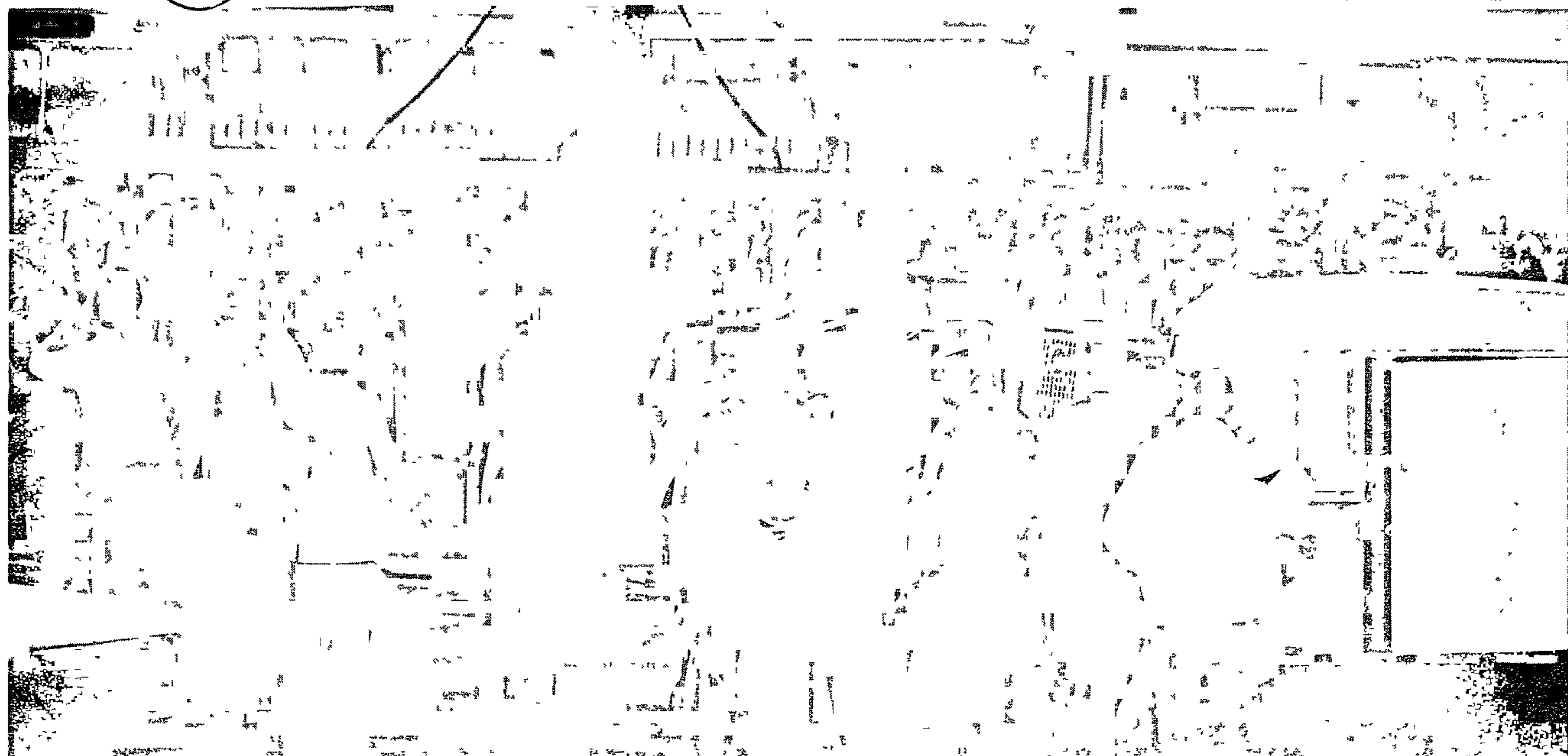
INSIDE

Mrs Mohapi loses R35 000 suit

PAGE 4

July tips

PAGE 23



There was a strong force of policemen at New Canada Putco bus depot when drivers dumped their buses and passengers to start their strike yesterday.

Police baton-charge crowd

Drivers strike

POLICE baton-charged crowds in Johannesburg yesterday as thousands of workers struggled to get transport home.

Thousands were stranded when Putco drivers went on strike after management had refused to give them a R35 increase.

Instead they were offered a 15 percent rise.

Management and worker representatives met yesterday to try and resolve the deadlock but after some time drivers were seen going home, a sign that the talks had failed.

While talks were going on thousands of workers were meanwhile

POST REPORTERS

stranded in parts of the city with no transport home.

At the Bree Street terminus there was trouble between police and people and stones were thrown at police vehicles. They baton-charged the restless crowd.

According to Major Fred Bull, Police Liaison Officer, some people had refused to pay bus fares and started throwing stones. Police vehicles were dented. A baton-charge was then ordered.

He denied reports by

people that tear smoke was used on the crowds.

Late yesterday there were still crowds at this terminus and buses were being provided for the commuters. The buses were from other bus services, including the Johannesburg City Council. Trains were also increased, according to an SABC-TV report last night.

Buses will not be running this morning as Putco management continues to have talks with representatives of the striking drivers. This

means that trains will once more be used, and taxis which made brisk business yesterday.

There were reports of taxis overcharging on some routes, but these could not be confirmed.

The drivers, who had started converging at the Putco depot near New Canada from 10 am, were from Soweto depots, Wynberg, while a sprinkling came from Pretoria and Boksburg.

Throughout the day the drivers had refused to negotiate with anybody and demanded to be address-

• To Page 2

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THE COLD MARCH



Angry drivers at Putcoton are seen gesticulating after a suggestion which they did not agree with was made. About 500 drivers turned up at the depot where negotiations failed to break the wage dispute.



A police officer telling striking Putco drivers they are committing an offence after they had briefly taken to the street and ordered buses with passengers into the yard.

Thousands stranded in City

• From Page 1

ed by managing director, Mr A Carleo But at 4,35 pm they asked that Mr Colin Bailey, Putco's Operating Executive, should come down from his office and address them in the yard near the gate

Mr Bailey and two other senior Putco officials then knelt in a circle formed by the drivers and held an "indaba" with the action committee which incorporates the liaison committee.

After the 30 minute "indaba," the drivers rejected the agreement reached between Mr Bailey and the two committees. The agreement was that they accept the 15 percent increase offered by the company and postpone talks on their R35 increase demand to Monday while they continued working

A demand from the Putcoton drivers for the dismissal of Mr F Vorster, the depot superintendent, was refused. But a demand for the reinstatement of a driver, Mr Aubrey Hlatshwayo who was fired in the morning was met.

After the abortive meeting, Mr Bailey said he was still prepared to

meet with the two committees any time, even late at night. He, however, said he did not think the company can afford the increase demanded by the drivers.

He said they have made contingency plans for passengers by asking the railways to help. He said about 600 buses were affected while between 400 and 500 drivers were on strike.

At 11,30 am when it was announced that Mr Carleo would not be available to meet them, the drivers lost their cool and ordered buses full of passengers into the yard.

Three land rovers and private police cars then arrived on the scene. There was a whiff of tear-gas in the air. The police presence failed to stop the drivers from ordering the buses into the yard.

This only stopped after an appeal from a committee member. The drivers were earlier warned that they were committing an offence by interfering with the flow of traffic.

At 12,40 pm Mr Vorster said he was authoris-

ed by management to talk only to the Putcoton drivers through their liaison committee. This was rejected as the drivers were asked to appoint six people to talk to Mr Bailey. This was also flatly rejected.

The drivers moved away, booed and jeered as the police tried to address them.

Meanwhile long queues of confused and frustrated commuters in Johannesburg and Alexandra yesterday marked the first day of Putco bus drivers' strike as no buses turned up to transport them home.

There was no bus in sight as early as 3 pm at the two major bus terminae at Alexandra. All the terminae in the city were crowded with commuters who battled to get into packed taxis, here as well, there was not a single bus.

DESPERATE

It was a field day for taxi operators who crammed desperate commuters in their cars. Private cars were also on the scene packing them in as traffic police paid little attention.

Bus stops all the way to Alexandra were crowded with commuters who were now taking any transport available. In some shops where there are public telephones, long queues of people formed as they tried to inform their employers of the transport situation, while others were trying to get their families or friends to fetch them from town

Earlier in the day some Putco drivers in Alexandra struggled to explain to grumbling commuters that the situation was beyond their control.

"There are no drivers," said one to a disgruntled commuter who was complaining that they were now going to get into

trouble with their employers for not turning up at work.

Mrs Alvinah Khuzwayo, who travels on a two-leg trip on Putco buses from Tembisa to Alexandra then to High Park, said yesterday that she had to find another way of getting home. She was speaking at her halfway point, Alexandra while waiting for transport to Tembisa

At Putcoton Mr B Lindemann, an official from the Department of Manpower and Utilisation, also tried to mediate but his suggestions were rejected.

He had asked that the liaison committee should talk to management and to them.

There was now a dead lock. The drivers were engaged in talks formally with the Putco officials and the police. There was some panic and confusion. At one stage it was suggested that they should go home and return to day at 10 am

In Pretoria, Durban and Boksburg buses ran normally.

PUTCO PAY

OFFICIAL figures of Putco salaries were available yesterday. Putco drivers said minimum pay for learner drivers was R32,50 a week. This they earned for 21 days.

At the end of this period they earned R45 a week for three weeks and thereafter R66,00 a week.

The 15 percent increase means an additional R4,80 a week for learner drivers; R6,00 for people who were earning R45,00 a week and R9,90 for those who were earning R66,00 a week.

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Unions seek to end VW strike

W/ARGUS 5/7/80 152

Weekend Argus Reporter

PORT ELIZABETH. — Motor industry trade unions here have distributed pamphlets among Volkswagen workers calling on them to return to work on Monday

This is part of a new strategy by the union to end the three-week strike by 3 000 black workers at the Volkswagen plant in Uitenhage.

After yesterday's uncompleted Industrial Council meeting in Port Elizabeth, other pamphlets were distributed among Ford and General Motors workers, who had threatened to strike if their wage da-

mands were not met by yesterday

The pamphlets called on workers to 'keep it cool' while negotiations were continuing

The national organiser of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Brian Fredricks, said today the reason for these calls was that negotiations could continue for an indefinite period.

The workers are demanding R2 an hour minimum wages. The union has assured them they have not accepted a compromise offer by the employers.

CAPG TIMES 5/17/80 222 152

Putco drivers back at work

Own Correspondent

JOHANNESBURG — Striking Putco bus drivers went back to work yesterday after the company's management acceded to a demand by the workers that it sign an agreement stating that the drivers had accepted the company's 15 percent wage increase 'under protest'

However, workers' sources stressed that the dispute was not over and that much would depend on the outcome of a further meeting on Monday

By late yesterday the buses were running normally

The drivers want a R35 a week raise and have been

refusing the 15 percent offer. The minimum wage is presently R32,50 a week

About 600 buses — 30 percent of the company's fleet — stood idle during the strike and 150 000 commuters were affected on Thursday

Meanwhile, the strike spread to Springs yesterday morning and more than 80 drivers demanded higher pay. The drivers were paid off after refusing to go on duty. Their dismissal will be discussed next week

The agreement signed yesterday by Putco's public relations officer, Mr Colin Bailey, on behalf of the company's

management, said the company had

- Agreed to meet the workers action committee on Monday to listen to their grievances

- Agreed that the drivers had accepted the 15 percent wage rise only under protest

- Given an assurance that all the workers who had gone on strike, would be paid for Thursday and yesterday and none would be dismissed or victimised

- Would secure the release of two drivers, said by the action committee to have been arrested during the strike

It was all systems go for Putco bus driver, Mr Solomon Mbatha of Soweto, after yesterday's negotiations in which Putco drivers agreed to go back to work

Picture NOEL WATSON

Drivers go back and Putco strike ends

APM 5/7/80 (152)

By DIAGO SEGOLA

STRIKING Putco bus drivers in Johannesburg went back to work yesterday afternoon after the company's management acceded to their demand that it sign an agreement stipulating that workers accepted the company's 15% wage increase "under protest".

But worker sources stressed yesterday that the dispute was not over and that much would depend on the outcome of negotiations which would continue on Monday.

By late yesterday afternoon the buses were running again.

The drivers want a R35 a week raise and are refusing the 15% offer. The minimum wage is R32,50 a week.

The strike was sparked when the company's managing director, Mr A Carico, refused to talk to the drivers about their wage demands.

About 600 buses — 30% of the company's fleet — stood idle during the strike and 150 000 commuters were affected on

Thursday. Four depots were affected.

At 12 15pm yesterday bus No 753 drove out of the Putcoton depot, in New Canada, near Soweto, bringing to an end the strike that started on Thursday morning and which brought Johannesburg's entire bus service for blacks to a halt, stranding thousands of workers and sparking incidents at bus stops in the city centre.

Meanwhile, the strike spread to Springs yesterday where more than 80 drivers demanded higher pay. The drivers were paid off after refusing to go on duty.

Putco's public relations director, Brigadier Jan Visser, said yesterday that their dismissal would be discussed next week. "Their reinstatement is part of the further negotiations on Monday," he said.

Yesterday the workers' action committee continued their talks — lasting for about two hours — with the company's representatives outside the depot, while other workers milled

around. Agreement was reached before noon.

The agreement signed yesterday by Putco's public relations officer, Mr Colin Bailey, on behalf of the company's management, said the company:

- Agreed to meet the workers' action committee on Monday to listen to their grievances
- Agreed that the drivers had accepted the 15% wage rise "only under protest."
- Gave an assurance that all the workers who struck would be paid for Thursday and yesterday and none would be dismissed or victimised
- Would secure the release of two drivers, said by the action committee to have been arrested during the strike.

Sapa reports that a few buses operating in Eldorado Park near Soweto, were stoned early this morning. The small crowd that was involved in the stoning accused the drivers of "not stopping to pick us up".

In Alexandra buses were running under police escort.

Buses back to normal again

STAR 5/7/80 383 152

Staff Reporters

The Putco bus service appeared to be running smoothly this morning after striking drivers accepted a 15 percent wage increase "under protest" yesterday.

About 600 buses stood idle during the strike, affecting about 150 000 black commuters.

Putco's management has agreed to meet a workers' committee on Monday to discuss grievances and further salary negotiations. They are also expected to discuss the dismissal of 80 drivers from Springs who joined the strike yesterday.

Putco's public relations officer, Mr Colin Bailey,

said today the service had returned to normal. He was not able to comment on whether the company would reimburse commuters for the two days bus coupons were not honoured.

Taxi drivers are said to have taken full advantage of the strike, charging up to R5 for a trip normally costing R1.

Allegations have also been made that some striking drivers took on the role of taxi drivers.

The feeling in black townships is that commuters are considering using trains rather than Putco buses in the light of the pending negotiations.

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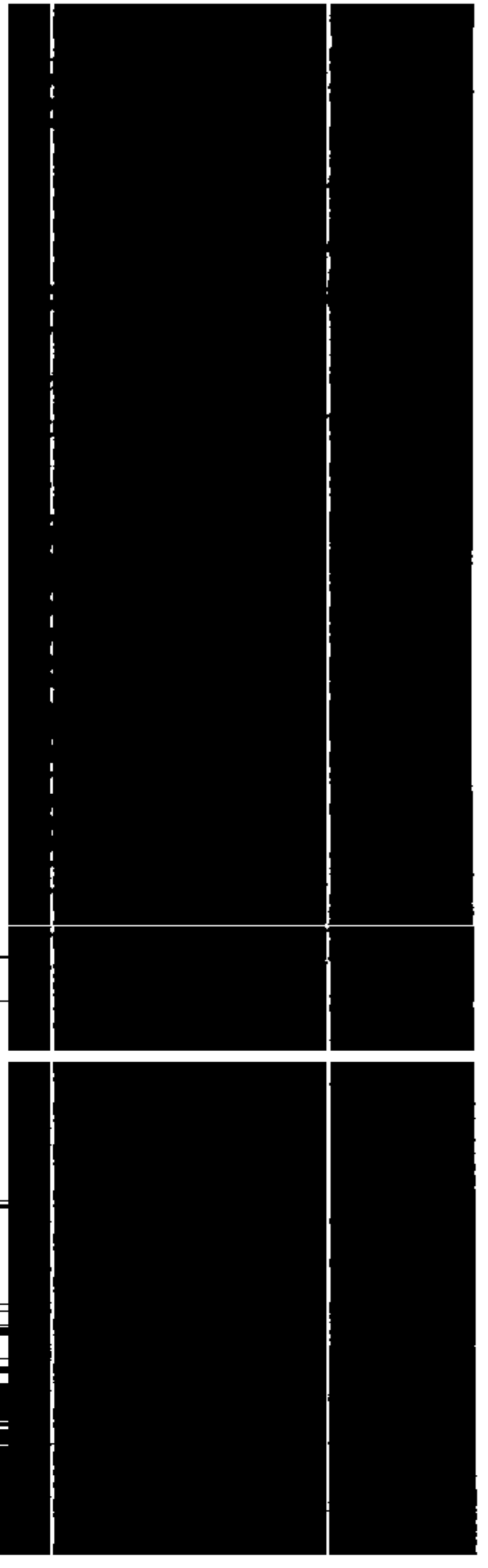
'We have the strength to bring the economy to its knees'

Worker Power



GENERAL
BANDE

Striking General Tire workers in PE last year and (left) a Ford worker sure of his labour power



for the strikers. The unions are affiliated to the South African Federation of Trade Unions (Fosatu), which is the largest umbrella body for unregistered unions. Recently the Government ruled that Fosatu could not receive funds from here or abroad, and the two unions feared reprisals from Pretoria if they accepted the IMF money.

Clamping down on funds from abroad for developing black unions, while allowing overseas investment in companies in South Africa, is unfair and kills equal negotiation, say labour leaders. Mr Brian Fredericks of NUMARW said "Because we have no funds we can't bargain from a position of equal strength, and the employers know this."

Volkswagen strikers, however, say they are prepared to stay out on strike, even without money from their unions. Mr Fredericks reckons the political consciousness of the workers has a lot to do

with their stand. And this is clear from recent statements by workers in Port Elizabeth. Said one: "The white man wants to build his own house while he breaks ours down." Said another "The future of South Africa is with us, not with the white man."

Another trend in labour is the increasing community support for strikers. The community rallied be-

for a rise in the minimum wage rate from R1,15 to R2 an hour unreasonable?"

Said Mr Fredericks: "It is far from an unreasonable demand. The workers need a living wage. They are earning just above the Household Subsistence Level (HSL), which only allows them to buy the bare necessities."

'The future of South Africa is with us. It is not with the white man.'

hind Fattis and Monis workers and the Ford strikers last year. And the community backing for the 800 meat strikers in Cape Town is considerable.

But in the Eastern Cape the community would be hard-pressed to financially support at least 3500 strikers, and over 10 000 if Ford and GM workers join the strike. And a car boycott is unlikely to dent car sales.

Is Volkswagen, Ford and GM workers' demand

And a labour observer points out that the European Economic Community employment code recommends a minimum wage 50 percent above the HSL. Volkswagen, being a German company, is expected to heed the code. And the Sullivan employment code, to which GM and Ford are signatories, suggests a similar wage level.

But Mr Peter Searle, Volkswagen's MD, said in the Financial Mail: "La-

hour unrest and wage demands are now threatening to kill the goose that lays the golden egg."

Union officials say it is not in the workers' interests to destroy the companies. But, they say, the motor giants refuse to disclose profits, so how do they know if the companies cannot afford to pay R2 an hour? But despite cries from

firms that large wage increases are not possible, there are growing signs of black workers becoming less tolerant of poor wages. Just prior to the Uitenhage strikes, 6 000 workers from Frametex in Natal downed tools over low wages. And this week Putco workers struck for a R35 a week increase.

Mr Searle points out in the Financial Mail that "Ford, GM and Volkswagen were among the first to recognise black unions."

This is true.

So why were the Volkswagen strikers not prepared to go through the normal negotiating channels? Labour observers put it down to the slow and cumbersome negotiation system in South Africa. Said one "The unrest shows that industrial councils (where employers and unions in an industry gather to thrash out issues such as wages and conditions of employment) aren't capable of dealing with black labour problems."

They say problems must be ironed out much quicker than they are being, otherwise workers' patience will run out.

And observers point to the motor giants' paternalism, which irks workers today. Said one: "They want to control the labour force in the plant through paternalism and remove the unions to the industrial council."

So once again the economic, as well as the racial divisions in our society come to the fore.

"Our strength lies in the economy. We have the strength to bring the economy to its knees."

Strong words from a General Motors (GM) worker at a meeting in Port Elizabeth last week. And so true. But only now are black workers in South Africa saying this loud and clear, and showing how much power they wield if they stand together.

Volkswagen workers in South Africa are doing just this. Three weeks ago they brought the German-owned motor giant to a standstill, which has cost the company an estimated R6-m to R7,5-m a week.

And the strikers are showing a solidarity which is fairly new on the South African labour scene. Only about 400 workers out of a total of over 3 500 have returned to work since Volkswagen offered a minimum wage rate of R1,40 an hour. The overwhelming majority of strikers rejected the offer, which Ford, GM and Volkswagen managements put to the workers' union officials at an industrial council meeting last week.

The Volkswagen strikers are not the first to realise that much of their strength lies in solidarity. Disputes at Momi and Fatima in Cape Town and Ford last year, and the present meat strike in Cape Town, have revealed the same trend.

Remarked a labour observer: "Black workers have realised just how much power they have got if they use it in an organised sort of way. It is a sign of the times."

And he added: "The Volkswagen strike illustrates the more skilled the labour, the more power it has. Over 3 500 strikers with skills cannot be easily replaced, and this provides them with a great deal of power."

On June 16 Volkswagen workers downed tools, demanding a minimum wage of R2 an hour. They were earning a minimum of R1,15 an hour. Wage negotiations between Volkswagen, Ford, GM, the National Union of Motor Assembly and Rubber Workers (NUMARW) and the unregistered United Auto Workers Union (UAW) were taking place. However, the Government

SUNDAY POST Labour Correspondent

banned a report back meeting to Volkswagen workers on the progress of negotiations. Union officials blamed the strike on this.

Within days workers from 10 other firms followed suit, pushing the total number of strikers up to over 7 000. Wage demands ranged from R2 an hour to R3 an hour. Almost 1 400 strikers from Goodyear were demanding a minimum of R3 an hour — a demand which they could not realistically hope to achieve.

All firms except Volkswagen, dismissed or threatened to dismiss the strikers if they did not return. Strikers finally went back to work at their old rates of pay.

And Goodyear admits to selective re-employment. According to Mr Mike Selley, Goodyear's public relations manager, "we are re-employing on merit. Those with a poor work record are not being taken back". Union officials, however, believed all strikers should have been employed again. By not doing so, they said, Goodyear added to the high tensions in Uitenhage.

Labour experts said Goodyear and the other firms, which re-employed



rather than reinstated their strikers, are an example of the less enlightened employers. Said one: "They rely on the advantages of South African law, which says if workers withdraw their labour, they are no longer employees. This is a negation of the right to withdraw labour. Elsewhere in the world the contract of employment is regarded as suspended during a strike, not cancelled."

When workers are rehired rather than reinstated after a strike, they usually lose all accumulated benefits. Mr Selley said: "Our workers will not be penalised by withdrawing their pension. But they do stand to lose their bonuses."

It is hard to say whether all strikers who returned to work after their employers' ultimatum would have won large wage increases if they had held out.

Many were unskilled workers from small firms and easily replaceable. In fact, UCM Milling dismissed 250 of its workers soon after they struck and started employing others. And workers from the small firms do not have the power of num-

bers as Volkswagen workers have

In addition, black workers may have the power to bring a factory to a standstill. But if they cannot sustain a strike, worker power is weakened.

The NUMARW and UAW were unable to support the strikers financially. So the chances of staying out on strike for as long as needed, without having to live with extreme hardships, were slim.

It was this which decided Ford and GM workers against an immediate strike when they met last week and rejected managements' offer of R1,40 an hour. But they did not rule out a strike. They only delayed the possibility for another week, when unions and employers were scheduled to meet on Friday.

However, at the Friday meeting no agreement was reached. Further negotiations are scheduled for this Tuesday. By late Friday afternoon Ford and GM workers had not met to discuss the outcome of the industrial council meeting.

The International Metal Federation (IMF), to which many metal unions throughout the world are affiliated, offered UAW and NUWARW R25 000

Why Putco strike was called off:

Bus men want no suffering

Sup. POST 6/7/80

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By Z B MOLEFE

THE untold suffering black commuters would experience without transport was instrumental in Putco drivers calling off their strike this week.

Mr Wilson Manana, a member of the drivers' action committee and organiser of the Transport and Allied Workers Union, told SUNDAY POST yesterday that this and the unconfirmed reports of taxis overcharging stranded commuters and police baton-charging commuters on the first day of the strike also contributed to their decision to end the strike.

"After all," said Mr Manana, "we are not fighting our community. We are fighting our employers on matters that concern us as employees of the company."

Though management could not meet the pay demands of the drivers, it was decided to end the strike "under protest". Management committed itself in writing that it would pay the strikers for Thursday and Friday, that it would not victimise any of them and that it would get any person allegedly arrested in connection with the strike released.

Management also agreed to continue negotiations on pay and other grievances with the drivers tomorrow morning. Last night the drivers' action committee met and prepared a nine-point document which a 22-man delegation will present at the meeting.

Points raised in the document are:

- Putco recognises the Transport and Allied Workers Union as the negotiating body of Putco Workers. The negotiating team from the union will consist of members employed by Putco and union officials

Mr Wilson Manana, member of the Putco driver's Action Committee and organiser of the Transport and Allied Workers Union.



- Shop stewards and union members will be given time off during working hours without loss of pay to attend and hold meetings.

- Trade union notice boards will be set up at all depots

- The company will give assurances that no workers will be victimised for union and other activities.

the stipulated 45-hour week others in the industry are working. Sundays carry no allowances but are treated as ordinary days," said Mr Manana as he gave the background that led to the strike

The most important and burning issue with the drivers, Mr Manana pointed out, was the R35 a week increase in pay which they were demand-

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Points raised in the document are:

- Putco recognises the Transport and Allied Workers Union as the negotiating body of Putco Workers. The negotiating team from the union will consist of members employed by Putco and union officials

A grievance procedure will be agreed upon and disciplinary procedure will be agreed upon by both parties.

stewards will be

- Shop stewards and union members will be given time off during working hours without loss of pay to attend and hold meetings

- Trade union notice boards will be set up at all depots.

- The company will give assurances that no workers will be victimised for union and other activities.

- Before the end of August an agreement will be entered into on working conditions, job security and accident insurance coverage between the union's negotiating team and Putco.

"We work longer than

the stipulated 45-hour week others in the industry are working Sundays carry no allowances but are treated as ordinary days," said Mr Manana as he gave the background that led to the strike.

The most important and burning issue with the drivers, Mr Manana pointed out, was the R35 a week increase in pay which they were demanding.

Mr Colin Bailey, Putco's Operating Executive, told **SUNDAY POST** he was looking forward to tomorrow's meeting. He added: "Maybe the problems can be resolved."

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Putco indaba today

By PHIL
MTIMKULU

NEGOTIATIONS between Putco management and bus drivers who went on strike last week over a pay dispute will continue today.

The drivers went on strike on Thursday after

their morning shifts, but went back to work on Friday afternoon. They had rejected management's 15 percent increase and demanded R35.

They also demanded to speak to managing director Mr A Carleo.

Management agreed to continue negotiations on pay and other grievances

today at the Wynberg depot. It conceded that the workers were taking the 15 percent offered earlier by the company under protest.

Putco also agreed to pay the strikers for Thursday and Friday, would not victimise any of them and would get any person allegedly arrested in connection with the strike released.

Meanwhile the drivers said their action last Friday should not be seen as giving in. They said they had decided to go back to work after hearing of the untold misery that resulted from their brief strike.

VW strike ends as workers stream back

5-7-80
7/7/80

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ATC

By Harvey Thomas, Motor Editor

Industrial unrest in the Eastern Cape petered out today as thousands of Volkswagen assembly line workers streamed back to work

A VW spokesman in Uitenhage said this morning: "We have our full complement. We are delighted and production is now back in full swing."

But the apparent worker calm may be just a lull before a further storm as the management of the big three Eastern Cape motor companies, VW, Ford and General Motors have still not come to an agreement with the unions about a basic hourly minimum wage

On Friday the motor companies reiterated their offer of R1,40 an hour — up from the earlier minimum of R1 an hour although certain companies had been paying more. The unions rejected this offer and decided to continue their negotiations tomorrow.

At the weekend union executives circularised the 3 500 striking VW black and coloured workers asking them to return to their posts today. The Ford and General Motors assembly men had decided last week not to strike while negotiations were continuing.

Although Volkswagen's decision to implement the new R1,40 basic wage attracted a few hundred workers back to the plant, the company has lost a full three weeks production and will now have to work full shifts to catch up

The decision by the VW workers to return to the factory today means that the strikes at all 10 companies in the Uitenhage area are now over. A fortnight ago there were over 7 000 people involved.

The other major company in the town to have been involved, Goodyear Tyre and Rubber Company, fired its 1 300 strikers by claiming that they had "dismissed themselves" when they declined to return to work. But Goodyear then rehired the men and is now back in full production

Deadlock

STAR 7/7/80

as Putco sets pay rise limit

Pay talks between Putco management and bus drivers appeared doomed today with management insisting that their 15 percent increase was not negotiable.

Brigadier Jan Visser, public relations officer for Putco, said before today's talks that the company could afford only a 15 percent rise and not the R35 a week increase demanded by drivers. The 15 percent rise represents between about R5 and R11 extra.

"We will listen to the drivers' grievances but the company can only afford so much," he said.

The drivers, who returned to work on Friday afternoon after striking on Thursday when Mr A. Carleo, managing director of Putco, failed to meet them, did so "under protest".

Sources said today that the drivers were bent on another strike if the management failed to increase the 15 percent offer.

The drivers caused chaos in Johannesburg when they went on strike last week when management refused to accede to their demand of R35 a week increase. Several thousand commuters were stranded.

The drivers resumed work on Friday when the company agreed to meet worker representatives today to listen to their grievances.

Crucial day of talks in Putco dispute

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RDM
7/7/80

Staff Reporter

CRUCIAL talks will take place today between Putco management and the action committee representing the company's drivers in a bid to resolve the pay dispute which led to last week's strike.

Putco drivers returned to work on Friday afternoon but only after management had signed a statement that the drivers had accepted the 15% wage increase offer under protest and that negotiations would continue.

Workers' sources said on Friday that the strike was not over and that much depended on the outcome of today's talks.

The strike was sparked on Thursday when Putco's managing director Mr A Carleo, declined to meet about 800 drivers who had gathered at the company's Putcoton depot just outside Soweto.

The drivers wanted to discuss with him their demand for a R35 a week increase and their rejection of the company's 15% offer.

Drivers drove the buses out of the depot on Friday after repeated assurances from their action committee that the current compromise was temporary and that the committee had not "sold out" to management.

and would continue negotiating until the 'battle is won'.

The, resumed work only after a Putco official Mr Colin Bailey signed a statement that the company had agreed

- To meet worker representatives today to listen to their grievances.

- That the drivers had accepted the 15% wage rise only "under protest"

- That all workers who struck would be paid for Thursday and Friday and none would be dismissed or victimised

- To secure the release of two drivers said by the action committee to have been arrested during the strike

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Putco indaba today

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Meanwhile the drivers said their action last Friday should not be seen as giving in. They said they had decided to go back to work after hearing of the untold misery that resulted from their brief strike.

While talks were going on thousands of workers were meanwhile stranded in most parts of the city. At the Bree Street terminus there was trouble between crowds and the cops. The police had baton-charged the restless crowd.

During the Putco strike last week several people phoned POST with shock stories of how some taxi-drivers took advantage of the situation and overcharged customers. This was in addition to being overloaded into taxis

Most people did not mind the overcrowding under the circumstances, but have expressed disgust that some taxi-drivers could be so unscrupulous and mean.

Some drivers have denied the allegations.

VW car
7/7/80
strike *ARGUS*

ends

after *(152)*

union *(192)*

plea

Argus Reporter

PORT ELIZABETH —
'Everything is back to normal' That is the relieved message from the troubled Volkswagen factory in Uitenhage, where the black work force returned today after a three-week strike

Work attendance was reported as normal by the two other giant Eastern Cape motor industries, Ford and General Motors in Port Elizabeth. Black workers had threatened to down tools if their wage demands were not met by Friday.

The public relations manager of Volkswagen, Mr Ruben Els, said 'Once we have assessed the final situation we shall work out a system of overtime to catch up with lost production'

'CHANGE'

The minimum wage demand of R2 an hour by motor industry workers has not been met, but union spokesmen ascribed the averting of a crisis today largely to a 'change of attitude' by the managements

This led the unions, the National Union of Motor Assembly and Rubber Workers and the United Automobile, Rubber and Allied Workers' Union, to distribute pamphlets on Friday calling on Volkswagen workers to return and General Motors and Ford workers to 'keep it cool' while negotiations were continuing

Cape Times 8/7/80 (152)

PE wage talks resume today

PORT ELIZABETH — Parties involved in the motor industry workers dispute in the Eastern Cape braced themselves for today's resumption of the crucial talks that will seek a mutually-satisfactory answer to wage demands

More than 3 000 Volkswagen workers heeded their unions' call and resumed work yesterday

The decision by the National Union of Motor Assembly and Rubber Workers of South Africa (NUMARW) to appeal to workers to return to work brought an end to the 20-day strike that has cost Volkswagen millions of rands

The joint call by the NUMARW and the unregistered United Automobile, Rubber and Allied Workers of South Africa,

which is not party to the talks, came after the adjournment of Friday's Industrial Council meeting which was to have discussed the Volkswagen workers' R2-an-hour minimum wage demand

The NUMARW will today meet the Eastern Province Automobile Manufacturer's Association, the employer body, to discuss the rejection of the R1,40 compromise offer made by the employers at the last round of negotiations

The all-white South African Iron and Steel Allied Industries Union and representatives of the Central Black Labour Board will also be present

Thousands of workers at Ford and General Motors, also having rejected the offer, are anxiously awaiting the outcome of the negotiations

CAPE TIMES 8/7/86

New wage talks seem doomed

JOHANNESBURG — Negotiations between Putco management and bus drivers appeared doomed yesterday, with management insisting that an increase on the 15 percent offered was non-negotiable and drivers threatening another strike

Brigadier Jan Visser, public relations officer for Putco, said before the crucial talks that the company could only afford a wage increase of 15 percent and not the R35 a week increase demanded by drivers

"We will listen to the drivers' grievances but the company can only afford so much," he said

The drivers, who returned to work on last Friday afternoon after striking on Thursday when Mr A. Carleo, managing director of Putco, failed to meet them, did so under protest

Sources said yesterday the drivers were bent on another strike if the management failed to increase the offer of 15 percent — Sapa

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PORT ELIZABETH — Parties involved in the motor industry workers dispute in the Eastern Cape braced themselves for today's resumption of the crucial talks that will seek a mutually satisfactory answer to their wage demands after more than 3 000 Volkswagen workers heeded their unions' call and resumed work yesterday

The National Union of Motor Assembly and Rubber Workers of South Africa appeal to workers to return ended the 20-day strike that has cost Volkswagen millions of rands

The joint call by the union and the unregistered

Crucial wage talks

United Automobile, Rubber and Allied Workers of South Africa, which is not party to the talks, came after the adjournment of Friday's industrial council meeting, which was to have discussed the Volkswagen workers' R2 an hour

minimum wage demand

The Eastern Province Automobile Manufacturers' Association, the employer body, will meet the union today to discuss the rejection of the R1,40 compromise offer made at the last round of negotiations

Thousands of workers at Ford and General Motors who rejected the offer are anxiously awaiting the outcome of the negotiations.

Mr Ruben Els, the public relations manager at Volkswagen said yesterday despite the rejection of the compromise offer, all the workers would be paid accordingly — DDC

Drivers meet Putco for higher pay talks

STAR 8/7/80 (152)

Labour Reporter

A committee representing Putco drivers is meeting the company's management again today to try to negotiate a bigger rise than the 15 percent offered on Friday.

Negotiations began again today after a widespread drivers strike on Friday caused thousands of black commuters to find alternative transport

in and around Johannesburg.

Today's talks are being held for the second day at Putco's employment and training centre in Wynberg.

In a statement, Putco PRO Brigadier Jan Visser said there was a deadlock in talks. None of the major issues on the agenda had been resolved, he said. These included agreement on wages, recognition of the Transport and Allied Workers Union, and the call for a transfer of a depot superintendent, Mr F Vorster.

IGNORED

Brigadier Visser said the call for Mr Vorster's transfer was "ridiculous" and had therefore been ignored.

Drivers have said that if they are not offered more than 15 percent they will strike again.

detention of official

Staff Reporter **152**

The unions had not been able to get information about Mr Norushe from the police. They learned he was now being detained under the Terrorism Act from his lawyers.

THE Food and Canning Workers Union and African Food and Canning Workers Union yesterday condemned the continued detention of the secretary of the African unions East London branch, Mr B P Norushe.

The union wishes to protest in the strongest terms against his continued detention, the spokesman said.

A spokesman for the two unions said it had learned that while Mr Norushe was detained just over two weeks ago under Section 22 of the General Laws Amendment Act, he was now being held under Section Six of the Terrorism Act.

Section 22 of the General Laws Amendment Act allows for detention up to 14 days, while Section Six of the Terrorism Act allows for indefinite detention.

All are back and VW talks resume

By STEVEN FRIEDMAN
Labour Reporter

ALL 3 500 strikers at Volkswagen's Uitenhage plant returned to work yesterday following an appeal at the weekend by their trade unions, and attention is now focussed on today's wage negotiations between the unions and employers.

Negotiations resume today at a meeting of the East Cape Motor Industry's Industrial Council. Local sources differ on the likelihood of a settlement today, but agree there will be no renewed strike action even if a settlement is not reached immediately.

A Volkswagen spokesman, Mr Rubeen Els, confirmed yesterday that all workers had returned and that "things are back to normal".

At the weekend, the two motor unions, the (coloured) National Union of Motor Assembly and Rubber Workers and the (black) United Automobile and Rubber Workers, called on workers to return after consultations with the union committee at the Volkswagen plant.

Mr Els said it was not Volkswagen policy to disclose production figures but it is estimated that the three-week strike cost the company about 3 500 lost units, with a retail value of around R21-million.

Volkswagen's actual loss will be less than that, however, and Sapa reports that the company is likely to introduce extensive overtime work to make up the backlog almost immediately.

Today's wage negotiations will continue talks begun last week. Employers are offering to raise minimum rates to R1,40 an hour and workers are demanding a R2 an hour. The current minimum rate is around R1,15 an hour.

A trade union source suggested yesterday that negotiations were likely to continue for the next "one or two weeks", and that it was unlikely a settlement would be reached today.

"The only thing which could change this is a new offer from the employers — and we have no indication that this is coming," he added.

Employers suggested, however, that "a compromise could well be reached at the meeting", thus raising the possibility of a new employer initiative.

All sources agree, however, that a new Volkswagen strike — or strikes at Ford and General Motors — will not occur, even if there is no settlement today.

The unions believe that their position has been strengthened by recent events. They argue that the quick workers response to the call to return to work indicates worker support for their union leaders.

"We have shown that we are in control of our members and employers will obviously have to take that into account," a union spokesman said.

Employer sources disputed the union's suggestion that the return to work had been a vote of confidence in the union leadership and suggested that workers had been ready to return and that the unions had simply responded to this.

All are back¹⁵² and VW talks^{RBM} resume^{8/17/80}

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Deadlock continues in Putco wage talks

By STEVEN FRIEDMAN
Labour Reporter

DEADLOCK in the wage dispute at the Putco bus company continued yesterday. There was no agreement after talks between the company and the Putco workers' action committee.

However, negotiations between the two parties at Putco's Wynberg depot will continue at 10am today, according to a company spokesman, Brigadier Jan Visser.

A strike by Putco drivers last week caused a widespread breakdown of Johannesburg's black bus services and there are fears that another strike could occur if the negotiations end in a stalemate.

The drivers have rejected a 15% pay offer negotiated with Putco's liaison committee and have demanded a R35 a week increase, the disbandment of the liaison committee and the recognition by management of the Transport

and Allied Workers Union.

It is understood that worker demands were adjusted at yesterday's negotiations and the R35 a week increase is no longer at issue.

Worker representatives told the "Mail" that they were prepared to accept an increase which fell between management's offer and the R35 increase workers demanded.

Earlier yesterday, Brigadier Visser was reported to have said that the company was not prepared to increase its offer beyond 15% because it did not believe it could afford a bigger increase at this stage.

But it is understood there is a possibility that Putco may be prepared to increase its offer as the negotiations continue.

The "Mail" also learnt that yesterday's talks centred around the wage issue and there was no discussion of the future position of either the liaison committee or the union.

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8/7/80

WASA warns Post owners of

strike action

Own Correspondent

JOHANNESBURG — As the strike at Post and Sunday Post enters its seventh day today, the Writers' Association of South Africa (WASA) yesterday gave the papers' management and owners till Wednesday to resolve the workers' grievances and demands

WASA, which represents most black journalists, also warned that if the workers' demands continued to be ignored, it would be forced to take "collective action"

The WASA call forms part of a resolution adopted at a meeting of its Southern Transvaal region at Orlando East's DOCC yesterday

The meeting was told of a warning that Post and Sunday Post, owned by the Argus Company, might be closed

down if the striking workers did not return to work by tomorrow

The resolution, which is 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 interlinked, 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 meeting resolved that should Post and Sunday Post be shut down or produced without the workers' grievances being settled, then the association would be "compelled to call on the community to take appropriate action against all Argus publications"

The association also called on SAAN and Argus managements to recognise that "we view the actions of either as being representative"

A speaker said that the editor of Post and Sunday Post, Mr Percy

Goboza, had given details of a fresh offer to editorial staff at the weekend

The offer did not include details of what would be done about the demands made by other non-editorial workers

Last week the workers said Mr Goboza told them he had been authorised to make them an offer, but details would be given only if they returned to their desks

Reporters on the two newspapers started the strike last Tuesday when they complained of disparity in the salaries and other grievances, including calls for a review of the entire employment structure

After the Tuesday meeting, a memorandum listing the workers' grievances was presented to Mr Goboza but has not been published since Friday

Thus we see that the theory of competition is wrong. It is not a competition but a struggle for survival. The theory of competition is wrong. It is not a competition but a struggle for survival.

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Putco pay talks end in deadlock

THE PAY-TALKS between Putco management and workers' representatives, which ended in a deadlock yesterday afternoon, will be resumed this morning.

This was said by Mr Colin Bailey, Putco's operating executive. The pay talks started yesterday at 10 a.m. The Press was barred from attending the talks which went on until 4.30 p.m.

Brigadier Jan Visser, public relations officer for Putco, said before the crucial talks that the company could only afford a wage increase of 15 percent and not R35 per week increase demanded by drivers.

"We will listen to the driver's grievances but the company can only afford so much," he said.

The drivers who returned to work on Friday afternoon after striking on Thursday when Mr A Carleo, managing director of Putco, failed to meet them, did so "under protest".

Sources said yesterday that the drivers were bent on another strike if the management failed to increase the 15 percent offered.

The drivers caused chaos in Johannesburg and other areas served by Putco when they went on strike.

Several thousands of commuters were stranded when buses were halted.

Taxis and private vehicles did roaring business ferrying workers home. Several other people resorted to trains

with the South African railways laying out an extra 17 trains.

The drivers resumed work on Friday when a Putco executive Mr Colin Bailey, signed a statement that the company had agreed:

● To meet workers representatives yesterday to listen to their grievances.

● That the drivers had accepted the 15 percent wage increase "under protest".

● That all drivers who struck would be paid for Thursday and Friday and none would be dismissed or victimised and,

● To secure the release of two drivers, said by the action committee to have been arrested during the strike.

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THE PUTCO management-workers negotiations ended in yet another deadlock yesterday and indications are that another confrontation may be imminent.

The dispute still centres around the pay increase Workers demand R35 increase while management insists on a 15 percent increment

Yesterday's talks proved fruitless, according to a spokesman for the Putco Action Committee, and decisions on new steps to be taken by the workers — if the dispute is not resolved by today — will be known

Putco drivers may resume their strike

this afternoon

The spokesman said inspectors from the Department of Manpower Utilisation (formerly Department of Labour) would be present during today's talks at the Putco depot in Wynburg near Johannesburg

The Putco drivers went on strike last week

after negotiations for a R35 a week increment failed. Thousands of commuters had to find alternative transport in and around Johannesburg

And yesterday they said that if they are offered no increase on the 15 percent pay rise they would strike again

The Action Committee spokesman said Putco had however agreed to recognise the Transport and Allied Workers' Union (TAWU) provided it (the union) furnished them with its particulars

This means that the union must show beyond reasonable doubt that it meets certain requirements listed in the Industrial Conciliation Act to qualify for registration

Putco has also agreed to reinstate three of their sacked workers and to secure the release of an undisclosed number arrested during the strike

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Meat strike 'is over' but the 'strikers'

By LIZ MCGREGOR

"THERE is just enough money to keep us alive. We eat only the cheapest food, like mellee rice. And we also eat much less — I know that if I have breakfast, I cannot have lunch. But I just keep tightening my belt. If you are fighting for something, you have got to sacrifice."

Mr X, one of Cape Town's meat workers, who has been on strike for almost two months, yesterday described how he and his family have lived on the R15-a-week strike pay he receives from the Western Province General Workers' Union.

"When the strike first started, I spoke to my mother who lives with my wife and five children in the Ciskei and said they will now get very little money from me. My mother replied that I mustn't worry, she was getting her pension of R49 every two months and that would help to keep the family going," he went on.

"We no longer pay rent. They will have to turn us out on to the street if they want to, there is nothing we can do. Every month I

pay R27 to a clothing shop where I bought my children's school uniforms but I explained to them I would not be able to pay until the strike is over and they knew about the strike and said it was alright."

It is now almost eight weeks since workers from 17 Cape Town meat firms went on strike on May 20 after elected workers' committees at two of the firms, Table Bay Cold Storage Company and National Meat Suppliers, were refused management recognition.

Management of all the firms reacted to the strike in union, announcing that all 800 workers involved had dismissed themselves by striking and would no longer be regarded as employees.

They said they were taking a stand against "irresponsible and illegal strike action". Attempts by bodies such as the Progressive Federal Party, the Cape Butchers' Association and Bishop Desmond Tutu of the South African Council of Churches to persuade them to negotiate with the workers have been unsuccessful.

For several weeks, the workers maintained a united front, publicly stating their willingness to negotiate the dispute with

management.

However, over the past couple of weeks, cracks in the workers' unity have begun to appear. The workers' trade union, the Western Province General Workers' Union, reports that although "the majority" of workers remain determined to hold out, about 30 workers from one of the firms, Shabert, Verster and Malherbe (Pty) Ltd, have asked to be taken back.

A spokesman for the company said yesterday that two of the workers had been taken back as casual workers and the firm was "considering" re-employing them on a permanent basis. He said the rest were told they would not be taken back and had accepted wages and holiday pay owing to them.

"If I were to take them back, it would mean firing 30 of the workers I have hired to replace them and I couldn't do that," he said.

The managing director of Table Bay Cold Storage, Mr R L Selzer, said yesterday he had replaced his entire work-force with workers from Crossroads. They had received three weeks of training and production had been "back to normal" for some

time

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Howev lower the Butchers' Flats and Now, e deadlock

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time.

"You can take it from me — this strike is over," he said. Massive financial support from the community — over R61 000 has been raised for the meat workers since the start of the strike — has enabled the union to continue paying the strikers R15-a-week strike pay.

In another attempt to help the workers, a scheme has been started whereby individual donors have each "adopted" a meat strikers' family to whom they supply a weekly food hamper.

The boycott of red meat by the community in support of the workers continues in spite of last week's decision by 17 butchers from the black townships to start selling red meat again.

However, the demand for red meat is now only about 20 percent lower than normal, according to a spokesman for the Cape Butchers' Association, which represents butchers from the Cape Flats and Retreat areas.

Now, eight weeks since the workers first walked out, the deadlock remains with no sign of it being broken.



Members of Mr Wilson Fundani's family gather for a meal in the kitchen of his home. Mr Fundani supports himself and 11 other members of his family on his R15-a-week strike pay.

The Cape Times, Wednesday, July 9, 1980 2

DAILY DISP 9/2/80 152

200 workers claim guard sacked them

EAST LONDON — More than 200 employees at a factory on the West Bank here claim they were fired by a security guard when they turned up for work yesterday morning.

They said they were dismissed a day after three trade union committee members at the factory, National Converter Industries, had been fired for allegedly working against the rules of the company.

The managing director of NCI, Mr H Gaertner, would not comment on the matter yesterday.

He said he would speak to the Daily Dispatch reporter when he wanted to do so.

Workers said a misunderstanding seemed to have arisen after the names of a workers' committee elected by the company's employees and affiliated to the South African Allied Workers' Union (SAAWU), had been submitted to the factory's management.

They said they were told by the factory manager, a Mr Isherwood, on July 2 that they should elect a liaison committee. The workers rejected this.

They said that on July 5 Mr Isherwood was reminded by the workers that they wanted recognition of the workers' committee submitted to him.

Mr Isherwood then allegedly told them his word was final and he would have nothing to do with an "outside committee."

Mr Isherwood had then given them an ultimatum to elect a liaison committee by July 7 failing which he would take further steps, the workers claimed.

"On July 7 at 4 45 pm Mr Isherwood called the chairman, secretary and shop steward — all members of the workers' committee — and told them they were fired because they were working against the rules of the company," a worker said.

When the workers reported for work yesterday morning they claimed a security guard, a Mr Benito, told them only cleaners should enter the premises and all others should remain outside the gate.

They said the cleaners did enter the premises but refused to work because they wanted to know why the others were not being allowed to enter.

Mr Benito is then alleged to have told some workers, one by one, they were fired and after some time told all those outside the premises they were fired.

Mr Gaertner's reaction to a call from a reporter was "I do not know you I have no comment to make. This is a private company and has nothing to do with the press."

When the reporter offered to go and see him in order to identify himself, he said. "No, I will be contacting you when I want" — DDR

9/17/80
Putco
talks (152) ARGUS
(173) (191)

Argus Correspondent

JOHANNESBURG. — Two days of negotiations between Putco management and an action committee representing drivers, have resulted in the declaration of a dispute.

Putco's operations, executive, Mr. Colin Bailey, said the matter had been referred to the Department of Manpower Utilisation Representatives, of the department would attend a meeting of drivers and management today.

During yesterday's talks, major points at issue were:

- Wages
- Whether the company would accept in principle a trade union.

- Whether employees who had been dismissed during the recent bus strike would be reinstated.

Mr. Bailey said the company had agreed to accept a trade union in principle and to reinstate all employees.

X

Negotiation needed in meat dispute

CAPE TIMES 7/7/80
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K2

From Mrs MARIE MAUD,
chairwoman, Women's
Movement for Peace
(Claremont)

IN view of the widespread unrest pervading South Africa it might be expected that responsible bodies, including government and industrial management, would do everything possible to reduce friction. However, government response has been widespread detentions and prolongation of the ban on meetings, and in the Cape it has given strong-arm support to management in the meat dispute.

In these circumstances silence does not indicate consent. Opposition persists, fear, suspicion and resentment make for greater polarization in society, a moderate organization like Women's Movement for Peace is frustrated in its attempts to work for reconciliation and peaceful change in our country

and we fear that government support causes management in the meat industry to feel absolved of responsibility to negotiate on lines prescribed by common sense and justice

We call on government and management to recognize the moderate nature of the demand of workers at Table Bay Cold Storage and National Meat Suppliers to choose their own representatives, the moderate stand of meat workers in other firms in seeking settlement through negotiation before undertaking a one-day strike, the sustained moderation of meat workers and of the Western Province General Workers' Union in pressing for negotiation through six weeks in which 800 breadwinners have been unemployed, and we call on management to negotiate in its own interest and as a step toward reduction of national tensions

x

9/7/80 ARUN

Key to solving meat dispute?

~~152~~

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Labour Reporter

THE key to resolving the meat industry dispute could lie in setting up central committees of workers and management, the Western Province General Workers' Union believes.

The union said in a statement that the dispute had developed because there were inadequate mechanisms for negotiation and settlement of disputes between workers and bosses.

It suggested that any future disruption in the meat industry could be avoided by setting up constitutionally defined central committees, with mechanisms for negotiation.

The union said that the recognition of a central committee of stevedores following a strike in December had led to the sound labour relations in the Cape Town stevedoring industry.

'We stress that the union is not attempting to gain formal recognition by the meat bosses. We are trying to establish negotiations between the workers and the bosses,' the statement said.

Putco ^{STAR} 9/7/80
drivers in
hard ⁽¹⁸²⁾
bargaining ^{3/5}

Department of Manpower Utilisation officials have been called in to advise on procedure in a formal dispute between Putco and its drivers

The dispute follows two days of tough negotiations on the issue of drivers' wages, with employees calling for a R35 a week pay increase and rejecting a company offer of 15 percent which comes to about R5 and about R11.

Mr Colin Bailey, a Putco executive said the company could not afford to meet the R35 demand. However, he said there had been other areas of agreement with the drivers' delegation.

The Black Labour Officer, Mr B O Lindemann said today that the dispute was being handled under the Black Labour Regulations.

This prescribes certain conciliatory steps which must be taken in resolving the situation. First the Black Labour Officer must be called in, and together with the regional committees, must try to reach a settlement between the two parties.

If this fails the matter must be referred to the Central Black Labour Board which must endeavour to effect a settlement.

Eastern Cape wage row could end soon

By STEVEN FRIEDMAN
Labour Reporter

A SETTLEMENT of the wage dispute in the Eastern Cape motor industry, which led to a three-week strike at the Volkswagen plant and the recent strike wave in Uitenhage, appears to be imminent.

At a meeting of the motor assembly industry's industrial council yesterday, employers made a new offer to motor unions representing black and coloured workers which will be taken back to workers later this week.

Part of the new offer is employer agreement to a study of workers' living standards which could have far-reaching effects on wage bargaining for lower-paid black workers.

Although it is understood the trade unions were "reluctant"

to take the new offer back to workers, Port Elizabeth sources said last night the unions were likely to recommend that workers accept it.

Workers are therefore expected to agree to the offer, thus averting the threat of a second strike at Volkswagen or new strikes at General Motors and Ford.

A statement issued by the council last night says "It is hoped that final agreement will have been reached within the next week."

At yesterday's meeting, employers increased their previous offer of a minimum rate of R1.40 an hour.

They also agreed that a survey into workers' living standards in the area be conducted by an independent body acceptable to both sides. This study

would attempt to establish the wage needs of workers and could form the basis for future wage awards.

The study is a response to union demands that employers accept the concept of a "living wage" rather than the various poverty datum line surveys on which many companies base their wages.

The unions believe the poverty datum lines do not enable workers to improve their quality of life because they merely calculate the level at which they can continue to exist.

Although neither side has agreed to be bound by the survey, it could have a significant effect on wage bargaining throughout the country by setting a new standard which the unions believe, employers would have to take note of.

Now 200 on strike at NCI

ABOUT 200 workers at National Converter Industries (NCI) in East London downed their tools yesterday following the sacking of the chairman, secretary and a shopsteward, all members of the South African Allied Workers Union.

The managing director of the firm, Mr Gerdner, refused to comment. He said NCI was a private company and whatever happened within the premises had nothing to do with the Press. He then banged his telephone.

The workers said the trouble at the firm started after they had elected their works committee members, who are members of the SAAWU.

Management asked the workers instead to elect a liaison committee which they turned down, the workers said.

On Monday three members of the workers committee were fired on the grounds that they were "working against the interests of the company."

The workers have made four demands:

- The recognition of their trade union (SAAWU) committee
- Reinstatement of the dismissed workers committee members

- Reinstatement of all the dismissed workers and

- There should be no loss of remuneration.

The national secretary of SAAWU, Mr Thozamile Gqweta, said the matter was receiving the union's attention. He said while the union was playing cards close to their chest at the moment he would like to remind all the employers and managers of Prof N Wiehahn's recent statement that trade unions were a part of the industrial community and attempts to ignore them were counter productive, short sighted and stupid.

SA ^{9/7/80} advised: Learn
to live with ⁽¹⁷³⁾ strikes

Argus Correspondent

PRETORIA — The deputy chairman of the National Manpower Commission, Professor Piet van der Merwe, predicted yesterday that industrial unrest would increase during the 1980s.

And he advised South Africans that they should learn to live with strikes.

Addressing the congress of the International Association of Economics and Management Students being held in Pretoria, Professor Van der Merwe said the decade of the '80s had already been marked by substantial labour un-

rest. And it would increase for various reasons.

Professor Van der Merwe said strikes were a normal feature of the free enterprise system in most countries of the world. The incidence of strikes was much larger than in South Africa.

Strikes could be a very good investment in the future stability of a particular industry, he said. They led to better understanding between management and workers.

NOT ANSWER

The avoidance of strikes would mean the arrest and imprisonment of

those workers who instigated them, he said, and this was not the answer.

South Africans should learn to live with strikes 'in an orderly and meaningful way'.

FIND WAYS

Industrial peace would be threatened by the insecurity felt by some groups of workers, by external involvement in internal labour affairs and by the attitude of certain groups of workers.

South Africa would have to find ways of dealing with labour unrest, he said. South Africans had become so used

to industrial peace they had little experience in dealing with unrest.

Professor Van der Merwe said a more objective view should be taken of strikes. He was not in favour of them, he said, but to try to avoid strikes could be more costly than enduring them.

EXAGGERATED

He said the economic costs of strikes tended to be exaggerated. He warned that actions in South Africa which interfered in the resolution of strikes by the parties concerned themselves should be avoided.

Workers still barred

DAILY MAIL
10/7/80
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EAST LONDON — The more than 200 workers who said they had been dismissed by a security guard at National Converter Industries on the West Bank here on Tuesday were still barred from the company's premises yesterday

They said they reported

for work early yesterday and the security guard, Mr Benito, again told them they should keep off the premises.

They said they would be going to the factory again at 7.15 am today to present a letter in which they list their demands to

management

They want to present the letter to Mr H Gaertner, the managing director

Mr Gaertner again declined to comment on the work stoppage yesterday — DDR

CAPL Times 10/7/80

Union proposes committee to end impasse in meat industry

Staff Reporter

IN an attempt to end the two-month-old impasse in the meat industry labour dispute, the strikers' trade union yesterday proposed the establishment of a central "meat committee" representing all workers and management.

The dispute began when 800 meat workers throughout the industry walked out when management in two of the firms Table Bay Cold Storage Company and National Meat Suppliers, refused to recognize committees elected by the workers.

In a statement yesterday the Western Province General Workers' Union said a central committee "could provide a guarantee against any further disruption in the meat industry."

"Such a committee should have regularized mechanisms for negotiation and settlement of disputes," said the statement.

The union said their suggestion was made in the light of a recent speech by Mr Andrew

Levy, adviser to the meat employers in the dispute, in which he said "effective bargaining channels between workers and employers" were essential.

Mr Levy was not available yesterday to comment on the union's proposal.

The statement referred to a strike by 600 stevedores in December last year, which 'also arose out of the stevedore bosses refusal to recognise non-racial, democratic committees. A central stevedores committee was set up and recognized by the management.

This committee, which has regularized channels for negotiation and settlement of disputes has led to the establishment of sound labour relations in the stevedoring industry in Cape Town.

The union calls on the meat bosses to take note of the policy adopted by the stevedoring bosses and start negotiations with the meat workers for a similar system in the meat industry," concluded the statement.

Pulco pay dispute still not settled

STAKE
10/7/80

152

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After three days of intensive negotiations Pulco management and bus drivers have not resolved the pay dispute which caused Friday's bus strike in Johannesburg. The matter now seems likely to be referred to the Central Black Labour Board.

In the next few days the matter will be discussed at regional committee level. Depending on the outcome of these talks, the matter may be referred to the Central Black Labour Board in terms of Section 10 of the Black Labour Regulations.

The regulations stipulate that if a solution is not found at this point, the matter must be referred to the Minister.

After yesterday's deadlock, delegates of the various Pulco depots moved to the Transport and Allied Workers' Union (Tawu) office in central Johannesburg where they held a two-hour meeting. The meeting decided that all delegates should report back to their various depots on Friday to give drivers the latest developments.

A spokesman for the action committee said delegates would "present facts as they were".

The committee statement said the action committee had made a "long-term fundamental breakthrough" by gaining Pulco management's guarantee for recognition of Tawu.

The statement further suggested that an increment — above the 15 percent offered by management — was possible in the meeting with the Wage Board.

According to the Black Labour regulations, passenger transport is listed as an essential industry. It is illegal for employees in the industry to strike.

No end to Putco wage dispute

CAPK Times 10/7/80
152

JOHANNESBURG. — After three days of intensive negotiations, Putco management and its drivers' action committee could not resolve the pay dispute here yesterday.

A statement by both parties and officials of the Department of Manpower Utilization said. "After lengthy discussions with officials from the Department of Manpower Utilization, it was agreed by management and the action committee that no progress could be made in the wage negotiations.

"It was therefore agreed that a dispute existed which would be processed through official channels in terms of section 10 of the Black Labour Relations Regulation Act (48 of 1953).

"As far as certain other issues are concerned, viz trade union recognition, reinstatement of employees who had been dismissed and the transfer of an official, consensus had been reached."

After the deadlock, all delegates of the various Putco depots moved to the Transport and Allied Workers' Union's offices in the centre of the city, where they held a two-hour meeting.

The meeting decided that all delegates should report back to their various depots about the latest developments on Friday.

A spokesman for the action committee said that delegates would present "facts as they were".

The committee's statement said: "The action committee has made a long-term fundamental breakthrough by gaining Putco management's guarantee for the TAWU's recognition" — Sapa

Official probe into dispute now likely

152 332 RDM 10/7/80 217

By STEVEN FRIEDMAN
Labour Reporter

THE Putco wage dispute is now likely to become the subject of a Wage Board investigation after management and worker representatives agreed yesterday to declare a formal dispute on the pay issue.

And last night, the Putco workers action committee issued a statement saying it had achieved a "fundamental breakthrough" in negotiations with the company.

The statement said the Wage Board would grant an increase above the 15% offered by the company and described this as a "temporary success". It added that recognition of the Transport and Allied Workers Union by Putco "has been guaranteed".

The decision to declare a dispute still has to be put to a worker meeting later this week

at which the committee will seek a mandate for its agreement to process the dispute through official channels.

The dispute has been declared in terms of Section 10 of the Black Labour Relations Regulation Act, which has not been used often in recent years.

Black workers have used it to stage a legal strike on one occasion, but this is not possible at Putco because the passenger transport industry is defined as an "essential service" in the legislation and legal strike action is thus not permitted in the industry.

A joint statement issued by the two parties yesterday said the decision to declare a dispute had been taken after "lengthy" discussions with Department of Manpower Utilisation officials.

It said a meeting with officials yesterday had been unable

to break the deadlock in which workers have rejected a 15% pay offer and demanded a R35-a-week increase.

Earlier this week, the two parties reached agreement on three other issues, including reinstatement of drivers dismissed during last week's strike.

Besides commenting on the pay and union recognition issues, the action committee statement also said an agreement on "work conditions and job security" would be entered into between Putco and worker representatives.

However, on the recognition issue, worker spokesmen said the union would still have to submit certain documents to the company before it was recognised.

A senior Putco executive, Mr Colin Bailey, last night declined to comment on the committee's

statement "I am not aware of it and can only comment on the joint statement," he said.

In terms of the disputes procedure in Section 10, the department's black labour officer must attempt to resolve a dispute once it has been reported to him.

If he fails, he must call in the Central Black Labour Board. If mediation by this body also fails, the Wage Board may be called in by the Minister of Manpower Utilisation to investigate the dispute and make a recommendation on it.

The Minister can make this recommendation legally binding.

In the case of essential services, the Minister is compelled to order a Wage Board investigation if mediation attempts by officials fail. Such an investigation appears to be certain in the Putco dispute.

~~152~~

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Post 10/7/80

"Tired of pleading for better wages"

300 down tools at OK Bazaars

By ALINAH DUBE

ABOUT 300 workers at the three warehouses of the OK Bazaars in Pretoria went on strike yesterday.

The workers who constituted the whole labour force at the Hermanstad, Sandfontein and Pretoria West warehouses, downed tools on Tuesday

morning demanding "substantial" pay increments.

