

INDUSTRIAL - RELATIONS - STRIKES

1983

JANUARY - JULY

SEIFSA head fears more unrest

S. Tribune 9/11/83

A FEAR of further industrial unrest this year in the metal and engineering industries in South Africa is expressed by Sam van Coller, director of the Steel and Engineering Industries Federation, in his annual review this week

But he is confident that sound industrial relations procedures can be established at both company and industry level for solving disputes when they arise

One of the bones of contention is bound to be unemployment and in the 1977 recession there was a drop in job levels of some 10 percent. So far figures are not available for the present downturn but there have been significant numbers retrenched in the past year

By Mike Pearson
Finance Editor

Many employers have adopted alternative courses of action in an effort to avoid retrenchments where this has been possible

Van Coller explains that increases in scheduled wage costs in the metal industries ranged from 14 percent in 1976 to 6,7 percent in 1977, climbing to 16,1 in 1980, 18,9 in 1981 and 20,2 last year

This was due mainly to a shortage of skilled workers whose pay has accelerated during the boom and resulted in inevitable higher wage demands from unskilled and semi-skilled workers

The removal of the artificial barriers which contributed to the scar-

city has cleared the way for these industries to get to grips with the problem

In this respect the following developments have taken place

- New apprentices approved at regional committees last year reflected a further significant increase over the all-time high of 1981

- An alternative route to the apprentice system for training artisans has been agreed with the trade unions. This approach is open to those who have missed the opportunity to become an apprentice

- Additional money being generated from increased training levies has been earmarked for

the establishment of industry level apprentice training centres, the first of which is due to open early this year on the East Rand

- The introduction by many employers of modern training workshops

The substantial capacity in the foundry industry continued to be under-utilised in 1982 and demand is expected to weaken further this year in line with the declining activity of major end-users in the automotive, heavy engineering and automotive industries

The shipbuilding industry experienced a general drop in activity last year and the absence of orders in the medium to long term and continuing

severe competition from overseas yards, are matters of major concern

Substantial volumes of low cost imports, coupled with favourable foreign financing offered for a number of major projects, continued to erode the markets of domestic manufacturing, particularly in the machinery and electrical machinery sectors

Van Coller sees the coming year as one of consolidation and realistic adjustment for the basic metal, metal fabricating and engineering industries

Delay in ¹⁵²
^{slow} hearing ~~7/11~~
13/11/83
on strike ~~7/11~~

Labour Reporter

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

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

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

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

The NUM was able to have bail reduced to R500 each.

Two top bosses on key issues

Mall Correspondent

DURBAN — Two of the country's largest employers of industrial labour in the private sector, Barlow Rand and Premier Milling, spelled out their positions yesterday on detention of trade unionists and the presence of police in strike situations

Mr Reinold Hofmeyer, executive industrial relations director for the giant Barlow Rand group, said in discriminate detention of trade union leaders bedevilled relations with unions.

"Our chairman, Mr Mike Rosholt, is on public record as saying that the group considers all detentions without trial to be offensive. When it comes to detention of trade unionists, this makes future negotiations with the union far more difficult."

On the question of police presence at strikes, Mr Hofmeyer said the group believed police should only be called in when there was a real danger to life or property.

Mr Tony Bloom, managing director and honorary chairman of Premier Milling, said detentions left a legacy of bitterness which could be felt at management-union discussions.

"Trade unionists who have been detained, sometimes for long times in solitary confinement, come to regard us as part of the system which put them through their ordeal. This plays havoc in our negotiations with them."

Mr Bloom said it was company policy to call in police only if life or property were threatened in industrial disputes.

"I think it is completely crazy for some companies to call the police in as soon as they have a strike on their hands."

Fewer strikes (152) but more involved

15/1/83 Mercury

Labour Reporter

THERE were about 200 industrial strikes across the country last year compared with nearly 350 in 1981, but many more workers were involved in last year's strikes and a far greater number of man days were lost

This is according to an annual review, *Industrial Relations Trends*, published by Prof Willie Bendix of the Stellenbosch School of Business and Mr Eddie Nicholson, a manager of Industrial Relations Practice in

Johannesburg

The review sets the figure for workers involved in strikes last year at 120 000, compared to 93 000 in 1981. This cost employers 323 000 man days last year compared to 226 000 days in 1981

Mr Nicholson attributed these figures to a trend of more prolonged strikes last year over more clearly defined issues

'There was better co-ordination among trade unions last year and industrial action was directed at more specific targets than in previous years,' he said. 'This resulted in fewer strikes but larger scale and more prolonged action by workers and

unions'

The review attributes 45 percent of last year's strikes to wage grievances, while 48 percent of the strikes were closely related to wages

'Strikes last year generally took place in more established industries, which meant that employers were more experienced in negotiations. This also contributed to the trend of fewer but longer strikes,' Mr Nicholson said

The metal industry, mainly in the Transvaal, experienced 31 percent of last year's strikes, followed by the motor industry with 11 percent and the textile industry with 9

percent

The motor industry had the longest average duration of strikes with an average of 38 days a strike, followed by the textile industry with an average of 3 days a strike

Regional distribution saw 60 percent of last year's strikes taking place in the Transvaal, 21 percent in Natal, 13 percent in the Eastern

Cape and 6 percent in the Western Cape

Mr Nicholson said while it was a bit early in the year to predict definite trends he thought 1983 would be a quite year on the industrial front

'It should be a year when prime attention is given to shop foreman rather than statements from top managers,' he said

More workers went on strike in SA last year

Mail Correspondent

DURBAN. — There were about 200 industrial strikes throughout South Africa last year compared to nearly 350 in 1981, but many more workers were involved in last year's strikes and a far greater number of man days were lost.

This is revealed in an annual review, Industrial Relations Trends, published by Professor Wilhe Bendix, of the Stellenbosch School of Business, and Mr Eddie Nicholson, a manager of an industrial relations practice in Johannesburg

The review sets the figure for workers involved in strikes last year at 120 000, compared to 93 000 in 1981. This cost employers 323 000 man days last year compared to 226 000 days in 1981.

Mr Nicholson attributed these figures to a trend of more prolonged strikes last year over more clearly defined issues

"There was better co-ordination amongst trade unions last year and industrial action was directed at more specific targets than in previous years," he said. "This resulted in fewer strikes but larger scale and more prolonged action by workers and unions"

The review attributes 45% of last year's strikes to wage grievances, while 48% of the strikes were closely related to wages

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The metal industry, mainly in the Transvaal, experienced 31% of last year's strikes, followed by the motor industry with 11% and the textile industry with 9%

The motor industry had the longest average duration of strikes with an average of 3,8 days per strike, followed by the textile industry with an average of three days per strike

Regional distribution saw 60% of last year's strikes taking place in the Transvaal, 21% in Natal, 13% in the Eastern Cape and 6% in the Western Cape

Mr Nicholson said while it was a bit early in the year to predict definite trends, he thought 1983 would be a quiet year on the industrial front.

"It should be a year when prime attention is given to shop foremen rather than statements from top managers"

Explosive situation

By JOSHUA
RABOROKO

ABOUT 300 African Explosives and Chemical Industries' Employees in Sasolburg yesterday entered their fifth day of work stoppage in protest against two white supervisors who they claimed use abusive language when addressing them

Workers interviewed said the two white men have also been responsible for the unfair dismissal of several workers retrenched in the plant recently. They maintain the dismissals were not connected to the country's economic recession

152
17/1/83
183
Sowetan
The company's production manager, Dr P C Ashwell, yesterday confirmed the stoppage and said workers representatives were busy negotiating with management

Women stop engines running

152
THE entire black workforce of Associated Diesel Company (Adco) went on strike yesterday in sympathy with a colleague who was dismissed from work last week.

The workers — all drivers — stood outside their West Street premises in defiance of a directive by management to return to work.

They said Mrs Anna Radebe was dismissed unfairly and they would not return to work until she was reinstated. The work-

ers, mainly women drivers of the company's light vehicles, said if they would ensure that nobody turned up to fill their positions.

The manager, Mr P Wood, told the strikers they were involved in an illegal strike and he had therefore decided to call in the police.

He threatened Pressmen who took photographs of him. The company's mechanic, a Mr Venter, grappled with camera-men

Somehan 21/1/83
demanding they hand over their films.

Mr Wood said anybody who took pictures of him should bear in mind what happened to Gordon Winter, a self-confessed former spy for Boss.

The strikers complained about their working conditions, saying they were paid low wages and were made to work long hours, often having to go without lunch or tea breaks.

What happened to Mrs Radebe, the first woman driver to be employed by this company, can easily

happen to any one of us. She was not given any notice and was only told on pay-day last Friday that she had been fired. It is for that reason that we are striking and we are demanding she must be immediately reinstated," the workers said.

When Mr Venter came across the street towards the strikers, he was threatened and when he grappled with the newsmen the women said they would manhandle him.

Mr Wood asked that two of the strikers should come forward to meet the company's managing director, but they declined.

Unionist acquitted of incitement

Own Correspondent

PRETORIA — The Transvaal secretary of the General Workers' Union of South Africa (GWUSA), Mr Donsie Khumalo, was acquitted yesterday of a charge of inciting workers at a Pretoria dry-cleaning firm to strike

He was acquitted after the magistrate, Mr A J le Roux, had said he found the evidence of the State witnesses "contradictory, conflicting and vague", while Mr Khumalo's evidence was convincing

The magistrate also accepted that Mr Khumalo wanted to have facilities for the workers at De Luxe Dry-cleaners in Koedoespoort improved and rejected the State's claim that Mr Khumalo had gone to the company's premises after he had incited a strike

The three main State witnesses — who claimed that Mr Khumalo had incited them to strike at a meeting in a church hall in Mamelodi the evening before the strike in September 1981 — were very vague and even incoherent in their evidence, Mr Le Roux said

The security police arrested Mr Khumalo on the De Luxe premises after he went there during the strike in an attempt to help settle the dispute

Last week trespassing charges against Mr Khumalo and another GWUSA organizer, Mr Solly Masemola, were withdrawn in the Kemp-ton Park Magistrate's Court.

Another GWUSA organizer, Mr Solomon Maluleke, was acquitted on the same trespassing charge

Mr M Brassey appeared for Mr Khumalo

X

Bus drivers in court

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FIFTEEN Putco drivers are to appear in the Boksburg Magistrate's Court today on charges of obstructing traffic after a go-slow strike staged by 175 drivers in Vosloorus on Friday.

The drivers went on strike in protest against what they claimed were excessive disciplinary action by supervisors. At least 52 buses were damaged during the commotion by angry commuters causing damage estimated between R20 000 and R40 000.

Most of the buses had their windows broken and there were attempts to set some alight. Drivers interviewed said they decided to strike after the supervisors told them to demand bus fares

from pensioners, a thing the drivers refused to do.

The drivers claimed the supervisors were at times "bossy, unreasonable, and unco-operative."irate commuters who were left stranded when the drivers went on strike at about 6am showed their anger and frustration by stoning the buses.

The strike lasted about four hours and the drivers decided to go back to work after their representatives had met with the company's management.

A Putco spokesman confirmed that nearly all the 175 drivers went on a go-slow strike. He said further talks between management and the drivers would be held tomorrow.

15 Putco drivers in court after go-slow strike

FIFTEEN Putco drivers made a brief appearance in the Boksburg Magistrate's Court yesterday on charges of obstructing traffic following a go-slow strike by 175 drivers in Vosloorus on Friday.

The men appeared before Mr A L Badenhorst and were not asked to plead and were all released.

They will be tried on separate dates. One driver will appear in court on January 31 three on February 17

two on March 1 one on March 7 two on March 8 another two on March 16 and the rest on March 15

The court appearance is a sequel to the strike on Friday by the drivers who staged a go-slow strike in protest against what they claimed were excessive disciplinary action by supervisors. At least 52 buses were damaged during the commotion by angry commuters causing damage estimated between R20 000 and

Most of the buses had their windows broken and there were attempts to set some alight. The strike lasted about four hours and the drivers decided to go back to work after their representatives had met with the company's management.

Further talks between management and the drivers would be held today. Buses in the township have been running normally since Saturday.

Some run R40 (R) 25/11/83

More and more workers being held for intimidation

Sowetan
2/2/83
152

MORE and more workers are being arrested under the new Intimidation Act, according to the Federation of South African Trade Unions

The union says the Act has now been used to charge eight workers at Litemaster on the East Rand who were not even on strike

The union was also referring to the case of the Transvaal secretary

of the General Workers' Union of South Africa Mr Donsie Khumalo, who was acquitted in the Pretoria Magistrate's Court on a charge of inciting workers at a dry cleaning firm to strike

The article says the Act has also been used in Empangeni, in Northern Natal, and Brits, during strikes which occurred in the areas

The Intimidation Act

was passed by Parliament last year following the report of the Rabie Commission concerning security laws

At the time, it did not attract much comment from worker organisations as it seemed to contain the same provision as the Riotous Assemblies Act which it partly replaced

The Riotous Assemblies Act made it an of-

fence to force or persuade someone to do something or not to do something, by damaging his person or his property by "jibing or jeering at him"

The intimidation Act contained the same provision but then went further than the previous law. According to the Rabie Commission the police found it difficult to get convictions under

the Riotous Assemblies Act

According to the new Act the police have much greater freedom to act against worker organisations, and they have been using their powers with great enthusiasm, the union says

Not only have striking workers been prosecuted but fellow workers from a rival union have also laid charges against eight Metal and Allied Workers' Union members at Litemaster

They have since with drawn these charges

CAPL TIMES 2/2/83 (168) 152

Industrial disputes: Legislation tabled

Labour Reporter

NEW legislation designed to streamline the settling of industrial disputes was tabled in Parliament yesterday

The Labour Relations Amendment Bill, 1983, introduced by the Minister of Manpower, Mr Fanie Botha, differs only marginally from the draft Amending Bill which was published in August last year for general comment. The bill was first published in January last year.

In terms of the bill, unregistered unions and employer groups will be granted direct access to conciliation boards, the government's official dispute settling machinery.

Current legislation

Under current legislation, individual members of these organizations can apply for a conciliation board in their own right, but their union is legally excluded from doing so.

The bill empowers the Minister of Manpower to establish a conciliation board on his own initiative without consulting the parties concerned. This is if, in his opinion, the dispute should be settled without delay "in the public and national interest".

The bill aims to speed up disputes in essential services and disputes where an unfair labour practice is alleged.

In these cases the parties can refer their disputes to direct arbitration with-



Mr S P Botha

out going through a conciliation board or an industrial council.

A further proposed amendment allows the Minister to appoint a mediator acceptable to all parties if he thinks it will help settle the dispute.

Apart from financial and business affairs, the bill also aims to lift the secrecy on industrial court proceedings. The bill further makes provision for the registration and control of labour brokers and greater protection for workers hired out by them.

2/2/83

Gallo workers fired after protest strike

By STEVEN FRIEDMAN
Labour Correspondent

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152

ABOUT 100 black workers — almost the entire workforce — at record company Gallo Africa's Bedfordview plant were fired yesterday after striking in protest at retrenchments, informed sources said.

The company was hit by a strike several weeks ago, but that one was settled. Company comment on the latest stoppage could not be obtained last night.

Sources said the dispute followed the announcement of company plans to retrench workers.

Leaders of the Gallo workforce had refused to "co-operate" in the retrenchments, they said.

They added that a dispute had been sparked off by the fact that one of the workers earmarked for retrenchment was a black worker leader at the plant.

After downing tools in protest at the lay-offs yesterday morning, the workers were given until 2 30pm to return to work but only a handful agreed the sources said.

They were then dismissed and told to collect their pay this morning.

The sources said the stoppage had been supported by all workers at the plant.

Included among those fired for ignoring the return-to-work ultimatum were workers who had been with the company for decades, they said.

100 Gallo
2/2/83
workers
dismissed

Labour Reporter

About 100 workers at the Gallo music company's warehouse in Germiston were dismissed today after refusing to meet a return-to-work deadline.

The workers, many of whom are members of the Commercial, Catering and Allied Workers Union, went on strike yesterday over retrenchment grievances.

A Gallo official, Mr Malcolm James, said the workers were given an extended return-to-work deadline of this morning but had not reported for work and were dismissed.

He said the company had laid off some workers in the past and had intended to do so again. Work at the warehouse was being maintained by a skeleton staff and it was hoped to fill the vacancies with workers from other areas within the group, Mr James said.

Gallo is holding recognition talks with Cca-wusa and a union spokesman said they were discussing the dismissals.



Firm told to reinstate sacked men

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Own Correspondent
DURBAN - An out-of-court settlement in which Vleissentraal agreed to reinstate dismissed trade union workers was hailed as a tremendous breakthrough by union officials here this week.

They claimed the agreement, validated by the Judge President Mr Justice Milne, was the first in which employers agreed to re-employ dismissed trade union workers.

Up to now the courts have not reinstated dismissed workers because of soured relationships between workers and employers, Mr Jay Nao-vo, organiser of the Sweet, Food and Allied Workers' Union, said.

Vleissentraal agreed to re-employ 30 dismissed workers. Ten were taken on yesterday and the rest are to be re-employed within three months as jobs become available. They will be given preference over other workers.

The workers were dismissed after a work stoppage at the Vleissen-

traal Cato Ridge factory on July 30 last year. Work stopped after five employees, all trade union members, were dismissed.

Workers claimed the five were dismissed for trade union activities but Vleissentraal claimed that they were retrenched.

The case was brought by Mr T Xaba and Mr M Nala who were among those dismissed by Vleissentraal.

An official said that if the company had been prepared to negotiate with the union in the first place, the dispute could have been avoided. The company had claimed that a worker committee system had worked but trade union members claimed that most workers did not feel the committee was representative.

Mr Justice Milne also ruled that an order from the Minister of the Interior of KwaZulu and the township manager of Mpumalanga, ejecting Mr Xaba and Mr Nala, was invalid.

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

	Internal	External
(1)	(2)	(3)
7	72	
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

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



**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

Strikers return to work but find gates locked ¹⁹⁸³ ^{RAM} ^{3/2/83}

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS who downed tools at Gallo Africa's Bedfordview warehouse on Tuesday returned to work yesterday, — to find the gates locked

By late yesterday the strike, the third to hit Gallo recently, remained unresolved and the company said it was recruiting temporary workers from the East Rand Administration Board to keep the warehouse in operation

The company dismissed almost its entire workforce on Tuesday after they refused to meet an early afternoon return-to-work deadline

The strike was sparked by retrenchments, including that of a union shop steward, and came on the day Gallo held its first recognition talks with the Commercial, Catering and Allied Workers' Union (Ccawusa)

The union's president, Mr Isaac Padi, said yesterday Ccawusa contacted the company late on Tuesday. It had agreed to alter its decision to sack workers, agreeing they

could return if they arrived for work yesterday morning

Mr Padi said union officials had persuaded workers to return but that the warehouse gates had been locked

He said Gallo had met worker leaders but refused to meet union officials. Workers wanted to return, but insisted on the re-hiring of the retrenched men

"We can't understand their refusal to meet us. We want a settlement as quickly as possible," Mr Padi said

A spokesman for Gallo, Mr Malcolm James, said the gates were locked because warehouse management were unaware the return-to-work deadline had been changed

He had addressed workers outside the gates and told them management had the right to retrench. He said he told them they could return but, in terms of the company's disciplinary procedure, they would all receive a warning

"They then left, claiming we had added extra conditions to their return. But we made it clear from the outset

that a warning would be given"

Mr James said Gallo would not reinstate the strikers without a warning. "We have had three strikes and on one occasion took a conciliatory stance by reinstating dismissed workers. We feel that if workers have grievances they must use company channels, rather than strike"

He said the lay-offs were carried out in terms of a company procedure.

However, he had agreed to investigate the retrenchments after the workers returned. He said the shop steward's retrenchment was unconnected with his union position

"We are now in an impasse. But we hope emotions will cool in the next day and enable us to resolve the dispute," Mr James said

Gallo would not meet union officials because it did not recognise Ccawusa yet, but it was still willing to recognise the union, he added

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Examiners' Initials	<i>J</i>	

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

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
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Sasolburg strikers now back

By JOSHUA RABOROKO

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

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

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

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

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

ployees to resume work while their complaints were being investigated.

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

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

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

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

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

SA firms can't cope with unions—expert

152 SA 7/2/83

Financial Staff
Most top managements are not prepared to deal with a likely rise in trade union activity this year, says Mr Hugh Brown, managing director of Integrated Productivity Systems

Although managements spend much time on productivity improvement, the significance of labour relations in this is still neglected, he said in an interview.

He was commenting on the results of a survey among 383 South African companies employing 200 or more and with turnovers exceeding R1,5 million.

The survey was in preparation for a course on industrial relations run by Mr Brown and Professor Blackie Swart of the Graduate School of Business at Stellenbosch University

"The results show that management has not fully recognised its role in the development of industrial relations It

has been slow in establishing an infrastructure to deal with unions at plant and corporate level"

Only 43 percent of respondents indicated that industrial relations as a function should relate to a company's board

Only 37 percent of respondents said they were training employees in industrial relations

Asked how they would react to a strike over demands from a union wanting recognition, or one already recognised, 53 percent said they would dismiss instantly workers who went on strike, while 17 percent said they would refuse to negotiate with unrecognised unions.

"Only 14 percent said they would be prepared to talk, at least to defuse the situation, and eight percent said they would not have any idea what to do"

Last year 362 stoppages, strikes and disputes occurred in South Africa, and Mr Brown

says union activity this year could be greater

He suggests management should concentrate on

- A positive commitment to labour relations.
- Implementing equal employment opportunities.
- Awareness of the structure and legalities of collective bargaining

"Management should wake up to the new realities We must learn to work smarter rather than harder," says Mr Brown.

A paper on a productivity model for South African industry will be presented by Mr Brown and co-director Mr Yacov Kedem at the World Productivity Conference and Industrial Engineering Exhibition in Atlanta, US, in May

A workshop on the prod-use concept will be held at the Sunnyside Park Hotel tomorrow and Wednesday.

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How world's interest rates compare

Percent per annum	SA	US	UK	France	Germany	Italy	Holland	Switz	Japan
Central Bank Discount Rate	13,50	8,50	10,00 <small>intervention rate</small>	9,50	5,00	18,00 <small>penalty rate 21 00</small>	5,00	4,50	5,50
Day-to-Day Money	7,00	8,50	11,00	12,75	5,85	19,00	5,50	1,00 <small>1-month Euro-Swiss fr rate</small>	6,5625
Treasury Bills <small>91-day, Middle Rates</small>	12,31	7,66	11,00	n/a	n/a	18,10 <small>77 days</small>	no dealing	no market	5,625 <small>two-month</small>
Bankers' Acceptances <small>3-month, asked</small>	12,60	8,05	11,0625	not traded	6,50	20,00	no market	2,875	no market
Government Bonds <small>Long-term, new and old issues, average yield</small>	10,80	10,68	10,90	14,53	7,70	19,37	7,63	4,21	7,102
Industrial Bonds <small>Prime, long-term, new and old issues, average yield</small>	13,75	11,55	13,29	15,72	7,90	19,49	8,26	5,62	6,38
Prime Rate	17,00	11,00	12,00	14,80	9,00	20,75 <small>1/8 qtrly fee on outstanding</small>	7,50	8,50	6,00
Bank Time Deposits <small>3-month</small>	13,50	8,125 <small>Cert. of Dep</small>	11,6875	12,625	5,55	11,50	5,25 <small>large deposits residents only</small>	2,50	3,75
Exchange rates—in US\$ <small>rates floating against the \$</small>	0,95	—	1,5795	0,1503	0,4258	0,000742	0,3964	0,5186	0,00436
Forward Exchange Cover <small>3-month, in percent p a.</small>	5,02	—	2,659 D	12,774 D	3,476 P	14,555 D	3,934 P	6,170 P	2,385 P

Switzerland retains its traditional position at the bottom of the interest rate log, according to this table. Rates are subject to limited variations but

the overall picture given remains valid. Only Italy now boasts a prime rate higher, than South Africa's 17 percent

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S. Post 8/2/63

NRP to hammer S.A.T.S. over labour

By BRIAN POTTINGER, Political Correspondent
CAPE TOWN — The New Republic Party is to hammer the South African Transport Services approach to labour relations in discussions on two important labour Bills to be discussed within the next few days

The S.A.T.S. refusal to talk to the General Workers' Union — a stand which resulted in prolonged disruption at Port Elizabeth's harbour — is also likely to be raised during the transport services budget on March 2

Mr Ron Miller, NRP chief manpower spokesman, said today it was absurd that the S.A.T.S. was not supporting the basic industrial relations philosophy of the Government

"They are the same workers as any others with the same aspirations."

Mr Miller said he would be raising the issue during committee stage debate on the Labour Relations Amendment Bill today and more fully when the Conditions of

Employment (South African Transport Services) Bill is debated in coming weeks

The Bill proposes to establish a form of conciliation board under one man to deal with labour disputes but still restricts itself to in-house employee organisations recognised by S.A.T.S.

The secretary of the General Workers' Union, Mr David Lewis, said today the proposed Conditions of Employment Bill was, if anything, a tightening up of the labour relations structure in the S.A.T.S. and was unacceptable because it would still be the Minister of Transport — who was the employer — appointing the conciliation board

He also raised doubts about the status of the S.A.T.S. committee of inquiry into its labour relations — the report is due in March — when amending legislation was already before Parliament

● See Page 3

Fired
Sipost
dockers
8/2/83
to take
their
money

By SANDRA SMITH

HUNDREDS of Port Elizabeth dockworkers who were dismissed in September will collect all money owed to them on Thursday — after nearly five months without income

They were sacked after a go-slow which aimed to force the South African Transport Services (SATS) to hold talks with the General Workers Union (GWU)

In a statement yesterday, the GWU said the workers had decided to sign off and collect their money.

Repeated attempts by the union to convey this decision to the SATS management had been fruitless because officials had refused to talk to the general secretary, Mr Dave Lewis

The statement said the workers' decision was taken in the light of "the failure of the SATS committee investigating labour relations to issue its report"

It said "The conflict with SATS is a monument to the intransigence of South Africa's largest employer and is an indication that the basic principle of freedom of association has not been accepted by the Government

"We and other progressive trade unions will persevere in our efforts to accord the workers of SATS genuine representation in the unions of their choice"

SATS' public relations officer, Mr Leon Els, said no special arrangements would be made for the payout because the workers' salary and pension money had been available since their dismissal

He said about 400 of 425 who were dismissed had not collected their pay. However, the GWU believes more than 600 dockers were dismissed

Clothing change not allowed, court told

11/2/83 (59) (331) (105)

ZWELITSHA — A woman was not allowed any change of clothing after her arrest on May 1 until her release on bail on May 18, the regional court heard yesterday.

Miss Linda Qina of Umtata, who was then a final year BA student at the University of Fort Hare told the court that she stayed in police cells at Alice with the same clothes she was wearing on her arrest until she was released.

Miss Qina is one of the 19 people charged with

public violence following the alleged stoning of a ministerial motorcade at the university's graduation ceremony.

They have pleaded not guilty before Mr J A Dracatos.

Miss Qina who has since obtained her degree, said while in custody she was photographed four times. Particulars of her clothing were taken down.

She said that a claim by Colonel Z Makuzeni that she had thrown

stones in the direction of the police and that he had sent Sergeant Boloshe to apprehend her was not true. She had never thrown any stones.

She said she was arrested by Mr Vuyisile Jaca. She did not know Mr Jaca then but had seen him in court on Monday after an adjournment, standing next to the court stenographer taking notes.

She was told by some of the accused that his name was Vuyisile Jaca.

She said she was arrested on the campus after a commotion that had taken place earlier had died down.

While she was standing with friends Mr Jaca and another man came towards her. Mr Jaca called her but she told him that as a man he should come to her, she said.

The other man accused her of insolence. Mr Jaca arrested her and took her to a police truck where she found some of the accused inside the truck. Mr Alfred Metele, one of the accused, was handcuffed, she said.

The trial continues today. — DDR

PE dockers end Sats dispute

CAPE TIMES 8/2/83
Labour Reporter

HUNDREDS of Port Elizabeth dockers who were fired in September last year have decided to collect their pay, signalling an end to their 18-month dispute with the SA Transport Services (Sats)

But their union, the General Workers' Union (GWU), has promised to "persevere in our efforts to accord the workers of Sats genuine representation in the unions of their choice"

The dockers were fired when they went on a go-slow after the Sats management had consistently refused to deal with their union committee.

A statement released on behalf of the GWU by the union's general secretary, Mr David Lewis, said the workers had had no income for six months

The statement said their decision had been taken "in the light of the failure of the Sats committee investigating labour relations to issue its report"

"The conflict with Sats is a monument to the intransigence of South Africa's largest employer and indicates that the basic principle of freedom of association has not been accepted by the government"

Mr Leon Els, public relations officer for Sats, replying to a GWU allegation that attempts to communicate the workers' decision to the Sats authorities had met with no response, said the money was available at any time for the workers to collect.

He said the Sats labour relations committee report was expected to be released by March

Sacked ~~145~~ SATS ¹⁵² dockers ¹⁵² give up ~~170~~

2/2/83
Labour Correspondent

SA TRANSPORT Services dockers, who were fired and taken by bus out of Port Elizabeth harbour last year, after a go-slow in support of demands for union recognition, finally admitted defeat yesterday — after six months

A statement yesterday by the General Workers' Union said the dockers, who have had no income since September, had decided to sign off as SATS workers and collect their pay

But the union labelled SATS's attitude to the dispute as an indictment of Government labour policies and said attempts to organise SATS dockers and win union recognition for them would continue

The dockers were sacked last September after a year-long attempt by the GWU to discuss union recognition with the SATS

Since then the fired men have refused to collect their pay, arguing that this would mean accepting their dismissal. They were also awaiting the report of a SATS committee on labour relations to which the GWU gave evidence

But the report — which the GWU says was promised in January — has not yet been released

The union said in its statement yesterday the workers would sign off and collect their money on Thursday. It said "repeated attempts" to communicate their decision to SATS had met with no response.

"The workers have been without incomes for six months and it is expected that SATS will pay all the money owing to them on Thursday," the GWU said

It said the decision had been taken in the light of the SATS committee's failure to issue its labour relations report

"The conflict with SATS is a monument to the intransigence of South Africa's largest employer and an indication that the basic principle of freedom of association has not been accepted by the Government," it said

A SATS spokesman, Mr Leon Els, said that the money the workers are to collect had been available since their sacking and "it is not true that the GWU has organised for them to receive it"

Boksburg strike ends 192

Star 9/2/83

Labour Reporter

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

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

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

[Faint, illegible text on the right margin, possibly bleed-through or a list of names/numbers.]

RDM Feb, 1983

LABOUR WEEK

By STEVEN FRIEDMAN

Unions set to oppose Labour Party

AN ALLIANCE of emerging unions against the Labour Party's decision to take part in the Government's constitutional plan seems on the cards

The Federation of South African Trade Unions (Fosatu) has decided to campaign against the LP move. So have the Food and Canning and General Workers' unions. There have been clashes at meetings between LP supporters and union members.

Unions such as the SA Allied Workers' Union and General and Allied Workers' Union have also backed action against the proposals.

This is a significant development.

Fosatu, particularly, has not involved itself in a political campaign before — though it has always rejected claims that it is "non-political" and has been more prepared to make political statements for the past year or so.

The reason has been largely tactical — the belief that unions should build factory-floor strength before taking up political issues.

But what makes last week's union moves doubly significant is that they are, unionists say, a reaction to a groundswell of worker anger at the LP move.

Thus unionists report many requests from workers to discuss the proposals and the union's stand on them.

Fosatu's general secretary Mr Joe Foster says that, at Fosatu's recent executive meeting, all regions reported "anger" at the LP move, with black delegates — particularly from the Inkatha stronghold of Northern Natal — charging that they had been

"sold" and asking where coloured delegates stood.

There are many reasons why unionised workers might oppose the plan. But one factor may help explain why they see this as such a pressing issue.

A key aim of many emerging unions is to build co-operation between black and coloured workers. In some areas, they have succeeded.

They argue that the plan seeks to split irrevocably coloured and black people and so flies in the face of what they are trying to achieve in the factories. Its effect on them as unions is thus far more concrete than many other political issues.

□□□

LAST week saw the launching of the country's first labour mediation service.

The new service plans to set up a panel of mediators which will be available to help settle labour disputes.

Mediation is a normal part of factory life in many Western countries, with governments often assisting it.

A mediator's job is to help bargaining — he only intervenes when both sides ask him to and seeks ways to get them bargaining again.

Here, worker suspicion of the Government has led to the belief that mediation must be totally independent of officialdom, which the new service is.

But planned legislation enabling the authorities to appoint mediators to settle disputes if both sides ask for them means mediation clearly has Government support.

Many unions are suspicious of it, seeing it as a threat to their independence.

And some labour experts argue that for mediation to work both sides must recognise the value of bargaining with each other — at least in principle. Where that exists you don't need a mediator, they say. Where it doesn't, mediation will be resisted.

Supporters of the new service reply that once it establishes itself it will show it is an aid, not an obstacle, to independent bargaining.

They also believe there are many firms in which the two sides have agreed to bargain, but where this is placed under stress by a dispute.

They believe they have a key role there and that, once they prove they can play a useful role, the demand for mediation will grow.

In this way, they say, the service can play a key role in promoting bargaining and reducing factory conflict.

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FORMAL efforts to cement unity between emerging unions are under way again.

Last year efforts to get the unions to bury their differences and get together in a working alliance failed.

But the talks led to a realignment in which two groups emerged — on the one hand Fosatu, the GWU, and two food and canning unions, on the other a group of "community" unions led by the Motor Assemblers' and Components Workers' Union and the SA Allied Workers' Union.

The Council of Unions of SA has remained neutral.

With plans afoot to call a new meeting of unions to form a federation, the trends which emerged last year have hardened. Co-operation between Fosatu and its allies has increased — as has hostility between them and the Macwusa group.

There is thus little chance the latest move will produce an alliance of all the unions. But it may well cement the alliance between Food and Canning, GWU and Fosatu.

As they have the vast bulk of unionised workers and factory muscle, this would be a big boost to unionism.

□□□

FOSATU's Sweet, Food and Allied Workers' Union is predictably delighted about an out-of-court settlement which means meat employers Vleissentraal will reinstate 30 workers it fired after a dispute last year.

One reason for the union joy is that Vleissentraal is a tough employer which took an uncompromising stance for much of the dispute.

But the deal was also made an order of court and is the first such order reinstating workers, rather than compensating them for their sacking.

Because it did not come to court, the case does not set a legal precedent.

But in this and similar recent cases, employers seem willing to settle rather than face court action.

One reason may be the judgment in a Transvaal case last year which gave much greater legal muscle to dismissed workers.

Paper No

E 78

E 78

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

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

Sentence

~~for~~

'death'

letter

Mercy 10/2/87
Court Reporter

A 32-YEAR-OLD-black man who sent a 'death threat letter' to a black supervisor of the firm where they were both employed was sentenced to two years' imprisonment by Mr H W Weitz in the Durban Regional Court yesterday for contravening the Intimidation Act

The entire sentence on Themba Willmot Zwane was suspended for five years.

Zwane, a shop steward with the S A Allied Workers' Union, admitted he had sent a letter containing a threat against the life of Mr Thamsagna Luthuli

The Court was told that Mr Luthuli was a supervisor at O T H Beier and Co in September last year

Betrayed

The letter claimed that Mr Luthuli did not 'behave' at work and was a white man's informer

It also said that Mr Luthuli betrayed his community and his fellow workers to the white people

It also said, 'All crooks like you are dead. Where is Mr Griffiths Mxenge a famous lawyer? Is he not dead? Why did he die? And who killed him?'

The letter warned Mr Luthuli to stop betraying his people.