When POST visited the Pretoria West warehouse yesterday, where all workers from the three warehouses had gathered, strikers were locked within the yard. The security at the gates was tight and members of the staff were not allowed to speak to outsiders

DISPUTE

Those who were allowed out of the yard at lunch time, told POST that they were not satisfied with the wages they earn which range between R145 and R160 per month.

The workers claim their wage dispute with the company dates back 15 months and that they were re-

peatedly let down by the respective workers' committee, which failed to negotiate for a better deal.

"We are tired of pleading with local management for better wages and we are gathered here to meet with a director of OK Bazaars from Johannesburg," a driver who refused to give his name said

The workers demand a uniform R60 increment on their wages before they resumed duties.

The general personnel manager, Mr R T Blackwell, was yesterday locked in crucial negotiations with the workers at the warehouse Mr Blackwell confirmed however the "illegal" strike at the warehouses and that the workers were demanding substantial increases

He said his company had resolved to consult with the Department of Manpower Utilisation for a solution. He added however that negotiations with the striking workers would continue if

4/7/80
128 held
at EL ARGUS
factory (152) ~~3/8~~

Argus Correspondent

EAST LONDON — Police today arrested 128 people in terms of the Riotous Assemblies Act outside an East London factory.

Those arrested are former employees of the factory, National Converter Industries

They were among 200 workers who were sacked earlier this week for refusing to work according to factory rules. The workers elected a committee of members of the South African Allied Workers' Union to represent them to management. But the management insisted that they should elect a liaison committee. This the workers rejected.

They had previously gathered a number of times outside the factory.

As far as the lever goes, the 65-seater passenger bus probably has a nifter arrangement than most sports cars

The gear-shift is a small brass quadrant mounted off the steering column and the selection is short and precise

But the 150 hp AEC is no easy animal to drive as Putco's Senior Instructor, Mr Moses Maphisa, demonstrated to me while assessing the progress of 16 trainee drivers.

Short and stocky, Mr Maphisa is a patient man with nerves of steel. But he points out his pupils' failings with emphasis.

He bellowed when one of his trainees, failing to anticipate that the robot ahead was about to change to red, hammered his foot on the brake and sent us all lurching forwards in our seats.

DITZER

"Hamba, man" he shouted when one of his pupils dithered uncertainly when he had an opportunity to pass another bus. And — urgently — "hey, hey, hey," when another driver got too close to the passenger car ahead

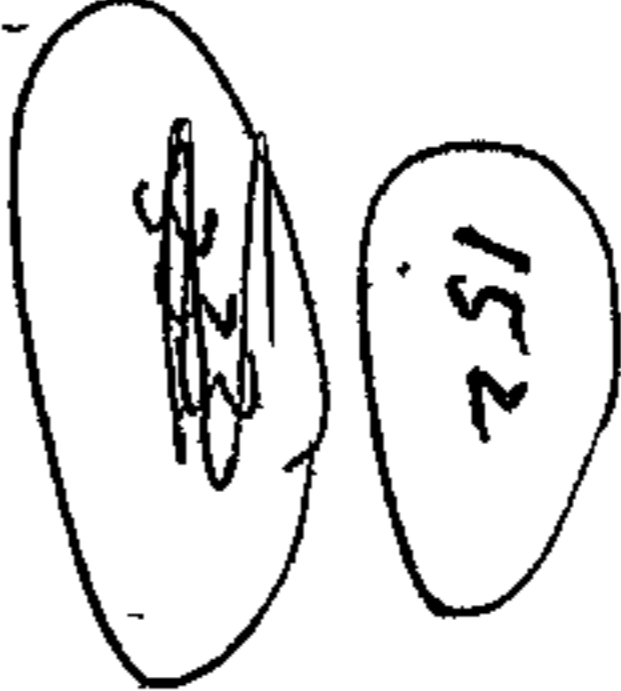
But there is another side to the wisdom and experience of this imper-

You must be good to handle a 'mamba'

Training is tough at Putco drivers' school

In the wrong hands on the crowded streets of a city such as Johannesburg a heavy vehicle could be as lethal as a bomb and the driver of a bus has the added responsibility of the lives of his passengers. Putco drivers, who will cover a total distance of about 150-million kilometres this year, recently went on strike because they believe they are not being paid enough for the responsibility they bear. All are highly trained men who have been through a tough selection process and a 21-day course of instruction. One of the main training centres is in Alexandra Township which KEN SMITH visited yesterday.

STAR 11/7/80



ous man. "Ah, this fellow uses his mirrors well," he confided to me at the top of his voice over the roar of the engine. "He knows what is happening around him"

Except for a brief break Moses Maphisa has been with Putco for 29 years. He has seen it grow to its present fleet of 2300 buses (known to their passengers as "green mam-bas") and 2951 drivers. Each bus costs about R45 000 and carries a total of 90 passengers, 25 of them standing

The responsibility on drivers is heavy and with this in mind the Putco training programme is probably the most advanced and comprehensive in the country

The rewards for carrying such responsibility and maintaining schedules led to a strike by drivers last week

Their minimum wage is just over R32 a week though some earn over twice that. They want an increase of R35 a week.

Dispute or not, the trainees to whom I spoke

were taking their 21-day training period very seriously.

One had been a driver with Putco before. Another had left his job with another company. The 16 trainees I saw were alert, earnest men who already had licences to drive heavy or extra heavy-duty vehicles

PSYCHOLOGIST

They had all successfully gone through the tests of the company's industrial psychologist, which

put paid to the hopes of about three of every four aspirants.

Only 56 applicants passed as drivers out of one intake of 237. Of these 93 were failed in the initial stage, some for not being able to meet physical standards

In the next stage 80 failed, six because of literacy problems and the greatest number, 42, for an inability to work out problems in arithmetic — an essential quality for men who are both driver and conductor

DECREASED

As a result of its selection and training, Putco's accident rate has decreased over the years although the total distance covered by its vehicles in a year is now about 150-million kilometres. "Can my safety be given away" is the mnemonic the Putco driver remembers when he takes his seat behind the wheel of his bus. It stands for "Course, mirror, signal, brake, gear, accelerator". These are the bones of good driving, and safety is what it's all about.

Workers accept Ford, GM offer

152

Own Correspondent *Tim K*

The new "package deal", which was until last night confidential, comprised a R1,45-an-hour minimum wage, a weekly service-attendance allowance and other general increases

PORT ELIZABETH — The two-month wage dispute in the Port Elizabeth motor industry was all but settled last night when Ford and General Motors workers accepted the employers' second offer

The increase will come into operation in the next 10 days

But the reaction of the 3 500 Volkswagen workers to the new offer is still not known

As part of the deal, an impartial organization is to study the union's proposals for a "living wage" on which workers based their initial demand for a R2-an-hour minimum

Mr Freddie Sauls, national secretary of the National Union of Motor Assembly and Rubber workers, said no arrangements had been made for a report-back meeting for Volkswagen workers because the union could not obtain a venue suitable for all 3 500

The organization, to be appointed by the industrial council, should be acceptable to the employers and the worker representatives

The meeting would establish whether VW workers accepted the wage offer. The workers were receiving "feed-backs" from their in-plant representatives

The new offer was made on Tuesday by the Eastern Province Automobile Manufacturers' Association, the employer body representing Ford, General Motors and Volkswagen, at a meeting of their industrial council

128 arrested ^{STAR} 11/7/80 (152) at E Cape factory

Own Correspondent

EAST LONDON—The police today arrested 128 people in terms of the Riotous Assemblies Act, outside a local factory.

Those arrested are former employees of the factory, National Converter Industries.

They were among 200 workers who were fired earlier this week for refusing to work according to factory rules. The workers elected a committee of members of the Allied Workers' Union to represent them to management. The management however insisted that they should elect a liaison committee. This the workers rejected.

They have since gathered a number of times outside the factory gates and they did so again today before being arrested

The Star's Labour Reporter says a new package deal offer by motor industry employers in the Eastern Cape is expected to be put to Volkswagen workers at a meeting in the Kwa Nobuhle township tonight.

The offer was accepted last night by Ford and General Motors workers and there is hope that an acceptance by Volkswagen employees will end the two-month wage dispute in the Port Elizabeth motor industry.

Volkswagen employs about 3 500 workers.

The new deal, which was kept secret until last night, consists of a R1,45 minimum wage, a weekly service-attendance allowance and other general increases to be put into operation in the next 10 days.

BOYCOTTS
Beefing up

11/7/80
152
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Black community backing for a national red meat boycott in support of 800 black meat workers in the Cape is being canvassed

Its success will depend on effective national co-ordination and organisation, presently hindered by government's ban on political meetings, and indications are that it will have great difficulty in getting off the ground

The boycott call was initially restricted to Cape Town where it is said to enjoy considerable black and white community support. African and coloured butchers support for the boycott has however now ended, and they have resumed sales of red meat — but sales are still down about 50% in black areas, according to a report

According to a Cape meat industry spokesman the boycott has had no impact whatsoever. It was extremely difficult to boycott a basic foodstuff like red meat, he added

In the Transvaal, a number of organisations — from the Azanian People's Organisation (Azapo) to trade unions — have declared their support for the boycott

Azapo publicist George Wauchope says the organisation's 20 odd branches nationwide have been told to spread word of the boycott among members and the black populace. Adds Wauchope: Blacks are increasingly realising their economic power

Among the trade unions to support the boycott are three falling under the Consultative Committee of Black Trade Unions. The three have a combined membership of about 6 000. Other consultative unions are expected to follow suit

General Secretary of the Federation of South African Trade Unions (Fosatu) Alec Erwin says the organisation sympathises with the meat workers, and support could be forthcoming from the organisation or its individual unions in the near future

Among those to declare their support is South African Council of Churches general secretary Bishop Desmond Tutu. His declaration came after his unsuccessful intervention with Cape meat managements on the workers' behalf

Dr Nthato Motlana's Soweto Civic Association and the Soweto Traders' Association under Veli Kraai are also believed to support the boycott

Meanwhile the SA Institute of Race Relations has called on the public to respond to the severe financial hardships facing the workers and to consider in what ways support can be given to the democratic demands of these workers

At present the 750 workers in the Cape are receiving about R15 a week financed mainly by donations, and a system of food parcels for about 50 of the workers each week has been instituted

Union accuses govt

CAPE TOWN 11/7/80 (488) (152) (145)

JOHANNESBURG — The government has been accused of supporting Cape Town meat employers' refusal to negotiate with striking workers

A memorandum released this week by the Western Province General Workers Union said that 'many believe that the government wants to smash progressive worker organizations'

It partly based its claim on a statement by a meat employer who reportedly said earlier this month that a settlement to the dispute was 'now in the hands of the government

Meat workers have been striking for about eight weeks in support of demands that management at two companies recognize unregistered worker committees

The WPGWU and the strikers have called for employers to negotiate an end to the strike, but employers have so far refused, arguing that the workers have terminated their contracts by striking

Arm Scor happy with its weapons

THE South African ground forces in the recent overland attack to destroy Swapo bases in Angola had been almost entirely equipped from South African sources, Commandant P G Marais, chairman of Armscor, said in Johannesburg yesterday.

Addressing military correspondents in a largely off-the-record briefing at the Press Club of South Africa, Cmdt Marais said the South African vehicles, arms, communication facilities, ammunition, clothing and other equipment, had withstood the test extremely well.

Dealing with the effects of the United Nations arms embargo on South Africa, he said of the Angolan incursion "It was an operation over long distances with no roads and covering difficult terrain. It was a thorough test for the Armscor equipment and reports we have received show we have reason to be proud of our achievements."

Cmdt Marais disclosed that certain items of equipment seized from Swapo on the recent Angolan raid had proved to be unknown and "of interest" to Armscor.

Armscor was now investigating all previously unknown equipment which was captured to see if they could be made in the Republic.

It had done this earlier in developing the recently-announced South African multiple-launch artillery rocket system. The system was similar to those captured from Cuban forces (the Russian so-called Stalin Organ) in the earlier incursion into Angola and which the SA Defence Force had found at the time to be ideally suited for use in bush warfare.

"The artillery rockets we have since developed are very much better than those we seized at the time," Cmdt Marais said.

Cmdt Marais said feedback from operations like the recent one against Swapo bases was constantly being used to improve locally-produced defence equipment.

For this type of operation, South Africa was now virtually self-sufficient in producing the arms and equipment it needed.

In addition, Cmdt Marais said, South African-developed equipment was more suitable and adapted to conditions in Africa than similar equipment used by, for instance, the North Atlantic Treaty Organisation nations. Sapa

Negotiations at OK Bazaars go on

NEGOTIATIONS between striking workers and management at OK Bazaars warehouses in Pretoria continued yesterday.

Workers from three warehouses returned to their jobs yesterday after a request to do so by an official from the Department of Manpower Utilization.

Sources told POST that workers were told that their strike was illegal and that they should resume their duties while negotiations were continuing. A delegation of 10 was chosen to represent workers.

The two days strike resulted from lack of confidence in a worker's committee, which failed to negotiate for better wages.

In a day-long meeting with the management, the delegation was told that general increases at OK Bazaars were only granted in April and September and that they were on merit.

But workers dismissed the report-back and demanded immediate increments while they continued to work. Management asked for an extension of time to reconsider the grievances.

55
strikers
in
court

15
15

By MZIKAYISE
EDOM

A WARRANT of arrest was issued against one of the 55 Rely Precision Castings workers charged in the Boksburg Magistrates Court with illegal striking yesterday

The strikers appeared briefly before Mr G van Wyk and their case was postponed to July 8. They were not asked to plead and they are out on R80 bail each. No evidence was led.

Issuing the warrant, Mr van Wyk said that it will only come into effect after July 24, if Mr Johannes Tshabangu, who did not appear in court yesterday, does not show up within this period.

The men's appearance in court is a sequel to a sit-in strike at the Rely Precision Casting firm on May 26 after workers had demanded that an explanation be given by management why a colleague had been dismissed.

The sit-in strike ended when police arrested the 55, who were later charged with unlawful striking. They were represented by Mr M H Cheadle, instructed by the Metal and Allied Workers Union.

Pos 1/11 15/8

11/7/80 ARGUS

PE car workers accept wage offer

152

Argus Bureau
PORT ELIZABETH —
Ford and General
Motors workers yester-
day voted overwhelm-
ingly in favour of the
latest employers' wage
offer, bringing hopes
of an end to labour
problems bedeviling
the Eastern Cape

At two union report
back meetings the workers
accepted pay offers that
bring their basic hourly
minimum up to R1,45 an
hour

A scale of service atten-
dance bonuses of between
3c and 10c, an hour will
be added to workers'
wages, depending on
length of service

The union, the National
Union of Motor Assembly
and Rubber Workers (Nu-
maiw) still has to test the
opinion of workers at the
VW plant before it can
return to the negotiating
table to formally accept
the employers' offer

The latest offer by the
employer group, Ford,
General Motors and VW,
was thrashed out at an
industrial council meeting
on Tuesday this week
after union members in
all three plants had rejec-
ted a compromise wage
offer of R1,40 basic rising
to R2 over 18 months

New scales offered by
the management will
mean that a new worker
giving full attendance
during the course of the

week will earn a minimum
of R1,48 an hour in the
lowest grade

The minimum for a
worker in Grade 1 with
more than 10 years' ser-
vice will be R1,55

Bonuses for shift work,
gratuity pay and several
other benefits have also
been improved. The agree-
ment will be for two years
and the increases im-
plemented within 10 days

At the same time it was
disclosed that the em-
ployers have accepted the
establishment of an impar-
tial organisation to carry
out a study — likely to
take three to six months
on the union proposals for
a 'living wage' based on
the claim for R2

Union leaders also em-
phasised that negotiations
with the companies over
the introduction of a
closed shop were proceed-
ing

At a meeting of the
General Motors workers at
the Jarman Hall in
Schauderville, workers ac-
cepted the firm's offer
subject to certain condi-
tions — that if 'shop' in-
creases were introduced
they would have to be
applicable to all races

The workers also in-
structed the union to ac-
cept the offer only if the
employers clarified certain
issues in respect of the
service and attendance bo-
nus and to have rates for
trainees investigated

Mr Freddy Sauls, the
union's national secretary,
said he was aware of the

fact that workers were un-
happy with the offer and
felt it should be rejected

'I am one of those who
feel that way' he said
'But workers must accept
that battles are not won
in one day

'Let's accept the offer
but let's see it as the

beginning of a new battle
for better wages'

Mr Sauls said the union
had made it clear to the
companies that it was no
longer interested in talk-
ing about poverty level
wages but wanted 'a fair
living wage,' estimated at
R463 a month

WAGE DISPUTES 1
1m 11/180

Temporary truce

(253)
(152)

A temporary truce early this week kept Putco drivers in their seats, but unless management compromises on its 15% wage offer commuters may be stranded once again

Although a number of concessions were made on Tuesday, wage talks are still deadlocked. Workers have demanded a R35 across the board increase while management has adamantly stuck to its 15% offer.

Workers rejected management's offer negotiated through the company's liaison committee two weeks ago. They feel the increases of between R5 and R11 are insufficient.

On Wednesday the workers action committee met with a Department of Manpower Utilisation official who was called in to mediate. A committee spokesman says "We want to keep negotiations between ourselves and management open but we want it to move on its 15% offer."

On Tuesday management agreed on three issues:

- To reinstate all workers dismissed during last week's strike, to pay workers for the two days they went on strike and to secure the release of those arrested.
- To recognise a trade union "in principle." It has not yet specified which of the three unions presently connected to Putco this would be. The Transport and Allied Workers Union is active in Soweto and Wynberg while the Transport and General Workers Union has a large membership in Springs. The parallel Tucsa union, the African Transport Workers Union, ap-

Financial Mail July 11 1980

pears to have no support at the depots.

- To investigate the transfer of F Vorster, management's representative at the Putcoton depot.

From 11/7/50

WAGE DISPUTES 2

End in sight (152)

The Eastern Province motor industry wage dispute seems to be drawing to an end

Parties to the wage negotiation, now entering its fourth week, made small but significant concessions in Tuesday's Motor Industry Industrial Council meeting

But the final outcome still depends on whether workers at Volkswagen General Motors and Ford accept management's offer when union officials report back to them early next week

This week employers made two offers — a new minimum wage offer (the figure will remain undisclosed until the report back meeting next week) and an agreement that a study to re-assess workers' living standards would be undertaken

Union spokesmen are taking the new concessions back to the workers 'with reservations'. The wage offer does not approach the R2 an hour demand although it is an improvement on management's original R1,40 an hour offer

Judging from the militant approach workers adopted three weeks ago it's unlikely they will accept the new wage offer although the unions will recommend they do so. Says a union spokesman: 'Obviously we will not go against the feeling of the workers but we have no funds to support strikers and will recommend they accept the offer'

Union officials are encouraged by the survey undertaking which could have far-reaching effects on wage negotiations for unskilled and semi-skilled workers throughout SA

The survey will be conducted by an independent body acceptable to both sides. Although no details of the study are yet available it is a commitment to move away from the hypothetical household subsistence level (hsl) figures to a more realistic assessment of workers' living standards

The Eastern Province minimum wages are established according to hsl figures established by the University of Port Elizabeth. They have been severely criticised as an inadequate means of establishing decent living wages

'The hsl does not provide workers the opportunity of improving their living standards. We want to establish the concept of a living wage and if we can knock the hsl it will serve this purpose for all workers,' says Brian Fredericks, national organiser of the National Federation of Trade Unions

Adds Fred Ferreira, Ford's Industrial Relations manager: 'A new structure is definitely needed to assess living standards'

Although no employers will be bound by the survey's findings they will be forced to take them into account

Police^{C. T.} arrest^{12/7/80} striking¹⁵² Border¹⁸⁹ workers^{278 276 275}

PRETORIA — Police arrested 128 people after about 200 workers at a Border factory went on strike yesterday and tried to intimidate others into joining them, according to the Police Public Relations Directorate.

The Cape Times correspondent reported from East London that a total of 125 men and a 17-year-old youth appeared briefly in a special Magistrate's Court at Cambridge police station yesterday on charges under the Riotous Assemblies Act.

The men and the youth, who were arrested near a factory on the west bank, appeared before Mr N R Oosthuizen.

They were charged with attending a gathering of more than 10 people which has been prohibited in terms of a government notice of June 27. No evidence was led. They were not asked to plead and were remanded until Wednesday.

All the men are believed to be employees of National Converter Industries who were refused entry to the company's premises this week following a dispute over the operation of a trade union committee.

Queenstown

A situation report issued in Pretoria yesterday by the directorate on the unrest in the country said that about 80 pupils at a school in Queenstown set alight school desks dragged from their classrooms. Police arrested 25 youths.

No serious incidents were reported in the Northern Transvaal, but police were investigating the theft of keys from five schools in Atteridgeville.

At Mamelodi, near Pretoria, a nightwatchman was overpowered and the keys to a school building were taken from him.

The directorate said that in the incidents in which the police were involved, only batons were used and in some cases dogs and tearsmoke.

Ordered

The principal of the Hofmeyr High School in Atteridgeville, Mr Joseph Kekana, has been ordered to stay away from the school for his own safety.

The regional director for the Department of Education and Training in the Northern Transvaal, Mr P G H Fealstead, confirmed yesterday that Mr Kekana had been asked by the school committee to stay away temporarily. He said dema-

by pupils that Mr Kekana should be removed from office would not be met.

After being told on Thursday that the committee had no power to remove the principal, pupils stormed his office and tried to forcibly remove him from the premises. A member of the committee whisked Mr Kekana away by car.

The boycott at the school yesterday entered its fifth day.

Schools in the Eastern Cape were quiet yesterday after police dispersed riotous schoolchildren on Thursday and arrested 27 of them.

Teargas used

No pupils turned up yesterday at the Nathaniel Nyaluza High School in Fingo Village near Grahamstown, where police used batons and teargas to break up a gathering.

About 500 youths were dispersed at a school in Kwazakele after they had rioted.

About 300 youths gathered inside a school hall at Port Alfred and barricaded the doors from the inside with benches. Police forced open the doors after consultation with the school authorities and chased the youths out of the hall.

The assistant divisional head of CID in the Eastern Cape, Colonel H J Weyers, said a post-mortem would be held on Monday on the body of Mrs Violet Psile, 56, who was shot dead on Thursday during the baton and teargas charge on pupils.

Her body had two bullet wounds in the chest and was found in the backyard of a house in the vicinity.

Community leaders in Kwamashu met yesterday afternoon to devise ways of breaking the 10-week-old school boycott in the township.

The circuit inspector of the Kwazulu Department of Education and Culture, Mr L A Msomi, said yesterday that principals were making arrangements to discuss the situation with the pupils next week. He said no press statement would be issued until Tuesday next week.

Thousands of black high school pupils were expected to return to school last Monday, the first day of the third school term. However the boycott continued in a number of high schools in the township.

Eight Putco buses were stoned on Wednesday and two on Thursday, according to a spokesman for the company.

The Divisional Inspector of Police in the Port Natal Police Division, Brigadier H Mouton, said the area was quiet yesterday — Sapa

DAILY JIP 12/7/80

126 charged under Riotous Assembly Act

EAST LONDON — A total of 125 men and a 17-year-old youth appeared briefly in a special magistrate's court at Cambridge police station here yesterday charged under the Riotous Assemblies Act

The men and the youth, who were arrested near a factory on the West Bank, appeared before Mr N. R. Oosthuyzen

They were charged with attending a gathering of more than ten people which has been prohibited in terms of a government notice of June 27, published in a Government Gazette issued on June 30, 1980

No evidence was led. They were not asked to plead and were remanded

in custody to appear in court on Wednesday, July 18

All the men are believed to be employees of National Converter Industries who were refused entry to the company's premises this week following a dispute over the operation of a trade union committee on the premises

They are Mr Benent Goda, 60, Mr Mlndeli Reuben Siselana, 22, Mr Zola Richmond Nyaniso, 22, Mr William Makeleni, 20, Mr Petrus Salman, 24, Mr Albert Mazomba, 22, Mr Martin Kupiso, 22, Mr Wilson Jwill, 20, Mr Mzingisi Norman Maku Makuzeni, 23, Mr Andile Augustine Notshatu, 22, Mr Ashton Kill, 25

Mr Mongezi Siyo, 25, Mr Luvuyo Somtsewu, 25, Mr Welcome Dikana, 31, Mr Sonwabo Mbekeni, 27, Mr Willie Ngxonono, 29, Mr Samuel Geswind, 29, Mr Cyril Cahata, 62, Mr Ngekeza Bom, 32, Mr Michael Siko, 37, Mr Cameron Ngudle, 29

Mr Herbert-Jadi, 40, Mr Lungstine Ngcwangu, 24, Mr Bloem Mjilana, 33, Mr Tennyson Ndungane, 45, Mr Ernest Dunjwa, 28, Mr Headman Mayekiso, 45, Mr Bonakele Mazwayi, 21, Mr Samuel Ntsakana, 20, Mr Mzwanele Futshani, 23, Mr Lawrence Ngcukana, 20, Mr Howard Mlindi Qoboza, 66

Mr Alfred Bambelo, 23, Mr Edward Yapi, 40, Mr Jacob Hewu, 20, Mr Nkenke Dukisa, 36, Mr Mitchell Salman, 27, Mr Sophitsho Rani, 29, Mr Ndyebo Ketelo, 21, Mr Lawrence Luka, 21, Mr Promise Diko, 29, Mr Leonard Goniwe, 27, Mr Manduleli Ngaka, 24, Mr Sidwell Gijana, 24, Mr Benjamin Mnyute, 34, Mr Mlndeli Matonise, 21, Mr Eric Yose, 42

Mr Thami Banjwa 40, Mr

Merriman Nohai, 28, Mr Mzimasi Xobongo, 23, Mr Alphius Gwadana, 35, Mr Matthewa Suntele, 33, Mr Mthunzi Sikhaka, 30, Mr Mpumelelo Kupiso, 27, Mr Mhlangani Gxekilali, 23, Mr Mota Katse, 32, Mr Walter Kase, 20, Mr Thembinkosi Qongq, 25, Mr David Ntshoza, 24

Mr Richard Gijana, 40, Mr Michael Nqoma, Mr Sandisile Vika, 25, Mr Alfred Gqweta, 40, Mr Desmond Hanabe, 42, Mr Wellington Rafani, 20, Mr Sithembale Mabula, 23, Mr Michael Mbutuma, 26, Mr Ndzonozolo Kwelimefene, 44, Mr Christopher Miseni, 46, Mr Sonwabo Mbangi, 30, Mr Nkululeko Mlunguza, 22, Mr Joseph Non zinyana, 28, Mr Terry Damenti, 21, Mr Lunga Mahlanyana, 21

Mr Nkosi Nkohla, 39, Mr Stoto Kilani, 22, Mr Mvuka Gcaza, 19, Mr Lazarus Matsila, 24, Mr Willie Jwill, 62, Mr Gilbert Mayekiso, 25, Mr Willie Matyolweni, 23, Mr Richard Boshula, 23, Mr Boy Msongelwa, 52, Mr Wilson Nguta, 46, Mr Makapula Tora, 29, Mr Ntsikelelo Nqoloba, 50, Mr Freeman Mcaaka, 24

Mr Madoda Qelo, 34, Mr Ndoda Daniso, 38, Mr Lindela Jadezwani, 27, Mr Mgoso Diko, 38, Mr Ephriam Sekhale, 38, Mr Meshack Ndaliso, 21, Mr Hamilton Fikizolo, 38, Mr Isaac Gqirana, 38, Mr Maxikoy Best, 40, Mr Matthew Plaatje, 47, Mr Robben Mofodi, 42, Mr Daniel Kombela, 26, Mr Otto Tokwe 26

Mr Kholisile Ndleleni, 29, Mr Banele Godlo, 23, Mr Mongezi Makoa, 24, Mr Bernard Ketelo, 35, Mr Johnson Mbembe, 34, Mr Elliot Sintame, 36, Mr Hamilton Dikana, 34, Mr Zolile Kilana, 42, Mr Stanley Sofute, 22, Mr Maxwell Duma, 24, Mr Sampu Dunjwa, 29, Mr Alfred Daniso, 26, Mr Temba Dukisa, 30

Mr Mninimzi Gxwall, 39, Mr Darrington Matowane, 29, Mr Preston Nyila, 24, Mr Maxwell Mzini, 39, Mr Trayitshite Tsewu, 32, Mr Leonard Makala, 42, Mr Fumanekile Tona, 25, Mr Melvin Gotyana, 24, Mr Albert Magadiela, 23, Mr Clerington Hoho, 36, Mr Mntuwasekhaya Ngcaba, 52 and Mr Sydney Mbuyazwe, 49 — DDR

Shock, dismay at VW speculation

CAPE TIMES 12/7/80

Own Correspondent

EAST LONDON — Uitenhage business and community leaders reacted with shock and dismay to speculation that Volkswagen was negotiating to buy the Fiat factory in Pretoria a step it is feared may lead to the transfer of part of the Uitenhage car plant's production process.

VW spokesmen were tight-lipped yesterday about any moves to buy the Fiat factory.

The president of the Uitenhage Chamber of Commerce Mr B Botten, said that it would be a great setback for the town and would have economic repercussions. The effect would ripple also to the Port Elizabeth-Despatch triangle.

The Fiat factory enables Fiat to sell about 400 units a month. VW sells between 4 500 and 5 000 units a month. Business observers speculate that if any

move was made it would be by VW's commercial vehicle plant which produces between 400 and 500 units a month.

VW provides employment for more than 6 000 people, and there is a spin-off to allied industries in Uitenhage and Port Elizabeth.

The thought of Volkswagen moving scares the hell out of me, Mr Botten said.

Volkswagen must think carefully before they leap, Mr James Tim, chairman of the Uitenhage Community Council said. He said the Eastern Cape offered a more stable labour force because of local labour had vested interest.

He said that if VW moved to the Transvaal it would rely largely on migrant labour which did not provide a stable labour force because VW would have to train new workers every six months.

Midnight shift goes on strike

152 RDM 185
19/7/80.
Own Correspondent

MARITZBURG — At least 300 labourers downed tools to dispute a salary grading system at the Masonte (Africa) factory in Estcourt yesterday, according to police

The factory's "graveyard" shift refused to pick up tools when their shift began at midnight on Thursday. When colleagues arrived for the 8am shift yesterday, they were persuaded to join the strike, according to a Durban spokesman for the company.

He said the strike was caused by a "misinterpretation" of the grading system that was introduced recently.

Management held meetings with a labour liaison committee most of yesterday.

"I think it's a storm in a teacup," he said. "We like to think that we do more than average for our workers."

A black personnel manager persuaded the labourers to go back to work and the factory day shift is back to normal.

Workers want to live, not subsist

See News Post 12/7/80

(22)

By BILL GARDINER

THE strike which ended at Volkswagen this week has focussed attention on demands by coloured and black workers for a "living wage" as against mere subsistence level wages

The National Union of Motor Assembly and Rubber Workers (NUMARW) and the United Automobile, Rubber and Allied Workers Union, which is not a recognised party at industrial council talks, are both affiliated to the Federation of South African Trade Unions (Fosatu)

One of the most important advances to emerge from the second round of industrial council negotiations was an acceptance by employers, representing VW, Ford and General Motors, of the concept of a "living wage" for workers as opposed to the subsistence level principle

Union leaders urged workers to accept the latest pay scales which start with a R1,45 an hour basic minimum wage for grade 1 workers tied to a graduated attendance bonus depending on years of service. They argued that further negotiations would not bring "any further financial reward"

But Mr Freddie Sauls, secretary of the NUMARW, at a report-back meeting this week, emphasised that the union

had made it quite clear to the companies that they were no longer interested in talking about poverty level wages but wanted a fair "living wage" estimated at around R463 a month

Members of the Fosatu executive said they were sick of hearing about household subsistence levels "We are no longer prepared to subsist. We want to be able to live a decent life," one said

Mr Karl Casserini, assistant secretary to the 15-million strong International Metalworkers' Federation and here to observe the negotiations, last week sharply attacked wages based on household subsistence levels (HSL)

He said it was unimaginable that employers in a country with South Africa's economic wealth and potential should be talking about subsistence level wages or "wages slightly higher"

There are two research organisations in South Africa which calculate household subsistence levels on a national scale. They are the Institute for Planning Research at the University of Port Elizabeth and the Bureau for Market Re-

search at the University of South Africa

The UPE institute calculates a household subsistence level slightly higher than does the Unisa bureau and recommends a "household effective level" 50 per cent higher than its subsistence level. This is to ensure a household the basic subsistence standards in all situations

The April 1980 report by the institute puts the household subsistence level for Port Elizabeth workers at R171,44 a month with a recommended household effective level (HEL) of R257,16 for an "average" family of five

At the new rates of pay, a grade 1 worker can expect during a "normal working month" (of 195 working hours) a basic wage of about R254,48 after sick pay, pensions and Unemployment Insurance deductions — a figure just below the HEL

But as last year's Ford Report pointed out, the motor industry has been sensitive to the combined effects of recession and petrol price hikes. This has resulted in the overwhelming majority of black and coloured workers working short-time

According to the report, most workers last year were working a 28 hour week which even at the new pay scales could slash take-home pay to a monthly low of R157,13. This is well below even HSL

And make no mistake, Household Effective Levels cater for the bare necessities of life

HSL is calculated at the lowest retail cost of necessities "of adequate quality", comprising the total food, clothing, fuel, lighting and cleansing materials required for each person together with the fuel, lighting and cleansing needed by the household as a whole. Added to this is the cost of rent and the breadwinner's transport to and from work

The HSL makes no provision for such "extras" as medical expenses, education, savings, hire purchase, holidays, reading material, entertainment, recreation, insurance, purchase and replacement of household equipment and incidental transport, let alone "luxuries" such as a radio and a bicycle or even furniture

For an adult male his clothing budget provides him with two pairs of trousers, two pairs of shoes, four shirts, a couple of vests, socks and under-

LEADERSHIP HIBERNATION

By Bob Connolly



pants, a pair of pyjamas, a pullover and a R12 sportsjacket. His wife must make do with three cotton dresses, one skirt, a blouse, two pairs of shoes, two pants, two vests, two bras, a petticoat, a jersey and "a third" of an overcoat. Much less is left for the children. Mean-

while, she must feed a family of five on about R90 this week, that to calculate employees' wages on minimum subsistence levels was "disgusting"

Mr Casserini said that for too long there had been a "flagrant social injustice" and the basic problem was how to correct these injustices through negotiation. To deal with the problem, the unions have developed the concept of a "living wage" as a major bargaining plank. This concept has now been accepted by the motor industry in the Eastern Cape

Down, eat red meat

WHILE the red meat boycott appears to be crumbling in Cape Town, increasing numbers of organisations are rallying behind the 800 meat strikers

Early last month the strikers called for a national meat boycott. The boycott had already been going for over two weeks in Cape Town, where, according to reports, meat sales dropped by as much as 40 percent to 60 percent in the black and coloured communities.

After pressure from the community, butchers in Capetown stopped selling red meat. But, after a week, only the African butchers continued to support the boycott. However, on Monday they reopened. And now, according to the Western Province General Workers' Union (WPGWU), meat sales are down by only 20 percent.

Says a WPGWU spokesman, "The people are confused. They think the opening of the African butchers has meant an end to the boycott. But it is not over, and the meat workers want the people to continue supporting the boycott."

More organisations have come forward, pledging their support for the strikers and the meat boycott. The Black Lawyers Association, the Black Housewives' League's executive

More called on to support Cape Town Workers

SUNDAY POST Reporter

the Transvaal branch of African Food and Canning Workers Union.

The Soweto Traders Association has also pledged support for the boycott, but said it would only implement the boycott fully if the Black Housewives' League supported it.

Mrs Sally Molana, the Black Housewives' League's president, said, "I support the boycott wholeheartedly. So does the league's executive. The executive has now gone to the branches to get an answer from them."

Mrs Joyce Serake of the YWCA said, "We are sending circulars to our members asking them not to eat red meat. I think the best thing to do is pressurise those who sell meat in the township."

So far the workers have received R65 000 in donations from the community. The strike has cost the WPGWU, to which the strikers belong, R95 000.

Meat support committees have been set up by the SRCs at Cape Town, Witwatersrand and Durban universities. And there is talk of similar committees in Port Elizabeth and Pietermaritzburg.

Others that could come out in support of the strikers are the Transvaal Council of Sport (Tracos), the Consultative Committee of Black Trade Unions and the Federation of South African Trade Unions (Fosatu).

A spokesman for Naf-



Flashback to the beginning of the strike — meat workers walk out.

152 13/7/80

and the YWCA have just joined a number of other organisations already supporting the red meat boycott.

These include the South African Council of Churches, the Soweto Civic Association, Azapo, and three trade unions, the Food, Beverage and Allied Workers Union, the Commercial Catering and Allied Workers Union and

There is no doubt the banning of meetings with ten and more people has hindered the boycott. Early this month some of the organisations planned a mass meeting "to enlist popular support," But the ban put a stop to that. According to Dr Nthato Motlana, "a very small group will be meeting today to discuss what to do"

coc said: "Nafco doesn't plan to take a decision on this"

The workers are striking for the establishment of non-racial and democratically elected worker committees. But the 18 or so meat firms refuse to negotiate with them, saying they are no longer meat employees since they broke their contracts by striking.

Putco drivers plan for crucial meeting

By Z B MOLEFE

THE Department of Manpower Utilisation will make or break the Putco drivers in their dispute for higher wages with the giant corporation.

Last night the driver's Action Committee met in Johannesburg to ponder the question of how they will negotiate with the department, which will meet them within two weeks now that management and the committee agreed this week that a dispute existed.

Committee member and organiser of the Transport and Allied Workers Union, Mr Wilson Manana, told SUNDAY POST the drivers "believe we will get somewhere in our talks with the department."

The agreement by management that it would recognise the Transport and Allied Workers Union

and transfer a white official from the Putcoton depot helped keep the drivers' spirits high.

A signed statement by Putco's executive, Mr C Bailey, said this week "After lengthy discussions with officials of the Department of Manpower Utilisation it is agreed by management and the action committee that no progress could be made on the wage negotiations

"It was therefore agreed that a dispute existed which would be processed through official channels in terms of Section 10 of the Black Labour Relations Regulations Act (48 of 1953).

"As far as certain issues are concerned, namely trade union recognition, reinstatement of employees which have been dismissed and the transfer of an official, consensus had been reached."

Asked if the drivers would go on strike should the talks with the department reach a deadlock, Mr Manana said "We would be in a very difficult position"

He pointed out that Putco drivers — like those employed in nursing, the police and armed forces and by electricity suppliers — fell into the essential services sector. Any strike by this sector is illegal

Meanwhile a spokesman for the drivers' committee said a report-back meeting had to be postponed Putco management, said the spokesman had refused permission for a meeting on company premises this week

So the committee has applied for permission to hold the meeting at the Diepkloof Hotel on Wednesday

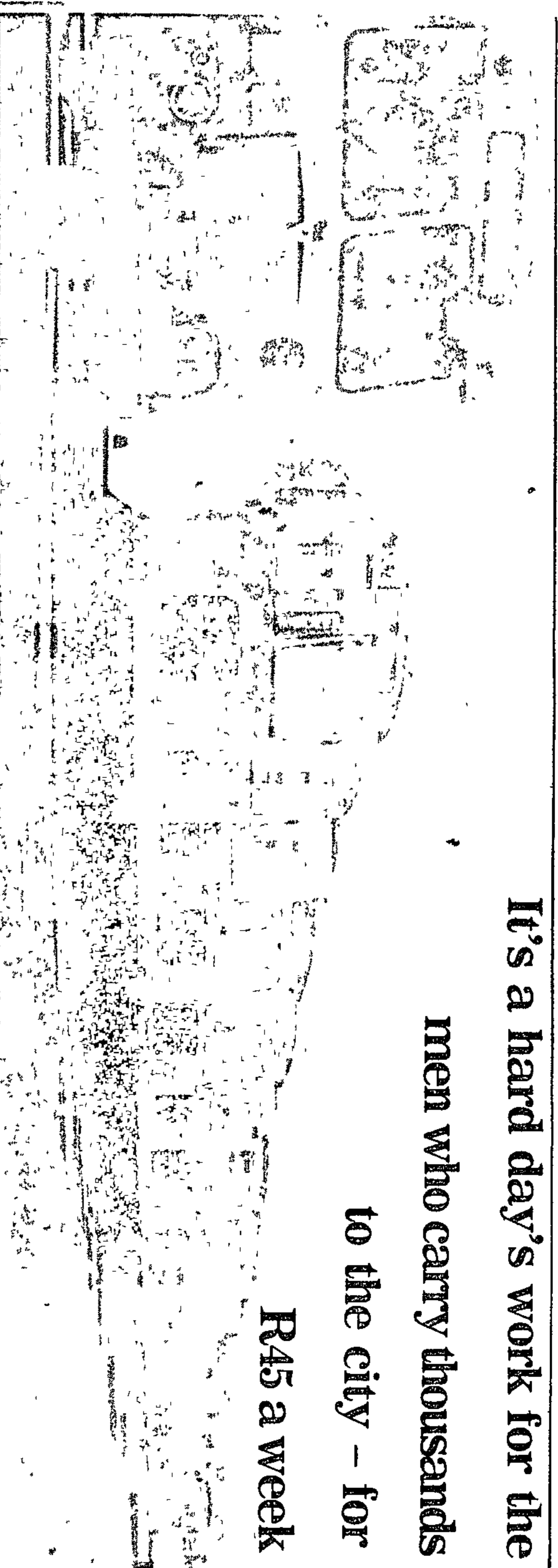
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It's a hard day's work for the

men who carry thousands

to the city - for

R45 a week

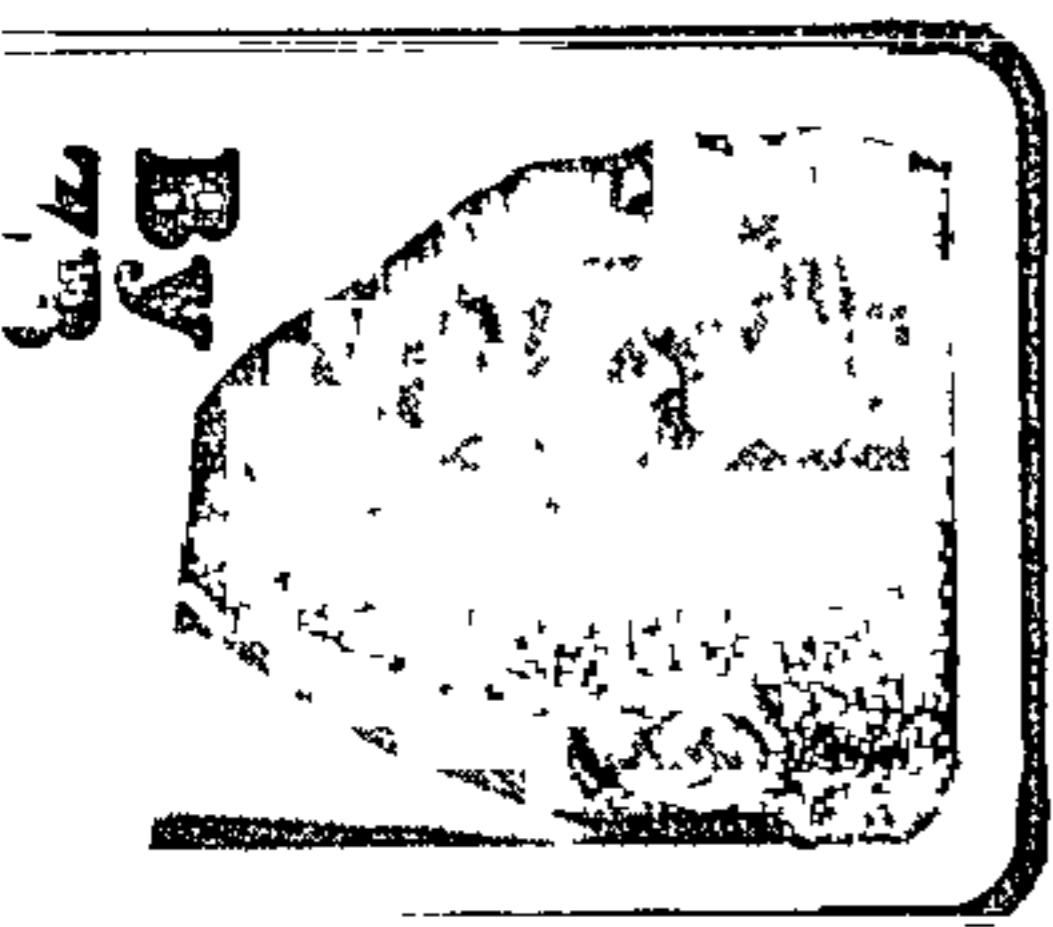


THIS week's tough bargaining between the Putco management and the drivers' Action Committee spotlighted the bus driver — the man at the centre of the massive strike that nearly brought South Africa's industrial giant to its knees

Who is this man who last Thursday evening and Friday morning flexed his muscles and sent shock waves rippling through black workers and their employers? Who is this man who saw thousands struggle to get home from the places where they earn their living?

"We are nothing other than the ordinary worker you see in the townships. We suffer the same way as the black workers on the factory floor or in office," said Job M., a R45-a-week bus driver.

To most township residents job is an invincible man. While the township is shaking sleep from its eyes on a typical day, he is already on his way to



They put the brakes

on DIRT

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Post
5/13/74
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er.

To most township residents Job is an invincible man. While the township is shaking sleep from its eyes on a typical day, he is already on his way to work.

In seconds a staff bus will be hooting at his gate. It is still dawn.

If he is late, trouble is in store. He will have an exchange of words with the driver of the staff bus who has "no time for lazy people." There are many problems that can cause Job to miss the staff bus. Maybe he had a sick child to take to hospital, maybe an unexpected visitor came in late. Nobody will bother to ask all this.

Then there is the bus depot. He will take his bus along the usual route. By then workers are visible at the number of stops that dot his route to the city. The minute Job hits the first stop

BY ZB MOLEFFE

he must be many things to his passengers. Those in a foul mood need tact, those who are just grudge by nature need to be handled with care. Of course, there is that inevitable problem — "you have robbed me of my change."

This will go on until the townships are drained of workers. Usually this lasts for three hours or so — provided everything went well for Job that day. There were no breakdowns or traffic jams, now a daily feature of the township's main roads.

HARD WORK

"Man, I tell you, that's the hardest five hours you can work in your life. When others settle into their jobs we are already worn out," says Job.

Then comes the break period. For the next four hours Job has a free period. He can relax at home, visit a friend or read the morning newspaper. One thing characterizes Job's break period: most of his friends are at work. So boredom is a constant companion at this time of the day. Others, as a result of this boredom fall prey to the temptation of the township.

ON PULLING



He would not like his bus involved in an accident that will leave a number of his people without their children or parents. That is the haunting thought that keeps him on his toes every minute and hour of his day.

Speaking of accidents, what if his bus becomes involved in a hijacking incident? These incidents have increased since June 16, 1976.

His features become pained as he explains: "Man, that is when you are faced with death. You must use your in-born intelligence to save your skin. Otherwise, what will it help to die with your boots on for the sake of the company? Remember the politician who said he would not die for apartheid signs? That goes for most of us in this game."

PAINFUL

You press on for more details. It becomes glaringly clear that you have touched on a subject he will not readily discuss. It is painful.

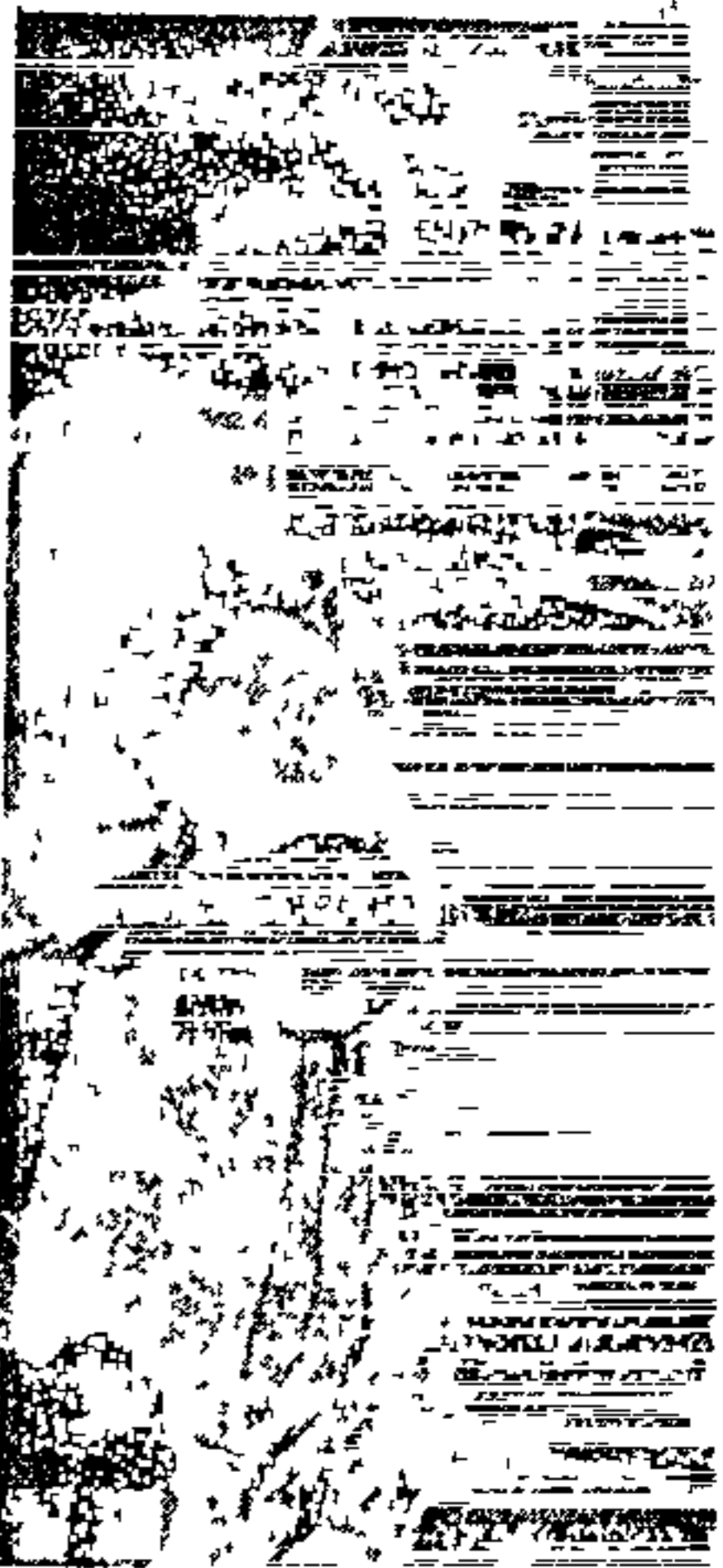
Putco drivers and relatives meet with white management (above) while police keep an eye on negotiations (left)



When his bus is hijacked and he refuses to allow it, he will immediately be seen as a "white man's stooge." If he readily abandons his bus chances are that somewhere in the mind of management he will

the morning. Now, paper. One thing characterises Job's break period: most of his friends are at work. So boredom is a constant companion at this time of the day. Others, as a result of this boredom fall prey to the temptation of the township.

Just before the township children leave their schools for home, Job is already driving a school-bus. Here again his nerves and patience will be tested. Township mothers, creche matrons and teachers know how trying children can be. But Job, as a dedicated servant of the company and one who is convinced he is rendering a vital service to his peo-



Putco drivers and relatives meet with white management (above) while police keep an eye on negotiations (left)

ple, will take all this in his stride. Then, in a few hours, it is knocking off time for his brothers and sisters in the city. They will be at the bus stops in the city and in the suburbs. And woe betide the poor Job if he is late. These workers know, bus timetables like the back

of their hands. Fortunately, Job is well-known to most of the commuters. He normally has no problems from most of them, save the few gunning for a fight.

Again the nightmare of the road from the city to the township begins. Traffic jams, impolite motorists and impossible

Passengers will again put Job to the test. Job laughs. "Think what this will do to you in a year's time?"

And he readily admits that the constant worry of his work is the safety of the commuters. In his five years with Putco he has seen many blood-chilling road accidents.

HOME AT MIDNIGHT

Just before midnight, Job will come home. Unlike other fathers in the townships, he will not have the chance to see his two children for they are asleep. The neighbourhood is quiet and dark. Whether he likes it or not he cannot visit this or that house. He will have to wait for his next day off.

Job was one of those hundreds of Putco drivers who were on strike. The thing that made him refuse to drive his bus that day was an extra R35 in his pay packet. Then there was the issue of his working conditions, job security and accident insurance cover, benefits he does not enjoy at present.

Did you see Job among those drivers massed at the Putcoton Depot last week when you nearly did not get home because there were no buses? He was the...



14/7/80
Motor
RCMS
industry
pay deal

Argus Bureau

PORT ELIZABETH —
Employers and unions in
the Eastern Cape motor
industry today reached
agreement over a com-
prehensive pay package
deal.

Volkswagen workers in-
dicated through their
shop stewards they would
accept the latest offer,
which was made last
week, bringing them into
line with union branches
at Ford and General Mo-
tors in Port Elizabeth

The deal provides for a
R1,45 minimum hourly
wage in the lowest grade
— 30 cents above the
present minimum.

And it allows for an
escalation of the minimum
over 18 months to R2 an
hour in January 1982

The breakthrough in
the negotiations came last
week when Ford, General
Motors and Volkswagen
conceded an extra 5 cents
an hour on the minimum
rate and introduced a ser-
vice attendance bonus.

See Page 4.

Boycott of meat

14/7/80

ARMS

'not going
so well'

152

~~meat~~

x

THE Western Province General Workers' Union is struggling to keep the meat boycott alive in the Peninsula, according to union worker Mr Barnett Ntsodo.

Mr Ntsodo said the union was distributing pamphlets throughout the townships encouraging people to boycott meat, but the community was confused because the meat workers from the Table Bay Cold Storage company had ended their strike.

'The people think that if the strike is ended there is no longer a need for a meat boycott,' Mr Ntsodo said.

Butchers ended their meat boycott about three weeks ago because they could not afford to continue. 'Now we are relying on the community, but it is difficult and not going so well,' Mr Ntsodo said.

STAR 15/7/80
Frametex

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worker
shot dead

By Elizabeth Wilson
Labour Reporter

A Frametex shop steward who took part in the recent strike at the factory in Natal was shot dead by a masked gunman at the weekend

According to a police spokesman Mr Samson Cele (28) went to visit a friend at the Kranskloof hostel, near Pinetown, on Friday night

He, his brother and a friend were standing near the hostel when a man wearing an overall and a balaclava approached and fired one shot.

Mr Cele's brother and friend ran away and the gunman escaped

Mr Cele died later in the King Edward Hospital in Durban.

The spokesman said no motive had been established and no arrests had yet been made

Motor wage rises a 'major breakthrough'

STAR 15/7/80 152

Own Correspondent

GENEVA — Wage increases won by black workers at Volkswagen plants in South Africa were "a major breakthrough," the general secretary of the International Metalworkers' Federation (IMF) said yesterday.

Mr Herman Rebhan sent his assistant, Karl Casserini, to South Africa to advise the leaders of the two black unions whose 3 500 members with Volkswagen went on strike on June 16.

"The achievement in

winning wage increases of up to 40 percent is a major breakthrough for disciplined trade union industrial action and skilful negotiation," Mr Rebhan said.

"This strike has brought important benefits thanks to the discipline and steadfastness of the strikers and the way the union leaders handled both the strike and the negotiations," he said.

"It is also important that all the strikers have been re-engaged without victimisation. I hope that this agreement plays a

pioneer role for future negotiations for black unions."

The wage increases, which also cover workers at Ford and General Motors, were achieved because of international solidarity, Mr Rebhan said.

The Star's Labour Reporter writes that Fosatu's general secretary, Mr Alec Erwin, says the strike has hammered home several messages.

"Workers have shown clearly that their wage demands are based more on what they see as a

reasonable living wage than on the minimum concepts of the past," said Mr Erwin.

"The fact that Volkswagen workers were prepared to stay on strike for close on three weeks without pay shows just how determined they were on this issue."

Mr Erwin said the fact that negotiations had continued through the strike had kept the situation at the Volkswagen factory orderly. It had prevented escalation into more general unrest.

It was also shown that unions could play a constructive role in representing workers and, possibly, in averting "more chaotic and violent" situations.

Mr Rubin Els, public affairs manager for Volkswagen in Uitenhage said: "The big lesson we should learn is that we can reach agreement by talking and using the industrial council machinery which is available."

Frame strike accused is shot dead

N. Mercury 15/7/80 (152)

Mercury Reporter

A FORMER member of the Frametex workers' liason committee, Mr Samson Cele, 28, who was due to appear in the Pinetown Magistrate's Court today, has been shot dead by a masked gunman.

Mr Cele was arrested on May 28 with two other committee members, the former chairman, Mr Jabulani Gwala, and Mr Mpingosi Nzama at the Frame Group's Pinetex Mill in New Germany, during a strike

They had allegedly intimidated and annoyed workers, according to Court records.

The men were later granted bail of R200 each and the hearing was postponed to today.

According to the general-secretary of the National Union of Textile Workers, Mr Obed Zuma, Mr Cele had been waiting at a bus stop outside the Kransview hostels about 10 on Friday night.

A man wearing a balaclava approached him and, at point blank range, fired a shot into Mr Cele's head, above the left eye. Mr Cele died an hour later

Pinetown police yesterday confirmed the incident and said no arrests had been made. The matter was being investigated.

VW pay increase 'major triumph'

CAPE TIMES 15/7/80

(152) Own Correspondent

LONDON — The achievement of two black unions in winning wage increases of up to 40 percent for their members employed by Volkswagen South Africa has been called "a major triumph and breakthrough for disciplined trade union industrial action and skilful negotiation."

The general secretary of the International Metalworkers Federation, Mr Herman Rebhan, was commenting after hearing a report from an IMF representative who returned here on Sunday after spending two weeks in South Africa

The IMF assistant general secretary, Mr Karl Casserini, went Port Elizabeth to advise the 3 500 members of the National Union of Motor Assembly and Rubber Workers and the United Automobile Workers of South Africa who had struck in support of better pay on June 16

"This three-week-long strike has brought important benefits, thanks to the discipline and steadfastness of the strikers and the way the union leaders handled both the strike and the negotiations," Mr Rebhan said

"It is also important that all the strikers have been re-engaged without victimisation. I hope that this agreement plays a pioneer role for future negotiations for black unions" He emphasized that the role of international solidarity was crucial.

"The pressure our affiliates applied, not just in Germany on Volkswagen, but in letting the South African unions know that they had support outside of the country, was important. We shall maintain that international solidarity, no matter the obstacles put in our way by the South African Government"

Settlement in motor pay talks

DANCY
MSP
15/7/80
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PORT ELIZABETH — Three months of motor industry wage negotiations were sewn up at an industrial council meeting here yesterday amid confusion over the attitude of Volkswagen workers in Uitenhage.

The employers' second wage offer was accepted at two workers' meetings here last week, but it is not clear whether there has been a formal report-back to the 3 500 Volkswagen workers

At its third meeting the industrial council for the automobile manufacturing industry in the Eastern Cape reached final agreement yesterday

After the meeting the chairman, Mr Alan de Kock, said a draft of agreement would be submitted to the negotiating parties for approval and then to the Department of Manpower Utilisation for the minister to declare it binding. The agreement was for two years

Workers originally demanded R2 an hour as a minimum wage and rejected the employers' compromise offer of R1,40 an hour. They accepted a second offer of R1,45 an hour wage coupled to a new service-attendance allowance

Meanwhile the Uitenhage committee of the United Auto Mobile Workers (UAW) has claimed that Volkswagen refused to allow it to hold a meeting inside the plant to inform workers of the second offer

Mr George Manase, UAW secretary, said Volkswagen would not allow shop stewards to address workers inside the plant, and workers had by yesterday after-

noon received only pamphlets spelling out the new offer.

He said the union was still trying to organise a venue for the meeting

But Mr Ruben Els, VW's public relations manager, said small meetings had been held at the plant on Friday where union officials addressed workers. He thought workers had accepted the offer.

The VW plant, which was hit by a 20-day stoppage when workers went out in wildcat strike four weeks ago, has been working overtime since the end of last week

The achievement of the two black unions in winning wage increases was hailed abroad as "a major breakthrough for disciplined trade union industrial action and skilful negotiation"

The general secretary of the International Metalworkers' Federation, Mr Herman Rebhan, was commenting on a report from an IMF representative who returned on Sunday after spending two weeks in South Africa. The IMF's assistant general secretary, Mr Karl Casserini, had advised the black unions during the negotiations

Mr Rebhan stressed that the role of international solidarity was crucial

"The pressure our affiliates applied, not just in Germany on Volkswagen, but in letting the South African unions know that they had support outside of the country, was important

"We shall maintain that international solidarity no matter the obstacles put in our way by the South African Government," he said — DDC

300 riot at Sasol III plant

Cape Times 15/7/80

Own Correspondent

JOHANNESBURG — Police were called in last night to quell rioting by about 300 workers from the Sasol III construction site in the Eastern Transvaal after they had set alight a bus and a truck, burning a man to death

Earlier, they stoned supervisory personnel who had tried to talk to them, a Sasol spokesman said. One person was injured in the stoning

The trouble followed rumours about security measures taken at the site after the recent sabotage explosions at the

Sasol I and Natref plants in Sasolburg

In a statement the Sasol spokesman said 'A special meeting of the liaison committee was called at which a black spokesman alleged that a black construction worker had been shot by military personnel in the early hours of Sunday morning that their freedom of movement within the construction site and living-quarters had been curtailed and that they were being harassed by

To page 2

From page 1

the military personnel present on the site

"The fact of the matter is that a black construction worker, Mr Eliot Mtetwa was found by a black tractor driver at approximately 6 30 pm on Saturday evening lying in one of the construction roads on the Sasol III site

"He contacted the first-aid station by radio and Mr Mtetwa was admitted for medical treatment. Mr Mtetwa admitted to being drunk, no medical evidence being found of any injury. He was discharged

"According to our information at this stage Mr Mtetwa died at 4 am on Sunday in his bed in one of the construction camps. A post-mortem is being conducted to ascertain the exact cause of his death. These facts were explained at the liaison committee meeting this morning

'As far as the events of today are concerned, all construction workers went to work at the normal starting

time of 6 30 am. After the lunch break from 12 pm to 12 30 pm approximately 2 000 black construction workers out of a total work force of 18 131 refused to start work. They were addressed by the supervisory personnel, who requested them to go back to work

"Most of them did so, except for approximately 300 workers in one particular area. They were again spoken to at 2 30 pm but still refused to listen, and they subsequently started throwing stones at the supervisory personnel trying to speak to them. One person was injured during this incident

"At approximately 4 45 pm all construction staff were sent home an hour before normal closing time as a precautionary measure

"Our information at this stage is that some of the black construction workers remained restless after leaving the construction site

"A bus and a light truck were set alight by them and one white occupant of the light truck was burnt to death. The police have been called in to control the situation. An hour ago (8 pm) the situation was calm and under control

18 000

(252)
(260)

off work in the

From page 1

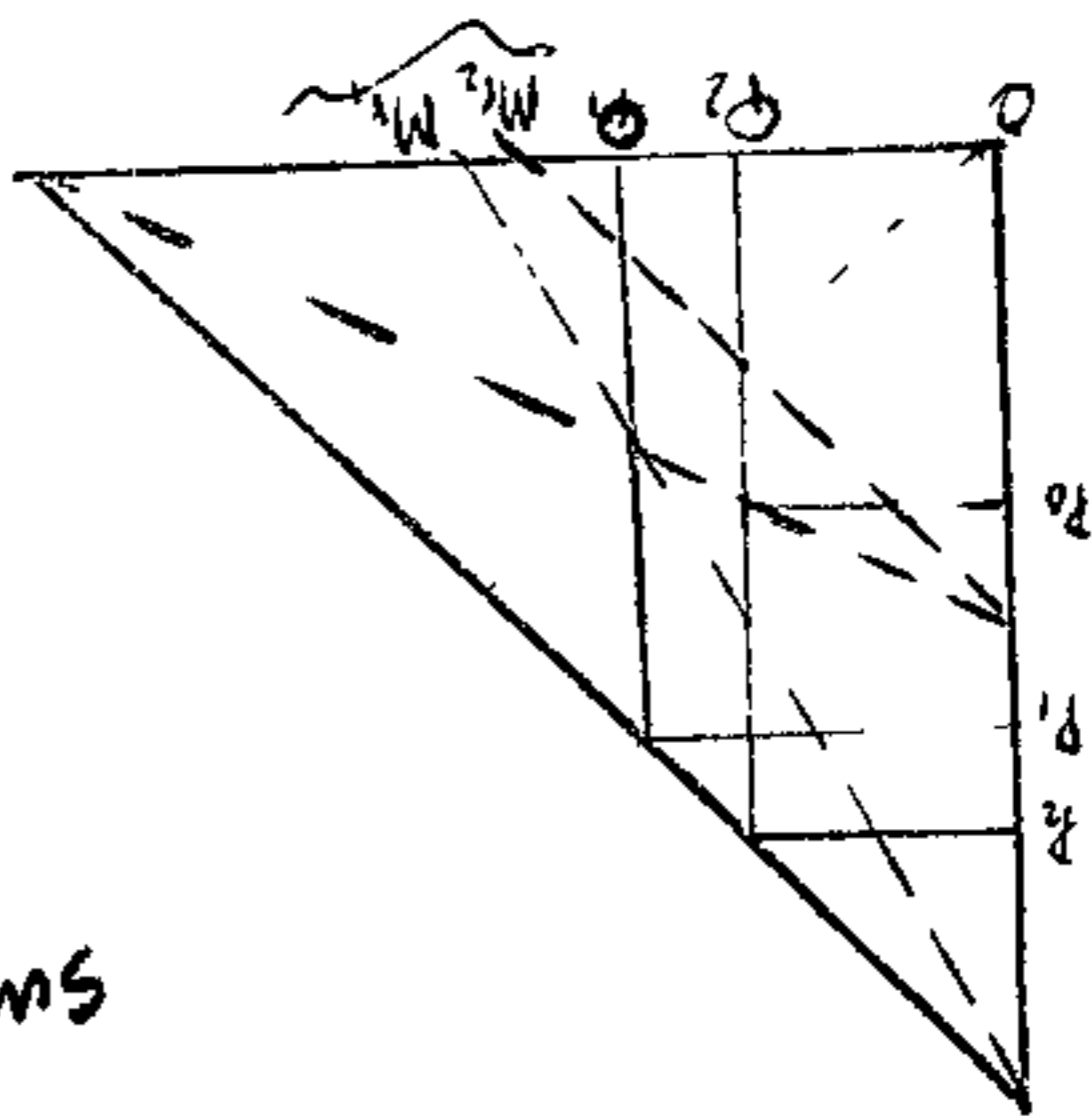
later today we will be talking to them to get the men back at work"

Mystery still surrounds the death of a construction worker, Mr Elliot Mtetwa. According to official sources he was found lying on one of the roads in the Sasol 3 works during the weekend and was taken to his bed, where he was found dead on Sunday morning.

Rumours were circulating among black workers at Sasol 2 and 3 that Mr Mtetwa had been run over by a vehicle or had been shot by security personnel. This has been denied by police and Sasol spokesmen.

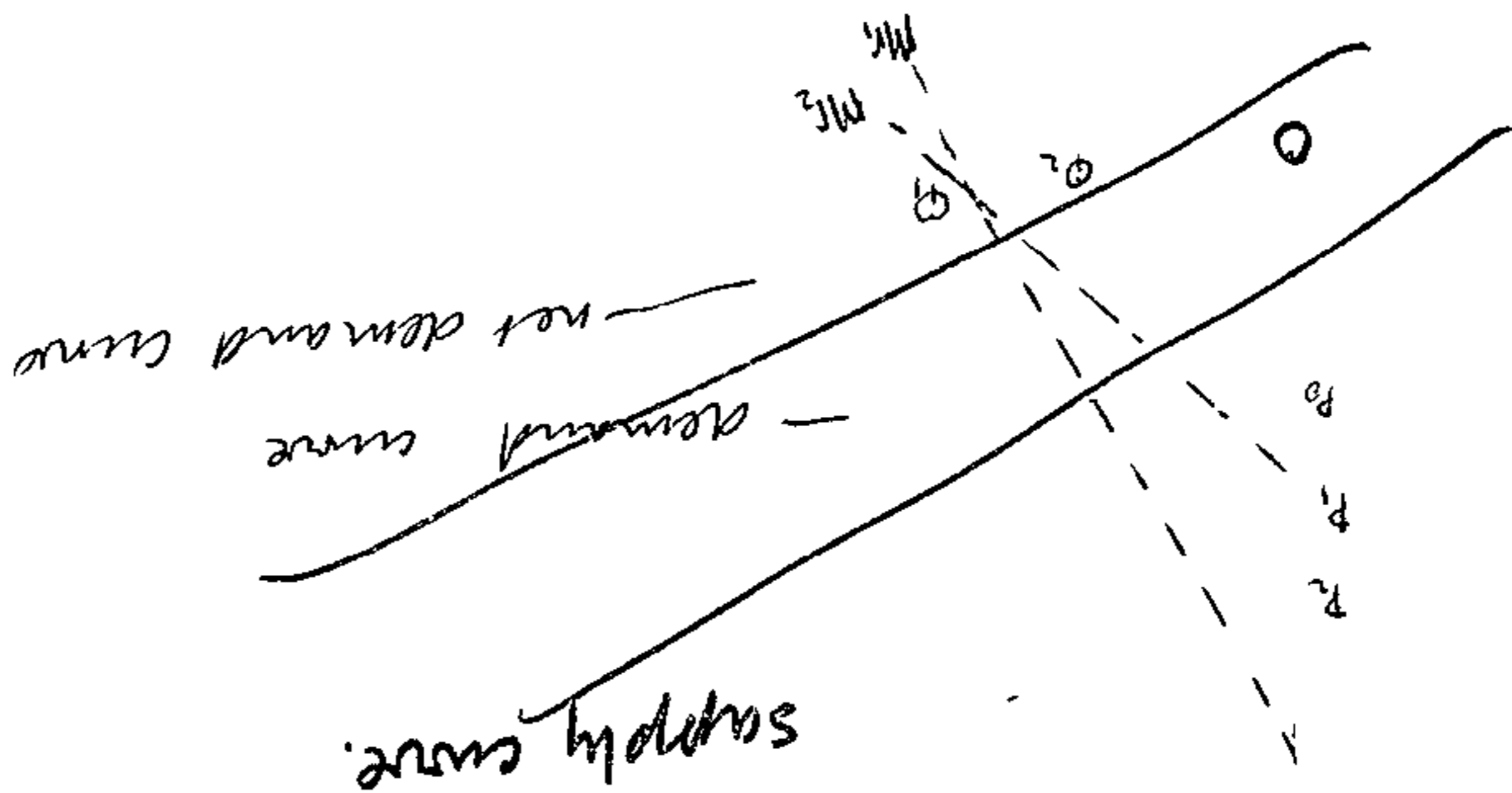
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a new marginal
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revenue $MR_2 = MC$ (supply
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revenue (OQ_2, OP_2) received
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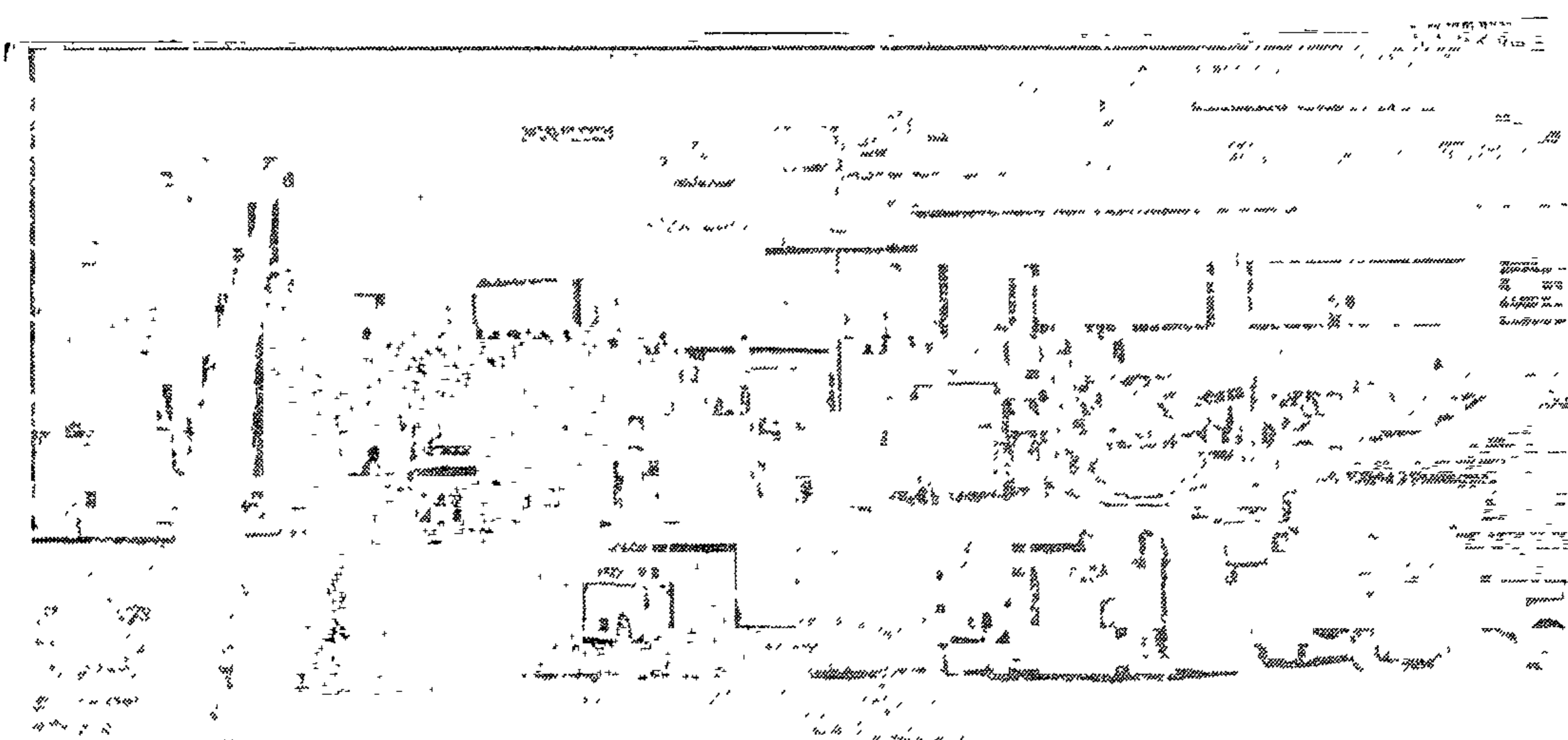


supply (MC)

~~Prior to the 50% ad value tax the newspaper
produced OQ_1 goods at the price OP_1 , this gave the
revenue (OQ_1, OP_1) after imposition of the tax.~~



(Also assuming a 50% ad value tax)



Workers gathered outside one of the main gates at Sasol's plants in Secunda while police in camouflage stand by to keep the uneasy peace. Picture by Mark Pew.

White workers critical of security at plant

21/5/80
15/2
STAR
15/7/80

By Mike Derry

White workers have criticised security at the construction works after a fellow worker was stoned to death when a mob went on the rampage last night.

A worker today described how he and two colleagues were stoned and robbed by a mob of black workers and then watched in horror as another worker was pulled out of his overturned bakkie and stoned.

A spokesman for the SA police said the man's death had occurred when his bakkie was stoned and crashed into a ditch.

The spokesman said a black man was knocked down and killed by the vehicle and this could have led to the unrest.

The man who asked not to be identified, lashed out at the plant's security personnel who he said made no move to protect the white workers from the mob.

The man said he and the other white workers

at Sasol 3 were bitter about not being given protection.

"What use are all the military personnel and the police and the security guards when not one of them was in sight when we needed them?"

"I'm not going to work today. I'm not mad," he said.

"The blacks were allowed to leave an hour before we were, so when we tried to go home they were just standing outside the gate waiting for us," he said.

"My two friends and I were sitting in the car trying to decide what to do when suddenly stones smashed through the windscreen then the rear and side windows.

As we jumped out of the car they ripped our watches off our arms then as we ran back towards the fence they stoned us," he said.



A construction worker met his death in this van after it was stoned by a wild mob at Secunda yesterday.

By STEVEN FRIEDMAN
Labour Reporter

THE two-month-old wage dispute in the Eastern Cape motor industry has been settled

At an industrial council meeting yesterday morning, unionists representing black and coloured workers agreed to accept a management wage offer which will raise minimum wages in the industry to R1,45 an hour

Service bonuses ranging from 3c to 10c an hour are also included in the agreement, effectively raising minimum wages to R1,48 an hour

The previous minimum was R1,15 an hour

The new agreement also contains automatic pay increases over the next 18 months which will bring the minimum to R2 an hour by January 1982

Employer sources have described the increases under the new agreement as "huge" However, unionists argue that the settlement does not yet meet worker needs

An independent survey of workers' living needs — in an attempt to draw up a standard for a "living wage" in the Eastern Cape — will also be undertaken in terms of the new agreement

Worker demands for a R2 an hour minimum sparked a strike at Volkswagen which lasted three weeks and spread to other Uitenhage plants At the height of the strike wave, an estimated 70% of Uitenhage's black and coloured workforce was out on strike

The R1,48 minimum falls significantly short of the R2 demand But it falls only slightly short of the amount which the two unions — the (coloured) National Union of Motor Assembly and Rubber Workers and the (black) United Automobile and Rubber Workers — regarded as the absolute minimum, that could secure a settlement

However, the two unions were prompted to recommend that their members accept the increase, because they believed the independent survey would prompt significant improvements in the industry's wage structure

Last week, the employer offer was put to meetings of

152
132 140A
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15/7/80

Wage deal ends motor dispute

workers at Ford and General Motors, who accepted it

Attempts to put the proposal to Volkswagen workers were frustrated, however, by the Government's ban on meetings of more than 10 people and by the lack of a venue large enough to accommodate VW's 3 500 workers

The unions agreed to ratify the employer proposal without putting it to a mass meeting of VW workers However, the unions had apparently tested VW worker opinion by putting the proposal to small groups

These soundings apparently indicated the workers were prepared to accept the offer, and the unions agreed to ratify it

And in Geneva yesterday, the International Metalworkers' Federation (IMF) hailed the wage agreement as a major breakthrough

The IMF general secretary, Mr Herman Rebhan, said "It is also important that all the strikers have been re-engaged without victimisation. I hope this agreement plays a pioneer role for future negotiations for black unions", UPI reports

Mr Rebhan said international solidarity played an important part in obtaining the increases

Post 15/7/80

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Workers have hit TP's 'Achilles heel'

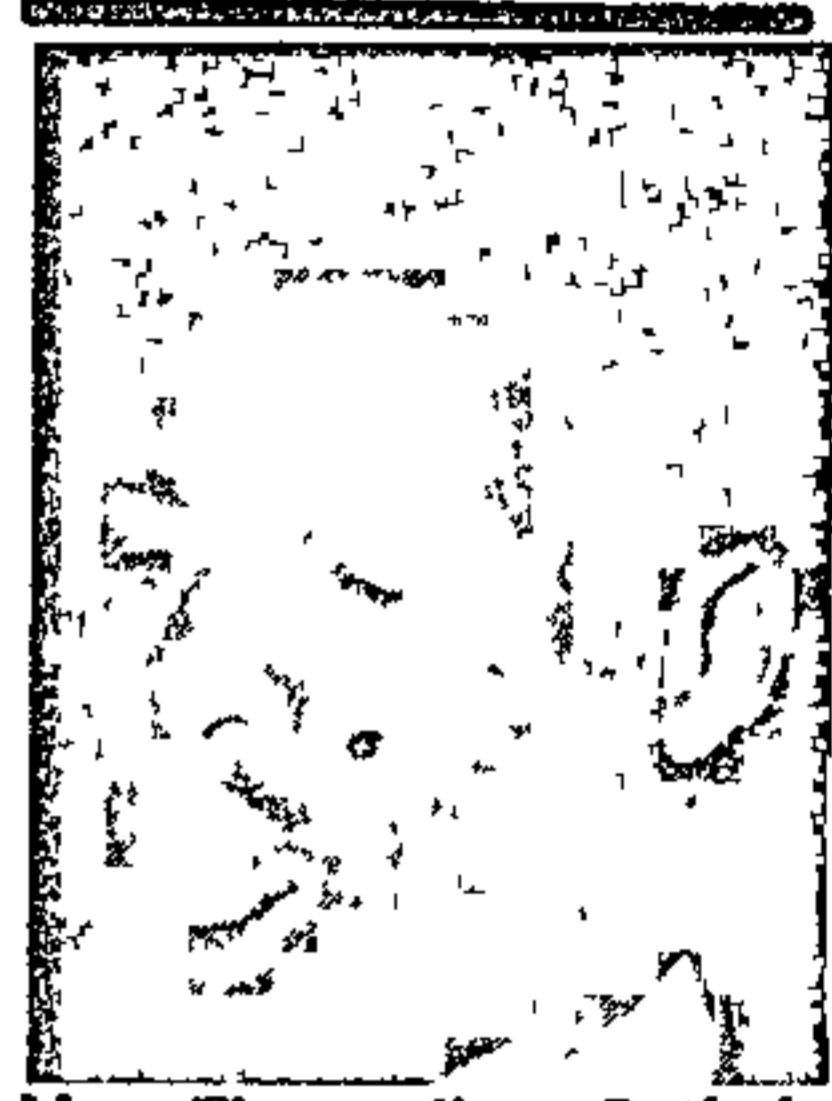
IN many ways the current wave of strikes in South Africa is of greater long-term significance for the country's future than last month's sudden outbreak of violence in the coloured townships of Cape Town

Volkswagen factory in Uitenhage. "Workers are now not only aware of their collective bargaining power, but also aware of wider political and social issues. There is no doubt they have become more politicized"

There have been two sorts of work stoppages so far in South Africa this year — the worst, year for strikes since the labour unrest in Durban in 1973

The first was a classic type of stoppage in support of a pay demand by workers in a textile plant (Frametex) in Durban, many of whom were earning only about half the local household subsistence level. It was met with a classic response by management who had 6 000 workers fired en

Nicholas Ashford of the Times of London continues his series of articles on South Africa's mounting crisis. This article deals with strikes by dissatisfied workers. Read his final article in POST tomorrow.



Mr Thozamile Botha's dismissal by Ford in PE caused an uproar by fellow workers

The strikes and boycotts that are taking place in Cape Town and the Eastern Cape point to a growing degree of labour militancy, supported by community action, which looks like becoming a feature of South African life during the 1980s

As Dr Marianne Roux, a senior lecturer in sociology and co-author of a study into labour unrest at the Ford motor plant last year, commented on the latest stoppages at the

action has been backed by community support such as the present boycott of meat in Cape Town. Many of these stoppages have resulted in important worker

over union recognition. A highly effective boycott of the company's products ensued which ultimately induced the company to settle with the strikers and reinstate its staff.

Similarly, a dispute at the Ford Motor Company in Port Elizabeth last year was the result of co-ordinated civic and industrial action. It began after Ford, among the most progressive employers in the country, sacked one of their black workers, Mr Thomazile Botha, for spending too much time on local community affairs (Mr Botha was eventually reinstated by the company, but banned by the Government and fled to Lesotho in May)

PEBCO

The significant fact about this stoppage was that the driving force behind it was the Port Elizabeth Black Civic Organisation (Pebco) of which Mr Botha was leader. It is no coincidence that Pebco is also involved in the present Volkswagen stoppage in the nearby industrial town of Uitenh-



Some of the 700 women who struck in protest over wages wave pamphlets distributed by Sea Harvest at Saldanha.

masse and called on the police to arrest strike gains

masse and called on the police to arrest strike leaders

The company appeared not to have heard of the Government-inspired changes that are taking place in labour legislation, and although this tough approach succeeded in breaking the strike, it has caused concern in other plants in Natal that this could provoke a more intransigent line from workers in the future.

SECOND

The second type of industrial action has taken place mainly in the Cape, and although in some instances it involved pay disputes there has also been a series of stoppages over matters such as unfair dismissals and companies refusing to recognise union-backed workers' committees

In many cases industrial

gains.

The meat boycott, which began in Cape Town about two months ago, was called when meat workers there were sacked for staging a one-day strike after the Table Bay Cold Storage Company refused to recognise an unregistered worker-elected committee.

The boycott, which may spread to other parts of the country, has been remarkably successful and meat sales in Cape Town have been 60 percent below normal level. The arrest of union leaders does not seem to have affected the resolve either of the strikers or those applying the boycott

The action is similar to that taken last year against Fattis and Monis, a company that produces flour and pasta. The firm sacked 78 workers who had gone on strike

age.

What is perhaps surprising about the present wave of disputes is the degree of solidarity shown by the strikers and other workers. Unemployment is estimated at around 20 percent of the black workforce and is likely to keep rising even though the Government is planning for a 5 percent increase in the economy this year. Yet there have been few people who have been prepared to move into jobs at strike-hit plants.

This readiness to take industrial action despite the high level of unemployment is partly explained by the fact that the workers have recognised the "Achilles heel" of the Government's present policy of rapid economic growth, led by the private sector

15/7/80 ARGUS

18000 laid off after Sasol riot

Afgus Correspondent

JOHANNESBURG

Eighteen thousand construction workers at Sasol 2 and 3 were laid off for today after 300 workers went on the rampage yesterday, and stoned vehicles, leaving one man dead.

Later, Sasol management were having discussions with the workers in efforts to persuade them to return to work tomorrow.

A Sasol spokesman has denied that there was any truth in a worker's claim that a man was shot by security personnel or that a second man, who died in his van, was actually stoned to death.

The spokesman said the second man died as a result of the accident caused when his van crashed after it was stoned, and not because of a malicious intent to kill him.

STONED BY MOB

A Sasol worker today described how he and a colleague were stoned by a mob and had a watch stolen, then saw another white pulled from an overturned bakkie and stoned to death.

A Secunda spokesman, Mr Andries Swart, said that several incidents had taken place but everything was under control now. Men responsible for

the unrest had been paid off and sent home.

Mr Swart said a black spokesman alleged that a worker had been shot by security personnel in the early hours of Sunday, their freedom of movement within the construction site and living quarters had been curtailed and, they were being harassed by security personnel on the site.

Police believe the rumour that a man was shot and restrictions of the movement of workers between camps resulted in the unrest which broke out yesterday.

By Elizabeth Wilson
Labour Reporter

Attempts are being made to arrange a meeting of Putco's liaison committee and the regional black labour committees of Johannesburg, Krugersdorp, Germiston and Benoni to try to resolve the wage dispute between bus drivers and Putco management

Mr R Dickens, divisional inspector for the Department of Manpower Utilisation in Johannesburg, hopes

STAR 16/7/80

Putco wage dispute meeting tomorrow?

the meeting can be arranged for 9 am tomorrow

"We regard the matter as urgent," he said, "but it is not easy to get everyone together"

He said the meeting

would probably take place at the Department of Manpower Utilisation offices in Conlyn House, 156 President Street since this provided a neutral venue.

The meeting with the regional committees is the next step in a procedure set out by the Black Labour Relations Regulations Act

A number of Putco bus drivers said today they were in the dark as to developments

They were unaware of any meeting taking place and said they had not been informed by the action committee on how last week's negotiations with Putco management had gone.

Work

stops

again

at

Sasol

5-TAR
16/7/80

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Construction at the Sasol 3 site stopped again today — and possibly for the rest of the week — after large numbers of the black labour force left the plant this morning.

This follows the injury of two men last night when coloured workers went on the rampage in their living quarters. Police used tear-gas to disperse the crowd and then found the two injured men.

The workers who left the site today were taking advantage of a management offer, to collect their wages for the previous two weeks from 11 am today instead of on Friday.

In a statement today Mr Clarence Keyter, head of public relations at Sasol, said arrangements had also been made to transport the workers to their homes and back to work on Monday.

"Sasol 3 construction workers reported for work in the normal manner this morning," he said. "During the course of the morning some of the construction workers again displayed signs of unrest."

PAY OFFER

"Sasol management then made their pay offer. Workers were also told that Thursday and Friday would be normal working days for those who wished to work," Mr Keyter said.

"At this stage indications are that most of the construction workers are availing themselves of the opportunity to be paid today. Large numbers of them have already left the site and work will not be continued for the rest of the day."

Mr Keyter said all the workers are expected to report back for work on Monday.

16/7/80 ARKUS

Sasol workers still not back

Argus Correspondent

SICUNDA — The 18 000 construction workers at Sasol 2 and 3 were still not back on site today as they decided among themselves whether to stay off until Monday

The general scene at Sasol 2 and 3 was quiet following the rioting and tension of the past two days which left one man dead and several vehicles damaged by stone-throwing mobs

The dead man has been identified as a construction worker, Mt Clifford Hall

Mr Hall, 49, who was killed on Monday night during disturbances which broke at the Sasol 3 plant, came to South Africa from

Britain about 15 years ago the office of the British Consulate in Johannesburg confirmed today

A spokesman for the consulate said British authorities were making efforts to contact his next of kin

SET ALIGHT

Yesterday two bungalows in the black workers camp were set alight and today only the shells remained Several other incidents of stone-throwing were reported yesterday but nobody was injured

The black workers gathered in groups around

the plant early today and discussed the situation

No white workers were allowed into the site as negotiations about a date for a return to work continued between workers and management

One large group of workers moved off the plant and stationed themselves next to the main road leading to Sasol 3

Workers at the plant have been offered the chance to come back to work today or to be paid out as if it were Friday and return to work on Monday

12

3

3

Work

stops

again

at

Sasol

STAR
16/7/80

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'Living wage' is hailed by Cape unions

RDM 16/7/80.

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By STEVEN FRIEDMAN
Labour Reporter

EASTERN Cape motor unions yesterday hailed as a "major breakthrough" an agreement in which employers have approved an attempt to calculate a "living wage" for workers in the area

The unions, the National Union of Motor Assembly and Rubber Workers and the United Auto and Rubber Workers' Union, also released calculations in which they estimate a family of six in the Eastern Cape needs R463 a month to "live a decent life"

Part of the agreement between employers and unions, which ended the two-month-old wage dispute in the Eastern Cape, is a proposal for a survey of workers' living needs which will try to go beyond the various poverty datum lines used by many employers

The survey is expected to have far-reaching effects on

wage bargaining for lower paid workers

The Johannesburg Chamber of Commerce's poverty datum line, released this week, sets the minimum needs of a family of five at R213,41

Nunfarw's general secretary, Mr Fred Sauls, said yesterday that attempts to find a body acceptable to both sides to conduct the survey were continuing and a decision should be reached soon

In a statement released yesterday the unions said the employers — Ford, General Motors and Volkswagen — "have agreed to accept the concept of a living wage rather than the subsistence wage levels usually quoted in negotiations in most industries"

The statement says the poverty datum lines calculate a wage "which only allows workers to exist" One such calculation, the Household Effective Level, stood at R171 a month — "not a wage which allows the

worker and his family to live as human beings"

It said the recent wage dispute in the Eastern Cape had occurred because workers "wished to break away from survival wages"

The worker demand for R2 an hour, or R368 a month, would have "brought them nearer a wage which they consider appropriate for a decent life"

According to the statement, the unions drew up a budget "of the minimum expenses necessary for an acceptable basic living standard"

This estimate totals R463, but the unions had "drastically cut and compromised on expenses in order to present a claim which the industry could reasonably meet" This had led to the R2 an hour claim

This would still mean, according to the statement, that "workers would have to scrimp and deny themselves and their children some things"

Sasol tense

Post 16/7/82
SASOL 3 was tense yesterday and thousands of construction workers were sent home after a night of unrest which left one worker dead and several vehicles burnt out.

Middelburg police were called in on Monday night to control rioters who stoned a man to death in his truck at the construction plant.

Rioters also set a truck, car and bus alight and stoned staff who tried to pacify them.

The man killed in the incident will not be identified until his next of kin have been notified.

He is believed to have been working for Dillinger Engineering Construction company (DEC), which has offices in Vanderbijlpark.

UNREST

Workers at the Sasol 3 construction site said they believed the unrest had started because of a managerial decision not to let the men move between camps after nightfall. The men began to riot after being informed of this decision.

Police armed with shotguns and RIS stood guard outside the south camp all night and blocked all entrances to the camp.

A spokesman for Secunda, Mr Andries Swart, said yesterday that several incidents had taken

place but everything was under control now.

He said he could not elaborate on the "incidents."

Workers who had been laid off for the day said they believed the men responsible for the unrest had been paid off and sent home.

The spokesman said that a special meeting of the liaison committee was called at which a black spokesman alleged the following.

● That a black construction worker had been shot by security personnel in the early hours of Sunday morning,

● That their freedom of movement within the construction site and living quarters had been curtailed and,

● that they were being harassed by military personnel on the site.

A black construction worker, Mr Elliot Mtetwa, was found lying in one of the construction roads in the Sasol 3 site on Saturday evening according to workers.

But according to a Secunda Press release Mr Mtetwa was found dead in his bed on Sunday morning in one of the construction camps.

A post mortem is at present being conducted.

17/07/80 ARMS
Break in meat boycott
for 'employer rethink'

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THE six-week boycott of red meat in solidarity with striking workers has been suspended till July 27 to give employers a chance to 're-think' the demand for a democratically elected workers' committee.

A statement by the Western Province General Workers Union said that if the workers were not reinstated the boycott would be resumed on a larger scale throughout the country.

The statement said: 'The suspension of the boycott is aimed at giving

employers an opportunity to remedy the situation by meeting the workers' demands.

'We will give them a chance until July 27.'

A spokesman for the Table Bay Cold Storage said he was 'sick and tired' of the meat strike issue.

'The matter as far as we are concerned is settled. The workers have been fired'

He said other workers had already been employed and would move in at the hostels as soon as the strikers moved out.

Workers

drift back at Sasol 3

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17/7/80

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Staff Reporter

SECUNDA — Construction work was restarted at the Sasol 3 plant today when part of the black labour force returned to work after three days of unrest and tension in which a man was killed

The situation at the plant was quiet today, according to a Sasol spokesman, and a large number — but less than half — of the 18 000 workers arrived at the plant for work today

Yesterday representatives of the workers met Sasol management and it was decided to pay off until Monday any workers who wished to be paid off

This decision followed Monday's unrest at the plant when a construction worker from overseas, Mr S I Hall, died when his bakkie was stoned by a mob which attacked the vehicles of Sasol staff as they left the plant

The trouble was started by rumours that several black workmen had been shot by security personnel

This was denied strongly by Sasol management who explained that the rumours were untrue.

The spokesman said that the workers' main grievance appeared to be the tightening of security measures at the plant

Police are investigating the circumstances in which 12 coloured men were injured when unrest broke out among coloured workers on Tuesday night and two dormitories were burnt down

The Department of Mines has not released the results of the post mortem performed on Sasol worker Mr Alfred Mletwa, who was found dead on Sunday evening

Some workers claimed he was killed by a vehicle or was shot by security personnel and this incident, added to other rumours, helped start the violence

FOOTNOTE: Because events at Sasol involve industrial unrest and not sabotage, The Star has refrained all week from submitting any report for censorship in terms of the National Key Points Act. All available information has been published.

Handwritten notes:
Hollister - first from Curran
Smit - copy order
Mason - about who shot
Smit - about who shot
Hollister - first from Curran

17/07/80 ARYUS
Break in meat boycott
for 'employer rethink'

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~~meat~~

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Fears that Sasol workers may quit

By CHRIS MARAIS
and ROB TAYLOR

CONSTRUCTION at Sasol 3 ground to a halt yesterday — amid fears that many of the 18 000 black workers planned to quit.

A Sasol spokesman said that workers yesterday "again displayed some signs of unrest".

He added in a statement: "Workers were then told that from 11am those who wanted to, could collect their wages for the previous two weeks, instead of on Friday — their normal pay day.

"They were also informed that Thursday and Friday would be normal working days for those who wished to report for work."

A black worker interviewed later said "Who of us will go to work while others have a very long weekend?"

The Sasol statement also said that "indications are that most of the construction workers are availing themselves of the opportunity to be paid today (Wednesday)."

A spokesman said the management would know only on Monday if large numbers had left the plant for good.

"Fences are standard practice. They have been in operation since the first day our hostel took in inhabitants. The reason is to safeguard the interests of the inhabitants."

The fences and guards were to prevent the coming and going of unauthorised people, he said. "This is standard practice in any big hostel."

There are indications that, after a meeting with the workers' liaison committee, the grievances about the security measures will receive attention through "the normal channels".

In an incident on Tuesday night, a group of coloured workers set a kitchen alight. A Sasol statement said, adding that the situation was brought under control by the police and there were no indications of serious injuries.

Brig Jordaan last night denied rumours that rubber bullets were used on Tuesday night to disperse a crowd of workers. Only teargas was used and no one was injured. "Later, two coloureds were found to have minor injuries, which we are still investigating," he said.

"They don't always resign by letter," he said. "I am not aware of any resignations as yet. However, there has been — and will be — a large staff turnover on a project of this kind."

Black and coloured workers interviewed said they knew of many colleagues who did not plan to return to work.

"In fact, don't expect me here next week — I'm fed up," said one coloured man.

The Divisional Commissioner of Police for the Eastern Transvaal, Brigadier P Jordaan, said there were no incidents at the plant yesterday, and no arrests.

A Rand Daily Mail team visited the living quarters of coloured workers yesterday and found that they objected strongly to the high security fence around the area, and the guards at the gates.

Asked about the coloured workers' objections to being "fenced in", a Sasol spokesman said "It is a fact that stricter security measures have been introduced since the recent attacks on Sasol. Particular care has been taken to ensure that implementation of the measures do not interfere unduly with the freedom of movement of the workers."

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Black car workers

flex their muscles

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17/7/80

TO the bewilderment of South African employers, Black workers are rapidly discovering the strength of their bargaining power.

A wave of illegal strikes over the past weeks in the Eastern Cape town of Uitenhage, 20 miles from Port Elizabeth, has ended.

It appears that the area's three largest employers, Ford, General Motors and Volkswagen, have already come close to accepting workers' demands for a 70 percent increase in minimum wage rates.

The motor industry's new minimum is bound to have a ripple effect on wages at other Eastern Cape companies.

More important, the psychological impact of the motor workers' impending success on workers in other parts of the country is likely to be enormous.

South African employers, and especially the local subsidiaries of multinational companies, will probably be confronted in coming months by increasingly frequent and well-organised industrial action, aimed at raising black living standards and ending race discrimination on the shopfloor.

Johannesburg's black bus transport was paralysed for two days recently by a wild-cat strike by drivers demanding higher pay.

The Eastern Cape strikes at their peak involved 8 000 workers in a dozen companies.

But the workers' main target has been the local subsidiary of Volkswagen, whose wage agreements apply also to Ford and General Motors.

In a remarkable display of solidarity, 3 500 black and coloured production workers at Volkswagen have for three weeks re-

THE development of black labour power in South Africa's car industry is examined by the London Financial Times' Bernard Simon in Port Elizabeth. Established trade unions which claim to have no political ambitions are being outflanked by more radical groups. As their example is followed elsewhere in the country, the impact is likely to be enormous.

sisted management's efforts to cajole them back to work.

The Volkswagen strike, unlike those at the other factories, had been expected for several weeks.

Although Volkswagen is regarded as an above-average employer, an organiser of the United Auto and Rubber Workers' Union, whose members make up 57 percent of Volkswagen's black workforce, said: "Management paid little attention when we passed workers' grievances to them."

An industry spokesman in Port Elizabeth agreed: "Volkswagen selected itself as a target. Dissatisfaction was growing."

The workers began by demanding a minimum wage of R2 an hour, compared with the then minimum of R1.15.

STRIKE

After the strike started, the company offered (and implemented) a R1.40 minimum, at the same time opening the factory to strikers who wished to return to work. Only 400 responded.

Volkswagen was keen to settle the dispute quickly. It has no cars to sell at a time when the South African car market is booming, and was estimated to be losing R7m in sales each week.

The company pushed up its offer at the following week's meeting of the Industrial Council, the industry's wage negotiation body. The new offer comprising attendance bonuses and other fringe benefits comes close to the unions' R2 minimum demand.

The workers had received

agreed to review piece-work incentives, allow pay deductions for a black union, and sponsor new education programmes.

The Volkswagen strike was not politically motivated in the sense that the prolonged stoppage at Ford was eight months ago. The Ford walkout was sparked by a management ultimatum to a black civic leader either to curb his political activities or face dismissal.

Wages were the immediate issue at Volkswagen. None the less, the strike had wider significance. Blacks are rapidly realising that industrial action is one of the very few channels open to them for expressing political frustrations.

"They're taking on the system," said an industrial relations expert. Spokesman put it even more succinctly: "Labour power is political power."

The political significance of labour power has meant that established unions in the Eastern Cape, which claim to have no political ambitions, are being outmanoeuvred by more radical groups with essentially political aims.

The motor industry unions (the United Auto and Rubber Workers Union for blacks and the National Union of Motor Assembly and Rubber Workers for coloureds, which, in practice, functions as one body) were completely by-passed during the Ford dispute.

Instead workers' grievances were aired through the Port Elizabeth Black Civic Organisation, whose leaders have since been

When Goodyear's management asked strikers to elect seven spokesmen, not one nominee was a union man.

The unions have not been completely powerless at Volkswagen as they were at Ford, partly because black activists have kept a lower profile, and have thus found it useful to work through the unions.

A large proportion of Volkswagen's black workers are members both of their car workers' union and of the Uitenhage Black Civic Organisation. The unions will thus be able to emerge from the dispute with some credibility.

The disputes have taught black activists and unionists that the chances of industrial action succeeding are far higher at foreign-controlled companies than locally owned ones.

SKF, the Swedish-owned ball-bearing manufacturer which was one of the smaller Uitenhage companies hit by strikes last month, was apparently instructed by its parent company not to dismiss strikers.

And although local Volkswagen management insisted it was given a free hand in dealing with the strike, others suspect that German trade union pressure has been an important factor in the company's conciliatory stance, particularly the decision so far not to dismiss strikers. A German trade union official flew to Port Elizabeth to help mediate in the dispute.

South African companies, by contrast, are not as vulnerable to foreign pressure.

The Volkswagen strike has thrown into doubt the yardsticks by which black wages in South Africa have been measured in recent years, namely the regular studies by the University of Port Elizabeth and South Africa to determine poverty levels in different parts of the country.

The Eastern Cape motor industry has paid wages well above these studies'

industry's wage negotiation body. The new offer comprising attendance bonuses and other fringe benefits comes close to the unions' R2 minimum demand

The workers had received no strike pay since a Government decree cut their union off from overseas funds last month. They decided to return to work while negotiations continued.

Workers at other factories were as well-organised as those at Volkswagen. At Goodyear Tyre (next to the Volkswagen plant), 1 300 employees walked off the job in support of a R3 an hour minimum wage demand, which even unionists described as "ridiculous." The workers were dismissed, but 1 000 have been re-hired and production is now back to almost pre-strike levels

Even at Goodyear, however, management has

one body) were completely by-passed during the Ford dispute

Instead workers' grievances were aired through the Port Elizabeth Black Civic Organisation, whose leaders have since been served with government banning orders.

The organisation's leadership is now more conservative, but its members are still in control at Ford's Cortina plant. The plant's action committee is currently attempting to unseat an official of the black car workers' union.

Black activists took a lower profile in the Volkswagen dispute, but there is little doubt that they, not the unions, were calling most of the shots.

The union's limited influence over Volkswagen workers was illustrated by two appeals by its general secretary during the first few days of the strike, urging them not to take part in an illegal dispute

the University of Port Elizabeth and South Africa to determine poverty levels in different parts of the country.

The Eastern Cape motor industry has paid wages well above these studies' estimated poverty level. But the unions have questioned the validity of the university estimates, which are based on imputed subsistence requirements rather than a family's actual spending patterns.

The University of Port Elizabeth's most recent "household subsistence level" for blacks and coloureds in the Eastern Cape is around R169 a month.

But the union's own survey of 50 families showed that a "decent life without any luxuries" required a minimum monthly income of R368, the income on which its R2-an-hour demand was based

• Write to the Editor at P O Box 6663 Johannesburg 2000. Nom-de-plumes can be used but full names and addresses should be supplied or the letter will not be published

Political comment in this issue by P Goboza and A Kwaato. Sub editing, headlines and posters by S Maitlaku. All of car. Blumberg Street and Commando Road, Industria, Johannesburg.

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Women fired

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BY WILLIE BOKAIA
TEN female flat cleaners were fired yesterday after complaining about strenuous and dangerous conditions under which they work and asking for higher wages

The women — employed by Gradwells, a flat accommodation company and working at Federated Place Flats — claimed yesterday that they were told by their boss, a Mr Mattson, to "go you bloody black kaffirs" because "there are a lot more kaffirs waiting for jobs" Mr Mattson refused to talk to reporters yesterday

day and told them "you have a cheek" and that they "must get out"

The women claimed they had to clean 15 rooms each a day from 7.30 none stop to 4 pm without breakfast or lunch Each of the rooms has four cubicles which meant they cleaned 60 cubicles a day without food in some cases.

They also claimed:
 © Apart from working long hours they worked dangerously in that they had to climb stepladders to clean windows as high as 13 floors at the building
 © For all the dangers involved they were being

paid only £71 per month.
 © Their white supervisor's wife made them work none stop and called them names as they worked

© They had to work overtime without pay At times they were paid only £2 each after working long overtime hours
 © Everytime they fell sick and were absent from work to see doctors they were threatened with dismissal

© Some of them are ill because of the strenuous work and some have received cuts and bruises as they hung from windows trying to clean them
 One woman Mrs Vera Radebe (45) was found dead with a scrubbrush in her hand and a bucket of water next to her. She died while scrubbing the floor in Room A10 on the eighth floor.

Police have confirmed Mrs Radebe's death whom they said died at the flat.
 The women claimed yesterday that since the death of Mrs Radebe they have approached management and asked that the strain and danger be minimized and that they be paid more Their supervisor, Mr David Gordon, promised them more pay but the promise was never fulfilled, they said

Yesterday they took the keys with the intention of working but later decided to approach Mr Gordon. He told them to go if they did not want to work and that he could get other "girls" to replace them.

They then went to see the chief superintendent, Mr Mattson, at head office who told them "What do you want? Take my keys back and f... you bloody black kaffirs I can always get other kaffirs to work for me There are so many of them looking for jobs"



The women after being fired.

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Mr Gordon yesterday said the women had complained about pay and he was still waiting for a reply from head office. "This morning they refused to work and went to head office"

At head office Mr Mattson refused to talk. A black man who said reporters should speak to him than Mr Mattson said: "Go to Mr Mattson and get it from there And you guys should not come as if you own this show."

128 workers face Riot Act charge

DAILY MISC 17/7/80

(152) (187) (275) (351)

EAST LONDON — One hundred and twenty-seven men and a 17-year-old youth appeared before Mr N. R. Oosthuizen in a special court at Cambridge police station here yesterday, charged under the Riotous Assemblies Act.

No evidence was led. They were not asked to plead and all were allowed out on R30 bail each and warned to appear in the same court on August 20.

Laying out the conditions of bail, Mr Oosthuizen said: "Do not go to the premises of your employers until the case is heard. If you go your bail will be estreated and you may be arrested. Arrangements have been made that those who pay bail will be transported from here by police vehicles to collect their property from the firm," Mr Oosthuizen said.

All the men paid the

bail. Two men whose names were scratched off the original list of workers who were arrested for allegedly attending a gathering of more than ten people near the premises of National Converter Industries on the West Bank last Friday, appeared with the others yesterday.

They are Mr. Moffat Ndlela, 32, and Mr Walter Kate, 25.

Before the hearing the hall cum court became a pay office when employees of the company paid off the workers.

Outside the court later, the attorney appearing for the workers, Mr B. Ncuka of Durban, spoke to the security guard, Mr N. C. Benito, who, the workers allege has sacked them, but Mr Benito denied the company had fired them — DOR

17/7/80 PR945

Sasol 3 blacks go back to work

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Argus Correspondent

SECUNDA — Construction work restarted at Sasol 3 today when a section of the black labour force returned to work after three days' unrest and tension which left a man dead

The plant was 'quiet' today, according to a Sasol spokesman, and a 'large number' — but less than half the 18 000 strong workforce — arrived early today

Yesterday representatives of the 18 000 workers met with Sasol management and it was decided to pay off workers who wanted it until Monday

FLARED

This decision followed unrest which flared last Monday night in which a construction worker from overseas, ~~Mrs I Han~~, died when his bakkie was stoned by a mob which attacked the vehicles of

several Sasol staff as they left the plant

The unrest was sparked by rumours that several black workmen had been shot by security personnel — refuted by Sasol Management which explained to workers that the rumours had no base

SECURITY

The spokesman said that the workers' main grievance appeared to be the tightening of security measures at the plant

He said grievances had been aired at meetings with the workers and offi-

cial's were now looking into the situation

Police are investigating circumstances in which two men were injured when a mob of workers went on the rampage in their living quarters on Tuesday night

Two buildings burned down during the unrest

The department of mines has not released the result of an post-mortem examination performed on Sasol worker Mr Alfred Mtetwa, found dead on Sunday evening

Sasol is quiet as workers go home

(S)

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17/7/60

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CONSTRUCTION work at Sasol 3 may have come to an end for the week as most of the 18 000 workers collected their pay and took a long weekend off yesterday.

By last night it was not certain if any of the workers would turn up for work today, but a Sasol spokesman said most had collected their pay and left for home

The black and white workers were allowed to collect their pay for the past fortnight from 11 a.m. yesterday, instead of Friday, and allowed to go home. They were told to return on Monday.

But those who wanted to work will be allowed to do so, as today and Friday will be taken as normal working days.

The quiet that returned to Sasol last night followed a week of violence during which a man was killed and several injured.

Spokesmen for Sasol say the week's violence followed a rumour that a worker had been shot dead by security men at Sasol

POLICE

The liaison committee was shown the body and assured that the man had not been shot. The police are still investigating the cause of the man's death, but it is believed he had internal injuries.

Despite Sasol's assurance to the liaison committee, the workers have been restless

On Tuesday night, two men were injured and police had to use tear smoke to disperse a crowd of workers

After the crowd had dispersed police found the two injured men.

The men were taken to hospital where one was treated and discharged and the other one admitted

The injuries to both men were minor, but the incident is still being investigated and the nature of the injuries is not clear at present.

A spokesman for Sasol 3 said a kitchen was damaged by fire in the unrest among coloured workers on Tuesday night.

18/7/80 ARMS

Strikes here to stay

(152)

IN many ways the current wave of strikes in South Africa is of greater long-term significance for the country's future than last month's sudden outbreak of violence in the coloured townships of Cape Town.

The strikes and boycotts that are taking place in Cape Town and the Eastern Cape point to a growing degree of labour militancy, supported by community action, which looks like becoming a feature of South African life during the 1980s

As Dr Marianne Roux, a senior lecturer in sociology and co-author of a study into labour unrest at the Ford motor plant last year, commented on the latest stoppages at the Volkswagen factory in Uitenhage. 'Workers are now not only aware of their collective bargaining power, but also aware of wider political and social issues. There is no doubt they have become more politicised.'

There have been two sorts of work stoppages so far in South Africa this year — the worst year for strikes since the labour unrest in Durban in 1973.

The first was a classic type of stoppage in support of a pay demand by workers in a textile plant (Frametex) in Durban, many of whom were earning only about half the local household subsistence level. It was met with a classic response by management who had 6 000 workers fired en masse and called on the police to arrest strike leaders.

The company appeared not to have heard of the Government-inspired changes that are taking place in labour legislation; and although this tough approach succeeded in breaking the strike, it has caused concern in other plants in Natal that this could provoke a more intransigent line from workers in the future.

The second type of industrial action has taken place mainly in the Cape, and although in some instances it involved pay disputes there has also been a series of stoppages over matters such as unfair dismissals and companies refusing to recognise

Similarly, a dispute at the Ford Motor Company in Port Elizabeth last year was the result of co-ordinated civic and industrial action. It began after Ford, among the most progressive employers in the country, sacked one of their black workers, Mr

NICHOLAS ASHFORD of the Times of London comments on the wave of strikes in South Africa.

union-backed workers' committees.

In many cases industrial action has been backed by community support such as the present boycott of meat in Cape Town. Many of these stoppages have resulted in important worker gains.

The meat boycott, which began in Cape Town about two months ago, was called when meat workers there were sacked for staging a one-day strike after the Table Bay Cold Storage Company refused to recognise an unregistered worker-elected committee.

The boycott, which may spread to other parts of the country, has been remarkably successful and meat sales in Cape Town have been 60 percent below normal level. The arrest of union leaders does not seem to have affected the resolve either of the strikers or those applying the boycott.

The action is similar to that taken last year against Fattis and Monis, a company that produces flour and pasta. The firm sacked 78 workers who had gone on strike over union recognition. A highly effective boycott of the company's products ensued which ultimately induced the company to settle with the strikers and reinstate its staff.

Thozamile Botha, for spending too much time on local community affairs. (Mr Botha was eventually reinstated by the company, but banned by the Government and fled to Lesotho in May).

The significant fact about this stoppage was that the driving force behind it was the Port Elizabeth Black Civic Organisation (Pebco) of which Mr Botha was leader. It is no coincidence that Pebco was also involved in the Volkswagen stoppage in the nearby industrial town of Uitenhage.

What is perhaps surprising about the present wave of disputes is the degree of solidarity shown by the strikers and other workers. Unemployment is estimated at around 20 percent of the black workforce and is likely to keep rising even though the Government is planning for a 5 percent increase in the economy this year. Yet there have been few people who have been prepared to move into jobs at strike-hit plants.

This readiness to take industrial action despite the high level of unemployment is partly explained by the fact that the workers have recognised the 'Achilles heel' of the Government's present policy of rapid economic growth, led by the private sector.

CAPE
TIMES
18/7/80

Meat boycott ends for 2 weeks

126 152
278 148

THE boycott of red meat in support of the 800 striking meat workers has been suspended for two weeks.

A spokesman for the workers' trade union, the Western Province General Workers' Union, said yesterday that the boycott had been suspended till July 27 "to give the meat employers an opportunity to meet the workers' demands."

The spokesman said that if the workers were not reinstated by July 27 and the elected workers' committees of Table Bay Cold Storage Company and National Meat Suppliers recognized by the management, the boycott would be resumed on a national scale.

The spokesman emphasized that the workers were still on strike in spite of the suspension of the boycott.

The boycott, which has been supported by a wide cross-section of the community, began more than six weeks ago in response to a call by the meat workers.

○ The management of all firms hit by strikes have said that all 800 meat workers had dismissed themselves by striking. New workers have since been employed to replace the striking workers.

18/7/80 AR4MS

Meat workers ~~paper~~ ¹⁵² ~~set~~ paper banned

A PAMPHLET published by the Western Province General Workers' Union calling for support of workers in the meat industry had been declared undesirable, the Directorate of Publications announced today.

People in possession of the pamphlet, entitled 'Support the workers of Table Bay Cold Storage,' should immediately destroy it, in terms of a Government notice to be published.

LIST

Included in the list of undesirable publications are The Act Of Love, The Workers Movement SACTU and the ANC struggle for Marxist policies, Hot and

Hot Females and Loving Women

African Front — No 3, June 1980 (Afrosoc), The Apartheid War Machine — fact paper on Southern Africa No 8, 1980 (International Defence and Aid Fund London), the South African Church and the Military (Samraf, London UK)

People's History — resistance in South Africa (Nusas, UCT) United Nations Centre Against Apartheid Notes and documents — No 8/179, February 1980 (United Nations, Department of Political and Security Council Affairs) and Muslim News — Vol 20 No 12 July 4 1980 (Muslim News Publications, Athlone) — Sapa

18/7/80 ARUUS

New plea ~~for~~ for talks ~~over~~ over meat ~~boycott~~ boycott

THE suspension of the red meat boycott yesterday has resulted in a renewed appeal to employers to meet the workers 'halfway' and settle the three-month labour dispute.

The appeal to employers to be 'big enough to start again' came from Bishop Desmond Tutu, Dr Alex Boraine and the South African Institute of Race Relations

They were responding to a statement by the Western Province General Workers' Union, representing the striking workers

'The suspension is aimed at giving the employers an opportunity to remedy the situation by meeting the workers' demands for a democratically-elected workers' committee,' the statement said

JULY 27

It stated that if workers were not reinstated by July 27 the boycott would be resumed on a larger scale throughout the country.

Bishop Tutu, general secretary of the South African Council of Churches, said he hoped the conciliatory approach by the workers was met in a 'similar spirit' by employers

'I appeal to the employers to reach an understanding with the strikers and to negotiate with them to resolve the dispute,' he said

A SOLUTION

Dr Alex Boraine, the Opposition spokesman on labour matters, said a sensible and constructive solution would be for management and labour to meet without delay to resolve differences

He said the initiative now rested with employers

Dr Boraine condemned the detention of union officials and said they should be released immediately to play a role in resolving the dispute

Mrs Daphne Wilson, the Western Cape regional chairman of the Institute of Race Relations, said employers should realise what responsibility rested with them, not only because of the workers' hardships but because of 'estranged views and feelings' among blacks

PUTCO this week refused to allow bus drivers to hold a meeting at its Putcotan depot following their strike two weeks ago.

And anger among the drivers mounted as they got news that two members of the Action Committee, the worker representatives in the current pay dispute, had been called in to the Protea security police headquarters yesterday morning.

Putco drivers went on strike for two days two weeks ago, demanding increases of R35 a week.

They called the strike off and accepted 15 percent increases under protest after the company had promised to continue negotiations with their Action Committee.

The negotiations have deadlocked, with Putco saying it cannot afford to pay more than that 15 percent.

The dispute is now to be taken up with the Department of Manpower Utilisation.

The angry workers yesterday told POST that:

● They had been talked into calling off the strike with hopes of Putco increasing the offer of 15 percent;

● Their Action Committee was not allowed to hold a report-back meeting at Putcotan on Monday, and

SB call in two

PUTCO

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3235

CRISIS

By JOE THOLOE

● The security police had entered the dispute by calling two members of the Action Committee to Protea. The two men called to Protea yesterday are Mr Obed Mofokeng and Mr Lucky Mamabolo. Mr Bruno Mautla, a Putco public relations officer, confirmed that the Action Committee had been refused permission to hold a report back meeting at Putcotan.

"The area manager, Mr Colin Bailey, says the Action Committee has been holding all its meetings leading up to the strike outside Putco premises," he said.

"They should continue to do so."

Mr Mautla said the company was not aware that two men had been called to Protea. He said Mr Lucky Mamabolo had knocked off at 8 am and had returned for his second shift on time at 12.05.

"I cannot get in touch with Baragwanath terminals now, but I believe the same goes for Mr Mofokeng."

Mr Mautla said the company is now waiting for the Department of Manpower Utilisation to convene the next round of talks.

"So we do not know yet when we will continue the talks."

Mr Bruno Mautla... Putco PRO.

Normality returning to Sasol

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(152)
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Black construction workers at the Sasol 3 site are beginning to drift back to work and the situation is slowly returning to normal after this week's unrest, a Sasol spokesman said today.

The spokesman said more workers had come to work today than yesterday.

Sasol officials hope most of the 18 000-strong workforce will be back at work on Monday.

Police said the situation in the workers' compounds last night was quiet and no incidents were reported.

Police confirmed that two workers injured in unrest in the coloured workers' compound on Tuesday night were treated for gunshot wounds.

One man was admitted to hospital and another was treated for buckshot wounds and discharged.

Brigadier A Jordaan, Divisional Commissioner of Police for the Eastern Transvaal, said earlier that the men were found injured after teargas had been used to disperse a crowd in the coloured workers' compounds. He said police did not fire any shots during the incident.

● Page 13. Just who is right in Secunda troubles

Strict control of information has left several questions unanswered

Staff Reporters

In the sprawling compounds of Secunda, black and coloured workers tell one story of how the trouble started there this week. In the modern offices of Sasol 2, officials tell another.

A strict control on information has left a number of questions unanswered.

The following is a summary of the troubled week at Secunda.

Workers claim that the trouble started because of the shooting of three people last weekend, and harassment and intimidation by police and security personnel forcing strict security measures in the wake of the recent bombings at Sasol plants.

Officials say the rioting started because of rumours among black construction workers about certain security measures introduced after the attacks on Sasol installations.

They say these rumours were unfounded and that nobody had been shot as a result of security measures.

Black and coloured workers interviewed in the compounds last night said that the rioting in the compounds came to a head on Monday after three workers had been shot on Saturday and Sunday.

They identified two of the dead as Mr Alfred Mtetwa and Mr Robert Kambule, a clerk at Sasol 3.

The workers alleged that one man was killed on Saturday and that the other two died as a result of shootings on Sunday.

According to the workers, they all gathered at the plant on Monday morning, refusing to work until they were given an explanation about the deaths.

"We have come here to work, and not to be killed," an angry worker said.

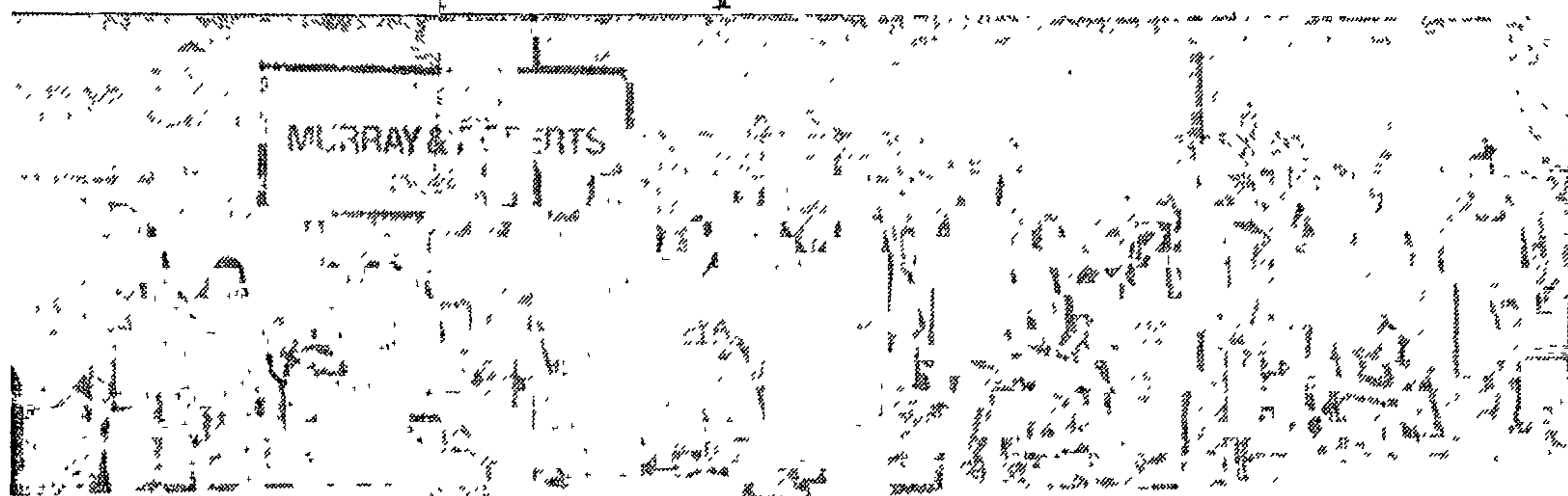
Workers said they had been harassed and intimidated by police and security personnel during the step-up in security measures after the Sasol sabotage incidents.

They felt that security officials were blaming them for the bomb attacks when a 6.30 pm curfew step-up in security compounds a few weeks ago.

After 6.30 pm, compound dwellers were subjected to police intimidation, pushed back behind security fences, and were often chased into the compounds by police vans.

The workers said they feared to return to their homes after dusk, after visiting friends in neighbouring areas.

They said that on Monday most workers returned to their compounds.



Sasol construction workers patiently line up as they wait for the buses laid on to take them home from the plant site. The workers were sent home until Monday after the unrest at the Sasol plant.

Just who is right in the Secunda troubles?

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when they were not given an explanation of the weekend deaths.

Instead of explanations, police and security personnel were called in.

There were more than 30 patrol vans, the workers said.

"We found this position unbearable," said one worker.

Vehicles stoned

The real trouble started on Tuesday afternoon, workers said.

Several vehicles were stoned, and at least four set alight.

During the rioting, several people were killed, and others injured, they said.

The trouble erupted at the coloured hostels as well.

"It was the presence of security personnel which caused all this trouble."

"We were working in peace before they came," said a worker.

All workers received their full pay on Wednesday and thousands left for home.

Workers who remained behind said that about 50 buses had ferried people away.

Many more left yesterday,

leaving the Sasol 3 plant and compounds deserted.

Workers interviewed last night warned of more violence if there was continued police and security personnel presence when the workers returned next week.

In a statement issued by Sasol public relations officers on Monday evening, allegations about weekend shootings were flatly denied.

Medical treatment

The official Sasol statement said that a black construction worker, Mr Elliot Mtetwa, was found by a black tractor driver about 6.30 pm on Saturday lying in one of the construction roads in the Sasol 3 site.

Mr Mtetwa was taken for medical treatment, and admitted to being drunk.

No medical evidence was found of any injuries, and he was discharged.

The officials said Mr Mtetwa died early on Sunday morning in his bed in one of the construction camps.

They say now it appears Mr Mtetwa died of inter-

nal injuries.

The cause of his death is being investigated by police.

Liaison committees met workers on Monday morning and gave the official version of how Mr Mtetwa died.

After lunch, about 2000 workers refused to work.

They were again addressed by supervisory personnel and asked to go back to work.

Most of them did, except for about 300 workers in one area.

These people started throwing stones at the supervisory personnel.

After this incident, construction workers were sent home early as a precautionary measure.

Workers restless

Officials said workers remained restless after leaving the construction site.

A bus and light truck were set alight, and the white occupant of the light truck had been killed.

He was later identified as Mr Cliff Hall (49), who had apparently been stoned to death.

Police were called in to control the situation.

Discussions between supervisory personnel and workers were held again on Tuesday. No incidents were reported.

On Wednesday morning, according to the statements, workers again displayed signs of unrest.

They were told they could collect their wages that morning, instead of today, which would have been the normal payday.

They were also informed that Thursday and Friday would be normal working days for those who wanted to report to work.

Most of the 18000 workers at Secunda left the construction sites.

Officials said they had made available transport for workers who wanted to return home, and come back to work on Monday.

During the night, there was further unrest and arson.

Officials said that operations at the Sasol 2 plant had not been affected and were proceeding normally.

Allegations denied

The workers' allegations that three people had been shot were today again denied by a Sasol spokesman.

were "completely untrue," and that there had been no shootings.

He also denied that there was a 6.30 pm curfew in the compounds.

It applied only to the construction sites.

The curfew was introduced after the sabotage incidents.

Sasol officials and police carefully controlled the flow of information during the unrest.

The only information made available to journalists came from carefully worded Press statements from the Sasol public relations department.

Sasol officials also denied that deaths had occurred in the compound, and did not mention that two men had been shot during rioting in the coloured compound.

Police later confirmed that two men had received gunshot wounds during the rioting.

Interviews banned

Sasol officials would not allow reporters from The Star to interview members of the workers' liaison committees.

The Star asked the following questions of Sasol officials:

⊙ How many workers were paid off?

⊙ Why were they paid off so quickly?

⊙ What efforts were made to get them back to work?

⊙ Were they paid up to Friday?

⊙ If not, for what day this week were they paid?

⊙ What was the cost of damage caused during unrest?

⊙ What has the week work stoppage Sasol 3 cost?

⊙ Have workers indicated they will return Monday, or do officials expect a large stayaway?

The officials said they would return later with answers.

White workers at Secunda have expressed dismay at the lack of security afforded to them during the rioting.

One British contractor said women office workers had hidden their desks after the rioting, and that no one had been told by officials what was going on.

"We had to rush around telling our men to get out. The authorities weren't interested."

Sasol 3 violence: 18 000 off work

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STAR
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Staff Reporters

Secunda

Eighteen thousand construction workers at Sasol 2 and 3 were laid off for the day today after 300 workers went on the rampage yesterday stoning vehicles and leaving one man dead.

Sasol management held talks with the workers this afternoon to try to persuade them to return to work tomorrow.

The dead man's name will not be released until his next of kin have been notified. He worked for a sub-contracting firm in Vanderbijlpark.

Workers at the South Camp at Sasol 3 said today the man had been stopped on the road, dragged out of his van and stoned to death.

The rioters then attempted to set his van alight but failed.

Another vehicle was set alight and destroyed but its passengers were not hurt.