The letter also said that Mr Luthuli should stop using buses to go to work and that he should apologise to the African National Congress

The letter ended 'Stay in peace, brother, I am from the ANC'

152

Paintshop strike view

SIR — I hope that my letter will be considered as very urgent because of the serious situation existing at our company Datsun Nissan at Rosslyn in Pretoria

When all the black employees at Datsun went on strike over wages last year in December, we at the Paintshop did not go on strike and are now being called traitors and sellouts and in some cases we were nearly assaulted in arguments that ensued I would nevertheless like to make the following issues clear.

(1) Our department, being isolated, was never consulted on the strike Had we been told we would definitely have gone out on strike with them because what they went out on strike for affected us as well

(2) By the time we realised there was a strike on it was virtually over Even up till then we thought that it was only

a departmental strike by VAD section because we have had departmental strikes before

(3) The most important thing about paintshop is that over the years we seemed to have been given the harshest white supervisors

(4) The company realising it had problems, engaged labour relations consultants who questioned nearly all the employees in the company on conditions of employment Until then, the company had turned a blind eye on all that was happening

(5) We then had our first strike and immediately thereafter the company went into very heavy training with emphasis placed on white management

(6) The employee council bore results almost immediately because we noticed a lot of meaningful changes and the implementation of certain structures that func-



MOTOR WORKERS: Labour conflicts at plant.

tioned very well The most critical thing that happened was that our white foremen were then sent on a two weeks labour relations course Here we must pay special thanks to Mr Gert van Zyl and Mr L Khumalo, the course leaders from an outside company who did the "impossible"

There was a noticeable change in the peo-

ple who went through the course We were sceptical and thought it would not last We were being treated like human beings not "kaffirs" anymore The assaults stopped and here again we must give credit to Mr J Stone who policed the area relentlessly

Ever since then the relationship has improved to the point where the consultants virtually made the

Namib Desert bloom
(7) Our situation improved dramatically after our superintendent went through the same course last year Who can then blame us for being over-cautious on a situation which was never discussed with us We don't want to return to that situation of three years ago when 'paintshop' was the worst department in the whole company

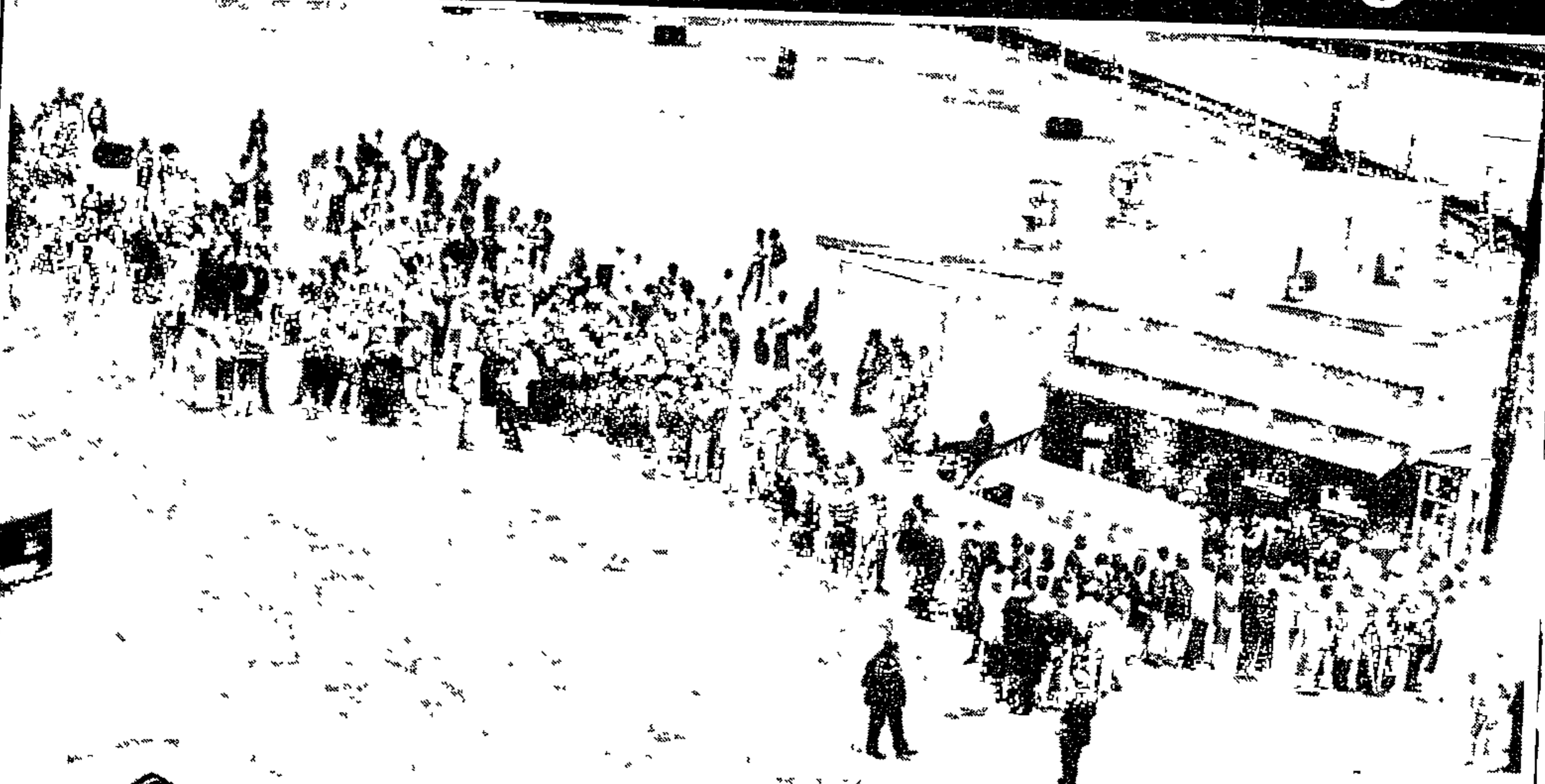
(8) We sympathise with our brothers, but we are not sell-outs or traitors If a meeting had been called and a unanimous decision to strike had been taken, we would definitely have gone out on strike as well

Let nobody think something else — what the company needs is a top, effective black labour relations manager

CONCERNED SOUL BROTHERS

Bophuthatswana

Sacked dockers line up for wages



Hundreds of dismissed dock workers gathered outside the Port Elizabeth harbour for their pay today. They have been without income for about five months. The pay-out went smoothly and without incident.

Pay-off of S. Post hundreds 10/2/83 goes smoothly

By SANDRA SMITH

THE paying off of several hundred dock workers who were dismissed by the South African Transport Services (Sats) last year proceeded without incident in Port Elizabeth today

The workers were sacked in September after they had started go-slow action in an attempt to force Sats to hold talks with the General Workers Union (GWU).

They had refused to accept their dismissal and collect any money owed to them.

The workers gathered under the Campanile today before moving across to the payout office just outside the harbour where they received salaries, bonuses, overtime and holiday pay.

There was confusion among them shortly after the pay-out began when it was noted that the date of their dismissal was not being written in their reference books

A member of the work-

ers' committee said they feared this might mean Sats did not intend paying out their pensions and other money owed to them.

Some workers insisted that Sats officials wrote the date of their dismissal in their reference books.

However, Sats' public relations officer, Mr Leon Els, said the workers could rest assured their pension and other money would be paid out. They also need not fear intimidation or arrest when collecting their money, he said.

The workers would receive their pension cheques after details had been sent to Sats' chief accountant in Johannesburg and final pay sheets prepared and sent to the addresses submitted by the workers today. Many of them will therefore receive their pension cheques in Ciskei and Transkei.

Mr Els said it was difficult to say how long it would take for the pension cheques to be prepared and forwarded.

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Dismissed workers reinstated

152 Labour Briefs Star 10/2/83

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

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

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

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

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Date 27/10/71

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

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

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

Examiners' Initials		

NOTE CAREFULLY

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14/12/83
Labour Week By STEVE FRIEDMAN

2004
A slow-clap for SATS

THE CURTAIN rang down last week on one of 1982's key labour disputes as General Workers Union members fired after a go-slow at Port Elizabeth harbour in September, conceded defeat.

The go-slow was prompted by GWU's year-long battle to talk to the South African Transport Services about recognition at Port Elizabeth and East London harbours. The dispute was an embarrassment for Government labour reformers and raised fears of overseas union sympathy action.

By signing off and collecting their pay, the GWU men accepted that they are not going to be re-employed and that the dispute is over — for the moment.

The defeat is obviously a setback for GWU. But the union has a reputation for taking on tough employers and this is not the first time it has had to admit defeat in a major dispute.

It survived defeat in the 1980 Cape meat dispute and will do so this time. The question now is whether fresh attempts will be made to organise SATS.

Clearly this won't happen overnight.

The GWU believes an employer like SATS — not only the country's biggest but one of the least interested in sickly concepts like freedom of association — will only be fully organised by a united emerging union movement and is pressing ahead with efforts to achieve this.

But one factor suggests SATS may face a similar dispute sooner than it thinks. Privately-employed stevedores in the harbours remain GWU members. Their work brings them into daily contact with SATS dockers. It was this which led to the dockers joining GWU before, and it could happen again.

Meanwhile SATS seems not at all disturbed that its stance has dealt a major blow to the image of Government labour reforms among overseas unions.

A Bill governing work conditions on the Railways has been published. It shows little change from present legislation and confirms that SATS believes its cosy relationship with compliant staff associations can last for ever.

So last year's events have made SATS no friendlier to the 20th century.

□□□

FOSATU'S National Union of Textile Workers, in a move long predicted by some labour insiders, has moved into the Western Cape.

It has been organising there for the past couple of months and has a majority in two factories and significant support in a third.

Initial organising was begun by Fosatu but now NUTW has appointed a full-time organiser there. Once membership reaches 1 000, it will form a West Cape branch.

This is Fosatu's first organising push in the area.

While the only motor plant in the Western Cape, Leyland, is organised by a Fosatu union and the small Jewellers and Goldsmiths' Union is a Fosatu affiliate, it has never had a major presence in the Peninsula.

Textiles are a key industry in the area employing, NUTW believes, around 30 000 workers. Success for NUTW would boost Fosatu's claims to being a truly national federation.

By organising in the area, NUTW is taking on Tucsa's long-established Textile Workers' Industrial Union. One advantage for NUTW is that its rival does not have a "closed shop" agreement forcing workers to join it — its membership is far short of a majority in the industry.

But there are still obstacles in NUTW's path. It claims many employers prefer to deal with the Tucsa union and have threatened to act against workers who join its Fosatu rival.

And industrial council agreements between the Tucsa union and employers

bar companies from deducting union dues through "stop orders" for any union not on the council such as NUTW.

Nevertheless the Fosatu union is cautiously confident of success. It says it has solved the "stop order" problem by arranging with employers to collect dues by hand. It also claims widespread worker disenchantment with the Tucsa union.

□□□

THE Confederation of Associations and Mining Unions (CAMU), which brings together white-led mine unions and officials' associations for the first time, meets the Chamber of Mines today to discuss whether the Chamber will bargain with it about pay and work conditions.

The Chamber has reservations about negotiating with unions and officials' organisations in one forum and is also unhappy as it would have to bargain separately with one of the officials' associations which has not joined CAMU.

But CAMU sources insist that, if the Chamber doesn't agree, CAMU will declare a dispute with it and thus force it to the negotiating table through a Conciliation Board.

As CAMU has refused to admit one coloured and black union and other new black unions on the mines won't join it seems the mines will have to negotiate separately with blacks and non-blacks for the time being.

Meanwhile, annual metal and mining pay negotiations are due soon. They are likely to be tough. But any deadlocks are equally likely to be resolved short of strike action.

□□□

GOVERNMENT speakers often caution against over reacting during labour disputes.

Last week proved again the wisdom of these words. After all, those who lose their heads during disputes over labour matters might end up losing the Soutpansberg as well.

J. Disputes 15/4/83
**Sats strikers
lose benefits**

PORT ELIZABETH — Dockworkers from Ciskei and Transkei who were fired after going on an "illegal strike" here last year have been told they do not qualify for unemployment benefits.

A spokesman for the South African Transport Services (Sats), Mr Leon Els, said the workers would not be paid out because they were "from outside South Africa".

Most of the 499 workers who went on strike are affected by the decision. The majority of them hail from Middel-drift, King William's Town, Alice, Alicedale, Fort Beaufort, Bedford and Centane.

They were involved in a go-slow at Port Elizabeth harbour last year and, for five months, refused to accept their final pay.

When they went to collect their money from the Department of Labour yesterday, all those regarded as coming from "outside" South Africa were told they would not be paid.

Grim-faced workers crowded the offices of the General Workers Union here after being told of the decision and com-

plained at being left penniless.

"I haven't been earning since August last year," said one. "I've been staying in Port Elizabeth because there isn't any sense in returning to Ciskei where there is only work repairing roads and dams."

Said Mr Els: "Only citizens of South Africa can apply for unemployment cards, and qualify variously if they are local, contract, temporary or permanent Ciskeians and Transkeians do not qualify because they are not contributors to the Unemployment Insurance Fund."

Instead of unemployment cards, Sats gave the workers certificates stating the period of their unemployment and the position they held — another move which caused concern among the workers.

"This is not even a testimonial, and I have been with the railways for 36 years," said one worker. "I must get work again sometime."

The workers were also told they did not qualify for rail tickets home as they were no longer employees of Sats — DDC

100M (152)
**Putco
drivers
strike** 6/2/83

Mail Reporter

THOUSANDS of commuters were stranded last night when about 250 East Rand Putco bus drivers struck. According to Putco the decision to strike was taken after an all-day meeting with management during which the drivers' demands for the transfer or dismissal of a senior official were rejected.

The public relations executive for Putco, Mr Pat Rogers, said the meeting was attended by drivers from Wynberg, Edenvale and Boksburg.

The services affected last night were those from Alexandra to Johannesburg, Sandton and Ferndale and from Johannesburg to Randburg and Sandton.

Busmen ^{15d} suspend ~~233~~ strike ^{Stan} for talks

11/2/83
Labour Reporter

Striking Putco bus company drivers have agreed to suspend their strike, pending talks with management

About 250 drivers from the Wynberg and Boksburg depots struck yesterday over demands that a senior Putco official be transferred. Management refused, a company spokesman said

Management held talks with strikers at the Wynberg depot early today. Drivers agreed to go back to work and select two representatives each from the Wynberg, Boksburg and Edenvale depots to discuss the strike with the company

A Putco spokesman said about 60 percent of the drivers went on strike but returned to work after the meeting

TAXIS BENEFIT

Services affected were the Alexandra-Johannesburg-Sandton, Sandton-Ferndale and Johannesburg-Randburg-Sandton routes

Boksburg drivers had also complained about the enforcement of staff disciplinary measures after some of them had appeared in court charged with obstructing traffic

Taxis on Louis Botha Avenue did a booming business early today as commuters sought alternative means of getting to work

● A strike by several hundred Putco drivers at Soweto's Putcoton depot about two years ago also centred on driver demands to transfer a senior white official.

D. Dispatch 14/2/83

Union condemns death threat letter

EAST LONDON — The South African Allied Workers' Union (Saawu) has completely dissociated itself from a death threat letter produced in the Durban regional court last week from a man claiming to be a Saawu shop steward

The letter was produced in the court during the trial of Mr Temba Wilmot Zwane, 32, who was imprisoned for contravening the Intimidation Act. The sentence was suspended for five years.

In a statement, Saawu's general secretary Mr Sam Kikine, said that Mr Zwane had never been a Saawu shop steward as had been claimed.

The letter, which suggested that a lawyer Mr Griffiths Mxenge, was killed for cheating or

betraying the banned African National Congress was sent to a work supervisor Mr Thamsanga Luthuli.

In his statement Mr Kikine said that Saawu had no knowledge of the letter written by Mr Zwane, but 'dissociates itself completely from the unsavoury statements and sentiments expressed therein.

"Saawu, as a non-racial federation of trade unions, wishes it to be recorded that it had utmost and unqualified confidence and faith in the person of the late G M Mxenge, and condemns in no uncertain terms this and every other attempt to besmirch the character of the late Mr Mxenge whose memory we hold in the highest esteem"

— DDR

17/2/83 (152) Sowetan
Putco bus strike called off

THE PUTCO bus strike which started on Tuesday afternoon when drivers demanded the dismissal of a senior company official was called off yesterday morning, according to a Putco spokesman.

The spokesman said this was after drivers

had elected representatives from Wynberg, Boksburg and Edenvale who will air their grievances to management

The decision by the 250 drivers to strike was taken after a deadlock was reached during talks with management when demanding the dismissal or transfer of an official

Management had rejected the demand.

The strike yesterday resulted in thousands of commuters being stranded. Areas affected were routes between Sandton and Alexandra, Johannesburg and Fern-dale, and Johannesburg to Randburg and Sand-ton

PE workers stage protest sit-in

Post Reporter

2/2/83

ABOUT 100 OK Bazaars employees at the Main Street and Greenacres branches staged a sit-in in their cafeterias today, demanding the reinstatement of a dismissed colleague.

The store's industrial relations controller, Mr Keith Hartshorne, said from Johannesburg that between 40 and 50 black workers at each of the branches had staged a "sit-in"

They were demanding the reinstatement of Mrs Betty Dali, who was dismissed on January 27, before they would return to their posts.

Mr Hartshorne said Mr Dali had been dismissed for, among other things, insubordination.

A spokesman for the 20 000-strong Commercial, Catering and Allied Workers Union of SA (CCAWUSA) said union representatives would hold talks with management on the issue today.

However, Mr Hartshorne said the workers had been told talks would only begin once they had returned to work, and the company was attempting to contact the union to convey this to it as well.

(152) ~~152~~ Some fan 2/2/83
Putco strike talks over

TALKS between the Putco Bus Company and representatives of drivers at three depots have ended and management is expected to reply to drivers' demands in the near future.

The talks followed a strike by about 250 drivers on Tuesday.

Workers at third OK store join sit-in protest

22/2/83 E1 Post 152

Post Reporters

MORE than 100 workers at two branches of OK Bazaars, who are staging a sit-in demanding the reinstatement of a dismissed colleague, have been joined by 10 workers at the store's Walmer branch

The workers began their sit-in in staff cafeterias yesterday at the Greenacres and Main Street branches. They were joined by workers at Walmer yesterday afternoon.

They have refused to return to their posts until Mrs Betty Dali, dismissed last month, gets her job back.

The OK's industrial relations controller, Mr Keith Hartshorne, said she had

been fired for, among other things, insubordination.

A spokesman for the 20 000-strong Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) said that workers felt Mrs Dali had been unfairly dismissed after responding to "a racist insult by her supervisor".

The protesters have resolved to continue their sit-in until the matter is dealt with to their satisfaction.

Mr Hartshorne said management still wanted the workers to return to their posts before talks began.

The union's general secretary, Mrs Emma Mashinini, met management representatives in Johannes-

burg today and "we are asking for her to come back to us", Mr Hartshorne said.

Asked whether temporary staff were being employed to take the place of the strikers, he said this was possible but he was not certain.

One of the strikers said today management had offered to reinstate Mrs Dali if workers returned to their posts and that afterwards she would be officially fired. The workers had not agreed to this.

They had also been refused service at the Main Street branch staff cafeteria yesterday and had sent to a nearby cafe for food.

OK won't pay strikers while sit-in continues

152 ~~7/1/83~~ S. Post 24/2/83

Post Reporter

THE 113 workers involved in a sit-in strike at three OK bazaars stores in Port Elizabeth will not be paid while they are off work, according to a statement from the firm's management.

The dispute began on Monday when the workers gathered in staff cafeterias, demanding that Mrs Betty Dahl be reinstated. They claimed she had been "unfairly dismissed" for alleged insubordination.

A statement released by OK Bazaars management said the firm "indicated its willingness to handle the matter in terms of the disciplinary procedure which provides for workers to appeal against their dismissal if they believe this to be unfair."

The procedure provided for reinstatement if the appeal is upheld.

Detailed discussions had been held with officials of the Commercial, Catering and

Allied Workers Union of SA (CCAWUSA) in Johannesburg since the weekend, the statement said.

"These discussions ended when the general secretary of the union notified us that the matter was resolved and workers would return to work on Wednesday morning pending an official appeal being lodged with the company."

The sit-in continued, however.

"The OK views with concern the failure of the workers to deal through the union which purports to represent them," the statement said.

"The company has appealed to the union executive to use the mutually agreed procedures and is currently awaiting their response."

CCAWUSA spokesmen could not be contacted for comment this afternoon.

24/1 21/83 RDM (152) 21

'Settled' OK strike resumes

By STEVEN FRIEDMAN
Labour Correspondent

A STRIKE by more than 100 workers at a Port Elizabeth branch of OK Bazaars ended on Tuesday evening — and then resumed again yesterday morning.

According to OK, the strikers returned late on Tuesday after talks between management and the Commercial, Catering and Allied Workers' Union (Ccawusa) and it was assumed that the strike had been settled.

But yesterday morning they did not begin work and resumed their sit-in in the canteen in protest at the dismissal of a colleague.

However, Sapa reports that workers interviewed at the branch yesterday denied that they had returned to work on Tuesday.

The strike, which began on Saturday, comes as OK and Ccawusa are negotiating a union recognition agreement. Other major commercial groups are also negotiating on recognition with the union. Last year, OK and

Ccawusa negotiated a national wage agreement which is unique in the commercial distributive trade.

Ccawusa grew rapidly last year when a series of strikes by its members shook several leading retail groups. Since then, the companies have been negotiating with the union in an attempt to find a channel for bargaining in the trade.

The OK's industrial relations controller, Mr Keith Hartshorne, told Sapa that negotiations with Ccawusa on the dismissal of the worker, Mrs Betty Dali, could not begin yesterday as management had insisted on a return to work before talks began.

The union's general secretary, Mrs Emma Mashumini, said Ccawusa had put a proposal to management on Monday that both Mrs Dali and a supervisor who is alleged to have made racist remarks, be suspended.

Mr Hartshorne said "We are not prepared to suspend the supervisor at this stage and the matter will be investigated."

Sit-in

THE four-day long dispute between the workers and the management of OK Bazaars took a new twist yesterday with the newly established branch in Port Elizabeth of the Azanian People's Organisation pledging its solidarity with the workers involved in a sit-in protest against the dismissal of a fellow worker.

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Rand **DAILY**

JOHANNESBURG, FRIDAY, F

Chain
store
conflict
looms
 152
 1381
 RDM 25/2/83

Inspected Hillbrow 'jawbreaker'

Drama as Ax curses

By GEOFFREY ALLEN

RODNEY AX and yelling obscenities, Rodney Ax, the alleged Hillbrow rapist, bulldozed his way from the dock in a magistrate's court yesterday and went down to the cells refusing to stand trial on a charge of assault.

Despite all the efforts of six policemen and stern warnings from a prosecutor to bring back into court the unruly man who heard that a Sterkfontein prison trustee considered him "probably a certifiable psychopath".

Prison
 the only
 place
 for you'

Later he stood subdued as a five-year jail sentence was passed on him for assaulting a prison warden.

But as he again surged from the dock after sentence Ax winked at his sister, Mrs Jenny Johnson who was sitting among the spectators and then pointed an angry finger at a social worker, yelling at him "Jou vank".

Mrs Johnson sounded reproving as she exclaimed breathlessly "Rodney".

Then as she left the court she threatened a Rand Daily Mail photographer "I'll stick that camera in your eye". She then ran across the street towards him, still shouting threats but was coaxed away by social worker Mr Mathys de Koning.

The first of the many trials which Rodney Ax has still to face was a day of high drama.

He first appeared in the magistrate's court where he had been found guilty of assaulting prison warden Sergeant Antonie van Wyk with a rubber or bean. He was told by the magistrate Mr G P Button that his crime was "so serious that he would be moved to the higher regional court for sentence".

Twenty minutes later Ax was led into the regional court and spotted a different



Labour Correspondent
PROSPECTS for bargaining in major chain stores suffered a key blow yesterday when OK Bazaars announced that it was "suspending" recognition negotiations with the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA). OK said it had taken this action pending the outcome of a strike at three of its Port Elizabeth stores, in which it alleges CCAWUSA had refused to make use of a disciplinary procedure agreed on with OK.

Recognition negotiations between CCAWUSA and major chain stores are at an advanced stage and the possibility of other stores also suspending talks with the union cannot be ruled out.

This could raise the prospect of serious conflict in the industry.

Yesterday CCAWUSA's general secretary, Mrs Emma Mashinini, rejected crucial aspects of OK's statements and said allegations it made against the union were "simply not true".

OK said that, during the strike by 113 of its 637 workers in Port Elizabeth, it had "indicated its willingness to handle the matter in terms of the disciplinary procedure which provides for any worker to appeal against dismissal if this is believed to be unfair".

OK charged it had been involved in detailed discussions with the union on the PE strike and that Mrs Mashinini had said workers would return on Wednesday pending the lodging of an official appeal with OK.

But the sit-in had resumed and attempts by the union to persuade workers to abandon it had failed.

The OK views with concern the failure of workers to deal through the union which purports to represent them. It has appealed to the union executive to use the mutually agreed procedures and is awaiting their response.

Further discussion on the recognition agreement has been suspended pending the outcome of the current dispute," OK said.

Mrs Mashinini described the statement as "very serious" and said it was "untrue" that she had told the company that workers would return, but had not honoured this play. "The workers said point-blank they would not go back and I informed the company of this".

Strip poker doing in '7

Drought off i

By GERALD Pretoria

DROUGHT will Africa a massive lion foreign during the 1981 season, agricultural ties in Pretoria.

This will offset gain from the gold price and adverse effect of payments.

The SA Agricultural economist Mr Lemse said yesterday that exports valued at R2100 million.

In 1981 the R2 045-million, R588-million for R268-million for R245-million for

Agricultural normal year about 20% of all including gold.

The Nationalducers' Guild (Nampo) estimated

SWA

WINDHOEK of South West has invited with specialist committees.

According to today, the party assist the Ad government of mulate general. The chief executive Greebe said in

Unrest FM 25/2/83
test

152

Many labour-intensive companies have trained management to remedy strike situations. Unfortunately,

ly, says the Contact Group (CG), they seldom have the opportunity to test their methods until a real strike occurs.

That is why it has introduced Strike Management Simulation — a programme claimed to give a close approximation to actual strike conditions. The benefit of the program, says CG, is that it enables management to assess its own ability to cope with internal and external incidents, without incurring the risks, time and expenditure losses of a real strike.

CG sends in a team and a trained observer to co-ordinate the simulated unrest, then draws up a strike program suited to the needs of the client company.

The R3 600 one-day event was developed and tested in SA.
Phone (011) 726-5180

OK staff

152 ~~152~~ ~~152~~
resolute

Stan 25/2/83
on firing

Labour Reporter

The work stoppage by more than 100 OK Bazaars workers at three branches in Port Elizabeth will continue until a dismissed worker is reinstated, union officials have warned.

The stoppage began at the weekend in protest against the dismissal of Mrs Betty Dah, allegedly for being late.

In a statement yesterday, the company announced recognition talks with the Commercial, Catering and Allied Workers Union were being suspended.

The union's general secretary, Mrs Emma Mashinini, said the OK had cancelled talks scheduled for Monday.

Workers have rejected the company's call for them to lodge a formal appeal on Mrs Dah's case in terms of negotiated disciplinary procedures.

Union denies informing store of end to the sit-in

Post Reporter

THE Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) today disputed a statement by the management of OK Bazaars, where 113 workers are on strike, that the union had informed the company that workers would return to work on Wednesday

The workers have staged a five-day sit-in in three OK branches in Port Elizabeth, demanding that Mrs Betty Dali, who they feel was unfairly dismissed, be reinstated

Management has refused to hold discussions on Mrs Dali's position until workers return to their posts and Mrs Dali lodges an appeal against her sacking

Yesterday management released a statement which said "These discussions ended when the general secretary of the union notified us that the matter was resolved and the workers would return to work on Wednesday morning, pending an official appeal being lodged with the company"

The workers did not return to work

CCAWUSA's East Cape organising secretary, Mr P Maneli, said the union had

agreed to take the management proposal to the workers

The workers had rejected this course of action

On the agenda for today's planned talks between management and union in Johannesburg was an allegation of attempted assault on Mr Maneli by a non-striking worker at the Main Street branch

Mr Maneli alleged the attempted assault by Mr E Mpulampula had been watched by a member of the OK's management

He had not reported the matter to the police as the union would take it up at today's talks, he said

The company's industrial relations controller, Mr Keith Hartshorne, said "We have established that Mr Maneli was not assaulted"

Yesterday strikers at the Main Street branch refused to accept their pay packets because deductions had been made for the period they have been involved in the sit-in

The East Cape Coordinating Committee (Ecco) today joined the Azanian People's Organisation (Azapo) in expressing solidarity with the strikers

E. Post

25/2/83

152

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FEBRUARY 26, 1983

PRICE 30c (incl tax)

Bakery strike has housewives scrambling for bread

By GARTH KING

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

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

weekend

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

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

would make the deliveries

Management refused to discuss the situation with Weekend Post today

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

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

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

The workers union - the Food and Beverages Workers' Union - was not in a position to comment this morning

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

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

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



Durban acts ahead

Weekend Post

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

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

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

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

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

Work for 70 years

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

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

Through it all he has

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

"I have completed the rough draft of my most recent work, Collected Appreciation of Jansenville"

The desk, the car, the man

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

Indian social workers strike

Natal
Mercury Reporter

152

~~151~~

26/2/83

ABOUT 20 social workers stopped work at the Chatsworth Child and Family Welfare Society yesterday

The social workers, all with university training, objected to what they called 'undue interference' by superiors without professional qualifications

The strike was sparked off by a management decision to sack a trained social worker allegedly without giving a valid reason, and without allowing her to work until March 31 when her resignation would have taken effect.

Biggest

'Unwarranted bossing over trained staff is the main cause of continuing conflict and confrontation in the society,' said one of the strikers yesterday

The Chatsworth society is one of the biggest Government-subsidised social welfare agencies in the Indian community.

Mr R P Govender, the society's secretary, said 'We are experiencing some staff problems, but we are not going to tolerate insubordination in any form.'

'Our doors will always remain open and we will continue to attend to cases needing our attention and services'

Feb.
1983

Big steel company pays out workers

A MAJOR steel company, Dunswart Iron and Steel, has agreed to pay more than R30 000 in compensation to migrant workers who were retrenched at its East Rand plant last year, according to informed sources

The settlement is the first to be revealed in which an employer has compensated migrant workers for being retrenched before their contracts expired

It is understood that Dunswart, which is controlled by the Gencor group, agreed to pay the compensation at a time when it faced the possibility of court action to challenge the retrenchments on the grounds that the workers were migrants whose contracts with the company had not expired

A company spokesman yesterday reacted to queries about the settlement with a brief "no comment" And Mr David Sibabe, general secretary of the Metal and Allied Workers Union (MAWU), also refused to comment.

The retrenched workers are members of MAWU and it is believed that the union played a role in the negotiations after their retrenchment

It is understood that, after negotiations in which the possibility was raised of court action to test the legality of retrenching migrants in mid-contract, Dunswart agreed to pay the workers R500 each as compensation

Estimates of the amount paid out in terms of this formula range between R32 000 and R35 000

Retrenchment of migrants in mid-contract has been a common practice in manufacturing industries and, until last year, it had been assumed that there was no legal obstacle to it.

However, last year the giant Steel and Engineering Industries Federation issued a circular on retrenchments to its members saying it had taken legal advice on the issue

152

Strike threat after

Cape Herald
Reporters

Cape Herald 26/2/83

R10 'fine'

WORKERS at a Klapmuts brick factory have threatened to go on strike after their boss took R10 off each of their wages on Friday, "as punishment for stealing his grapes".

One of the employees of the company, Vlake Bricks, said "He (the boss) lined us up, told us to tear open our pay envelopes and personally removed the R10

"Those who refused to open their envelopes were instructed to hand back their pay"

All the workers at the plant, which reportedly

produces 100 000 bricks a day, are housed on company property. On Sunday most of the 38 men and women involved in the dispute said they were prepared to strike to force their boss, Mr Johan Faure, who is also the owner of the factory, to hand back their money

One of the men said "Mr Fourie's been going on about his grapes for a long time, always accusing us or the children of stealing

"A few weeks ago he said he had sprayed the

crop with poison, and beware anyone who tried to steal

"But that didn't help because on Friday at pay time, he called us all together and said he was sick and tired of 'this messing around' with his grapes

"He said as punishment he was taking R10 off each of our wages. He then handed us our sealed envelopes, ordered us to open it and removed the money"

Another man said he and eight others had re-

fused to open their envelopes

"Mr Faure then took back our pay, telling us we'd get it back once we agreed to hand over our R10"

A woman who worked in the factory asked "Why should we be treated like animals? Our living quarters are bad enough and we can barely come out on what we get R10 is a lot of money to us"

In a telephonic interview on Monday morning, Mr Faure said "I don't have anything to say over the telephone. I would suggest that you come out here and have a look around to see the damage (skade) these workers are causing"

Stoppage

could

affect

union

RDM 26/2/83

LPm
c. 1/2 83 Labour Correspondent

A WORK stoppage has hit one of only three plants in the Eastern Cape to recognise the unregistered SA Allied Workers' Union (SAAWU)

According to informed sources the stoppage began on Thursday at a smelter at Berlin, near East London, which is owned by the Wadeville-based company Fry's Metals

The smelter was originally owned by battery manufacturers Chloride (SA), the first company ever to recognise SAAWU — first at its East London plant and then later at Berlin

When the smelter was sold to Fry's, the new owners agreed to honour the recognition agreement on Chloride's advice. It is understood, however, that Fry's has been intending to renegotiate the agreement with SAAWU

The dispute could, therefore, have a bearing on SAAWU recognition at the company. It comes at a time when police action, unemployment, and tough employer action have taken their toll on SAAWU in its East London stronghold

Yesterday a union spokesman refused to comment on the dispute at the smelter. "We are engaged in talks with the company and cannot release information until the dispute is resolved," he said

But a company spokesman confirmed there had been a stoppage

"The issue is delicate and we are attempting to find a way to sort out the problem. I am sure a solution acceptable to both sides can be found," he said

"Because of the delicacy of the situation, we would prefer to say as little as possible," he added

COM 26/2/83

Fresh hopes of end to OK Bazaars deadlock

By STEVEN FRIEDMAN
Labour Correspondent

HOPES of a break in the deadlock between OK Bazaars and the Commercial, Catering, and Allied Workers' Union (CCAWUSA) were raised slightly yesterday, but the strike by some union members in Port Elizabeth remains unresolved

OK has suspended recognition talks with the union pending the outcome of the strike and there are fears other large chain stores could be considering similar moves

This would set back hopes of a permanent bargaining agreement between employers and the union

It would also raise the possibility of serious conflict between stores and the union

The strike and sit-in at three Port Elizabeth stores concerns the sacking of a union member. OK suspended recognition talks with CCAWUSA after claiming its members

were striking rather than using agreed procedures for appeals against sackings. The union says these procedures are not yet in force because the company has not yet recognised it.

Yesterday the sit-in at the stores continued, but OK announced that CCAWUSA officials in Johannesburg had "agreed to request local union officials in Port Elizabeth to submit evidence in connection with the alleged unfair dismissal of one of their members"

It is understood management regards this as an agreement by the union to use the appeal procedures, which it sees as a breakthrough.

The union insists it is not doing so, but is merely putting "the other side of the story" in an attempt to win the worker's reinstatement and end the strike

Despite this move, however, there seemed little sign yesterday of an immediate end to the strike and a resumption of negotiations

S. Times 27/2/83

How to ⁽¹⁵²⁾ manage strikes

By Julian Kraft

A STRIKE management course incorporating a simulated strike has been launched by a Johannesburg-based human resource consultancy

Randall Falkenberg, managing director of the Contact Group, said that such a course was clearly overdue, judging by the positive response he had received from many companies so far

"Strikes have steadily increased over the past few years with the increasing awareness by workers of their rights," he said

"And many employers now realise that strikes are a real danger which they have to learn to deal with."