Police and security units are on stand-by to quell further unrest. Some workers said there were further stone-throwing incidents early today and several men were injured when police retaliated, but Sasol spokesmen have denied knowledge of this.

The riot is believed to have started yesterday following an announcement by management which restricted worker movement after nightfall.

Workers also claimed the strike started because of rumours that two men were allegedly shot by the security personnel protecting Sasol.

Not malicious

Sasol spokesmen have denied that there is any truth in the workers' claims that anybody was shot by security personnel or that the worker who died in his van was actually stoned to death.

The man died as a result of the accident, caused when his van crashed after it was stoned, and not because of a malicious intent to kill him, according to police and Sasol spokesmen.

"All construction workers turned up at the normal time for work today at the Sasol 3 construction site," Sasol spokesman said.

During the course of the morning there was a gathering of black construction workers and unrest developed.

"It was decided by construction personnel to send the workers home. They are at present in their living quarters and

To Page 3, Col 4

THE long-summering wage dispute in the Eastern-Cape was settled this week, bringing with it an agreement containing a clause which "may send shock-waves through the entire economy," according to Mr. Fred Ferreira, Ford's industrial relations director.

In the agreement, employers and unions agreed to sponsor a survey which will attempt to establish a "living wage" for the area.

Employers in the area have ditched the poverty datum lines which have been regarded as a goal for black minimum wages for the past decade and agreed that even the lowest paid workers need a wage which does not simply enable them to meet the bare necessities of life.

The effect is likely to be felt on every factory floor.

The agreement follows strikes in which workers demanded a minimum of R2 an hour — about 90% more than the existing levels. They eventually agreed to accept R1,48 — but only because they believed that employer acceptance of the "living wage" would change the industry's wage structure.

Employers felt this figure was unrealistically high. But unionists countered by saying that it was based on a survey of workers' living needs in the area and was, in fact, less than workers needed.

Once again the gulf between employer perceptions and black worker aspirations was revealed — as it has been in strikes throughout the country. Black workers have felt unfairly treated for years.

But there has been an atmosphere of change on the factory floor of late, with employers committing themselves to improving the conditions of black workers. The Government has accepted freedom of association for black workers in principle — although not in practice according to some critics.

Invariably, what employers and the Government have been prepared to give has been less than what workers want. But a floodgate of grievances has opened up and the differences in perceptions have been laid bare.

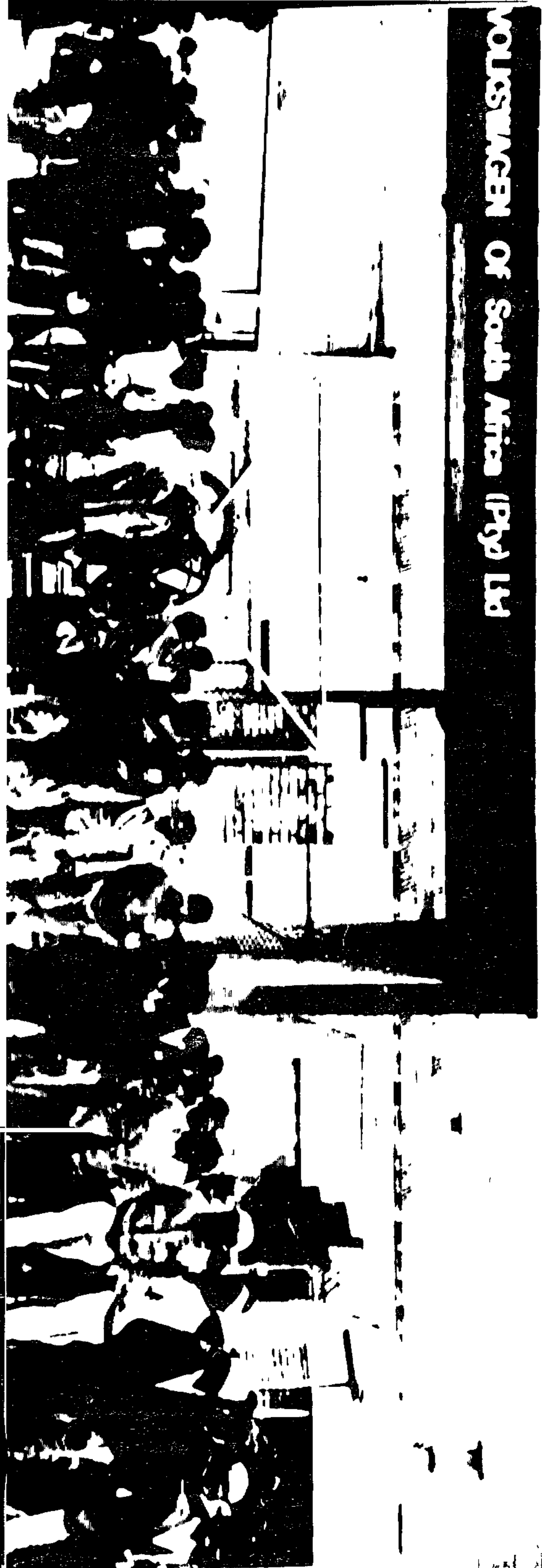
This gulf has been revealed in several areas. Now it has been sharply illuminated in one of the key areas of labour relations — wages.

For almost a decade now, black wages have been compared to poverty datum lines, which attempt to calculate the minimum a black family needs to survive.

These studies have only taken root in this country over the past decade and many employers still resist them bitterly. They set a bare minimum necessary for survival and usu-

Politics of the empty purse

The Eastern Cape motor industry's wage dispute has been settled — and it is a wage proposal whose effect may be felt throughout the economy. Labour Reporter STEVEN FRIEDMAN assesses the implications.



ally exclude many essential items, such as medicine, furniture, education and savings.

Most calculators of this level, such as the University of Port Elizabeth's Prof Johann Potgieter, therefore suggest that 50% should be added to them to present a more realistic figure — the Minimum Effective Level.

Black wages rose dramatically through the 1970's, but average black pay in manufacturing industry has only recently begun to keep pace with the PDL.

For example, Professor Potgieter's latest Household Subsistence Level put this minimum at R179,94 for Johannesburg and the Johannesburg Chamber of Commerce's minimum level stands at R213,40.

Both figures are for April when the average black wage in manufacturing industry was R207,25 — above the HSL, but marginally below the JCC's figure (which includes more items than the MEL.)

The manufacturing average is higher than that in most other sectors and includes office and skilled workers, a clear indication that most lower-paid workers are earning below the breadlines.

However, the PDLs are now used in the minimum wage recommendations of the Sullivan and EEC codes of labour conduct, which recommend that employers pay at least the MEL and have come to be re-

garded by many employers and commentators as a goal for minimum wage rates.

It is precisely these standards which workers in the Eastern Cape have challenged and which motor employers there have agreed to ditch.

The unions argue, as the general secretary of Fosatu, Mr Alec Erwin puts it, that the yardstick against which to measure poverty, not a goal in setting wage levels.

They argue that the poverty datum lines include only basic items and then only calculate the minimum quantity of these which a family needs to "live from hand to mouth, rather than enjoy a reasonable quality of life".

Eastern Cape motor employers — who are among the most enlightened in the country — have used the PDLs as a wage goal and have been content when minimum wages are above them.

But, say the unions, workers cannot manage on PDL wages. This led the motor unions to conduct a survey among their members in which they were questioned on their minimum needs.

The clothing and food items were higher than those in the PDLs and workers also included items such as furniture, insurance, education for their children.

The result was a figure of R483 per month for a family of six, the average family size in

the area — a good deal less than what most white families are used to living on, but more than double the average wage at present.

Unionists say they parred this down to come up with a demand more in line with what employers would pay and reduced the figure to R368 a month, or R2 an hour. They add that this calculation includes nothing for savings and medicine.

The employers in the Eastern Cape motor industry — Ford, Volkswagen and General Motors — questioned this figure, but endorsed the "living wage" idea.

"We accepted," says Mr Ferreira, "that we had been working with a subsistence wage, which isn't in line with enlightened employment practices".

Employers suggested, however, that this figure be calculated by qualified independent surveyors, a proposal which has won union acceptance.

It is this survey which is being watched eagerly by trade unionists and apprehensively by employers. Mr Ferreira estimates that it will take about a year to complete.

It promises to revolutionise wage bargaining for the lower-paid workers — virtually all of them black. Not, of course, that most employers will immediately adopt the survey — indeed, neither unions nor employers in the Eastern Cape are committed to accepting it.

However, the fact that the standard against which wages have been judged for the past decade is now to be replaced by a new and higher one is obviously going to have a profound effect on wage bargaining.

As one observer, herself involved in the calculation of wage minima, puts it: "People may be getting less than they need — but they may only realise this fully when they become aware of an alternative".

The survey is certain to call into question the PDLs — which were quoted by workers only a fortnight ago, in the Potco wage dispute — and create a new benchmark for black workers' wage aspirations.

It will also call into question the EEC and Sullivan Codes, which adhere to the MEL, and will dent the image of those employers who now pay above the MEL and believe they have raised minimum wages to an acceptable level.

How justified is the call for a "living wage"?

One researcher involved in the calculation of PDLs acknowledges that "most white families of six probably couldn't come out with R483 a month," adding, however, that "we have to be realistic — most employers aren't even paying their lower-paid workers R200 a month".

Prof Potgieter concedes readily that his Household Subsistence Level is a "theoretical calculation of the minimum needed for existence".

He stresses that 50% should be added to his figure to arrive at a more realistic assessment of workers needs, bringing it up to around R250 a month for Fort Elizabeth, R270 for Johannesburg and Durban.

But he, too, suggests that many companies aren't any where near these levels yet — "they obviously have to consider what they can afford".

Prof Potgieter argues that a "living wage" will be almost impossible to calculate. "It's all so subjective — how do you calculate what people's real needs are?" he argues.

His own survey, he says, was never intended as a wage goal — it merely tries to provide a yardstick.

However, Mr Ferreira believes it will be possible to arrive at a standard. One method, he suggests, would be to examine the budget of the average lower-paid white family and use that as a measure.

Another would be to simply ask workers what their needs are. "I'm unhappy with that. Even somebody who earns R200 a month will tell you they could manage on more." The answer, he says, lies somewhere in between.

But he stresses that the surveyors will probably spend about six to nine months developing a standard which is acceptable to both sides.

The unions insist that the R483 simply indicates what workers need to begin to live the life their fellow-country-

ment demand.

They feel the PDLs are paternalistic and point to the fact that the "living wage" idea results from bargaining between employers and workers.

The "living wage" is likely to come up against other objections. Why calculate a sum for a family of six? The unions reply that many single workers support several people.

But they also argue that it is unacceptable that married workers starve because other workers are single.

Another argument, which is receiving growing support from many employers, is that higher minimum wages mean less jobs. The relatively large increase in black wages since the early 1970's has contributed to the present black unemployment problem, they argue.

They thus suggest that lower wage levels would cut into unemployment.

Mr Ferreira says he accepts the argument that higher wages for unskilled workers reduce job opportunities, but adds: "I don't think even its supporters would accept that workers should simply earn enough to exist on — even if they are totally unskilled".

He adds that South Africa's gap between skilled and unskilled wages is far higher than those in developed Western countries, because the industrial colour bar has denied blacks at colour bar has denied blacks skilled job opportunities and made skilled (white) labour scarce, and unskilled (black)

labour plentiful.

If skilled wages rose at a far slower pace than unskilled wages, the problem would be reduced, he argues. With more skilled job opportunities opening up to blacks, this is obviously a real possibility in the future.

Other observers stress that black unemployment was well over one million in 1971 — when wages were extremely low — a figure which suggests that the reasons for black unemployment must be found elsewhere.

Mr Erwin argues, for example, that "only a clear change of priorities and a substantial redirection of Government expenditure can correct unemployment — it cannot be solved by individual companies and trade unions".

He also queries why lower-paid workers should have to bear the brunt of wage freeze suggestions and argues that wages should "bear a more equitable relationship to company profits".

In other words, workers are demanding a redistribution of the economic cake — and if they don't get it there is no reason why they should remain committed to the capitalist system.

For too long South Africa's wealth has depended on unorganised workers, resulting in poverty wages. If our wealth is to be based on wages covering the bare necessities of life, there is little wonder that workers are not committed to such an economic system.

Flat cleaners return, but

152 By WILLIE BOKALA Post 18/7/60

THE TEN FEMALE flat cleaners sacked after complaining of strenuous working conditions and asking for higher wages this week have been given back their jobs.

The women — employed by Gradwells, a flat accommodation company and working at Federated Place flats — started working just after 10 am yesterday but their higher pay demands had still not been met

A spokesman for their management said they had accepted their jobs back and their grievances were being looked into

DENIAL

And a superintendent at head office in Braamfontein, Mr B L Mattson, yesterday denied that he had told the women to "go you bloody black kaffirs" because "there are a lot more kaffirs waiting for jobs."

"Not in my life. This is one thing I cannot say to blacks as I have always wanted to work peacefully and co-operatively with them. I cannot go out of my way to hurt their feelings. You see, I am a very friendly person and people here can tell you that," he said.

Mr Mattson refused to speak to reporters after the women had been fired and instead said they had a "cheek"

MINIMISE

Back at work one of the women told reporters yesterday that although they had taken their jobs back they were still waiting for their management to respond to their request for higher wages and to minimise the strenuous and dangerous conditions under which they claimed they were made to work

Mr David Gordon, a supervisor at Federated Place, told reporters that the situation should never have arisen as the women walked out "before I could speak to them."

The other problem was that they took the keys

to the flats when they marched to the head office "This was wrong and we feared the keys might get lost. It is not true that I told them to go and called them names. I merely said to them that they should get back to their work, but they walked out," he said.

"We are not slave drivers here. We try everything possible to make our employees comfortable. We are surprised at this," he added.

The women had claimed that they were sacked after complaining of strenuous and dangerous conditions at work and asking for higher pay. They said they were made to work long hours and it was dangerous because they had to climb step-ladders to clean windows, and that their white supervisor's wife called them names as they worked.

POST

TRANSVAAL

Telephone 27 6081

HERE WE GO AGAIN. Just when people thought an amicable agreement was possible between Putco and its employees, somebody puts his foot in it.

In the most hamhanded manner, the security police called in two Putco employees involved in the negotiations for questioning.

By their action, a situation that had abated is now being forced to boiling point and everybody is getting as tensed up as is normally predictable.

This kind of interference in a matter that needs all the delicacy of expert negotiators, and the cool minds of people who realise the enormity of the problem, is just beyond our comprehension.

Thus far Putco officials and the men on the employees' committee have managed to keep the affair calm but we now fear all sorts of hell is likely to break loose.

One wonders how long it will take the police to realise the emotive power they frequently create when they move into matters which could and should be solved by those directly involved.

Experience has taught us that everytime the police get themselves involved in such sensitive matters people lose their heads and the resultant madness becomes a headache for the police department itself.

It is about time that we learn in this country that the sooner the police maintain a dignified non-involvement in matters that have nothing really to do with the breaking of the law, the better it will be for all of us.

MOTOR INDUSTRY

Labour pains end

18/7/80

The Eastern Province motor industry wage dispute has come to an end after two months of sporadic strike action and protracted negotiations.

This week Volkswagen workers at the recommendation of their unions accepted management's minimum wage offer of R1 15 an hour plus 30 to 10c service bonuses which bring the effective minimum wage up to R1 48.

The agreement also contains a condition laid down in management's first offer - automatic pay increases for workers over the next 18 months to bring the minimum to R2 an hour by 1982.

The completed negotiations have been hailed as a breakthrough for industrial relations in SA both by local industrial relations observers and overseas by the International Metalworkers Federation.

Says Brian Fredericks, National Organizer for the Federation of South African Trade Unions: "These were the first real negotiations either party was involved in. Lessons have been learnt on both sides which could assist when we face future industrial unrest in SA."

Union representatives feel one of the most notable points of interest was the control unions had over General Motors, Ford and VW's 10 000-strong workforce. Says Fredericks: "The dispute proved the necessity for shop floor representation. Shop stewards had not been in touch with the workers to the extent they were. If situation would have been uncontrollable."

As a result of the end of year Ford strikes, the company has introduced full time shop stewards - a move unprecedented in SA. Within a few months VW too, will have allowed its shop stewards full time off to deal with union work problems.

Settlement has been reached but the agreed survey on workers' living standards (11 July) under way still presents a major problem for the unions and management.

Union and industry spokesmen predict that consensus on a neutral party to complete the study may be reached in only two to three weeks. They feel the study itself will not be completed for at least nine months.

There's a long process before the study will get under way as both parties will have to agree on what parameters they wish to set. There are a number of philosophical problems to be ironed out too, says Fred Ferreira, Ford's industrial manager.

He adds: "We want to be certain about the initial stages as this survey will be used as an economic football in future."

Fredericks is optimistic about the survey. "It will have far wider ranging effects than just on the Eastern Province motor industry. Although neither party is committing itself to the outcome they will have to take note of the new figures in future negotiations."

300 factory workers down tools

NM 19/7/60
152 123

Mercury Bureau

Pietermaritzburg - At least 300 labourers downed tools to dispute a salary grading system at the Masonite (Africa) factory in Estcourt yesterday, according to the district police

The factory's 'graveyard' staff refused to pick up tools when their shift began at midnight on Thursday, and when colleagues arrived for the 8 a.m. shift yesterday they were persuaded to join the stoppage, according to a Durban spokesman for the company

He said the stoppage

had been caused by a minor misinterpretation of the Patterson grading system recently introduced at the factory

Management held meetings with a labour liaison committee most of yesterday, according to the spokesman

'I think it's a storm in a teacup, he said 'We like to think that we do more than average for our workers

A black personnel manager persuaded the labourers to go back to work and the factory day shift was back to normal within an hour, according to police

A

Tutu plea to meat bosses

EDM 19/7/80
186
152

CAPE TOWN — The suspension of the red meat boycott in Cape Town yesterday had resulted in a renewed appeal to meat bosses to meet the striking meat workers 'half way' to settle the three-month labour dispute

The appeal to employers came from Bishop Desmond Tutu, Dr Alex Borraime and the South African Institute of Race Relations

They were responding to a statement by the Western Province General Workers Union representing the striking workers, which said the boycott was called off to give employers an "opportunity to remedy the situation

It further stated that if workers were not reinstated by July 27 the boycott would be resumed on a large scale throughout the country

Bishop Tutu, general secretary of the South African Council of Churches, said he hoped the approach by workers was met in a similar spirit by employers -- Sapa

Cape Towns 19/7/80 (152) (186)

Meat strike impasse

By MAVIS MAKELENI, of the Western Province General Workers' Union

THE recent wave of strikes by black workers all over the country has revealed once again the inadequacies of South African industrial legislation

Workers from Putco in Johannesburg, Kromco in Grabouw, Langeberg Ko-op and Western Province Preserving in East London and workers from many firms in Uitenhage have been on strike

These strikes have exposed the inadequacies of the existing procedures for settling disputes and the workers' total rejection of the works and liaison committee systems

As with the meat strike in Cape Town, several of these strikes arose as a result of the bosses' refusal to recognize the organizations of the workers choice

The government has promised a new approach to labour but the government has not responded to these strikes in a new way. The government has again used a show of force — riot police, tear gas, baton charges, arrests of worker leaders and even birdshot — to intimidate the workers into giving up their demands

However, it is only in the meat strike that the government has taken on the full responsibility for dealing with the strike

The meat workers demand for the recognition of democratically elected workers' committees is a simple one and is a matter that should be settled between the workers and the bosses. In the other strikes where the government didn't take on the full responsibility for dealing with the strikes, negotiations between the workers and the bosses were started almost immediately and settlements were reached

In the East London, Kromco and Putco strikes the settlements even included the recognition of the unregistered unions involved in the disputes. But after two months the meat bosses are still refusing to talk to the workers. The union believes that the government has taken complete control of the strike in order to stop the bosses and the workers from talking to each other

The bosses of Table Bay and National Meat Suppliers wanted the workers to form liaison or works committees. The meat workers reject liaison committees because they are controlled by the bosses. They reject works committees because they are for Africans only. At first the bosses talked to the workers, but didn't listen to them, and later they refused even to talk to the workers. So the workers were forced to strike

During the strike the meat workers have been struggling to survive on the R15 a week relief money. The workers can

barely buy enough food, let alone pay the rent and buy other things. But the workers have been willing to make these sacrifices because of their strong commitment to the demands they are fighting for

The support for the meat workers has been fantastic. Over R85 000 has been donated to the workers by communities all over South Africa. The boycott of red meat and red meat products spread from Cape Town to other parts of South Africa. Support committees have been set up in Durban, Maritzburg and Johannesburg. In the past couple of weeks several individuals and organizations have made strong statements in support of the meat workers and urging the meat bosses to start negotiations

In spite of the overwhelming financial support for the workers from the community, the pressure on the meat bosses through the boycott, the many statements urging the bosses to start negotiations and the fact that production is still not back to normal, the meat bosses have refused to start negotiations

The union believes that the meat bosses could only behave in this way if their attitude was supported by the government. While apparently not putting pressure on the meat bosses, the government has attempted many things to undermine the strength of the workers and the union

Detained

Three union organizers and two people who had been helping the union have been detained, several union pamphlets have been banned, 42 striking workers have been endorsed out of Cape Town under police escort and meetings at which strikes or boycotts are discussed have been banned

On July 4, a spokesman for Table Bay Cold Storage Company, where the dispute began, said that negotiations of a settlement had been taken out of the firms' hands and were "in the hands of the government"

The union believes that the government has done this because it wishes to ensure that negotiations between the workers and the bosses do not take place

The government finds the growing worker support for truly democratic organizations very threatening. So the government seems prepared to prolong the crisis in the meat industry and provoke the anger and bitterness of the black community because it wishes to crush progressive democratic workers' organization

The WPGWU organizes the workers to elect democratic workers' committees in each factory. The committees never

make decisions without referring them to a meeting of all the workers at their factories for approval. This policy can be seen in the meat strike as well

All along the meat workers themselves have been making the decisions about the strike. The union's policy is that the workers should face the bosses themselves — union officials should not negotiate for the workers. In line with this policy the meat workers have never demanded formal recognition of the WPGWU. Neither have they insisted that union officials be present at their meetings with the bosses. The meat workers are fighting for democratic organization in the factories. The attacks by the government on the meat workers are no different from the broader attacks made on the demands of the black community for the right to democratic representation of their choice

The meat strike has taken place in an explosive political climate in Cape Town and the government, rather than responding by listening to the grievances of the people as stated by the real leaders, is clearly attempting to smash the progressive worker and community organizations. But the workers will continue to reject any unacceptable organizations that the bosses and the government try to force on to them. Only the recognition of organizations of the workers choice can bring about sound labour relations in South Africa

The union believes that the workers won the support of the community not only because the workers' demands are reasonable, but also because the government's acts against the workers and the union have turned the workers' simple demand for non-racial workers' committees into a major issue

The meat workers have always been and remain willing to discuss the issue and negotiate a settlement with the meat bosses

Written by Mavis Makeleeni, 1st floor Benbow Building, Beverley Street, Athlone

Sasol 3 at 25% strength

By LLEWELLYN KRIEL

ONLY about 25% of the 18 000-strong black work force at the Sasol 3 construction site in Secunda returned to work yesterday, after this week's mass walkout

Mr Clarence Keyter, chief public relations officer for Sasol, said yesterday that only about a quarter of the construction site was operating

He said, however, that Sasol expected the majority of workers to return by Monday and that construction would then swing back into top gear

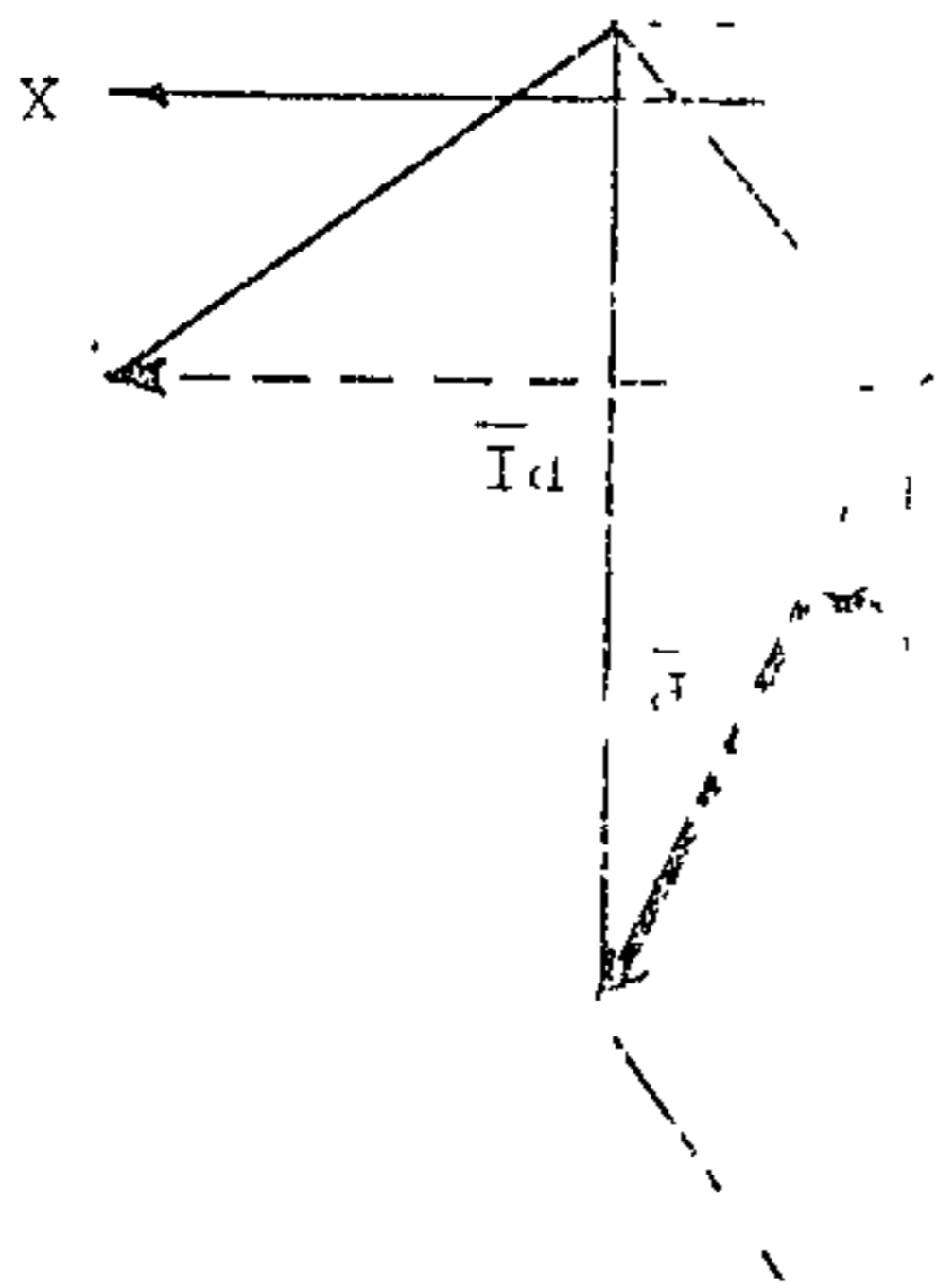
"At present there are a few thousand workers on site and construction is going ahead — although somewhat patchily," he said

More workers returned to the site yesterday than did on Thursday, after Wednesday's walkout when most of the workers left the site

Police in Secunda said the situation in the huge workers' compound was quiet and that normality had returned to the site where a white worker was killed and two black workers shot by police during this week's unrest

Figure 2.4

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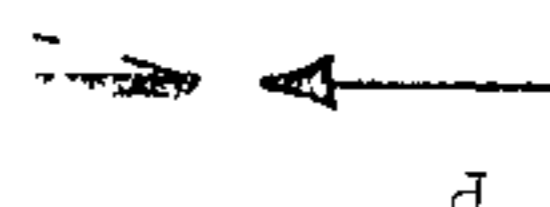
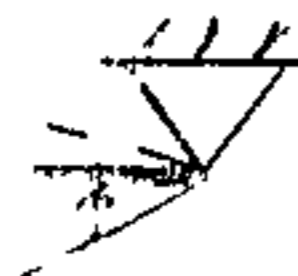


Figure 2.3



712 15 1977/80
152 152

Labourers down tools

Own Correspondent

MARITZBURG. — At least 300 labourers downed tools to dispute a salary-grading system at the Masonite (Africa) factory in Estcourt yesterday, according to senior district police.

A shift refused to pick up tools at midnight on Thursday. When colleagues arrived at 8 am yesterday, they were persuaded to join the strike, according to a Durban spokesman for the company, who said that the strike was caused by a misinterpretation of a grading system recently introduced.

Management met a labour-liaison committee later yesterday.

The labourers returned to work later, and the day shift was back to normal within an hour, police said.

Workers

queue to
STAR 21/7/80
return to
Sasol 3

Staff Reporter

SECUNDA — Thousands of black construction workers returned to work at Sasol 3 today as the situation began to return to normal after a week of unrest.

Long lines of workers queued up outside the Sasol 3 offices to sign on after the weekend and spokesmen at Sasol 3 said most of the workers should have returned to work by this afternoon.

Construction stopped last week when 300 workers went on a rampage, stoning cars and killing one white worker.

The unrest was sparked by rumours that a black worker, Mr Alfred Mte-twa, had been shot by security staff, and by alleged harrassment of workers by security men.

The 18 000 workers at Sasol 3 were paid off on Wednesday and given the rest of the week off.

Returning men will go straight to work and will only be back in their living quarters this evening.

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Coal miners back at work

22/7/80 NM 152

JOHANNESBURG—The majority of black mineworkers reported for work yesterday at the Kriel colliery in the eastern Transvaal after Wednesday's labour disturbance at the mine

The trouble apparently involved changes in shift time, according to a statement from Anglo American Corporation

There had been a strong turnout for the morning shift and the afternoon shift went down without incident, the statement said.

In Wednesday's unrest one black man was asphyxiated in a fire which damaged the mine trading store. The man was not a mine employee and had worked for the company which operates the trading store

Kriel colliery employs a labour force of about 1 600 black workers and mines by underground and open-cast methods. Coal supplies to the adjacent Escom power station had not been affected, the statement said — (Sapa)

67AK 22/7/80 278 285 152

80 pc back at Sasol

More than four in five of the construction workers on the Sasol sites in Secunda are back at work and the situation is back to normal, says a Sasol spokesman.

After a week of unrest in which two men died, the construction programme has been resumed.

"The interruption was so brief that it has not

affected our schedule," said a Sasol spokesman.

"We were slightly ahead of schedule and we're still slightly ahead. Most of the men have returned, and looking around you would never say there had been any trouble," he said.

Last week all 18 000 construction workers were booked off after a riot in which a man was stoned to death.

186 152

Eight quit over 10 percent offer

EIGHT workers yesterday walked out of a paint factory in Industria North, Johannesburg, rather than accept a 10 percent pay increase.

The eight, half the black staff at Imperial Paint Products, earn between R26 and R47 a week.

The men say they went to the company's managing director, Mr Ronnie Lawson, and asked him for an increase.

"He told us that whoever is not satisfied with his pay must go," one of them said "And as we were leaving he said he would give us a 10 percent increase"

They say that Mr Lawson did not even give them a chance to say how much they wanted: "We

had intended asking for a R15 a week increase."

The eight have been working for the company for between three months and eight years

Mr Lawson told POST that he was prepared to negotiate, but he would not be intimidated

"I told the men that

their pay would be reviewed on Thursday, but there would be a minimum increase of 10 percent. Those who warranted it would get merit increase over and above this 10 percent."

Mr Lawson said those who would not accept this were told to leave.

Sasol workers stream back

THOUSANDS of construction workers returned to work at Sasol 3 yesterday as the situation began to return to normal after a week when unrest on the site stopped work.

Long lines of workers queued up outside the Sasol 3 offices to sign on after the weekend and spokesmen at Sasol 3 said most of the workers should have returned to work by yesterday afternoon.

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Govt suffers setback in Putco wage talks

RDM 23/7/80.

Labour Reporter

GOVERNMENT attempts to settle the wage dispute at the Putco Bus Company have suffered a setback

Putco's black liaison committee yesterday refused to continue official talks aimed at resolving the dispute because the Drivers' Action Committee was not invited to the negotiations

As a result, talks organised by the Department of Manpower Utilisation ended in deadlock yesterday, according to action committee sources

These sources say that the liaison committee has little credibility among workers and add that it was this committee's decision to accept a 15% wage increase from Putco, without consulting workers that sparked the dispute

At a meeting on Friday, workers rejected the liaison committee and called for its disbandment. They have de-

manded that the Transport and Allied Workers Union, to which all action committee members belong, represent them

Putco drivers have demanded a R35 a week increase and have accepted the 15% rise "under protest". The dispute recently resulted in a strike which left an estimated 150 000 commuters stranded

After the strike, a formal dispute was declared, and the Department of Manpower Utilisation must now attempt to settle it. If the Department fails, the Wage Board will have to investigate the drivers' grievances

The first step in the official disputes machinery ended in deadlock when the department's black labour officer failed to secure a settlement

The dispute has now been referred to the department's regional black labour committees and a meeting between drivers' representatives and

these committees were held yesterday morning

The meeting was chaired by Mr Raymond Dickens, the department's divisional inspector in Johannesburg

However, action committee members were not invited to these talks and action committee sources said yesterday that the liaison committee had broken off yesterday's negotiations, saying that talks could not continue unless the action committee was involved in them

They added that the liaison committee had sought a meeting with the action committee last night in an attempt to involve it in the negotiations

But it had not been possible to arrange this meeting at short notice, they added

Mr Dickens refused to comment on yesterday's meeting

He confirmed, however, that the liaison committee had represented drivers at the meeting and added, "Investigations by the regional labour committees are continuing."

An action committee member said, "By refusing to allow the action committee into negotiations, they are simply pushing us around. They are taking no notice of the real worker representatives."

RDM
23/7/80
Wage dispute is boiling at Veka

152

Labour Reporter

A WAGE dispute is simmering at the Newcastle plant of Veka, the largest clothing manufacturer in the area

Black workers have rejected a management pay offer of a R1,30 a week increase and the company is to tell workers on Friday whether it is to increase its offer, according to a spokesman for the Black Allied Workers Union (Bawu)

The spokesman described the situation at Veka as "serious"

Company spokesmen could not be contacted for comment

Bawu, a general union for black workers which supports the black consciousness philosophy, has been active in the Newcastle area for some time

According to the spokesman,

most Veka workers are members of Bawu

Newcastle is a border area in terms of the Government's decentralisation policy and there is no minimum wage legislation for its industrial area

Wages in the area have tended to be substantially lower than in urban areas

According to Bawu, the wage dispute at Veka has been simmering for some time. Late last week, a delegation from the union was scheduled to meet management but the meeting was cancelled because company representatives said they had to attend a meeting elsewhere

This week management offered the workers the R1,30 a week but they have rejected this increase

152
Sasol 3
'normal'
23/7/80

Staff Reporter

CONSTRUCTION at Sasol 3 was back to normal yesterday after almost the entire 18 000 black labour-force returned to work.

A Sasol spokesman said it was difficult to give an exact figure on exactly how many men had not yet returned because there had not been an official "head count". But it was "less than a 1 000".

He added that there had been no incidents at the plant.

The three higher levels so far discussed ('access to power', 'resource availability', and 'level of living') each control the level below, and so determine the zero-level ('the state of welfare'). The final level in the main set is the 'minus-one' level, which lies below the state of welfare, and will be called the *level of pressure*. This is the level manifesting the *results* of either a good state of welfare, or lack of it. The two main kinds of pressure are, what one might call 'consequential' pressure (automatic results of the state of welfare, e.g. a high death rate following from a poor health situation), and 'societal' pressure, which may act through institutionalised channels, or in other ways (e.g. protests may be sent to officials, or complaints laid 'through official channels', public protests may be held, or general discontent that may exist and be evidenced in opinion polls, or in features such as rising crime rates). The group's *wants* (Allardt [93] 'happiness') are expressed at this level, their *needs* are expressed at the level of living level¹⁸. In Abrams terms [102], we find at this level subjective modes of measurement of both subjective and objective phenomena.

The final element in the main set of feedback loops, is what we will call the *goals* of the group. This comprises those factors acting as the reference signal for the system, determining the future direction in which the group wishes to influence events. Comparing this desired direction with the present state results in control signals (evidenced in the 'level of pressure') which flow through the three major feedback loops to the top three levels of control, the group's future situation in the desired and [100]. In practice, goals occur in a riding aims and subsidiary goals (cf Dewar

18 Note that our definition of 'level of living' corresponds to Allardt's notion of 'level of living' of 'Quality of life welfare' corresponding to our 'State of Welfare'.

By JOE THUDLOE
THE Putco drivers' Action Committee.
 the worker representatives in the recent strike, yesterday said an attempt to keep them out of negotiations on their pay demands has been foiled.

Bid to keep Putco men out is foiled

Post 23/7/82
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| | | | | | |
|-------------------|------------------|--------------------|------------------|--------------------------------------|---------------------|
| Political Freedom | Political action | (1) Local | (1) Legitimation | (1) Influence on national government | (1) Indirect Power |
| Political Freedom | (1) To organise | (1) National | (1) Moral | (1) Influence on local government | (1) Indirect Power |
| Political Freedom | (11) Expression | (11) International | (11) Standards | (11) Indirect economic power | (11) Indirect Power |

ACCESS TO POWER

| | | | |
|---|--------------------------------|------------------------------------|------------------|
| 1) Administrative correction procedures | 2) Legal corrective procedures | 3) Correction of legal proceedings | 4) Legal freedom |
|---|--------------------------------|------------------------------------|------------------|

ERROR CORRECTION

Members of the 22-man strike, yesterday said an attempt to keep them out of negotiations on their pay demands has been foiled.

Yesterday afternoon both Putco and the Department of Manpower Utilisation in Johannesburg today invited to attend the resumed negotiations at the Department of Manpower Utilisation in Johannesburg today.

Puteco and the Department of Manpower Utilisation were invited to attend the resumed negotiations at the Department of Manpower Utilisation in Johannesburg today.

The Department of Manpower Utilisation is now trying to break the deadlock.

"For some time we knew that a meeting between the workers, management and the department was scheduled for Tuesday," a member of the Action Committee said.

"But we were surprised when we were not invited. Only the liaison committee was invited."

According to Puteco workers, the liaison committee would not negotiate.

Page 2

Political Freedom
 Partnership
 Work choice
 Trade and manufacture
 Training
 Information

Direct Power
 National
 Local
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Natural Rese
 (1) Land resc
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Table 1 Com
 are discuss
 functioning of

To obtain a clear picture of the feedback system determining the welfare of a particular interest group, one should make a clear identification of the other groups in the environment taking a significant part in this system (for example, the PTA, the school board, the local authority education department, the local authority executive, etc.) and decide at what level of detail one wants to give the situation description (in particular, how fine-grained a description of the resources, resource flows, and so on, will be used - for example, will one be satisfied to classify educational expenditure into categories such as 'salaries' and 'equipment', or will one want to use categories such as 'chalk', 'erasers', 'chairs', 'blackboards', etc.). This choice of level of detail should be made consistently with the choice of time-scale of analysis a different level of description is appropriate if one wishes to consider changes in group welfare on a time-scale of months, years, or decades. Given such choices, the suggestion is that the scheme outlined above (and depicted in figure 2) will give an essentially unique causal classification of the different feedback loops operating to improve the welfare of the group, and consequently the roles played by different groups and institutions in securing relative to the group's welfare.

In order that the scheme give a unique description of the situation, it is essential that the roles played by the resources be quite clearly defined.¹² Having defined the group and the environment, in particular the exchange rates (or terms of trade) between resources, there are still three features that must be clarified (1) One must decide *if a resource belongs to the group* or not. The question involved here is not of legal ownership, it is the question of whether the group has control over its use or not, that is, whether they can specify what will be done with it. When this has been clearly defined, it becomes quite clear when resources are transferred to or from other groups. If the transfer takes place at the current exchange rates, then a fair exchange has been made, that is, *trade* has taken place. If it does not take place

be useful if one did aim to produce a grand overall index combination function (see § 5.2 and [90])

Level # 4 Error Correction

Just as errors arise in the action of social mechanisms and need correction by the action of the main feedback loops, so these main

Post 23/7/80 (152)
Three quizzed

★ From Page 1

ate the meeting yesterday. They said the Action Committee be brought in.

Yesterday afternoon members of the Action Committee got notes from Putco officials telling them to get to the offices of the Department of Manpower Utilisation this morning.

The divisional inspector of the department, Mr R Dickens, said the regional labour committee and the Putco liaison committee (which comprises both management and workers) met for two hours yesterday.

"We will continue negotiations this morning, he said.

He said the meeting was in terms of the law and that is why the labour committee met the liaison committee.

He would not comment about the "snubbing" of the Action Committee, but said negotiations are continuing today with "employee representatives"

Putco's PRO, Brigadier Jan Visser, said all he knew is that some members of the liaison committee are also members of the Action Committee, but did not know who had attended the talks.

He referred questions to Mr Colin Bailey, the area executive, who was said to be out of town.

In the meantime, worker representatives say the number of drivers who have been called for questioning at the security police headquarters in Protea has risen to three.

Mr Aubrey Hlatshwayo was called in on Friday, a day after Mr Obed Mofokeng and Mr Lucky Mambolo.

They all allege they were asked about the leadership of the strike and the drivers.

'access to power' level)

Miners at Finsch keep up strike

Post 24/2/80

152
223

THE majority of the strikers at the Finsch Diamond Mine in the Northern Cape — reputedly one of the richest diamond mines in the world — continued their strike yesterday as management tried to ascertain what their grievances were.

About 650 black workers went on strike on Tuesday in what was believed to be a wage dispute.

Mr George Louw, the Kimberley-based public relations officer for De Beers — who own the mine — said yesterday that although workers at the mine had agreed to return to work, only a small number reported yesterday morning.

Negotiations between mine management and workers continued throughout the day, he said. De Beers' general manager, Mr W K Hartley, had addressed workers in the mine hostel on three occasions. There was no indication when the majority would return to work.

A worker said yesterday that strikers felt the recent 14 percent increases granted did not cancel everyday expenses and that most workers felt their hostel facilities and working conditions were not up to standard.

He added that workers felt they were responsible for the production and should be treated with consummate respect. They felt the workers constitution and committee offered by the company were not effective, and that they wanted to form a union. — Sapa.

600 on

strike in

Jo'burg

Slw 24/7/80

More than 1000 municipal workers in Johannesburg and Roodepoort downed tools early today.

But by 10 am the Roodepoort work stoppage, involving 500 black employees, was over with a promise from Town Clerk Mr Werner Zybrand that workers would be paid a new rate from tomorrow.

The other strike, at the Orlando Power Station, is continuing with more than 600 men, mostly unskilled workers, refusing to return to work until their demands for more pay have been met.

30 MINUTES

Mr W Barnard, Johannesburg's City Electrical Engineer, and other senior officials went to the compound to talk to workers who are reported to have been given 30 minutes to return to work and appoint representatives to present their grievances.

The workers dispersed shortly after 2 pm and Mr Barnard was not available for comment.

Johannesburg's Town Clerk Mr A P Burger said the men had received substantial wage increases this month. He claimed they were "among the best paid in the country."

The present minimum starting wage for a labourer is R33 per week.

24/7/80 AKKUS

Hostel bar on strikers

STRIKING workers of the Table Bay Cold Storage Company have been ordered to move out of the firm's Guguletu hostel

The Western Cape Administration Board's chief superintendent of housing, Mr P U Schelhase, said the workers had been given until today to vacate.

Table Bay Cold Storage required the accommodation in order to bring in new contract workers, he said

A spokesman for the Western Province General Workers' Union said 44 workers had still been staying in the hostel

Last month, 42 contract workers were arrested there by police in an early morning raid and endorsed out of the Peninsula

The managing director of Table Bay Cold Storage, Mr R L Selzer, was not available for comment.

The strike began more than two months ago.

Govt officials now in Putco talks

By KINGDOM
LOLWANE

THE Putco wage dispute took a new turn yesterday when the Action Committee announced that their negotiations with management would be handled by the Department of Manpower Utilisation.

This came to light shortly after yesterday's meeting between the committee and the department officials in Johannesburg.

The committee also said they had stepped down from their original demand for a R35 a week increase but refused to disclose their new figure.

COMMITTEES

And the department's divisional inspector, Mr R Dickens, told POST in an interview that they had established regional committees to assist in the negotiations.

The committees, Mr Dickens said, were formed in terms of the Black Labour Relations Regulations Act and consist of people from different business organisations in

Johannesburg, Benoni, Krugersdorp and Germiston — the areas affected by the dispute.

The new turn now means that only Putco management, the regional committees and the department officials will sit at the negotiating table.

Mr Dickens said there was no breakdown in yesterday's talks but refused to give details. He

would also not say when the negotiations with Putco would take place.

"Negotiations are still going forward and that's all I can say," he said.

The Putco dispute, which led to a strike by the workers two weeks ago, centres around a 15 percent increase that

management offered. The workers had demanded R35 a week increment.

Several talks between Putco and the Action Committee have ended in a deadlock. The Department of Manpower Utilisation was later called in to try and solve the dispute.



Stranded passengers during the drivers' strike two weeks ago.

152
322
153

24/7/80 ARGUS
De Beers dismiss
182
600 striking miners

Argus Correspondent
JOHANNESBURG.—
About 600 strikers were
paid off yesterday at the
Finsch diamond mine in
the Northern Cape. Mr
George Louw, the public
relations officer for De
Beers, who own the mine
said here.

Mr Louw said that a
large number of workers
wanted to return to
work. The number is esti-
mated at several hundred.

De Beers officials have
been receiving inquiries
from dismissed workers,
most of whom come from
Bophuthatswana.

Although the strike co-
incided with the coming
on stream of the R60
million metallurgical plant
extensions, production has
remained on target.

This was mainly due to
employees who stayed on
the job and worked around
the clock.

Sasol 3 W.M. 25/7/80 sacks (152) (270) hundred workers

By ROB TAYLOR

SASOL 3 has sacked more than 100 workers — blacks and whites — after last week's riots at the site which resulted in damage estimated at R240 000 to buildings and equipment

A Sasol spokesman yesterday said that 111 "troublemakers" had been retrenched by management resulting from the un-

Most of those sacked are black workers but several Indians, coloureds and whites are also included

When asked to elaborate on the sackings, the spokesman said they were for "obvious reasons"

'I can't give you an exact reason, there could be 111 reasons. Obviously, they would be people regarded as troublemakers,' he said

Asked if there had been any further sackings, the spokesman said it was impossible to say as Sasol 3 was a large site and it was sometimes difficult to get exact figures as far as workers were concerned

It is believed that most of the workers were employed by the giant American construction firm, Fluor

Meanwhile, a statement issued by Sasol says construction workers at the site have been informed that those who reported for work on Wednesday, Thursday and Friday last week will be paid for those days

The construction workers were also informed of the purpose and extent of the stricter security measures introduced at Secunda after the attack on Sasol installations on June 1

A Sasol spokesman said This relates to security measures and we do not spell out any security measures. If we spell out those steps we start to explain things about the security measures."

● The post mortem conducted by the District Surgeon at Evander on Mr Eliot Mtetwa, the Sasol worker whose death sparked off the riots, has revealed that he died of internal injuries

600 power station strikers dismissed

NDM 25/7/80

By SOPHIE TEMA and
GRAHAM BROWN

THE Johannesburg City Council yesterday dismissed nearly 600 workers at Orlando Power Station after the men staged a sit-in strike for more pay and refused to return to work.

Council workers from other departments have been drafted to help keep the power station operating and the council plans to send recruiting officers to Venda today to help fill the vacant ranks.

But the Black Municipality Workers' Union has warned that 9 000 of the council's 15 000 black workers could down tools today in sympathy with the strikers.

Earlier, 500 black Roodepoort municipal workers stopped work for two hours, but returned when the council promised to pay them more immediately.

Fears that the Orlando strike could affect the supply of electricity and cause widespread blackouts were dismissed by the City Electrical Engineer, Mr Wessel Barnard

He said that if the worst came to the worst the council would have to buy power from Escom at a cost much higher than the power produced by the council itself

The 600 workers staged their sit-in at the power station's compound while a 21-man delegation demanded equal pay for equal work, an immediate meeting with the management committee, and a minimum unskilled pay rise of R25 a week

Most of the strikers are unskilled contract workers living at the power station compound, whose minimum weekly pay before deductions has recently been lifted from R30 to R33

Several labourers claimed they earned only R33 a week after more than 10 years' service with the council. They are now demanding a minimum of R58 a week

Mr Barnard told the delegation that the decisions were not his to make, and the 21 men agreed to meet him next Friday

What de be answer the vote of the vote? Why away the vote

But when the delegation reported back to the strikers, they said they would not go back to work unless they got a promise of more money

When the men refused to return to work Mr Barnard ordered 50 strikers who do not live at the compound to leave the premises

When they did so, their fellow-strikers rose as one man and followed them off the grounds. Mr Barnard said later they had been sacked

Later he said he would be prepared to consider re-appointing some of the strikers "on their merits", but he doubted whether many would be taken back

They would be paid off and issued with rail warrants to their homes today, he said

Back to work after stoppage

By Elizabeth Wilson

Roodepoort's Town Clerk yesterday persuaded 500 municipal employees to return to work after they staged a three-hour stoppage. The workers had wanted to know what increments they were getting and they wanted the money paid out.

Mr Werner Zybrand said the work stoppage began at 7 am. It involved black labourers, construction workers and truck and tractor drivers.

Mr Zybrand said the men did not make specific wage demands. "They simply wanted to know the amount of the increases they would be getting and they wanted it to be paid out."

He said a decision had been taken to pay the new wages today. Present wages ranged from R90 upwards. With the increment the minimum wage would be raised to R115. More senior labourers would have their wages increased from R115 to R155 a month.

The wage increases had been approved before the stoppage occurred he said.

28/7/52
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City sacks 1350 as labour strike mounts

Sw 25/1/80
(52) 298

About 1350 Johannesburg electricity workers have been fired and another 300 transport labourers went on strike today as municipal labour unrest mounted.

Staff Reporters

● About 800 electricity workers went on strike for more money and in support of the 550 Orlando Power Station workers who were fired for striking yesterday. The 800 were fired early this afternoon.

● Another 300 transport labourers at the Transport Department's Fordsbury workshop went on strike for higher minimum wages. Workers said they had refused to replace workers at the understaffed Orlando Power Station.

● A union official warned that 9000 workers, including men in key departments, could strike on Monday.

The strike cut output by half at the Orlando Power Station, but Johannesburg electricity supplies were not affected. The effects of today's further strikes are not yet clear.

Shortly after lunch today, the 800 electricity workers who were sitting in the Van Beek Compound in Doornfontein as police stood by, were fired.

Compound manager Mr P J Roberts told the crowd over a loudspeaker that the

not put up with their actions.

The crowd shouted back at him. He told them they were all fired and they dispersed from the compound.

Early this afternoon transport workers at Fordsbury went on strike demanding a minimum wage of R58 a week. They said they were earning A29 a week.

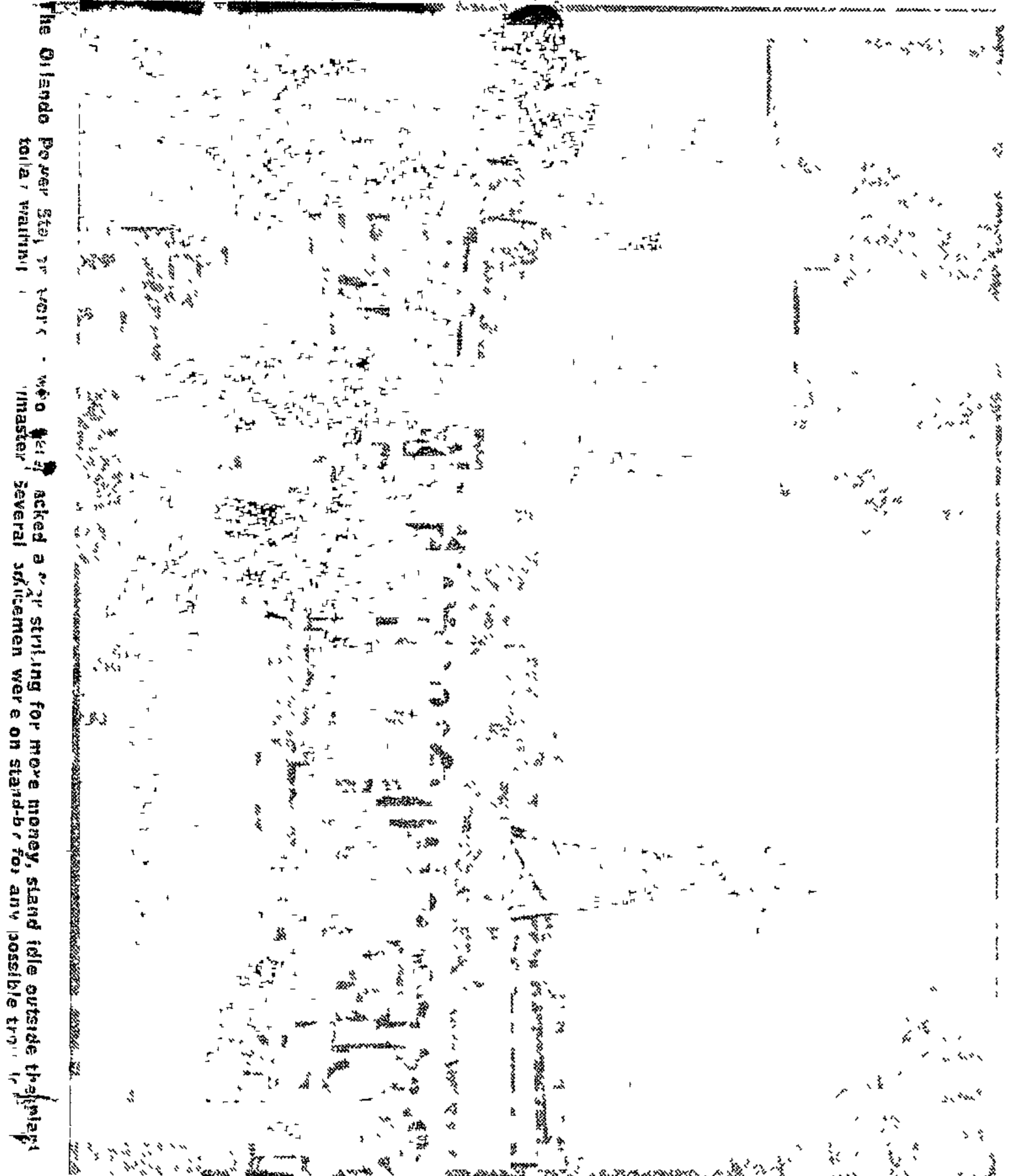
Union leaders said the situation appeared to be worsening. They warned the strike could spread to municipal bus drivers and workers in other essential services departments.

The union claims to have members in the traffic, transport, electrical, fire and ambulance departments.

At Orlando Power Station the 550 dismissed workers were still waiting outside the gates for the arrival of the paymaster.

Amid indications of mounting labour unrest — even in platteland areas — Opposition city council jobs in Johannesburg have slammed the council's

To Page 7



The Orlando Power Station workers who were fired for more money, stand idle outside the plant. Several policemen were on stand-by for any possible trouble.

Sasol 3 sacks 111 men

CAPE TIMES
25/7/80

Own Correspondent

JOHANNESBURG — Sasol 3 has sacked more than 100 black and white workers after last week's riots at the site which resulted in more than R240 000 worth of damage to buildings and equipment.

A Sasol spokesman yesterday said that 111 "trouble-makers" had been retrenched. Asked to elaborate, he said the retrenchments were for "obvious reasons".

It is believed that most of the workers were employed by the giant American construction firm, Fluor, but this could not be confirmed.

152
100 fired
after
stoppage

Mercury Reporter

ABOUT 100 workers at the Veka clothing factory in Newcastle have not been re-employed after a two-day stoppage over a wage dispute

Mr M J Kumalo, president of the unregistered Black Allied Workers Union, claimed that this was because they were members of the union

But the manager, Mr David van der Merwe, denied this and said the company was unable to re-employ all the workers because they had been overstaffed

The workers went on strike on Monday

On Tuesday Mr van der Merwe explained that strikes were illegal and that all workers were no longer employed by the company

Paid

'On Wednesday we re-registered 881 of the original 1021 workers. We told the rest that we would be unable to take them all on again but that they could come back on Friday when we might take on another 50. About 50 demanded to be paid right away and left,' Mr van der Merwe said

He said he did not believe in dealing with the Black Allied Workers Union because they were unregistered and were not representative of the clothing industry only.

'I am prepared to deal with any trade union that is registered and purely representative of the industry,' he said

Mr Kumalo said when the workers returned to work management told about 100 of them that they were fired

'I have drafted a letter containing statements from the workers to the Department of Manpower Utilisation asking them to investigate the matter,' Mr Kumalo said

25/7/80 ARGUS
152

Rand electricity workers in protest

Argus Correspondent
JOHANNESBURG. — A thousand angry Johannesburg Electricity Department workers congregated at the Van Beek Street compound, Doornfontein, this morning to protest against the firing of 550 black workers at the Orlando power station yesterday

Police were out in force watching the situation from outside the gate.

Mr Wessel Barnard, Johannesburg's city electrical engineer, said the black workers had 'terminated their service' when they walked out shortly after midday yesterday

Workers had refused to go to work until certain demands were met. These included

- Increased pay;
 - Improved working conditions;
 - A meeting between the Johannesburg City Council's management committee and the executive of the Johannesburg Municipal Black Workers' Union.
- Yesterday's work stoppage began after workers had received their wages.

NEGOTIATED

Mr Barnard and other senior officials went to the power station to negotiate with the striking workers.

He asked workers to appoint representatives to present their case and told the rest of the workers to return to work. They refused and remained outside the power station offices while 21 representatives negotiated inside

600 council workers^{C.T.} 2/7/80 sacked (152)

Own Correspondent

JOHANNESBURG. — The Johannesburg City Council yesterday dismissed nearly 600 workers at Orlando power station after the men had staged a sit-in strike for more pay and refused to return to work.

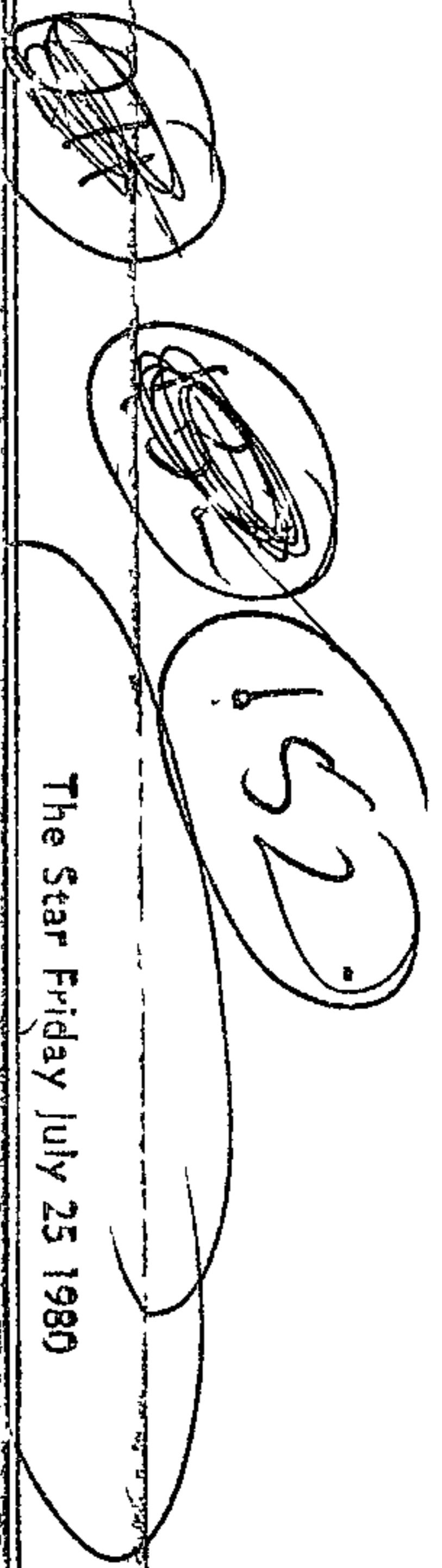
Workers from other departments have been drafted to keep the station operating.

The black Municipality Workers' Union has warned that 9 000 of the council's 15 000 blacks could down tools today in sympathy with the strikers.

Fears that the strike could cause blackouts were dismissed by the city's electrical engineer, Mr Wessel Barnard, who said that the council could buy power from Eskom.

• Several labourers claimed that they were earning R33 a week after 10 years' service. They are demanding a minimum of R58 a week.

Criticises mine labour policy



1979, there were 81 acts of resistance on African mines. Many were violent — 168 injured in the

black mineworkers lived in compounds of between 1 000 and 8 000 men. Hostels housed between 12 and 30 men to a dormitory.

Mr Horner said that the men were awakened in the early morning by loudspeakers in the dormitories. They went to communal changerooms to dress, then to dining halls for a meal.

The miners were lowered in cages to their

work underground. The majority stayed for nine hours without a break for food — many stayed for up to 12 hours.

"It appears," says the report, "that there is less urgency about getting the men up at the end of the day. Delays at the hoist are a constant source of complaint. They mean not only extra time underground but also cold food and less choice of food and cold showers in the hostels."

Mr Horner said the workers' legitimate control over his day was effectively limited to sleeping later in the morning rather than eating breakfast or showering and/or going to the liquor outlet before the evening meal instead of after it.

The mine has controlled through an elaborate system of compound manager, assistant manager,

understanding of their part in the production process or that they were content with their situation.

"They understand not only the job hierarchy, wage differentials and the limits of their advancement up the wage scale but also the functions of these work processes," says Mr Horner.

Worker consciousness in these conditions was expressed in several ways, said Mr Horner. One was through avoidance of specific mines and, indeed, others as an occupation absenteesism.

Mr Horner noted that it was only after substantial wage increases in 1974 that black South Africans went to the mines in large numbers.

He said that all evidence contradicted the myths that African miners did not have a clear understanding of their part in the production process or that they were content with their situation.

"They understand not only the job hierarchy, wage differentials and the limits of their advancement up the wage scale but also the functions of these work processes," says Mr Horner.

"They are also fully aware of the hazards of mining in terms of safety and health. If they do not articulate these grievances in terms of formalised protest it is because of the labour repressive situation in which they are caught."

Mr Horner maintained that the mines were now confronted with a situation in which any system of full trade union rights which would clearly articulate workers' grievances might also provide a base for worker solidarity and better organised resistance.

He claimed that several stratagems had been devised to prevent dissatisfaction from developing into riots. Equally clearly other stratagems were being developed to suppress riots ruthlessly when they did occur.

Among these was a central record system in which details of every worker's employment and his fingerprints were held.

Thus, if used in association with police information, is an effective way of screening possible trouble-makers," he said.

Other proposals, he said included:

- A security unit for each mine — equipped with teargas, dogs and, where possible, an armoured vehicle.
- Regular training for these units where possible with those from surrounding mines and with the South African Police.
- Lighting should be controlled from outside the compound for better protection.

Exploitation disputes

Dudley Horner and Ms Alde Kooz are co-authors of a paper "Conflict in South African mines — 1972 to 1979".

- They report
- Of 81 disturbances on the mines between 1972 and 1979 20 were directly related to working conditions
- In 18 strikes based on wage demands attempts to picket and the intervention of mine police often resulted in violence
- Thirteen of these incidents took place on 1 mine.

Other incidents were clearly associated with the payment of bonuses to certain categories of workers and with wage differentials.

Conditions in the compounds and such issues as meat rations or dissatisfaction with indunas, have provoked major riots.

Such worker complaints as reach top management are generally of a less serious nature and management has little warning of explosive issues.

A paper on the subject was presented to the 5th World Congress of the Industrial Labour Relations Association in Paris last year.

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1 000 down tools over pay dispute

MORE than 1 000 municipal workers in Johannesburg and Roodepoort went on strike yesterday after pay disputes.

The Roodepoort workers returned to work after an assurance that increases of between 15 and 20 per cent were effective as from today.

But in Johannesburg the workers were ordered off the premises of the Orlando Power Station, where they staged their strike. About 500 of the 650 that went on strike were yesterday reportedly stranded with accommodation as they are migrant workers and occupy hostels while in the employ of the Johannesburg Electricity Department.