One of the two days of the course is spent customising the simulation so that it resembles as closely as possible the real strike situation the company concerned could find itself in

"The tests we have done on the course show that managements usually put their finger on their own weaknesses without our help. An important spin-off is that the course is also in effect an audit of a company's industrial-relations policies"

One of the most important points which emerge from the course, which has been devised in close consultation with an industrial-relations expert, is that a company should always do its utmost to achieve a solution to a strike itself

"Calling in the law-enforcement authorities tends to undermine workers' trust and goodwill. Management should resort to this only when it has no option," said Mr Falkenberg

Labour Week ~~28/2/83~~ ~~152~~ ~~151~~ ~~150~~ ~~149~~ ~~148~~ ~~147~~ ~~146~~ ~~145~~ ~~144~~ ~~143~~ ~~142~~ ~~141~~ ~~140~~ ~~139~~ ~~138~~ ~~137~~ ~~136~~ ~~135~~ ~~134~~ ~~133~~ ~~132~~ ~~131~~ ~~130~~ ~~129~~ ~~128~~ ~~127~~ ~~126~~ ~~125~~ ~~124~~ ~~123~~ ~~122~~ ~~121~~ ~~120~~ ~~119~~ ~~118~~ ~~117~~ ~~116~~ ~~115~~ ~~114~~ ~~113~~ ~~112~~ ~~111~~ ~~110~~ ~~109~~ ~~108~~ ~~107~~ ~~106~~ ~~105~~ ~~104~~ ~~103~~ ~~102~~ ~~101~~ ~~100~~ ~~99~~ ~~98~~ ~~97~~ ~~96~~ ~~95~~ ~~94~~ ~~93~~ ~~92~~ ~~91~~ ~~90~~ ~~89~~ ~~88~~ ~~87~~ ~~86~~ ~~85~~ ~~84~~ ~~83~~ ~~82~~ ~~81~~ ~~80~~ ~~79~~ ~~78~~ ~~77~~ ~~76~~ ~~75~~ ~~74~~ ~~73~~ ~~72~~ ~~71~~ ~~70~~ ~~69~~ ~~68~~ ~~67~~ ~~66~~ ~~65~~ ~~64~~ ~~63~~ ~~62~~ ~~61~~ ~~60~~ ~~59~~ ~~58~~ ~~57~~ ~~56~~ ~~55~~ ~~54~~ ~~53~~ ~~52~~ ~~51~~ ~~50~~ ~~49~~ ~~48~~ ~~47~~ ~~46~~ ~~45~~ ~~44~~ ~~43~~ ~~42~~ ~~41~~ ~~40~~ ~~39~~ ~~38~~ ~~37~~ ~~36~~ ~~35~~ ~~34~~ ~~33~~ ~~32~~ ~~31~~ ~~30~~ ~~29~~ ~~28~~ ~~27~~ ~~26~~ ~~25~~ ~~24~~ ~~23~~ ~~22~~ ~~21~~ ~~20~~ ~~19~~ ~~18~~ ~~17~~ ~~16~~ ~~15~~ ~~14~~ ~~13~~ ~~12~~ ~~11~~ ~~10~~ ~~9~~ ~~8~~ ~~7~~ ~~6~~ ~~5~~ ~~4~~ ~~3~~ ~~2~~ ~~1~~

DOM 28/2/83

By STEVE FRIEDMAN

Industrial council victory

SUPPORTERS of industrial councils seem to have won a major victory now that the Metal and Allied Workers' Union has applied to join the Metal Council

For the past three years, MAWU, with other emerging unions, has resisted joining these cornerstones of the Government-approved bargaining system

It argued that to join the council would be to bargain where it would be weak, rather than in the factories where it was strong

But "seems" may be the operative word MAWU's move doesn't automatically imply greater black worker support for councils

MAWU has not changed its basic view of the council, but two factors have now forced it to apply to join There is almost universal employer resistance to bargaining with it outside the council

And the recession, which has brought unprecedented retrenchments and tougher Government action against migrant workers — most of MAWU's members — has weakened its ability to use factory muscle to force employers to do so

So it believes tactics force it to join the council — perhaps temporarily, until it feels strong enough to move outside it again

That MAWU is applying to join the council while proclaiming that it will continue to bargain outside it and will withdraw if necessary, and while warning workers not to expect great things from the council, confirms this

Its move may usher in a stormy period on the council and it does not necessarily mean greater grass-roots worker support for the council

In previous strike waves, black workers ignored, or rejected, wage deals made at the council and may do so again when the economy improves

Even before its membership application MAWU lacked control over worker action — employer refusal to bargain with it in factories meant it could not develop the muscle to control events and

its scanty resources worsened the problem

There is still gut black worker resentment of councils and MAWU's ability to control worker action may not grow simply because it has joined a council

Much will depend on whether MAWU can, by its presence, effect the kind of changes which will increase the Metal Council's black worker credibility

Only if it does will MAWU's move herald a beginning of an end to the battle over councils

A MINOR dispute at three OK Bazaars stores in Port Elizabeth has placed labour relations in the major chainstores on a knife-edge

The strike comes at a time of worsening relations between stores and the Commercial, Catering and Allied Workers Union (CCAWUSA) and has already led to a decision by OK to suspend recognition negotiations with the union

The stakes are high Last year CCAWUSA's membership snowballed as its members were involved in a series of strikes at leading stores

Employers agreed to negotiate recognition with the union in an attempt to stabilise relations These talks, which seemed set to lead to black bargaining rights in many major stores, have reached a relatively advanced stage

Now the entire deal could be in jeopardy Employers claim that since the beginning of the year CCAWUSA has been damaging negotiations by adding new issues for discussion whenever agreement seems to be reached

If OK continues to hold off on recognition talks — and this depends on the outcome of the dispute — other stores could do the same

This could lead to all-out conflict between CCAWUSA and employers

In the short term, bearing in mind the recession and the fact that CCAWUSA has still to consolidate its newly-won support, employers hold the whip-hand So there is little mileage for CCAWUSA in confrontation

But in the long-term, stores are vulnerable to walk-outs by key staff and to consumer action and employers need a permanent accommodation with a union

So there is still incentive aplenty for both sides to rescue matters

RETRENCHING or firing workers is becoming a costly business for some employers

Last week a major steel firm, Dunsward Iron and Steel, paid out more than R30 000 to retrenched migrant workers because they were fired before their contracts expired which, lawyers, believe, may entitle workers to damages

The Durban textile company SA Fabrics, too shelled out R16 000 to ex-workers on the eve of an industrial court case in which a union planned to allege it was an "unfair labour practice" to retrench workers without consulting a majority union and building in certain safeguards for workers

Recently, the industrial court twice ordered reinstatement of fired workers, and meat giant Vleissentraal agreed to rehire fired workers

All this confirms that unilateral employer decision-making on firings and retrenchments is under intense pressure

It also shows that because their power has been weakened by lay-offs, better-organised unions are turning to court action to reinforce their demands

Although the scope for this sort of action is clearly limited, they appear to be doing so with some success

THERE were clear signs last week that major employers are pushing for an unofficial wage "freeze" for at least the next few months

Both Escom and metal employers said as much and they are not alone

Some tough talking lies ahead But this punter is backing two near-certainties There will be negotiated pay rises, but these will be the smallest for some years

Talks ⁷⁰⁴
today ¹⁵²
on OK ¹²¹⁷

sit-in
^{E. Post}
dispute

^{28/2/83}
By SANDRA SMITH

A DEADLOCK in the week-long OK Bazaars dispute in three Port Elizabeth branches was broken at talks on Friday when management agreed to listen to reasons advanced by the workers.

The store's industrial relations controller, Mr Keith Hartshorne, flew to Port Elizabeth today to meet Commercial, Catering and Allied Workers Union of SA (CCAWUSA) officials.

The dispute began when 113 workers at the OK's Main Street, Greenacres and Walmer branches staged sit-ins in their staff cafeterias in support of a demand that a dismissed colleague, Mrs Betty Dahl, be reinstated.

Management has refused to discuss the issue until the workers return to their positions because it feels agreed-upon grievance procedures have been ignored.

However, after a meeting between management and CCAWUSA representatives in Johannesburg on Friday, the OK released a statement saying that the union's executive had asked PE officials to submit evidence about the "unfair" dismissal.

A meeting will be held this afternoon.

Indian

strikers

152 (circled) 2007 (circled)
face

Mercury
sack

13/83
today

Mercury Reporter

STRIKING Chatsworth social workers were told by the Chatsworth Child and Family Welfare Society yesterday to resume duties immediately or be sacked.

A deadline was ignored by the strikers yesterday and a decision on their future is expected this morning.

The workers are protesting against the dismissal of a colleague and against what they call 'undue interference' by superiors

Intervene

Confirming that the workers had not resumed work, Mr R P Govender, secretary of the society, said the matter was now in the hands of the society's management committee.

Meanwhile, Mr Dhanpal Naidoo, said yesterday an ad hoc committee had sent telegrams to the Department of Internal Affairs in Pretoria and the South African National Council for Child Welfare asking them to intervene in the dispute.

The Durban and District Community Chest, which contributes to the society, and the society's management committee had also been approached.

Mr Naidoo said the ad hoc committee was concerned that welfare services would suffer without professional social workers.

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(152) (121) ROM 1/3/83

Sacked union man is key in OK strike

By STEVEN FRIEDMAN
Labour Correspondent

OK BAZAARS management yesterday heard submissions from the Commercial Catering and Allied Workers' Union (CCAWUSA) on the firing of a union member at one of its Port Elizabeth stores which sparked a strike at three OK stores

Its decision on the fate of the dismissed worker is likely to have a crucial bearing on the outcome of the strike, which is continuing

The future bargaining relationship between OK and the union may depend on the strike's outcome and the company's decision should be made known today

The union has issued a statement disputing allegations made against it by OK

The company alleges that, by refusing to use an appeal procedure against dismissals agreed on between it and CCAWUSA, the union had

broken the terms of an agreement

It also alleges there is a disputes procedure in existence which CCAWUSA has refused to use

Although these provisions are contained in an agreement which has not been signed, OK bases its view on the fact that one clause of the agreement — the granting of "stop order" facilities to CCAWUSA — is already being implemented

The union said yesterday it had broken no agreement "The recognition agreement — which contains the appeal procedure — is still in the process of being negotiated and has not been signed

"There is no agreement that any section of the agreement presently under negotiation can be put into practice before the final signing"

It said OK "wished to take out a provision from the agreement that suited them

without first reaching formal agreement on its implementation"

The union again denied that it had promised OK strikers would return to work pending an appeal and also denied that its officials had tried to persuade workers to stop striking

"As a principled union, CCAWUSA officials always consult with workers and any decision to end the strike would come from the workers," it said

It rejected management charges that strikers were not negotiating through CCAWUSA "At all times workers have dealt through the union All communication by workers to management during the dispute has been through the union"

CCAWUSA said OK's claims were "a deliberate management strategy to undermine the credibility of CCAWUSA"

Evidence heard on sacking of store worker

EQSA 1/3/83
Post Reporter

OK BAZAARS management and representatives of striking workers at three of the store's Port Elizabeth branches met today to hear evidence about a dismissal which led to the dispute

Two officials of the Commercial, Catering and Allied Workers Union (CCAWUSA) and six worker delegates met the OK's industrial relations consultant, Mr Keith Hartshorne, at the company's Deal Party warehouse

Mr Hartshorne flew to Port Elizabeth yesterday to hear evidence presented by the union and worker representatives as to why they consider the dismissal of Mrs Betty Dalí to have been unfair

A union official said it was likely Mrs Dalí would also present evidence at the talks, which began at 10am today

The OK's general manager of personnel, Mr R T Blackwell, said if Mrs Dalí's dismissal — for, among other things, alleged insubordination — was found to be unjust, she would be reinstated

Disciplinary action would also be taken against the supervisor involved if evidence showed that she had acted unfairly, Mr Blackwell said

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OK Bazaars resumes talks with union

Star 1/3/83
152

Labour Reporter ~~27~~ pended recognition talks with the CCAWU until the dispute was settled

OK Bazaars in Port Elizabeth continued talks today with the Commercial Catering and Allied Workers' Union (CCAWU) in a bid to resolve the week-old strike by more than 100 workers

The union yesterday dismissed claims that it had ignored disciplinary procedure by not lodging an appeal for the worker's rehiring

The strike centres on the sacking of one worker, allegedly for repeated lateness

The CCAWU felt that there was no agreement providing for implementation of any part of the talks until the final settlement was signed

The OK last week sus-

R38 000 back-pay for 51 sacked workers

CAPE TOWN 1/3/83
Own Correspondent
JOHANNESBURG — An Olifantsfontein company, Stobar Reinforcing, has paid R38 000 in back-pay to 51 Metal and Allied Workers' Union members sacked last year, according to Fosatu Worker News, journal of the Federation of SA Trade Unions

This settlement follows a recent landmark industrial court ruling in which the court granted the workers a "status quo" order instructing the company to reinstate them temporarily while their dispute with it was being resolved

It is believed to be the biggest cash settlement paid by an employer to dismissed workers in the current series of disputes

over dismissals and re-trenchments

The court's order temporarily reinstating the Stobar workers was made in early January and was the first such order made by the industrial court

Although it was known that the dispute had since been settled, the precise terms have not yet been disclosed

The case arose out of dismissals last August. Management charged that the workers had been fired for engaging in a "go slow"

The union disputed this, charging that the dismissals had followed re-trenchments at the company which had been rejected by workers. It alleged that the firings were "disguised re-trenchments"

OK talks

resume

2/3/83
today

E. Post

Post Reporter

MANAGEMENT and worker representatives and a dismissed woman yesterday aired their views at talks aimed at ending the seven-day-long OK Bazaars dispute

An official of the Commercial, Catering and Allied Workers' Union (CCAWUSA) said all parties had contributed to yesterday's discussions, and talks would resume today at 2pm after management had conducted further investigations.

5501-11

Welfare

society

sacks 17

Mercury workers

23/83 Mercury Reporter
THE Chatsworth Child and Family Welfare Society yesterday sacked 17 qualified social workers, including three supervisors, and administrative staff — raising fears that the society's services would be disrupted

Mr Steve Ramsamy, president of the society, said the social workers were repeatedly urged to call off their strike and return to their desks. 'They rejected our pleas,' he said.

A spokesman for the dismissed workers said legal opinion was being sought with a view to interdicting the society from enforcing the dismissal notices signed by Mr B P Govender, staffing chairman.

The workers had been striking in protest against the dismissal of a professional colleague who is alleged to have clashed with a senior official, Mr R P Govender.

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trusting

Probe ⁽¹⁵²⁾ into OK sit-in ^{E. 80A 3/3/83} goes on ⁽¹⁵²⁾

Post Reporter

THE investigation by industrial relations staff into the nine-day strike by more than 100 workers at three Port Elizabeth branches of the OK Bazaars continues today.

The workers staged sit-ins in staff cafeterias at the Walmer, Greenacres and Main Street branches in a demand that a dismissed colleague, Mrs Betty Dali, be reinstated

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The OK's industrial relations controller, Mr Keith Hartshorne, is in Port Elizabeth to hear evidence before a decision is made on Mrs Dali's case. He said yesterday had been spent in questioning local management and "investigating the basis for the dismissal".

A tight schedule yesterday meant management representatives could not meet officials of the Commercial, Catering and Allied Workers Union, as was initially planned.

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Union officials and representatives of the strikers are due to meet management today to discuss the appeal. Management would hear further evidence if necessary, Mr Hartshorne said.

MARCH 1983

482

192 Strikes 3/3/83
395 Dr A L BORAINÉ asked the Minister of Manpower

How many Black workers were (a) charged with and (b) convicted of illegal strikes and related conduct in 1982?

The MINISTER OF MANPOWER

The Department of Manpower did not institute proceedings against any workers from the ranks of the Black nations for illegal strikes and related actions in 1982 and has no details of proceedings which may have been instituted by others

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(b) Falls away

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152 ~~2~~ Mercury
 5/3/83
Welfare society reinstates worker
 Mercury Reporter

THE strife-torn Chatsworth Child and Family Welfare Society had reinstated one of 17 dismissed employees and was reconsidering applications for reinstatement from three others, Mr R P Govender, secretary of the society, said yesterday



'We are giving the others a few more days to decide if they want their jobs back, before advertising vacancies,' he said, squashing reports that the society's welfare services were grinding to a halt

Commenting on fears that the Government may withhold its monthly subsidy because of the dispute between management and staff, Mr Govender said legal advice obtained by the society was that the Government could not legally stop the subsidy

Rejected

His management committee had decided not to accede to a request from the ad-hoc committee — appointed at a public meeting of 'concerned people' — for a joint meeting, he said, adding 'Nobody is going to pull or push us around'

Mr Govender also rejected claims made at the public meeting that the society had landed itself in a crisis

What we have is a "problematic situation" which we hope will be resolved soon

Mr Govender also rejected as 'irrelevant' a vote of no-confidence in the society's management passed unanimously at Thursday night's public meeting in Chatsworth

The majority of the society's 70 paid up members are standing by our decisions — and that is certainly in our favour he said

Durban yesterday, according to information supplied by the Weather Office at Louis Botha Airport
 Temperatures. 9 a m 24,6C, 2 p m 27C, 6 p m 25C Maximum 27,4C, Minimum 19,3C
 Humidity: 9 a m 70 percent, 2 p m 69 percent, 6 p m 75 percent
 Barometer: At noon 1014,1 millibars, 6 p m 1009,8 millibars
 Surf temperature: 22,5C

SUN AND TIDES

Sunset today 6 26 p m Sunrise tomorrow 5 50 a m High tide 7 13 a m, 7 22 p m Low tide 00 57 a m, 1 22 p m
 Moon Phases March 6, last quarter, neap tide, March 14, new moon, spring tide March 22, first quarter, neap tide, March 28 full moon, spring tide

RAINFALL

Yesterday's rainfall for the 24 hours ending at 6 p m 8,6 mm, rainfall for the month to date 18 6 mm, average rainfall for March 125,3 mm, rainfall for year to date 176,6 mm, average rainfall for the year 1 001,4 mm
 For further weather information please telephone 324121

YESTERDAY

	SOUTH AFRICA	THE WORLD
	(Centigrade temperatures at 2 p m)	(Maximum temperatures)
arm	Bloemfontein 27	Amsterdam clear 6
	Cape Town 25	Berlin clear 7
	Durban 27	London cloudy 9
	East London 25	Madrid clear 20
but	Johannesburg 26	New York cloudy 14
	Kokstad 24	Oslo cloudy 2
but	Port Elizabeth 21	Paris clear 12
	Pretoria 27	Rio de Janeiro cloudy 38
	St Lucia unvibi	Rome clear 16
with	Underberg unvibi	Tokyo rain 9
		Toronto cloudy 9

Justice of the Peace

MR MOHAN Bandulalla, of Mobeni Heights, who has been appointed as a Justice of the Peace for the district of Pinetown — including Chatsworth — by the Minister of Justice, Mr H J Coetsee. He is a member of the South African Indian Council.

IN PORT

POINT SHEDS A Agios Nikolas D S A Morgenster E Malange F Chrysanthi GL and Western Nav G Chuabo, O Ulysses Q El Conquistador
 MAYDON WHARF 2 Faethon 5 Kavo Perantis, 6 Thor I, 7 Ville de Mahebourg, 8 Gemini Friendship, 9 Franky, 10 Ned Nagoya, 14 S A Sukumbi PIER NO 1 100 Mkuze, 101 Pamela, 102 Global Star 103 Raimol 104A Ange Pacific, 106 Balsa 8 CONTAINER TFRMINAL 200 Cape Hustler 203 Tugela, 204 Africa BLUFF 2 Rini, 4 Okpo Pioneer ISLAND VIEW Trinidad S R J President Queson J B H Sea Gull G DOCK Anastasios
 ARRIVALS Good Warrior Irinoula, H Capelo
 DEPARTURES Ange Pacific, Faethon, Global Sun

AIR TIMES

VALS AT LOUIS BOTHA:

Johannesburg	08 00	SA253 747 Amsterdam, Frankfurt, Las Palmas	10 00
Port Elizabeth	08 00	BA055 747 London, Nairobi	11 50
Richard's Bay	08 30	SF732 D10 Zurich, Geneva, Nairobi	12 15
Cape Town	10 00	18967 010 Madrid, Nairobi	14 10
Cape Town	10 40	SA210 74M New York, Itha do Sal	18 00
Johannesburg	10 45	SA283 747 Sydney, Perth, Mauritius	22 35
Johannesburg	12 30		
Cape Town George	13 55	BA026 747 Seychelles, Johannesburg	17 00
Port Elizabeth	14 00	Hong Kong	17 00
Johannesburg	14 45	SA258 74L Windhoek, Frankfurt	17 45
		SR283 010 Nairobi, Zurich	18 00
		A232 47 London, Abidjan	18 30

DEPARTURES.

SA625 73S East London, Port Elizabeth	18 40
SA506 A Johannesburg	18 45
SA192 747 Reunion, Mauritius	19 15
SA643 73S Kimberley, Cape Town	19 20
SA508 AB3 Johannesburg	19 30
SA619 73S East London, Cape Town	20 00
H 2 07 Harare	20 00
SA510 AB3 Johannesburg	20 00
CA627 73S Port Elizabeth	20 00
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JN329 01M Brussels, Kinshasa	05 55
SA287 74L Hong Kong, Mauritius	07 50
A273 74L Vienna, Zurich, Madrid	09 50
SA255 74M Frankfurt, Las Palmas	09 50
SA229 747 London, Abidjan	10 20
LH540 74M Frankfurt, Nairobi	11 05
BA055 747 London, Harare	11 50
A284 74M Rome, Nairobi	12 25
TC55 47 Lisbon, Kinshasa	14 00
SA208 747 New York, Itha do Sal	18 00

DEPARTURES.

JN330 01M Kinshasa, Brussels	17 55
TC6 20 Kinshasa, Harare	19 00
SA205 4L Cape Town, Harare, Port Elizabeth	19 00
SA206 4L Cape Town, Harare, Port Elizabeth	19 00
SA207 4L Cape Town, Harare, Port Elizabeth	19 00
SA208 4L Cape Town, Harare, Port Elizabeth	19 00
SA209 4L Cape Town, Harare, Port Elizabeth	19 00
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SA215 4L Cape Town, Harare, Port Elizabeth	19 00
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SA218 4L Cape Town, Harare, Port Elizabeth	19 00
SA219 4L Cape Town, Harare, Port Elizabeth	19 00
SA220 4L Cape Town, Harare, Port Elizabeth	19 00

PASTOR'S PLEDGE

I'm no stooge!

By **DERRICK LUTHAYI**

SOWETO — Vuyisile Peter Rojie has done nearly everything in the 40 years of his life.

He has been a teacher, a priest, secretary of a rugby board, president of a cricket board, a traffic officer, a personnel officer.

But never a spy.

And, he told City Press, he never will.

His trouble, he says, is that the cops don't believe him.

Mr Rojie, a pastor with the Pinville Twelve Apostles Church, says he was first approached by the security police last year, during the OK Bazaars' strike of more than 1 500 workers. Mr Rojie is personnel manager at OK.

"I was staying in a backyard room in Mofolo. A Mr Van Wyk and two black men promised me a house, money and a car if I inform against my colleagues

"I immediately informed my church elders and officials of the Commercial, Catering and Allied Workers' Unions of South Africa." But due to police pressure for information he resigned from Cawusa

"Then to my surprise, they came back last week and told me to get them information on the shack meeting at the Orlando Roman Catholic Church

"I went to the meeting, and could not contain myself. I jumped up and told the people."

There was dead silence in the church hall as Mr Rojie related his experience.

Despite his public statement, the cops turned up at his home on Sunday to ask for a report-back.

"I had had enough. I told them I do not have a statement. But they promised to come and see me on Tuesday anyway. I don't think they will come back now that I have made a statement to the newspapers," said Mr Rojie.

Mr Rojie was a schoolteacher at the Dalwonga High School, Duba before he resigned in 1977 during the Soweto disturbances.

At that time he was the general secretary of the Transvaal African Rugby Board and president of the provincial cricket body.

"For most of my life I had been involved in the liberation struggle. How will my children look at me if I was to sell the nation?" asked Mr Rojie.



● Rev Rojie . . . I'm no spy.

Handwritten notes:
Derrick Luthayi
Interview
1983

Handwritten notes:
Soweto
Party

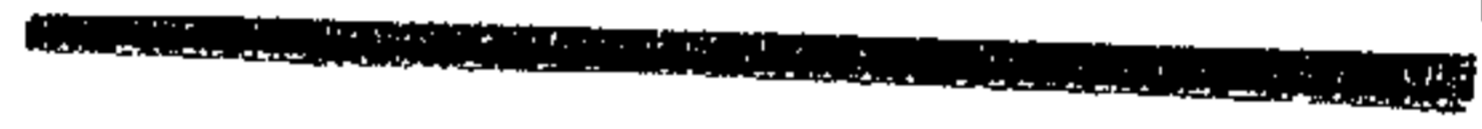
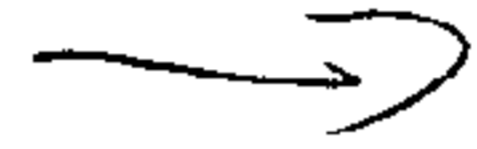
Handwritten notes:
152
6/3/83
City Press

(152) Hansard Q. 61 526
Strikes
7/3/83
427 Dr A L BORAINE asked the Minister of Manpower

(a) How many strikes involving Black workers occurred in 1982, (b) in how many cases did the strikes arise out of wage demands and (c) what were the main causes of the remainder of the strikes?

The MINISTER OF MANPOWER

- (a) 338
- (b) In 174 instances the strikes arose solely from wage demands whilst in an additional 21 instances strikes arose from wage demands coupled with other demands
- (c)
 - (i) Disciplinary action by employers such as dismissal of employees followed by demands for reinstatement, etc
 - (ii) Conditions of employment other than wages
 - (iii) Other trade union matters such as recognition, stop order facilities, etc



Security guards vote to end strike

By STEVEN FRIEDMAN
Labour Correspondent

A WEEK-LONG strike over pay demands by Durban security guards ended yesterday as the men, most of them members of the Commercial, Catering and Allied Workers' Union, agreed to return to work pending talks with management

The union believes the strike has again focused attention on the "very low wages" it says are paid by some security firms and on the "lack of protection" afforded workers by the industry's official wage determination

Ccawusa organiser Mr Vivan Mtwá said yesterday the workers, who are employed by security firm Safeguard, a subsidiary of the Grindrod group,

downed tools last Monday in support of demands for a R350-a-month minimum salary

Mr Mtwá said the lowest-paid workers at the company received R152 a month, the minimum set by the Government's wage determination. The determination had not been reviewed since it was gazetted in 1981

"We feel these workers, most of whom are our members, were fighting for a living wage. The minimum set down by the wage determination is not enough to live on," Mr Mtwá said

Attempts to obtain comment from the company yesterday were unsuccessful. Safeguard referred the Rand Daily Mail to Grindrod's group personnel manager in Durban, who was not available

Mr Mtwá said that, after beginning their strike on Monday, the workers had

returned the next day after management had said an announcement about their demands would be made on Wednesday

But on Wednesday the company had not made workers a wage offer and the strike resumed

Management offered workers an extra R5 on Friday, but they had rejected this

Late last week, a "few" workers began to return to work and yesterday the strikers decided to call off their action pending a meeting this morning at which they will be addressed by management

Mr Mtwá said the union had approached the company twice with a request for talks aimed at settling the strike, which was turned down both times

ROOM 8/3/83

152

8/31/83 RDM 21152
OK Bazaars sit-in strike continues

Mail Correspondent

PORT ELIZABETH — The sit-in strike at three OK Bazaar's branches in PE will continue, says an official of the Commercial, Catering and Allied Workers Union of SA

Mr Pindile Maneli, East-

ern Cape organising secretary of the union, said union members were still stunned by the re-affirmation of the dismissal of OK dishwasher Mrs Betty Dahl for, among other reasons, alleged insubordination

Members had, in turn, re-

affirmed their determination to continue their sit-in at OK's Main Street, Greenacres and Walmer branches Yesterday, OK's senior industrial relations representatives in Johannesburg Mr Richard Blackwell and Mr Keith Hartshorne were not available for comment

66 of the 113
striking OK
workers go
back to work

152
E. Post
8/3/83

By SANDRA SMITH

SIXTY-SIX of the 113 striking OK Bazaars workers returned to work this week, but the rest have decided to continue their sit-in.

The workers have refused to accept the results of a management investigation into the dismissal of Mrs Betty Dahl and its decision to reaffirm her sacking.

Workers at three OK branches — Walmer, Main Street, and Greenacres — have staged sit-ins in staff cafeterias for more than two weeks.

They have demanded that Mrs Dahl be reinstated, and that management recognise the "unfairness" of her dismissal for alleged insubordination.

An official of the Commercial, Catering and Allied Workers' Union (CCAWUSA), Mr P Maneli, said today the issue would now be dealt with by the union's head office in Johannesburg.

He said most of the striking workers were dissatis-

fied with the outcome of management's week-long investigation.

Union officials were also unhappy that they had not been given the opportunity to examine the evidence of those who testified against Mrs Dahl at the inquiry.

The OK's industrial relations controller, Mr Keith Hartshorne, said management had decided not to reinstate Mrs Dahl "after hearing evidence from all quarters".

He said all the strikers at the Walmer branch had returned to work today, and that 29 at Greenacres and nine at the Main Street branch were back at work.

This meant 47 workers were still on strike.

"We are obviously unhappy about the fact that those involved in the sit-in are maintaining their stance."

"Those workers who have returned will be treated no differently than before, although they will not be paid for the period they did not work."

Strikers

at OK

drift

back

By STEVEN FRIEDMAN
Labour Correspondent

A POTENTIALLY damaging breakdown in bargaining between OK Bazaars and the Commercial, Catering and Allied Workers Union (CCAWUSA) seems to have been averted.

Strikers at three OK stores in Port Elizabeth drifted back to work yesterday after OK suspended its recognition negotiations with CCAWUSA pending the outcome of the strike. This sparked fears that other major chainstores, which are also discussing recognition with the union, might follow suit, thus triggering off a serious conflict between the union and the stores.

The strike has not yet been formally settled. After a week-long probe, OK confirmed the firing of a woman dish-washer, whose sacking had initiated the stoppage. The suspension of recognition is still in force.

But yesterday, OK's industrial relations controller, Mr Keith Hartshorne, said that all but 47 of the 113 strikers had returned to work and other sources confirmed there were signs that many of these were also returning.

CCAWUSA's general secretary, Mrs Emma Mashinini, said the union's Port Elizabeth branch had confirmed that "a few" workers had returned to their jobs. She said she was confident that the recognition talks were not in danger.

She said that OK had continued to hold discussions with the union on the Port Elizabeth strike and added that OK had not withdrawn any of the facilities it had offered CCAWUSA pending the signing of the recognition agreement.

Last week management had agreed to a union request to allow shop stewards time off work to discuss aspects of the recognition issue, she added.

It is understood that there is little likelihood of a permanent break in relations between CCAWUSA and OK, or other stores with which it is bargaining.

While the union has expressed dissatisfaction with the outcome of OK's probe into the worker's sacking, it is unlikely to take further action on the Port Elizabeth strike.

OK strikers back at work

Staw 9/3/83 Labour Reporter (52) (31) (31)

Striking workers at three Port Elizabeth branches of the OK Bazaars last night decided to end their three-week strike and return to their jobs this morning.

The decision follows the company's announcement on Saturday that it would not reinstate Mrs Betty Dali who had been dismissed at the end of January for alleged repeated lateness. More than 100 workers at the three branches had stopped work and demanded that Mrs Dali be reinstated.

The OK Bazaars suspended its recognition talks

with the Commercial Catering and Allied Workers' Union because of the strike and talks were held between union officials and management in Port Elizabeth and Johannesburg.

The OK's industrial relations controller, Mr Keith Hartshorne, said that recognition talks would resume when the situation at the three branches had returned to normal.

Since the OK's announcement not to reinstate Mrs Dali, striking workers had been trickling back to their jobs and by yesterday only about 60 were still involved in the protest action.

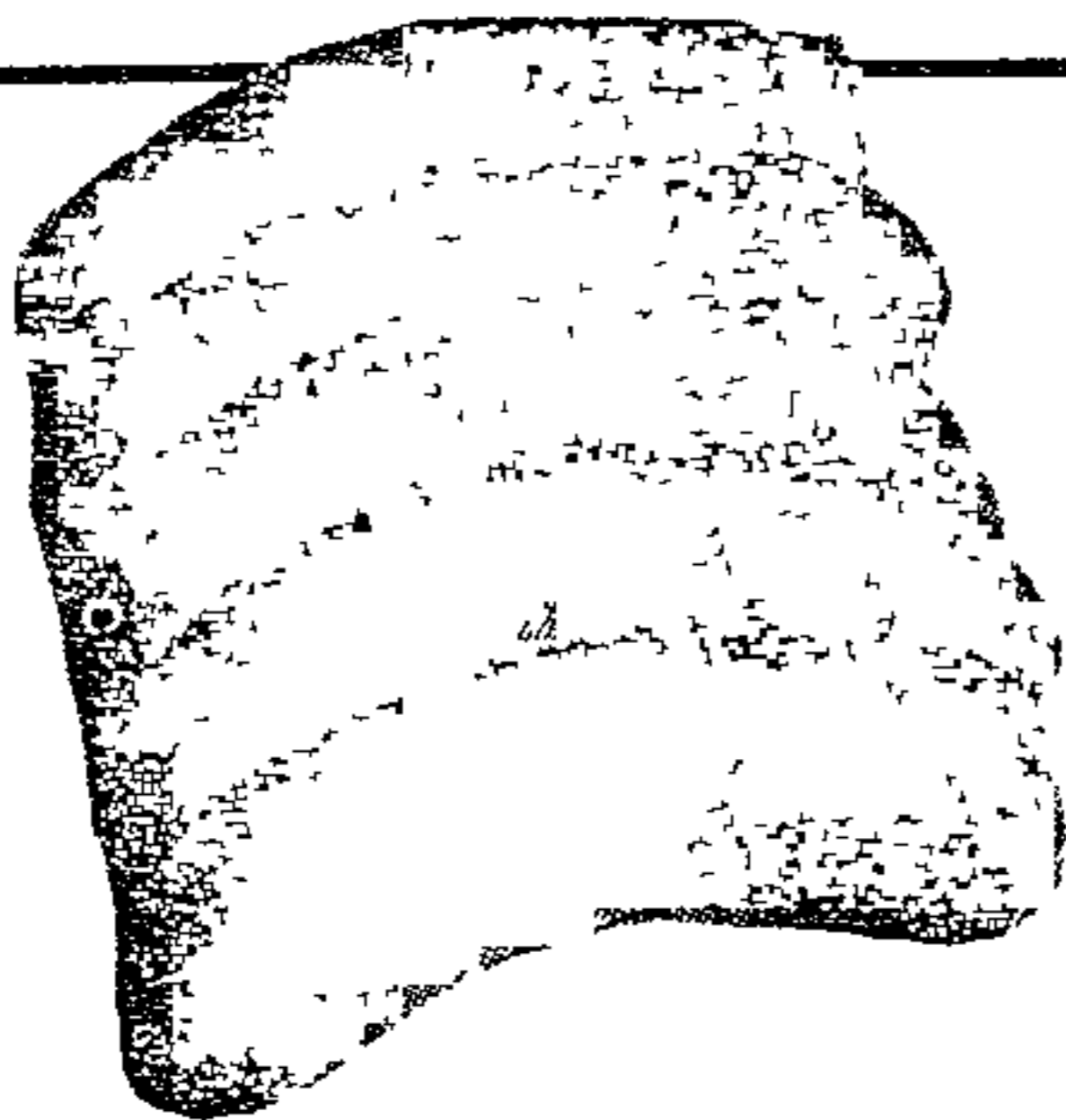
The Black Sash
 "Let us hear from Koornhof that there forced 'persuasion' intimidation — including the withholding of sion rights and the al by officials to ri workers — and all ner of harassment Government offic order to violently people from their so that they m squeezed into cam tined for inclus some strange hom

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meat centre

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3 kg

SUPER LEG OF LAMB

R **3 88**
3 kg

OK workers back at their posts

9/13/83
E. Post By SANDRA SMITH

THE strike by more than 100 OK Bazaars workers in Port Elizabeth ended today when the strikers returned to their posts after a three-week protest

And last night the worker whose dismissal led to the strike, Mrs Betty Dali, was admitted to hospital, apparently suffering from the stress she has been under since the strike began

The general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mrs Emma Mashinini, said from Johannesburg that at a meeting last night the workers had decided to return to work on condition that the union continue negotiating for Mrs Dali's reinstatement

Mrs Dali's dismissal for alleged insubordination led to the sit-ins in three OK Bazaars staff cafeterias by 113 workers

Last week management held an intensive investigation into Mrs Dali's sacking — including charges that racially offensive remarks had been made to her by a supervisor — and decided not to reinstate her

The OK's industrial relations controller, Mr Keith Hartshorne, said no disciplinary action would be taken against workers who had been on strike

Pinetown textile stoppage

152 Labour Reporter

Mercury

10/3/83

the stoppage

ABOUT 200 textile workers employed at Ninian and Lester's textile factory in Pinetown stopped work yesterday after the suspension of a shop steward a spokesman for the Fosatu-affiliated National Union of Textile Workers said yesterday

The stoppage began when the 6 a m shift refused to start work. The company's management had declined to meet worker representatives to discuss the matter, the spokesman said

Uniformed police were at the scene of

The union's general secretary Mr Obed Zuma said last night no agreement had been reached with the management and the stoppage would continue

Spokesmen for Ninian and Lester were not available for comment yesterday

In April last year about 500 workers at the factory downed tools for a day after they claimed the management was stalling over the signing of a recognition agreement

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700 'could be sacked'

(152) (100A)
Mercury 11/3/83
Labour Reporter

NEARLY 700 textile workers face dismissal this morning at the Ninian and Lester textile factory in Pinetown if they do not return to work.

According to a statement from the general secretary of the National Union of Textile Workers, Mr Obed Zuma, the workers were given an ultimatum yesterday to return to work or collect their pay at 11 a m today.

The company and the union will meet this morning.

A director and factory manager, Mr G Macgregor, refused to comment yesterday.

win 10010

11/3/83 (52) 277
Nightwatchmen get ~~25~~
R25-a-month increase ~~1983~~

Labour Reporter

A R25-a-month increase given to employees of Fidelity Guards (Pty) Ltd./Durban Guards, formerly known as Durban Nightwatchmen, will be built into the new wage determination due to be gazetted later this year.

This is according to Mr Tom Connolly, the company's director of guards and chairman of the Natal division of the South African National Security Employers' Association, who said the recent increase was 'due to demands by our men in the form of a threatened work stoppage on February 28'.

'The company has agreed to an interim in-

crease of R25 per month with immediate effect. This will constitute part of the increase when promulgated by the new gazetted wages due later this year,' Mr Connolly said.

Durban nightwatchmen formed a trade union at the end of last month after alleged dissatisfaction over wage increase negotiations.

The new union, called the Watchmen and Allied Workers' Union, has already recruited more than 200 members; according to Mr Isaac Ngeobo of the South African Allied Workers' Union. The new union is affiliated to Saawu

Sats still out of line

in labour relations

By PHILLIP VAN NIEKERK, Labour Reporter

152

LABOUR relations in the South African Transport Services (Sats), the country's largest employer are still out of line with the rest of the country

That is the upshot of the Conditions of Employment (Sats) Act which the Minister of Transport, Mr Hendrik Schoeman, has recently piloted through Parliament. Sats 250 000 workers are still governed at the workplace by laws substantially different from those which apply to other industries

The new, virtually unchanged legislation shows no sign of heeding Sats' first brush with the emerging black union movement last year which brought widespread local and international attention to the Port Elizabeth docks. There, more than 500 members of the General Workers' Union (GWU) were fired after embarking on a go-slow strike over the refusal of Sats management to talk to their representatives

Refused to meet

While Mr Fanie Botha, the Minister of Manpower, was urging private sector employers to deal with representative unions, Sats management was refusing even to meet GWU officials. And while the Department of Manpower was purging its laws and regulations of all traces of racial discrimination, Sats was continuing (as it still continues) to exclude blacks, coloureds and Indians from being permanent workers

So when Mr Schoeman appointed a committee to investigate labour practices on the railways, it was welcomed as a possible sign of change. However, before the committee had reported back (it still hasn't), new legislation streamlining the old S A Railways and Harbours Service Act but not making any major alterations was placed before Parliament.

Mr Schoeman has explained that he never had a new dispensation in mind. But what continues to puzzle observers is why Sats needs its very own labour laws at all. If the Labour Relations Act and the Conditions of Employment Act are adequate for the private sector, why not for Sats?

Critics of the legislation — and Sats' attitudes to labour matters in general — such as the Progressive Federal Party MP for Maritzburg North, Mr Graham McIntosh, have



Mr Graham McIntosh, MP. "Victorian", he says

condemned it as "Victorian", paternalistic and out of keeping with modern industrial relations

But it is in providing for the approximately 100 000 black railway workers that Sats could face its biggest test. The Black Staff Association, which joined the federal council of staff associations last week, is recognized as the sole mouthpiece of these workers

Sats' refusal to deal with any "outside" unions is seen as clear proof that black workers are being denied the right to be represented by trade unions of their own choice. That right is basic to the government's new labour dispensation and, as numerous disputes over recognition have shown, it is something black workers are prepared to fight for

As GWU general secretary, Mr David Lewis, has warned. By discriminating against black workers and denying the principles of freedom of association and the autonomy of trade unions, Sats could have laid the ground for another, potentially much bigger, dispute

the past few weeks more than 100 OK Bazaars workers at three stores have staged canteen sit-ins demanding the reinstatement of a fellow employee who they say was unfairly dismissed

The strike has not yet been resolved, but it has led to the suspension of recognition talks between OK management and Ccawusa. It is believed however, that they will soon be back at the bargaining table

In another significant development in Durban this week, a strike by security guards at a firm called Safeguard came to an end after the company had agreed to talk to Ccawusa

According to Ccawusa general secretary, Mrs Emma Mashini, the union now has a membership of more than 20 000. She believes her union's current growth compared to other unions is because, curiously, commerce is not faced with the same problems in the recession as the manufacturing industry

"Even in the middle of a recession one reads of new malls and shopping centres going up all the time," she said. Apart from its apparent grass-roots support, Ccawusa has signed, or is on the point of signing, recognition agreements with several major chain stores

Simulating strikes

Strike simulation programmes, which teach managements how to cope with labour unrest, are attracting increasing interest from employers. This is not surprising, given the rising number of strikes.

The University of Cape Town's Graduate School of Business (GSB) has created such a programme based on the protracted Volkswagen strike in the eastern Cape in 1980. Sponsored by Shell SA, GSB lecturer Norman Faull has done exhaustive research into that dispute to compile a case study rich in opportunities for learning. Volkswagen and the unions involved displayed remarkable candour in the interviews he had with them and gave him much useful information.

The dispute was an important one in SA's labour history. At stake were a number of difficult issues and problems involved in many other strikes in the post-Wiehahn era. These included:

- Rising political temperatures in the black and coloured townships in which Volkswagen's employees lived,
- High expectations among black workers whose wage demands were regarded by employers as totally out of line with economic realities,
- Great international interest in the activities in SA of automobile manufacturers, who faced commitments to codes of employment practice as well as pressures from parent companies abroad,
- Booming economic conditions which demanded increased output, and
- Serious questions about union leaders' ability to effectively represent and control their black members.

Over a period of three days, participants in the programme work their way through an extremely well-structured five-part case which runs into nearly 400 pages of text and exhibits.

Is it possible to recreate the kinds of tensions and pressures that are experienced in

a real strike? And how much can be learned in a three-day period about such a complex subject as industrial relations?

An *FM* staffer who took part in the programme recently found that Faull has developed some surprisingly effective ways of reproducing the tensions that accompany a strike. As participants become involved in role-play, they actually begin to feel the kinds of corporate, community, regional, national and international pressures faced by many managements.

QUEENSTOWN — The entire factory workforce of the Eastern Cape Agricultural Co-op creamery here has stopped work because the management refuses to recognise its union, the African Food and Canning Workers' Union

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The company's management said yesterday the workers were dismissed and the company would be re-employing workers on Monday

The workers have been members of the union since July 1981 when they first asked the company to recognise the union and a committee elected by the union

A representative of the union Miss Athalie Crawford said yesterday the workers sent their committee to meet the company's management on Wednesday "The management told the committee it would have nothing to do with any union and the workers

Co-op workers dismissed after strike

D Dispatch
12/3/83
152

should elect a liaison committee but the workers reject representation through a liaison committee" she said

Miss Crawford said the basic wage of the workers was R29 10 a week and the higher paid workers with long service earned up to R35 a week

Mr C A Botha, general manager of the Eastern Cape Agricultural Co-op said yesterday the number of strikers was 70. Some strikers had already returned, and work had been uninterrupted as new workers had been employed

"We are a private firm

and we need no unions" he said

"If they don't want to work they must leave the premises and we have paid them off. On Monday if their attitude has changed and they are prepared to work in peace they can return" he said

He said many of the workers were paid R60 a week with a bonus and overtime pay. He could not confirm the basic weekly wage given by the union spokesman

"I only hope their union looks after them now as well as we have done in the past," he said —
DDR



Strikers fired after dispute

By ENRICO KEMP

EMPLOYEES at the Eastern Cape Agricultural Co-op Creamery in Queenstown have been dismissed after going on strike in protest against the management's refusal to recognize their union.

The employees, all members of the African Food and Canning Workers' Union, stopped work on Wednesday after the management informed an employees' committee that it would not recognize or deal with the union.

The manager of the creamery, Mr C A Botha, yesterday confirmed the dispute. He said 70 employees were involved and they had already been replaced.

The union's general secretary, Mr Jan Theron, said the dispute arose when the management told the committee to elect a liaison committee to represent the interests of the creamery's 200 employees.

The employees rejected representation through a liaison committee and all 200 stopped working on Wednesday. The creamery's management has

since refused to meet union officials to discuss the situation.

Approached for comment yesterday, Mr Botha said: "Seventy workers went on strike because they wanted us to recognize their union. We asked them to go back to work, but they refused."

"They said they would not accept a liaison committee. I told them that they must go and work for their union in that case."

According to Mr Theron, the basic wage at the creamery is R29,10 a week. Higher paid workers with long-service earn up to R35 a week. He said employees complained that working conditions at the creamery were "bad".

"We fully support the workers. It is no coincidence that it is a company which pays such wages to its workers that will also not allow a union on to its premises."

"We demand the reinstatement of the workers and call on all persons and organizations, which are concerned for the future of the country, to support this demand," Mr Theron said.

Strike miners get jail

14/3/33

Labour Reporter

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

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

They were remanded several times

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

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

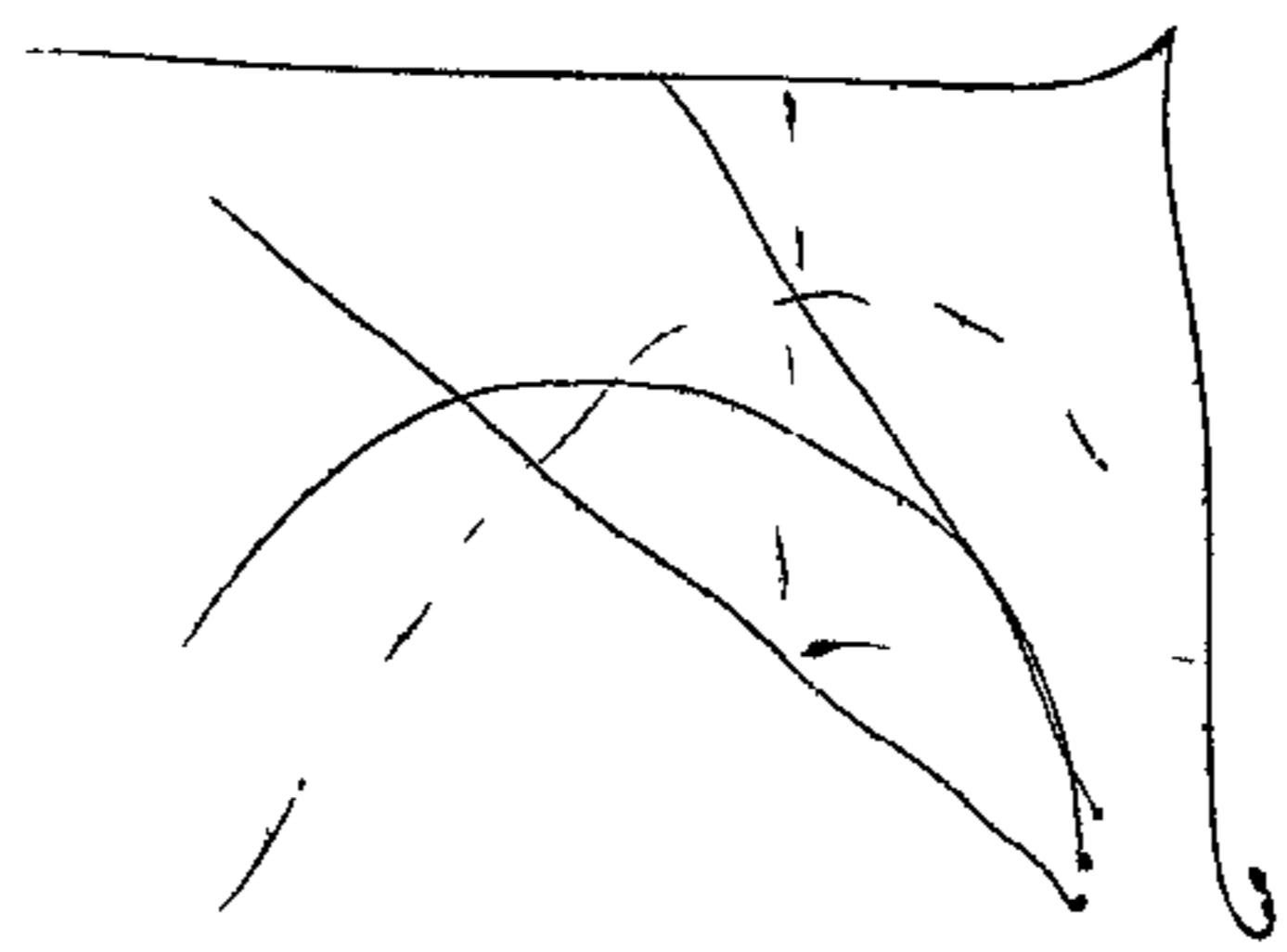
A lawyer appointed by the National Union of Mineworkers represented the men

Strike at ⁽¹⁵²⁾ ~~(152)~~
co-op ⁽¹²⁰⁾ ~~(120)~~
over DD. 15/3/83

QUEENSTOWN — The strike at the Eastern Cape Agricultural Co-op creamery here is over

Mr C A Botha, the general manager, said that 30 per cent of the workforce had returned and the other vacancies have been filled by new recruitment.

He said that he had had no further communication from the union involved — the African Food and Canning Workers' Union — but was pleased that so many workers had decided to return — DDR



(152) D. Diopater 16/3/83 (134) (136)

Co-op denies union claims

QUEENSTOWN — The general manager of the Eastern Cape Agricultural Co-op here has completely denied allegations by the African Food and Canning Workers' Union that their workers were insulted and assaulted by management and that one employee was shot in the leg at work

Mr C A A Botha said "These things definitely did not happen I am the general manager and I know — the workers were not insulted and no-one has been shot"

A statement from the general secretary of the union, Mr Jan Theron, referring to the recent creamery strike, said

"We utterly reject the statement made by the employers of the Eastern Cape Agricultural Co-op which is designed to mislead the public

"Thirty per cent of the workers have not returned to work, six or seven have and 179 are at present outside. The employers are refusing to negotiate with the unions. Their stated attitude is that if the workers wish to belong to the union they can get work elsewhere. We are not surprised that the employers should adopt this attitude as they pay their workers appalling wages

"The basic wage is R29,10 a week. The workers complain they are dismissed for no reason, are insulted and assaulted by manage-

ment and the foremen carry guns at work

"A worker's jaw was broken last year when he came late for work and another was shot in the leg at work and then dismissed, but nothing came of the case he made

"The employers provoked a strike. For over six months they have refused to recognise the union, ignored letters from the union and now they have dismissed the workers

"We do not seek confrontation with the employers but a solution to an increasingly ugly situation which will have repercussions for labour relations not only in Queenstown. But the employers must agree to negotiate a solution with the union"

Asked to comment on this statement, Mr Botha said that 30 per cent of the workers had indeed returned, as previously stated

He said that the basic wage was R29,10 a week, but that most workers were paid considerably more than this

It was true that he had refused to speak to representatives of the union as he considered the matter of the strike now closed, he said

"They are blowing this matter out of all proportion," he said "We have no intention of having a union here and if the workers want a union they must find a job elsewhere" — DDR

152 ~~165~~ ~~347~~ Hausmond
Disputes/work stoppages/strikes
Q Col. 709-710 17/3/83
433 Dr A L BORAINÉ asked the Minister of Manpower

(a) How many (i) disputes (ii) work stoppages and (iii) strikes were dealt with in 1982 in terms of the Labour Relations Act, No 28 of 1956, by (aa) his Department and (bb) the Wage Board and (b) in what industries, trade or occupations did (i) work stoppages and (ii) strikes occur?

The MINISTER OF MANPOWER

- (a) (i) (aa) 71,
(bb) nil
- (ii) (aa) 48,
(bb) nil
- (iii) (aa) 346,
(bb) nil

Remark The figure of 71 disputes furnished is in respect of the number of applications received for the establishment of conciliation boards and for direct arbitrations. In addition officials of the Department of Manpower dealt with and resolved a substantial unknown number of disputes in the normal course of their duties

- (b) (i) Construction (2)
Local Government and services (6)
Manufacturing (29)
Mining (3)
Trade and accommodation (4)
Transport and communication (4)
- (ii) Construction (11)

- Local Government and services (10)
- Manufacturing (251)
- Mining (7)
- Trade and accommodation (39)
- Transport and communication (28)

Note For the sake of uniformity the occurrence of strikes and work stoppages is classified on a sectoral basis only

→

328 at the Buffelsfontein Gold Mine, Klerksdorp on 1 July 1982 as a result of an illegal strike and subsequent riotous behaviour

All cases against them were, however, withdrawn in court owing to identification difficulties and the decision of the mining authorities to send them back to their homelands



152 ~~211~~ ~~112~~ Howard 18/3/83
Strikes
Q. 61.735-736
391 Dr A L BORAINÉ asked the Minister of Law and Order

How many Black workers were arrested for striking illegally in 1982?

The MINISTER OF LAW AND ORDER.



Pension

~~1/11/83~~
fund

Mercury 12
dispute

23/7/83
Labour Reporter

A SHORT work stoppage took place at the S A Wire plant in Glen Anil yesterday morning when workers downed tools in support of their demands to withdraw their pension fund contributions and for the company to recognise their union

A South African Allied Workers' Union official said more than 400 people were involved in the stoppage, although a spokesman for the company set the figure at 250

He confirmed that the stoppage was over pensions and union recognition. Employees had resumed work when the management told them that a delegation from the Metal Industries Pension Fund would visit the plant to discuss pensions

The conditions of the Metal Industries Pension Fund are that money cannot be withdrawn until an employee resigns or reaches retiring age



ical director Marilyn Taylor is an unusual musical instrument, the Indian Hindu temple horn, known as the Nathaswaram. She came to South Africa for a holiday last year — and ended up staying. She was finally home — travelled Nathaswaram on Wednesday, after the director of the Baxter Theatre, Mr John Slemon, took her with him from a business trip to England.

at ruling for giant

wine and spirits

The Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers, has instead "now welcomed the CWD wholesale suppliers into the retail trade", Dr Pretorius said, "by granting it — a total stranger to retailing — a maximum of 300 outlets, while other wholesalers are permitted to retain present totals

"The discrimination against the small retailer is taken further by allowing grocers a maximum of 35 off-consumption wine licences. This is in direct conflict with the Cabinet decision of 1979, whereby a maximum of up to 5 retail outlets were laid down"

City SAP man killed

Staff Reporter

A CAPE TOWN police man, Sergeant Jan Andries "Andre" Nell, 23, was killed in a skirmish with Swapo guerillas in the operational area, the Commissioner of Police, General MCW Geldenhuys, said yesterday

Sergeant Nell was stationed at Sea Point police station and lived in the police single-quarters

His father, Mr GHE Nell, of Parow, a retired policeman, said last night that his son had been serving his fourth term of border duty

Sergeant Nell matriculated from the Tygerberg High School in 1977 and joined the police force the following year

Mr Nell said last night that their late son has one sister, Mrs Ohna Bodkin

Funeral arrangements had not been completed

Mwasa workers lose jobs

JOHANNESBURG — More than 150 members of the Media Workers' Association of SA (Mwasa) employed by The Star, were advised yesterday that they had broken their employment contracts and had therefore dismissed themselves. The Star said last night

The newspaper said that the employees had broken their contracts by refusing to resume work after a stoppage that began on Thursday

The workers were seeking the reinstatement of a Mwasa member who was dismissed last week after threatening the life of a supervisor, according to The Star

The man had been given a final written warning last September over "serious disciplinary offences", The Star said

The newspaper's management had agreed to suspend the dismissal pending the outcome of an appeal, but refused to let the man resume work in the meantime. Mwasa wanted him reinstated as a condition for calling off the stoppage

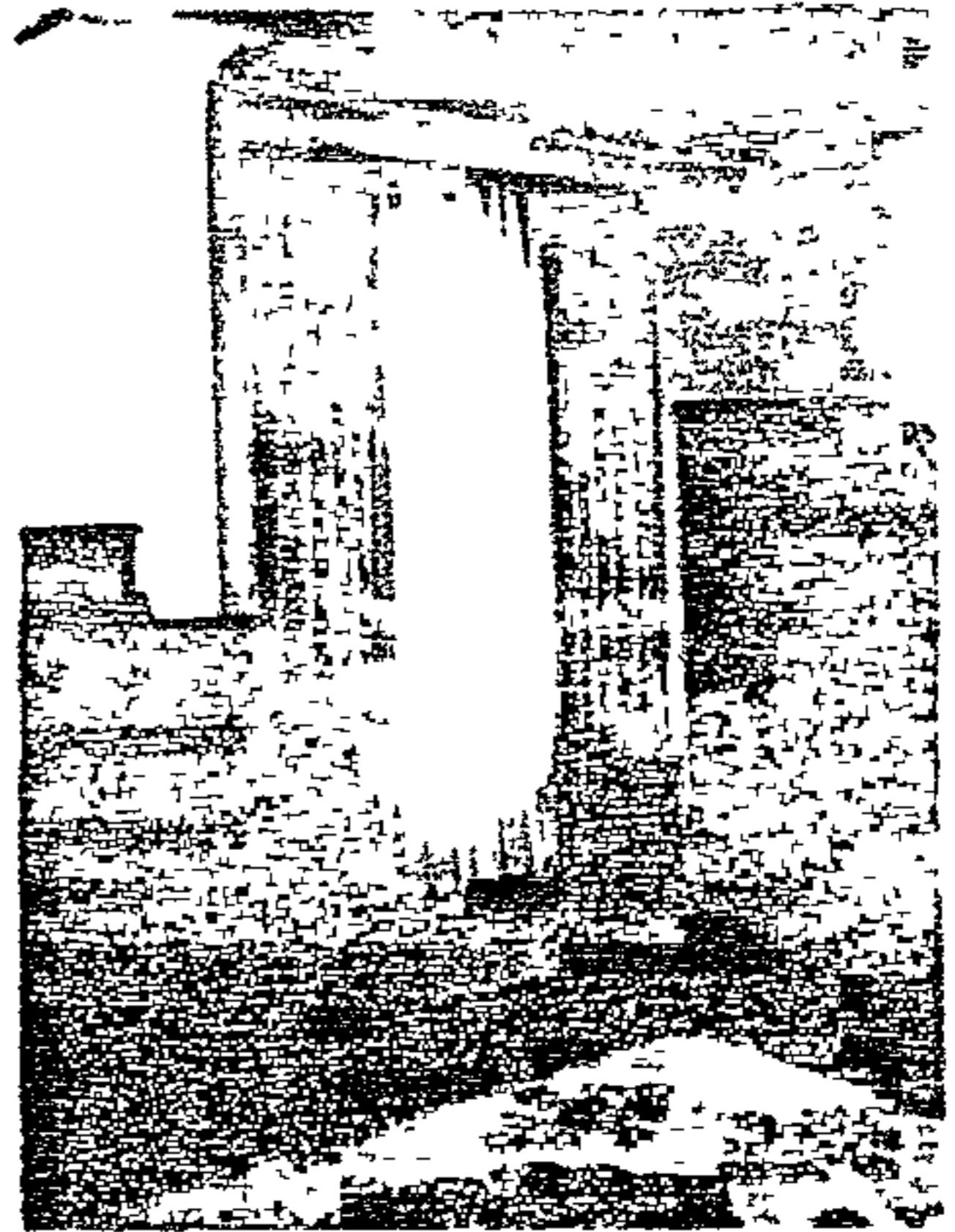
In an attempt to break the deadlock and get the employees back to work, the management had offered to advance to yesterday the start of the appeal against the worker's dismissal. This offer had been rejected

Production of The Star began later than usual but was completed on schedule. Staff from numerous departments helped operate the machines in the inserting room

A Mwasa spokesman last night announced that an emergency meeting would be held to discuss the issue at the Donaldson Community Centre, Orlando East, Soweto — Sapa

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New PULSARS FROM

R5 929

Shirts ¹⁵²
~~Mercury~~
banned ^{29/10}
28/3/83
at factory

Labour Reporter

BLIND workers at the Enduduzweni factory in Umlazi have been banned from wearing T-shirts to work which bear the picture of a man dismissed from the factory last February

The shirts also have the name of their union, the Saawu-affiliated Blind Workers' Union, written across the front of the shirt.

Mr Ephrain Sethole, who was dismissed after a strike at the factory last year and who has subsequently become full-time president of the Blind Workers' Union, said the men considered it unfair that they could not wear shirts of their choice to work.

But according to a spokesman for the Natal African Blind Society, a welfare organisation which runs the Enduduzweni factory, the T-shirts have been banned because of the picture of Mr Sethole and because the workers had signed an agreement not to associate with the union.

29/3/83
Mercury
152

Workers fired, then re-employed

Labour Reporter

MORE than 400 workers at Union Flour Mills, Durban, were dismissed yesterday morning — only to be re-employed a few hours later

The dismissals stemmed from a work stoppage which began on Friday, when workers downed tools over complaints about the behaviour of two personnel officers

Workers outside the factory told the Mercury yesterday morning they had been told of their dismissal when they reported for work. Several hundred workers had gathered outside the mill in Fennis-cowles Road to collect their pay

However, Mr Mike Kammerman, general manager of Union Flour Mills, said later that all workers had been re-employed

He confirmed the stoppage was over allegations concerning the behaviour of two personnel officers but said he had investigated the men's complaints and discovered them to be unfounded

Mr Sam Kikine, Natal secretary of the South African Allied Workers Union, said yesterday he had contacted the Premier Group, Union Flour Mills holding company in Johannesburg, and had arranged to meet company representatives in Durban next month

Star refuses to ⁽¹⁵²⁾ ~~138~~ ~~238~~ reinst^{Star 30/3/83}ate worker

The Star management yesterday turned down a Mwasa appeal to reinstate a worker who was dismissed last week

The dismissal resulted in a strike by Mwasa members in the inserting department — leading to production and distribution problems.

The Star's manager, Mr Jolyon Nuttall, said the appeal hearing had found that the worker concerned, Mr Oupa Msimang, had threatened to kill his supervisor in front of a number of witnesses

The supervisor thought it sufficiently serious to report the incident to the police

As Mr Msimang had already received a final written warning in September 1982 for serious disciplinary offences, Mr Nuttall found that Mr Msimang's dismissal under the circumstances was correct

This finding has no bearing on the dismissal of the 203 workers who went out on strike after Mr Msimang was fired and the issue is still to be resolved by Mwasa and The Star management.

Mwasa meets management

By SELLO RABO
THATA
Sawetan 30/3/83

MEMBERS of the national executive of the Media Workers Association of South Africa (Mwasa) yesterday met the manager of The Star in a bid to resolve a labour dispute with union members in the works department.

The company's management said the dismissal of more than 200

~~152~~ ~~247~~ workers remained effective and alternative measures were being taken to ensure the newspaper's production. A further meeting between the two parties is planned for today.

The strike by the workers in the inserting department was sparked off by the dismissal about two weeks ago of a Mwasa member who allegedly threatened a black supervisor who is

a member of the predominantly white rival union, the South African Typographical Union (Satu).

The dismissed worker, whose employment was to be terminated on Wednesday, is believed to have been physically removed from the premises of The Star when he ignored his dismissal and started working on Thursday. Other workers downed tools in

solidarity with him and demanded that he be reinstated before they could resume working again.

Meanwhile, Mwasa members expressed concern over reports that the union had used bomb threats against management at The Star newspaper. A meeting was held by the "self-dismissed" workers at the Orlando DOCC at the weekend.

Thirteen ~~29~~ 152 sacked social *Mercury* workers still 31/3/83 without jobs

Mercury Reporter

THIRTEEN Chatsworth social workers sacked earlier this month by the trouble-torn Chatsworth Child and Family Welfare Society are still without jobs — and without pay

'It is tough trying to keep going without an income, but we are holding out on a matter of principle,' a spokesman for the workers said yesterday

Meanwhile, the Committee of Concerned People, formed at a public meeting to help them, is trying to get the society's 21-member board of management ousted from office so that a new board can reinstate the workers

As the first step the committee persuaded many of the society's registered and paid-up members with voting rights to requisition a special general meeting to pass a vote of no-confidence in the management

Meeting

It was understood yesterday that a meeting was likely to be held towards the end of April — by which time the dismissed workers would have been without jobs for two months

The workers were dismissed after they refused to call off a strike in sympathy with a sacked social worker who had refused to accept supervision from the society's secretary, Mr R P Govender, alleging that he was professionally unqualified

In a statement to the Mercury yesterday, Mr John Flemming, president of the National Council for Child and Family Welfare, urged the social workers to re-apply for jobs — and urged the society to re-employ 'as many as possible'

No Star jobs for Mwasa strikers

JOHANNESBURG — The 209 workers who went on strike at the Star newspaper in Johannesburg recently would not be re-employed, the manager, Mr Jolyon Nuttall, said yesterday

He said in a statement "Management of the Star today told members of the national executive of the Media Workers' Association of South Africa that none of the 209 workers, who broke their contracts recently by refusing to work, would be employed again by the newspaper. They had automatically dismissed themselves"

The employees refused to work on March 17 and 18 unless a fellow Mwasa member, who had been dismissed for threatening the life of a black supervisor, was reinstated pending an appeal against his dismissal

Management agreed to suspend the dismissal of the employee, Mr Oupa Msimang, pending the appeal, but not to permit him to resume work

The appeal was heard last week by the manager of the Star, Mr Jolyon Nuttall. He upheld the decision to dismiss Mr Msimang. The worker had received a final warning last September for serious disciplinary offences

'Extremely painful decision'

Mr Nuttall's statement read

"The decision not to re-employ all or some of the 209 workers, dismissed recently by the Star for refusing to work

and thereby breaking their contracts of employment, has been extremely painful

"It has been taken in the knowledge that personal hardships may well result and that long service by some of those involved will remain severed

"Our decision is based on the belief that industrial peace and harmony become remote prospects not only at the Star and in the newspaper industry, but in South Africa as a whole if agreements are not observed and if contracts are broken

"As the country's leading daily newspaper, the Star is an essential service in the provision of information

'Severe disruption'

"For two days, the workers involved caused severe disruption to that service by repeatedly refusing to work. In the process, they broke the terms of the national agreement between their union — the Media Workers' Association of South Africa — and the Argus Company

"Sound labour relations must be based on faith in, and adherence to, formally concluded agreements and procedures. Wildcat stoppages and illegal strikes undermine this base

"The management of the Star believes it is necessary to stand firm at this time, if there are to be fruitful years ahead"

— Sapa

Cape Times 6/4/83 (152)

Handwritten scribbles and lines at the bottom left of the page.

Star 6/11/83 (152) (242) (129)

Star says 'no' to strikers

The 209 workers who went on strike at The Star recently would not be re-employed, the manager, Mr J Nuttall, said yesterday

"The Star management told members of the national executive of the Media Workers' Association of South Africa that none of the 209 workers, who broke their contracts recently by refusing to work, would be employed again by the newspaper. They had automatically dismissed themselves," he said

The employees refused to work on March 24 and 25 unless a fellow Mwas member, dismissed for threatening the life of a black supervisor, was reinstated pending an appeal against his dismissal

Management agreed to suspend the dismissal of the employee, Mr Oupa Msimang, pending the appeal, but not to permit him to resume work

The appeal was heard last week by

Mr Nuttall, who upheld the decision to dismiss Mr Msimang

Mr Nuttall said, "Our decision is based on the belief that industrial peace and harmony become remote prospects, not only at The Star and in the newspaper industry, but in South Africa as a whole, if agreements are not observed and if contracts are broken"

As the country's leading daily newspaper The Star was an essential service in the provision of information. For two days, the workers involved caused severe disruption to that service by repeatedly refusing to work. In the process, they broke the terms of the national agreement between their union and the Argus Company

He said "Sound labour relations must be based on faith in, and adherence to, formally concluded agreements and procedures. Wild-cat stoppages and illegal strikes undermine this base"

made

There were also three rapes and four robberies

Star provocative, says Mwasa

Trade union secretary Mr Goba Ndhlovu of the Media Workers Association says the refusal of The Star to re-engage 209 Mwasa members could lead to widespread labour unrest in the newspaper industry

The dispute arises from the dismissal of a black worker who allegedly threatened the life of his black supervisor. The worker's colleagues refused to work unless he was reinstated. Management later announced that, by withholding their labour, the Mwasa members had automatically dismissed themselves.

"The Argus and SAAN have decided to generalise the dispute and to attack Mwasa as a whole," Mr Ndhlovu said. "They must realise that widespread labour unrest throughout South Africa is being created."

Mwasa said the manner in which management of The Star had refused to reconsider the dismissal of the workers was "intolerable and extremely provocative".

Mwasa alleged The Star had breached agreement procedures by dismissing a Mwasa member without according him the necessary representation. Only after the Mwasa national executive had intervened was a proper hearing held, it says.

The statement said "Mwasa is aware the decision not to reconsider the dismissals was taken at a level above The Star's management."

"The matter was no longer confined to one signatory to our recognition agreement," the statement said.

The manager of The Star, Mr Jolyon Nuttall, said all procedures had been followed to the letter and management had done its utmost to contain the stoppage before it developed into an illegal strike.

There was no question of any other Argus newspaper or SAAN being involved, he said.

Last year 152 *Mercury* worst ever 8/4/83 for strikes

Mercury Correspondent
JOHANNESBURG—More strikes and work stoppages took place last year than in any other year in recent labour history, according to official Department of Manpower figures

And the number of workers taking part in strikes, the number of man-days lost through them and the average length of strikes were all greater than in 1981, the biggest strike year since the new labour dispensation was introduced

This is revealed by an analysis of official strike figures released by the Department of Manpower in Parliament, and in ministerial speeches.