Negotiations between the Chief City Electrical Engineer, Mr W Barnard, and the strikers, drew a blank.

Addressing the strikers, Mr Barnard said: "I am not prepared to talk to you while you are not

working. I want you to be back at work within 30 minutes or else I will be left with no option but to repatriate all migrant workers and dismiss the rest."

To this the strikers answered with shouts of "do as you please."

A spokesman of the workers' Action Committee told POST that they decided to down tools after management had refused to talk to a workers' delegation over pay increase.

According to a spokesman, the workers are demanding a uniform R58 weekly salary for all their unskilled labourers — a R25 increase from the current average salary of R33.

Mr Barnard, who had earlier said that he was not prepared to speak to a delegations of the strikers, later asked Wrab police to invite the delegation to an office where talks were held for about an hour.

The Press was barred from the meeting, but both Mr Barnard and the delegation announced a deadlock after their talks

The strikers had also demanded that the wage gap be closed with immediate effect. Black electrical wiremen, with double qualifications earn R564 per month. Their white counter-parts' salary scale is unknown to the strikers.

The peaceful strike nearly went wild as tempers went high after word had gone around that Mr G S Webb, a white engineer working in Soweto, had said the strikers were a 'bunch of idiots'.

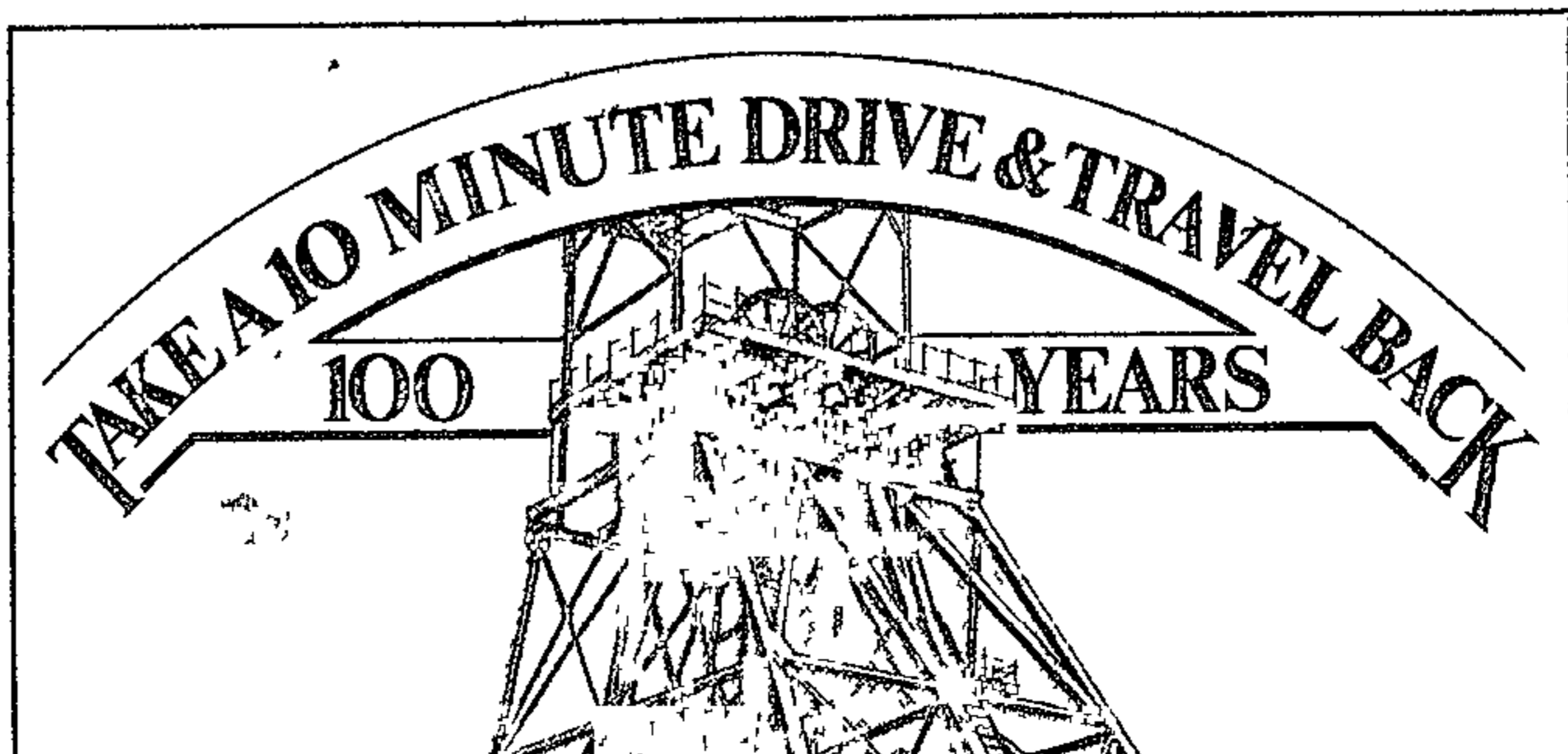
Mr Webb is also alleged to have called Mr Martin Sire, a member of the delegation, a troublemaker.

Mr Barnard said in an interview that Johannesburg and suburbs, including Soweto, would not be blackened out despite the strike.

"We can generate power from Escom near Pretoria, though at very high costs," he said.

And yesterday the Black Municipal Workers' Union said that other City Council departments had indicated their intentions in joining the strike.

By MAKGARE SEKOTO



Council workers' strike spreads

152) *MM 26/4/80*
By SOPHIE TEMA, GRAHAM BROWN and HARRY MASHABELA *DBA*

ABOUT 80 artisan's assistants in Johannesburg's transport department last night joined the strike of black city council workers which threatens to escalate next week.

The men returned home before starting their night shift after they were approached by some of their 200 day-shift colleagues who had earlier downed tools.

This brings to nearly 1 700 the number of black workers who have joined the strike which started on Thursday.

And yesterday 800 electricity department workers at the Van Beek Compound in Doornfontein were sacked after refusing to leave for work — bringing to 1 350 the number of electricity workers who have been sacked since Thursday.

The workers at the compound, watched by police, declined to appoint representatives to discuss their grievances with council officials.

They also spurned attempts by a Department of Manpower Utilisation official to intervene on their behalf, and insisted only that the minimum wage should be raised from R33 to R58.

The leader of the Black Municipality Workers Union, Mr Joseph Mavi, said that bus drivers, clerks, technicians and sanitation and maintenance men would join the strike on Monday, as well as electricity workers at the Kelvin power station at Isando.

Mr Mavi said he had ordered city health workers and ambulance drivers, who had wanted to join the strike, to continue with their work as usual so that the sick, injured and disabled would not be affected.

The city electrical engineer, Mr Wessel Barnard, said the strike and subsequent sacking of 50 black electricians and trainee electricians on Thursday, meant that wiring work in Soweto, particularly in areas like Pimville, had come to a standstill.

He added that night-time power failures in Soweto would have to wait until daylight to be repaired by white electricians, who would not go into Soweto after dark.

The men are striking for higher pay and recognition of their union, which has been started in opposition to another council-supported union currently awaiting Government registration.

Most of the Orlando workers were paid off yesterday afternoon and promised repatriation to their homelands, but they were refused train tickets on the grounds that this was not in accordance with council policy.

They have already been moved out of their compound. It is understood that several of the sacked strikers were not allowed back into the compound on Thursday night because they were drunk.

The transport department strikers laid down their tools after their lunch break yesterday when they were told that some council labourers had been forced to go to work at Orlando power station to replace the sacked strikers.

But the town clerk, Mr Alewyn Burger, denied that anyone had been coerced into doing the work.

Senior staff of the City Engineer's department held meetings yesterday drawing up contingency plans to deal with a possible strike by the council's 1 800 refuse collectors and street-sweepers.

They would not divulge details of their plans, but it is understood that refuse collecting will enjoy a higher priority than sweeping the city streets.

White officials of the transport department got together to fill in for their striking colleagues, most of whom are security guards and artisan's assistants who clean and refuel buses.

And some white electricity department officials had their jackets off yesterday unloading coal.

STRIKING POWER MEN LOCKED OUT

Argus Correspondent

JOHANNESBURG
Five hundred and fifty dismissed Orlando Power Station workers spent last night in the open and would sleep in the veld again tonight unless they altered their decision to strike and returned to work.

These instructions were given to Orlando Power Station security officers who said strikers would not even be allowed into the power station compound to remove personal belongings.

The security officers said they were ordered to allow in only those who wanted to return to work — but only a handful had gone back.

Mr Joseph Mavi, president of the Black Municipality Workers' Union,

said in an interview today that in view of the city council's attitude to the Orlando Power Station strike many council departments may strike on Monday in sympathy.

'If they don't meet workers' demands on Monday many departments will follow suit. But we don't want ambulance, fire and other essential services to suffer, he said.

The strike by Johannesburg City Council workers stems from a pay demand of R58-a-week starting wage for labourers. They get R29-a-week starting wage at present.

Some workers said today they spent last night in the open shivering from cold and others said they went to shebeens to seek shelter.



At Van Beek compound yesterday ... some of the 1 500 electrical workers who refused to go to work. Later 1 350 were sacked.

Picture RALPH NDAWO

The Star

Fired with enthusiasm

IN legal terms it was permissible to fire striking black workers during the bad old '70s. But it was never desirable then and it is a senseless reflex action that could destroy industrial relationships in the sensitive 80s. There is a need for skilled negotiators to handle strikes with sophistication and on a scientific basis.

What is happening is that black workers with a grievance are denied the legal means of conciliation or proper collective bargaining. Frustrated, they take what seems to be the only course left open to them: withholding their labour. Employers, usually on the advice of the Department of Labour, then dismiss them.

Dismissals may be legal but are they just or wise? They suggest a lack of understanding and an absence of sensitivity. The snowball effect of strikes and dismissals has already begun. It is fallacious to believe that firing easily replaced unskilled labourers solves the vexing problem sooner rather than later: employers are going to have to deal with more skilled workers—or at least more sophisticated ones—and then hasty employers may find they are cutting off their own noses.

Employers have a lot to learn—and they had better start learning it fast. Employers must find expert negotiators; specialists who can communicate with angry black crowds. The negotiators need to know all they can about labour relations because the current restlessness is going to last a long time.

Exposed

THE Saturday comic-strip hero Garth is a high-minded fellow. To demonstrate just how high, the artist had him tempted—and refusing—the overtures of a well-endowed lady known as Queen Patroklea. But high indignation was what the bare sight of those temptations elicited from a few readers.

The uncovered female nipple is a matter of unusual contention in South Africa. Most societies are now accustomed to topless beaches, topless cabaret, topless photographs in magazines and even in daily newspapers. Our mores seem to favour nipple caps and little black strips pasted over pictures—which show the rest of the breast, all right and somehow make the whole thing a trifle more titillating. There is also the curious apartheid double standard which makes nude black breasts more acceptable than white.

Our indignant readers have a point, of course. "Garth" is a comic, presumably read by children, and his temptations need to be carefully watched. Yet as other readers respond, it was only a drawing, and there are many worse things to which today's young can be—and are—exposed.

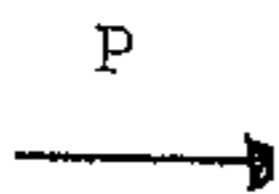
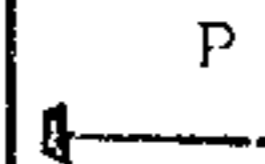
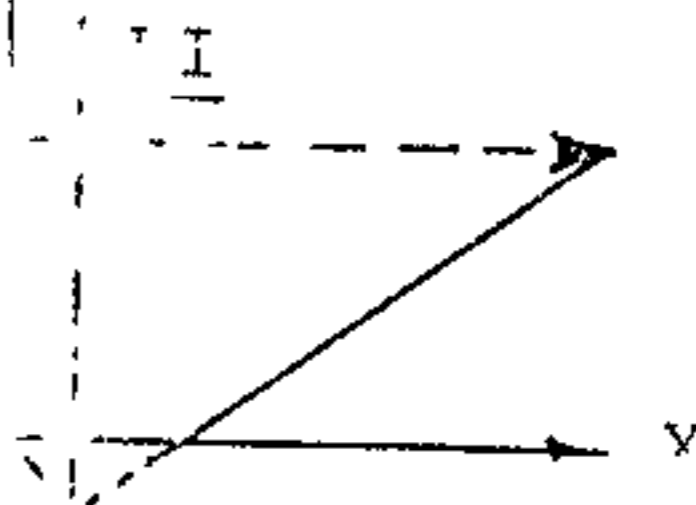


Figure 2



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Figure 2.4

Star 26/2/80

Fear of Jo'burg municipal strike spreading

Staff Reporters

Fears have been expressed that more than 9 000 municipal workers could go on strike on Monday in support of the 1 700 striking Johannesburg City Council workers

The strikers want the minimum wage of R33 a week for unskilled labourers increased to R58 per week

It is believed that several municipal departments have drawn up contingency plans to cope with the threatened strike which could affect services ranging from refuse collection to bus services and general maintenance

The 550 dismissed Orlando Power Station workers spent last night in the open and will sleep in the veld tomorrow unless they change their decision to strike and return to work

Mr Joseph Mavi president of the Black Municipality Workers Union said today that in view of the council's attitude, workers in many departments might strike on Monday in sympathy

"If they don't meet the workers' demands on Monday many departments will follow suit. But we don't want ambulance, fire and other essential services to suffer," he said.

Mr Wessel Barnard, City Electrical Engineer, said the strikes had halted electrification in Soweto for the foreseeable future. Orlando workers tied on Thursday included about 40 electricians who worked in Soweto

Workers had been called in from other areas to help white workers at Orlando. Many were working double shifts.

Worker demands were rejected by the Town Clerk, Mr A P Burger, and at a special meeting yesterday, the management committee endorsed his decision

PFP councillors say the sackings could have "serious repercussions," but management committee chairman, Mr J F Oberholzer MPC, thinks the strike will not spread

"They are confined to certain groups of people. We are taking certain steps to ensure that they do not spread" He refused to elaborate

Instead of dismissing workers, the council should investigate the reasons for the strikes, say PFP councillors. They warned that if other municipal workers came out in sympathy there could be a labour crisis



UNIVERSITY
EXAMINATION

1350

Strikers fired on Rand

All answer books must be

| |
|------------------------|
| Number of books handed |
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JOHANNESBURG. — A total of 1350 Johannesburg municipal electricity workers have been dismissed and about 300 transport labourers went on strike as municipal labour unrest mounted here yesterday.

In developments yesterday

● About 800 electricity workers went on strike for more money and in support of 550 Orlando power station workers who were dismissed for striking on Thursday. The 800 were fired yesterday afternoon.

● About 300 transport labourers at the municipal Transport Department's Fordsburg branch struck for higher minimum wages.

● A union official warned that 9000 workers, including men in key departments of the city council, might strike on Monday.

The strike cut output by half at the Orlando power station, but Johannesburg electricity supplies were not affected. The effects of yesterday's further strikes are not yet clear.

After lunch yesterday, the 800 electricity workers who were sitting in the Van Beek compound in Doornfontein were dismissed. The compound manager, Mr P J Roberts told the crowd over a loud-hailer that the council would not put up with their actions.

The crowd shouted back, he told them they were fired and they dispersed. Earlier, the workers had declined to appoint representatives to discuss their grievances. They also rejected efforts by an official of the Department of Manpower Utilization to intervene on their behalf, and insisted that the minimum wage be raised.

Most of the Orlando workers paid off were promised repatriation to their homelands, but were refused train tickets on the grounds that this was not in accordance with council policy.

Yesterday afternoon transport workers at Fordsburg went on strike, demanding a minimum wage of R58 a week. They said they were earning R29 a week.

● The leader of the black Municipality Workers' Union, Mr Joseph Mavi, said bus drivers, clerks, sanitation and maintenance men and technicians would join the strike on Monday, as would electricity workers at the Kelvin power station at Isando. Mr Mavi said he had ordered City Council health workers and ambulance drivers who had wanted to join the strike, to continue with their work as usual so that the sick, injured and disabled would not be affected.

— Own Correspondent, Sapa

C. Times (WE)
26/7/50
152
P. J. Roberts
2/6/50

NOTE CAREFULLY

- 1 Enter at the top of the block of the question you are answering.
- 2 Blue or black ink for answers. The answer book is available Red or Blue ink underlining, which pencil.
- 3 Names must be written (e.g. graph, examination).
- 4 Do not write on the back of the paper.

Any dishonesty will result in exclusion from the examination.

Not to be taken out of the examination room without the permission of the invigilator.

Do not talk to other candidates or communicate with other persons in the examination room.

Do not write on the back of the paper or other material.

Do not take any material out of the examination room.

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Do not discuss the examination with anyone before leaving the examination room.

members of the organization, even if one deals with the management and workers

In most industrial organizations nowadays, people from the fields of business administration, industrial and management engineering and operational research have replaced their colleagues from the field of organization. New quantitative techniques have been developed to serve these experts in such that they could not only describe the performance actions, but also *measure* them.

The purpose of studying the actions within the framework of the study of the organizational structure is to establish the effectiveness of each member of the organization and all of them together, that is, to say the economic effectiveness of the organization as a whole. For this purpose, one establishes standards for measuring the effectiveness of individual members of the organization and/or of the organization as a whole. The actions and the results of actions of members of the organization are compared with these standards and on the basis of comparisons one can establish the effectiveness of the individual and of the whole.

STUDYING THE RELATIONSHIPS BETWEEN MEMBERS OF THE ORGANIZATION

The second factor of organizational structure is the relationships existing among members of the organization. When one deals with a relationship between two members of the organization, one considers a *required relationship* between them, that is, a relationship facilitating the execution of operations conducive to the carrying out of the organizational targets, such as producing or supplying products or services. On the other hand, when one deals with two people who interact with each other, one usually considers a *real relationship* existing between them, because of work requirements or because of other reasons (e.g. because of historical circumstances, because of conditions created as a result of previous actions, not necessarily conducive to the organizational purposes, and, mainly, because the two people are personally attracted to each other).

The semantics of the organizational structure distinguishes between these two types of relationships.

Strikers to lose bulk of bonuses

By VICTOR MPOFU

THE ENTIRE black workforce of 1200 employed by Goodyear Tyre Plant in Uitenhage stand to lose as much as 75 percent of their annual bonuses at the end of the year.

This was confirmed by Mr Mike Selley, Goodyear's public relations officer, in an interview with SUNDAY POST this week.

But he dispelled reports that the parent company in the United States was exerting pressure for the reinstatement of the 1350 workers who went on strike last month.

When 1350 workers went on strike for a minimum wage rate of R3.00 an hour, all were dismissed by Goodyear. All, with the exception of 100, were re-employed.

Earlier this week there were reports by workers that the parent company was putting pressure on its Uitenhage plant to reinstate them.

Mr Selley said: "About 1200 workers were re-employed in the same jobs and at the same rate of pay"

Mr Selley told SUNDAY POST that those re-employed stand to lose their bonuses because of broken service. However, Goodyear claims it decided not to start pension payments anew. If the workers had been reinstated, they would not lose any bonuses or benefits.

The Goodyear workers had a number of basic grievances which still need to be removed. These include:

- ⊙ Low wages.
- ⊙ Tardy implementation of the Sullivan code of conduct.
- ⊙ Dissatisfaction with the attitude of supervisors and foremen to the workers.

The relationships of the organizational structure are called *formal relationships* - actually existing among members congruent with the formal structure, and the *informal relationships*, which are not covered by the formal structure, and the *existing structure*.

It is stated that there exist those relationships which are congruent with formal structure and other *informal relationships* which are not congruent with the formal structure, the *informal structure* and not covered by the formal structure.

Hierarchical, meaning that scale of hierarchy levels. In the hierarchy of the formal structure, the chief executive usually do it in a formal way. The level of subordinates is usually below the level of superiors. Above it, we reach the head of the organization, usually by himself at this level. He is not only alone, but

under them subordinates are called "managers" or in other words, "formal leaders" (see

below). It has no hierarchy, and no superiors or subordinates in the informal structure. Subordinates and their superiors (subordinates to the formal part of the informal structure) have already mentioned, formal relationship between them. There are no managers in the informal structure. We identify in it persons who have established relationships. These

JO'BURG FEELS STRAIN OF STRIKE

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Tribune Reporter

MORE THAN 1700 black Johannesburg municipal workers are out on strike, putting a severe strain on services and the city faces a threat of a further 9 000 workers joining the strikers tomorrow.

Mr Joseph Mavi, president of the Black Municipality Workers' Union, said yesterday because of the attitude of the city council to the Orlando power station strike many departments in the municipality may strike in sympathy tomorrow.

"If they don't meet the workers' demands tomorrow many departments will follow suit. But we don't want ambulance, fire and other essential services to suffer," he said.

Referring to the dismissal of about 1300 Johannesburg municipal workers following strike action and the anger which, he says, is gripping those who are left behind, Mr Mai said:

"The cleansing department will not be coming in tomorrow, buses will have to stop and office workers will have to stop.

"As long as they are not re-instated they are prepared to go on for six months with a total stay-away."

The strike started on Thursday and on Friday it was reported there were 1700 striking council workers.

"Tomorrow will be worse," said a union spokesman "The workers are very unhappy and they are well organised so they will keep up their demands"

They want:

- The minimum wage of

R33 a week for unskilled labourers increased to R58 a week.

- Their union to be recognised because it is the only body to speak for them.

- Their wages weekly, not fortnightly.

- A review of conditions of service.

The union spokesman Mr Wessel Barnard, city electrical engineer, said the loss of labour had not forced him to buy extra power from Escom. It was unlikely that the power stations would be closed.

Workers' demands were rejected by the town clerk, Mr A. P. Burger, and at a special meeting on Friday the management committee endorsed his decision.

Mr Burger said the 40 electricians who joined the strike at Orlando power station on Thursday had just been put on the white rate of pay. All workers had received an increase plus a 13th cheque this month.

The union will seek a court interdict tomorrow restraining the council from ejecting the more than 600 sacked labourers who lived at the Orlando power station compound.

Mr Mavi said the labourers spent Friday night in the veld and still had their belongings and money in the compound rooms. The labourers were entitled to collect these items as the month was not yet over.

Some of the labourers were now staying at the homes of friends, relatives and colleagues until they were paid off and left for home. He said it was disgusting that officials had put new recruits in the rooms.

SUNDAY

POST

Shocking action

by Council

MORE than 1 000 electrical workers were this week fired by the Johannesburg City Council when they went on strike for higher wages

Hundreds of other workers have threatened to join the strike in sympathy with the fired workers — and Johannesburg could literally come to a standstill if the threat materialises

The action by the Johannesburg City Council has done much to sour industrial relations. Of course, the reason for the council's action is not difficult to find it is easy to go out to Venda or some other homeland and come back with truck loads of people who would be willing to work for the wages the fired workers have rejected as inadequate

This, coming from an "enlightened" council, leaves us wondering

With unemployment running very high in Johannesburg itself, why is it difficult to find

labour in Soweto? Again, the reason is simple it is cheaper to get labour from outside because of the low wages being paid to the workers than it is to get workers from Soweto, who would want to be paid reasonable wages

At the same time, while denying job opportunity to people who are out of jobs at home, officialdom insists influx control is necessary. This is obviously only meant for occasions when it suits officialdom. In the present case, Johannesburg simply does not care for the people of this town. It is an economic issue, not a social or moral one

We believe the council should have listened to the workers' grievances. Then serious consideration should have been given to their demands for increased wages.

For, in the end, the council must accept that as long as they do not pay people enough, so long will they have industrial problems

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Labourers

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THE Black Municipal Workers Union (BMWU) will tomorrow seek a court interdict restraining the Johannesburg City Council from ejecting over 600 dismissed labourers who live at the Orlando power station compound.

And union leaders have warned that 9 000 black municipal workers, including bus drivers, could join the strike tomorrow. BMWU president Mr Joseph Mavi said there was a lot of "sympathy and solidarity" with the 1 630 striking workers from several Johannesburg municipal departments.

Mr Mavi told SUNDAY POST that over 600 striking workers who lived in the Orlando power station compound still had money and other belongings in the rooms. Security officers refused to allow the workers into the compound and they had to sleep in the veld on Friday night.

The labourers were now staying in the homes of friends, relatives and colleagues until they were paid off and could return home.

He said it was "disgusting" the way officials had settled new recruits in these rooms. "What of the money and belongings of these workers got lost?" he asked.

He said his union's attorneys had been briefed to handle the matter.

Mr Mavi said the city electrical engineer, Mr Wesel Barnard, should be removed from his position of dealing with the black staff as he had "no respect".

Shortly after the dispute, Mr Barnard said "I feel very upset because the black skilled staff was highly motivated and qualified." He said some had been with the council for more than 10 years.

He said he did not sack the workers. He had explained to them that he would have to take their demands to the City Council's management committee for a decision. He said the workers could be reinstated.

The strikers want a minimum wage of R33 per week for unskilled labourers increased to R58 per week.

But their demands were rejected by the town clerk, Mr A P Faiger. And at a special meeting on Friday, the management committee endorsed his decision.

Mr Burger said the 40 electricians who had joined the strike at Orlando power station on Thursday had "just been put on the white rate of pay". All workers had this month received an increase plus a 13th cheque.

"We could not therefore agree to their demands. In addition, we cannot differentiate between them and the other council workers," he said.

The council also took the stand that the strikes were illegal in terms of the Industrial Conciliation Act.

Mr Mavi said the strikers could agree to being reinstated provided this was unconditional and their pay increase demands were met.

Commuters stranded and roads in places grow in the streets

Jobs strikers out by the thousands

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APR
8/7/80
JFK
JFK



An armed policeman watches municipal transport workers who gathered in Avenue Road near the Goch Street bus depot in Johannesburg today. Police cordoned off the street for about half an hour while they persuaded the workers to return to their hostel in Selby. About 300 workers and 30 bus drivers had earlier been paid off at the bus depot. Pictures by Graham Gainsford and Chris Dehon

Staff Reporters
More than 3500 Johannesburg municipal workers — about a quarter of the total black staff — came out on strike today, leaving thousands of commuters stranded and rubbish piling up in the streets.

A small group of heavily armed police faced several hundred strikers across West Street after picketers stabbed a bus inspector.

Several hundred workers turned away all traffic entering Selby municipal compound in West Street and sang, jeered and shouted for higher wages. Armed police ordered

workers off the pavement in front of the compound.

About 3000 workers in the cleansing department are on strike, leaving the streets unswept and dustbins spilling over. About 200 sewerage workers have joined the strike.

Buses which normally start running at 4.45 am were more than an hour late because about 75 black drivers and conductors refused to work until their union, the Black Municipal Workers' Union, was recognised by the city council.

Given an hour to go back to work, they refused and were fired along with union president Mr Joseph Mavi.

About 500 black technical staff in the Transport Department were also fired when they refused

to work until their pay demands had been met.

As queues grew at Bree Street and along black bus routes, black and white inspectors took over the shifts Mr Les Petey, general manager of the Transport Department, said. "Peak-period traffic was cleared by 8 am. Services are expected to run 'a little late' tonight.

Ironically many of the electricity workers, who triggered the strikes when they walked out last week, were back at work today, said the city electrical engineer, Mr Wessel Barnard.

Early today bus drivers congregated outside the municipal transport workshops in Avenue Road and striking bus maintenance staff milled around the depot

Mr Mavi said "We are striking for equal pay for comparable work. We were promised this."

He said the men were also demanding that the one-man operator allowance be paid to casual drivers as well as permanent staff.

He reiterated a demand that council officials should talk to his union. "If there is any law that forbids them from speaking to us they must be broken. It is illegal to the other back union which is not registered either."

Mr H. M. Wallis, general secretary of the Johannesburg Municipal Transport Workers' Union said an executive meeting would be held today to decide whether white bus

drivers would fill in for the striking drivers.

He said the black drivers were "making a big mistake by striking in an essential service."

"What they are striking for is to have their union recognised but as I understand it, the department could discharge those drivers on strike, possibly today. This strike is not going to help their cause."

Some white drivers, however, could be open to assault if they took over from the black drivers.

"The decision will rest with our 450 members," said Mr Wallis.

At the City Hall only 10 of the 45 black cleansing and clerical staff arrived for work.

Mr Barnard said today that the situation in his department had "improved considerably" over the weekend.

The 800 distribution and office staff at the Van Beek compound who refused to go to work on Friday were back at work, he said.

At the Orlando power station, where 550 men went on strike on Thursday, about 80 were back

City strikers beat up and stab two

Two people — a black bus inspector and a white traffic official — were stabbed this morning as a result of the bus strike.

The inspector, a Mr Nhleka, had attempted to pick up some labourers from the Selby municipal hostel in West Street, at

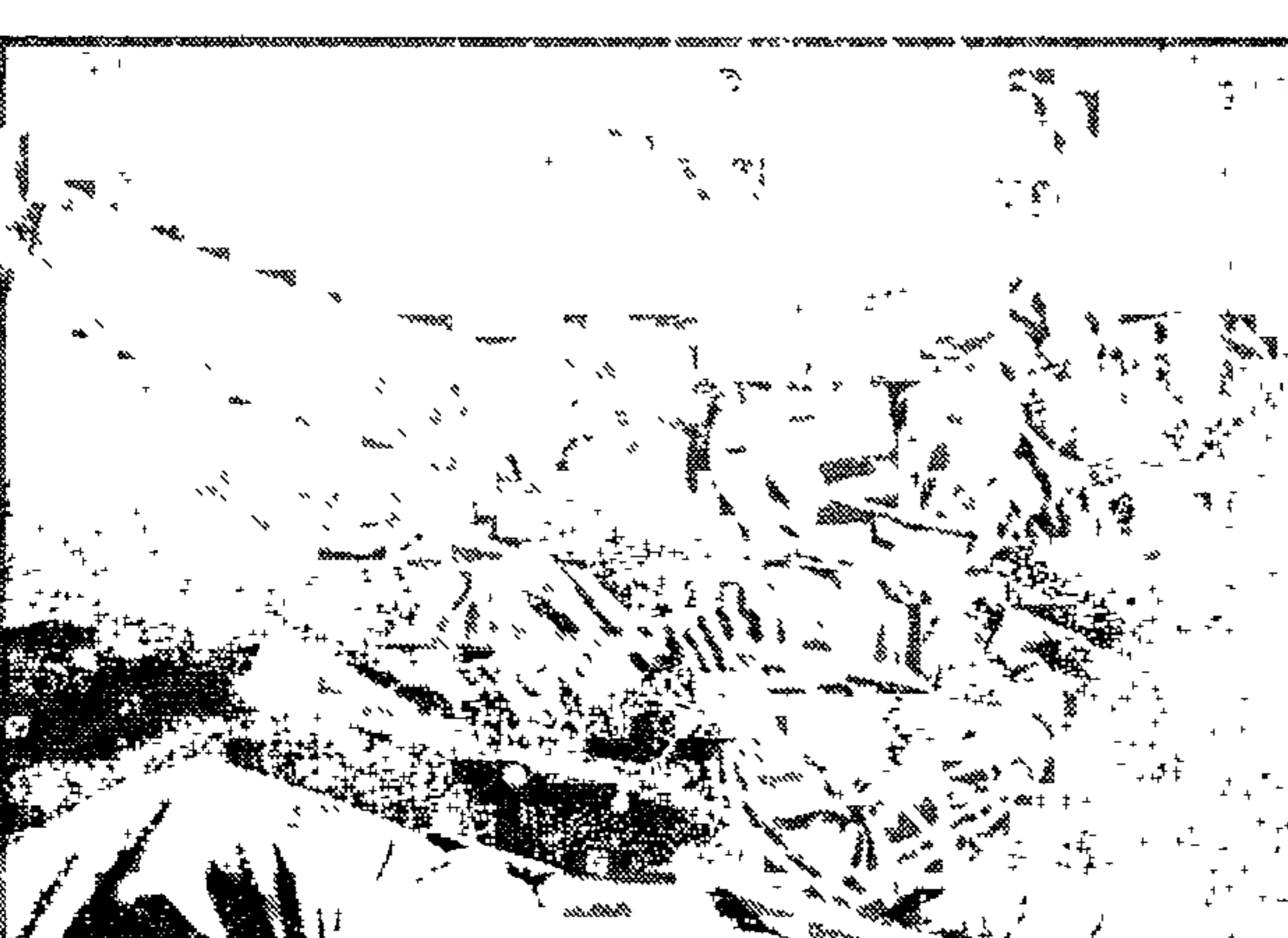
8.00 am. Angry strikers prevented people from boarding the bus, and gave chase when the inspector drove off.

The crowd caught the bus at a traffic light and — according to witnesses — "kicked in the door and dragged the driver

out".

A police spokesman said Mr Nhleka had been beaten and stabbed in the stomach. He was taken to the Johannesburg General Hospital, but was later discharged and sent home.

Later in the morning a traffic official drove a



Some police wore civilian clothing instead of the now familiar battledress when they patrolled the area near Selby compound today.

leave
rubbish
piled high

▶▶ From page 1

at work today.
Mr Barnard said he expected another 250 to return today. About 250 workers are being recruited. He said it was unlikely that the 40 striking electricians would be taken back. "They have caused a lot of trouble over the last few months and some have already been suspended."

He said that the staff at the council's Kelvin powerstations had indicated that they would definitely not join the strikes.

At the Goch Street bus depot about 300 maintenance workers and 30 drivers were paid off today.

The drivers were told to return for their pay at 1 pm tomorrow. The maintenance workers are to be paid on Thursday.

About 150 of the striking workers gathered in President Street and police cordoned off the street before persuading the workers to return to the Selby hostel where they met other striking workers.

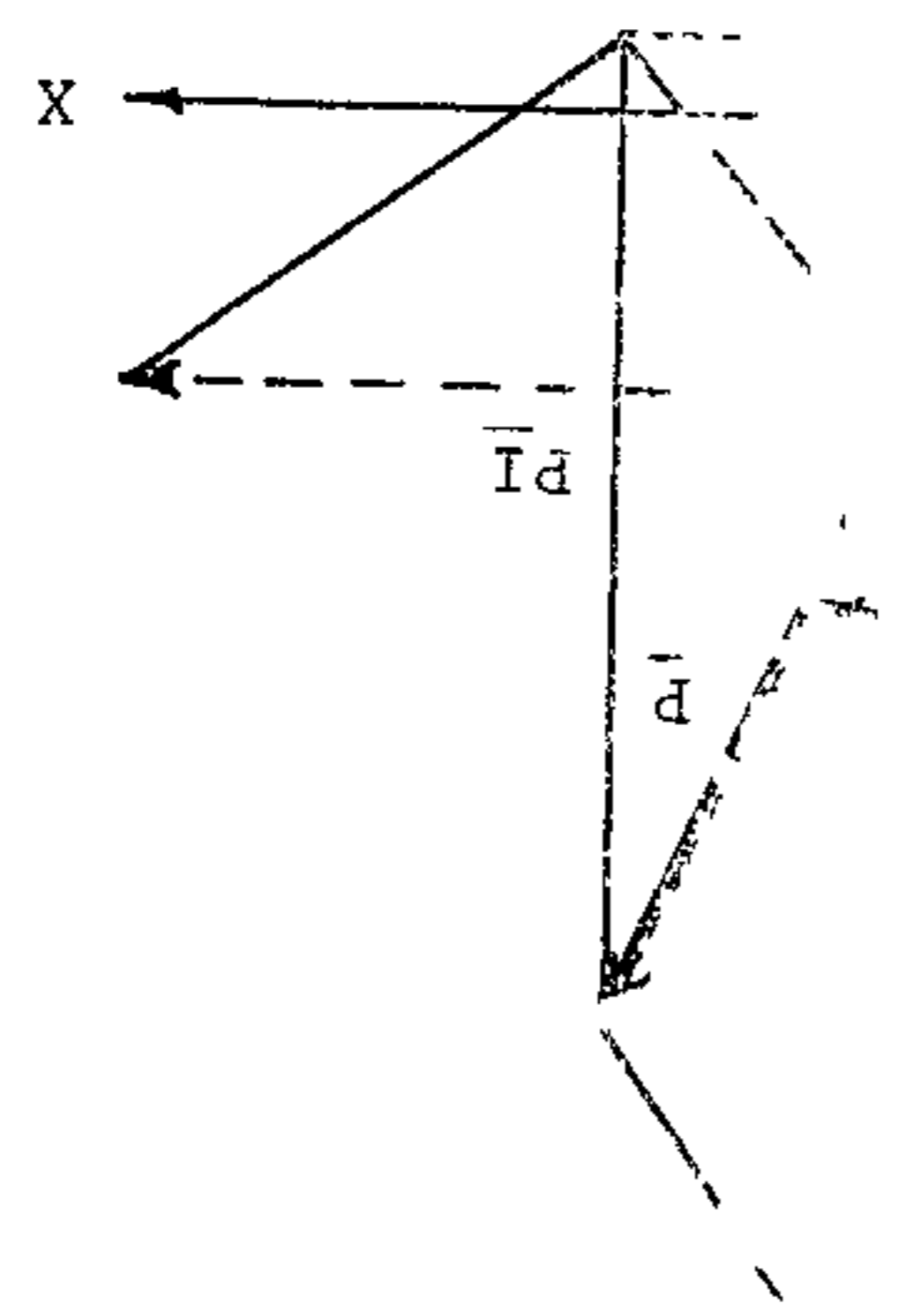
● Johannesburg municipal authorities today announced that no refuse would be collected from households or businesses "until the strike situation stabilises".

A spokesman said Johannesburg residents should

- not take garden refuse to dumping sites
- take back on to their premises any plastic rubbish bags waiting collection on pavements
- try to cut down on the amount of refuse from each household.

If the situation drags on residents will be issued with extra refuse bags.

Hospitals and hotels will continue to be served but the frequency of collecting is to be cut.



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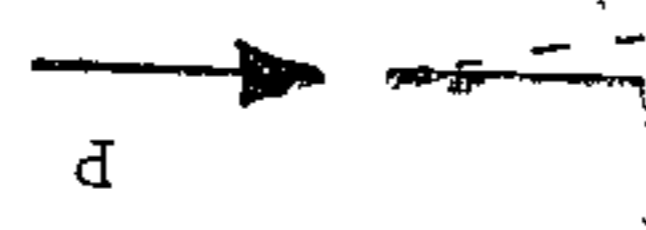
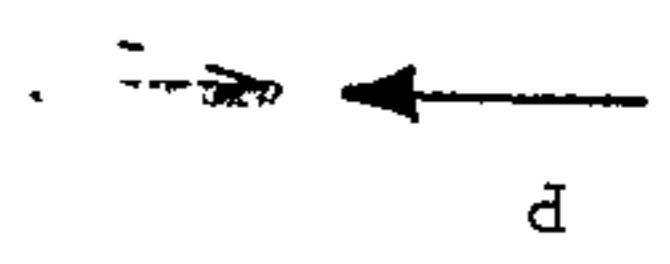


Figure 2.4



Figure 2.3



members of the organization, 6 with the management and work

In most industrial organizations, from the fields of business administration and management engineering research have replaced their field of organization. New questions have been developed to serve that they could not only describe actions, but also *measure* them.

The purpose of studying the framework of the study of the nature is to establish the effectiveness of the organization and all of the say the economic effectiveness a whole. For this purpose, one for measuring the effectiveness of members of the organization as a whole. The actions of members of the organization with these standards and comparisons one can establish the individual and of the whole.

STUDYING THE RELATIONSHIPS BETWEEN MEMBERS OF THE ORGANIZATION

The second factor of organization is the relationships existing in an organization. When one deals between two members of the organization, one considers a *required relationship* facilitating the execution of the carrying out of the organization producing or supplying products. On the other hand, when one deals with each other, one considers an *actual relationship* existing because of work requirements or other reason (e.g. because of the necessity of conditions created not necessarily conducive purposes, and, mainly, because of personal attraction to each other).

The semantics of the organization distinguish between these two

POST

TRANSVAAL

Telephone 27 6081

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THE STRIKE situation throughout the country is becoming so serious that it is likely to get too big to handle.

The irony is that the country is going through a gigantic economic boom and money is being spent left, right and centre by whites. Some Sunday newspapers have headlined stories that South Africa was groaning under a huge money flood.

It is said the country is awash with cash with record money deposits of around R500-million.

This kind of opulence does not even make us drool with envy. It is simply beyond our meagre comprehension. We do not even dream of that kind of money. And yet we are citizens of this very rich country.

So where is the money going to? Who are the people who are raking off all that beautiful lolly when our people are literally dying of starvation?

We do not preach for strikes or boycotts, for the last thing we want to see is the peaceful disruption of life in the country. But we cannot but hesitate to hazard that it is the drastic imbalance of the spoils of the land that causes so much unhappiness.

People who are speaking so glibly and even so joyously about the country being awash with money should be ashamed of themselves. The majority of the people in the country suffer under the heel of unbearable oppression, and hardly ever smell the opulence.

During the days of the French Revolution the aristocrats were wallowing in the good things of life, while the people were crying for bread. The amazement in the eyes of the nobles when things overtook them was understandably great. How could these people be yelping for bread, said one Marie Antoinette, when there was so much cake all over the place?

We suspect this is the same question white South Africans are asking themselves today as scores upon scores of blacks go on strike. Let's pray the analogy will not follow its logical historical dialectical sequence. There is time for amends to be made and after all, the people are not even asking for a tenth of all that beautiful money.

All they need is to have enough money in their pockets for board and lodging and perhaps to send their children to school.

More join strike

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266
287

Post 28/7/80

THE STRIKE by Johannesburg municipality workers spread when refuse removal workers at the Selby depot refused to start work last night, demanding more pay.

The men were due to start work at 6,30 pm but by 6,45 they were milling around, shouting angrily to a white man who tried to address them.

ant chief solid waste engineer at Selby, last night said the men had been told to go home for the evening.

"We do not want a confrontation and we have cancelled our operations for the night," he said.

He said he believed about 120 workers were due to start work at 6,30 pm and another about 60 and 7,45 pm.

The strikers are demanding:

- ⊙ A minimum pay of R58 a week;
- ⊙ Recognition of their trade union; and
- ⊙ Better working conditions.

The strikers say they cannot live on their present wage, recently raised to a minimum of R33 a week for adults and about R30 for juveniles.

Fears now are that the strike will spread to other municipal workers like bus drivers, clerks, etc.

About 400 men listened as the official told them they would not be able to get more money by striking. He told them there were channels they could use to ask for more money.

The men shouted him down. They also threatened to assault journalists who went to the cleansing depot office.

The first municipality workers to go on strike last week were from the Orlando Power Station. By the end of last week 1 630 workers from various departments were on strike.

The newly formed Black Municipal Workers Union has responded by warning that 9 000 black municipality workers will join the strike.

Mr G Pirie, the assist-

Productive technological resources, or capital
 resources, at the available resources level) Together
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 of living level
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indicator emphasizes the importance of this investment in the development

The basic level is that of the group at a particular instant of time, and is the quantity we are ultimately concerned with. It can be considered as consisting of two major components, one concerned with material well-being and one with socio-cultural well-being. As mentioned above, it is very difficult to assess (it will be discussed further in Appendix A, where each level in turn will be considered in more detail).

It is easier to measure aspects of the first level of control, namely the level of expenditure (we use Drenovshi's name for this level). This is concerned with the deployment of the available flow of resources and amenities which make possible the maintenance and improvement of the state of the welfare. Thus one would find here, for example, the available income is used in expenditure on food and medical services or rental payments or other payments to maintain shelter and so on. However, the concept of resource usage implied here is not a narrow financial one, it encompasses all resource usage leading to increased welfare, using the term 'resource' in its widest sense (cf [29]) to include, for example, clear air and quiet unpolluted countryside, sonnets and symphonies. The use of a resource, therefore, will be taken to be any quantity or feature whose use or deployment can be controlled to improve the group's welfare. Thus an art gallery is a resource which I use ('enjoy' or 'consume'), if I visit the gallery, sit in it, or in the case of a concert hall, where I may hear symphony concerts. A beach or wilderness park is a resource I am able to 'consume' if I am able to visit it. Thus such resources would be accounted for at this level. Again, both 'organization' and 'knowledge' are resources which can be used or 'consumed'. Overall, this level is concerned with all ways the flow of available resources is used to increase the group's welfare, the main four categories of such resource use (discussed further in Appendix A) are resource use for physical welfare and safety, for security for 'higher' needs and for organizational purposes. In quantifying this level, there are two basically

14 See, for example, pages 179 and 180 of [53], and Appendix C

By HARRY MASHABELA
and GRAHAM BROWN

A MASSIVE strike by 9 000 black workers of the Johannesburg City Council is expected to paralyse the council's bus service for blacks as well as the cleansing service this morning

The president of the striker's union, Mr Joseph Mavi, said last night that all 9 000 members of the union had been told to report to work but not to start

The proposed transport strike will affect an estimated 6 000 to 10 000 commuters, most of them from Soweto, who will be waiting for municipal buses from Park Station to take them to the suburbs

The general manager of the transport department, Mr Les Pettey, said the strike would affect about 60 buses in the morning peak between 6am and 7 15am

But he believed that many of the black drivers would refuse to join in the strike because they knew they were paid considerably more than Putco drivers, and because the council had already initiated a multiracial pay scale

Mr Petty said arrangements had already been made to rope in white drivers and inspectors to keep the service at about a 50% level

There would be delays, but he thought the service could get all peak-time passengers to their destinations by between 9 and 9 30am

Mr Mavi said that black staff at four of the city's five cleansing depots had agreed to down tools from 6pm last night — most of the cleansing section's 1 800 staff

This means that city streets were not cleaned, and that the normal refuse collection services will be stalled today

Another
152
9 000
workers
RDM
may join
28/7/80
strike

But it is understood that the City Engineer's department has contingency plans to lessen the effects of the strike

Workers at the Norwood, Selby, Nancefield and City Deep depots had joined in the strike, but the Anthea compound workers serving Croesus, Langlaagte and Industria had not yet done so, said Mr Mavi. He expected workers at Anthea to down tools today

City council officials had expected many of the 1 350 electricity department strikers, who had been sacked last week, to accept the council's terms this morning for re-instatement — an immediate return to work

But Mr Mavi said he expected workers at the Orlando and Van Beek compounds to turn up at the compounds today to attempt negotiations with management — not to start work

Strike
152
threat
to city
buses
RDM
28/7/80
services

again The strike revolves around the attempts of the Black Municipality Workers Union to win recognition from the Government and the city council

The council is tacitly supporting the rival Johannesburg Municipal Workers Union, which was formed with council support and is awaiting Government registration

The City Electrical Engineer, Mr Wessel Barnard, said the BMWU had failed in its attempts to close down the city's power stations. He said 50 of the 550 workers at the Orlando compound who were fired last week had already returned to work

Most of the balance, as well as the 800 workers fired from the Van Beek compound, would be reinstated if they went back to work tomorrow

Mr Barnard, who alleges his workers have been intimidated from going to work, said he visited the Orlando hostel late on Friday night to find about 15 men lying in the long grass near the compound entrance or huddled around a small fire

They told him they were frightened and wanted to return to work, so he ushered them back into the hostel

At the Van Beek hostel in Doornfontein, where about 800 black workers were sacked on Friday, many were due to be paid off this week

Workers were at work yesterday

Officials using the public address system appealed to the workers at the compound to return to work

Mr Mavi said he visited the compound yesterday to find an induna urging "idle" strikers through a hailer to join their colleagues who had returned to work

Mr Barnard said all workers who wished to return to work today would be re-instated without loss of benefits except the "instigators" of the strike and those with poor work records

Mr Barnard expects about 200 new Venda recruits to start work this week

"I believe the majority of workers were coerced into striking. They were the victims of a complete con trick

"Some of them who have been working for us for many years are almost due for gratuities as high as R10 000. They stand to lose all this. I've talked to some of them and they are very saddened," he said

28/7/80 ARGUS

Reef hit by strike of busmen, cleaners

Argus Correspondent

JOHANNESBURG. — More than 3 000 Johannesburg municipal workers came out on strike today — leaving thousands of commuters stranded and rubbish piling up in the city's streets.

Municipal buses which normally start running at 4 45 am were more than an hour late as about 140 drivers refused to go to work in solidarity with striking Electricity Department workers.

As the queues grew, white inspectors from the Transport Department took over driving the buses.

About 3 000 workers in the Johannesburg cleansing department went on strike yesterday leaving streets unswept and dustbins spilling over

A bus union official said: 'We are striking for equal pay for comparable work. We were promised this.'

SUPPORT

Mr H M Wallace, general secretary of the Johannesburg Municipal Transport Workers' Union, said an executive meeting would be held today to decide whether white bus drivers would fill in for the striking drivers.

He said he thought the black drivers were 'making a big mistake by striking in an essential service'

Mr Wallace added 'What they are striking for is to have their union recognised, but as I understand it the department could discharge those drivers on strike, possibly today. And this is not going to help their cause.'

330 PAID OFF

At the Goch Street bus depot about 300 maintenance workers and 30 bus drivers were paid off.

Mr Wessel Barnard, Johannesburg electrical engineer, said today the situation in his department 'improved considerably' over the weekend after strikes last week

Workers
stop
work
briefly

152
L84/135
29/7/80
138

Labour Reporter

A FORDSBURG clothing manufacturer, Van-Neths Clothing, was affected by a brief work stoppage at the weekend

According to the National Union of Clothing Workers to which the workers belong, they stopped work early because of an internal grievance

But all workers returned to work today

A union official, Mrs Sarah Chitja, said she visited the factory after hearing of the strike. She said the workers had an "internal grievance" prompted by dissatisfaction with a fellow worker who was supervising them

This had led a group of workers on the Saturday shift to knock off early in protest

Mrs Chitja said, however, that the dispute had now been settled and all workers had returned to work today

"Management were very co-operative. It was never a serious problem," said Mrs Chitja

A company spokesman said there had been no strike at the plant. "I don't know where people get this story from," he said

4000 still on strike after day of tension

152

2nd

ADM

29/7/80

Staff Reporters

MORE than 4 000 Johannesburg City Council workers were on strike last night after a day of tension at the Selby municipal compound during which two men were stabbed and vehicles stoned.

A strong contingent of armed police kept a close watch on the compound — and at one stage rushed a crowd which spilled out of the gates into West Street.

Strikers from Orlando power station in Soweto marched into town to join their colleagues at the Selby compound.

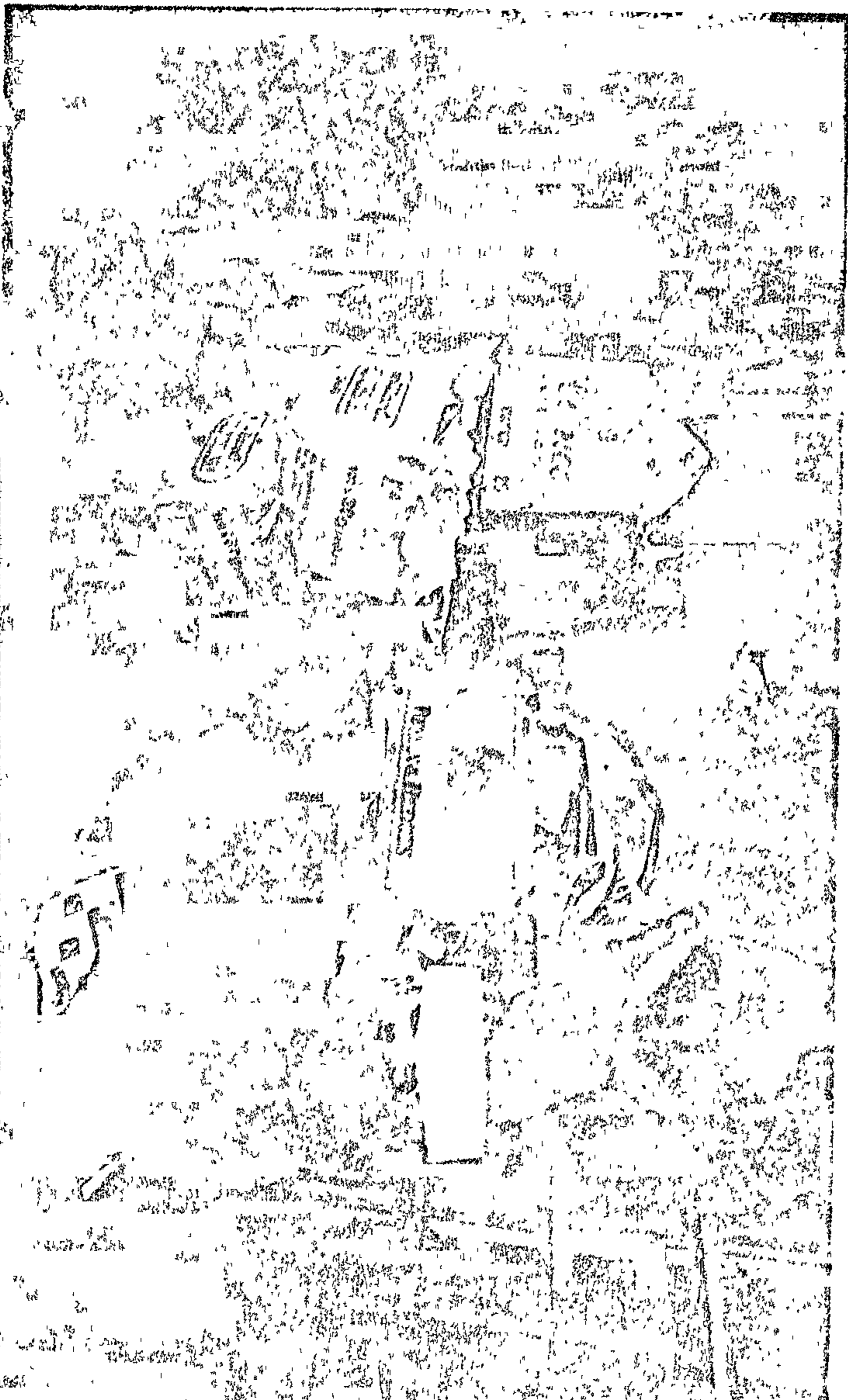
Thousands of workers are expected to meet again at the compound this morning.

Among the strikers are about 2 000 workers from the cleansing department. Garbage will not be collected from homes until further notice. The services to hospitals, restaurants and office blocks will be given priority, but will be limited.

Householders are asked not to dump refuse in the streets. Emergency refuse should be taken to municipal dumping sites.

Nearly 100 workers in the transport department have been fired and will be paid off today if they do not return to work. More than 500 maintenance men have also been fired.

Officials of the strikers' Black Municipality Workers



Jobless workers heading for their offices in the city yesterday morning were greeted by mounting piles of refuse. Following the strike by more than 3 000 municipal workers

Picture: RAYMOND PRESTON

Officials of the strikers' Black Municipal Workers Union told the Rand Daily Mail that the telephone at their office in Sauer Street had been disconnected by Post Office workers yesterday afternoon

They said that though the telephone was not registered in the union's name, the accounts were up to date

Mr K Loubser, chief PRO for the Post Office, said last night he could not comment on the cut-off, but the PO would give reasons today

At the Selby compound yesterday, workers were told by Mr Thys Wilmshach, director of the council's housing department, that their last pay increase — between R11,44 and R15,25 at the beginning of this month — was the biggest ever, and would not be raised

Johnesburgers heading for their offices in the city yesterday morning were greeted by mounting piles of garbage following the strike by more than 3 000 municipal workers

minimum wage paid by the council is R33 a week

Lawyers for the union said they had asked the leader of the Progressive Federal Party in the council, Mr Sam Moss, to find out from the Management Committee if it would agree to a meeting This was refused

Municipal buses for blacks were staffed yesterday by white drivers and inspectors, and ran about an hour late

Mr Les Petley, general manager of the department, said he hoped that at least the same services could be provided today

has promised to provide workers at the Van Beek compound in Doornfontein with armed escorts to prevent intimidation as they go to work

The council said all 800 Van Beek depot workers were back at their jobs and that only about 300 of the 550 Orlando power station workers were still on strike

There is no danger to services to Johannesburg and Soweto, and the Kelvin power station's 200 workers have not joined the strike

Services by the gas department (where 500 men are on strike), the traffic department (200 on strike), and health services (where the union has

ordered its members to go on working) are not affected

The day began when about 4 000 workers met at the Selby compound Police received reports of stonings outside the compound and cordoned off the surrounding streets The men quickly went back into the compound

Then a municipal bus inspector was dragged out of a bus and stabbed A municipal store clerk was stabbed in the leg and beaten outside the compound

Police confirmed that the bus inspector, Mr E Mthleko, was dragged out of a municipal bus after he took control when bus

drivers refused to drive if he was stabbed in the side

A traffic department official, a Mr Makolla, was dragged out of a municipal van as he was driving it on to the premises He was stabbed in the thigh and then beaten

Both men are said to be in a satisfactory condition

The Divisional Commissioner for the Witwatersrand, Brigadier Gert Kruger said yesterday that police were keeping a low profile "We will, however, protect the public and property wherever necessary"

More pictures
— Page 2

Picture RAYMOND PRESTON



All answers

| |
|--------|
| Number |
| Number |

Surname

First Name

Date

Striking workers inside the Selby compound await news of the negotiations between their union representatives and the Johannesburg City Council

Picture: RALPH NDAWO

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

Subject ECONOMICS
(to be copied from the heading on the first page)

Paper No 11
(to be copied from the heading on the first page)

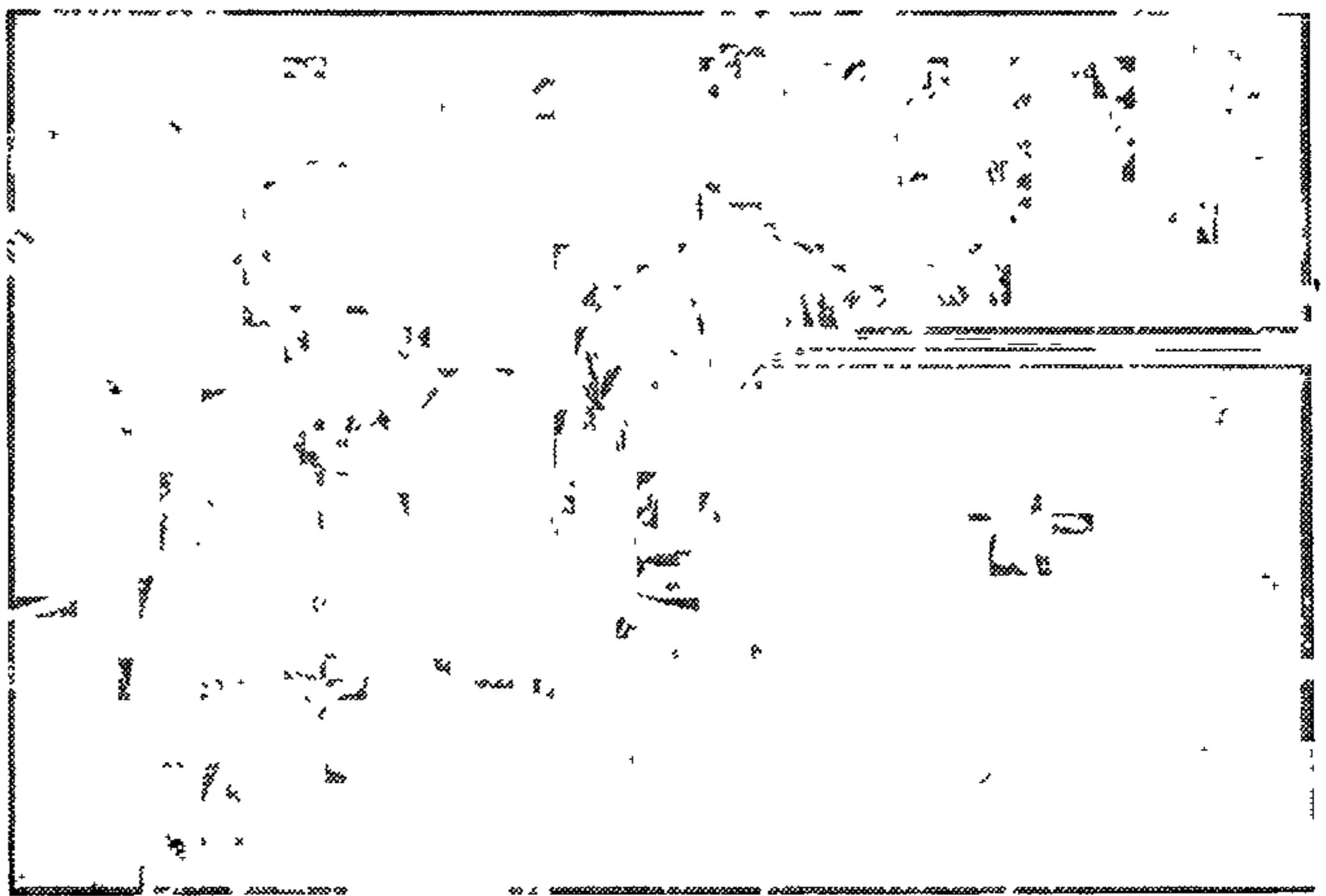
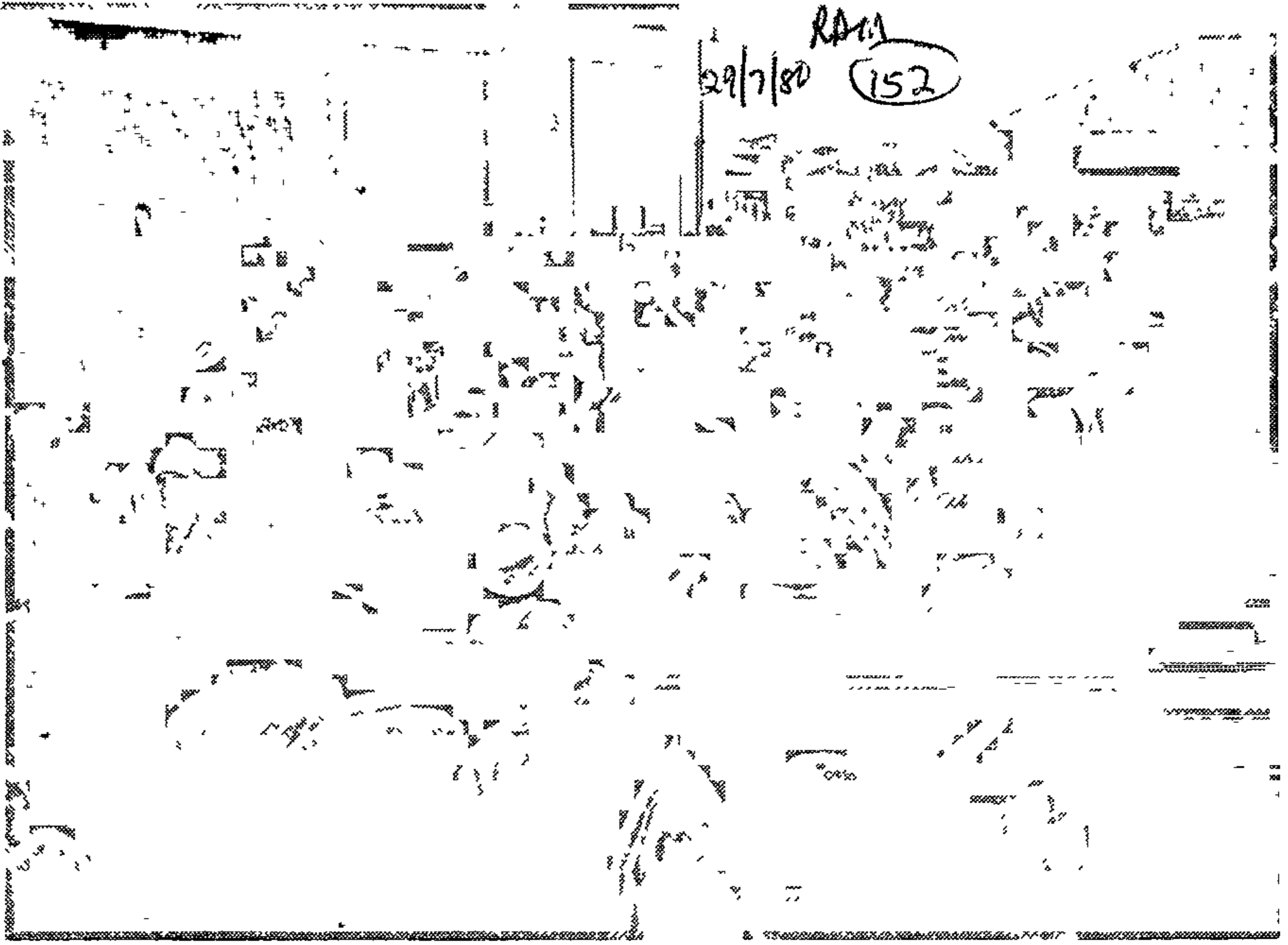
NOTE CAREFULLY

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

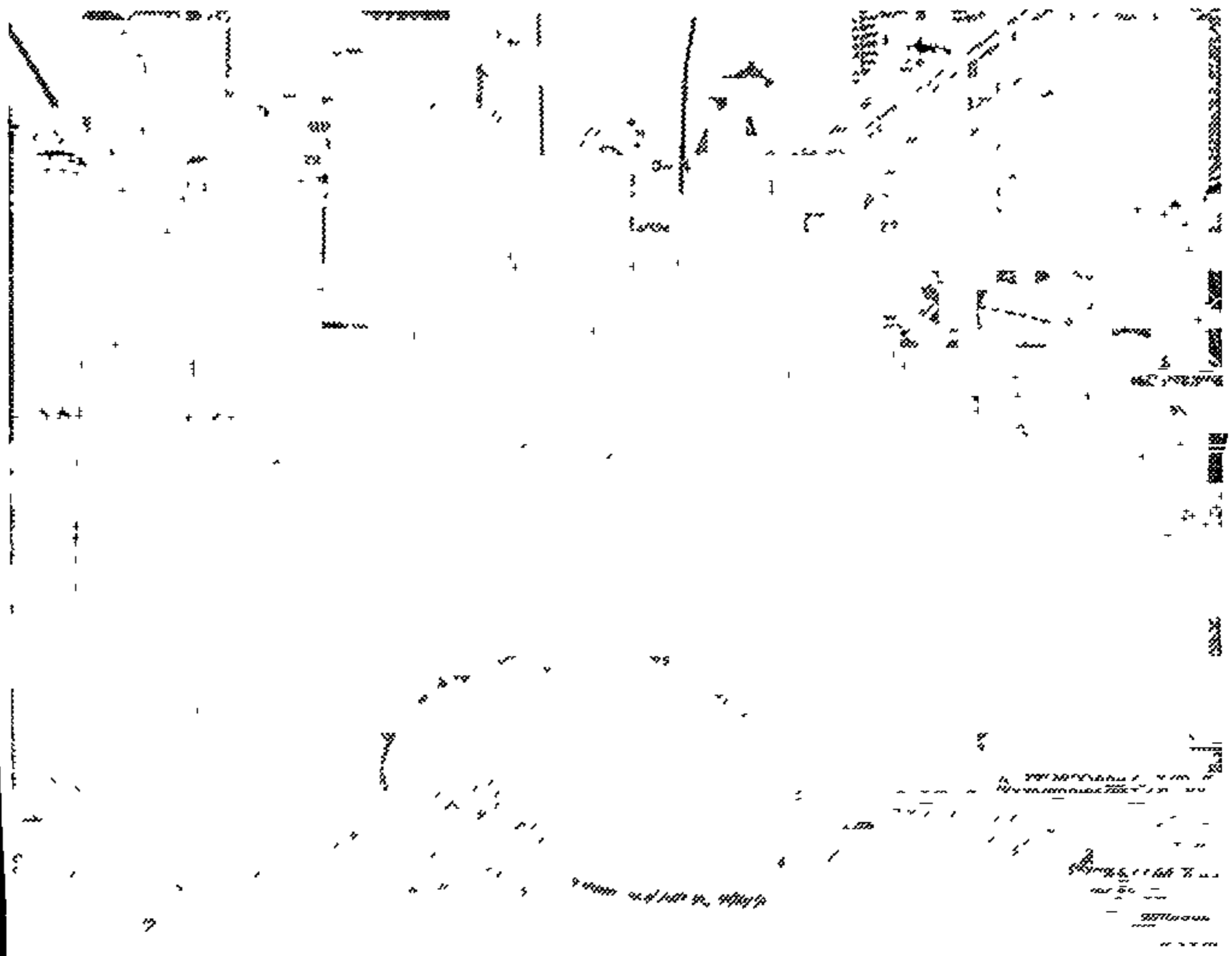
Any dishonesty will render the candidate ineligible for the award of a degree

Made in South Africa

TRIO RAHO'S P.C.T.



Police kept a low profile, coming forward only when the crowd began to spill through the compound gates into the street



Uniformed and plainclothes members of the South African Police and Johannesburg Traffic Department — some armed with batons or weapons — keep watch outside the Selby compound

Stew 29/7/80
Putco dispute
strike threat

The dispute between Putco busdrivers and management continues. Representatives of Putco met again yesterday at the Department of Manpower Utilisation with the regional black committees, and a further meeting is to be held tomorrow.

Tomorrow's meeting involves the drivers' action committee which has said that if talks break down they could stage another bus strike. Drivers are demanding a pay increase of R35 a week.

A safety valve

2/12/50

STRIKES may possibly become a way of life for a while. They are inherent to the process of worker-boss relationships in any free society, but the delayed process here will be exaggerated for some time to come. Blacks will flex labour muscles. Employers — whether they be management, municipality or government — need now to develop new

methods to deal with the new situation. Strike-breaking must come, neither by force nor confrontation, but by patient negotiation. Striking is a safety valve; a means of making protest without violence and of improving one's share of national wealth. A far worse alternative is bottled pressure, leading to sudden explosion.

Two knifed as more join strike

JOHANNESBURG — A municipal bus inspector was dragged out of a bus and stabbed and a municipal store clerk was stabbed in the leg and beaten up during yesterday morning's council workers' strike.

Both incidents occurred outside the Selby municipal compound while hundreds of striking workers milled around the complex.

More than 4 000 municipal workers are now on strike after a day of tension in which vehicles were stoned and men from Soweto's Orlando power station marched to join fellow-strikers at the council compound.

A strong contingent of heavily-armed police kept a close watch on the compound and at one stage rushed a crowd which spilled out of the gates into West Street.

Officials of the strikers' Black Municipal Workers' Union said the telephone at their office had been disconnected by Post Office workers in the afternoon.

They said that although the telephone was not registered in their name, their accounts were up to date.

Mr K Loubser, chief public relations officer for the Post Office, said last night that he could not comment on the cut-off, but reasons would be given today.

Thousands of workers are expected to meet at the Selby compound again this morning. Union officials told the strikers they should either help those without accommodation or everyone should sleep in the streets outside.

Workers were told by Mr Thys Wilsnach, director of the council's housing department, that the council's last increase — between R11,44 and R15,25 at the beginning of this month — was the biggest ever, and that there would be no more. The minimum wage paid by the council is R33 a week.

Meanwhile, lawyers acting for the union had asked the leader of the

Progressive Federal Party in the council, Mr Sam Moss, to find out from the management committee whether they would agree to a meeting, but this was refused.

The strike by about 2 000 cleansing department workers means that garbage collection from homes has come to a halt until further notice. Services to hospitals, restaurants and office blocks will be given priority but will be reduced.

In the transport department, nearly 100 drivers were fired and will be paid off today unless they return to work immediately. More than 500 maintenance men have also been fired.

Buses were staffed yesterday by white drivers and inspectors, and ran about an hour late as thousands of commuters linked up at bus stops. Cleaning services for the buses will be cut back.

No emergency domestic sewage services will operate until further notice. About 400 workers in the department are on strike.

The day began when about 4 000 workers met at the Selby compound. Police received reports of stonings outside the compound and cordoned off the surrounding streets. The men quickly went back into the compound.

Later the mood was tense but police acted only when the crowd began filtering out of the compound gates into the street.

At 10 15 am one of the strikers, using a police loudhailer, addressed the crowd spilling out of the gate and said one man had already died — this was later found to be untrue — and the men should remain calm.

About 15 minutes later police made a baton-charge along the pavement and pushed the crowd back into the compound. The gates were then locked.

The Selby strikers were then joined by 600 workers who had marched down the Soweto highway from the Orlando power station — DDC

The strike that started at the Orlando Power Station last Thursday spread to transport workers in President Street, and the cleaning staff at Norwood, City Deep, Nancefield, Antea in Croesus to involve more than 6 000 workers

By last night it was clear that the strike would continue today as the Johannesburg Management Committee had not responded to an offer from the Black Municipal Workers Union

Commuters who use early buses from the centre of the city to the suburbs were late as drivers refused to work in sympathy with workers who were sacked from the Orlando Power Station and in support of better pay

"Management had anticipated us and had asked all the bus inspectors, black and white, to report early to the depot," a driver told POST. "The inspectors took over — but buses were late all the same"

The striking transport workers, estimated at between 120 and 200 were transported by police vans from their depot to the Selby compound, where they joined thousands of cleansing and other staff

An inspector who was seen driving past in a municipal bus, was chased, stopped, and pulled into the Selby compound where he was assaulted. The inspector, Mr Edward Ntleko, was taken by ambulance from Selby to the Johannesburg General Hospital, where he was treated for a stab wound in the chest and discharged

The strikers at Selby were later joined by workers who struck at the Orlando Power Station last week and were later dismissed. The Orlando workers walked the 15 km from Orlando to Selby.

All morning, the strikers at Selby turned away vehicles that tried to drive into the compound and shouted angrily at the black workers in them

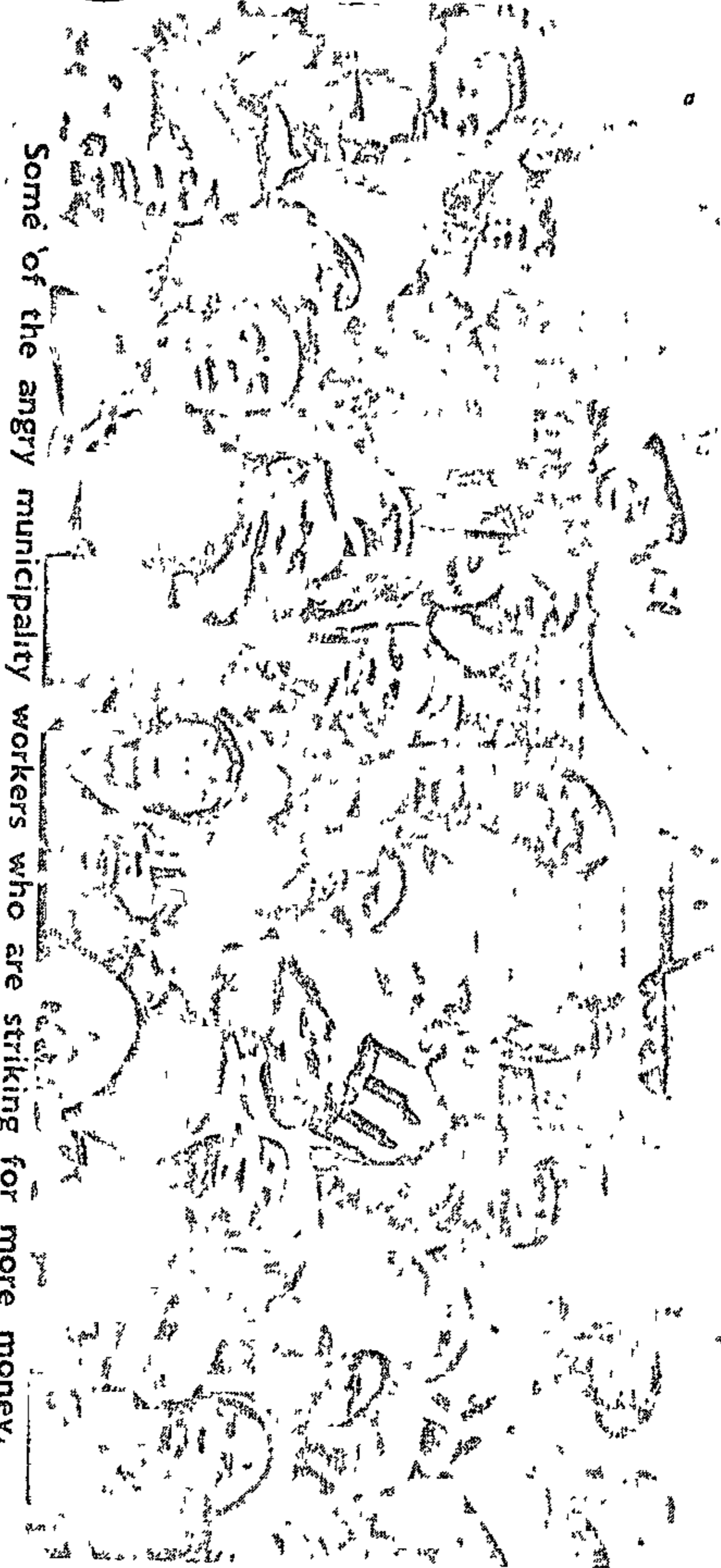
A man was arrested during one of these inci-

Continued on page 2

There's a Day for Jobs

psst
9/19/53

Carmed to



Some of the angry municipality workers who are striking for more money.

Stand Still

NIGHT soil piled in Kliptown and refuse in central Johannesburg and the white, coloured and Indian townships yesterday as the municipality workers' strike spread to other parts.

The strike that started at the Orlando Power Station last Thursday spread to transport workers in President Street, and the cleaning staff at Norwood City Depon

to negotiate. The offer was made through the union's legal representatives.

A union official addressed 3 000 workers at the Selyo depot and told them to disperse until today. He said they would not give in until their demands are met.

Commuters who use early buses from the centre of the city to the suburbs were late as drivers refused to work in sympathy with workers who were sacked from the Orlando Power Station and in support of better pay.

Management had anticipated us and had asked all the bus inspectors black and white to

Jo'burg strike spreads Post (152) ~~1079~~ ~~1110~~

From Page 11

dents He was put in a police van

At the Nancefield depot, city council officials addressed workers, urging them to get to work while their grievances were being looked into. The workers refused to start work.

The workers at this depot remove might soil from Kliptown, and refuse from all coloured and Indian townships in Jo-

hanne-bury
At the Norwood and City Deep depots trucks did not move and police were on the grounds

The workers are demanding the reinstatement of all the workers who have been sacked since the strike started last week, an increase of the minimum pay to R58 a week, and "equal pay for equal work"

The Progressive Reformed Party will try to

raise the strike during the council's meeting this afternoon

PEP Councillor Dr Selma Browde last night said it was imperative that there be negotiations

The South African Institute of Race Relations yesterday appealed to the Johannesburg City Council and the workers to exercise patience and restraint in the negotiations which 'must now follow the strike'

(15) ~~15~~
Strike at
Post paper

Staff Reporters

Editorial work at the Post Transvaal offices came to a standstill this morning as all reporters went on strike. Management refused to comment on the situation except to say "We have been approached on issues involved"

Post and Sunday Post reporters held a meeting on the premises. It is understood pay rates are the reason behind the strike.

Post's editor, Mr Percy Qoboza, said he would only be available for an interview in the late afternoon.

29/7/80 AR445

Newsman out on strike

152

242

Argus Correspondent
JOHANNESBURG. — Editorial work at the Post (Transvaal) offices came to a standstill this morning as reporters went on strike.

Management refused to comment on the situation but said, 'We have been approached on issues involved.'

Daily Post and Sunday Post reporters were meeting on the premises and said they would disclose reasons behind the strike after the meeting.

The Post editor, Mr Percy Qoboza, said he was very busy and would not be available for an interview until later

152

29/7/80



RUBBISH, normally collected overnight, lay piled outside Johannesburg shops as hundreds of the city's municipal cleansing department workers went on strike.

Rubbish piles up in Johannesburg

29/7/80 AR445 1

5 500 RAND COUNCIL WORKERS ON STRIKE

[Handwritten scribble]

152

Argus Correspondent

Police

Police stood by at various municipal departments and compounds in the city where workers congregated today.

Rubbish is still piling up in streets and there are fears that about 10 000 people in Klipriviersobg, near Nancefield, could face serious sanitation risks if cleansing department workers do not return to work by tomorrow.

Black bus services were running normally again early today, the general manager of the transport department, Mr Les Pettey reported.

Drivers

About 75 drivers were fired yesterday when they stopped work, but about 50 percent of those eligible to be rehired were back at work today, he said.

Inspectors also helped to drive the buses and Mr Pettey said there was no need now to ask white drivers to stand in on the black routes.

About 500 labourers in the department are still on strike, and white staff
(Continued on Page 3, col 5)

JOHANNESBURG. — Municipal bosses today met Minister of Manpower Utilisation Mr Fanie Botha as more than a third of the city's black municipal work force — more than 5 500 men — downed tools.

The number on strike could even top 6 000. The Johannesburg Zoo is reported to have no black staff at all. But the parks department — under which the zoo falls — has refused to issue figures on strikers.

All 490 staff of the water branch went on strike today. They were joined by staff from the city health department, the library, the civic centre, city treasurer's department and the market.

Mr Sam Moss, MPC, leader of the opposition in the city council, said he was asking for the agenda of today's monthly council meeting to be suspended so the full council could urgently discuss the deteriorating strike situation.

Mr Moss yesterday unsuccessfully tried to persuade the city's management committee to meet workers' leaders. Mr Moss said today the committee's refusal was "foolhardy".

4 0 0 0 0 now

striking

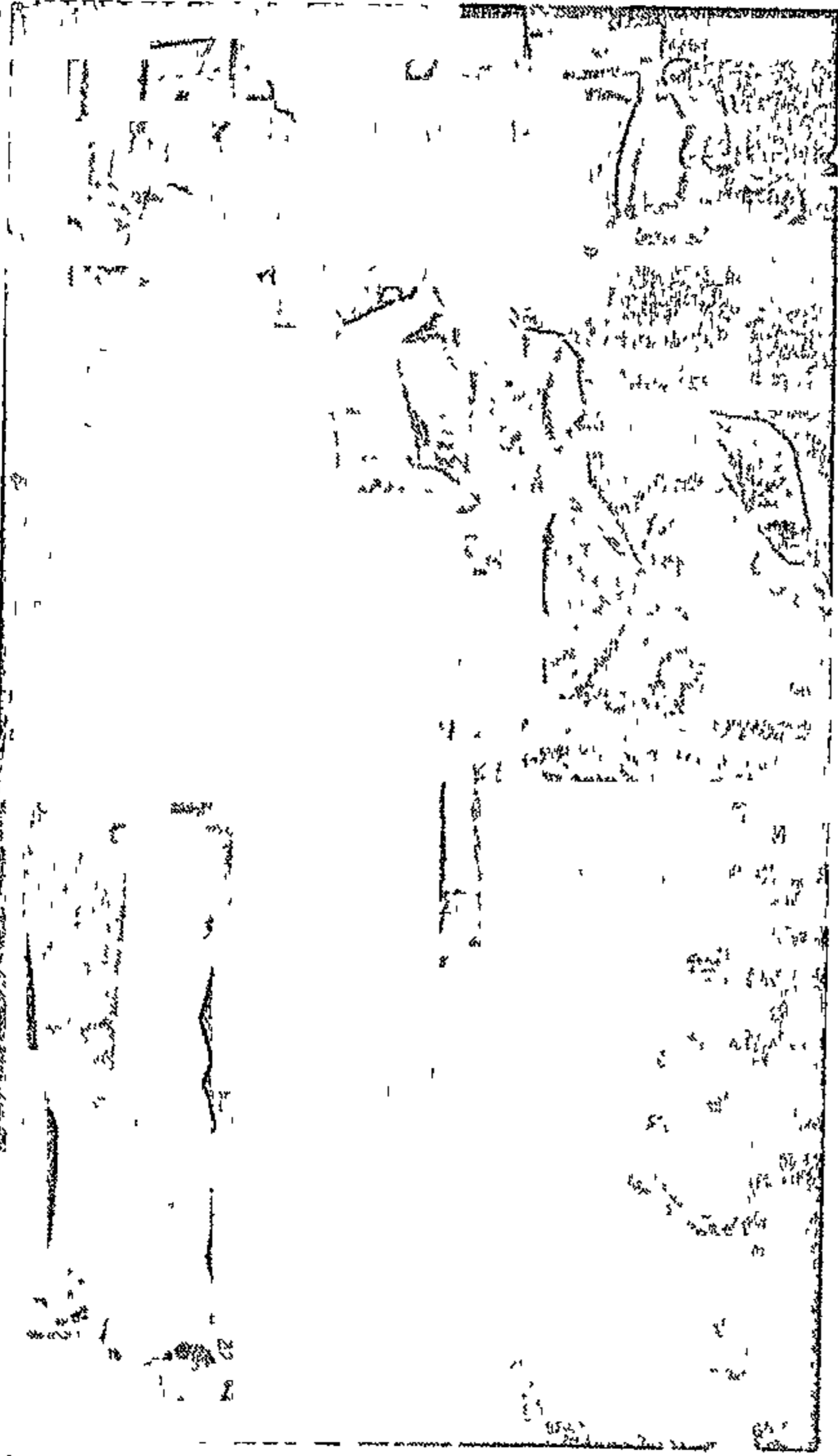
on Rand

Own Correspondent

CAPE TIMES
29/7/80

152

JOHANNESBURG. — More than 4 000 Johannesburg municipal workers are on strike after a day of tension in which vehicles were stoned, two men were stabbed and men from Soweto's Orlando power station marched to join fellow-strikers at the Selby council compound.



Police in civilian clothes keep a watch on strikers at Johannesburg's Selby compound yesterday.

Armed police kept watch on the compound and at one stage baton charged a crowd which had spilled out of the gates into West Street

Officials of the strikers' Black Municipality Workers' Union said that the telephone at their office in Sauer Street had been disconnected. Mr K Eubser, chief public relations officer for the Post Office, said the PO would comment today.

Thousands of workers are expected to meet at the Selby compound this morning.

Mr Thys Wilsnach, director of the housing department, told workers yesterday that the council's last increase — between R11,44 and R15,25 at the beginning of this month — was the biggest ever, and that there would be no more.

The strike by about 2 000 cleansing department workers has halted garbage collection from homes. Services to hospitals, restaurants and office blocks will be reduced.

Refuse dumps

Householders have been asked not to dump their refuse in the streets, but to take it to municipal dumping sites.

In the transport department nearly 100 drivers were fired and will be paid off today unless they return to work. More than 500 maintenance men have also been fired.

Buses were staffed yesterday by white drivers and ran about an hour late.

The electricity department has promised to provide workers at the Van Beek compound in Doornfontein with armed escorts to go to work.

The council said all 800 Van Beek workers were back at their jobs and that only about 300 of the 550 Orlando power station workers were still on strike. There was no danger to power services to Johannesburg and Soweto.

The day began with about 4 000 workers' meeting at the Selby compound.

Selby compound Police received reports of stonings outside the compound and cordoned off surrounding streets. The men went back into the compound.

Then a municipal bus inspector was dragged out of a bus and stabbed, and a municipal store clerk was stabbed in the leg and beaten. Police confirmed that the inspector had tried to take control of a bus.

The Divisional Commissioner for the Witwatersrand, Brigadier Gert Kruger, said that police were keeping a low profile and did not want to get involved in the domestic discussions between employer and employee.

"We will, however, protect the public and property wherever necessary."

Police acted only when the crowd began filtering out of the compound gates on to the street. They made a quick baton-charge and pushed the crowd back into the compound. The gates were then locked.

Machineguns

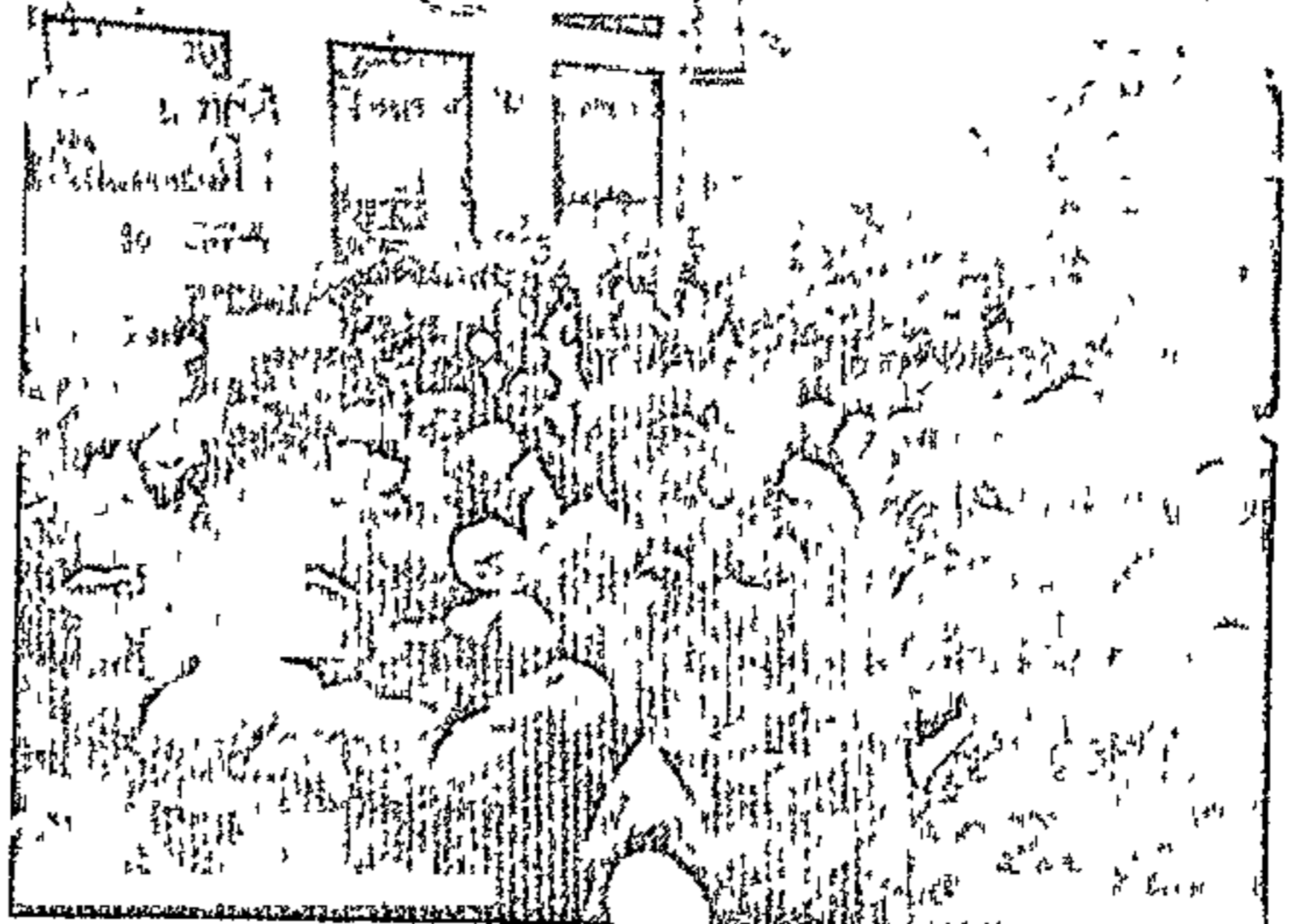
More police, armed with Uzzi machineguns, shotguns and quirts arrived in three landrovers. The Selby strikers were joined by 600 workers who had marched down the Soweto highway from the Orlando power station.

About 1 45pm police, accompanied by white municipal officials, entered the compound.

Mr Wilsnach told strikers that no one had lost their jobs and that they were free to return to work.

"If you don't want to listen to me, I have nothing more to say to you types. If you want to elect representatives, we are willing to talk. No one has approached us in this regard."

The crowd milled around till 4 30pm, when a union representative told them that negotiations with the municipality were continuing.



Part of the crowd of more than 4 000 Johannesburg municipal workers who went off strike yesterday.

TWO strikes in Selby compound

29/1/80
N.M.

Mercury Correspondent

JOHANNESBURG—More than 4000 of the city's municipal workers are now on strike after a day of tension in which vehicles were stoned, two men stabbed, and men from Soweto's Orlando power station marched to join fellow-strikers at the Selby council compound.

Riot

Police at

Estcourt

Pretoria Bureau
THREE sections of the police riot squad in Estcourt moved into Estcourt to monitor a bus boycott that started there yesterday.

Casual, cash paying commuters boycotted the Khanyani bus service when their fares were increased and made the 14,5 km journey to work from Wembezil township in Estcourt on foot.

A strong contingent of heavily-armed police kept a close watch on the compound and at one stage rushed a crowd which spilled out of the gates into West Street.

Workers are expected to meet at the Selby compound again this morning.

They were told by a council official that there would be no further increases after one of between R11 and R15 at the beginning of the month. The minimum wage paid by the council is R33 a week.

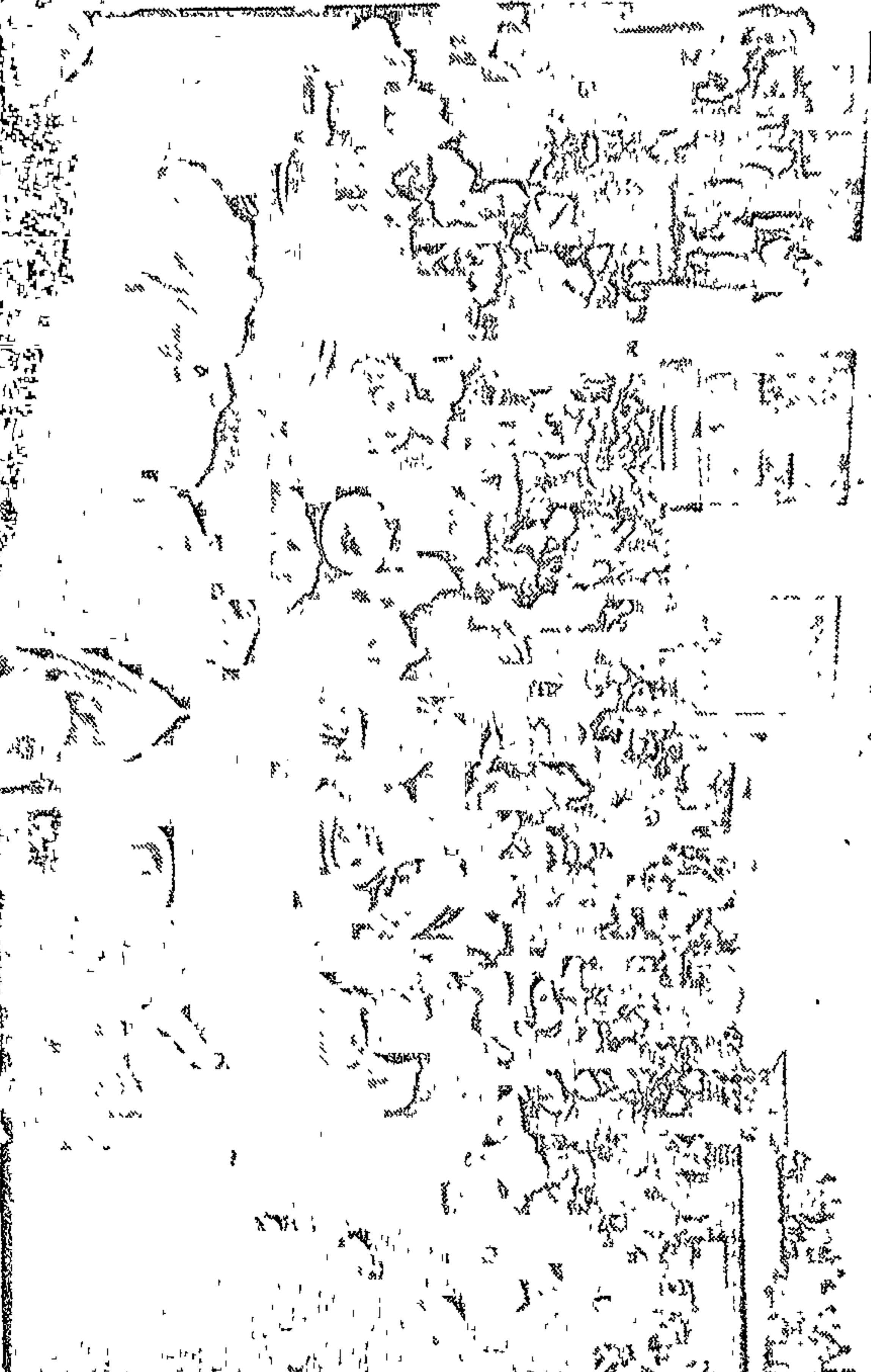
A stoppage by about 2000 Cleansing Department workers meant that garbage collection from homes had come to a halt. Services to hospitals, restaurants and office blocks were being given priority but on a reduced basis.

Householders had been asked not to dump refuse in the streets, but to take emergency refuse to municipal dumping sites.

In the Transport Department, nearly 100 drivers had been fired and would be paid off today unless they returned to work immediately. More than 500 maintenance men had also been fired.

Buses were staffed yesterday by white drivers and inspectors, and ran about an hour late at 11:30 and 12:30.

Mr. J. J. J. general manager of the department said he hoped today to provide at least the same level of services as those of yesterday.



Some of the strikers at Selby compound yesterday

The Electricity Department promised to provide workers at the Van Beek compound in Doornfontein with armed escorts to prevent intimidation on the way to work.

The council said all 800 Van Beek workers were back at their jobs and that only about 300 of the 550 Orlando power station workers were still on strike. There is no danger to services to Johannesburg and Soweto, and the Kelvin power station's 200 workers have not joined the strike.

The day began when about 4000 workers met at the Selby compound. Police received reports of stonings outside the compound and cordoned off the surrounding streets. The men quickly went back into the compound.

Then a municipal bus inspector was dragged out of a bus and stabbed, and a municipal store clerk was stabbed in the leg and beaten outside the compound.

Police confirmed that the bus inspector, Mr E Mthleko, was dragged out of a municipal bus after he took control of it when bus drivers refused to drive it.

Stabbed

He was stabbed in the side and taken to hospital by ambulance.

In the other incident, a Traffic Department official was dragged out of a municipal van as he was driving it on to the premises. He was stabbed in the thigh and then severely beaten.

The Divisional Commissioner for the Witwatersrand, Brig Gert Kruger said yesterday that police were keeping a low profile and did not want to get involved in the domestic discussions between employer and employee.

City crisis deepens as more workers down tools

Warnings on rural workers

The Johannesburg City Council has been warned that replacing striking workers with migrant labourers from rural areas could lead to intense friction.

Eighty workers from Venda arrived today to help man the Orlando power station, where the current municipal strike began, and The Star learnt that another 200 migrant workers were available at short notice.

Overall recruitment figures were not available today, but the city council has asked the Witwatersrand Regional Labour Commissioner for permission to bring in about 400 replacement workers.

Last week, Mr Joseph Mavi, president of the Black Municipality Workers Union, warned that bringing in replacement workers could lead to "fights" between the strikers and new workers.

Asked for comment today, Mr J F Oberholzer, MP, chairman of the city's management committee, said if The Star published this warning it could be "guilty of agitation".

In a statement issued today the director of the A Institute of Race Relations, Mr John Rees, appealed for the Johannesburg City Council not to take "precipitate action".



Mounds of wreckage piled up in Johannesburg today as the strike by municipal workers grew.

Picture by Graham Gainsford

Minister called in on strike

Staff Reporters

Johannesburg's municipal bosses today met the Minister of Manpower Utilisation, Mr Fanie Botha, as more than a third of the city's black municipal workforce—more than 5 500 men — downed tools.

And during a stormy meeting of the Johannesburg City Council this afternoon, the Opposition accused the city's management committee of being "incompetent" to deal with the strikes.

In a snap debate characterized by accusations and counter-accusations, management committee members said the Progressive Federal Party Opposition was "irresponsible".

Normal business of the monthly council meeting was suspended following a request from the leader of the Opposition, Mr Sam Moss, MP.

Earlier today the

management committee chairman, Mr J F Oberholzer, said the full committee had met Mr Botha in Pretoria before today's Cabinet meeting.

Mr Botha had asked for full information on the situation, but no decision had been taken.

Mr Moss yesterday unsuccessfully tried to persuade the committee to meet workers' leaders.

He said today the committee's refusal was "foolhardy".

Registered

But Mr Oberholzer said that until the Johannesburg Black Municipal Workers Union — which has played a leading role in the strike — was registered, the committee could not negotiate with it.

Workers should approach department heads, he said.

Information gathered by The Star today shows that more than 5 500 workers

The figure could even top 6 000.

The Johannesburg Zoo is reported to have no black staff at all, but the Parks Department, under which the zoo falls, has refused to release figures on strikers.

All 490 workers of the Water Branch went on strike today.

They were joined by staff from the City Health Department, the Library, the Civic Centre, the City Treasurer's Department and the Market.

Police stood by at various municipal departments and compounds in the city where workers congregated today.

Rubbish is still piling up in the streets and there are fears that Klipriviersbos, near Nancefield, could face serious sanitation risks if cleaning department workers do not return to work by tomorrow.

Black bus services were running normally again.

Page 15 Col 1



A worker pleads with police to be let out of the Selby compound this morning. But members of the riot squad had introduced tight control of the striking workers' movements after sporadic incidents of stone and bottle throwing earlier in the morning.

Picture by Graham Gainsford

Meat men say: keep boycotting

Own Correspondent

CAPE TOWN — Cape Town's meat workers, on strike for 10 weeks, have called on the community to renew the boycott of red meat.

The call is made in accordance with a decision taken two weeks ago, to suspend the boycott until this week, to give employers an opportunity to "rethink and review" the situation and reinstate the workers.

"The 787 meat workers are still out of work," their committee said in a statement.

"An appeal has been made to all the communities, trade unions and all democratic organisations to boycott red meat.

NEGOTIATIONS

"The meat boycott was suspended to give the meat industry managements a chance to open their doors for the discussion and settlement

of the dispute."

The statement added: "It was clearly stated that the boycott would be on again from July 28 on a national basis.

"The decision of the workers to continue with the boycott of red meat does not interfere with any negotiations pending.

"The meat workers are appealing to all to boycott red meat until the demands of the workers are met."

Car thief wounded

Crime Reporter

A suspected car thief was shot in the back and an arm after being seen tampering with a car by Constable J J M Kruger of Hillbrow. He fired two shots as the man fled. He is in a satisfactory condition in hospital.

30/7/80 ARWMS

Meat men call for renewed boycott

CAPE TOWN'S striking meat workers have called on the community to renew the boycott of red meat, with the strike now in its 11th week

The call is in accordance with a decision taken two weeks ago to suspend the boycott until this week, to give employers an opportunity to 're-think and review' the situation and reinstate the workers

'The 787 meat workers are still out of work,' their committee said in a statement

'An appeal has been made to all the communities trade unions, and all democratic organisations to boycott red meat.

'The meat boycott was suspended to give the meat industry managements a chance to open their doors for the discussion and settlement of the dispute

JULY 28

'It was clearly stated that the boycott would be on again from July 28 on a national basis

'The decision of the workers to continue with the boycott of red meat does not interfere with any negotiations pending

'The meat workers are appealing to all to boycott red meat until the demands of the workers are met,' the statement said

RDM 30/7/87

Post journalists go on strike over pay

152
213
197

By AMEEN AKHALWAY

THE editorial staff of Post and Sunday Post went on strike yesterday after a dispute with the papers' management over salaries and working conditions.

About 50 people -- including reporters, sub editors, photographers and telex operators -- downed tools as a result of the dispute between management and the local chapel of the Writers Association of South Africa (Wasa).

Neither Wasa officials nor members of management could be reached for comment last night, but workers said talks between the Wasa chapel and management ended in deadlock yesterday.

They said they were demanding a complete overhaul of the employment structure at the two newspapers which are owned by the Argus Company.

They wanted a new salary scale, improved working conditions and a written agreement between the chapel and management.

They also wanted a review of the relationship between staff and management.

No written recognition agreement exists between management and Wasa, which was a member of the Conciliation Board to which most major English language newspapers and the Southern African Society of Journalists are parties.

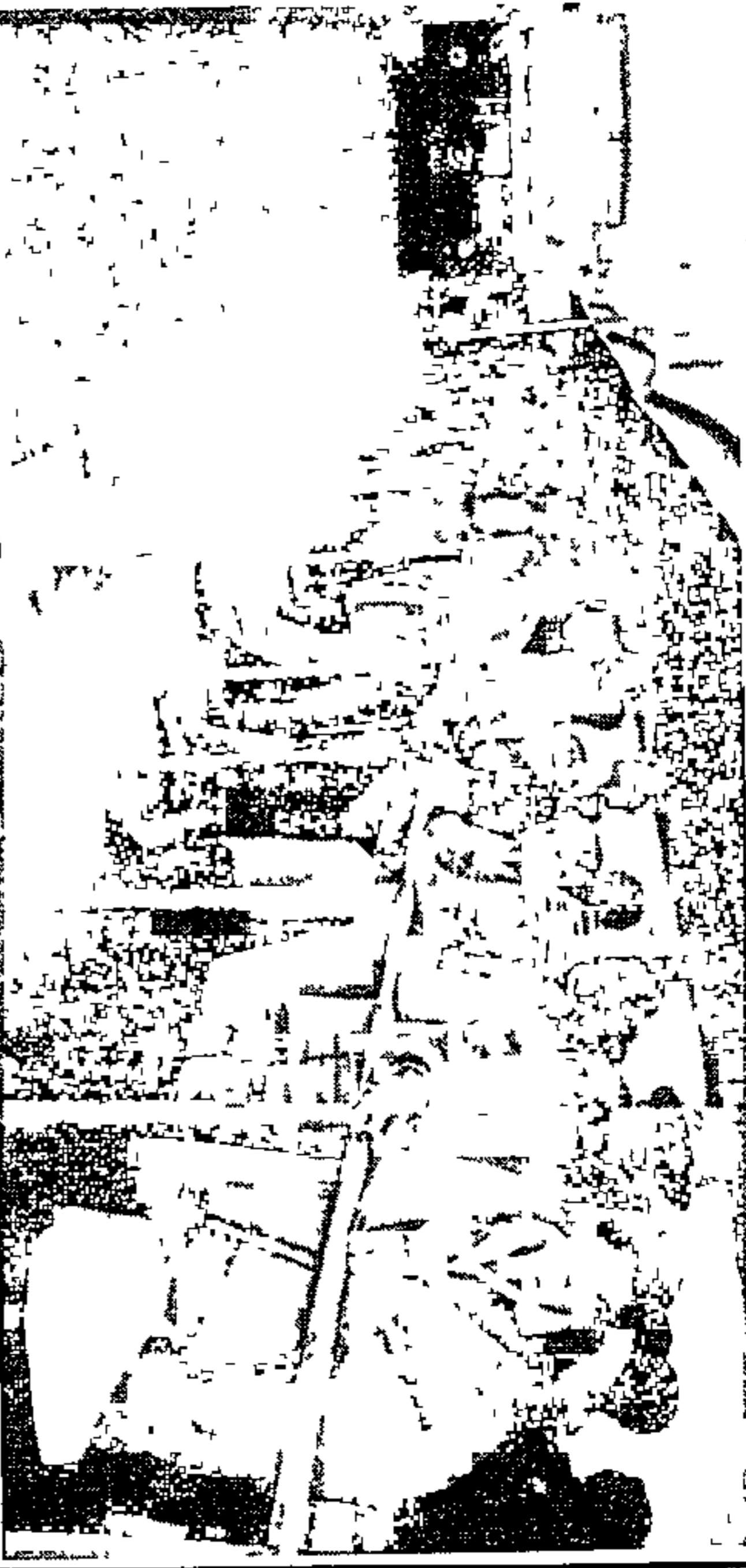
Wasa which represents most black journalists in South Africa withdrew from the Conciliation Board and is therefore not officially recognised by managements.

It is understood that some senior journalists above news editor level were involved yesterday in producing today's edition of Post from items supplied by news agencies and other Argus newspapers.

Neither the editor of Post and Sunday Post Mr Percy Qoboza nor the Wasa president Mr Zwelakhe Sisulu who was involved in the strike was available for comment last night.

Mr Sisulu is news editor of Sunday Post.

(15) (PM) (NY) (11) 20/7/80



Patience was much in demand as these workers resigned themselves to long waits for buses to take them into the suburbs

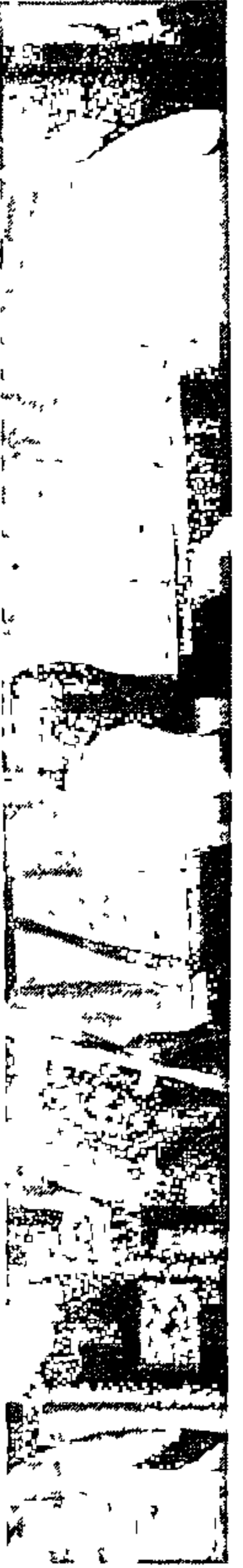


Early morning commuters wait in a block-long bus queue alongside a mound of evil-smelling refuse near a butchery in Hoek Street

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Glowing after a fruitless day spent panned in at the Selby compound yesterday a striker steps outside after showing his bus-ticket — his pass to the outside world — to armed policemen



The City Engineer Mr Eric Hall top addresses a moody crowd from the top of a flight of steps Right an unidentified man is carried out of the compound after the corrugated iron roof on which he and about 100 other men were standing collapsed

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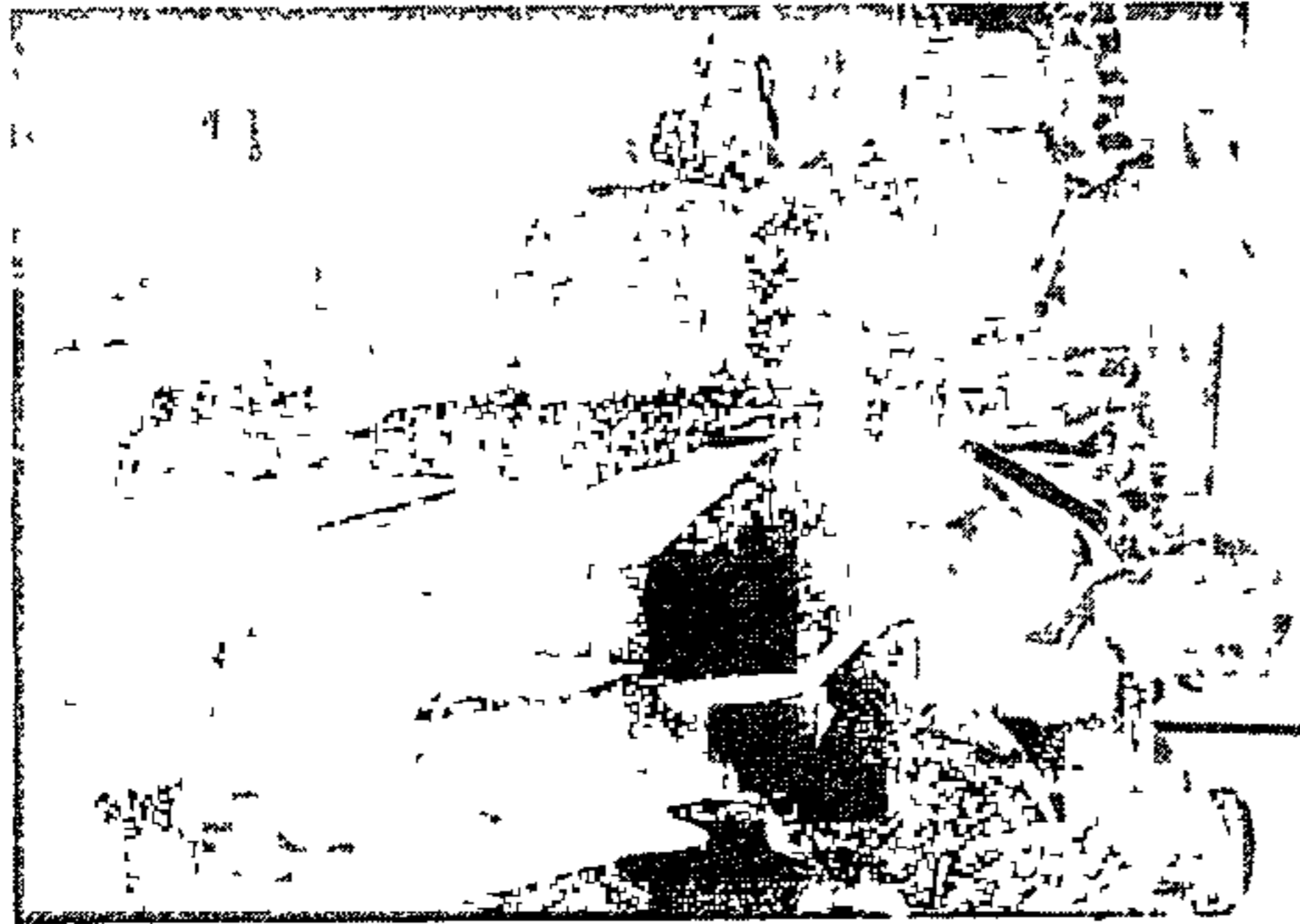
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(Business)

AHEAD START EVERY MORNING! Daily Mail

to intensify calls for export re-
decisions among Japan's major
trading partners.
In the first half of 1980, ex-
ports to the US jumped 32.2%
compared with a year earlier
to 1 250 000 vehicles — Sapa-
AP

1979 goodwill from its balance
sheet. Because of the change
from FIFO to LIFO tax, liability
has been substantially reduced
The consequent improvement
in the cash flow enables it to
distribute more of the profits
than previously — Reuter

1979
It totalled R16 865 000 com-
pared with R16 616 000 for 1978.
Of this increased profit, R12 267 000 can be ascribed to a
non-recurring change in ac-
counting policy.
The provision for tax was

JSE pauses for breath

By HAROLD FRIMMON

PRICE changes in all sections
of the Johannesburg Stock Ex-
change were generally re-
strained yesterday in conditions
that were reasonably active. It
was a market that seemed to
lack conviction and institutions
were able to pick up stock with-
out pushing.

It would seem as if the mar-
ket temporarily is running out
of steam and that an adjust-
ment is near before another
upwards spurt.
Movement in gold shares was

Influenced by a gold price
which opened strong, then
eased before hardening in the
late afternoon.
Western Deepes Vaal Reef's
and Southvaals went ex-divi-
dend in New York where prices
were marked down. Austra-
lians took advantage of the
situation and offered large
quantities of stock into the JSE.
There it was well absorbed
where there were some overseas
inquiries for the Free Staters
and the other September divi-
dend payers. Randfontein also
attracted support from abroad.

The relatively even ebb and
flow of business between Jo-
hannesburg and foreign mar-
kets kept the financial rand
steady at 86.5 US cents to 87c.
On the industrial boards, the
persistent demand for SA Drug-
gists continued and 5c was ad-
ded to Monday's gain of 13c,
taking the price to 230c.

In golds Randfontein added
another 100c to touch 8 150c.
Among Klerksdorpers gains
and losses were balanced, with
Bridles and Hartes being mar-
ginal losers and Stillfontein,
Vaal Reef's and Zandfontein,
Gans Stuitfontein at 2 500c hit a
new high.

In the Free Staters gains out-
numbered losses by six to one
with Saldias and Welkom
reaching for new peaks.
The West Wits issues were
all marginally better, with
Elandsrand adding 8c to touch
a new high of 1415c.
Coals were firmer, coppers
moved sluggishly and the pla-
tinums appear to have lost
much of their recent fire.

Inflation slows

LUXEMBOURG — Inflation in
the European Economic Com-
munity slowed in June for the
second successive month, says
the EC's Statistics Office.
The consumer-price index,
base 1975, rose a provisional
0.7% in June over the May 1979 level
1.45% above its level a year
ago. In May, the index rose
0.8% resulting in a 14.8% in-
crease over the May 1979 level.
The average monthly rise in
the index between January and
April was 1.5%.

The office said that the most
marked increases in June were
in Italy and Britain where both
indices rose 0.9% — Reuter

Joint announcement

DE BEERS CONSOLIDATED MINES LIMITED
(Incorporated in the Republic of South Africa)

ANGLO AMERICAN CORPORATION
OF SOUTH AFRICA LIMITED
(Incorporated in the Republic of South Africa)

CONSOLIDATED GOLD FIELDS LIMITED
(Incorporated in England)

As announced on April 28, discussions in regard to board representation
have been taking place between De Beers Consolidated Mines Limited
(De Beers), Anglo American Corporation of South Africa Limited (AAC)
and Consolidated Gold Fields Limited (CGF).

Following these discussions, Mr. R. J. Agnew, group chief executive and
a deputy chairman of CGF, will be joining the board of AAC, and Mr. J.
Ogilvie Thompson, an executive director of AAC and a director of De
Beers, will be joining the board of CGF. Both these appointments will be in
a non-executive capacity and will take effect on August 1 1980. It is
intended that, within the context of the discussions, a further
appointment to the board of CGF will be made in due course.

These appointments reflect the intention of De Beers, AAC and CGF to
co-operate as independent companies when such co-operation is in the
interests of their shareholders and does not infringe the competitive
situation within the mining industry.

July 30 1980

1979
The company's main invest-
ments are in Winkelbaak and
Kronos mines on the Ewanger
goldfield and in Impila Plat-
inum Holdings.

At the end of 1979 the holding
in Kronos Mines was 16.5% of
the total investment value,
Winkelbaak was 27.7%, and Im-
pila Platinum Holdings 15.1%.

The investment spread
showed 63.51% in gold and
10.53% in mining finance.

Income from investments in
the first half this year grew
with bigger dividends from the
Ewanger mines and Impila
the gold-mining dividends were
declared in March when the
average gold price was lower
than it should be in the second
half of the year, judging by
present indications.

With higher gold dividends in
the second half of the year, a
further improvement in earn-
ings should be achieved and a
rise in the UCI dividend above
the 45c interim can be expect-
ed, especially as there is a
tendency for companies to pay
more in final than in interim
dividends.

The surplus market value of
investments over book value
was R312 901 000 at June 30 to
which the addition of total net
id industrial interests

UCI will presumably obtain a
participation in Beatrix Mines,
the low-grade high-cost gold
mine in the same area
The interim dividend de-
clared is 45c from earnings of
86.5c giving a cover of 1.9.

The participation in Beisa,
and probably Beatrix, should
not be a drag in future when
the final dividend is considered
because cash could be bor-
rowed or realised on some of
the non-strategic investments.

Last year the final dividend
was 43c compared with an in-
term of 17c. If the gold price
stays in its present area for the
next two months the income
from increased dividends de-
clared in the September quar-
ter could provide a useful lift in
funds available for the final
dividend.

This could be at least 70c
making a total of 115c to pro-
vide a yield of 7.19% on yester-
day's share price of 1 600c
which is well above the aver-
age for the mining holdings
section of 5%.

This is a sound and attrac-
tive investment with a bias
toward gold and platinum and
a good spread through Union
Corporation companies and sol-
id industrial interests.

1979
The balance of payments will
also be hampered by a huge
trade deficit. The Commerce
Department predicts that the
US merchandise trade deficit
will widen from 24 700-million

1980
R000
193 577

Turnover
30 514
12 197

Net income before
taxation
18 289
8 216

Net income
Preference Divi-
dend
28

Net income attrib-
utable to ordinary
shareholders
18 289
8 216

Ordinary dividends
10 073

Retained income
transferred to
distributable re-
serves
62 5
28 0c

Net earnings per
ordinary share
Dividend per ordi-
nary share

The turnover for this year is
compared to 53 weeks last year
A more comprehensive report will
be in the Chairman's review and an
which will be posted to members
1980 together with the notice of
meeting to be held on 7th Octo-
ber on behalf of the Board
R S SONNENBERG (Chairman)
D R SUSMAN (Managing Direc-
tor)
29th July 1980

DECLARATION OF ORDINARY DIVIDEND
ORDINARY DIVIDEND
Notice is hereby given that the
ordinary and class A ordinary
Holdings Limited of 18c per share
the Board payable to all ordinary
shareholders registered in the bo-
ok of shareholders on 19th Sep-
tember. The transfer register of the Compa-
ny closed from 20th September to
both dates inclusive.

The dividend is declared payable
to the Republic of South Africa and di-
vided on or about 9th October 1980
In terms of the Income Tax Act 1
Resident Shareholders Tax will
Company from dividends payable
declared outside the Republic.

By Order of the
29th July 1980
Registered Office
36 Corporation Street
Cape Town
(P O Box 680 Cape Town)

Transit
Hill S
(S.A.)
63 F
John
(P O
Marsh

For exporters Who miss the boat



Simon Wilson

Down to business

COMPETITIVELY priced ex-
porting from inland South
Africa is difficult enough with-
out letting needless extra costs
jack up the expenses of freight-
ing export consignments before
they have even left our shores.

But a Durban based shipping
cleaning and forwarding agent
has found that many Transvaal
industries which fail their pro-
ducts to Durban for containeri-
sation and export are packing
their goods so badly that they
are interfering seriously with
the efficient clearance of for-
eign-bound merchandise at the
port.

The situation is becoming so
bad that the agent has planned
a series of seminars for its
Transvaal clients to teach them
how to pack their export con-
signments effectively to avoid
the delays and expense of en-
route damage to freighted
goods.

Oceanair is the forwarding
agent concerned. It handles a
lot of non-bulk despatchable and
perishable cargoes railed from
the Transvaal to Durban.
Oceanair officials say the arti-
val of a badly packed and da-
maged export consignment is a
daily occurrence.

The expenses of repair and
the time taken to repack da-
maged consignments are need-
lessly increasing costs for the
Transvaal exporters and delay-
ing highly scheduled ship-

ments, sometimes to the extent
of missing the boat.

The problem starts in the
rail trucks Oceanair is careful
to specify that the railway au-
thorities are rarely responsible
— the fault usually stems from
firms with their own sidings.

The cargoes, destined for the
holding areas at the forwarding
agent's coastal depots, are
packed without adequate stop-
ping precautions being taken in
the positioning of the packages
in the trucks. Oceanair
Forwarding agents are then
expected to load damaged car-
goes into containers.

But receiving ports in Eu-
rope are strict on the condition
of transit cargoes, and Oceanair
reports instances of large
container cargoes being refused
onward passage unless repairs
and repackaging are undertaken,
entailing more expense and
delay.

One European port charged a

without exception greater than
at the factory.

Forwarding agents rarely
have the specialised equipment
necessary for effective repack-
ing. Oceanair quotes two exam-
ples of having to hire a shrink
wrapping machine at R40 an
hour and a mobile 15-ton crane
at R80 an hour to carry out
tricky repackaging.

Oceanair ships 250 000 tons of
export cargo a year from
Transvaal Industries, merchan-
dise worth about R50-million a
year. The company estimates
that it has to carry out repairs
costing R2 000 every month to
badly packed cargoes.

Packaging materials are also
expensive. Part of the trouble
is caused by a sort of false
sense of security adopted by
exporting firms which think
that since the cargoes are to be
safely tucked up in big, robust
containers, there is no need to
spend the extra on packing the
consignments up for the short
hop to the coast.

They forget that the rail
journey is the first stage of a
stressful journey in which the
products and their casings are
handled and transferred many
times.

Oceanair, with other coastal
forwarding agents, takes part
in a scheme whereby the Rail-
ways runs a return service for
reusable packaging materials
in an attempt to cut down on

waste in the short first stage of
a Europe-bound export from in-
land South Africa.

Export cargoes which are
proving especially susceptible
to poor packaging and are suf-
fering cost penalties as a result
are those packed in drums like
semi-finished materials in pow-
der or semi-solid form. Liquid
products in bottles and other
cans and cartons in paper
sacks and cardboard cartons.

Loosely packed products also
suffer. Scrap-iron consign-
ments work loose and disinte-
grate. Items like wheel rims
are held together only by a
central pivot and when this
breaks the rims go every-
where. Unsecured steel tubes
and bars packed in lengths
come loose and are damaged
by movement.

In addition, water-perishable
cargoes provisionally covered
by tarpaulins are exposed to
the elements because tarpaulin
lids are easily dislodged.

Oceanair's freight packaging
seminar is scheduled for the
end of the year and will tour
the major rail loading sites to
educate exporters in the deli-
cate art of protecting their
goods from factory door to fac-
tory door.

The company is compiling a
file of photographic evidence of
what it sees as corporate care-
lessness by exporters.

1979 good will from its balance sheet. Because of the change from five to nine tax, liability has been substantially reduced. The consequent improvement in the cash flow enables it to distribute more of the profits than previously. — Reuter

Causes for breath

Influenced by a gold price which opened strong then eased before hardening in the late afternoon.

Western Deeps Vaal Reefers and Southvaals went ex-dividend in New York where prices were marked down. Arbitrators look advantage of the situation and offered large quantities of stock into the JSF where it was well absorbed.

There were some overseas inquiries for the Free Starters and the other September dividend-payers. Randfontein also attracted support from abroad.

Slows

0.6%, resulting in a 14.8% increase over the May 1979 level.

The average monthly rise in the index between January and April was 1.5%.

The office said that the most marked increases in June were in Italy and Britain where both indices rose 0.9%. — Reuter

In mining houses Anglo's opened strong at 1.880c, touched 1.900c before shedding a few cents to close at 1.875c which is a new high.

Among holdings were firm Fedale Devels gained 5c to 650c. Mid Wits was better and UCI on its results rose to 1.600c a gain of 30c.

On the industrial boards Bromans responded to its good report with a 20c spurt to 1.90c. Elsewhere Fedolks was active and marked up a 5c gain to 1.60c.

posted a 3c gain bringing the price to 330c.

Among stores, Woolworths made a small advance ahead of the results, OK Bazaars put on 50c while Pep and Pick 'n Pay were also better.

The company's main investments are in Wynkebank and Kurros mines on the Brander goldfield and in Impala Platinum Holdings.

At the end of 1979 the holding in Kurros Mines was 16.5% of the total investment value. Wynkebank was 27.7% and Impala Platinum Holdings 15.1%.

The investment spread showed 63.5% in gold and 36.5% in mining finance.

Income from investments in the first half this year grew with bigger dividends from the Brander and Impala mines and the gold mining dividends were declared in March which the average gold price was lower than it should be in the second half of the year, judging by present indications.

With higher gold dividends in the second half of the year a further improvement in earnings should be achieved and a rise in the UCI dividend above the 45c interim can be expected, especially as there is a tendency for companies to pay more in final than in interim dividends.

The surplus market value of investments over book value was R312 901 000 at June 30 to which the addition of total net

participation in Beisa, and probably Beatrix, should not be a drag in future when the final dividend is considered because cash could be borrowed or realised on some of the non-strategic investments.

Last year the final dividend was 43c compared with an interim of 17c. If the gold price stays in its present area for the next two months the income from increased dividends declared in the September quarter could provide a useful lift in funds available for the final dividend.

This could be at least 70c making a total of 115c to provide a yield of 7.19% on yesterday's share price of 1.600c which is well above the average for the mining holdings section of 5%.

This is a sound and attractive investment with a bias toward gold and platinum and a good spread through Union Corporation companies and solid industrial interests.

First, the financial markets tend to favour conservative governments because they are committed to sound money and principles. If Mr Reagan and his conservative economic advisers enter office, sentiment over the dollar could improve.

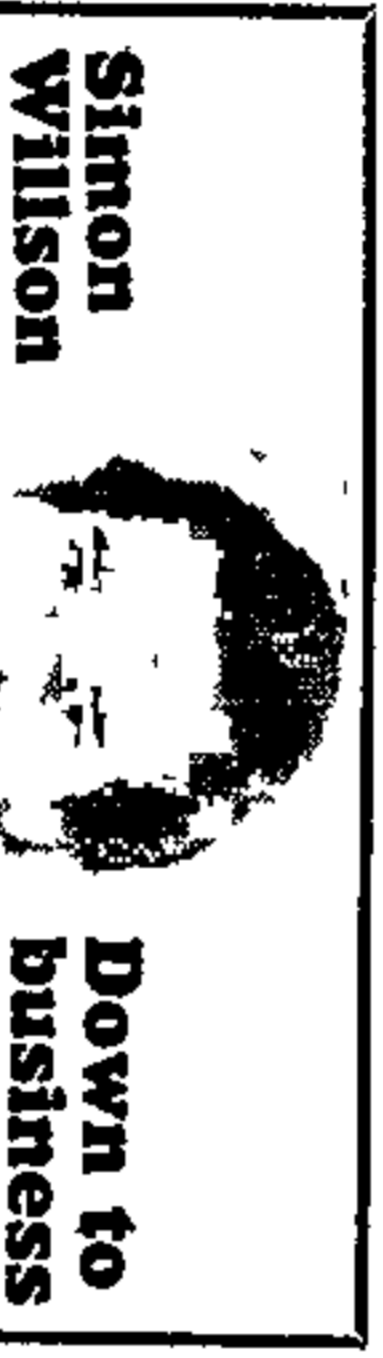
Second, the foreign exchange market believes that almost anyone could do better than President Carter has between reflation and deflation. He panicked three times and put the screws on the economy and but within weeks he reversed the deflationary policies.