No whites

The record-breaking strike figures reveal that there were 394 strikes last year, compared with 342 in 1981

More than 141 000 workers, none of them white, took part in the strikes — an increase of about 50 000 on 1981

More than 365 000 man-days were lost through strikes and work stoppages — a sharp increase over 1981's figure of 226 000

This means that, on average, about 1 000 workers were on strike each calendar day last year when the beginnings of the recession were expected to dampen worker militancy

But labour observers believe there are signs of a sharp decrease in strikes this year

Still lower

The Director-General of Manpower, Dr Piet van der Merwe, could not be

contacted yesterday for comment on the figures

But senior Department of Manpower officials argue that the man-days lost per 100 workers through strikes in South Africa are still lower than in other Western countries and that there is no cause for alarm in the figures

They also argue that the department's methods of collecting strike information have become more sophisticated and that this may mean that strikes which were undetected in previous years are now reflected in official figures

According to the figures, last year saw 348 strikes and 48 work stoppages. None of these involved white workers. 56 involved coloured and Asian workers and the other 338 were by black workers.

The average length of strikes and stoppages — regarded by labour experts as a key indicator of strike activity — also increased slightly. While 2,44 man-days were lost per striker in 1981, last year's figure was 2,58

Wage demands

Strikes by coloured and Asian workers accounted for just more than one-sixth of the man-days lost

According to the department, 174 of the strikes arose from wage demands and another 21 from pay demands together with other issues.

Other key causes of strikes were disciplinary action by employers and issues such as union recognition and demands for automatic deduction of union dues

D. O. Spate 8/4/83
Cusa support for sacked workers

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JOHANNESBURG — The Council of Unions of South Africa (Cusa) yesterday expressed its support for the "victi-mised workers" in the recent Star newspaper dispute

workers — all members of the Media Workers Association of South Africa — who went on strike following the dis-missal of a worker who threatened the life of his supervisor

A spokesman for Mr Phiroshaw Camay, Cusa's general-secretary, said the coun-cil had followed the dis-pute with growing con-cern over the past two weeks, noticing "how the Star management esca-lated the dispute by allegedly attempting to dismiss union mem-bers"

The Southern African Society of Journalists said yesterday it viewed with grave concern The Star's dismissal of the employees and its refus-al to re-employ them

"Whatever the merits of the dispute and the strike which preceded the dismissals the SASJ does not believe the heavy-handed manage-ment response is condu-cive to sound labour re-lations" it said — SAPA

Star management re-fused to re-employ 209

152 (130) (143) 201 8/4/83

Cusa backs victimised Star strikers

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

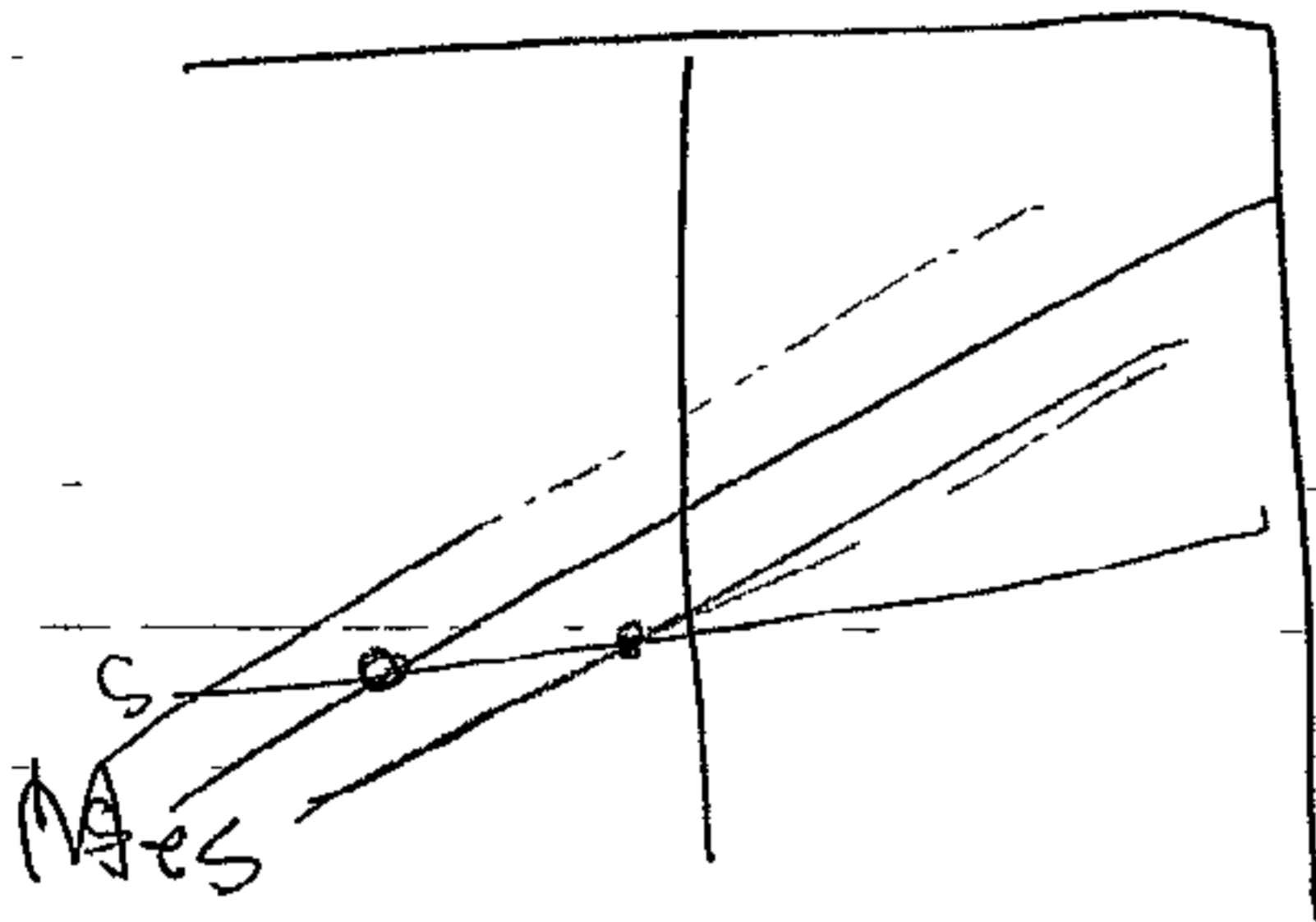
Mr Phiroshaw Camay, Cusa's general-secretary, said

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

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

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

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



1982 ⁽¹⁵²⁾ ^{RDM 2/4/83} the year of the strike in South Africa

By STEVEN FRIEDMAN
Labour Correspondent

MORE strikes and work stoppages took place last year than in any other year in recent South African labour history, according to official Department of Manpower figures

The number of workers taking part in strikes, the number of man days lost through them and the average length of strikes were all greater than in 1981, the biggest strike year since the new labour dispensation

This is revealed by an analysis of official strike figures released by the Department of Manpower in Parliament and in ministerial speeches

The record-breaking strike figures reveal that there were 394 strikes last year,

compared to 342 in 1981

More than 141 000 workers, none of them white, took part in strikes — an increase of around 50 000 on 1981. Over 365 000 man days were lost through strikes and work stoppages — a sharp increase over 1981's figure of 226 000

This means that, on average, around 1 000 workers were on strike each calendar day last year when incipient recession was expected to damp worker militancy, but labour observers believe there are signs of a sharp decrease in strikes this year

The Director-General of Manpower, Dr Piet van der Merwe, could not be contacted yesterday for comment on the figures, but senior Department of Manpower officials have argued that the

man days lost per 100 workers through strikes in South Africa are still lower than in other Western countries and that there is no cause for alarm in the figures

According to the figures, last year saw 348 strikes and 48 work stoppages. None of these involved white workers, 56 involved coloured and Asians workers and the other 338 were by black workers

The average length of strikes and stoppages — regarded by labour experts as a key indicator of strike activity — also increased slightly. While 2,44 man days were lost per striker in 1981, last year's figure was 2,58. Strikes by coloured and Asian workers accounted for just over one-sixth of the lost time

Steady upward trend

A total of 394 strikes and work stoppages occurred in SA last year, according to statistics compiled by the Department of Manpower. This is 52 more than the number recorded by the department in 1981.

In terms of official statistics, therefore, last year SA experienced the highest number of strikes and stoppages in its history. The year's total exceeds the high annual figures recorded by government statisticians for 1973 and 1974, when widespread labour unrest finally prompted government to reform its labour policies.

Black workers were involved in 338 strikes and stoppages last year, while coloured and Asian workers were involved in the remaining 56. No whites were involved in strikes. Of the strikes involving blacks, 174 arose solely from wage demands, while a further 21 resulted from wage demands coupled with other issues. Other strikes involving blacks resulted from matters such as disciplinary action by employers, conditions of employment other than wages and issues such as recognition and demands for stop-order facilities.

Senior government men say they are not particularly perturbed about the statistics, which reflect a steady increase in strike action in recent years (see graph). There are some good reasons for this. Firstly, the Department of Manpower appears to be doing a better job of gathering labour statis-

tics. Last year's figures may, therefore, reveal a more accurate picture than has been provided in the past, when official figures did not reflect many strikes.

Secondly, although it is noteworthy that so many strikes and stoppages took place during the year, of possibly greater significance is the fact that most did not last long.

Comprehensive statistics of the average duration of strikes and the number of working days lost during the year in the various industries and sectors have still to be released by the department. These figures will probably be included in the National Manpower Commission (NMC) report on labour relations in 1982 which will be available next month. But there are indications that, overall, the loss in man-days as a percentage of the total workforce is still much lower than that suffered in many Western nations. The NMC report may also indicate what effect the brief work-stoppage by thousands of workers in protest against the death in detention of unionist Neil Aggett

had on overall strike statistics for the year.

The view adopted by some senior government men is that an increase in labour unrest could have been expected at a time when black workers made use of collective bargaining rights granted to them three years ago. "There will always be disputes in labour relations," says Manpower Director-General Piet van der Merwe. He believes the short duration of most strikes shows that there is no cause for undue alarm.

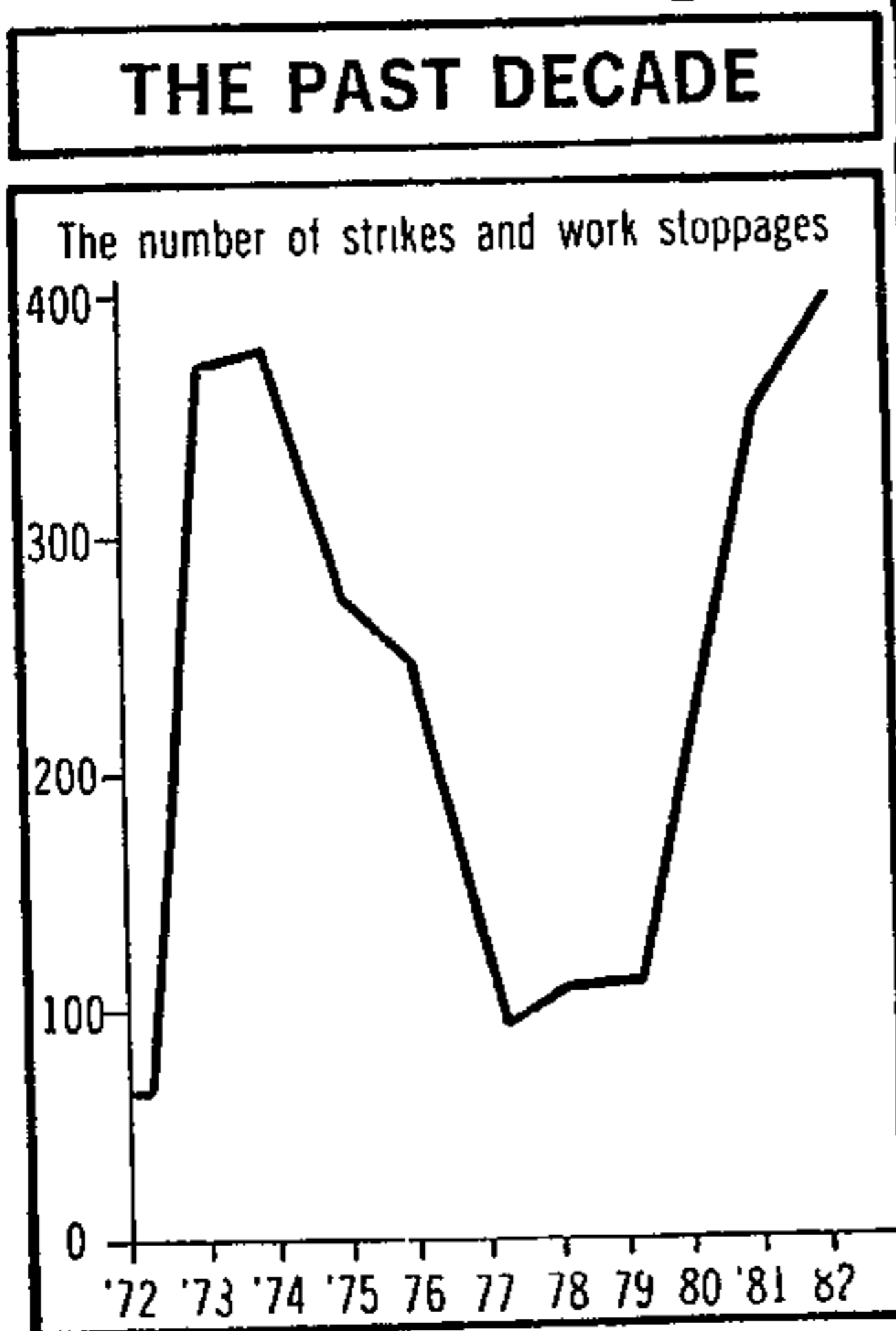
Some labour observers, however, have begun to worry about the fact that some disputes during the past six months have proved extremely difficult to resolve. The productivity of SA industries will obviously be harmed if this trend continues, along with a steady upward trend in the total number of strikes. In addition, the threat of police action — which can have a traumatic affect on relations between management and labour — becomes very real in protracted strikes.

It is not surprising, therefore, that increasing emphasis is being placed on resolving disputes as speedily as possible. Government recently amended the Labour Relations Act to streamline official dispute-setting procedures and to make these available to unregistered unions. Senior government men are also heartened by the increasingly important role that the Industrial Court is playing in resolving disputes.

Attempts are also being made in the private sector to establish an independent mediation service in SA to help disputing parties find common ground.



Black workers ... using their collective muscle



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396 strikes last year

Own Correspondent

JOHANNESBURG. — More strikes and work stoppages took place last year than in any other year in recent labour history, according to Department of Manpower figures.

The number of workers taking part in strikes, the number of man-days lost through them and the average length of strikes were all greater than in 1981, the biggest strike year since the new labour dispensation was introduced.

This is revealed by an analysis of official strike figures released by the Department of Manpower in Parliament and in ministerial speeches

The record-breaking strike fig-

ures reveal that there were 396 strikes and stoppages last year, compared to 342 in 1981.

More than 141 000 workers, none of them white, took part in strikes — an increase of around 50 000 on 1981

Over 365 000 man-days were lost through strikes and work stoppages — a sharp increase over 1981's figure of 226 000.

This means that, on average, around 1 000 workers were on strike each calendar day last year.

The Director-General of Manpower, Dr Piet van der Merwe, could not be contacted for comment on the figures.

According to the figures, last year saw 348 strikes and 48 work

stoppages. None of these involved white workers, 56 involved coloured and Asians workers and the other 340 were by blacks

The average length of strikes and stoppages — regarded by labour experts as a key indicator of strike activity — also increased slightly. While 2,44 man-days were lost per striker in 1981, last year's figure was 2,58

According to the department, 174 of the strikes arose from wage demands and another 21 from pay demands together with other issues

Other key causes of strikes were disciplinary action by employers and issues such as union recognition and demands for automatic deduction of union dues.

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More strikes but this ¹⁵² Mercury 9/4/83 'not abnormal'

Labour Reporter

LAST year's record number of strikes was not abnormal and reflected a balance of power in the labour market, Dr Piet van der Merwe, Director-General of Manpower, said yesterday

According to figures released by the Department of Manpower on Thursday more strikes took place in 1982 than any other year in recent labour history, with the average length of strikes and the number of man days lost being greater than in 1981.

Dr Van der Merwe said 1982 was not a bad year for labour relations and 'could have been far worse'.

He said that the number of strikes which had taken place was not an important indicator of the state of labour 'Compared with international statistics strikes in this country are relatively few and of a short duration'

Dr Van der Merwe also

said the increase in strikes between last year and 1981 was of a lower percentage than between 1980 and 1981.

'If it were not for amendments to labour legislation in 1979 I believe far more strikes would be taking place at the moment. Before 1979 strikes were the only option open to black workers, but now they are fully included in the new labour dispensation'

Mr John Pohl, deputy executive director of the Natal Chamber of Industries, said strikes should be expected while South Africa was in a stage of transition in the political and industrial spheres because 'new-found muscles were being flexed'.

It was to be hoped that as the sophistication of employers and employees developed people would talk more and strike less — but at the moment it was important for employers not to become paranoid about strikes and to learn to handle them

Mr Pohl said that because of the current state of the economy he did not expect much large scale strike action this year.

Practice strike offered to firms

Weekend Post Reporter
RENT-A-STRIKE, the joke of British satirical magazines, has become a reality in South Africa

Companies can now rent a strike to test their capability in handling the real thing

A Johannesburg-based human resources consultancy, the Contact Group, is offering to provide "simulated strike situations" which expose management teams to conditions they could face when dealing with a strike.

The consultancy says labour unrest and strikes are something South Africa has to live with and the question foremost in the minds of many management teams is how they will cope with the real thing

For many, the answer to this question has been established the hard way — having to deal with an actual strike and this can be a costly and daunting experience

According to Mr Rodney Wills of the consultancy, the benefit of the course to companies is that the experience provides the opportunity to get to grips with a strike situation without actually being involved in one with the accompanying risks, delays and expenses such situations could hold

Some union leaders have criticised this approach as being "stereotyped procedure" or an "anti-strike kit"

The managing director of the group, Mr Randall Falkenberg, disagrees

"Every incident of unrest is unique and we cannot attempt to provide employers with a stereotyped settlement procedure. The programme, Strike Management Simulation, is custom designed to specific companies and tests the decision making and inter-active skills of specific management teams," he said

The simulation consists of sequential and escalating incidents while participants are required to make decisions and take appropriate action. This takes place under time pressures, the innate pressure of the incidents themselves and with varying distracting elements

A characteristic of the simulation is that the strike situation becomes "real" for the people involved. The experience helps to identify weaknesses in industrial relations policies and procedures, so highlighting areas needing to be revised

The strike simulation is followed by a period of action planning in order to improve performance in critical areas

152
E. Post
9/24/83

Star 'no'

(152) to rehire
150 strikers

The Star's management yesterday told the black Media Workers Association of South Africa (Mwasa) that it was "with much regret" it was unable to re-hire any of the 209 union members who went on strike in March

This was in response to a union proposal that The Star take back "not less than 150" of the strikers

The Star's senior assistant manager, Mr Jimmy Mould, said "We gave serious consideration to Mwasa's proposal and we are deeply conscious the effect our decision will have on the lives of the 209 strikers

"In order to alleviate their plight we have tol the union that, as an issue entirely and completely separate from legal considerations, we are examining sympathetically whether we can make a special ex-gratia severance payment to those former employees who had considerable service with us"

Mr Mould said Mwasa's precipitous action on March 24-25 had "unfortunately painted Star management into a corner

"Despite repeated appeals from us and the union's executive, the workers chose to ignore the agreed negotiation procedures. In the end we were left with no alternative but to take the action we did," Mr Mould said

Out of the 209 dismissed workers, 67 had worked at The Star for more than eight years

Star 9/4/83

Journalists stay away from Star

Nine journalists of the black Media Workers Association of South Africa stayed away from The Star today in support of 209 other workers who, according to management, "automatically dismissed themselves" after a two-day work stoppage last month

A number of MWASA members did report for duty

Star management was not formally notified of any new stayaway until nearly midday. In response to a formal inquiry, MWASA stated that a resolution had been passed that "all members at The Star would go out on strike in solidarity" with those who had already gone. MWASA was requested to tell the nine striking journalists that an illegal stoppage would place their employment in jeopardy.

876/11/4/83

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Trade unions 'move away' from strikes to legal action

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THIS year, which seemed to be an increase in the number of legal actions were, more frequently to both the industrial disputes fight for workers and the union rights.

This new year was the subject of a recent publication, *Industrial Relations Trends*, by Prof Willie Bendix of the Stellenbosch School of Business and Mr Eddie Nicholson, a manager of an industrial relations practice.

They suggested that the business of labour relations was fast becoming equated with that of labour legislation because of the unprecedented number of labour-related cases heard by industrial and ordinary courts recently.

There had been some significant examples of this trend during the past year. In the Stag Packaging case a full bench of the Supreme Court overruled a lower court judgment and allowed seven workers, allegedly dismissed for trade union membership, to apply for reinstatement.

More recently members of Fosatu's Metal and Allied Workers' Union were granted temporary reinstatement at Stobar Reinforcing when the Industrial Court issued a status quo order after the union claimed the company had committed an unfair labour practice by dismissing all employees and selectively rehiring some of them.

And four Fosatu unions are presently awaiting a Supreme Court judgment after their appeal against a decision by the Minister of Manpower not to allow them to bargain officially for all race groups and to allow race to be one of the aspects of trade union registration.

Significantly the matter has been taken to court, rather than Fosatu unions protesting the decision by deregistering, as many observers expected them to do at the time.

Prof Bendix and Mr Nicholson believe that 'unions see industrial court action as an alternative to strike action and as a means of redressing traditional inequities and bargaining imbalances'. Trade unionists, however, especially those of the newer unions, see the matter differently.

Alec Erwin, the trade union federation's former general secretary and present national education secretary, does not think unions are using the courts as an alternative to strike action.

Legal action is just one of a range of strategies that unions have adopted to gain and ensure worker rights. Fosatu will only go for a court action if it is linked to a planned organisational drive.

It seems likely however that Fosatu unions will become more involved in Industrial Court cases in the years ahead. Their changed attitude towards union registration, which drew criticism from some unregistered unions, and the decision by some Fosatu unions, notably the Metal and Allied Workers' Union, to join industrial councils could lead to increased industrial court action in the settling of disputes.

Mike Morris of the unregistered, independent General Workers' Union agreed that the Industrial Court was just one strategy open to trade unions, but believed the current recession had led to the increased use of the court in settling disputes and protecting workers' rights.

'The economic climate has put unions on the defensive. This has pushed the Industrial Court, as a union tactic, to the fore.'

Mr Morris said some unions always resorted to the courts as a means of settling disputes, but believed this was due to a lack of organisation in the unions concerned.

For some unions the court is the only weapon they have.

It is important to remember that the status of the Industrial Court is ambiguous at the moment. Unions are therefore testing it all the time, and testing new labour legislation, for example unfair labour practices, by taking it to the Industrial Court.

Durban lawyer Richard Lyster, who has represented trade unions in legal disputes, believed the creation of the Industrial Court was an attempt by the Government to come to terms with 'what is perceived as a move away from traditional and reactionary labour practices'.

'The carrot of the Industrial Court, of temporary reinstatement orders, of orders for payment of wages after dismissal, is held out to worker and union alike to persuade them to deal with their disputes in a court of law rather than by striking.'

Mr Lyster said recent decisions from the Industrial and Supreme Court had dismissed some perceptions of them as being tools of management and of having an establishment bias in their decisions.

He warned, however, that 'it would be naive to believe that the union movement does not perceive the Industrial Court clearly in its South African context, that is as a functionary of the State aimed at maintenance of the status quo and the steady growth of capital'.

Star workers go on strike

Sowetan
11/4/83
152

By MONO BADEI

BLACK workers at the Star newspaper are to strike in sympathy with the 210 sacked members of the Media Workers' Association of South Africa (Mwasa).

All Mwasa members, including journalists, went on strike as from Saturday. The resolution for the strike at The Star was taken at the DOCC, Soweto on Saturday afternoon. The meeting assigned delegates from other newspapers to formulate a strategy to give solidarity to the Star staff.

The strike follows

talks between Mwasa and The Star management over the dismissal of 210 workers who went on strike two weeks ago, when a co-worker was dismissed for alleged misconduct which ended in a stalemate.

The Southern Transvaal region of Mwasa supported the decision and demanded the unconditional reinstatement for the dismissed workers. The resolution concluded that "we also realise that this is a Satu and Mwasa fight with Satu enjoying the full support of management".

Seemingly quiet but workers ¹⁵²shake their fists in 1982

TO many, 1982 must have seemed a relatively quiet strike year.

There were two major disputes which received considerable attention, in the Port Elizabeth docks and East Cape motor industry, but less of the major strikes which dominated headlines than in previous years.

But official figures show that last year was a bigger strike year than 1973, itself possibly the biggest strike year since the War.

None of the strikers were white.

There were 394 strikes and stoppages last year, slightly up on the 1973 figure.

What is more significant is that 141 000 workers took part in strikes, nearly 50 000 more than in 1973.

And the most significant figure of all, the number of man days lost to the economy, was more than 365 000, which means an average of 1 000 workers were on strike each day. This, too, is a large increase on previous years.

Strikes were on average slightly longer than in 1981, itself a key indicator.

The figures are all the more significant because last year saw the beginning of the recession and recessions generally reduce strike activity.

So to some extent strikes have become a commonplace. To many, this may seem appalling. But in one sense it is a healthy sign.

Strikes are an integral part of a free labour system — our strike figures are not yet as high as those of many Western countries. If employers are entitled to fire workers, workers are entitled to withhold labour from employers.

If anything, last year's figures were a telling argument for scrapping all anti-strike laws. Firstly, they show strikes will occur whether or not the law allows them.

And, if one of the biggest strike years can occur with so little of the chaos and dislocation that worker militancy is supposed to bring, the dangers of strike action cannot be as great as they are alleged to be.

But the figures do confirm forcefully that black worker militancy is becoming a major force and that pressure on the authorities and on employers to accommodate black worker demands is growing.

That pressure will probably abate as deepening recession takes its toll — there are already signs of a sharp drop in strikes this year — but this will be only temporary.



Labour Week

By Stephen Friedman

1980 and 1981, with both arguing that registration should be "neutral" and should not exercise control over unions.

In 1981, the Government's National Manpower Commission began investigating registration and it has been assumed that it would recommend this change.

But there is still no sign of the NMC report and the commission was recently accused of dragging its feet.

Metal unionist Mr Ike van der Watt warned that the need for the expected overhaul was "urgent". He believes it might persuade black unions to join the same official bargaining bodies as established unions.

Why the delay? There is only one labour lobby which supports the present system — the bulk of the established registered unions. Mr Van der Watt pointed out that the system aids them by enabling them to keep rival unions out.

Is this lobby, whose factory influence is limited but which is represented on the NMC, being allowed to delay reform?

NINE MWASA REPORTERS AT STAR ON STRIKE

NINE journalist members of the Black Media Workers' Association of SA stayed away from The Star yesterday in support of 209 other workers who, according to management, automatically "dismissed themselves" after a two-day work stoppage last month.

Other Mwasa members reported for duty. Star management was not formally notified of the stayaway until nearly midday. In response to a formal in-

quiry, Mwasa said a resolution had been passed that "all members at The Star would go out on strike in solidarity" with those who had already gone.

Mwasa was requested to tell the nine striking journalists that an illegal stoppage would place their employment in jeopardy — Sapa

TE
WINN

Journalist

(S)

Why Mwasa writers returned to work

18 APR 1964
Star

The Star's nine black Mwasa (Media Workers' Association of South Africa) journalists who stayed away from work for three days last week returned to the office on Thursday at the directive of the union's national executive council

In a statement today, the journalists said that

the decision to return was not in any way influenced by The Star management's ultimatum to return to work by Thursday or lose their jobs

The decision to return to work was taken before the ultimatum was received by the journalists, said the statement

Retrenchments lead to stoppage

19/4/63
Labour Reporter

152
Mercury
35
ABOUT 160 Port Natal Administration Board construction workers who stopped work at the Kwa Ndengezi construction yard near Pinetown last week when they learned that 70 of their colleagues were to be retrenched, are expected to return to work today.

Some of the men said they believed that members of the South African Allied Workers' Union were being victimised because all the workers facing retrenchment belonged to the union.

The Administration Board's Director of Works, Mr Leon van Rensburg, denied this, saying the union was not officially recognised and the board had no idea who belonged to the union.

Mr van Rensburg said because of a cut-back in funds from the Department of Co-operation and Development, more than 200 workers employed by the board at Natal sites

would have to be retrenched at the end of this month.

'We are trying to place them in other Administration Board jobs', he said.

A meeting had been held with a workers' committee yesterday, he said, which he believed had settled the issue. He expected workers to return to the construction yard today.

In January more than 300 PNAB workers were put on short time in anticipation of decreased funds.

Uitenhage townships and would soon present a R300-million blueprint for the provision of new services and the upgrading of existing services to the Cabinet. It is my personal view that the problems in the East London-Border area will have to be solved in order to solve problems in the Port Elizabeth-Uitenhage area.

"We will therefore have to look at development in the East London-Border area that will stimulate the economy in the region and create enough employment to stop people east of the Fish River moving west of the river to look for jobs," he said.

He would now investigate ways of improving the situation in the East London-Border area, which also includes the Transkei and Ciskei according to the original assignment by the Government.

The East Cape Administration Board would make an office available for him in East London.

Asked whether he would use the same strategy in planning improvements in the East London-Border area, Mr Rive said planning would be determined by the money available for his R300-million project for the Port Elizabeth-Uitenhage area.

"I will have to use a different modus operandi," he said. Mr Rive said he had approached several overseas investors for capital for the Port Elizabeth-Uitenhage project. "Some reacted very positively but in other instances there was a big political resistance to investing money in South Africa," he said.

Until overseas capital was available the Government would make bridging finance available so the R300-million project in Port Elizabeth and Uitenhage could be started.

Mr Rive said the amount of bridging capital would depend on how soon overseas money became available. "If we get overseas money soon the amount for bridging capital will obviously be considerably less," he said.

Editor pays photo fine

BLOEMFONTEIN — The editor of Die Volksblad, Mr Jacob Hendrik van Deventer, today paid a R100 admission of guilt fine for publishing a photograph of Dr H F Verwoerd's assassin.

The fine was paid on behalf of Nasionale Koerante Bepker. The photograph appeared in its July 10 magazine supplement, "By," last year, without the permission of the Commissioner of Prisons.

The company was charged with publishing a photograph of Demitrio Tsafendas, a parliamentary messenger at the time of Dr Verwoerd's murder and subsequently a State President's patient. — Sapa

Mwasa talks deadlocked

THE dismissal of 209 members of the Media Workers' Association of South Africa employed by The Star was considered yesterday by Mwasa's national working committee and newspaper managements.

After the talks it was agreed that no further progress could be made.

A representative of the Argus Company confirmed that The Star would not re-employ any of the sacked workers.

A representative of Mwasa said the position adopted by the newspaper had created an imbalance in future relations between the two.

The committee agreed that all parties would work urgently towards finalising formal disciplinary and grievance procedures at plant level. — Sapa

Gang robs 'gullible' man

A MULTIRACIAL gang of six men pinned a Pretoria man to the ground and robbed him of R1 500 after faking an argument to lure him into a block of flats.

Mr F D Changion of Millar Road, Queenswood, told police that on Friday afternoon he drew money from a bank and, while walking along Van der Walt Street, was approached by a man who told him there was trouble in a nearby block of flats.

Mr Changion said he saw two men seemingly arguing in the grounds of the flats. As he approached them he was attacked. — Sapa

Cashier is sued by Tote

Mall Correspondent
DURBAN — A teenage cashier and ticket seller at a Tote office was sued in the Supreme Court, Durban, for repayment of R34 900 he spent on racehorse bets.

The youth, who is under 18 and cannot be named, did not defend the action.


The Totalisator Agency Board claimed that about September 11 last year the teenager stole or misappropriated the money by issuing to himself betting tickets worth R34 900, which he failed to pay.

Settlers total 3 944 for month

A TOTAL of 3 944 immigrants entered South Africa last July, according to figures released in Pretoria yesterday by the Central Statistical Services office.

During the same month, 526 people left the country. Visitors to South Africa last July totalled 44 382 while 48 694 South Africans visited foreign states. — Sapa

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Star, Mwasa discuss strike

11.9 APR 1983

SOWETAN

THE Dismissal of 209 members of the Media Workers' Association of South Africa (Mwasa) employed by The Star was considered yesterday by the national working committee of Mwasa and newspaper management.

After discussion of the issues concerned it was agreed that no further progress could be

made on the particulars before the committee

A representative of the Argus company confirmed that The Star was not able to agree to employ again any of the workers who were dismissed

A representative of Mwasa stated that the position adopted by The Star had thrown future relations between the

parties into an imbalance

The committee agreed that all parties would work urgently towards the finalising of formal disciplinary and grievance procedures at

plant level. The committee also agreed that there was a need for an extension of the learning process by both management and Mwasa towards sounder labour relations in the future

— Sapa

20/4/87 E. Post.
Useful guide
to dealing ⁽¹⁵²⁾
with strikes

Business Editor

THE Midland Chamber of Industries has published a valuable guide titled *Strikes — Causes, Processes and Outcomes*

Compiled by industrial relations post-graduate student Miss Lucia Hernandez the booklet "attempts to present a framework for the understanding of strikes by identifying the major sources of conflict, and some of the most important factors which may influence the processes and outcome of strikes"

The five-stage model upon which a developing strike-situation is detailed begins with the "conditioning factors" which may affect the probability of a strike

It then progresses to an account of the most likely *direct* causes or "triggers" to a strike (with a warning that while the issue which triggered the strike is often given as the reason for the dispute, it may be necessary to identify a basic, or underlying cause)

The third stage of the model identifies those factors which may either inhibit or facilitate strike action, the fourth stage assumes a negotiation process

Finally the model distinguishes between three types of outcomes "substantive outcomes" — usually in the form of wage gains, "procedural outcomes" — which relate to future industrial relations procedures to be followed in the event of further conflicts, and "industrial relations" — or the employer/employee climate, which may improve or deteriorate as a consequence of the strike

For those employers reluctant to negotiate with unions or concede the right of employees to strike the MCI has the following admonition

"One of the fundamental principles of democracy is that of freedom. Since the freedom to contract also requires the freedom to reject a contract offer, the right to negotiate and the right to strike are closely related

"The negotiation process is the arena where the conflicting interests and goals of the parties are acted out and confronted directly (and) if we value collective bargaining and a free expression of conflict, then strikes should be seen as natural, necessary and accepted components of a collective bargaining system"

Having noted this, the booklet warns that free collective bargaining or the strike should not be viewed as "absolute, or unconditional rights" since the exercise of these rights can conflict with the interests of the larger society

Employers concerned to reduce the potential for conflict would find the chapter dealing with "strike causation" particularly illuminating. Among the factors listed in the booklet are such self-evident issues as the economic cycle, and a comprehensive list of factors perhaps not quite as self-evident, including

- The collective bargaining structure

The more decentralised the collective bargaining structure the higher the incidence of strikes (that is, the more bargaining units that exist, the more opportunities there are to strike)

- Level of trade union legitimacy in society

The more the trade union movement is integrated into society and accepted as a legitimate partner in economic decision-making and planning at both the enterprise and the national governmental levels, the lower the strike activity

- Inadequate decision-making power at the negotiating table

Bargaining with a representative who lacks the required authority to make firm commitments may lead to a breakdown in negotiations

The booklet is available to members and non-members of the MCI and inquiries may be made to the Industrial Relations Division, MCI, Box 2221, Port Elizabeth 6000, or ☎ (041) 54 4430

Handwritten notes: *very relevant. Lucia Hernandez*

PRESS DISPUTE

152 FM 22/4/83
The dispute between *The Star* newspaper and the Media Workers' Association of SA (Mwasa) continues.

At a meeting earlier this week, the parties failed to find a solution to the impasse which has resulted from the dismissal of 209 black workers at the newspaper last month. The workers were fired for having taken part in a two-day work stoppage (*Current Affairs* April 15).

Mwasa leaders are seeking the reinstatement of those dismissed, but they were told at the meeting that the newspaper would not re-employ the strikers.

The Star's management is, however, considering the possibility of granting some form of severance payment to dismissed employees who had worked for the newspaper for a long time. About a third of the dismissed workers had worked for *The Star* for eight years or longer.

Meanwhile, many Mwasa members employed on other publications are still displaying little enthusiasm for a sympathy strike. Some say, however, that they are considering "alternative strategies" to persuade *The Star* to change its stand.

~~1111~~ ~~1111~~
152

300 workers down their tools

26 APR 1983

SOWETAN

MORE than 300 workers yesterday downed tools at Premier Paper (Pty) Limited in Kliprivier, near Alberton, demanding the reinstatement of a fired colleague and better wage increases.

The workers are all members of the Federation of South African Trade Unions (Fosatu)

affiliated Paper, Wood and Allied Workers' Union (Pwawu). The company's premises were deserted yesterday afternoon as workers congregated with union officials outside the gates.

A company spokesman, Mr Coenie Meyer, said. "A work stoppage of 300 employees of the Kliprivier mill of Premier Paper, part of the Nampak group of companies, occurred at 6 am today (Monday). Workers arrived for the first shift and did not report for duty. The management of the mill has been negotiating with the local plant shop stewards and the union's full time representatives and the negotiations are still proceeding."

26 APR 1985
**350 strike
at firm**

An entire black work-
force of 350 downed tools
yesterday at Premier
Paper (Ltd) in Kliprivier,
near Alberton.

A spokesman for the
union said workers
downed tools after man-
agement had given selec-
tive pay increases to only
a few workers.

"The workers also
downed tools in sym-
pathy with a colleague
who was dismissed with-
out a shop steward being
present," he said.

The company said it
would negotiate only
when the workers re-
sumed work.

(152) (194) (194) 26/4/82
350 go on strike at Barlow firm

Labour Correspondent
PREMIER PAPER, the first paper employer to agree to negotiate wages with a union outside an official industrial council, was hit by a strike at its Kliprivier mill yesterday

About 350 workers downed tools over a wage dispute and by late yesterday the strike appeared to be continuing. The company is a subsidiary of the giant Barlow Rand group

A source in the Federation of SA Trade Unions' Paper, Wood and Allied Workers' Union, which Premier recognises, said yesterday that the workers downed tools because some had received "unilateral" increases from

management while others had not

According to the union, workers are also unhappy because management told them that the union had agreed to the decision to award increases to some workers only. "This is totally untrue," the source said.

Attempts to contact Premier management were unsuccessful yesterday. The Rand Daily Mail was told that the mill's managing director was at a meeting

According to the union source, workers have been "unhappy" since the company agreed to only a 13% wage increase during negotiations late last year

The source alleged that Premier was "a very profitable company which has not been affected by the recession"

He said discontent had flared this year when the company gave increases to workers in some wage categories but not in others. This had happened twice, the last such rise being granted last week

"Workers say that if the company can afford to give some of them increases, they can afford to give them to everybody"

The source alleged workers were also unhappy about "briefing sessions" within the

company "where workers are told that the union has agreed to things which it did not agree to"

They also alleged that the company had agreed to award a night-shift allowance, but had not done so

Workers downed tools yesterday morning and, in talks with the union, Premier reportedly said it needed time to consider workers' demands and suggested that they return to work pending a management decision

But, according to the union, workers refused to return "unless they are given something before they do so"

192 ~~198A~~ ~~198B~~ RDM 27/4/83

Mill strike enters third day

ALL 350 black workers at the Premier Paper Mill at Klipriver near Alberton stayed away from work for the second day yesterday

A spokesman for the Paper, Wood and Allied Workers Union said they would not return to work until management was prepared to discuss their demands, including improved wages and the reinstatement of a colleague who was dismissed for allegedly sleeping on the job

The mill is being run by a skeleton staff of white workers at present

The PWAU spokesman said Premier Paper had given differential increases to 50 of the 350 workers, saying PWAU was aware of and had approved the increases.

"In March management decided to give certain categories of workers, mostly from the higher levels, increases of between 30 and 40c an hour and they told the workers PWAU had negotiated and accepted the increases

"We rejected the increases when we heard about them from one of the company's management in December,"

"The workers feel the lowest paid workers should get more of an increase and the differential increases are in direct contradiction to this"

Another demand is for a night shift allowance, which management agreed to in principle in 1982

No comment was available from management yesterday

Premier Paper Mill's management and union officials met yesterday afternoon to try to break the deadlock — Sapa

Six
strikers
held

— union

Labour Correspondent

SIX members of the African Food and Canning Workers' Union were yesterday arrested in Queenstown and will face Intimidation Act charges in court this morning, their union said yesterday

The workers were all involved in a strike at a co-operative creamery in the town, which attracted attention when AFCWU alleged that workers had been assaulted by foremen before the strike and that one had been shot in the leg

Yesterday, a police spokesman in Queenstown denied all knowledge of the arrests

AFCWU members at the Eastern Cape Agricultural Co-operative Creamery struck recently, and all were fired According to AFCWU, the six arrested workers are members of the union who worked at the creamery

The union alleged at the time of the strike that foremen had assaulted workers, which the creamery denied

At the time of the strike, the union's chairman at the creamery, Mr Tandi Madikane, was arrested and charged under the Intimidation Act with one other worker, but these charges were subsequently dropped, according to the union

But it says Mr Madikane was arrested again yesterday, together with five other workers — Mr Zanemvula Tyholo, Mr Tayitele Mjongile and three others whose full names are not available

It said it had learned they were due to appear in court today to face intimidation charges

According to AFCWU, several of the fired strikers, including Mr Madikane, have been questioned for up to five hours by police in the past week.

It said most of the strikers fired by the creamery had been replaced by new workers but that some had returned to work

"Only those who had been working there for a short time have returned and the longer-service workers are still refusing to do so," a union spokesman said

227
154
177
177
P52

Smiling despite the downpour, Prince Charles and Princess Diana wait through heavy rain in New Zealand, yesterday before going on to Christchurch, South Island. The Royal tour ends on May 4.

28/4/83
Expelled leader hits out

By BRUCE STEPHENSON
 London Bureau

PARIS — Mr Andreas Shipanga, the president of the breakaway South West African political party, Swapo Democrats, who has been expelled from the United Nations conference on SWA, yesterday condemned the conference as "a meeting of the Swapo political bureau"

Two UN security guards escorted Mr Shipanga from the headquarters of the United Nations Educational and Scientific Council (Unesco) in Paris on Tuesday afternoon after some delegates from the 126 countries represented complained to the UN secretariat

The conference spokesman, Mr Cornel Mettermich, said Mr Shipanga was expelled because he was wrongly registered as a delegate instead of a visitor and was found lobbying on the floor of the conference, which a visitor was not allowed to do

Asked to comment on Mr Shipanga's expulsion, the leader of the Democratic Turnhalle Alliance, Mr Dirk Mudge, said in Windhoek. "It is no surprise to me Mr Shipanga should have known that Swapo would not tolerate any of the internal party at the conference"

28/4/83
Mill strike threatens to spread

By STEVEN FRIEDMAN
 Labour Correspondent

THE strike by about 300 workers at Premier Paper's Kliprivier mill continued yesterday — and threatened to escalate as the Federation of SA Trade Unions' shop stewards' council at Barlow Rand companies planned a meeting to consider action in support of Premier workers

Fosatu said yesterday it had suggested a mediator be called in to settle the dispute but Premier's management had rejected this

And Nampak, Premier's parent company, said in a statement yesterday it was always willing to discuss worker grievances including pay problems, but only after strikers returned to work

The company, part of the Barlow Rand group, was the first paper employer to agree to negotiate pay with Fosatu's Paper, Wood and Allied

Workers' Union outside an industrial council

It said workers had gone on strike without using the dispute procedure in its recognition agreement with the PWAWU but added that it hoped it would continue to have an "effective relationship" with the union, despite the strike

Workers downed tools on Monday after Premier awarded extra pay rises to some workers and not others. They are demanding rises for all workers

The PWAWU says workers are also angered at the 13% rise granted them last year. It says it refused to agree to the 13% during pay negotiations last year

Yesterday the dispute remained deadlocked, with Premier refusing to discuss worker demands until they returned to work and workers refusing to return until

the company discussed their demands

A union representative said yesterday the PWAWU wanted a mediator called in as "Premier breached the recognition agreement by unilaterally raising wages"

He claimed Premier had rejected this because it said it did not want third parties called in

Nampak said relations between Premier and the PWAWU had been "trouble-free" from the time it recognised the PWAWU in July, 1981, until this week's strike

It said Premier had, in accordance with group policy to pay the rate for the job, carried out a "systematic job evaluation exercise" in 1982

Since then, it had been working towards "removing anomalies from the pay system" and this had led to 48 of its 350 workers receiving increases

The statement said the PWAWU had been "informed of this action in advance" but implied it had not agreed. It said management had "always reserved the right to establish and maintain an equitable pay structure"

Last night Mr Enoch Gdongwana, chairman of Fosatu's Barlow Rand shop stewards council, said he was calling a council meeting to discuss joint action

He claimed Premier had breached its agreement with the PWAWU and that this, together with other disputes between Barlow Rand companies and Fosatu unions, showed that "the Barlow Rand employment code is nothing but a hollow pretension"

He condemned Premier's "intransigence" and called on Barlow Rand to "clarify its stance" on the company's attitude

'Live' rail lines set for 1985

Mail Reporter

WORK on the electrification of railway lines between Port Elizabeth and Johannesburg should be completed by June 1985

South African Transport Services said the phase between Bloemfontein and Noupport, linking up with De Aar, would cost R22-million

28/4/83
White miners seem split on eve of key pay talks

Labour Correspondent

KEY pay negotiations on white wages in the mining industry resume today with union members apparently split on whether to accept a Chamber of Mines offer of an 8% pay rise

Unions have demanded a 13.1% increase, together with increases in fringe benefits which mine employers say would increase union demands to nearly 23%

The Chamber originally refused to make unions an offer until they "moderated" their demands, but, at a meeting two weeks ago, offered mine union men an 8% rise on standard pay rates and a 1% increase in employer contributions to the Mine Employees' Pension Fund

Unions have been taking this offer back to their mem-

bers and are due to give the Chamber their answer at a meeting today

Unionists believe the outcome of the mining talks could have a key bearing on the current metal industry pay talks

Yesterday the chairman of the Confederation of Associations and Mining Unions, Mr Arrie Paulus, refused to say what white workers' reaction to the offer had been

"I am not going to follow the route the Chamber has taken, which is to negotiate through the Press before we have reached agreement," he said

But a union source said the reaction of unions and white workers to the Chamber offer had been "mixed"

Some union executives believed the offer should be accepted while others did not. Some had had telegrams

from regional committees urging them to hold out for more

Among workers the reaction "seems to have followed a regional pattern". In some mining areas, workers believed the 8% was all they were likely to win in the negotiations, while others favoured holding out.

"It will only become clear tomorrow when the caucus meets what stance we will take," the source said

A mine unionist said yesterday a key issue persuading some unions to hold out for more was their demand for an extra week's leave

Observers believe it is likely that the mine negotiations will result in the confrontation as last year when the dispute between the Chamber and the unions was settled on the eve of a strike ballot

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RDM 29/4/83

Premier Paper mill strikers face dismissal

Labour Correspondent
THE strike at Premier Paper's Klhprivier mill threatened to become more serious yesterday as Premier warned strikers they would be fired if they did not return to work this morning, and their union said workers would ignore the deadline

At a meeting with workers yesterday Premier said it would discuss a range of grievances once workers returned, and made one concession to worker demands

But it also announced the return-to-work deadline and said it "reserved the right" to cancel its recognition agreement with Fosatu's Paper, Wood and Allied Workers' Union

But after the meeting a union representative warned that, if workers were fired, Pwawu would institute court action against Premier, charging it was guilty of an "unfair labour practice"

She added that Premier workers would continue with plans to meet workers from other Barlow Rand factories at the weekend — Premier is a Barlow Rand company — to ask for their support in the dispute

"Workers rejected Premier's conditions because it did not make a firm undertaking to raise wages

"They say it is making massive profits and has been unaffected by the recession

but is trying to use retrenchments elsewhere to force workers, most of whom are migrants, to agree to its terms. They will not return until they are granted an increase"

She said the company had again rejected union suggestions that it agree to mediation or arbitration of the dispute

The strike began on Monday and was sparked by management's decision to grant increases of 30c to 40c an hour to 46 of its 350 workers. But workers have raised several other demands since the strike began

A statement by Premier's parent company, Nampak, yesterday outlined its stance at yesterday's meeting with workers which, it said, had been held with union agreement.

It said it undertook to ensure delays in pension payments to workers be decreased to "a maximum of three weeks" and to investigate with worker representatives the case of a fired worker

On wages, it said it would hold talks with worker leaders "concerning all aspects of a possible mid-year increase" and would introduce a shift allowance from January 1 next year

The union claims only the promise to pay out pensions is a concession by the company.

STRIKES FM 29/4/83 (152)

South African employers often face justifiable criticism of their industrial relations policies. However, a publication issued by the Midland Chamber of Industries reveals just how sophisticated the thinking of some employer organisations has become on IR issues.

Strikes — causes, processes and outcomes, is the title of the booklet which provides a thoughtful and enlightened approach towards this difficult subject. It is worth noting that this publication has been issued by an employer body based in the eastern Cape, where managements face extremely complex IR challenges.

"Free collective bargaining has its roots in values and doctrines that are important to a democratic political system as well as the economic system of free enterprise," says the booklet. "One of the fundamental principles of democracy is that of freedom. Since the freedom to contract also requires the freedom to reject a contract offer, the right to negotiate and the right to strike are closely related."

It acknowledges the inherent conflict of interest that separates workers and employers and says the negotiation process is the arena where the conflicting interests and goals of the parties are confronted

directly. It argues that the existence of the right to strike, or the right to pursue claims through some strike alternative, is important. This serves as an expression that employees and employers have a legitimate right to pursue their goals in collective bargaining and to openly express their conflicts of interest.

"Thus, if we value collective bargaining and a free expression of conflict, then strikes should be seen as natural, necessary and accepted components of a collective bargaining system. This means that strikes cannot be viewed as a breakdown, pathological symptom or a malfunction of the system."

The booklet does point out, however, that one must be careful not to view free collective bargaining or the strike as absolute unconditional rights. The exercise of these rights can, of course, conflict with the interests of the larger society.

The booklet makes the point that strikes are highly complex events, and it offers a model of strike causation, processes and outcomes to help people to distinguish between different stages of a strike. It also emphasises that a distinction must be made between an issue which provokes a strike — the immediate cause — and the basic, or underlying cause.

The chamber expects the booklet will be of particular interest to small companies which do not have an IR department.

29 APR 1983

Women workers on strike

By Kulu Sibuya

Twenty-one women employees of a jewellery firm in Wynberg, near Sandton, today went on strike alleging appalling working conditions.

The women work for Crown Gold Jewellery and claim they are being paid a weekly basic wage of R20.

They also complain of poor working conditions.

Bearing placards, the women converged on the offices of the leader of the Alexander Liaison Committee, the Rev Sam Buti, to seek his intervention.

A senior official in the firm who declined to be named said the strikers were over-reacting.

Firm defines standpoint

By SELLO RABOTHATA

NAMPAK yesterday released a statement outlining the company's standpoint in connection with the work stoppage at Premier Paper Mill in Kliprivier as 350 workers failed to report for duty for the fourth day.

A spokesman for the company said by yesterday morning management and members of the Paper, Wood and Allied Workers' Union

(Pwawu) had reached a deadlock on negotiations. The workers went on strike demanding improved wages.

The statement released by Mr V Frittelli, public relations officer for Nampak said "The company concluded a recognition agreement with Pwawu on July 31,

1981, and until the present stoppage, relationships between the parties have been trouble free "

Mr Frittelli also said the company's management earnestly hoped that it would continue to have an effective relationship with the union in future

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PRICE

Sowetan
STRIKE GOES ON

HAMILTON *29 APR 1983* *152*
THE 350 workers who are on strike at the Premier Paper Mill in Kliprivier, near Alberton, stayed away from work for the third day with management calling them to return while negotiations are underway.

A spokesman for Nampak, Mr V Frittelli said management at the company was always willing to discuss and negotiate any grievance brought to its attention by personnel, providing that the personnel continue with their normal duties while discussion is underway. This has always been and remains the policy of the company.

The workers downed tools on Monday demanding improved wages and the reinstatement of a colleague who had been dismissed for sleeping on the job. The company is said to have given differential increases to 50 of the 350 workers, saying their union, Paper, Wood and Allied Workers' Union (Pwawu) had approved the increases.

A spokesman for Pwawu earlier said workers would not return to work until management was prepared to discuss their demands. At lunchtime yesterday, all the 300 workers had still not reported for duty. However, negotiations between management and the union representatives are continuing.

It's a Strike!

By Sheryl Raine

The major emphasis in industrial relations has till now been on laws as well as bargaining and conciliation mechanisms for resolving strikes already in progress, according to Dr Erik Schmiki of Unisa's School of Business Leadership (SBL).

Useful as this approach may be, the cost involved and the disruption of the economy as a result of strikes in the past five years has been substantial.

Dr Schmiki and a team of researchers, with private enterprise backing, have developed a mechanism to help industrialists identify possible causes of strikes so they can act immediately to defuse worker-discontent.

The SBL Industrial Barometer consists of 137 questions, 47 of them open-ended, and is divided into 13 sections which cover all aspects of the workers' environment.

"White employers tend to project onto black workers what the white employer thinks his work force's needs and aspirations are. Employers are often guided by erroneous instinct in anticipating or interpreting



... and it drags on, despite laws and bargaining procedures, helpful as they may be. Now a new attempt is being made to identify causes of strikes in the hope that the disease and not only the symptoms can be dealt with.

worker dissatisfaction," said Dr Schmiki.

The emphasis on open-ended questions in the questionnaire is designed to probe the motives behind worker-discontent and to suggest areas where action is needed.

Two areas which received much attention in the questionnaire because of their proven importance to workers were, firstly, pay, increases and bonuses and, secondly, fringe benefits.

Also high on the list of priorities were race relations and discrimination, supervisor-employee relations, company rules and the work-place.

Transport workers, representative committees, unions, sickness benefits, training and work-force development were also probed.

"The questionnaire was developed after experimenting with an American questionnaire in the South African industrial con-

text," said Mrs Par van der Reis who works for the CSIR's National Institute of Transport and Road Research and helped to develop the barometer.

SPR 152

"We found that there were many words and terms which black workers misunderstood. Words like communication, red-tape, fringe-benefits, induction, training and feedback we found to be problematic.

"Long, complicated questions and large choices of answers also presented problems.

"Overseas, surveys can use an 11-point rating scale in the answers to a question. We found that in South Africa we should limit ourselves to about three choices to achieve the best results.

"When writing the questionnaire for the industrial barometer we were able to eliminate most of the problems highlighted in the American survey," said Mrs Van der Reis.

Dr Schmiki said "When the barometer is applied in a particular company, a scientifically selected sample of workers is used. Workers are drawn from all levels of employment and educational qualifications.

"Questionnaires are completed during 40-minute interviews between a worker and an experienced external interviewer."

It was important that neutral interviewers be brought in from outside. A pool of black interviewers who speak the same language as workers interviewed is being built up.

Survey results are computer-analysed, and a diagnostic report together with the general results are presented to the company concerned.

And the cost of taking a reading of industrial development?

"It costs about R6 500 to survey a sample of 100 to 130 workers, and about R11 000 to R14 000 to survey between 200 and 300 people," said Dr Schmiki.

"But, it's better to spend R6 500 on determining worker-dissatisfaction than to lose thousands or even millions of rands a day in a strike."

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.

gulator

- 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

(192) (194) (194) RDM 30/4/83

Strike at Premier takes new turn

By STEVEN FRIEDMAN
Labour Correspondent

THE strike at Premier Paper's Kliprivier mill escalated dramatically yesterday when the company announced it had cancelled its recognition agreement with the Paper, Wood and Allied Workers' Union — an affiliate of the Federation of SA Trade Unions

Premier, a Barlow Rand company, was the first paper employer to agree to negotiate wages with PWAU outside an industrial council. Its move follows a five-day strike sparked by the granting of pay rises to 48 of its 350 workers

It claims the union has shown "utter disregard" for the agreement

Union comment could not be obtained yesterday, but the move could spark off a major battle between Fosatu and Barlow Rand

PWAU has already

threatened industrial court action against the company and Fosatu's Barlow Rand shop stewards' council is to meet at the weekend to consider calls for action in support of Premier workers

Premier also said it had extended a return-to-work deadline for strikers from yesterday to Monday morning. Workers who did not return then would be fired

PWAU claims Premier broke the agreement by granting rises "unilaterally"

and says workers will not return until they are granted a rise. It claims the company is unaffected by the recession and can afford to pay workers additional increases

Premier's managing director, Mr Mike Walmsley, said in a statement yesterday it had "become impossible to continue the formal relationship (with PWAU) as the union has, during this trying period, shown utter disregard for the provisions of the agreement between it and

the company"

He claimed the union had urged workers not to return to work despite "repeated invitations by the Kliprivier mill to negotiate a settlement"

The mill was now negotiating directly with workers "and has granted them the opportunity to consider its offers carefully over the weekend"

But workers who did not return on Monday would "regrettably" be fired

CAPE TIMES 30/4/83

Paper firm, union in clash

Own Correspondent

JOHANNESBURG — The strike at Premier Paper's Kliprivier mill escalated yesterday when the company announced it had cancelled its recognition agreement with Fosatu's Paper, Wood and Allied Workers' Union

Premier, a Barlow Rand company, was the first paper employer to agree to negotiate wages with PWAU outside an industrial council. Its move follows a five-day strike sparked by the granting of pay rises to 48 of its 350 workers.

Union comment could not be obtained yesterday, but the move could spark off a major battle between Fosatu and Barlow Rand.

PWAU has already threatened industrial court action against the company and Fosatu's Barlow Rand shop stewards council is to meet at the weekend to consider calls for action in support of Premier workers.

Premier also said it had extended a return-to-work deadline for strikers from yesterday

to Monday morning. Workers who did not return would be fired.

PWAU claims Premier broke the agreement by granting rises "unilaterally" and says workers will not return until they are granted a rise. It claims the company is not affected by the recession and can afford to pay workers additional increases.

In a statement yesterday, Premier's managing director, Mr Mike Walmsley, said it had "become impossible to continue the formal relationship (with PWAU) as the union has during this trying period shown utter disregard for the provisions of the agreement between it and the company".

Mr Walmsley charged that the union had urged workers not to return to work, in spite of "repeated invitations by Kliprivier mill to negotiate a settlement".

He said union members were still refusing to return in spite of "five days of fruitless attempts to negotiate the matter peacefully and sensibly".

Mill strike ends after

3 MAY 1983
a week

(5) Labour Reporter
STAR

Striking workers at the Premier Paper mill at Kliprivier returned to their jobs yesterday after a week-long stayaway over wage demands.

The 350 workers had initially been given until Friday to return, but the deadline was extended to yesterday morning.

A spokesman for the company confirmed their return and said there would be no victimisation and workers' service contracts would remain unbroken.

Negotiations on wages and other issues were expected to take place in the near future between worker representatives and the company.

On Friday Premier Paper announced that it had cancelled its recognition agreement with the Fosatu-affiliated Paper, Wood and Allied Workers Union.

The paper union had accused Premier of withholding wage increases in spite of profits and refusing to mediate in the dispute.

● Premier is owned by the Nampak group which is in turn controlled by Barlow Rand.

Firm and workers to talk

Labour Reporter
5 MAY 1985

The management of the Barlow Rand subsidiary Premier Paper will negotiate with a newly-elected workers' committee next week after the recent wage strike at the Kliprivier firm

Elections for worker representatives are being held this week, a company spokesman said

Last week's strike saw management cancel its recognition agreement with the Fosatu-affiliated Paper, Wood and Allied Workers' Union.

If former union shop stewards were elected, management would still negotiate with them

~~11/15/83~~
Firm has
fired 120
strikers
union

Labour Correspondent

ABOUT 120 workers at the Germiston plant of plastics company Duropenta were fired yesterday after striking in support of demands for the dismissal of a foreman, the Chemical Workers Industrial Union said in a statement.

It said the company, a subsidiary of chemical giant AECI, told workers they could reapply for their jobs today but that not all would be taken back.

CWIU also announced yesterday that it was planning legal action against a Richards Bay company, Bonus Fertilisers, who it alleges has fired 93 of its 110 workers in an attempt to avoid negotiations on retrenchment.

It claims Bonus attempted in March to retrench 40 workers without consulting CWIU but that, after the union declared a dispute on the issue, it agreed not to retrench before negotiating a retrenchment agreement with CWIU.

It claims Bonus then "locked its gates against workers and told them they had been fired".

CWIU says it decided to take legal action after talks on the issue between it and Bonus deadlocked yesterday. It said Bonus refused to negotiate further.

At Duropenta, CWIU said the strike started last night and was prompted by an alleged assault by a white foreman on a black worker. It claimed the foreman had caused the worker to lose several teeth, torn his clothes and caused him to lose R50

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Labour Correspondent

ABOUT 120 workers at the Germiston plant of plastics company Duropenta were fired yesterday after striking in support of demands for the dismissal of a foreman, the Chemical Workers Industrial Union said in a statement.

It said the company, a subsidiary of chemical giant AECL, told workers they could reapply for their jobs today but that not all would be taken back.

CWIU also announced yesterday that it was planning legal action against a Richards Bay company, Bonus Fertilisers, who it alleges has fired 93 of its 110 workers in an attempt to avoid negotiations on retrenchment.

It claims Bonus attempted in March to retrench 40 workers without consulting CWIU but that, after the union declared a dispute on the issue, it agreed not to retrench before negotiating a retrenchment agreement with CWIU.

It claims Bonus then "locked its gates against workers and told them they had been fired".

CWIU says it decided to take legal action after talks on the issue between it and Bonus deadlocked yesterday. It said Bonus refused to negotiate further.

At Duropenta, CWIU said the strike started last night and was prompted by an alleged assault by a white foreman on a black worker. It claimed the foreman had caused the worker to lose several teeth, torn his clothes and caused him to lose R50

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TOP

Union officials can't be in on wage talks, say bosses

Labour Correspondent

WORKERS at Premier Paper, who returned to work on Monday after a week-long strike, want officials of the Paper, Wood and Allied Workers Union to take part in their pending wage talks with the company — despite the fact that Premier has cancelled its recognition agreement with the union

But Premier said yesterday it would refuse the request as "the union's officials have no standing to be present at negotiations"

The company, the first paper employer to agree to bargain with the union out-

side the industrial council system, announced last week it was cancelling the agreement because, it alleged, the union had breached it.

This move came towards the end of a strike at its Kliprivier mill which ended on Monday when workers returned after Premier agreed none of them would be fired and it would begin talks on a mid-year pay rise

Mr Amos Mutwalo, chairman of the union shop stewards committee at Premier, said yesterday that "even if management has cancelled the agreement, it does not mean it has got the union out of the factory"

Star under fire

FOUR of the 209 Star newspaper employees sacked by the management last month will challenge their dismissal in a court of law, a spokesman for the workers said yesterday.

According to the spokesman, the court action was being taken independently of their trade union, the Media Workers Association of South Africa (Mwasa). He said the four workers, who felt strongly

about their dismissal, filed papers at the Industrial Court last week to obtain the reinstatement of the 209 workers who were dismissed after they took part in a two-day work stoppage.

They had refused to work unless a fellow Mwasa member was reinstated, pending an appeal against his dismissal. According to an informed source, The Star management had

asked for an extension of time. The spokesman for the workers said the case could be heard early next month.

The workers are challenging the dismissal in terms of Section 43 of the Labour Relations Act. This section provides for the granting of interim relief to an aggrieved party like the reinstatement of a dismissed worker pending a later hearing on the dispute.

Premier dispute takes new turn

By STEVEN FRIEDMAN
Labour Correspondent

THE Paper, Wood and Allied Workers' Union said yesterday it was taking the Barlow Rand company Premier Paper to the Industrial Court, after a new dispute erupted yesterday about worker representation at Premier.

Workers at Premier's Kliprivier mill returned to work on Monday after a strike which saw the company cancel its recognition agreement with the PWAU. They returned after Premier agreed to hold talks with them over a mid-year pay rise.

The union says workers are now insisting that this be negotiated with union shop stewards, but the company said earlier this week it was holding elections for worker representatives to take part in the negotiations.

If the shop stewards were elected, it would negotiate with them, it said, but would not regard them as union stewards.

Premier said in a statement yesterday that these elections were "still in progress" and were due to be completed today.

It said many departments had already held elections and had "returned former shop stewards unopposed".

It said one department, "not seeing any necessity for

holding an election, decided to retain their former shop steward elected before the agreement with the PWAU was cancelled".

But the union said yesterday the stewards were "furious" about this statement.

It said workers in all departments had refused to take part in any new elections because they insisted on being represented by union stewards only.

"According to the shop stewards, no voting took place nor was there any proposing or seconding of names", the union said, adding that stewards were "amazed" to hear they had been elected unopposed.

The PWAU also claimed workers were not prepared to have the stewards attend a meeting with management "in any capacity except as shop stewards".

It said it was the majority union at Premier and had warned the company previously that it would consider an "unfair labour practice" action against it in the Industrial Court if it refused to negotiate with the PWAU.

"We believe management's ridiculous attempt to turn the shop stewards into some sort of works council entrenches this unfair labour practice," the union said.

It said workers had refused during the strike to return until the dispute was settled "precisely because they feared this kind of trick from management".

Barlows threatened with labour unrest

By STEVEN FRIEDMAN
Labour Correspondent

ANOTHER dispute between a Barlow Rand company and a union affiliated to the Federation of SA Trade Unions is simmering and unionists say they fear labour unrest at the Kew plant which is the site of the battle

According to Fosatu's Metal and Allied Workers Union, workers at Barlows Manufacturing in Kew, which employs some 500 workers, are threatening to strike because, they say management has granted "unilateral" increases to some workers but not others and is refusing to negotiate wages with workers

MAWU says a meeting of Fosatu's Barlow Rand shop stewards council at the weekend persuaded workers not to strike immediately, but to seek a new meeting with management yesterday. But a union spokesman said management had refused to meet union shop stewards yesterday

However, the company's managing director, Mr Robbie Williams, yesterday denied the union's allegations. He

said management had "at no stage" refused to negotiate with the union and said no meeting had been requested yesterday

"If workers had requested a meeting, we would have agreed. It is our policy to meet worker representatives when they request this," he said

MAWU says Barlow Manufacturing workers requested a rise from the company but had been refused at a meeting last week. They charged management "walked out" of the meeting refusing to discuss the wage issue any further

MAWU says workers charge that the company can afford increases because it recently decided to give increases to some workers, though not to others

It says they also allege that, although the plant is working a four-day week, production is the same as it was when it was on a full working week

It said the company had said it did not have money to pay increases, but had refused to disclose to workers production figures and whether it was making a profit or a loss

The union says workers told the shop

stewards council that they wanted to strike but were advised to make a final attempt to talk to management

Mr Williams said the company had been negotiating a recognition agreement with MAWU but that the union had broken off these talks in mid February

"We are still prepared to discuss recognition, but they are not. The ball is now in their court", he said

Despite this, Mr Williams said the company was willing to negotiate with the union and had discussed wages with shop stewards last week

"We told them we could not discuss a rise until we knew the outcome of the metal industrial council negotiations. But we did not walk out"

He said the company had received no union request to negotiate since last week

Mr Williams confirmed the company had been unwilling to disclose its figures, which were confidential

He denied that workers had been given a selective increase. These workers were reclassified into a higher job grade and their pay rose accordingly

Workers dismissed

ABOUT 120 workers at Duropenta (Pty) Limited in Germiston who are members of the Chemical Workers' Industrial Union (CWIU), were all dismissed yesterday following a strike.

Workers originally downed tools demanding the dismissal of a white foreman who allegedly assaulted a black worker on Monday.

152
183

(c) what was the name of the creamery concerned.

(2) whether the police took any action at the time, if so what action.

(3) whether any arrests were made; if so, (a) how many, (b) what are the names of the persons arrested and (c) for what alleged offences was each such person arrested?

†The MINISTER OF LAW AND ORDER

(1) Yes on 9 March 1983

(a) To investigate a complaint

(b) After the dismissal of a number of employees at a creamery in Queenstown, they refused to leave the premises, and as it was feared that the public order could seriously be disturbed the police were called in

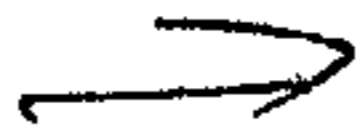
(c) East Cape Agricultural Co-operation Ltd

(2) Yes, the dismissed workers were requested to leave the premises which they did

(3) No, not on this occasion, but resulting from a complaint of alleged intimidation two persons, namely T C Madikane and C Manona were arrested on 11 March 1983. They were charged with alleged contravention of section 1(1)(b) of Act 72 of 1982 but the charges were withdrawn in court on 11 April 1983 and they were released

(152) ~~(138)~~ ~~(185)~~ Howard
Queenstown: incident at creamery
~~(138)~~ Q 61 1261-1262 11/5/83
*M-Dr A L BURAINE asked the
Minister of Law and Order

(1) Whether members of the South African Police Force were called to investigate an incident at a creamery in Queenstown earlier this year, if so, (a) why, (b) what were the circumstances surrounding the incident and



Union can't contact employers — claim

~~152~~ 152 ~~152~~ E. Post
13/5/83
Post Reporter

OFFICIALS of the General Workers' Union (Gwusa), claim they have been unable to discuss the alleged dismissal of 53 workers at the Sunblest Bakery in Port Elizabeth with the employers concerned

The employers, according to Mr Thema Duze, a union organiser, "cannot be contacted"

Mr Duze said he and other union officials had tried to get "the other side of the story" from management since a dispute at the bakery on April 30

The union's most recent effort to discuss the matter with bakery officials was made on Wednesday

Today the Evening Post was told the bakery's regional manager, Mr A J Overgoor, was not available

According to Mr Duze, 53 workers were "victimised" and the police were called to the bakery on the morning of April 30 when management was approached about a night shift allowance

The workers left the plant and complained about the matter to their union, who tried to take it up with management

The workers were still without jobs.

"We have been unable to find any of the employers ever since the controversy started On Wednesday we left a telephone message for one of them to contact us. We are still waiting for a reply It is important that we should hear their side of the story In the meantime the workers concerned have no income," said Mr Duze

Union can't contact employers — claim

~~#29~~ 152 ~~188~~ E. Post
13/5/83
Post Reporter

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Mattera —



● Don Mattera — no regrets over resignation

a leader following the flock

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City Press 15/5/83

SOWETO — Journalist Don Mattera, who has resigned from the Star, does not regret his decision.

"What kind of leader would I be if I did not follow my 209 colleagues who were fired from the same company on March 25," he asked.

Mattera is the national senior vice-president of the Media Workers' Association of South Africa (Mwasa). All 209 sacked employees were members of the association.

CP Reporter

"I do not believe," he added, "that any shepherd can remain inside the house while his sheep have been chased into the street at the time when there is hardly work or food."

Some of the fired workers have filed papers with the Industrial Court to challenge their dismissal.

D. Dispatch 16/5/83
**Queenstown shop
workers walk out**

EAST LONDON —
Several workers — said by management to be four or five but by a unionist to be up to 15 — walked out of Kentucky Fried Chicken in Queenstown late on Friday afternoon in sympathy with a colleague who was told to leave the premises.

The Daily Dispatch's Port Elizabeth correspondent reports that this followed an incident in which an employee, whose name was given as Beauty Goxo, refused to leave the premises after a fight with a colleague about some change, according to Mr Xola Nodikana, acting secretary of the African Food and Canning Work-

ers' Union **(152)**
He said she was told to resume duty on Saturday morning as usual, but she did not accept that she had been at fault. About 15 black workers then walked out in sympathy and approached his union for help, Mr Nodikane said. The union was negotiating to have the workers reinstated.