President Carter's first dollar prop and anti-inflation medicine occurred in October 1978, the second in October 1979 and the third in February this year. But when the going got tough the US Treasury and Federal Reserve Board eased the screws.

The latest turnaround has been the worst. Panicking about inflation in February the Carter Administration and the Federal Reserve Board pushed interest rates up to record heights for a few weeks but in the past two

For exporters Who miss the boat

74 (332) 1207 307/80.



Simon Willson Down to business

COMPETITIVELY priced exporting from inland South Africa is difficult enough without letting needless extra costs jack up the expenses of freight, export consignments before they have even left our shores.

But a Durban based shipping, clearing and forwarding agent has found that many Transvaal industries which fall their products to Durban for containment and export are packing their goods so badly that they are interfering seriously with the efficient clearance of foreign bound merchandise at the port.

The situation is becoming so bad that the agent has planned a series of seminars for its Transvaal clients to teach them how to pack their export consignments effectively to avoid the delays and expense of en route damage to freighted goods.

Oceanair is the forwarding agent concerned. It handles a lot of non-bulk destructible and perishable cargoes trailed from the Transvaal to Durban. Oceanair officials say the arrival of a badly packed and damaged export consignments is a daily occurrence.

The expenses of repair and the time taken to re-pack damaged consignments are needlessly increasing costs for the Transvaal exporters and delay in flight scheduled ship-

without exception greater than at the factory.

Forwarding agents rarely have the specialised equipment necessary for effective re-packing. Oceanair quotes two examples of having to hire a shrink wrapping machine at R40 an hour and a mobile 16-ton crane at R80 an hour to carry out tricky re-packing.

Oceanair ships 250 000 tons of export cargo a year from Transvaal industries, merchandise worth about R50-million a year. The company estimates that it has to carry out repairs costing R2 000 every month to badly packed cargoes.

Packaging materials are also expensive. Part of the trouble is caused by a sort of false sense of security adopted by exporting firms which think that since the cargoes are to be safely tucked up in big, robust containers, there is no need to spend the earth on packing the consignments up for the short hop to the coast.

They forget that the rail journey is the first stage of a strenuous journey in which the products and their casings are handled and transferred many times.

Oceanair, with other coastal forwarding agents, takes part in a scheme whereby the rail-ways runs a return service for reusable packaging materials in an attempt to cut down on

CONSOLIDATED MINES LIMITED
(Incorporated in the Republic of South Africa)

AMERICAN CORPORATION
SOUTH AFRICA LIMITED
(Incorporated in the Republic of South Africa)

UNDATED GOLD FIELDS LIMITED
(Incorporated in England)

28, discussions in regard to board representation between De Beers Consolidated Mines Limited and American Corporation of South Africa Limited (AAC) Fields Limited (CGF).

Mr R I J Agnew, group chief executive and executive director of AAC and a director of De Beers, will be joining the board of AAC and Mr J G F will be joining the board of AAC and a director of De Beers. Both these appointments will be in effect from 1 August 1980. It is in the context of the discussions, a further rd of CGF will be made in due course.

The intention of De Beers, AAC and CGF to lent companies when such co-operation is in the holders and does not infringe the competitive ing industry.

South African exporter \$14 000 (R18 940) in repair charges before allowing a consignments through.

Some companies may claim that it is one of the functions of the forwarding agent to check the condition of freighted goods before packing for export, and to repair and re-pack where necessary.

The companies may also claim that any costs incurred as a result of less than perfect packing will be met by freight insurance which is, after all, there for that purpose.

But the forwarding agents' response is that the companies lose out in the end through careless packing at the point of dispatch — even with own-licence cover — because they will lose no-claim bonuses and incur higher premiums.

The agents also say that the costs of repairing and re-packing at the coast are almost

These economists maintain that interest rates will rise, the balance of payments will improve and Mr Reagan will come into office next year with a much stronger dollar.

Foreign exchange specialists particularly favour Mr Reagan's economic advisers. They include former Treasury secretary George Shultz and William Simon and Alan Greenspan a respected conservative economist who was active in the Nixon and Ford administrations.

In particular European economists hope that Mr Reagan will win because they believe that he will follow Mrs Thatcher's example.

Nevertheless, a new president will be encountered by an extremely difficult economic scene. Through the UK Conservative Government has squandered credit for over a year, inflation is still running at 20%.

So a new economic team in Washington will not solve America's problems easily.

For a start the Federal Reserve Board chairman, Paul Volcker, says he is committed to slower monetary growth.

Yet in recent weeks US mon-

WOOLWORTHS HOLDINGS LIMITED
SUMMARISED GROUP RESULTS FOR THE YEAR ENDED 31ST MAY 1980

| | 1980 | 1979 | % Increase |
|---|--------------|--------------|------------|
| Turnover | R000 193 577 | R000 169 956 | 13.9 |
| Net income before taxation | 30 514 | 25 528 | 19.5 |
| Taxation | 12 197 | 10 335 | |
| Net income | 18 317 | 15 193 | 20.6 |
| Preference Dividend | 28 | 28 | |
| Net income attributable to ordinary shareholders | 18 289 | 15 165 | |
| Ordinary dividends | 8 216 | 6 422 | |
| Retained income transferred to distributable reserves | 10 073 | 8 743 | |
| Net earnings per ordinary share | 62.5 | 52.1c | 20.0 |
| Dividend per ordinary share | 28.0c | 22.0c | 27.3 |

The turnover for this year is in respect of 52 weeks compared to 53 weeks last year.

A more comprehensive report will be contained as usual in the Chairman's review and annual financial statements which will be posted to members on or about 8th August 1980 together with the notice of the 44th annual general meeting to be held on 7th October 1980.

On behalf of the Board
D R SONNENBERG (Chairman)
D R SUSMAN (Managing Director)

29th July 1980

DECLARATION OF ORDINARY AND CLASS "A" ORDINARY DIVIDEND NO 88

Notice is hereby given that the final dividend on the ordinary and class "A" ordinary shares in Woolworths Holdings Limited of 18c per share has been declared by the Board payable to all ordinary and class "A" ordinary shareholders registered in the books of the Company at the close of business on 19th September 1980.

The transfer register of the Company will be closed from 20th September to 28th September 1980 both dates inclusive.

The dividend is declared payable in the currency of the Republic of South Africa and dividend warrants will be posted on or about 9th October 1980.

In terms of the Income Tax Act, 1962 as amended Non Resident Shareholders Tax will be deducted by the Company from dividends payable to shareholders domiciled outside the Republic.

By Order of the Board
S A MULLER Secretary

Transfer Office
Hill Samuel Registrars
(S.A.) Limited
36 Corporation Street
Cape Town
Johannesburg
(P.O. Box 62318)
Marshalltown 2107)

Business Mail



Mining
Finance
Commerce
Industry

Gold firm

— The gold price advanced steadily yesterday. It was fixed at \$646.75 in London at the afternoon and at \$645.50 the morning Monday's close of trading was quiet yesterday. Gold edged further forward the day at \$647.35/36. The closing price range compared with Monday's close of \$644.85/86.

Woolworths total div 27% better

By DAVID CARTE
Deputy Financial Editor
WOOLWORTHS, South Africa's biggest all-cash retail clothing chain, has declared an 18c final dividend, bringing its total to 28c — a 27% improvement on 1979's 22c.

LOSING prices

London \$550, Frankfurt \$646.75, Frankfurt 469.97, Zurich \$647.50, Hong Kong \$645.21

In Zurich, gold traded at 47.50 in the morning. London dealers suggested at some traders appeared to be waiting for developments in a following for the death of the proposed Shah.

Gold closed at \$645.21 in Hong Kong — up from Monday's \$639.80. In London, silver was traded at \$16.40, slightly up from 6.37 at Monday's close.

Japanese motors

— Japanese motor vehicle exports soared by 37.9% in the first half of 1980 to a record 2,930,000 vehicles, says the Japan Automobile Manufacturers Association.

Sterns

— The tax rate in 1979 and 1980 had been artificially low, he said because of a large transfer from them.

Mr. Kossuth said stock market was down in the year under review were not nearly as heavy as the 40% of the year under review. In particular, he noted that the tax cuts effective from the end of July.



Mr Dave Dowling has been appointed general manager and an alternate director of J H Isaacs Insurance Brokers

Bangladesh oil hopes

— Strong indications exist that Bangladesh has both onshore and offshore oil reserves and may in time become an exporter, says President Ziaur Rahman.

He says Bangladesh has large amounts of gas resources which it is unable to develop as well as the oil reserves, and he hopes for technical and financial assistance from Japan to develop these.

UCI pointer to a higher final

By ADAM PAYNE
THE forecast by Mr. Ted Payne, chairman of UCI, in February that the company's overall profit in 1980 should eclipse the record figure of 1979 by a substantial margin is being handsomely fulfilled — judging by the interim results to June 30.

Profit after tax for the six months was more than the 1979 figure of \$16.8 million.

considerably lower at \$376,000 compared with \$661,000 in the same time last year because share-dealing profits were only a little more than half those in the first six months of 1979.

Af Eagle joy

— The group says Dr. Bernstein could either raise new capital to finance business, as some other life offices have done or it could finance new business from its retentions and this is the path African Eagle has taken.

Dr. Bernstein says that the developments of the past 10 years (assets up from R140-million to R820-million) have prepared African Eagle for the current financial year, new business production for the individual life division is 64% higher than in the same period last year.

Premium income last year rose from R112 million to R124-million. Investment revenue was 16% higher at R67-million.

The year's surplus rose from R97,740,000 to R118,060,000. This was transferred to the life fund which stood at R690,850,000 at the end of the financial year.

assets brought the net worth of the company to R371,828,000. This is equal to 1,906c a share compared with yesterday's share price of 1,600c.

The company has a participation at par costing R1,500,000 in the developing uranium-gold producer, south of the Free State Goldfields.

A further R16-million will be needed to follow up this interest.

More Krugers come to market

By DAVID CARTE
Deputy Financial Editor
SOUTH AFRICANS are paying R170 — or 35% — more than the gold price for Krugers because of the shortage of coins.

This premium, which is at record levels, could drop sharply if the Treasury decides, as rumoured by sources in the Krugerrand market, to increase the supply of coins before the end of the year.

The Treasury is reviewing the distribution of coins in South Africa. Krugerrand sellers expect the Treasury to permit the sale of Krugerrands through public tender in future.

They are also confident the Treasury will release 'fractional' Krugerrands containing 0.5, 0.25 and 0.1 fine ounces of gold and that the supply of coins will be increased 'radically' towards the end of the year.

This would bring prices closer to the gold price. If gold prices stagnate those paying large premiums today could suffer losses.

At present the Treasury permits the Chamber of Mines to release 2,000 coins a week on to the market through the commercial banks. The banks pay 5% more than the gold price for coins and sell them at 15% more. Such is the demand for coins that all the banks have long waiting lists of buyers.

These lucky enough to get coins from the banks at a 15% premium on the gold price can sell them on the Johannesburg market.

Another compelling reason for increasing the number of coins for sale in SA is that if the premium here remains at current levels there will be a continuing incentive to buy coins overseas at near the gold price and to sell them here at large profits. This could offset any tendency of sales strategy to protect the balance of payments.

Cons Gold, AI directors

Deputy Financial Editor
MR I J AGNEW group chief executive and a deputy chairman of Consolidated Gold Fields, has joined the board of Anglo American Corporation, and Mr J Ogilvie Thompson, an executive director of Anglo and a director of De Beers, will join the board of Cons Gold from August 1. A further appointment will be made later.

The appointments follow discussions with the industry.

£545m BSC

LONDON — The giant British Steel Corporation, hit by a three-month strike early this year, had a £545-million trading loss in the 12 months to March.

BSC lost £309 million in its 1978-79 year and its annual report said the strike was largely responsible for the increased deficit. Other reasons were lower sales rising costs and a weaker market.

BSC has achieved a breakeven and has closed its books for the year.

Its new chief executive, Mac Gregor, said the company was in a 'bleak outlook' and that it was 'operating on a further reduction'.

NEIL BEHRMANN — the world currency scene

Months prime rates have crumpled from a peak of 20% to under 11%. The Federal fund rates has declined from 13% to 10%.

The Fed claims that the sharp drop has occurred because of the slump in loan demand. But the market is sceptical because rates are back to the levels of 20 months ago.

Why Reagan would be good for the dollar

LONDON — Foreign exchange markets believe that the dollar will become stronger if Mr Ronald Reagan becomes President. Only a few months ago the markets were not even considering the possibility of a Reagan presidency. But President Carter's fortunes are declining, and foreign exchange managers believe Mr Reagan has a good chance of election.

Mr Carter in the polls and the future over Billy Carter will not help his brother Jimmy. Dealers say there are three major reasons why a Reagan Administration would be good for the dollar.

The Treasury refuses to comment on the matter but says a decision on distribution will be taken before the end of the year.

The banks will not be sorry if they lose their exclusive right to sell new Krugers. They have not enjoyed accusations that they treat big clients more favourably than others.

While they have been relatively in the foreground, the Krugerrand market, the banks have been relatively in the background.

to the risk of price falls to the benefit of the Krugerrand market, the banks have been relatively in the background.

Business Mail

Mining
Finance
Commerce
Industry

Woolworths total div 27% better

By DAVID CARTE
Deputy Financial Editor
WOOLWORTHS, South Africa's biggest all-cash retail clothing chain, has declared an 18c final dividend, bringing its total to 28c — a 27% improvement on 1979's 22c.
The preliminary report for the 52 weeks to the end of May shows sales up 14% to R193 577 000 and pre-tax profit up 20% to R30 514 000. The tax rate was almost unchanged at 40% and taxed earnings rose 21% to R18 289 000. Earnings a share were also 21% better at 62c (1979 52c).
Woolworths financial director Mr Fred Kossuth, says that the sales tempo since the May year-end has been much quicker than the 14% improvement indicated. Credit card sales in particular surged ahead of tax cuts effective from the end of July.
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AFRICAN Eagle has produced spectacular figures for the year to March 1980. Total assets are 17.3% higher at R786 410 000, income is 12.2% up at R190 910 000, and net tax is R150 910 000. The tax rate is 20.8% better than 1979's figure.
All this is cold comfort for the shareholders of SA Eagle which owns 25% of African Eagle which last paid a dividend of 100c a share in 1976 (3c a SA Eagle share) and which is not likely to receive some dividend payments for some time into the future.
The directors are of the opinion that surpluses arising during the year should be reinvested within the company thereby ensuring a sound base for continued expansion in the future, according to the annual report.
Dr Morris Bernstein, the managing director, expands on this policy. The past few years have seen a consolidation of African Eagle, of its structure, of its people and of its products.
The group is moving into a period of expansion and financial new business was costly.

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The group is moving into a period of expansion and financial new business was costly.

Stock Exchange or through coin dealers at a substantial profit — currently about R100. Based on yesterday's gold price of \$666.75, the banks price for a Kruggerand would be R567. This compares with the JSE price of R666.
The main reason for the limitation on the number of coins released on the market by the Treasury is official policy that South Africa's gold is for the generation of foreign exchange. Every coin sold in South Africa represents the loss of the sale of an ounce of gold overseas.
But the 104 000 coins sold annually in South Africa represent a fraction of 1% of total gold produced. Now that the balance of payments is in such a healthy surplus, observers are confident that Treasury will be more generous in the distribution of coins.
For the Kruggerand to qualify as 'legal tender' in the country of origin and therefore to be free of tax and controls in certain overseas countries, it must circulate in South Africa. That is why not only Kruggerands but Fractional Kruggerands must be sold in South Africa.
Another compelling reason for increasing the number of coins for sale in SA is that if the premium here remains at current levels, there will be a continuing incentive to buy coins overseas at near the gold price and to sell them here at large profits. This could offset to protect the balance of payments.

Cons Gold, Anglo directors
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The appointments follow discussions between the three companies and will be non-executive.
A statement by the three companies says: "These appointments reflect the intention of De Beers AAC and Cons Gold to co-operate as independent companies, when such co-operation is in the interests of their shareholders and does not infringe the competitive situation within the mining industry."

£545m BSC loss
LONDON — The giant British Steel Corporation, hit by a three-month strike early this year, had a £545-million trading loss in the 12 months to March. BSC lost £309-million in its 1978-79 year, and its annual report said the strike was largely responsible for the increased deficit. Other reasons were lower sales rising costs and a weaker market.
BSC has been striving to achieve a break even situation, and has closed several plants and eliminated thousands of jobs.
Its new chairman, Mr Ian MacGregor, warned that the bleak outlook for steel demand in Europe meant that operating costs would have to be further reduced — Sapa

gold price yesterday. It is in London at \$645.50 on Monday's session.
yesterday forward 1.15 highest 349 range close of a quietly market.
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ON STRIKE

Crisis talks with Govt as Jo'burg winds down

STAFF REPORTERS

MORE than 10 000 Johannesburg municipal workers are now on strike — about two-thirds of the city council's black work force.

It is the biggest strike to hit a single employer in South African labour history — and yesterday the Minister of Manpower Utilisation, Mr Fanie Botha, met the city's management committee to discuss the crisis and convey details to the Cabinet. Neither Mr Botha nor Mr Francois Oberholzer, chairman of the management committee, would give details of the discussions, held in Pretoria during the morning.

But, after a snap debate called by the Progressive Federal Party in the monthly council meeting during the afternoon, Mr Oberholzer said the ambassadors of the three independent homelands — Venda, Bophuthatswana and Transkei — would be asked to address the strikers.

None of these envoys was available for comment last night. Meanwhile, as the sanitation crisis worsens, the council is working on emergency plans to enlist public support to keep the city as clean as possible.

Yesterday it threw open 50 garden refuse dumps where householders may now take only emergency perishables, and residents flocked to the depots — manned by white and coloured volunteer workers — with their garbage.

Nightsoil collections in some coloured areas have been halted, and 70 cleaners of public toilets — now locked to the public — have joined the strike.

The city engineer, Mr Eric Hall, told the Rand Daily Mail that at least 8 000 of the total of about 9 500 workers in his department had downed tools.

It is understood that numbers of workers on strike in the various departments yesterday included City Engineers — at least 8 000, electricity — where the strike began — 300, gas — 500, transport maintenance — 500, traffic — 200, parks — 300, messengers and cleaners — 200.

But most black council busdrivers are back at work. Services ran normally yesterday — with the help of bus inspectors in the morning — and are expected to be the same today.

However, armed police rode shotgun on the buses yesterday, and the general manager of the transport department, Mr Les Pelley, said protection of drivers would be "tighter today".

The council yesterday rejected a proposal to call on the management committee to hold talks with the union. It concerned in the strike, indicating that it will not back down on its refusal to deal with the Black Municipality Workers' Union.

The management committee says it will not negotiate with the union because it has not been registered.



Striking municipal workers wait for officials to address them at the Selby compound in Johannesburg. Earlier a corrugated iron building on which about 100 men were sitting collapsed under their weight, leaving one man injured.

But it says it is trying to negotiate in the compounds with the workers.

Police were out in force again yesterday at the municipality's Selby compound, where a crowd of about 3 500 men remained calm except for an isolated stoning incident during the morning.

The day was marked by a deadlock between council officials — who offered to negotiate with four elected representatives from each compound — and workers, who demanded that any negotiations with the council be conducted through the BMWU.

About 7 30am police refused to admit strikers from other compounds who had arrived at Selby to join the crowd.

This was followed by a rain of missiles from angry men behind the gate and a brief baton charge by police. Calm was restored after police agreed to let the men pass.

Later a corrugated iron roof, which 100 men were using as a grandstand, collapsed. A man was slightly injured.

In the afternoon Mr Hall addressed the men and called for representatives to step forward to put their complaints to him.

The chairman of the council's staff board, Mr J C de Villiers, asked the workers to elect four representatives from each compound to negotiate with the council.

His proposition was rejected by "certain" workers.

Brigadier Gert Kruger, Divisional Commissioner for the Witwatersrand, said police would intervene only if life and limb and property were threatened.

It was reported yesterday that the telephone at the union office in Sauer Street had been disconnected.

Mr David Nxumalo, director of DME Dressmaking in Sauer Street, said later yesterday that the BMWU had used the phone in his former office.

"When we moved I asked that the phone be transferred to our new offices. This was done on Monday by the Post Office," he said. A Post Office spokesman backed up his statement.

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PRESS STATEMENT BY THE HONOURABLE S P BOTHA, DVD, MP,
MINISTER OF MANPOWER UTILISATION, ON THE INDUSTRIAL UNREST
IN JOHANNESBURG

EMBARGO: 21h00 ON WEDNESDAY, 30 JULY 1980

As it happens with strikes of this nature, there is a strong
element of incitement and intimidation present.

The unfortunate victims hereof are the clear majority group of
unwilling strikers who are carried along in the process. It is
the families of these people which suffer hereunder whilst the
instigators retain their income.

The role of the Department of Manpower Utilisation is to provide
the conciliation machinery and to act as mediator between the
parties.

Thusfar the strikers have by-passed this machinery and in certain
cases have refused that the conciliation machinery be put into
operation.

Municipal services are in fact essential services where strikes
are prohibited in terms of the Industrial Conciliation Act and
where compulsory arbitration is prescribed in terms of the Act.

As in the past I am ready to put into operation the conciliation
machinery prescribed by law.

Actions of this nature undermine the maintenance of law and order.

The successful application of the methods of conciliation are
essential but the maintenance of law and order must at all

The union that can't be ignored

152
30/7/80

THE Progressive Federal Party was entirely justified yesterday in lambasting the Johannesburg City Council's management committee for its crass handling of the municipal workers' strike.

The crisp point at issue in the strike is the gap between what thousands of workers want, and what the management committee believes they should want. That has led the committee to refuse to deal with the Black Municipality Workers' Union.

The major reasons given for this stance are that the union is not registered, plus the old South African parrot-cry of "agitators". The sheer strength of the strike nails both these arguments. It is beyond doubt that the union enjoys massive popular support: by the city council's own reckoning, some 10 000 workers are now on strike.

To refuse to deal with the union because it is not registered is to fly in the face of reality — apart from which, a whole series of precedents exists where employer companies have entered into formal, and successful, negotiations with unions in the same position.

A mere few weeks ago Putco was insisting on speaking only to the liaison committee which it recognised. It took a full-blown strike for the bus company to be forced into bringing the workers' own action committee into the negotiations.

The Johannesburg situation is already far bigger and more critical than was the Putco trouble. For the management committee to continue stubbornly refusing to speak to the union is to risk plunging the city into an even deeper and more dangerous crisis.

The committee would prefer to have the Union of Johannesburg Municipal Workers represent its black workers. To prefer it is one thing; to defy workers' desires is to court disaster.

Having begun with this fatally flawed approach, the management committee has succeeded in escalating the situation by resorting to bullying and high-handed tactics. It has fired workers, locked workers out of their quarters, and issued a series of peremptory threats.

It obviously thought that by playing it tough, the workers would be forced to return to their jobs and the union would be crushed. It hasn't worked out that way. Indeed, all the signs are that exactly the opposite has occurred because passions have been aroused and greater militancy has been engendered.

If the management committee is so certain about the representative nature of its favoured union, then let it at least follow the example of the Veldspun textile factory: faced by a similar conflict last month, Veldspun arranged a ballot and then negotiated with the union for which the overwhelming majority of its workers voted. It happened to be an unregistered union.

Instead of blundering on, the management committee must now accept that a trade union capable of bringing out the bulk of the city's workers cannot be ignored. It dare not be ignored.

Talking to the workers' leader, Mr Joe Mavi, would not immediately resolve the pay demand which underlies the strike. But it would be the start

London reports

on strike activity
30/7/80

LONDON — Strike action by black workers in South Africa was reported in the British Press yesterday under headlines telling readers that Johannesburg streets were filled with rubbish and that blacks had been involved in "strike violence".

The London Times correspondent, Ray Kennedy, reported that unswept streets and piles of uncollected rubbish were an indication of the disorder that might be in store if the strike continued.

The Daily Telegraph headed its story "Blacks in strike violence", and reporter Michael Farr said thousands of Johannesburg commuters were left stranded when bus drivers joined the strike started last week by electricity workers.

The Guardian said about a third of Johannesburg's 15,000 black municipal workers were on strike, paralysing refuse collection services and partially disrupting bus services for blacks within the city.

Stories of South Africa's latest racial situation were carried on the foreign pages of the three papers, but there has been no editorial comment so far.

The top-selling dailies — the Sun and the Daily Mirror — have published very brief reports from Johannesburg — Sapa



Police keep watch as strikers gather at the Selby municipal compound in Johannesburg yesterday

Picture: RAYMOND PRESTON

Council won't meet worker leaders

152

By GRAHAM BROWN (K29) (S28)

City Editor

THE Johannesburg City Council yesterday rejected opposition Progressive Federal Party pleas that it should meet the leaders behind the strike action which caused about 10 000 workers to down tools

The council rejected a PFP motion that it should immediately convene a meeting of all concerned in the strike and reinstate all sacked strikers

The management committee took the line that it was doing all it could to get the strikers to appoint compound representatives to thrash out their problems with management

But it refused to meet representatives of the union which called the strike, the Black Municipality Workers Union, or its president, Mr Joseph Mavi, on the

Editorial Comment — Page 12; More Pictures — Pages 3 and 11

grounds that the union has not been registered in terms of Government labour policy

The PFP leader, Mr Sam Moss, accused the management committee of hiding behind legalities in its refusal to meet the union's executive

He said the council had shown itself "desperately incompetent and dogmatic" in dealing with the changed state of labour relations ushered in by the Wierhahn Commission

The main effect of the commission had been to grant freedom of association to black workers, a freedom which the management committee was now trying to deny its workers

The strike would continue to escalate as long as the council showed its workers a "malted fist", because threats and ultimatums served only to weaken the hand of management and reduce the options open to it, Mr Moss said

The management committee chairman, Mr Francois Oberholzer, said the strike was the result of a power struggle between two unions vying for the right to represent all the council's workers

"Power is what they want what they will do with it when they get it is another question I think they'll use it as a political instrument," he said

Mr Oberholzer said the strike had been started by a group of black electri-

cians who had just been given a pay increase of about 22% as the council finally closed the pay gap for comparable posts

The deputy chairman of the management committee, Mr Gerrit Borman, said the council had talked to a committee of 21 appointed by electricity department strikers on the first day of the strike last week

But groups of workers who had joined the strike since then had refused to appoint representatives to talk to management — particularly the transport workers' works committee and representatives of the various compounds

Mrs Rae Graham, PFP-Westcliff, said "Management must never say who can sit around the negotiating table

"Isn't it time to stop saying what we think is right and just listen for a change?"

10000 STRIKERS MAY BE SAOJKBID

30/7/80
Rand
152
STRIKERS

(Continued from Page 1)

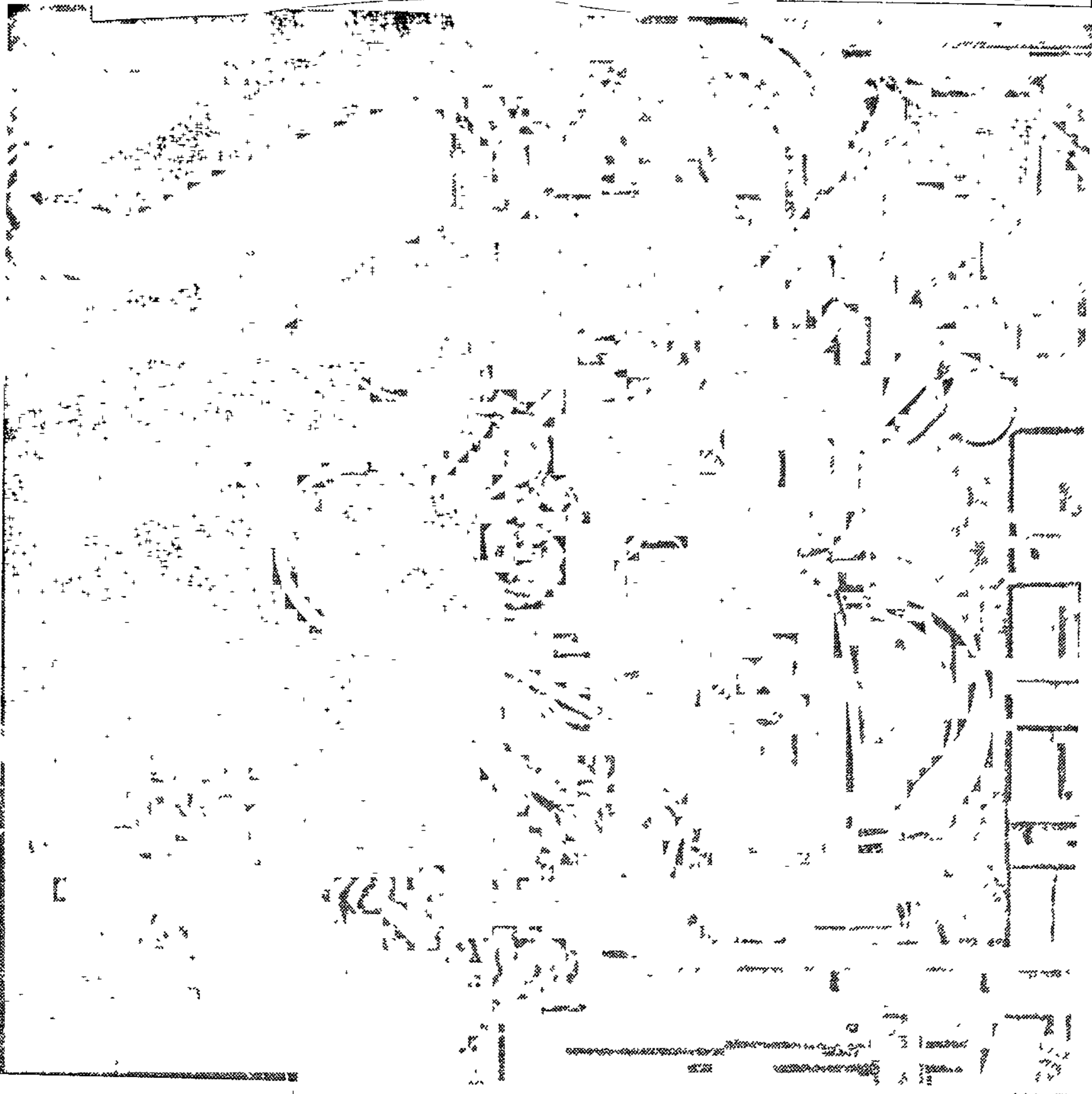
Union, which has played a leading role, today demanded the unconditional reinstatement of dismissed workers and again insisted that the city council should negotiate with it.

Since the strike began, the council has refused to negotiate with the unregistered union, but has said it is willing to negotiate with workers, representatives.

Workers have so far refused to appoint representatives. They said the demand for the minimum wage to be increased from R33 a week to R58 a week still stood.

Schoolchildren and private contractors have been called in to help as the refuse and sanitation situation worsens in Johannesburg.

Johannesburg's Medical Officer of Health, Dr B R Richards, said two emergency teams of cleaners have been called in to service 110 toilets for black and white people in widespread parts of the city.



POLICE in riot gear bar municipal workers from leaving the compound at West Street. More than 3 000 workers were locked into the compound and guarded by police squads.

Argus Correspondent
JOHANNESBURG.—Johannesburg's 10 000 municipal strikers have been warned that they will discharge themselves if they do not return to work tomorrow.

Mr Gerrit Borrmann MPC, leader of the National Party in council, said today that since Monday workers receiving their pay had been told that if they did not return to work tomorrow, 'they could not be further employed by the council.'

He emphasised, however, that the outcome of today's tour of municipal compounds by senior officials would be decisive in whether the council gave effect to the ultimatum. 'Everything is subject to what happens today,' he said.

Two-thirds
Full figures of the number of strikers, issued by the council late yesterday, show that an estimated 10 000 workers — two-thirds of the city's black

municipal workforce — are on strike.

The compound tour today is aimed at persuading the workers to appoint representatives to 'trash out' grievances while workers return to their jobs.

But council critics, including opposition city councillors, have predicted that the dispute will not be resolved by the councils hard line.

Mr J F Oberholzer MPC, chairman of the city's management committee, said homeland envoys would be asked to accompany the officials. They would help to explain the situation and to try to persuade workers to elect representatives to negotiate with the council.

But Mr Japie de Villiers, chairman of the council's staff board, was given a hostile reception by large crowds of angry workers at the West Street municipal compound when he addressed workers early today.

Shouted down

Workers shouted him down when he tried to explain the new wage increases, which include a 13th cheque, which went into effect this month.

'I told you on July 1, you got a raise,' Mr de Villiers said. The crowd shouted, 'Two rand, two rand.'

'Even if it's two rand you got more,' Mr de Villiers said.

The alternative he said was to have fewer people in the municipal service. 'This means a lot of you won't have a job,' he said.

'You must not drive the council to the point where it must reduce your numbers,' he said. He added that the workers should stay in the compound today and 'sit and think about what they want to do.'

He said that if they decided to go to work tomorrow, they would be paid for today.

Black demands

Mr de Villiers and other senior council officials are touring the compounds today to discuss the pay issue with the workers.

The Johannesburg Black Municipality Workers (Continued on Page 3, col 5)

Minister

talks on

strikes

JOHANNESBURG — There are now more than 10 000 municipal workers here on strike — about two-thirds of the council's black work force.

Yesterday the Minister of Manpower Utilisation, Mr Fanie Botha, met the city's management committee to discuss the crisis and convey details to the Cabinet

Neither Mr Botha nor Mr Francois Oberholzer, chairman of the committee, would give details of the discussions in Pretoria during the morning

But, after a snap debate called by the Progressive Federal Party in the afternoon's monthly council meeting, Mr Oberholzer said the ambassadors of Venda, Bophuthatswana and Transkei would be asked to address the strikers.

None of the envoys were available for comment last night. The strike is now the largest ever to have hit a single employer

in South African labour history

Meanwhile, as the sanitation crisis deepens, the council was working on emergency plans to enlist public support to keep the city clean

The council yesterday threw open 13 garden refuse dumps where householders can take emergency perishables

Nightsoil collections in some Coloured areas have been halted and 70 cleaners of public toilets — where doors have now been locked to the public — have joined the strike

The City Engineer, Mr Eric Hall, said that of the approximately 9 500 workers in his department, at least 8 500 had downed tools

But most black council bus drivers are back at work and services ran nor-

mally yesterday

However, police rode shotgun on the buses and the general manager of the transport department, Mr Les Pettey, said protection would continue today to prevent "intimidation" of drivers

The council yesterday rejected a PFP motion calling on the management committee to hold talks with all concerned in the strike, indicating that it will not back down on its refusal to deal with the Black Municipality Workers' Union (BMWU) and its president, Mr Joseph Mavi

The committee says it will not negotiate with the union because it has not been registered in terms of government labour policy. But it adds it is trying to negotiate with the workers

Police turned out in force again at the municipality's Selby compound where a crowd of about 3 500 men remained calm except for an isolated shouting incident during the morning

The day was marked by a deadlock between council officials who offered to negotiate with four elected representatives from each compound, and workers who demanded that any negotiations with the council be conducted through the BMWU

At about 7 30 am police refused to admit strikers from other compounds who had arrived at Selby to join the main crowd

This was followed by a rain of stones, bottles and other missiles from angry men behind the gate and a short baton charge by police. Calm was restored after the police agreed to let the men through the gates.

Half-an-hour later a corrugated iron roof which was used as a grandstand collapsed. One man was slightly injured

In the afternoon, Mr Hall, the city engineer, spoke to the men through a loudhailer and called for representatives to step forward and put their complaints to him

Mr Hall was followed by the chairman of the staff board of the city council, Mr J C de Villiers, who also asked the workers to elect four representatives from each compound and negotiate with the council

His proposition was received with jeers. Mr De Villiers then said he could not "take the matter further"

Brigadier Gert Kruger, Divisional Commissioner for the Witwatersrand, said police would intervene only if life, limb and property were threatened

29/7/80
TOP NEWS

With the strike hitting refuse collections, residents flocked to dumps which had been opened to them and manned by volunteer workers.

Several white workers voiced their bitterness when asked how they felt about having to man the refuse dumps. Said one: "If the blacks do get higher wages as a result of their strike, we whites are going to be very unhappy"

It was reported yesterday that the telephone at the BMWU office had been disconnected

Mr David Mxumalo, director of a shop said yesterday that the union had used his telephone in his old office after his business moved two weeks ago

"When we moved, I requested that the telephone be transferred to our new offices. This was done on Monday by the Post Office," he said — DDC

A striker injured when a roof collapsed at the Selby municipal compound yesterday is carried away by police for medical attention.

Strike: ten-day deadline for city's health

Mr. John Bates, liaison officer for the City Engineers Department, said today that about 8,000 workers from his department were on strike. About 70 cleaners of public toilets had also stopped work.

Johannesburg's medical officer of health, Dr. B. R. Richards, said that two emergency teams of cleaners had been called in to service 110 toilets in various parts of the city.

Residents of the central business district and the suburbs are being given extra refuse bags in which to store their rubbish. They have been asked to keep rubbish on their properties and not on the pavement.

Mr. Bates said the homeowners could dispose of perishable rubbish at any of the city's 13 garden refuse sites. He stressed that garden refuse would not be accepted.

Dr. Richards warned that if refuse bags split householders should put their rubbish in a second bag to keep out rats. Refuse should be kept to a minimum and should be put in plastic bags. The necks of the bags should be firmly secured.

We will have no problems. The weather is fairly cool and there should be no health hazards for about 10 days.

He warned that there was a backlog of refuse collection and appealed to residents not to put out garbage.

"If people do as we ask, we will have no problems. The weather is fairly cool and there should be no health hazards for about 10 days. He warned that there was a backlog of refuse collection and appealed to residents not to put out garbage."



White city council office workers who have "had it" with the mounting piles of refuse in the streets have formed a band of "garbage collectors" wearing yellow rubber gloves and carrying shanties. They are spending an hour at the end of their shifts cleaning up the streets and doing it. The volunteers would not give their names.

Council gives ultimatum on strike

Staff Reporters

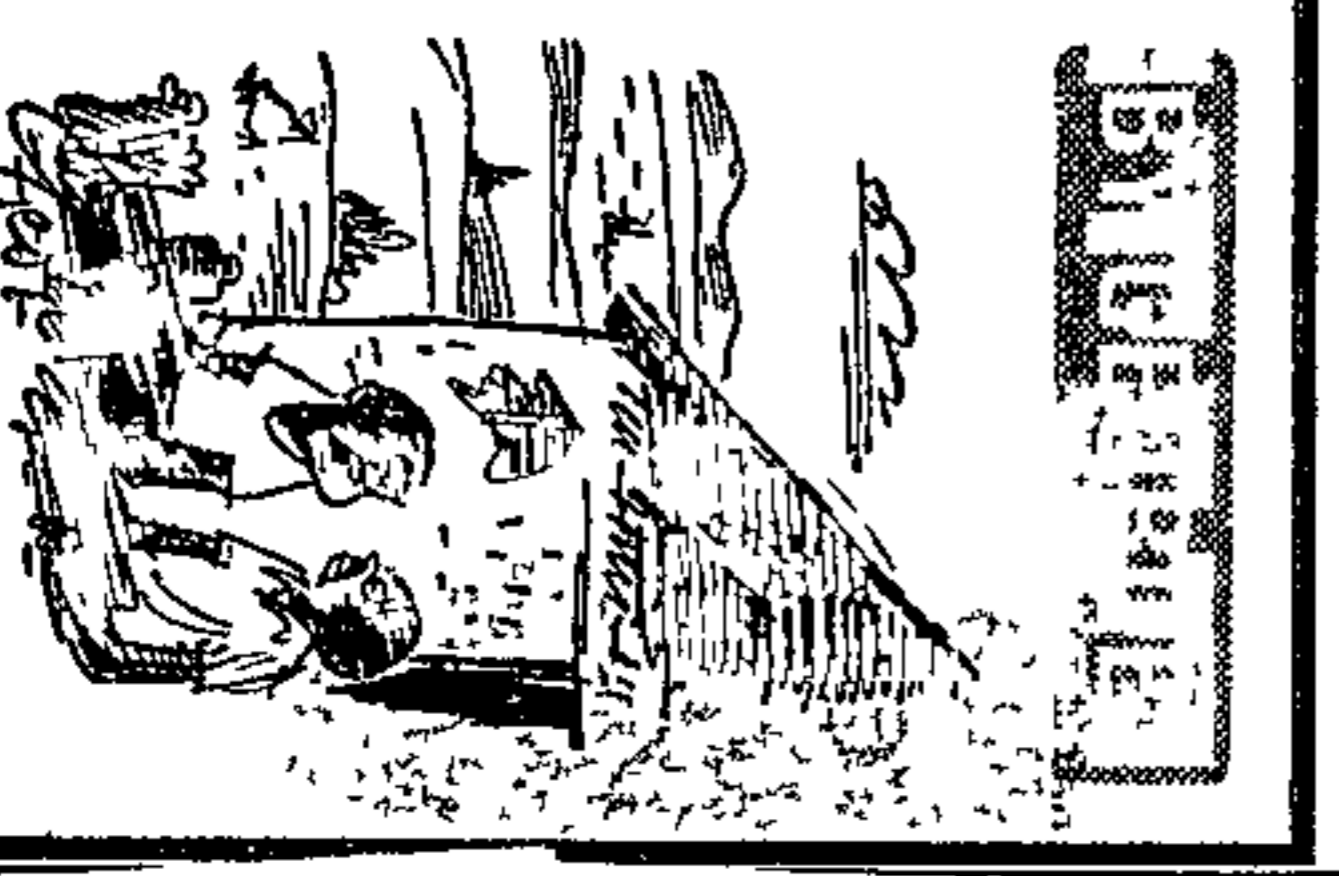
Johannesburg's 10,000 municipal strikers have been warned that they will discharge themselves if they do not return to work tomorrow.

But a top city council spokesman said today the council hoped a fresh bid to end the strike deadlock, which was launched today, would forestall the ultimatum.

Mr. Gerrit Bormman MPC, leader of the National Party in the council, said today that since Monday workers receiving their pay had been told that if they did not return to work tomorrow, "they could not be further employed by the council."

He stressed, however, that the outcome of today's tour of municipal compounds by senior officials would be decisive in whether the council gave effect to the ultimatum.

"Everything is subject to what happens today," he said. Today's compound tour is aimed at persuading the workers to appoint representatives to "thrash out" grievances while workers return to their jobs.



"If we had a job we could be on strike now."

New moves to end city strike

More rejected

rejected negotiations by representatives appointed in municipal compounds. They also came out against homeland envoys being called in.

They said the demand for the minimum wage to be increased from R33 a week to R58 a week still stood.

At the West Street municipal compound, workers addressing the crowd at a short meeting at lunch-time today, said that if the authorities sacked some workers tomorrow "then let us all be fired."

Spokesmen for the workers held up crudely-drawn posters saying "Negotiate with our Union," "Reinstate our co-workers" and "We want money."

Speakers said there had been no consultation between workers and management, and that workers had been neglected.

"We are not going to let our authorities divide us," one worker told the crowd of more than 1 000.

"If some of us are going to be fired tomorrow, let us all be fired," he said.

Workers at the City Deep municipal compound said that although managers had spoken to them about a bonus scheme, they wanted higher wages instead of the bonus.

About 100 of 126 black bus drivers were back at work today and unformed police were stationed on all buses "to protect the drivers," said the general manager of the Transport Department, Mr Les Pelley.

The department has refused to take back about 16 drivers — branded as "troublemakers".

Information collected by The Star indicates the following departments in the Johannesburg City Council have been affected by the strike:

● City Engineer's Department — about 8 000 of 9 500 black staff are on strike.

● Gas Department — all 450 on strike.

● Transport Department — about 400 of 750 staff. About 80 drivers have been re-employed.

● Library — all 90 bus drivers were back at work today and unformed police were stationed on all buses "to protect the drivers," said the general manager of the Transport Department, Mr Les Pelley.

● City Health — about 50 to 700 staff on strike.

● Civic Centre — all 100 or so messengers and cleaning staff on strike.

● City Treasurer's — half of the staff of 240 on strike.

● Market — all 65 black staff on strike.

● Electricity Department — about 300 of the 2 300 are still refusing to work or be discharged.

● Parks and Recreation — no figures available, but a spokesman said: "We are having trouble with about 300 of our staff." It has about 2 500 on the payroll.

● The Johannesburg Zoo is reported to have no black staff at all.

● Traffic Department — about 200 are on strike.

● A few hundred could also be on strike in various of the council's smaller departments.

But council critics, including opposition city councillors, have predicted that the dispute will not be resolved by the council's hard line.

Mr J F Oberholzer, MPC, chairman of the city's management committee, said homeland envoys would be asked to accompany the officials. They would help explain the situation and try to persuade workers to elect representatives to negotiate with the council.

● Page 2: PFP call to negotiate, not sack.

● Page 25: Report and pictures.

Mr Japie de Villiers, chairman of the council's Staff Board, was given a hostile reception by large crowds of angry workers at the West Street municipal compound when he addressed workers early today.

And the Bophuthatswana vice-consul in Johannesburg, Mr J Boyang, said he would not speak to workers unless they wanted him to.

'Dictate'

"Nobody else but my people will dictate to me," he said.

Venda and Transkei diplomatic representatives were not available for comment. But Mr Baldwin Mudau, leader of the opposition Venda Independence Party, said he felt "urban workers were unlikely to respond to homeland representatives.

Council officials said most council workers were migrant labourers from Venda, Transkei and Bophuthatswana.

The Johannesburg Municipality Workers' Union, which has played a leading role, today demanded the unconditional reinstatement of dismissed workers and again insisted that the council should negotiate with it.

Since the strike began, the council has refused to negotiate with the unregistered union, but has said it is willing to negotiate with worker representatives.

Workers have so far refused to appoint representatives.

Union officials today

Strike by municipal workers goes on . . . despite the good vibes

An attempt to reason and negotiate with a group of striking municipal workers at the West Street compound failed yesterday.

despite what appeared to be "good vibes" between the City Engineer, Mr. Eric Hall, and hundreds of his staff. When Mr. Hall addressed the crowd, hecklers were silenced by the body of the workers.

He told them "You are my people. We have worked together for years. Let us talk together. Will all of you who are prepared to talk, hold up your hands?"

Nobody did. The determination of the staff was further demonstrated at the end of a long tense day of apparently fruitless negotiation when the management organised a fleet of buses to take the 1,000 workers home.

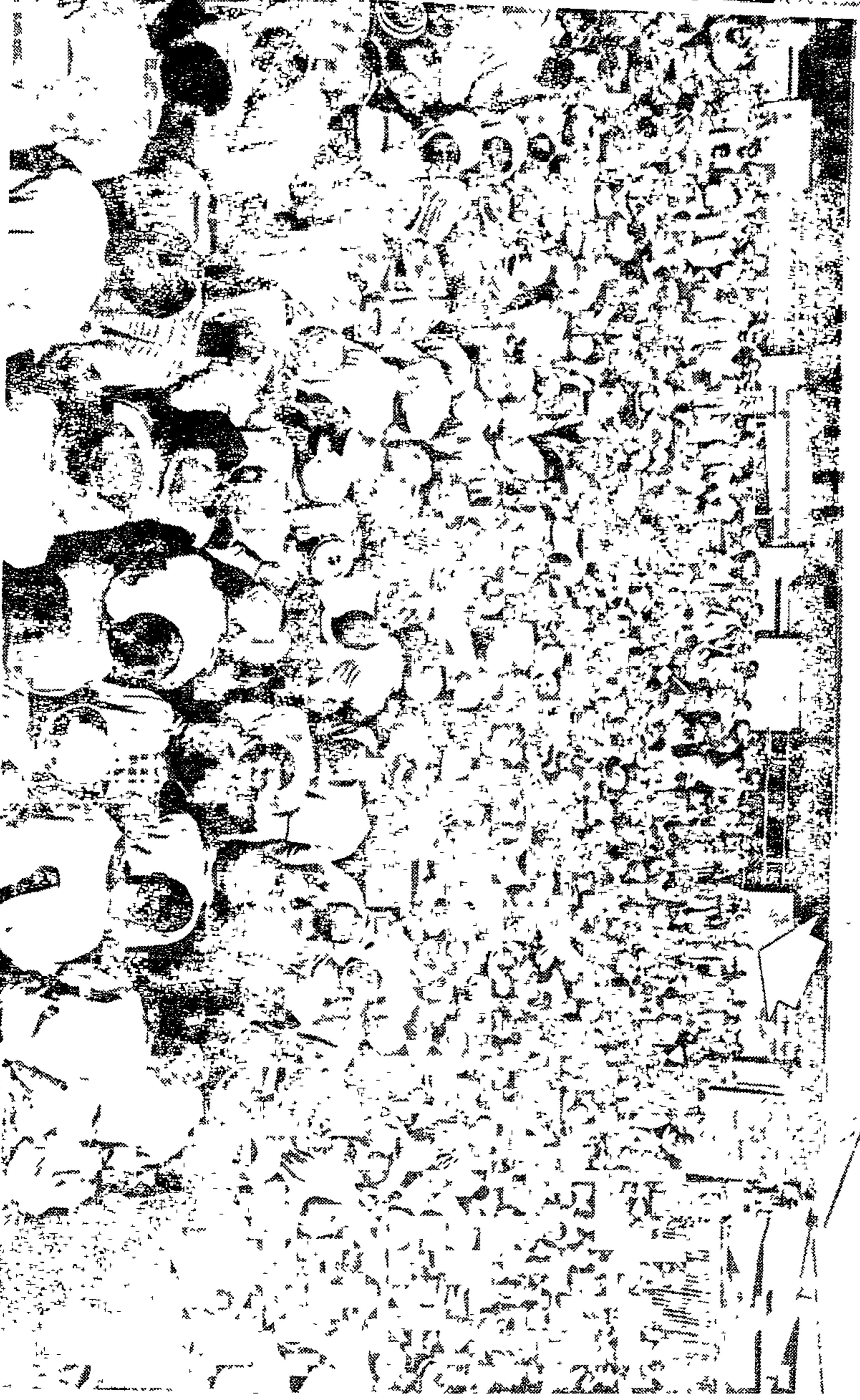
As the compound gates opened and the labourers poured past the shotguns, gas and machine-guns of the police, not a single worker boarded the waiting buses.

In vain a manager shouted that the buses were freely available to the workers wherever they wished.

Earlier in the day police locked the crowd into the compound and, although senior officers said that the men would be allowed food, the vast majority went hungry.



All those who will talk with me raise your hands the chief engineer of Johannesburg. Mr. Eric Hall (centre) asked a crowd of striking workers at the Selby compound yesterday.



Nobody raised a hand. Mr. Hall is at right in the picture. With him (left) the municipal director of housing. Mr. M. P. Williams and the chairman of the Staff Board, Mr. J. C. de Villiers.

● Pictures by Clive Lloyd

Show '94' 150
152

SEE DOWNSIDE

to be...
to be...
to be...



Mr Fanie Botha

JOHANNESBURG MUNICIPAL BOSSLS YESTERDAY MET THE MINISTER OF MANPOWER UTILISATION, MR FANIE BOTHA, AS ALMOST A THIRD OF THE CITY'S BLACK MUNICIPAL WORKFORCE — ABOUT 4 500 MEN — DOWNED TOOLS.

At the same time, Mr Sam Moss, leader of the opposition in the Johannesburg City Council, announced that he was asking for the agenda of yesterday's municipal council meeting to be urgently suspended so the full council could discuss the "deteriorating" strike situation.

Mr J F Oberholzer, chairman of the city's management committee, said the full committee had met Mr Botha in Pretoria before yesterday's cabinet meeting.

Mr Botha had asked for full information on the situation, but no decisions had been taken.

Mr Moss yesterday unsuccessfully tried to per-

Post Own Correspondent 30/7/60

suade the committee to meet workers' leaders. He said the committee's refusal was "feckhardy".

But Mr Oberholzer said that until the Johannesburg Black Municipality Workers Union — which has played a leading role in the strike — was registered, the committee could not negotiate with it. Workers should approach department heads, he said.

Meanwhile several of Johannesburg's municipal strikers were injured when a roof collapsed at the Selby Compound yesterday.

Herded

The accident happened at about 9 am after thousands of strikers had been herded into the compound peacefully by armed police. Several dozen of them sat on a corrugated roof which gave way under their weight.

Although they dropped no more than a few metres, one man was carried off with an injured back and several others complained of lesser injuries.

Scores of policemen, most of them in camouflage uniform, were standing by in the vicinity

and traffic officers diverted cars from West Street near the ME Motorway.

The police had rifles, machine pistols and sub-machine guns. Teargas equipment and gasmasks were also in evidence, but there were no incidents.

Police stood by at various municipal departments and compounds in the city where workers congregated.

Rubbish is still piling up in streets and there are fears that about 10 000 people in Klipriviersburg, near Nancefield, could face serious sanitation risks if cleaning department workers do not return to work by today.

Black bus services were running normally again early yesterday, reported the General Manager of the Transport Department, Mr Les Pettey.

About 75 drivers were fired when they stopped work, but about 50 per cent of those eligible to be rehired were back at work," he said.

Inspectors also helped drive the buses and Mr Pettey said there was no need now to ask white drivers to stand in on the black

Post beats the strike

152
P

A handful of editorial staff under editor Percy Qoboza brought The Star's sister newspaper, Post, onto the streets today after reporters went on strike.

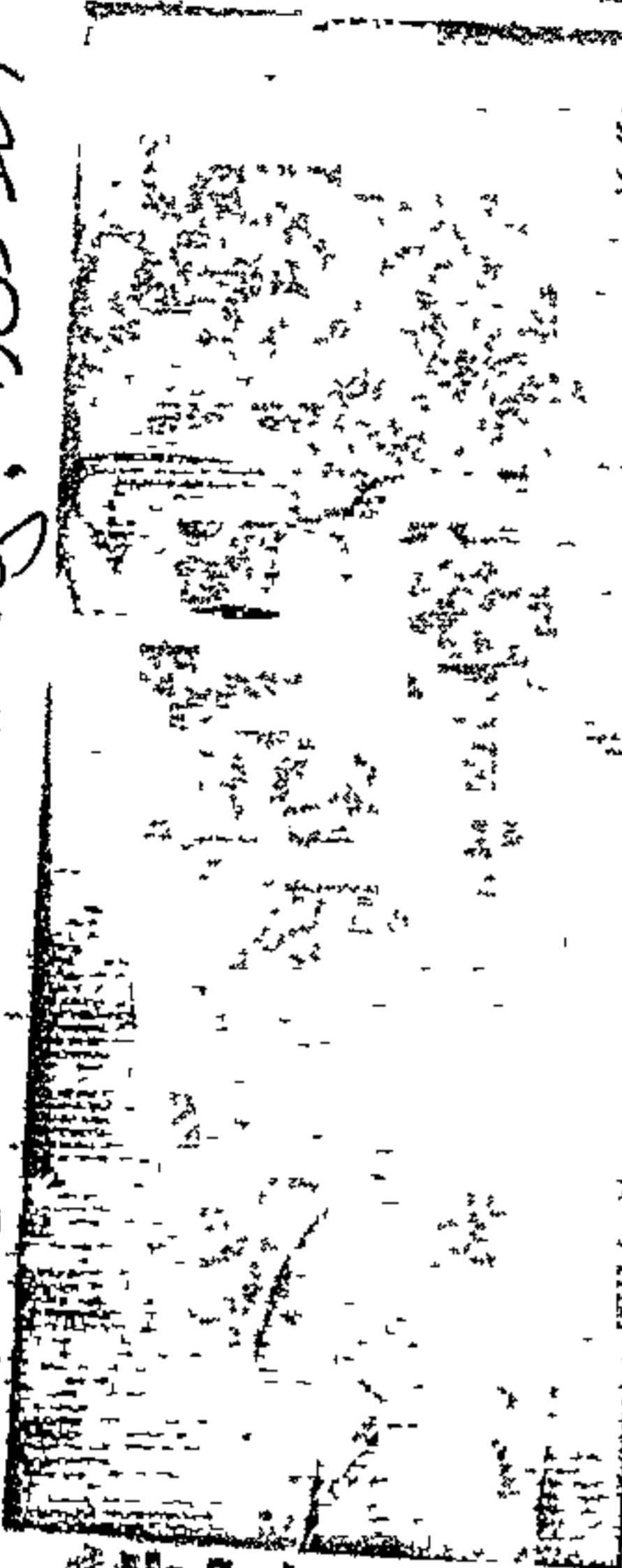
SK
30/7/70

About 50 people — editorial staff of Post and Sunday Post — have made demands for a complete overhaul of the employment structure of the two newspapers, improved working conditions and a written agreement between themselves and management.

Reporters also complained of disparity in the salaries of editorial staff and downed tools early yesterday to hold a meeting.

SEE DOWNA

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Mr Fanie Botha

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Post Own Correspondent 30/7/80

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Strike at POST

REPORTERS on POST newspaper went on strike yesterday complaining of disparity in the salaries of editorial staff.

The strike started soon after the reporters had arrived at POST and held a meeting. After the meeting, a memorandum listing the reporters' grievances was presented to the Editor, Mr P Qoboza.

During the day representatives met with the Editor, and other senior company executives. After the talks, the reporters' representatives held a meeting with the staff, and decided to continue the talks with the Editor today.

Post 30/7/80

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37
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PPFP call to negotiate, not sack

By Lynda Loxton
Municipal Reporter

Opposition councillors yesterday lashed out at the Johannesburg City Council's handling of strikes by municipal workers and urged it to "negotiate, not fire people".

But as the number of strikers swelled to around the 10 000 mark yesterday afternoon, the National Party Independent Ratepayers' Action group alliance held firm. It was sticking to the letter of the law and was "handling the situation in the best way".

Mr J F Oberholzer, MPC chairman of the management committee, said the root cause of the strikes was not dissatisfaction with wages, but two groups of 'fac-tions', he said were vying for recognition and power, which they would probably use as "a political tool".

REINSTATED
PFP councillors disagreed — loudly and furiously.

During a snap debate on the strikes, Mr Sam Moss, MPC, leader of the Opposition in council, pro-

posed a motion that the management committee immediately meet worker representatives, negotiate with them, and come up with a mutually agreed solution.

The motion also asked that all dismissed employees should be reinstated after the strikes had been settled.

Mr Moss said it was doubtful whether the council had ever had to deal with a labour situation "of this proportion. The tragedy of it is that the management committee and the council as a

whole has shown itself incompetent to deal with this phase in the changing labour situation in South Africa.

DOGMATISM

The Wiehahn and Rieker reports had given black workers the right to freedom of association. But because of "lack of experience dogmatism and a hidebound attitude to past procedures," the management committee was refusing the council's black workers that light.

Since the strikes started, the management com-

mittee had adopted an attitude which could only result in a power struggle between it and the workers.

It had broken a cardinal rule in labour relations. It had threatened and dismissed workers and not sat down and talked to them, he said.

Instead of trying to be conciliatory, the council was insisting on legalities to past procedures," the management committee was refusing the council's black workers that light.

Homeland aid sought to reach settlement

Municipal Reporter

The Johannesburg City Council is to call on local representatives of Venda, Transkei and Bophuthatswana to help settle the strike by municipal workers.

But Mr J F Oberholzer, MPC, chairman of the management committee yesterday denied that a part from the 280 workers recruited last week from Venda for the Electricity Department — any large-scale recruiting was being done to replace strikers.

He said local representatives of the three countries would be asked to "explain the situation to the workers".

The recruiting of migrant labourers was an on-going exercise in the council and no special efforts was now being made.

Mr Oberholzer said the council was willing to talk to workers' committees appointed "in terms of existing legislation — the works of Hanson committee of the different categories of workers".

But it could not negotiate with unregistered unions. As soon as they were registered, they would be made members of the Industrial Council, and the council and management committee would negotiate with them.

He turned down an offer by Mr Sam Moss, MPC, leader of the opposition in the council, to arrange a meeting with Mr Joseph Mavi, president of the Johannesburg Black Municipal Workers' Union. Mr Mavi was one of the

bus drivers fired this week, and was no longer a council employee, he said.

Mrs Rae Graham (PPR, Westcliff) said that workers' leaders emerged naturally and could not be selected by the council.

Mrs Janet Levine (PPR, Orchards/Oaklands/Norwood) suggested calling in an independent arbitrator to handle the labour unrest.

The council did not provide the necessary negotiating and decision making powers for migrant labourers and could not deal with the current situation alone.

Mrs Levine also claimed that the council had no knowledge or appreciation of the basic rights of workers. These included the rights to organise, to be consulted, to negotiate, to bargain, to be protected against abuse and to legally withhold labour.

The council had overlooked all these rights in the current strikes.

Major J D R Opperman, an IRA member of the management committee, attacked Press reports on the strikes and said the PFP councillors should not have brought the issue up in open council.

Strike livens litter debate

Municipal Reporter

Litter was very much on the minds of Johannesburg city councillors yesterday as municipal workers continued their strike.

In what must surely be a record, no fewer than five councillors stood up during the monthly council meeting to discuss the issue.

Mr Harold Rindolph (PFP, Hospital Hill) has long been campaigning for greater public awareness of the litter problem. He said that, if anything, the strike by cleansing workers could achieve this.

He appealed to the public to help by dumping their household refuse at the city's 20 garden refuse sites, for as long as the strike lasted.

Mr Simon Chitlank (MPC, PFP, Hillbrow) suggested the council should pay for "keep your city clean" advertisements on TV.

He made a special appeal for the council to do something about the "unbearable stench in alleyways No sooner have they been cleaned than they are clogged with litter and smelly again".

Mr Alan Gadd, (MPC, PFP, Yoville) said the problem was particularly bad in his suburb. He suggested that private enterprise — which was indirectly responsible for a great deal of littering — should contribute to the wages they operated in.

Major J D R Opperman, chairman of the health and environmental committee, and Mr J F Oberholzer, MPC, chairman of the management committee, received a suggestion by the PFP that an anti-litter campaign be held in the city.

These campaigns were not very effective but the council was involved in special anti-litter educational programmes in schools.

Motor row

Youngsters bored during the school break? Why not give them a chance to learn to ride a motorbike — safely. Full details in Star Motoring tomorrow. Also featured — three pages of motor-cycling.

A week's course at a cookery school in Paris, with the opportunity to see master chefs at work; a tour of some of Britain's leading country hotels; and a visit to a massive airline catering centre at Heathrow Airport — these were some of the highlights of a trip taken recently by Angela Day (Lorraine van Vladder). In tomorrow's special Food and Drink Section of The Star she invites you to share her experiences.

Turn gasworks into regional utility?

Municipal Reporter

The Johannesburg City Council was last night urged to expand its gasworks and consider changing it into a regional public utility to serve nearby industrial towns.

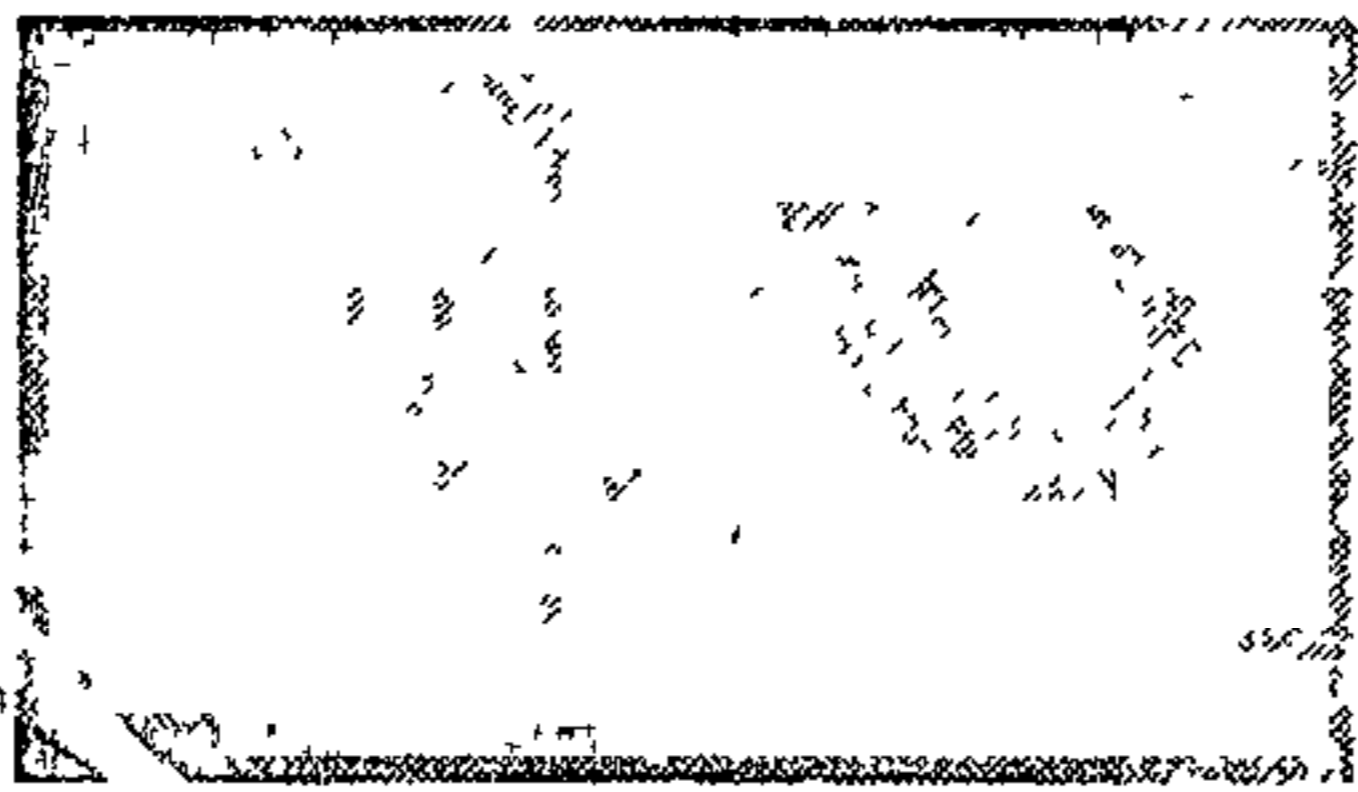
The conservation of diesel fired boilers to gas was being more important.

The inability of the management committee to deal effectively with the gasworks' "operational attitude" was a major concern.

He stressed that Gascor was only part of an industry concerned with obtaining petroleum products from coal. If the fuel crisis should worsen, gas from Gascor could well



MR OBERHOLZER



MR MOSS

100000 Strikers

CAPE TIMES

30/7/80

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(152)

OWN CORRESPONDENT

JOHANNESBURG. — There are now more than 10 000 Johannesburg municipal workers on strike — about two-thirds of the City Council's black work force.

Yesterday the Minister of Manpower Utilization, Mr Fanie Botha, met the city's management committee to discuss the crisis and convey details to the Cabinet.

Neither Mr Botha nor Mr Francois Oberholzer, chairman of the management committee, would give details of the discussions in Pretoria.

But after a snap debate called by the Progressive Federal Party in the afternoon's monthly City Council meeting, Mr Oberholzer said the ambassadors of the three independent homelands — Venda, Bophuthatwana and Transkei — would be asked to address the strikers.

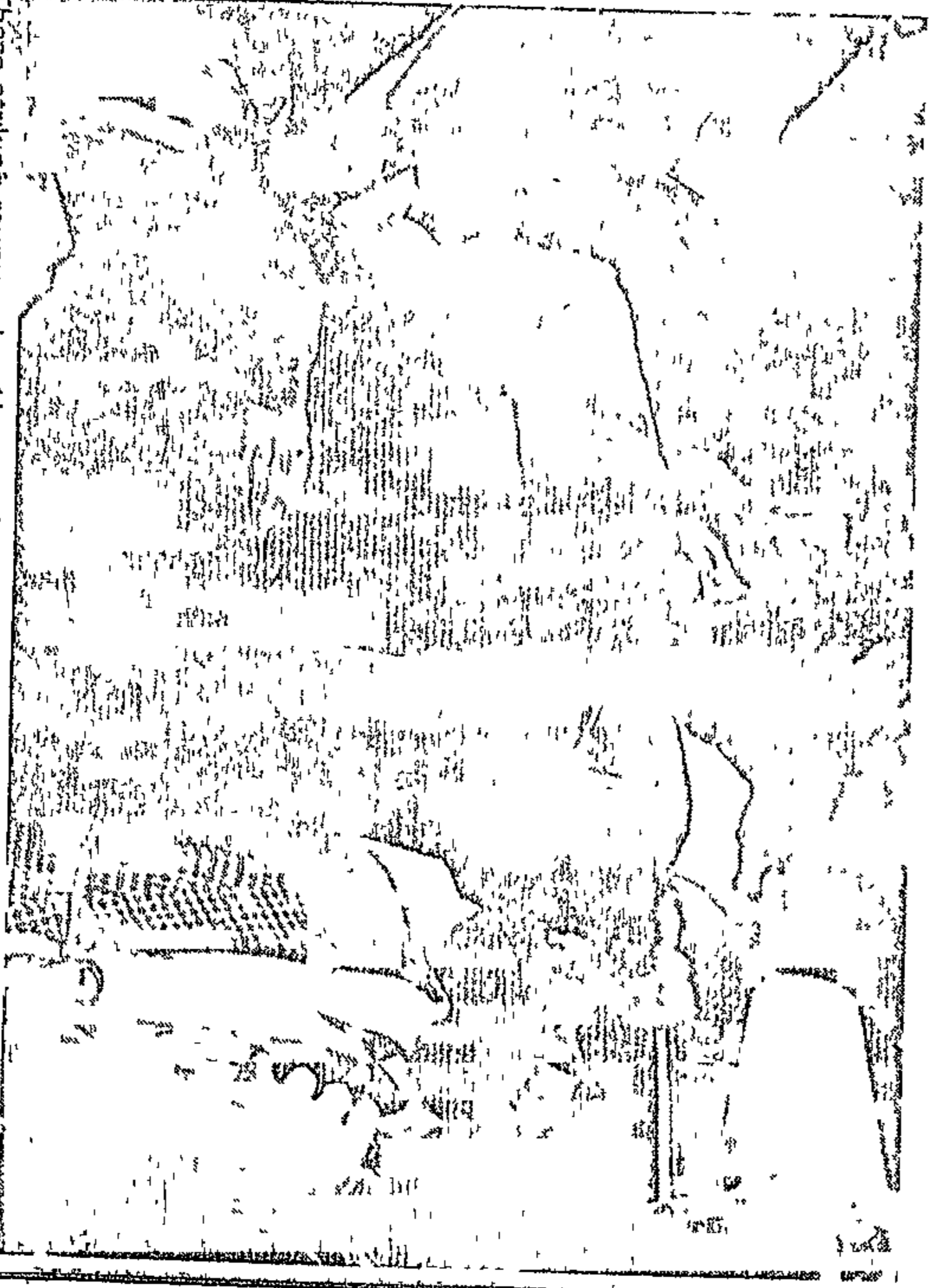
None of these envoys were available for comment last night.

The strike is now the largest in South African labour history ever to hit a single employer. Meanwhile, as the sanitation crisis deepens, the council is working on emergency plans to enlist public support to keep

However, arranged police rode shotgun on the buses yesterday and the general manager of the Transport Department Mr Les Pettey, said protection would continue today to prevent intimidation of drivers.

No backing down

The council yesterday rejected a PFP motion calling on the management committee to hold talks with all concerned in the strike, indicating that it would not back down on its refusal to deal with the Black Municipality Workers Union (BIMWU) and its president, Mr Joseph Mav.



These striking municipal workers in Johannesburg had to show their bus fare money to a policeman on guard before being allowed to leave the Selby compound near the city yesterday.

agreed to let the men through the gate

CRISIS deepens, the council is working on emergency plans to enlist public support to keep the city as clean as possible.

The council yesterday threw open 13 garden refuse dumps where householders can take only emergency perishables.

Nightsoil collections in some coloured areas have been halted, and 70 cleaners of public toilets, where doors have now been locked to the public, have joined the strike.

Buses back

The City Engineer, Mr Eric Hall, said that of the labour force of about 9 500 in his department, at least 8 500 had downed tools.

It is understood that the number of workers on strike in the various departments yesterday included City Engineer, at least 8 000, Electricity, where the strike began, 300, Gas 500, Transport maintenance, 500, Traffic, 200, Parks 300, messengers and cleaners 200.

But most black council bus drivers are back at work. Services ran normally yesterday — with the help of bus inspectors in the morning — and are expected to be the same today.

Municipality Workers Union (BMWU) and its president, Mr Joseph Mavi.

The management committee says it will not negotiate with the union because it has not been registered in terms of government labour policy. But it also says it is trying to negotiate with the workers, compound by compound.

Police tuffed out in force again at the municipality's Selby compound, where a crowd of about 3 500 men remained calm except for an isolated incident of stoning during the morning.

The day was marked by deadlock between council officials, who offered to negotiate with four elected representatives from each compound, and workers, who demanded that any negotiations with the council be conducted through the BMWU.

About 7 30 am, police refused to admit strikers from other compounds who had arrived at Selby to join the main crowd.

This was followed by a hail of stones, bottles and other missiles from men behind the gate and a short baton charge by the police. Calm was restored after the police had

agreed to let the men through the gates.

In the afternoon Mr Hall, the City Engineer, spoke to the men through a loud-hailer and called for representatives to step forward and put their complaints to him.

Mr Hall was followed by the chairman of the staff board of Johannesburg City Council, Mr J C de Villiers, who asked the workers to elect four representatives from each compound to negotiate with the council.

Jeers

His proposition was received with jeers and shouts of "Talk about money." Mr De Villiers then said he could not take the matter further.

He then offered to provide transport for the workers to return home to their various compounds, in an effort to disperse the crowd. More than 10 buses drew up alongside the compound but they were ignored.

Police then opened the gates and the men filed out into West Street.

They are expected to meet again at Selby today.

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Newspaper strike goes on

THE editorial staff of Post and Sunday Post continued to strike for the second day yesterday after talks between the newspapers' management and staff representatives over salaries and working conditions remained deadlocked

About 50 people — including reporters, sub-editors, photographers, librarians, drivers and telex operators — downed tools on Tuesday as a result of the

dispute between management and the local chapel of the Writers' Association of South Africa (Wasa)

The staff are demanding a complete overhaul of the employment structure of the two newspapers, improved working conditions, a revision of the "haphazard" salary scales, and a written agreement between employees and management accepting Wasa as mediators
The Post management team

held discussions with the newspapers' owners, the Argus Printing and Publishing Company, late yesterday in attempt to resolve the dispute

Neither Wasa officials nor members of management could be reached for comment last night

It is understood that many of the employees had stayed away from work or left early — Staff Reporter and Sapa

134 210 152
Minister:
negotiate
with Govt
machinery

Staff Reporter

JOHANNESBURG's municipal strikers had "by-passed" the Government's conciliation machinery and the strike "undermines the basis of law and order", the Minister of Manpower Utilisation, Mr Fanie Botha, said yesterday.

He said he trusted that employers would succeed in "normalising the situation" within "the framework of existing negotiating machinery".

In another statement issued yesterday, the Transvaal region of Fosatu blamed the council's "unreasonable refusal to negotiate with genuine worker representatives" for the strike.

Mr Botha said his department's rôle was to provide conciliation machinery in disputes and to "act as mediators". He criticised the strikers for bypassing this.

He said he was "ready to put into operation the conciliation machinery prescribed by the law" — in this case compulsory arbitration because municipal services were essential services where strikes were prohibited.

Labour observers have argued that the Government's machinery for settling disputes is too cumbersome and "filled with red tape" to meet the needs of black workers.

Fosatu said the municipal workers had "a legitimate grievance" because "no-one can live on R33 a week".

It said the only solution to the problem was a direct meeting between the city council and worker representatives.

Fosatu dismissed as "a red herring" the council's suggestion that it would not negotiate with the Black Municipality Workers Union because it is not registered.

"There is no legal bar to negotiating with an unregistered union," Fosatu said.

PPF bid to open talks ⁽²⁶⁶⁾ with ⁽¹³⁹⁾ strikers ⁽¹⁵²⁾

of are the clear majority of unwilling strikers"

Police moved in early yesterday to cordon off the compounds housing the striking workers, preventing them leaving to congregate at Selby, as they have been doing since Monday

As a result, five black ambulance drivers were unable to get to work, affecting emergency services for the first time — despite the union's instruction that its members in these departments were to stay at work

All workers in the compounds were told that if they returned to work today they would get yesterday's pay

Mr. De Villiers, during his tour of the compounds, was greeted by jeers when he repeated the council's offer to negotiate with four elected representatives from each compound

Those who no longer wished to work for the council were free to go back to their homelands, he said, and buses would be laid on this morning

He told workers the council operated on a fixed budget, financed by ratepayers. It was unable to raise extra finance at a moment's notice, and if it was forced to pay higher wages the work force would have to be cut back

Mr. De Villiers pointed out that the council had granted an increase from July 1, raising the basic minimum wage from R30,36c to R33 a week. The crowd reacted with shouts of "Two rands — that's not money!"

"The point is that even if it's two rands it is more money," Mr De Villiers retorted

One strategy that appeared by last night to have failed was the council's decision, announced on Tuesday, to ask the ambassadors of Venda, BophuthaTswana and Transkei to appeal to workers to end the strike

Sources in these diplomatic offices said the strikers would be unlikely to listen to them. And it appeared no approaches had been made to the missions by the council.

Meanwhile, a municipal task force — a special group of men trained to protect municipal property in times of unrest — is keeping a close watch on security at Orlando power station

The group of 50 volunteers from various municipal departments has been on duty at the power station since Saturday to ensure the safety of people and property there

They are armed, and drive special "riot" vehicles

Police at Selby addressed about 1 500 strikers through a loudhailer at 11:30am. They told strikers they were free to go about their personal business, but asked that everyone remain calm and cause no trouble

This was the pattern at the other compounds. Police said the request was heeded and there were no incidents

Brigadier Gert Kruger, Divisional Commissioner of Police for the Witwatersrand, described as "ridiculous" reports that some strikers were forced to scale walls to get out of Selby to buy food on Tuesday

"We have no intention of keeping people from buying food — nor did we, as another report said, chase people on to a roof until it collapsed. People stood there of their own free will

"Our interests are simply to ensure peace and calm, and stay out of domestic grievances," he said

FOOTNOTE A city bus driver, Mr Clement Venter, plans to organise a huge clean-up operation in the city centre on Saturday if the strike continues until then. He said the council's cleansing department had agreed to provide a number of trucks, which he and other volunteer bus drivers would man. Mr Venter appealed to schoolchildren to help

PFP bid to set up strike talks

STAFF REPORTERS

THE leaders of the Progressive Federal Party in the Johannesburg City Council will try to open negotiations with strike leaders today to resolve the deadlock between the management committee and city's 10 000 striking workers.

This follows the council's latest threat to strikers: Return to work today — or quit.

of litter lay strewn across parks and open ground. Ripped garbage bags around lampposts and trees showed scavenging dogs had been at work.

The Medical Officer of Health, Dr Baldwin Richard, warned people to pack all refuse properly in tightly-sealed bags to avoid attracting rats, which could nest and breed.

He added "Do not pile up boxes and paper carelessly in your backyard because this provides rats with ideal harbour."

The Minister of Manpower Utilisation, Mr Fanie Botha, said the strikers had bypassed the Government's conciliation machinery and that the strike "undermined the basis of law and order."

He charged there was "a strong element of incitement and intimidation present, and unfortunately the victims here-

It was issued by the chairman of the council staff board, Mr J C de Villiers, at the workers' compounds yesterday.

But the City Engineer, Mr Eric Hall, said that whatever happened today he would go on talking to his 7 000 employees in the compounds.

Meanwhile, as mountains of refuse piled up across the city, volunteers yesterday launched a clean-up in several suburbs.

As the strike goes into its eighth day, the PFP will try to find Mr Joseph Mavi, president of the Black Municipality Workers' Union, to open lines of communication with the strikers.

The management committee has steadfastly refused to negotiate with the BMWU, claiming they cannot deal with an unregistered union. The PFP has accused the management committee of "hiding behind the letter of the law".

There are now indications that the workers, who went on

Do's and don'ts for employers — Page 10
Editorial Comment — Page 10

strike for more pay — they want the basic wage raised from R33 to R58 — and recognition for the BMWU, are keen to settle the dispute soon.

White and black volunteers moved through several suburbs yesterday, clearing a steadily growing pile of garbage bags and rubble from pavements.

Despite these efforts masses



Operation clean-up as Johannesburg sinks under its own refuse... municipal workers, crammed refuse bags on to a truck in Houghton Estate. Teams of volunteers — white and black yesterday tackled the rubbish mountains throughout the city.

□ To Page 2

'STRIKE OVER' — MANY GO BACK

3/12/80
 ARUWS

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(Continued from Page 1) 3/17/80

Strike

by senior officials to address all workers in compounds and to explain the situation to them.

Mr Oberholzer said it was no longer necessary to ask the envoys of Transkei, Venda and Bophuthatswana to talk to the workers. He said approaches to one homeland — which he would not name — had failed.

Other sources in a number of council departments said workers started returning to work today.

But workers of the City Engineer's Department (CED) remained in their compounds, a spokesman said

Mr Oberholzer said however, that all workers were 'back on the road' again today.

A council spokesman said the CED workers had 'mostly reported to work but were afraid to go on the road because they might be attacked.'

Mr Oberholzer admitted that there had been 'trouble' at the Selby compound earlier today but attributed it to 'intimidators who tried to stop workers going to work.'

Another council official, however, said the trouble

had been caused by a lack of buses

Brigadier Kruger said today that workers at City Deep and Selby were divided about returning

He said some wanted to begin work today, but others had stopped them chanting 'Money money'

He said employers would meet the workers today and those who wanted to return would be allowed to

Attempts by the Progressive Federal Party to arrange a meeting between strike leaders and city officials have been 'bedevilled,' the PFP leader in the council, Mr Sam Moss, said

● Big Rand clean-up — Page 8.

Argus Correspondent

JOHANNESBURG. — Council officials today claimed the number of striking municipal workers had dropped to 2 500.

The officials said they had 'broken the back' of the week-long strike, which threatened to bring municipal services to a standstill.

But a spokesman for the Black Municipality Workers' Union (BMWU) claimed strikers were forced back to work, and he warned that the number of strikers could rise again tomorrow.

Officials said most of the 2 500 workers who had stayed away from work today had in fact wanted to work but had been threatened by strikers

The height

At the height of this week's stay-away, more than 10 000 workers had downed tools.

The council also announced today that the Union of Johannesburg Municipal Workers — the rival to the BMWU — had been registered and could now negotiate with the council.

But another union leader warned that by-passing the

BMWU, which has played an important role in the strike, could not be expected to resolve the dispute.

At midday

Brigadier Gert Kruger, Divisional Commissioner for the Witwatersrand, said that at midday today, 500 out of about 1 400 workers at the Selby compound still refused to return to work

He said they would be paid off this afternoon. Council officials said the workers, who had been paid off, would be provided with transport to take them to their homes

The situation at the Selby compound was tense today as a reinforced contingent of policemen stood guard at all exits

Mr J F Oberholzer, MPC chairman of the council's management committee, today reported that 'the strike was over'

He said most of the workers at the nine major compounds had reported for work today.

He attributed the end of the strike to the drive

(Continued on Page 3, col 4)

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Jo'burg strike goes on

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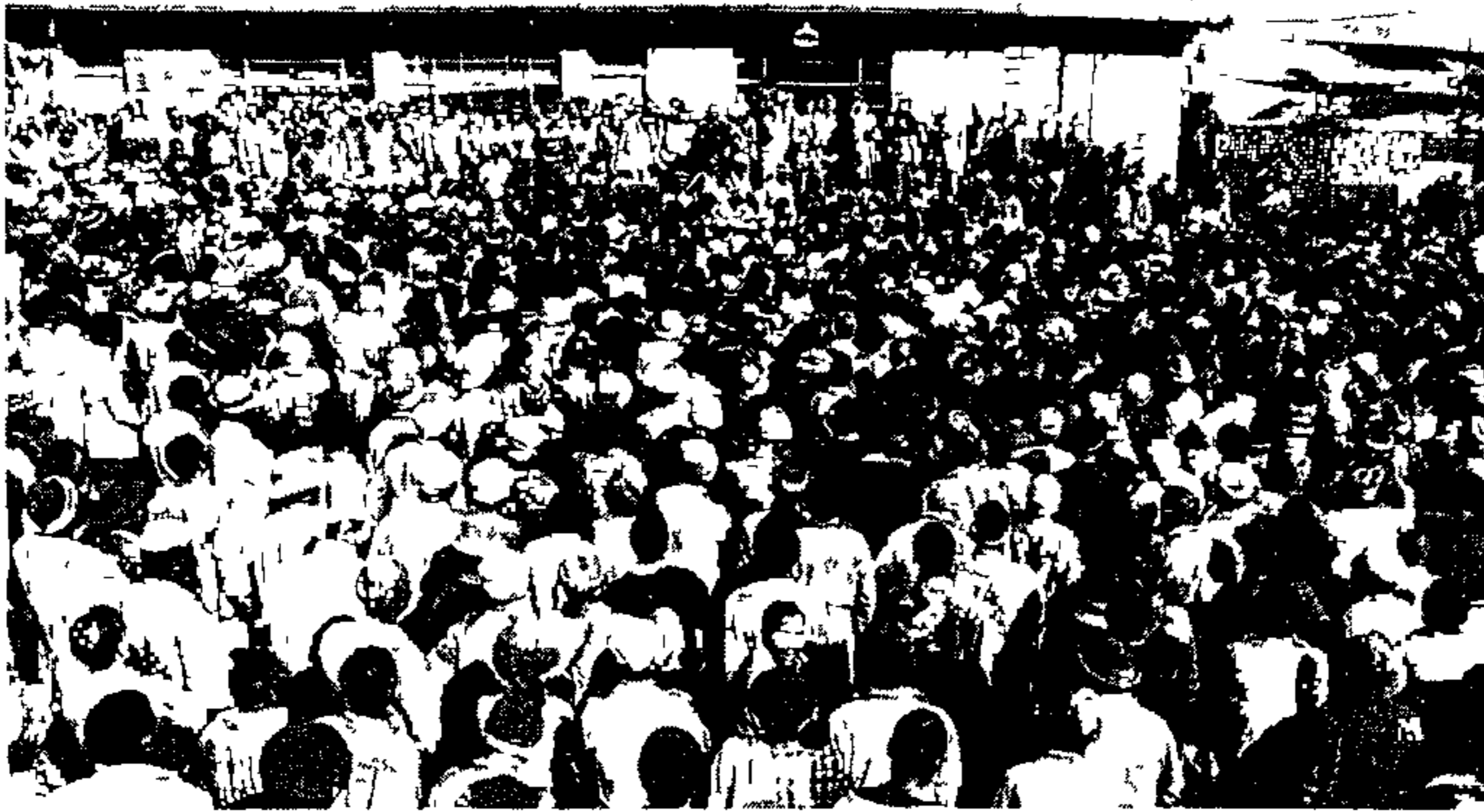


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"All those who will talk with me raise your hands", the chief city engineer of Johannesburg, Mr Eric Hall (centre) asked a crowd of striking workers at Selby. With him are Mr M P Wilsnach (left) and Mr J C de Villiers.

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Thousands of Johannesburg municipal workers gathered at the Selby compound in the city. They were addressed by municipal officials in an attempt to persuade them to return to work but the strike continued today.

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By Elizabeth Wilson

Strikers want better pay—but that's not all

As the strike by thousands of Johannesburg's black municipal workers enters its eighth day, and tensions grow, city residents wonder what is at the roof of it all

What, they ask, prompted more than 10 000 workers to down tools and risk their jobs when there are rents to pay and mouths to feed.

Some say it is a desperate last resort by people who cannot live on their wages. They point out that the council's minimum R33-a-week wage for labourers is below the household subsistence level.

Others lay the blame on poor communications and the sluggish introduction of black trade unions.

Still others maintain it is an attempt to force "defacto" recognition and alter the negotiating power base.

Professor Roux van der Merwe, professor of industrial psychology at the University of Port Elizabeth, sees similarities with the recent Port Elizabeth labour unrest.

Workers, he believes, are being hard hit by price increases. Food, transport, fuel there is

almost nothing which has not leaped in price.

Aside from this he is also critical of the Government's inability to bring black trade unions into the labour relations structure quickly enough.

Wiehahn and its immediate aftermath, he says, raised black worker expectations which were not realised. Delays in the registration of black trade unions led to black unions asserting themselves—irrespective of registration.

"You have people who were disappointed and who are now giving vent to their frustrated feelings about the situation," he says.

Prof van der Merwe is "appalled" that management refused to speak to the union because it is not registered. The trade union structures—had sufficient opportunity to register.

"I think they miss the point altogether that, if workers are on strike, you should be only too glad to have a union to talk to—whether it is registered or not."

Employers should encourage the development of strong, responsible trade union structures—where possible within an industrial council system.

"It is our failure to bring the benefits of the industrial council system home to blacks that is resulting in this rejection of the system," he says.

The question of "competing" unions could be come a key issue. Prof Van der Merwe sees it as "major shortcoming" of the Wiehahn Commission that it does not make explicit provision for the process of union recognition.

Other countries such as the United States have very clear legal provisions for recognition. Far from seeing an overnight solution to the present labour unrest, Prof van der Merwe predicts more strikes.

"If you create conditions for change, you must also create the structures for handling the consequences," he says. Professor Wynand Penaar, professor in organisational behaviour at Unisa's School of Business Leadership, suggests that unions should be "creating a crisis first—and negotiating afterwards."

They are less interested, he says, in the salaries of workers, than in "defacto" recognition of the leaders themselves. They want to "rearrange the power base for negotiation."

But, he warns, "if power is rearranged on the basis of a crisis, we will have to live with it forever. The moment you give in, any unregistered union can act the same way." It is like a hijacking.

Professor Penaar believes that in any strike the legalised structure must remain "non-negotiable—for now."

The suggestion may be made that there could be negotiation after the crisis ("After this, let's see if we can't find a way of legalising you so that you don't have to use this illegal method...").

Concessions may have to be made—depending on the individual case.

Prof Penaar suggests that South Africans are standing at the threshold of deciding how much power they will have to share. When? And with whom?

The claim of strikers for more money as "I want a say... I want power and authority" These are what are negotiable.

Time for a change in the top management

The Minister of Manpower Utilisation, Mr Fanie Botha, last night called for an end to the strike by Johannesburg's black municipal workers through negotiation and in-situ arrangements were present in the unrest.

The following is the full text of the Minister's statement:

As it happens with strikes of this nature, there is a strong element of incitement and intimidation present.

The unfortunate victims thereof are the clear majority group of unwilling strikers who are carried along in the process.

It is the families of these people who suffer while the instigators retain their income.

The role of the Department of Manpower Utilisation is to provide the conciliation machinery and act as mediator between the parties.

Thus far the strikers have by-passed this machinery and in certain cases have refused that the conciliation machinery be put into operation.

Municipal services are in fact essential services where strikes are prohibited in terms of the Industrial Conciliation Act and where compulsory arbitration is prescribed in terms of the Act.

As in the past I am ready to put into operation the conciliation machinery prescribed by law. Action of this nature unduly determines the maintenance of law and order.

The successful application of the methods of conciliation are essential but the maintenance of law and order must at all cost enjoy precedence. Over the past two years I have done everything in my power to improve the process of conciliation and the maintenance of order in the work situation and to bring it into line with the requirements of the day.

I therefore reject irresponsible conduct and I should like to express my trust that employers will succeed in normalising the situation within the framework of the existing negotiating machinery.

Did the people concerned have a legitimate claim to the power they were demanding—controlling their own workers?

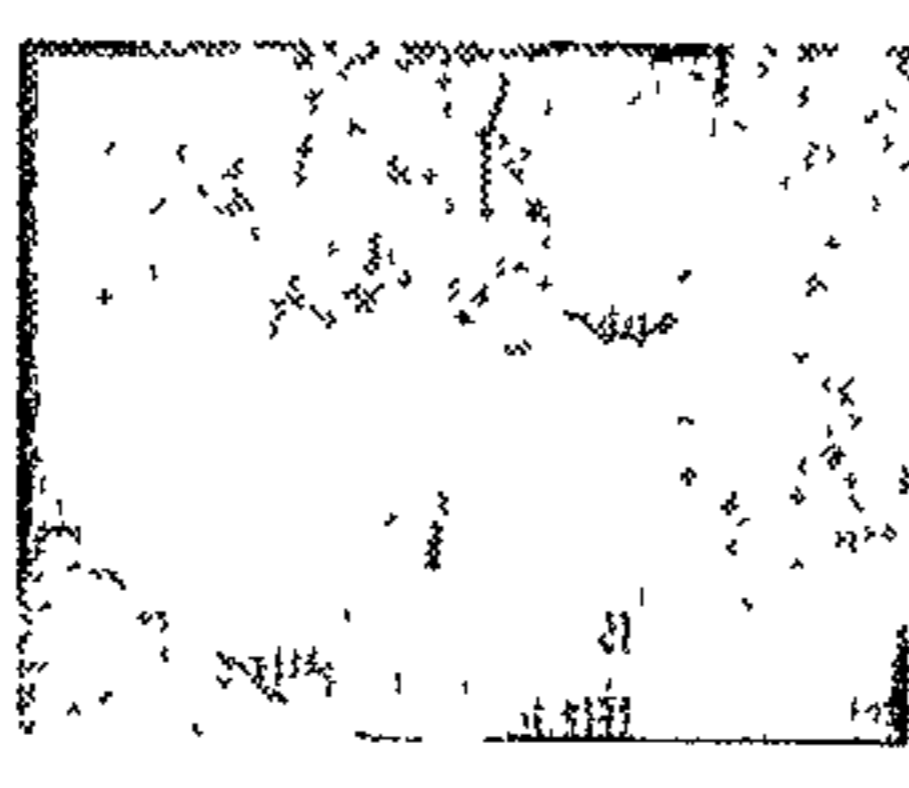
Did we have effective and satisfactory negotiation structures between workers and management? (Liaison committees may often be very satisfactory to management but unsatisfactory to workers).

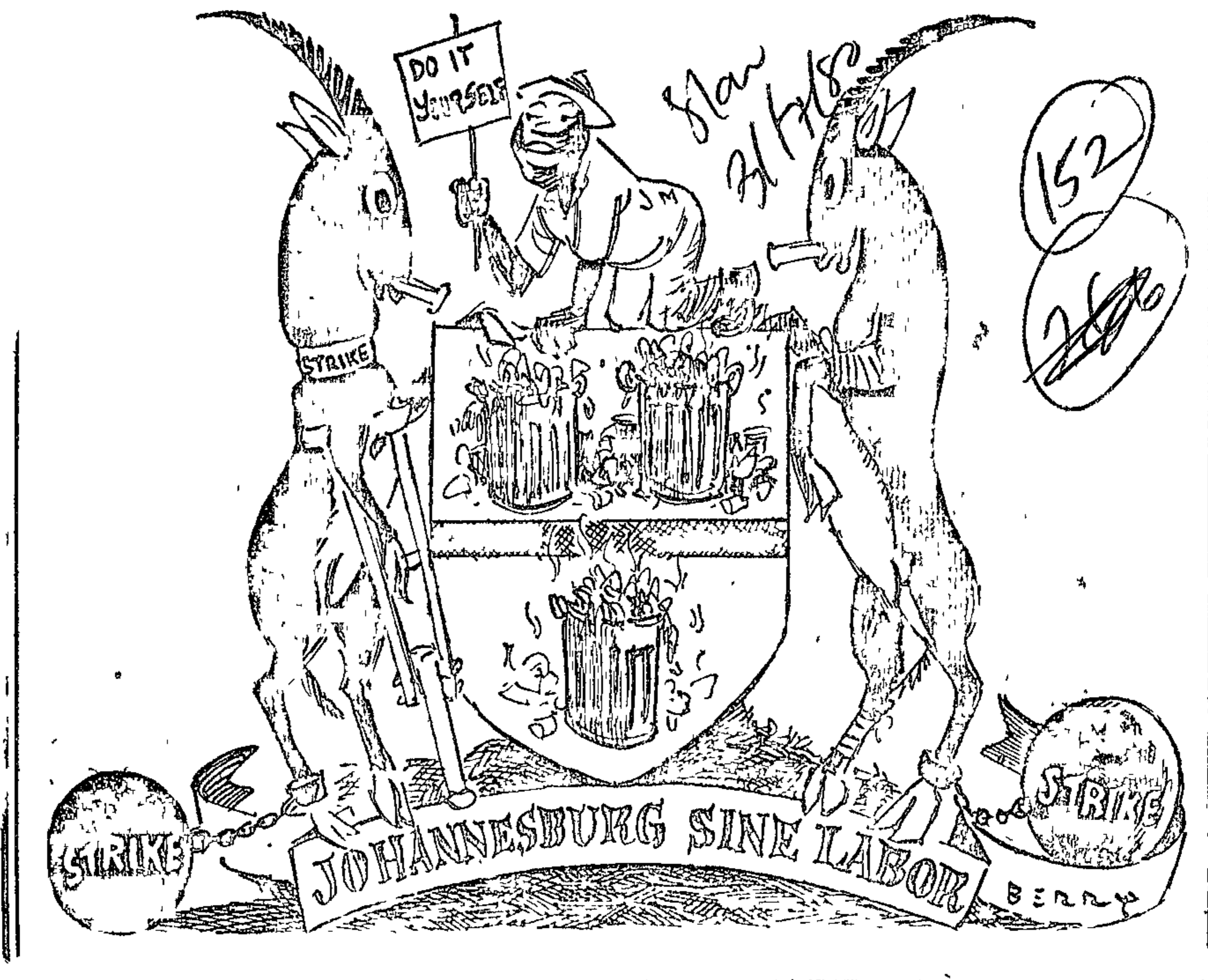
How can I share power, and with whom? Says Professor Penaar "Power should only be shared with a responsible person who is willing to share responsibility."

Prof Penaar suggests that South Africans are standing at the threshold of deciding how much power they will have to share. When? And with whom?

The claim of strikers for more money as "I want a say... I want power and authority" These are what are negotiable.

Mr S P Botha





The Star

The facts of life

on labour relations

IT is a case of curiously misplaced priorities. For many years South Africa has been pre-occupied with external threats; with internal political threats, real or imagined, yet the time-bomb of mass labour discontent received only perfunctory attention. For years leading South Africans congratulated themselves on the misleadingly tranquil surface of industry and even took pride in having "the best industrial relations system in the world."

The Johannesburg municipal strike, coming on top of other recent labour unrest elsewhere in the country, shows just how complacent these assumptions were.

Clearly there has been inadequate machinery for communicating with the workers. It was regrettable enough that this should have led to a mass stoppage of essential services in Johannesburg; more so that attempts to negotiate an end should have been so ineffective. The arrest of strike leaders, however justified in terms of strict law, is hardly likely to improve an already tense situation. Nor are ultimatums or mass dismissals.

The City Council tends to play down the workers' interests and grievances, talking of political agitation and the power struggle between two rival municipal unions. Of course strikes in many countries — and not least in today's South Africa — have a political tinge. And if the coun-

cil appears to favour one union, it is not surprising that its rival should seek to demonstrate that it is more representative. There is of course no lack of grievances, ranging from low basic pay to primitive compound accommodation to wage gaps based on colour. The fact that the Black Municipality Workers' Union was able to bring out 10 000 on strike cannot be ignored. The solution is surely to be found in negotiating with that union through its leaders.

It must be settled quickly, for strikes are dangerous things in South Africa today. They tend to touch off boycotts, sympathy strikes, confrontations with the police. Once this strike is settled, the council — and all other employers who may be similarly ill-prepared — must find ways of establishing better communications with its work force. These are complex matters and we cannot pretend to know all the answers. Yet it would seem clear that the old paternalistic methods of mass meetings, indunas, welfare officers and liaison committees are not good enough.

Black labour is going to flex its muscles increasingly in the boom years to come. The withholding of labour is a principal weapon of blacks denied other real political power. Representative black unions, recognised and upgraded, are the best means to channel this potentially explosive force. Employers must assist and not hinder their development.

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Post 3/17/60

Calls to renew meat boycott

CAPE TOWN — Cape Town's striking meat workers have called on the community to renew the boycott of red meat, with the strike in the meat industry now in its 11th week.

The call is in accordance with a decision taken two weeks ago to suspend the boycott until this week, to give employers an opportunity to "re-think and review" the situation and reinstate the workers.

"The 787 meat workers are still out of work," their committee said in a statement.

APPEAL

"An appeal has been made to all communities, trade unions, and all democratic organisations to boycott red meat

"The meat boycott was suspended to give the meat industry managements a chance to open their doors for the discussion and settlement of the dispute"

The statement continued:

"It was clearly stated that the boycott would be on again from July 28 on a national basis.

STUDYING THE RELATIONSHIPS BETWEEN MEMBERS OF THE ORGANIZATION

The second factor of organizational structure is the relationships existing among members of the organization. When one deals with a relationship between two members of the organization, one can consider a *required relationship* between the two facilitating the execution of operations conducive to the carrying out of the organizational targets, such as

the individual and of the whole. Comparisons one can establish the effectiveness of with these standards and on the basis of these actions of members of the organization are compared as a whole. The actions and the results of the members of the organization and/or of the organization for carrying the objectives of a general nature. For the purpose of study of the organizational structure, the purpose of studying the actions within the actions, but also *measure* them that they could not only describe the performed have been developed to serve these experts in order field of organization. New quantitative techniques research have replaced their colleagues from the and management engineering and operations from the fields of business administration, industry. In most industrial organizations nowadays, people with the management and workers members of the organization, even if one deals only

Call to resume meat boycott

Staff Reporter

STRIKING meat workers have called for "the community, trade unions and all democratic organizations" to resume the boycott of red meat "until the demands of the workers have been met"

The workers went on strike nearly three months ago in support of the demands of workers at two of the factories, Table Bay Cold Storage Company and National Meat Suppliers for management representation of their elected workers' committees

The workers are now demanding reinstatement of all the workers who went on strike as well as recognition of the committees

In a statement yesterday, the "meat committee", which con-

sists of worker representatives from each of the factories involved in the strike, said that 787 meat workers were still out of work

"The meat boycott was suspended until July 27, 1980, to give the meat industry managements a chance to open their doors for the discussion and settlement of the dispute," the statement read

"It was clearly stated that the boycott would be on again on March 28 on a national scale. The decision of the workers to continue with the boycott of red meat does not interfere with any negotiations pending but the meat workers are appealing to all to boycott red meat until the demands of the workers are met," the statement said



High level of P...
The SAC 3/17/80

JOHANNESBURG's 10 000 municipal strikers have been warned that they will discharge themselves if they do not return to work today.

Mr Gerrit Bornman, MPC, leader of the NP in council, said yesterday that since Monday workers receiving their pay had been told that if they do not return to work "they could not be further employed by the council".

He stressed, however, that the outcome of yesterday's tour of municipal compounds by senior officials would be decisive in whether the council gave effect to the ultimatum.

"Everything is subject to what happens today," he said yesterday. Full figures of the number of strikers released by the council show that an estimated 10 000 workers — two-thirds of the city's black municipal workforce — are on strike

The compound tour yesterday is aimed at persuading the workers to appoint representatives to "thrash out" grievances while workers return to their jobs. But council critics, including Opposition, City Councillors, have predicted that the dispute will not be resolved by the council's hard line

Workers were asked to stay at their compounds instead of going to their work places yesterday so that senior officials could address them in smaller groups.

Mr J F Oberholzer, MPC, chairman of the City's Management Committee, said homeland envoys would be asked to accompany the officials. They would help explain the situation and try to persuade workers to elect representatives to negotiate with the council.

fronts a worker at West
in riot gear look on.
way to negotiations by
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31/7/80 ARGUS

Journalists stand firm on strike

Argus Correspondent
JOHANNESBURG. — Fifty-three Post reporters have refused to negotiate with the newspaper's editor and management unless a minimum wage increase is implemented across the board with immediate effect
The demand for a mini-

mum wage increase ⁽¹⁵²⁾ to be agreed to by Post's senior executives without any negotiation — has been refused by Post editor Mr Percy Qoboza and the manager, Mr John Gittins

The strike is expected to continue for some time as a result, but 'anything

could happen,' Mr Gittins said today

He said six staff members—Mr Qoboza and five other senior executives — were bringing out the newspaper

Post and Sunday Post reporters went on strike early this week over wages.

Mr Gittins would not divulge the minimum percentage increase demanded

The Writers' Association of South Africa (Wasa) pledged its solidarity today with the strikers and said it was convinced their grievances were genuine

WORLD OF WORK

THURSDAY, JULY 31, 1980

THE RAND STRIKE

WITH political unrest making headlines in certain parts of the country while labour troubles in the form of strikes draw attention in others, it is all too easy to confuse one with the other and put the blame for the whole disturbing scenario at the door of 'agitators'.

Of course there are always activists ready to exploit any sort of confrontation, but it is important to understand that the motivation behind the trouble in Johannesburg, where about two-thirds of the city's municipal workers are on strike, is very different from that which sparked, say, the recent violence in Grahamstown.

The problem in Johannesburg is basically all about wages, but the dispute could very easily become political if it is not handled intelligently. And then, of course, the stage would be set for the agitators to move in. Unfortunately the Johannesburg City Council has shown little sign so far of being even remotely in tune with South Africa's changing labour scene. It has resorted to the old habit of threatening and dismissing workers without bothering much to talk to them — a formula which inevitably must invite more trouble.

The elementary approach to any pay dispute should be to take steps to confine it to that area, and not let it become an emotional issue where police need to be called in to prevent

intimidation and violence. The only way to do that is through negotiation between management and recognised representatives — not management nominees — of the workers.

The need to create meaningful negotiating machinery for black labour disputes was basic to the findings of the Wiehahn Commission, whose report led to the Government's decision to extend trade union rights to black workers. But this will be of little avail if employers such as the Johannesburg City Council cling to outmoded attitudes which centre mostly on the use of the big stick.

One gains the impression that the Council is looking everywhere for the cause of its present crisis except at the main issue — wages. And with today's galloping inflation it makes no impression to talk in terms of percentage pay increases. Very often these figures are misleading and confusing. For in the final result the measure of a reasonable wage is whether it enables the worker to provide for his family.

In the present inflationary climate that should be a matter for periodic review through a negotiating structure that is acceptable both to employer and worker. The process may not remove the possibility of pay strikes, but at least it should ensure that the strike weapon is used as the last rather than the first resort.

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Post editor joins striking staff

star 3/17/70

(152)

Post editor Mr Percy Qoboza has joined the walk-out of 53 staffers who are on strike because of inequitable salary increases

This was confirmed by Mr John Gittins, manager of Post, who with Mr Qoboza was negotiating with newspaper staff

The exact reason for Mr Qoboza walking out is not yet known Mr Gittins would not comment further.

Post newspaper was on the streets today, brought out by Mr Qoboza and five other senior staff members, Mr Gittins said It is not certain whether Post will appear on the streets for the remainder of the week

By this morning, Post and Sunday Post editorial staff had not sat down with Mr Gittins and Mr Qoboza to negotiate, Mr Gittins said Staff had demanded a

wage increase across the board — with immediate effect — which was refused earlier by Mr Gittins and Mr Qoboza

This morning Mr Qoboza also walked out of Post's offices in Industria, Mr Gittins admitted

Father of the Post chapel, Mr Philip Mthikulu, was not available for comment.

The Writers' Association of South Africa (WASA) pledged its solidarity today with striking Post reporters and said it was convinced the grievances of the journalists were genuine

5-m abortions

PEKING — Five million abortions were performed last year in China and in some isolated instances were "involuntary," says a state family planning official — Sapa-AP

disposal, (b) Information processing information generation (research and data collection), processing, storage, and distribution, (c) Money processing money creation, storage, distribution, and exchange, (d) Personnel processing use of resources for recruiting, transporting, training and retraining of personnel (insofar as these are not included in (1) above) (iv) Resource withdrawal of group resources from immediate access so that they may be used to generate new resources, either immediately or in the future, without 'using up' the resources (i.e. the resource will become available again to the group in the future), includes financial investment, rental and hiring, insurance schemes (v) Trade and exchange Use of the group's resources so that they become available to other groups, in exchange for other resources Includes trade of money, material goods, energy, information (vi) Advertising Advertising and other expenditures aimed at increasing the resource exchange and processing potential, and influencing the laws in society which determine economic activities (e.g. by influencing fashions), a normative component associated with undue exposure to advertising for commercial and economic purposes by other groups

In these four uses, 'investment' (a flow of resources back into the available resources pool, in the expenditure of some resources, and resulting income or other resources) takes place. As resources (e.g. raw materials, energy, information) are processed, they can pass through various intermediate stages which are outputs of one operation but inputs for the next, for example, consumption of cotton produces material, a new resource, which in turn is consumed to produce clothes, which are themselves resources which are 'collected' when they are acquired and hung in a wardrobe for private use (even when they are not actually being worn, they are unavailable for other people to wear). This means that when resources are repeatedly processed in this way, they enter and re-enter in the 'available resources' level, and each time they do so, the appropriate level of aggregation for description will be different (the clothes are still made of cotton, threads, buttons, etc., but instead of describing all these components we simply class them all together as 'clothes'). The classification of the roles

associated expenditures (so they are classified as 'clothes')

(inadequate), grade II (adequate), and grade I (affluent) Thus for example, labour relations (an aspect of the 'level of pressure') might be classified into, IV = {riots, repeated strikes and lockouts, III = {tension in labour relations}, II = {labour relations satisfactory}, I = {labour relations good} (page 65 in [9], many more examples are given in that reference) Then a group of competent observers of the scene could fairly easily assign values to each ordinal indicator This enables one to obtain a quantified estimate of many aspects of the situation in a satisfactory way, even if no reasonably accessible cardinal indicator can be found.³⁸ One could expect that

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African Affairs Reporter
THOUSANDS of Estcourt workers walked home last night as they kept up the bus boycott which started last Monday when fares were increased

Pirate taxis were doing roaring business but last night police stopped cars carrying passengers at the entrance of Wembezi Employers taking their domestic servants home were turned away by an official who told them they were breaking the law

Workers said they were determined to boycott until the fares went down

Employers told the Mercury that a man calling himself the assistant director of the Natal Transportation Board told them it was against the law to take workers home

An Estcourt woman claimed riot police had asked her not to transport her employees to and from home because they were trying to force the workers to use the buses

Thousands of workers walk home in bus fares protest

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Post editorial strike goes on

CAPE TIMES 31/7/88 (152)

JOHANNESBURG — The editorial staff of Post and Sunday Post continued to strike for the second day yesterday after talks between the newspapers' management and staff representatives over salaries and working conditions again reached a deadlock

About 50 people downed tools on Tuesday as a result of the dispute between management and the local chapel of the Writers' Association of South Africa (Wasa)

The staff are demanding a complete 'overhaul' of the employment structure of the two newspapers, improved working conditions, a revision of the "haphazard" salary scales, and a written agreement between employees and management accepting Wasa as mediators

The Post management team held discussions with the newspapers' owners, the Argus Printing and Publishing Company, later yesterday in attempt to resolve the dispute

Neither Wasa officials nor members of management could be reached for comment last night

The Cape Times

Party of reform?

C. Times

31/7/80

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THE SPREAD of the Johannesburg municipal workers' strike provides an object lesson to employers in how NOT to conduct labour relations. The management committee of the Johannesburg municipality, an out-of-touch and verkrampte body, has allowed a relatively small dispute to mushroom into one of the biggest stoppages affecting a single employer in South African labour history.

Once again the fault is to be found in the employers' refusal to negotiate with the appointed representatives of the workers in question, a body which has the confidence of the workers, the black municipal workers' union — on the technical grounds that it is not registered. The committee insists that the workers use channels of communication which the committee approves. A similar impasse, brought about by similarly inflexible attitudes, lies behind the meat industry strike at the Cape and the consumer boycott of red meat.

What is particularly regrettable is the fact that the supposedly reformist Botha administration, and the minister of manpower utilization, Mr Fanie Botha, are manifestly unable or unwilling to educate employers in the realities of labour

relations in the 1980s. So much so that Mr Oberholzer, chairman of Johannesburg's management committee, was able to go on television this week and claim that he had Mr Botha's support for the manner in which he is handling the strike. Meanwhile, Johannesburg's municipal services are suffering acutely. Worse, a work stay-away on such a scale is a potential inter-racial flash-point, if not quickly defused. To refuse to talk to the workers' chosen representatives and allow a dispute to spread, as in this case, is reckless and foolhardy.

The Botha administration, with its hollow reformist pretensions, is as inept in labour relations as it has already shown itself to be in constitutional policy and inter-group relations. This penchant for imposing pre-determined structures and procedures on others, irrespective of their considered views or feelings, is seriously jeopardizing the chances of negotiated constitutional advance. In labour relations, this kind of authoritarian arrogance is likewise mortally dangerous — and subversive of the industrial peace. It is up to the Botha administration to make some effort to live up to its reformist pretensions and to step in boldly to bring the parties together.

(152)

Post 3/1/71

Jo'burg strikes blamed on 'medieval' hostels

JOHANNESBURG city councillor Mrs Janet Levine today blamed "medieval" living conditions, poor wages and "a paternalistic system of labour representation" for the present strike by black municipal workers.

She said workers had lived for many years in "medieval conditions" in municipal compounds. The Selby and Van Bieck compounds had been built around 1915. They were crowded, poorly ventilated and badly lit. Toilet facilities were poor and the men had little privacy.

Although some of the newer hostels provided better facilities there were still 7 000 workers living in the old hostels.

Said Mrs Levine: "We have the situation in which 12 people sleep in

a cubicle which has no door. They are accommodated in bunk beds and must do their cooking where they sleep. Food is kept in cardboard boxes beside their beds."

These conditions had been exposed but continued. Workers led "dis-mal and totally unmotivated lives" in these surroundings for which they paid R5 a month rent.

Possibly the worst conditions were at Norwood depot. This compound had been condemned and there was talk of building a new hostel in Alexandra. But hostel development in Alex had been stopped, and the workers remained in the condemned compound.

Mrs Levine slammed the present system of worker representation.

"All these years there has been no meaningful representation of migrant

workers. There had been no representation of workers by elected people.

The city council was far behind the private sector in what it paid its lowest paid workers.

The lowest wage — R33 a week (R132 a month) for labourers — was below the poverty datum figure of R150 a month.

There was no legal bar to negotiating with an unregistered trade union, a spokesman for the Federation of South African Trade Unions (Fosatu) said in Johannesburg, reports Sapa.

The spokesman said the strike was continuing because of management's "totally unreasonable refusal to negotiate with genuine worker representatives over legitimate demands."

The facts of the mat-

ter are that workers have a legitimate grievance. Inflation is high and no one can live on the R33 a week paid by the council to its labourers.

"The question of registration of a trade union is a red herring in this issue and one which is costing the council, the workers and the city of Johannesburg dearly."

DEMANDS

Fosatu called on the council to:

- Declare that no worker would be victimised and that all workers on strike would be unconditionally reinstated.
- Meet the union to establish and negotiate worker demands.
- Declare its willingness to negotiate a living wage for its workers.
- Provide report-back facilities for the union to communicate easily with its members on progress.

Wasa backs POST strike

THE Writers' Association of South Africa was convinced that the grievances of striking members of the POST (Transvaal) newspaper were "genuine and deserved immediate and urgent attention," the Association's Southern Transvaal Region chairman, Mr Goba Ndilo-yu, said yesterday.

He was reacting to the strike by about 50 members of POST and SUNDAY POST newspapers over disparities in their salaries and other grievances.

In a statement he said: "We the journalists of the Southern Transvaal region of Wasa solemnly pledge our solidarity with journalists at POST newspapers who have taken strike action against the disparity in their salaries.

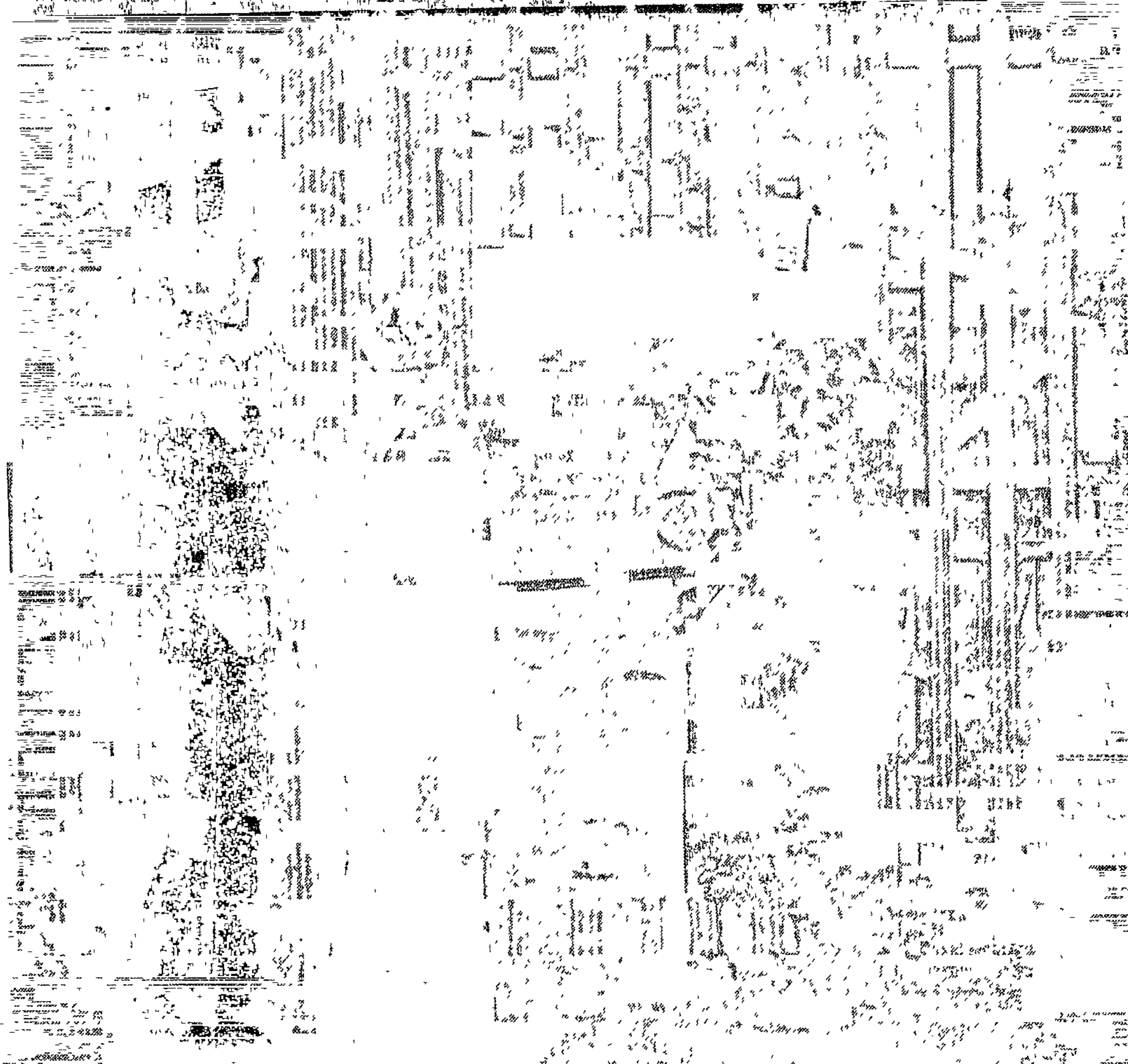
"We hope manage-

ment at POST and the editor, Mr Percy Goba-zu, will give the grievances of all their reporters urgent attention so that the matter can be resolved amicably.

"POST has an admirable record among the black community and it will be unfortunate if management and the editor will be seen to be going against the policies represented in their editorial column.

"For a long time now POST has been regarded by blacks generally as their mouthpiece. Whether this image will continue depends entirely on how management and the editor handle the present strike." — Sapa.

back will be paid off today, say police



... guarded all gates at Johannesburg's Selby compound today as talks continued in an effort to find an early settlement to the strike by the city's municipal workers

Volunteers start drive to clean up Jo'burg

Johannesburg Civil Defence Corps has joined the massive drive to clear up rubbish which is piling up in Johannesburg's streets. Scores of volunteers, including women and school children, and municipal workers have lined up to clean up.

gathered at the Civic Centre today to plan a concerted clean-up drive. Mr John Bates, liaison officer for the Johannesburg City Engineer's Department, said volunteer municipal workers were being sent into the suburbs to clean up rubbish. About 50 large bulk containers were being placed in strategic positions in the central business district, Hillbrow and Rosebank, and should be used by businesses. Mr Bates said the hoppers would be placed in different parts of the city. He asked companies not to put unnecessary rubbish into the bins and to contact the container section of his department when the bins were full.

The telephone number is 725-6370 extension 2673. He added "We have started working on the problem of nightsoil collections in coloured areas". Three Johannesburg city councillors — Mr Simon Chilchik, Mr H Rudolph and Mr Max Nepps — inspected Hillbrow yesterday and found that

conditions were terrible. Opportunist garbage collectors are charging 50c a bag or R100 a truckload to move rubbish. Instant businesses are popping up in the city with private tractors pledging to go anywhere to pick up rubbish.

conditions were terrible. Opportunist garbage collectors are charging 50c a bag or R100 a truckload to move rubbish. Instant businesses are popping up in the city with private tractors pledging to go anywhere to pick up rubbish.

two groups at the Selby compound this morning

The first group was confronted by police under the M2 motorway.

After an altercation, police allowed the strikers into the compound.

A second group arrived by train. They were also allowed into the compound.

Mr J F Oberholzer MPC, chairman of the city's management committee, today reported: "The strike is over."

He said most of the workers at the city's nine major compounds had reported for work today.

He attributed the end of the strike to the drive by senior officials yesterday to address all workers in compounds to explain the situation to them.

He denied reports that those who refused to go back to work would be "deported" immediately to their homelands.

He hoped that many of the people still not at work today would still decide to return to work.

Mr Oberholzer said

was no longer necessary to ask the envoys of Transkei, Venda and Bophuthatswana to talk to the workers.

He admitted that approaches to one homeland so far — he would not name it — had been unsuccessful.

Mr Oberholzer said that those who had reported for work, including cleansing workers, were "back on the road" again today.

The Market, Traffic Department and Gas Department reported that all their workers had reported for duty today.

In the Library, Transport Department, City Hall and Electricity Department, more than half of the striking workers went back to work today, said spokesmen.

About 100 of the 128 black bus drivers were back on duty today and policemen rode on the buses with them "for security."

Employers were meeting the workers today and those who wanted to return would be allowed to do so. Those who did not would be paid off.

16 sites to dump perishable refuse

The Johannesburg City Council is permitting householders to dump perishable refuse at any of its 16 garden refuse sites.

But it has stressed that garden refuse should not, until further notice, be dumped at the sites.

Extra plastic refuse bags will be delivered to householders this week.

The garden refuse sites are at:

- Bezuidenhout Valley in 5th Avenue, Norwood depot in Orchards, corner Pine and Short streets; Birdhaven in Edgewood Street; Fourman in the Lombardy area — Drome Road just off Pretoria Road.

The main tipping site at

- Linbro Park, near the Linbro Park off-ramp from the Eastern Bypass; Greenside in Victory Road near Pirates Club; Crosby in Ashanti Road.

- Fairlands in 5th Avenue off Smit Street; Mayfair West in Bellona Road; the old tipping site at Waterfall in Johannes Road, Triomf, behind the Westpark Cemetery; Mondeor in Columbine Avenue, corner Royal Oak Street.

- Robertsham, cur of Harry and Rifle Range Roads; Robinson tipping site opposite the Wembley ice skating rink; Meredale Main Street near park; Kibler Park, corner Stanmore Crescent and Mal Road, and Moffat Park East Road behind the Hill High.

Kliptown facing health hazard

Health officials today warned of serious health hazard — a result of a human waste problem in Kliptown because of refuse collection.

of latrine being dumped on rat-infested

garbage mounds near homes.

Social workers and doctors in the area said the contents from the buckets lying around, created the risk of an epidemic in the densely populated area.

Several thousand people

live there in appalling overcrowded conditions.

Children were today seen playing among the garbage heaps.

Families were living in red hovels, where more than 30 people share a latrine bucket.

The back of the strike has been broken — Obie

500 who refuse to go Strike easing, claims Obie

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Star
3/17/80

Staff Reporters

Johannesburg City Council officials today claimed the number of striking municipal workers had dropped to 2 500.

Council officials said they had "broken the back" of the week-long strike, which threatened to bring municipal services to a standstill.

But a spokesman for the Black Municipality Workers Union (BMWU) said strikers were forced

Page 27: Experts' views on causes of strikes — and the way to end them.

to work, and warned that the number of strikers could rise tomorrow.

Council officials said most of the 2 500 workers who had stayed away from work today had in fact wanted to work, but had been threatened by strikers.

At the height of this strike, more than 10 000 workers had glommed tools.

The council also announced today that the Union of Johannesburg

Municipal Workers — rival of the BMWU, which has played a leading role in the strike — had been registered and could now negotiate with the council.

But another union leader warned that a policy of bypassing the BMWU, when it was playing an important role in the strike, could not be expected to help resolve the dispute.

Brigadier Gert Kruger, Divisional Commissioner of Police for the Witwatersrand, said that at noon today, 500 out of about 1 400 workers gathered at the Selby compound were still refusing to go back to work.

He said they would be paid off this afternoon.

Council officials said the workers paid off would be provided with transport to take them to their homes.

It is believed that about 200 workers from the Orlando Power Station gathered at the Selby compound today. So did about 350 workers from compounds throughout the city.

But reporters from The Star saw at least 1 500 workers from other parts of Johannesburg.

To Page 3, Col 8

Strike: Fosatu, minister clash on conciliation

Own Correspondent

JOHANNESBURG — Municipal strikers had by-passed the government's conciliation machinery and the strike "undermines the basis of law and order", the Minister of Manpower Utilization, Mr S P Botha, said yesterday.

He said he trusted that employers would succeed in normalizing the situation within "the framework of existing negotiating machinery".

However, in another statement issued yesterday the Transvaal region of the Federation of South African Trade Unions (Fosatu) blamed Johannesburg City Council's "unreasonable refusal to negotiate with genuine worker representatives" for the strike.

Mr Botha said his department's role was to provide conciliation machinery in disputes and to "act as mediators between the two parties". He criticized the strikers for by-passing this machinery.

He said he was "ready to put into operation the conciliation machinery prescribed by the law" — in this case compulsory arbitration because municipal services are essential services where strikes are prohibited.

Conciliation process improved

He said that in the past two years he had done everything in his power to improve the conciliation process and "the maintenance of order in the work situation".

"The successful application of the methods of conciliation are essential but the maintenance of law and order must at all costs enjoy precedence," he said.

Labour observers have argued that the government's machinery for the settling of disputes is too cumbersome and "filled with red tape" to meet the needs of black workers. They have predicted for some time that this machinery was in danger of being by-passed by black workers.

Mr Botha said there was "a strong element of incitement and intimidation present" in the strike and "unfortunately the victims hereof are the clear majority of unwilling strikers".

In its statement, Fosatu said that the municipal workers had "a legitimate grievance" because "no one can live on the R33 a week paid by the council to labourers".

Negotiation on worker demands

It said the only solution to the problem was a direct meeting between the city council and the workers' representatives to negotiate on worker demands.

Fosatu dismissed as "a red herring" the council's suggestion that it would not negotiate with the Black Municipality Workers' Union because it was unregistered.

"There is no legal bar to negotiating with an unregistered union," Fosatu said.

In the interests of a solution, the council should

- Issue a statement that no workers would be victimized and all on strike would be unconditionally reinstated,
- Meet the BMWU to establish the workers' demands and negotiate on them,
- Declare its willingness to negotiate a living wage for its workers, and
- Provide report-back facilities to allow the union to communicate with its members as negotiations progressed.