However, Mr Gary Mcleod, managing director for the franchise holders, said he had not been contacted by the union. He said the number of workers involved was four or five. The shop's service had not been affected and business went on as normal — DDR-DDC

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TODAY should provide important pointers on two disputes between Barlow Rand companies and Fosatu unions

RDM
16/7/83

At Premier Paper — where the Paper, Wood and Allied Union's recognition agreement was cancelled during a recent strike — talks are continuing and an announcement could be made today

The signs are that relative peace between company and union may be restored

And at Barlows' Manufacturing in Kew, Metal and Allied Workers Union shop stewards will meet management today about wage demands. Unionists say tensions are still running high at the plant

Relations between Barlow Rand and Fosatu are worth watching. Barlows is the group in which Fosatu have developed an active and functioning shop stewards council

This body brings together worker leaders in Barlow companies across industry lines, and has played a key role in advising workers in both disputes

There are obviously several other conglomerates where unions could decide to apply the same strategy if the Barlows' council becomes a significant force

152 287 128
E. Post 16/5/83

Workers involved in fried chicken walk-out replaced

Post Reporter

FIVE workers who staged a walk-out after an incident at the Kentucky Fried Chicken outlet in Queens-town on Friday have been replaced, according to Mr Gary McCleod, managing director for the franchise holders

Mr McCleod said he had no option but to take on five new workers because business had to continue.

Four workers walked out in sympathy with a woman colleague who was told by management to go home and report for duty the following day

The woman concerned had been involved in an argument with somebody else

about some change.

Mr McCleod said the five workers who walked out were replaced shortly afterwards because business had to go on. They would not be re-hired

A spokesman for the African Food and Canning Workers' Union, Mr J Theron, said he was expecting further details about the incident from the union's East London branch

Mr Xola Nodikana, a union official in Queens-town, is reported to have said about 15 workers walked out in sympathy with their colleague

Mr Nodikana was not available today

(152) D. Dispatch 12/15/83

Walk-out workers have been replaced

QUEENSTOWN — Five workers who walked out after an incident at the Kentucky Fried Chicken outlet in Queenstown on Friday have been replaced, according to Mr Gary McCleod, managing director of the franchise holders

Mr McCleod said he was forced into a situation where he had to employ people in the place of those who walked out

"I do not know why those people walked out," he added

Four workers walked out in sympathy with a woman colleague who was told by management to go home and report for duty the following day

The woman con-

cerned, Miss Beauty Goxo, had been involved in an argument with a colleague about some change, according to Mr Xola Nodikana, acting Secretary of the African Food and Canning Workers' Union (AFCWU)

Mr McCleod said the workers had not been fired, but had walked

out
In a statement issued last night, the organising secretary of the AFCWU, Mr Bonisile Norushe, said he was still discussing the matter with Mr McCleod, and hoped the matter would be amicably settled with the reinstatement of those who had walked out

Ciskei can't afford the luxury of strikes

D. Dispaty

18/5/83

Xaba

152

BISHO — Ciskei could not afford the luxury of strikes, the vice-president, the Rev W M Xaba, said during the discussion of the manpower budget vote in the assembly yesterday

Strikes brought hunger, unemployment and the sending away of children from school

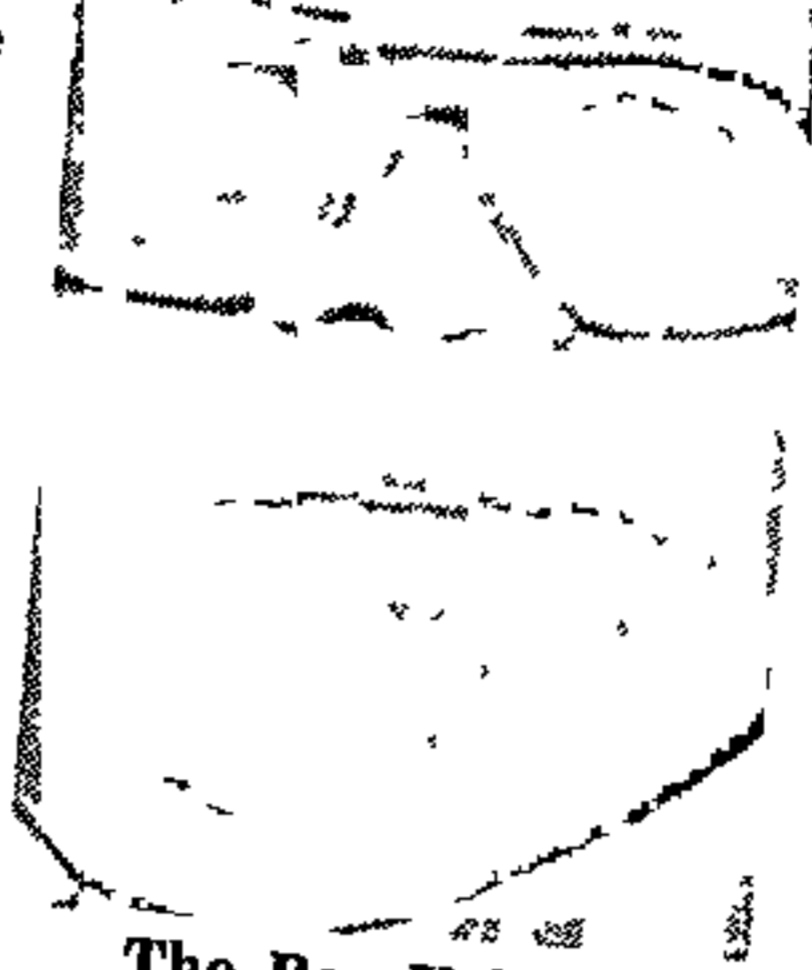
There was a problem of trade unions hanging a carrot before the people and promising them financial help if they went on strike and lost their jobs as a result

He said it was the duty

of the department of manpower to educate Ciskeian workers before going out to work in South Africa to be aware of "the wolves who encourage people to strike"

Recently trade unions induced people in the Port Elizabeth harbour to go on strike and as a result they lost their jobs. These fired workers were now roaming Ciskei for jobs. Their families went to sleep hungry, their children could not go to school because there was no money to send them to school. The people who induced them to down their tools could not pay them.

Mr Xaba asked where the unions were and what they were doing ab-



The Rev Xaba out these people

He was happy the Ciskeian Minister of Manpower and Utilisation had refused to meet the unregistered trade unions to discuss the proposed Ciskeian Unemployment Insurance Fund although the director for manpower in

South Africa had agreed to grant them an interview

"What can he talk about with unregistered unions," he asked

"If they are unregistered it means they are illegal. They are only interested in strikes and do not care about the people. They are interested in sucking their money"

He said in Israel there were trade unions but one never heard of strikes there. The unions there had built hospitals and some of their projects were being subsidised by their government. That was the kind of patriotism that was wanted. Ciskei could not afford strikes when there were so many unemployed people in the country — DDR

2

400 strikers dismissed (152)

By MONO BADELA

POLICE were called in when about 400 workers at Maizecor Industries in Wattloo, near Mamelodi downed tools in solidarity with six dismissed workers.

The 400 workers downed their tools on Tuesday demanding reinstatement of their colleagues dismissed recently. A spokesman for the Food and Beverages Trade Union, Mr Glen Mokoena, said four workers were dismissed

on Monday while they were still negotiating the case of two other union members who were fired earlier.

Union

He said the strike was the result of the management's refusal to meet the executive committee of the union. The 400 sat outside the workshop but remained in the premises with all the gates locked while the union officials negotiated with the management on Tuesday. During this the union orga-

niser was told that all the 400 workers were dismissed. He was no longer allowed to address them.

The spokesman for the company confirmed the strike yesterday and said the workers decided against returning to work when asked by management.

He said at that stage the union officials informed Maizecor they would take legal action against the company in terms of the new Labour Act.

*Sowetan
May 1983*

STRIKES FM 20/5/83
Fewer this year

A drastic decline in labour unrest this year is revealed by statistics gathered by the Department of Manpower. The department recorded only 25 strikes and stoppages during the first quarter — compared with 72 for the same period in 1982.

If this trend continues, the steady increase in the number of strikes occurring annually in the post-Wiehahn era will be reversed. The department recorded 101 strikes and stoppages in 1979, 207 in 1980, 342 in 1981 and 394 last year. Very few white workers were involved.

This year's decline appears to suggest that a sense of realism may have filtered down to many factory floors where black workers have had high expectations. Although the recession has not discouraged union growth in several industries, it seems that large numbers of black workers are accepting that the downturn has eroded their bargaining power for the moment. It is obviously possible that strikes could become more frequent when the recession ends and unions perceive themselves to be in a stronger position.

Manpower Director-General Piet van der Merwe believes there are a number of reasons for the decline. He says the recession has been an important factor in discouraging strikes but adds "I think employers and employees are also becoming better skilled and equipped in dealing with their differences."

Some observers believe the Industrial Court may also be playing an important role. They say unions' recent successes at the court have resulted in legal action becoming a more attractive option than strike action to some aggrieved employees. In addition, the threat of legal action has spurred some employers to refrain from practises which previously may have sparked off strikes.

In an interview with the *FM* Van der Merwe revealed official statistics which show just how rapidly black workers have been unionised, in officially registered unions in recent years. In 1980, about 24 000 black workers were members of registered trade unions, by the end of 1982 this figure had risen to 395 000. By the end of 1982 there were 76 registered unions which represented 577 000 workers of all race groups, compared with 42 such unions representing 218 000 workers of all races at the end of 1980.

Maizecore strikers back

Sowetan
20/5/82

THE 400 strikers at Maizecor Industries in Waltloo, near Mamelodi, who were fired following a three-day strike, have all been taken back.

Mr G Nieuwoudt,

Maizecor general manager, said the workers resumed work yesterday and everything was back to normal. He, however, said the six workers who were earlier fired would not be taken

back

(152)
The workers downed tools on Monday in solidarity with six dismissed colleagues

They demanded their reinstatement before

they could go back to their jobs. The company would now negotiate with the Food and Beverage Workers' Union to try and have a common ground for future talks.

ROOM
152 2/3/83 #5

ACCORDING to the Department of Manpower, there have been only 25 strikes in the first few months of this year, compared to 72 for the same period last year

If the figures are correct — and there are those who dispute them — the chief reason is clearly the recession, not the success of official dispute-settling machinery, as some officials argue

On the other hand, the official industrial court must have also played a role in reducing strikes by giving unions an alternative to suggest to members

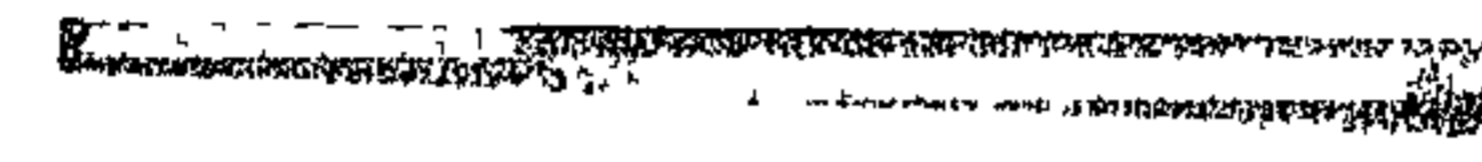
And, while logic suggests a drop in strikes throughout the year, don't bank on it. Black worker action is still highly unpredictable.

152 *Transend Q. 601, 1403 -*
 Strikes/work stoppages
 2 3757 83 1404
 883 Dr A L BORAINÉ to ask the Minister of Manpower

(a) How many workers in each race group were involved in (i) strikes and (ii) work stoppages in 1982 and (b) what was the total number of man-hours lost in respect of workers in each race group as a result of such (i) strikes and (ii) work stoppages?

The MINISTER OF MANPOWER

	Strikes	Work Stoppages
(a) Whites	nil	nil
Coloured	17 745	175
Asians	1 170	nil
Members of the Black population groups	117 892	4 652



Y, 25 MAY 1983

1404

(b) Whites	nil	nil
Coloured	502 021	758
Asians	33 866	nil
Members of the Black population groups	2 357 626	28 427

2127

152 2004 25/7/82

Ways to reduce the number of strikes

By SIMON WILLSON
Industrial Editor

CAPE TOWN — South Africa's labour relations were more tortuous than those of most other countries because blacks lacked a meaningful form of political participation, delegates to the Afrikaanse Handelsinstituut's annual congress were told yesterday

Mr F H Ferreira, director of industrial relations of Ford SA, told an AHI sectoral congress that labour relations had become one of the country's most important challenges

"It is fruitless to discuss industrial relations in South Africa without also investigating social and political affairs which directly influences labour"

The number of strikes had risen from 207 in 1980 to 394 last year, with the number of man/days lost rising to 365 337 from 174 614 over the same period

Mr Ferreira said limits were being placed on some of the black trade unions' more vocal leadership elements

"One of the consequences of this is that the frustrated aspirations of the black

worker are transferred to virtually the only officially-tolerated forum in which he can air his opinions the trade unions — provided he is willing to run the risk of persecution"

Industrial relations were hindered by socio-political factors and what in most situations would be regarded as a labour problem takes on political overtones with business becoming involved in a black-white struggle

After the Wiehahn Report, the State had comprehensively changed the country's labour affairs, but had not introduced any parallel re-

form in other fields of black affairs

"A characteristic of most strikes which have occurred in South Africa is that, in most cases, their origins were not known beforehand

"Usually employers had to take the trouble themselves to try to determine what a strike actually was about. Often it was found that the causes were not only labour-connected but also ideological"

Mr Ferreira recommended that South African industrialists take the following measures to reduce the frequency of strikes

- Introduce a minimum wage based on either direct negotiations or on acceptable standards
- Revise all fringe-benefit programmes with recognition of special circumstances, workers' financial status and the removal of discrimination
- Formulate a reasonable standpoint on trade unions and make it known to the workforce
- Improve channels of communication
- Encourage workers to participate in employers' programmes

News EXTRA

Strike ^{Southern} 26/5/83

THE majority of the 140 bus drivers at Putco's Springs division went on strike yesterday demanding the re-instatement of a fired colleague.

A statement released by the bus company's public relations executive, Mr Pat Rogers, said that a strike was called yesterday morning and talks were being held.

"The driver concerned was fired after being found guilty, through an internal inquiry, of causing a serious accident. Also, those striking workers have chosen to ignore established grievance procedures which would allow the driver concerned to appeal, and to be retained on full pay until the appeal is heard.

"The timing of the strike was particularly unfortunate as officials of the Transport General Workers' Union (TGWU) were at Putco's head office attending the annual negotiations on conditions and service. A couple of these officials have now arrived in Springs," the statement said.

Bus strike has ended

Gen Labour Reporter (52)

20/5/83
Striking bus drivers at the Putco bus company's Springs depot returned to work early today

About 140 drivers went on strike yesterday over the dismissal of a colleague after Putco held an investigation into the man's involvement in a motor accident

A Putco spokesman said that officials of the Transport and General Workers Union would confer today with management

Mercury 27/5/83
Security man sees
threat from labour

JOHANNESBURG—An increase in labour unrest poses a great threat to the security of South Africa, according to Mr Roy MacFarlane, chairman and managing director of Fidelity Guards

'Although it would be wrong to attribute a majority of these incidents to terrorist influences, some may have been organised for more than just the apparent reason,' he said at a security seminar here yesterday

The ANC had helped plan strikes, as had the banned South African Communist Party and the

Pan-Africanist Congress, Mr MacFarlane said

'Although serious unrest may only erupt spontaneously, security management must be ready,' he said

Pressures on the police were increasing because of internal and external terrorism

Commerce, industry and individuals should assess their security needs and attention should be given to the standard of 'in-house' security personnel and the training they received, Mr MacFarlane said — (Sapa)

Striking drivers go back to work

THE STRIKE by most of the 140 Pucco bus drivers in the Springs division was called off on Wednesday afternoon and commuters were not inconvenienced as the service continued to run normally, a spokesperson for the company said yesterday.

The spokesperson said the strike was called off after talks between the company's management and worker representatives of the Transport and General Workers Union (TGWU). The negotiations between the two parties were still going on yesterday morning and both hoped to reach a satisfactory agreement.

The drivers went on strike on Wednesday morning demanding the reinstatement of a fired colleague. Management had said the driver concerned was fired after being found guilty through an internal inquiry of causing a serious accident.



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 16-12-83 to 18-12-83
 24-12-83 to 26-12-83

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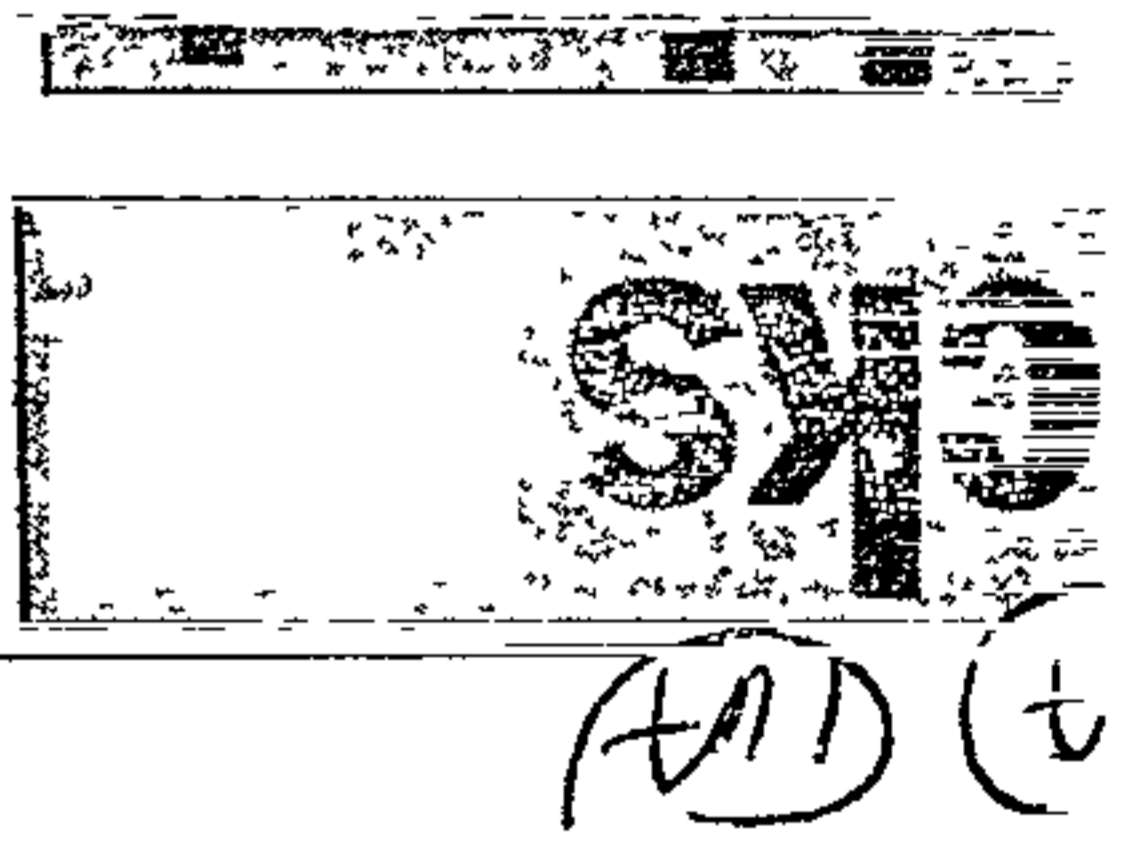
For after action satisfaction, it's the cigarette that's alive with honest-to-goodness tobacco. Lexington - the best taste.

Lexington...a

Handwritten scribbles and a signature.

Geldenhuy's speaks out

Handwritten signature below the text.



young and old mothers
mothers well-dressed
m into the cavernous
ad for Room 9 on the

Johannesburg offices of the
at Room 9 is where Un
benefits are paid out
there before 9 am when
ve and hand out the ben-
out though Some are
books as no cheque has

r of the room, while the
the entrance Elderly
await the pay-outs
officials push through the

The waiting people clutch small, white cardboard
official forms in their hands — the Unemployment
Insurance Fund card — which is stamped and ini-
tialled by department staff at each visit.

They leave with about 45 percent of the salaries
they received when they were last employed.

Department of Manpower officials concede there
are problems in benefit payouts, largely because of
the rapidly increasing number of registered unem-
ployed which peaked in March this year at about
70 000.

They said there had been backlogs because of
problems with a new computer. Additional staff had
been brought in.

In Johannesburg alone 17 district staff were
brought to the city offices to help.

But the backlogs had been sorted out and, aside
from the odd individual
delays the benefit pay-
outs were running
smoothly, the officials
said.

Some of the unem-
ployed disputed this. A
recent flood of telephone
callers to The Star said
they had not received
their benefits for two
weeks, one month, or
even two months.

From the department's
point of view there are
delays where forms are
incorrectly processed and
former employers have
to be approached.

"Look, I've been wait-
ing for two months now
and they keep telling me
to come back in a fort-
night," one caller said.
"What am I supposed to
live on?"

Another said "I don't
want charity. I just want
back some of the money I
paid into the fund over
all those years."

While a third com-
plained "They tell me
the computers are down
or they don't have enough
staff to cope with the in-
crease in the number of
the unemployed. Why
don't they hire more staff
then? Give us a few
jobs?"

Repeated attempts to
reach Johannesburg's Di-
visional Inspector of
Manpower for comment
have been unsuccessful.

Date set for Mwasa versus The Star Labour Reporter

An Industrial Court ac-
tion by the Media Work-
ers' Association of SA
(Mwasa) against the
Argus Printing and Pub-
lishing Company over the
dismissal of 209 workers
at The Star in March will
be heard in Johannesburg
next month.

The action was brought
against the Argus Com-
pany in its capacity as
proprietor of The Star
and June 21 and 22 have
been set aside for the
case.

The Star dismissed the
men when they refused to
return to their jobs after
a stoppage in support of a
dismissed colleague.

The man, a Mwasa
member, was dismissed
after he received a final
written warning for an
alleged threat against a
supervisor. An appeal
was turned down.

The union's court ac-
tion represents 107 of the
dismissed men, as many
have found other work.

Mwasa is seeking rein-
statement of their mem-
bers under Section 43 of
the Labour Relations Act
which provides for inter-
im relief pending a set-
tlement.

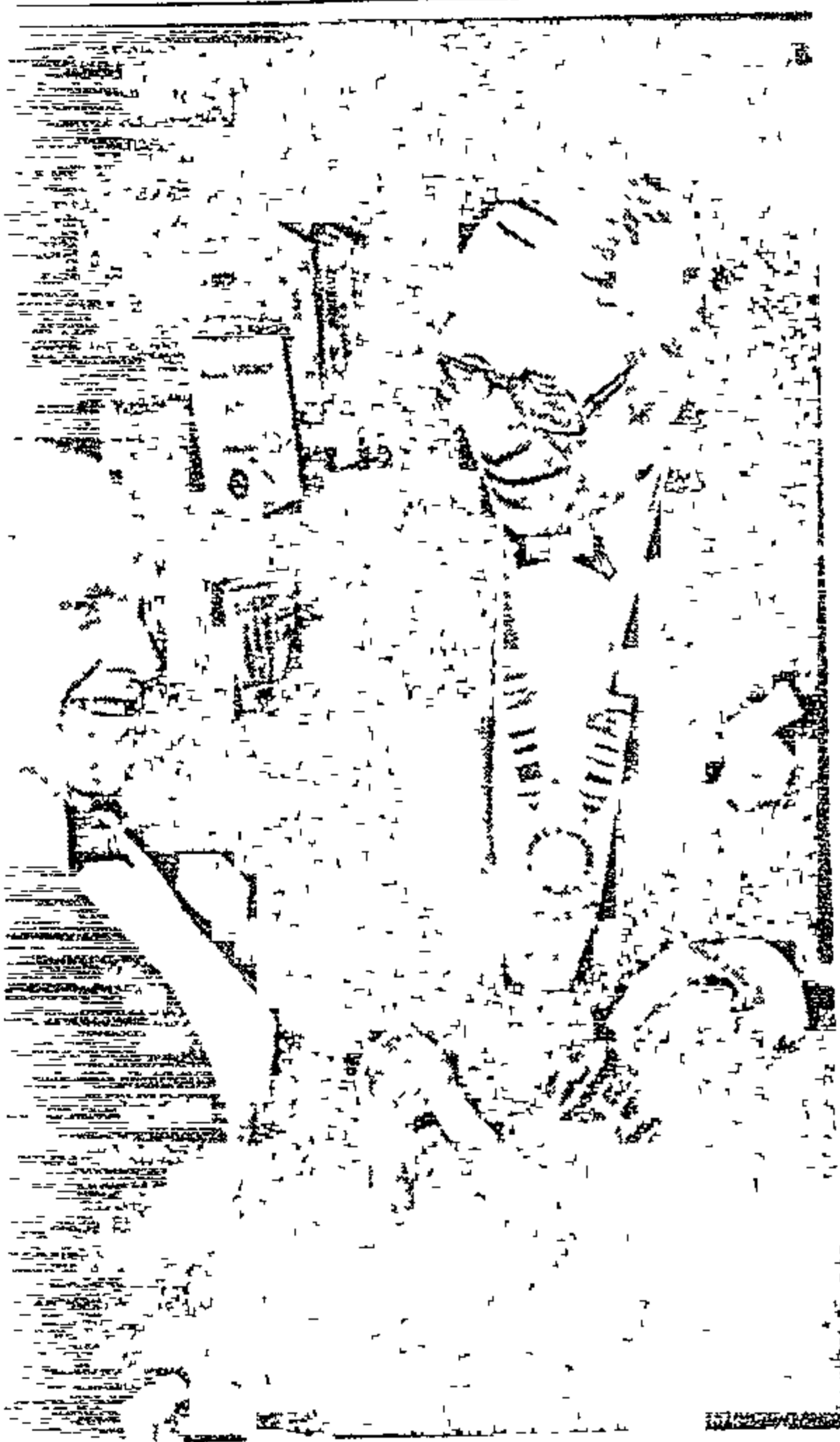
Climbing expedition planned

A group of South African
climbers plans to climb
one of the highest moun-
tains in the Patagonia
southern region of Argen-
tina.

The expedition,
planned for 1985, will be
led by Mr Paul Wallek of
the Mountain Club of
South Africa.

Mr Wallek said the
party would most likely
be climbing in the
Fitzroy range, about
10 000 feet above sea
level.

Mr Wallek is appeal-
ing for funds and any-
body interested in contri-
buting is asked to get in
touch with him at 4 —



Durban, receives Rotary International's highest award,
from the acting president of Durban Berea Rotary
Club. Although paralysed from the waist down since the
war, he has led a full life as a community and business leader.
He is president of the Durban Association for the Aged and president of the Durban
Rotary Club.

Here'll be instant info on directory queries

Respondent

Electronic system for tele-
phone directory queries has been developed, ena-
bling users to provide almost instant

Mr General for Telecommu-
nications said in Pretoria this
information for Port Elizabeth
could be the first to become
available on the new system.

The system will be extended to include 13
other cities by July. Computerisation of
the whole of South Africa
will take 18 months to put on the

Mr Raath said information on new subscribers'
numbers as well as changes to existing directory
entries would be available immediately.

Such information would be added to the new sys-
tem daily.

With the existing system operators at directory
inquiries have to refer to information on microfilm
and often to other sources as well. Under the new
system information will be summoned on a video
screen at the press of a few buttons.

He said staff were being trained to man the 13
information centres where the first phase of the
new system would be introduced.

These would be in Johannesburg, Pretoria,
Durban, Port Elizabeth, Cape Town

Star

Six charged under Intimidation Act

152

May 1983

Five members of the Commercial and Catering Allied Workers' Union of South Africa appeared before a Johannesburg magistrate today charged under the Intimidation Act.

It is alleged they incited fellow employees to down tools at the Telfron factory, where they were employed last November. They were also charged with assaulting two workers.

The accused are Mr Jacob Rafapa (31), Mr Josiah Podile (55), Mr Victor Damoied (44), Miss Joyce Mokolola (27) all of Soweto, and Mr Jack Mangwane (45), of Alexandra township. The sixth person also charged, but who was not present, is Miss Stella Mashigo (21), of Soweto.

The magistrate, Mr W Aucamp, postponed the case until July 5 and released all the accused on bail.

152 (337) (100) COM 27/5/83

Striking Putco drivers return to work

By SOPHIE TEMA

PUTCO drivers at the Springs Depot who went on strike on Wednesday were back at work yesterday

The drivers agreed to return to work on Wednesday at 4.45pm — on condition there would be a rehearing of a case concerning a sacked

colleague and an investigation into complaints they had made against their transport manager

Talks between representatives of the Transport and General Workers Union and Putco's management were still continuing yesterday

A spokesman for the union said the drivers stopped work

on Wednesday morning in anger after an attempt to hold talks with their divisional manager had failed

A union official, who was called to the Springs depot, then held discussions with the drivers and Putco's management

As a result of the talks, the drivers agreed to return to

work — the condition being there would be a rehearing on the sacking of their colleague and all shop stewards would investigate complaints made against the transport manager

Mr Pat Rogers, Putco's public relations officer, said yesterday buses were operating normally again

Putco strike is called off

JO'BURG — The strike by Putco bus drivers in the Springs area was called off last week after it was agreed that union and company representatives would investigate the dismissal of a company driver.

Most of the 140 bus drivers at the company's Springs depot, who are affiliated to the Transport and General Workers Union, went on strike for a day in protest against the dismissal of a colleague who was found guilty in an internal inquiry of causing a serious accident.

19

Star 3d/183

Mwasa out of Star action

Labour Reporter

The Media Workers' Association of South Africa (Mwasa) has withdrawn from an action against the Argus Printing and Publishing Company at the Industrial Court next month

However an action by 117 Mwasa members against the Argus will continue when the court meets on June 21 and 22

The case follows the dismissal of 209 workers at The Star in March after they had refused to abandon a work stoppage in support of a colleague who was fired for disciplinary offences.

CHALLENGED

The Argus Company, proprietors of The Star, challenged Mwasa's right to take legal action which was not provided for in the union's constitution

Mwasa, in turn, told the Argus last week that it was withdrawing as an applicant in the proceedings

The union has accused management of an unfair labour practice and is seeking redress in terms of section 43 of the Labour Relations Act.

190 2/16/87 RDM

Alleged assault leads to stoppage

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 50 workers at Checkers' Southdale store staged a brief work stoppage yesterday prompted by an alleged assault on a worker by the store's manager.

A Commercial, Catering and Allied Workers Union spokesman, Mr William Ditshaba, said the stoppage came in the wake of several grievances raised by workers about the manager. They had returned to work but were demanding action be taken to remove him from the store.

Management comment could not be obtained yesterday.

Mr Ditshaba said workers began a sit-in in the canteen after the manager allegedly slapped a woman worker after complaining to workers in several departments about their alleged use of company telephones.

But the manager ordered them out of the canteen and they gathered outside the store. After about an hour, they decided to return to work and to ask union officials to intervene.

After negotiations with the union, Checkers management asked the manager to apologise to the worker he allegedly slapped and said they would give him a disciplinary warning, Mr Ditshaba said.

But he said workers had raised other grievances prior to the strike including claims that their work load was too heavy and they were forced to work overtime without proper notice.

"They have made it clear that they cannot work with this manager and that they want him promoted, demoted or dismissed," he said.

He added management was investigating the complaints and the union would await its response.

1304 (192)
2/6/87
1 300 down tools
over retrenchments

By ANTON HARBER

THE entire black workforce at Krost Brothers in Heriotdale yesterday downed tools to protest against the retrenchment of 120 workers

The managing director of the firm, Mr Sydney Durman, said the 1 300 workers had refused to work yesterday morning and had demanded that he address the entire workforce

Mr Durman said the strike had been sparked over the retrenchment of other workers at this East Rand firm. He said 120 workers both black and white, had been paid off last Friday

"I am not prepared to talk to the whole workforce. There is an official shop stewards committee and that is the forum for us to talk about this issue," he said

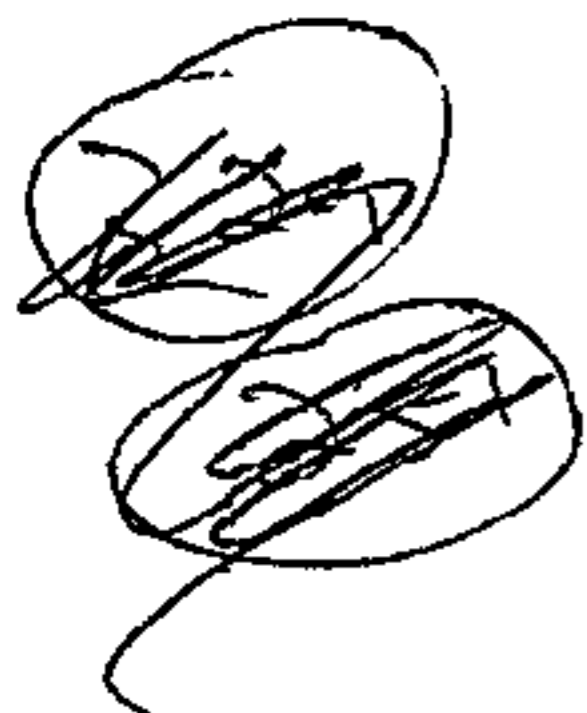
Meanwhile, hundreds of workers milled around outside the factory while security guards kept them away from the main building

Most of the workers are members of the Fosatu-affiliated Metal and Allied Workers' Union

According to Mr Durman, the company recently began negotiating a recognition agreement with Mawu

Spokesmen for Mawu were not available for comment

2/6/83



DPS

it

uled yesterday that Ernest Dipale (21) of Vorster Square in

MAKOBANE

that on August 6 he wrote a statement and insisted on repeating it before a magistrate

He had been aware he would be charged with ANC activities and not terroristic activities that would make the charge against him much lighter To speculate why he committed suicide would not bring the court very far but it was possible he had fears that the discovery of more activities and arrest of others at large must still come about,

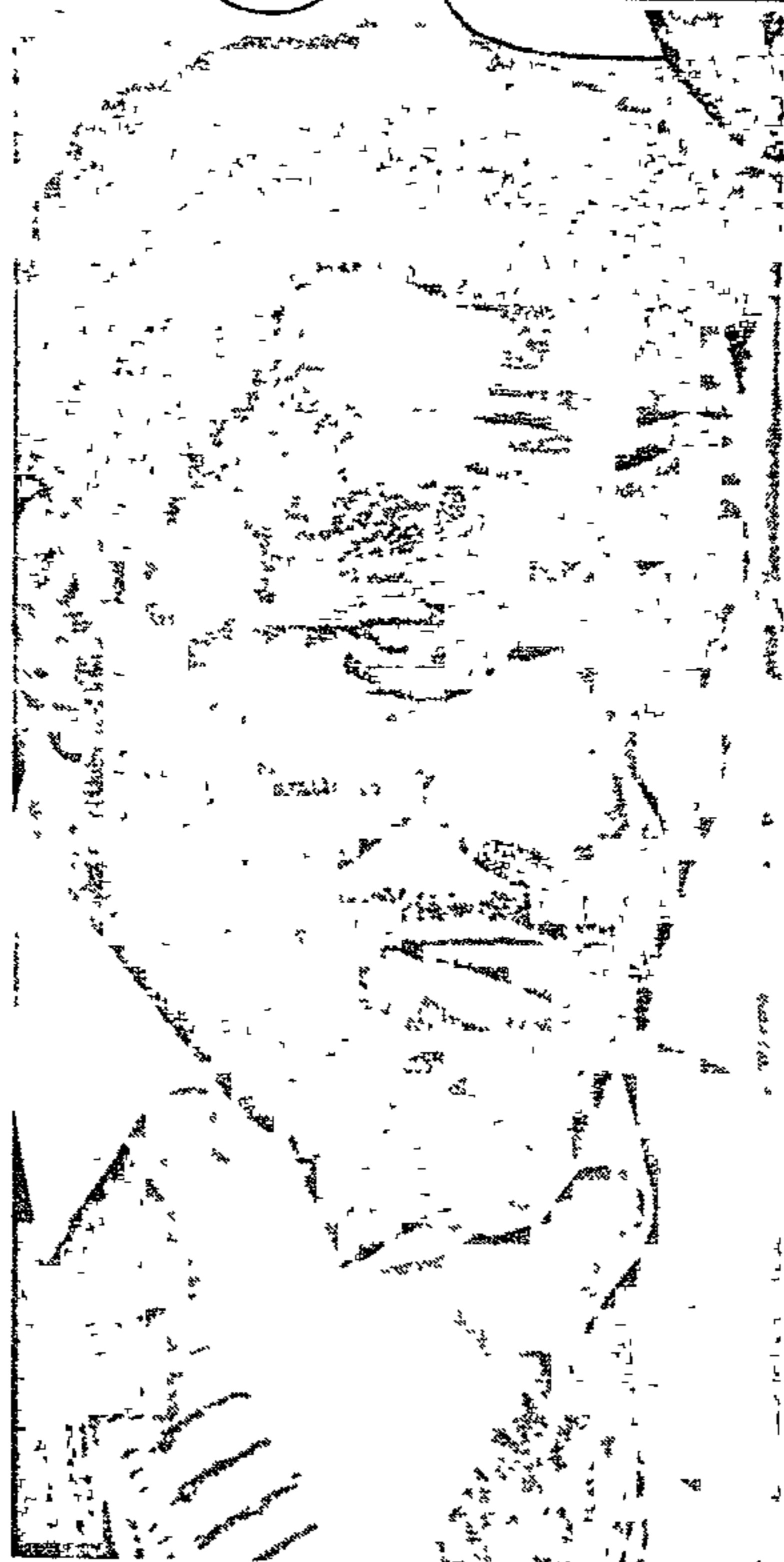
ide SOWETAN

hize

the policeman when he ordered them to disperse

Last month, two residents of Driefontein, Mr Themba Manana (38), and Zephania Sibavone (16), died at Diriesdorp Police Station where they were held as witnesses

After the deaths, police opened two murder dockets, one into the death of Mr Mkhize and the other into the death



DENIAL Mr Elias Novela, Mawu chairman at Krost chapel

1300 Krost workers down tools

PRODUCTION AT Krost Brothers, an office equipment manufacturing company on the East Rand was yesterday hit hard by a full day's work stoppage which involved some 1 300 workers.

The entire workforce refused to take up their tools following management's refusal to address and discuss the retrenchment of workers with them

Last Friday about 130 workers, black and white, were retrenched Mr Sydney Derman, the managing director, told The SOWETAN that the company had no option but to reduce its workforce because of the 'economic crisis'

He said management did not discuss the issue with the Metal and Allied Workers' Union (Mawu) which represents the workers, because recognition negotiations had not been concluded

"We offered to negotiate with shop stewards appointed by the workers but this was rejected as the workers wanted management to address them" he said

Mr Elias Novela chairman of Mawu at the plant refuted the statement of the management and said on May 20 and May 27 management had walked out of a joint meeting with shop stewards after being confronted for failing to follow the procedure on retrenchment

When the shop stewards met management last Thursday, Mr Novela said the 130 workers had already been informed of their fate

On Monday the workers decided that they would not resume work unless they were addressed by the management

Surgery made 'man out of him'

Police are investigating the case of a man who disappeared with a portion of a youth's private parts after conducting a backyard circumcision.

The family of the youth, Oupa Dlamini (17) of 36 Senaoane, who is a pupil at Ndondo Higher Primary School.

According to the youth's brother, Mr Joseph Dlamini, the incident occurred last week after the man called Oupa and told him he was going to "make a man out of him"

The youth bled a lot after the "surgery" and was rushed to hospital

"After the circumcision the man took the flesh with him and disappeared We went to

NOW

England's
Luxury Cigarette

BACK IN TINS

Mills
SPECIAL

SOWETAN 3/6/83

Workers still on strike

THE LABOUR unrest plaguing Krost Brothers, an office equipment manufacturing company in the East Rand, entered its third day yesterday with no sign of the more than 1 300 workers shifting from their declared stand.

Production at the plant has been hard hit by a work stoppage that started on Wednesday. Workers yesterday continued their stand not to return to work in protest

against what they claim was "summary retrenchment" of 130 of their colleagues by the management

The leader of the workers, Mr Elias Novela, claimed in a statement that management failed to follow the retrenchment procedure presented to the company by their trade union

In an interview yesterday Mr Sydney Derman, managing director of the firm, said that the situation by late yesterday afternoon had not changed

He had not discussed

the retrenchments with the workforce as had been requested by them

He said management was prepared to discuss the problem with the shop stewards. It was, however, learnt that some top officials of Mawa visited the plant yesterday and held talks with representatives of the workers

Because management walked out of a meeting with shop stewards last week Thursday, the workers decided on Monday that management should address them personally to account for the retrenchments

Lessons of the VW strike at Uitenhage

3-part ~~140~~ 152
3/6/83 ~~152~~

THE strike at Volkswagen's Uitenhage plant in 1980 came under the spotlight again recently when Mr Norman Faull, senior lecturer at UCT's Graduate School of Business, was invited to write a special international version of the events as a case study for the International Management Institute (IMI-Geneva)

IMI-Geneva, which aims to contribute towards improving the management effectiveness of corporations and other organisations in the world through education and research, identified the Volkswagen strike as a story with effective learning points for its purpose

It decided to invite Mr Faull to present the case history at an international personnel management seminar attended by senior personnel managers of 15 nationalities with experience in multi-national companies in 20 countries

Mr Faull went to Europe in April to further his original research on the Volkswagen strike — a mammoth 450-page, five-part case study that has been used in educating industry executives and MBA students

His new case study was written from the perspective of the International Metal Workers Federation, where he spent almost a full day at its Geneva headquarters interviewing Mr Herman Rebhan, general secretary of the IMF, and his two deputies

One of Mr Rebhan's deputies, Mr Karl Casserini, had participated in the July, 1980, negotiations in South Africa which led to the end of the strike and the final settlement between Volkswagen and the trade unions

Senior personnel executives at Volkswagen's Wolfsburg international headquarters in Germany were also interviewed by Mr Faull for his new case study

Mr Faull said that the IMI seminar delegates showed extraordinary curiosity in the essentially South African nature of many aspects of the case

The many years of unfavourable international media publicity that South Africa has endured has led to the impression that it is impossible to get good news from South Africa

The 1980 Volkswagen strike proved this impression wrong. It was, in fact, the vehicle for good news

The credit for this international conclusion, said Mr Faull, should go to all those who took part in the dispute negotiations



Mr NORMAN FAULL .. analysing the 1980 Volkswagen strike.

Strike over transfer resolved

Jan 26/83
By Tony Davis,

Labour Reporter
~~152~~ (152)

Checkers management has agreed to transfer a branch manager after a dispute with members of the Commercial, Catering and Allied Workers' Union (Ccawusa)

About 60 workers at the Checkers Southdale branch went on strike last week after a member was allegedly assaulted by the manager.

Management called for a return to work before starting talks but workers refused to go back to their jobs until the manager was transferred

Yesterday the strike spread to other Checkers stores as several hundred workers came out in sympathy.

After a meeting between Checkers and Ccawusa officials, the company agreed to transfer the manager as soon as he returned from leave. Workers would also not lose pay for being on strike.

A Checkers spokesman confirmed the settlement and said they would be meeting Ccawusa today.

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whereas free 1 and 2 get stronger.
These factors have been the cause of the
process of urbanization (although there are other
causes) in SA. The migrant labor system has
led to increasing numbers moving to urban areas,
and perhaps been
about SA's case
that the African's
in urban areas

11

Workers

~~1983~~
demand

~~SAU~~
pension

**Mercury
refund**

7/6/83

Mercury Reporter

HUNDREDS of black workers at Nampak Products Ltd, in Mobei, downed tools yesterday, demanding a refund of their pension contributions

A spokesman for the workers told the Mercury yesterday that they were also demanding the right of their union to be recognised at the factory

He said they had been contributing towards the pension fund since 1978 and while most other factory workers had been paid out, Nampak workers still had not received their money

Mr R Campbell the company's industrial relations manager, yesterday confirmed that the workers stopped work at 6.30 am

Not available

He said they had refused to speak to the management and had insisted that the management contact the representative of the South African Allied Workers' Union

'This union is not yet recognised — the management attempted to make contact but were told that the official was not available

'It now appears that the workers want a refund of their pension contribution. This is still being considered,' he said

Mr Isaack Ngcobo, national treasurer of the union, said union officials had met the workers' committee late yesterday and the union would be holding talks with the Nampak management today



Striking Checkers workers, who gathered at their union's Johannesburg office yesterday, hail management's decision to transfer a store manager whose removal they were demanding.

Labour Correspondent

WORKERS from several Checkers stores, including some from Potchefstroom and Krugersdorp, struck yesterday — and then returned to work in the early afternoon when management met their demand for the removal of a store manager.

The company had initially refused to remove him.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (Ccawusa), said 10 stores were affected, including that at Eastgate, as well as stores in Benoni, Krugersdorp and Potchefstroom.

But a Checkers spokesman, Mr Peter Wicks, said only five had been hit and in some of those only some workers had taken part.

The strike was a sequel to one at Checkers' Southdale store last week, sparked by an incident in which the manager allegedly slapped a

Strikers return after pledge to move manager

ROM 152
7/6/83

worker Ccawusa charges that workers also had a range of other grievances against him.

Workers returned pending talks between management and Ccawusa and, in the wake of the strike, the company instructed the manager to apologise to the woman worker concerned. It also agreed to investigate workers' complaints.

Workers struck again on Friday, when the company indicated it planned no further action against the man-

ager. Checkers said then it would not negotiate further unless the strikers returned.

Yesterday morning, workers at other stores stopped work in support of the Southdale workers and about 400 workers gathered at the union's offices in central Johannesburg.

According to Mrs Mashinini, management addressed workers at the offices and told them the manager would be sent on two months' leave.

"But workers rejected this and management returned later to say they had agreed

he would not be in charge of this or any other store. Workers at the other stores are not prepared to work under him either," she added.

As a result, workers had returned, she said. Workers from other stores had arrived at the office later to join the strike, but had been sent back to work by union officials who explained the dispute had been settled, she added.

Mr Wicks denied management had suggested the manager go on leave. "He is already on leave which is not connected with this incident and we said we would investigate and wait for his return," he said.

He confirmed the manager had been transferred but denied that Checkers had given an assurance he would not be placed in charge of another store. "We said he would be given another job in the company. We will decide what job when he returns from leave," he said.

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fore leaving the

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

Strike ¹⁵²
204 ³⁰⁰
over ^{7/6/83} ⁴⁷⁷
pensions

Mail Correspondent

DURBAN. — Hundreds of black workers at Nampak Products Ltd, in Mobeni, yesterday downed tools and demanded a refund of their pension contributions.

A spokesman for the workers said yesterday that they were also demanding the right of their union to be recognised at the factory.

He said they had been contributing towards their pension fund since 1978 and while most other factories had paid out the money to its workers, the Nampak workers still had not received their money

"We will continue our protest until such time that management meets our demands," he added

Mr R Campbell, the company's industrial relations manager, yesterday confirmed that the workers had stopped work. He said they refused to speak to management and insisted that management contact the representative of the South African Allied Workers' Union.

"This union is not yet recognised but management nonetheless attempted to make contact. Management were told that the official was not available

"It now appears that the workers want a refund of their pension contribution. This is still being considered," he added

Novel ⁽¹⁹²⁾ ~~bid to~~ WOM settle ~~197~~ 7/6/83 strike

Labour Correspondent

MANAGEMENT and workers at Premier Paper's Kliprivier mill are to use an unusual form of mediation in an attempt to settle a wage dispute

The dispute led to a week-long strike at the mill last month after which the company cancelled its recognition agreement with the Paper, Wood and Allied Workers Union

Since then, however, the company has been negotiating with the union's shop stewards. Worker leaders at the mill say they still regard the union as the workers' bargaining representative there

During the strike, Premier rejected union appeals that a mediator be called in

But yesterday the company issued a joint management-worker statement saying that both parties had now agreed "to enter into a process of dual mediation"

It said the dispute remained deadlocked

It is understood that Premier has again rejected worker demands for one mediator to be appointed

Instead, two mediators have been appointed — one to represent management, the other to represent workers. This form of mediation is believed to be unprecedented

According to the statement, workers are continuing to demand a 40c an hour increase with effect from July

The strike was sparked by a management decision to give selected workers rises of between 30c and 40c an hour to bring them into line with a company wage grading system. Workers are demanding that this be extended to all of them

8/6/83
**Firm to
talk on
stoppage**

1007
152
152

Mail Correspondent

DURBAN — The management of a Mobeni paper products factory is to hold further talks today with its black workers who downed tools on Monday

Hundreds of workers at Nampak Products Ltd, stopped work on Monday morning in support of their demands for a refund of their pension contributions and the right of their union, the South African Allied Workers' Union, to be recognised by management

Mr Roderick Campbell, the company's industrial relations manager, said yesterday "I hope to get the full details of the workers complaints about the pension fund I will then go back to the trustees and a further meeting on the issue will be held next week"

He said the representatives of the workers left a meeting on Monday with the hope of persuading the workers to return to work today.

"If they do not return to work today we'll have to consider what steps to take. We've been tolerant all this time," he added

Management to talk

152 Mercury Reporter 8/6/83

THE management of a Mobeni paper products factory is to hold further talks with its black workers today as the work stoppage at the factory entered its second day yesterday

Hundreds of workers at Nampak Products Ltd downed tools on Monday morning in support of their demands for a refund of their pension contributions and the recognition of their union by management.

Mr Roderick Campbell, the company's industrial relations manager, said yesterday that at a meeting with the worker representatives and Mr Sam Kikine, general secretary of the South African Allied Workers' Union, it was agreed that he meet the representatives today

100 strikers dismissed

East Rand Bureau
More than 100 employees
at a Boksburg factory
have been dismissed
after going on strike ear-
lier this week

The cause of the strike
at Bitcon Industries, Li-
linton, is not known. The
management refused to

comment and a reporter
from The Star was or-
dered off the premises

The company today
began re-employing
workers, and large
groups of people gath-
ered outside the factory
to apply for the jobs list-
ed at the main gate

Star 10/6/83 (152)

LABOUR

~~152~~ 152
Tucsa's anger

FM 10/6/83

Managements who dread the prospect of growing inter-union rivalry in their companies cannot draw any comfort from the widening gulf between many emerging and established unions. Now, in a statement which is likely to further sour relations between them, Anna Scheepers, president of the Trade Union Council of SA (Tucsa), has declared that illegal strikers should be prosecuted.

Scheepers believes there have been far too many "wildcat" strikes in recent years. "I have always fought for the right of workers to strike, but strike action should be the last resort," she said in an interview with the *FM*.

She said foreign investment was needed in SA if jobs were to be created — and that potential investors could be frightened away by labour unrest. A decision by government to take action against illegal strikers could result in prosecutions on a large scale, but this could make these people learn to obey the law, she said. "If you have laws, they must be enforced. If people do wrong, they must accept the consequences," she added.

Scheepers has expressed this view at a time when government continues to refrain from taking action against the vast majority of illegal strikers. Indeed, virtually all strikes in recent years have been illegal in terms of SA's labour laws — and only a small fraction of strikers have been prosecuted. In 1981, for example, more than 90 000 workers were involved in strikes and stoppages, but only 301 were arrested for striking and only 10 were prosecuted.

Senior government men appear to have taken the view that prosecutions would be counter-productive at this early stage of SA's industrial relations development. Meanwhile some employer bodies and respected industrial relations practitioners have called for strikes to be decriminalised.

Of these calls, Scheepers says "Well, if they want this to happen, then the law must be changed. But while there is a law, it is unfair to prosecute some and not others."

If anything, Scheepers' opposition to il-

legal strikes probably reveals just how angry and concerned Tucsa unionists are becoming about emerging unions encroaching on their turf. It cannot be denied that members of these unions have won significant victories — and attracted a large membership to their unions — by their willingness to resort to industrial action. At the same time, many emerging union leaders regard parallel unions created by established unions as an attempt by white unionists to control black unions. In the words of one of these leaders, "we regard members of those unions as fair game."

Scheepers says the emerging unions should have concentrated on recruiting the many unorganised workers in SA, instead of trying to sign up those already in unions. She warns that a battle could be looming.

"If people are going to try to hijack our members, there will be a fight."

ay, June 10, 1983

Sowetan

152

~~153~~

~~154~~



STRIKE: Workers at Silicate and Chemical Industries in Wadeville downed tools yesterday demanding the dismissal of a white foreman.

Strikes hit two plants

INDUSTRIAL action involving some 210 workers severely hit the production of two plants in the East Rand yesterday.

The entire workforce at a Boksburg steel factory, some 120 workers, was dismissed by the management after they went on strike earlier this week.

At Silicate and Chemical Industrial (Pty) Ltd, a deterrent chemical producing company in Wadeville, Germiston, some 90 workers downed tools. They all demanded that a works foreman be dismissed because of his indifferent attitude towards the workers.

Two meetings at this plant were held by shop stewards belonging to the Industrial Chemical Workers Union and the management, with both talks ending in a deadlock.

The talks failed because the management demanded that the workers return to their places of work while negotiations continued.

About 120 workers at Bitcon Industries in Bird Road, Lillian, near Boksburg, were dismissed yesterday after going on strike on Tuesday. The **SOWETAN** could yesterday not establish the cause of the strike as management refused to comment.

A spokesperson for the company said "the company is at present re-employing people and has got no time to make a press statement"

More than three hundred people gathered outside the plant yesterday looking for jobs and large groups had to be turned away when they were told that all vacancies had been filled.

The entire retrenched workforce was not affiliated to any trade union.

Workers rehired after strike

By STEVEN FRIEDMAN
Labour Correspondent

A BRIEF strike by part of the workforce at a major East Rand foundry, Salcast, has ended and management has agreed "on compassionate grounds" to reinstate 13 workers who had been fired.

The company, which employs about 1 700 workers, is owned by Stewarts and Lloyds. According to management, between 200 and 300 workers took part.

Meanwhile, the Metal and Allied Workers' Union says workers at Dunlop tyre plants in Durban and on the East Rand are staging a boycott of the company canteen in protest at the delays in the company's recognition talks with MAWU.

Recently, MAWU applied to join an industrial council which covers the Dunlop Durban plant only, but the company then withdrew from the council.

At Salcast, Mawu organiser, Mr Moses Mayekiso, said workers had downed tools at midday on Thursday in protest at the sacking of several colleagues. They had returned to work yesterday morning after management agreed to reinstate their colleagues.

But a Stewarts and Lloyds spokesman, Mr Howard Russell, disputed this. He said after 200 to 300 workers failed to return to work after a lunch-time meeting in protest against the sackings, the company agreed to hold an inquiry.

The workers had been fired, he added, for persistently going off shift early.

"The first two workers whose case was heard admitted that they were guilty, but begged the company for another chance. On that basis, management decided to reinstate them, but to give them a final disciplinary warning," Mr Russell said.

4/13/83 152

Tucsa continues to drive on the Right

THE Trade Union Council of SA continues to carve out an ideological niche somewhat to the Right of most major employer bodies

Tucsa's ongoing war against its own credibility among black workers took a new turn last week when its president, Dr Anna Scheepers, called for stepped-up prosecutions of "illegal" strikers

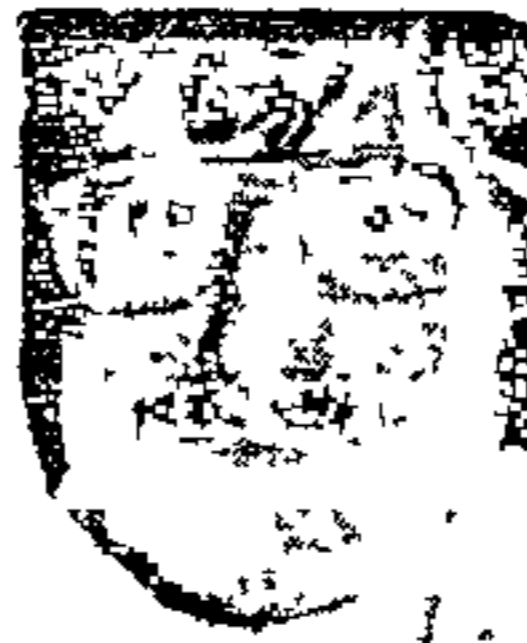
There have only been two legal strikes in the past six years, so this means almost all strikers

Dr Scheepers told the Financial Mail "If you have laws, they must be enforced. If people do wrong, they must accept the consequences." She also opined that strikes might frighten off foreign investors

Her clarion call comes at a time when employer bodies are urging the scrapping of laws making it a crime to strike, which would bring this country in line with free labour systems in the West

Tucsa is not the first union body to call for tough action against workers — they do it in Russia all the time

But it is worth speculating how many black supporters Tucsa would have if many of its unions did not enjoy "closed shop" agreements with employers forcing black workers to belong



Labour Week
By
STEVEN FRIEDMAN

One thing is clear, however. If the Government does nullify the judgment, it will meet sharp reaction — whenever it does so

152
Soweto
14/6/83

400 employees down tools as management cuts working hours

152

THE ENTIRE workforce, about 400 workers, at Dunlop Industrial Products in Benoni downed tools yesterday after the company cut their working hours from 45 to 37 hours a

By MZIKAYISE EDM

week. According to one of the workers the work manager, Mr Makhaya, informed the staff that as from yesterday three

shifts, instead of the usual two, would be introduced, meaning working hours would be cut from 45 to 37 hours a week.

When the workers arrived at the plant yesterday they refused to work.

The workers said they were already feeling the pinch of the high cost of living and if the company "reduced our working hours it would mean that our wages and salaries are automatically reduced."

Workers' representatives met with management yesterday but the talks ended in a deadlock. Further talks will continue between the two parties today.

Yesterday the management of the company refused to comment on the strike.

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S1730

Metal workers (150) 'strike most often' (16/6/82)

Labour Correspondent

THE metal industries are more strike-prone than any other South African industry at present, according to a study on strikes by a leading labour relations consultancy Andrew Levy and Associated

The study also finds that unions affiliated to the Federation of SA Trade Unions are involved in far more strikes than all other unions put together

These are among the findings in a Special Report on Industrial Action released by the consultancy yesterday

According to the study, metal is well ahead of any other industry in the number of strikes it has experienced

It is followed by food and

beverage and motor, both of which are much more strike-prone than other industries

But it also finds that metal only became the most strike-prone industry in the past 18 months. Before that, food and beverage "consistently" experienced most strikes

In a geographical breakdown of strikes, the study also sharply challenges the view that the Eastern Cape and Natal are particularly strike-prone areas

It finds that nearly half of all strikes between 1979 and 1982 occurred in the Pretoria-Witwatersrand-Vereeniging area. The Eastern Cape and Natal each account for just over 20% during that period

The study gives a breakdown of union involvement in

strikes, but cautions that these figures do not mean the unions caused the strikes, merely that their members were involved. It suggests the figures could indicate the relative strength of the unions

"It must be remembered that a union's 'militancy' cannot be judged in terms of its rhetoric alone. It needs to have the density of membership as well as the will amongst its members to turn slogans into action

"In this sense, there is little doubt that the (figures) are a reflection of the reality (of various unions' strengths)", the study argues

Where unions were present in strikes, Fosatu unions were involved in 65% of

strikes, the Council of Unions of SA was involved in 7,75% and other emerging unions, notably the SA Allied Workers Union (SAAWU), General Workers Union, and Commercial Catering and Allied Workers Union accounted for the other 27%

The union involved in most strikes is Fosatu's Metal and Allied Workers Union, followed by its National Automobile and Allied Workers Union (NAAWU)

SAAWU comes third, Fosatu's National Union of Textile Workers fourth and the Food and Canning Workers Union fifth

However, when man-days lost to employers, rather than the number of strikes, is calculated, NAAWU is far ahead of any other union

More black worker strikes 'are likely'

By STEVEN FRIEDMAN
Labour Correspondent

"NEW and unprecedented" levels of strike action by black workers are likely once the economy begins to pick up, according to a study on strikes by a leading labour relations consultancy

Despite claims that strike action is on the wane, the study finds that there has been a "strong and steady" trend towards greater strike action by black workers since 1971 which is likely to continue

And it also finds that the vast majority of strikes are triggered by issues which lie directly under the control of company managements, rather than by political or social issues

The study, "A Special Report on Industrial Action", by consultants Andrew Levy and Associates, challenges many commonly-held theories on black worker strike action

It is based on strike information gathered from the consultancy's own sources and also makes use of official strike figures

The study argues that the number of strikes which occurred in any given year does not on its own give an accurate picture of strike trends

It says the key issue is how many man-days have been lost to industry each year through strikes

Despite suggestions that black strike action only became a major factor after the 1979 labour reforms, the study includes a graph which indicates that there has been a sharp and steady trend towards an increase in man-days lost through strikes since 1971, despite occasional drops in individual years

It suggests that, even if strike figures drop temporarily this year as a result of the recession, this trend may well continue in future

In an analysis of incidents which triggered strikes, the study finds that 80% were sparked by wages, grievances, discipline and dismissals — issues which "lie within the ambit of managerial decisions".

It argues that this means companies will have to ask "whether or not their awareness and handling of these issues is adequate"

It goes on to find that firings and discipline have become a far greater strike issue than wages in the past few months — presumably because of the recession. This, it argues, means that decisions on these issues "should receive the most careful management attention"

According to the study, strikes by black workers are also lasting longer. Nearly 30% of strikes between 1979 and 1982 lasted between three and five days and over 10% lasted six days or more

It finds that, where strikes are not settled on the first day, they tend to last for at least another two days

For employers, it says, this means that "panic or coercive tactics in the early stages of a strike are likely to be counter-productive"

The study also finds that, where striking workers are represented by a union, the strike tends to last longer

But it adds that this does not necessarily mean unions cause strikes and may mean the grievance which led to the strike is more likely to be settled if a union is present

More strikes predicted

New and unprecedented levels of strike action can be expected when the economy emerges from the recession, says a report which analyses trends in industrial action in SA

Useful insights into strike trends are provided in a report compiled by industrial relations consultants, Andrew Levy and Associates. It has been published at a time when many managements have been heartened by government statistics which show a decline in industrial action in the first quarter this year (*Current Affairs* May 20)

The report, however, examines long-term strike trends. It challenges the belief that unions are incapable of striking in a recession and it makes a confident prediction of rising industrial action during the next boom. "Employees are still going on strike, and those strikes are getting longer, harder and deeper." It adds that even if there is a decline in the actual number of strikes in the year ahead, for those employers "who face the reality of a strike, the event will be more difficult and compelling."

Conclusions

The report is based on statistics gathered from a number of sources, including government strike figures, and information gathered by the consultancy itself. Conclusions reached in the report include

- Strike incidence fluctuates from year to year, but the increasing trend in man-days lost is strong and steady. Strikes are lasting longer and involve larger numbers of workers. There also appears to be a tendency for more strikes to take place in the second and third quarters of the year;
- The strike trigger in about 80% of observed cases, during the last four years, has involved wages, grievances and issues involving discipline/dismissal. "As these lie within the ambit of managerial decision one way or the other, companies should ask whether or not their awareness and handling of these issues is adequate," says the report.

The economic downturn has had an important impact on strike triggers. During the past year the proportion of strikes provoked by wages has decreased substantially, while there has been a sharp rise in strikes resulting from disciplinary and dismissal issues,

- Federation of SA Trade Unions (Fosatu) affiliates tend to be involved in significantly more strikes than unions from any other grouping. From information they have gathered, the compilers of the report have found that in 1981-82 unions affiliated to

Fosatu were involved in 65% of strikes. Independent unions — such as the SA Allied Workers' Union (Saawu), the General Workers' Union and the Commercial, Catering and Allied Workers' Union (Ccawusa) — were active in 27%. Affiliates of the Council of Unions of SA (Cusa) were involved in about only 8%, and

- Union presence tends to increase the length of strike action. However, the report emphasises that this does not necessarily mean that unions cause strikes. The extra length of the strike may be due to the time-



Levy ... 'strikes getting longer and harder'

consuming process of negotiation with the union — which can ultimately result in a better level of settlement for all the parties

(152) ~~170A~~ □ □ □ ~~170A~~ ~~438~~
WHICH unions are most active on the factory floor? *NOM 20/6/83*

Part of the answer may lie in a detailed strike study by labour consultancy Andrew Levy and Associates

Its main finding — that there is an increasing strike trend which will grow after the recession ends — may be controversial

But its break-down on which unions' members are most often involved in strikes will be more generally accepted, because it is easier to verify

The study points out that its findings do not necessarily mean the unions caused the strikes

Most black worker strikes tend to be caused by grass-roots militancy, rather than union leaders, and the study finds that 80% of strikes are sparked by issues which lie directly under management's control

But the figures do give an insight into the unions' shop-floor presence

The study finds that Fosatu unions, often attacked for their lack of "militancy", were involved in 65% of strikes where there was a union presence

Members of its MAWU were involved in most strikes, followed a long way behind by its motor union, NAAWU

SAAWU is third, the National Union of Textile Workers fourth and the Food and Canning Workers Union fifth.

But when statistics take account of man days lost in strikes, NAAWU comes out top by far

As the study points out, this seems to show again that unions' rhetoric is not a good guide to their "militancy"

A further key finding is that the metal industries are by far the most strike-prone, followed by food and motor

The study finds that metal has only occupied this position for the past 18 months, food having been most strike-prone for years

Metal employers would no doubt deny that this reflects the success or failure of their refusal to bargain with unions at plant level

□ □ □

SOME weeks, you just can't avoid talking about the metal industries

A further development this week was MAWU's decision to seek further negotiation on the 5%-7% wage rise agreed on the metal council recently.

While angry statements from the union condemning the increase were inevitable, word is that it doesn't intend to leave the matter there.

Action to attempt to win a re-opening of talks seems to be on the cards

152 ~~152~~ RDM 22/6/83

Wildcat strikes betray the workers' true interests

I WOULD like to reply to the article "Tuksa continues to drive on the right" (RDM June 13).

If ever there was an onslaught it actually was over the past few years, against the Trade Union Council of SA, yet Tuksa was the organisation which had consistently fought for the changes that have now been made to our labour legislation. Tuksa and its responsible affiliates can claim the major credit for the improvements made in industrial legislation. These changes would not have been won on wildcat and illegal strikes, grossly unfair labour practices and the enrolment of union members in new trade union activities. These practices, now that trade unions have been recognised, can be freely indulged in by novices to the trade union movement for recruitment purposes, knowing that certain reporters will laud their activities as great achievements.

My attitude towards strikes has remained unchanged, but it must not be distorted by reporters such as Steven Friedman. Our labour legislation has laid down certain requirements and as long as these requirements remain on the statute book I will demand that they be enforced, and as long as they remain on the statute book I will also advocate that strikes and lock-out be decriminalised and be substituted by other rules. Perhaps strikes or lock-outs could be regarded, as in the United States, either as a fair or unfair labour practice, depending on whether the strike was called within or outside of the laid down rule.

I have participated in strikes, sacrificed and suffered as a result. This is far more than the investigators and advocates of today's strikes can claim.

My experience has proved to me that irresponsible strike action is contrary to the best interest of the trade union movement. This opinion, that strike action should only be taken as a last resort and then only with the assurance that success will follow, is common

to all the leading trade unionists in the western democratic world.

Irresponsible and illegal strikes can only result in

- Workers suffering tremendous hardship, without receiving any strike pay even when overseas funds have been available, loss of employment, mass busing back to the homelands

- Workers subjected to the insecurity gained from such regretful action lose all interest in being unionised and this may well account for the apparent switch away from recruitment of still non-unionised workers to the efforts to recruit those already unionised

- Constant strikes and disruption of our limited production capacity can only result in further inflation or importation of goods from overseas at the cost of workers' wages or their jobs

- Unstable labour conditions will frighten away overseas as well as local investment capital and consequently growth potential may be so minimised that insufficient jobs will be the permanent future of South Africa.

Naturally if it is not the advancement of true trade unionism that is being sought, but total insecurity, (as is evidenced by the constant calls for Provident Funds or Pension Funds money to be paid back, the attack on the Industrial Council system through which many workers have gained all the security that can be gained in a socialist society), then let us follow the advocates and instigators of irresponsible strikes.

As for myself, I will continue my drive on the right course to achieve that security for all workers which they wish and through which they will gain their full rights in all fields. I will continue to oppose all actions that will result in destabilisation and the creation of a revolutionary climate and total insecurity for all — ANNA SCHEEPERS, president of Tuksa and of the Garment Workers' Union of SA, Johannesburg.

Mwasa judgment reserved

Jan 23/6/83
Labour Reporter

150

152

Judgment was reserved in yesterday's Industrial Court hearing between The Star and the Media Workers Association of South Africa (Mwasa)

An attempt to settle the dispute before the court opened failed when Mwasa applicants turned down management's offer

During the two-day hearing the 162 union applicants have been seeking reinstatement under section 43 of the Labour Relations Act

Advocate J L Lazarus for The Star said the newspaper was willing to pay R73 800 in severance pay to 139 former employees who had more than five years of service before their dismissal in March as a result of a strike

The payouts would be determined by length of service and would range from R300 to R2 000. Other applicants would receive R250 in severance pay, he added.

Mr Clive Thompson, for Mwasa, said that while the former employees were interested in obtaining some form of interim relief their ultimate goal was reinstatement. The Star's management was responsible for having taken on a new workforce and would have to dismiss them and reinstate the 209, Mr Thompson argued.

Mr Lazarus said the dismissal of the new workforce would cause further industrial unrest. It was within management's prerogative to have dismissed the 209.

The Star offered to reinstate workers who had very long service with the paper.

Mr Thompson said the union's case rested on the argument that workers downed tools because management had abused their contractual rights.

Mr Lazarus said the applicants had chosen a bad case to argue in the dismissal of Mr Oupa Msimang and had tried to build a good case around it.

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Sowetan 24/8/83

~~1983~~ ~~1983~~

500 down tools over wage issue



STRIKE: Part of the 500 workers who downed tools at Associated Spinners

MORE than 500 workers yesterday downed tools at Associated Spinners in Randfontein in demand of an across the board increase of 50 cents an hour.

The workers are all members of the Textile Workers Union (TWU). The Transvaal secretary, Mrs Evelyn Selore, said. "The workers downed tools after demanding a 50 cents across the board in-

crease to be effective from July 1. Management has refused this and also wanted to be given a two-month exemption from affecting increases."

She said management wanted to put the annual increases into effect on September 1, and had based their argument on the present economic recession in the country.

The workers argued that the economic set-up

was not their fault and they should not be expected to suffer as a result of this. When management suggested it would retrench some of them in order to meet their wage demand, the workers said they would be prepared to work short hours if this could be done.

Mrs Selore said management was also not prepared to negotiate

until the workers returned to work. The workers, on the other hand, were also not prepared to return until management announced the results of the negotiations.

A spokesman for the company said there had actually been a misunderstanding at the company. Management had long talks with the union leaders and everything was cleared up.

Workers want jobs back at The Star

Labour Reporter
25/6/83
Former employees of The Star took the newspaper to the Industrial Court yesterday to try to win reinstatement under section 43 of the Labour Relations Act

The 209 workers were dismissed in March after refusing to stop striking in protest over a colleague's dismissal. The Media Workers Association of South Africa argued that The Star dismissed the workers because it wanted to "smash" the union.

Counsel for The Star said there was no bias against union members during the dispute and that management was within its rights to dismiss the workers.

Mr Clive Thompson, on behalf of the applicants, said The Star management had ignored disciplinary procedures in Mr Oupa Msimang's dismissal and had stopped union officials helping him.

The sacked workers constituted the bulk of Mswa membership at The Star and by dismissing them the newspaper intended to smash Mswa, he said.

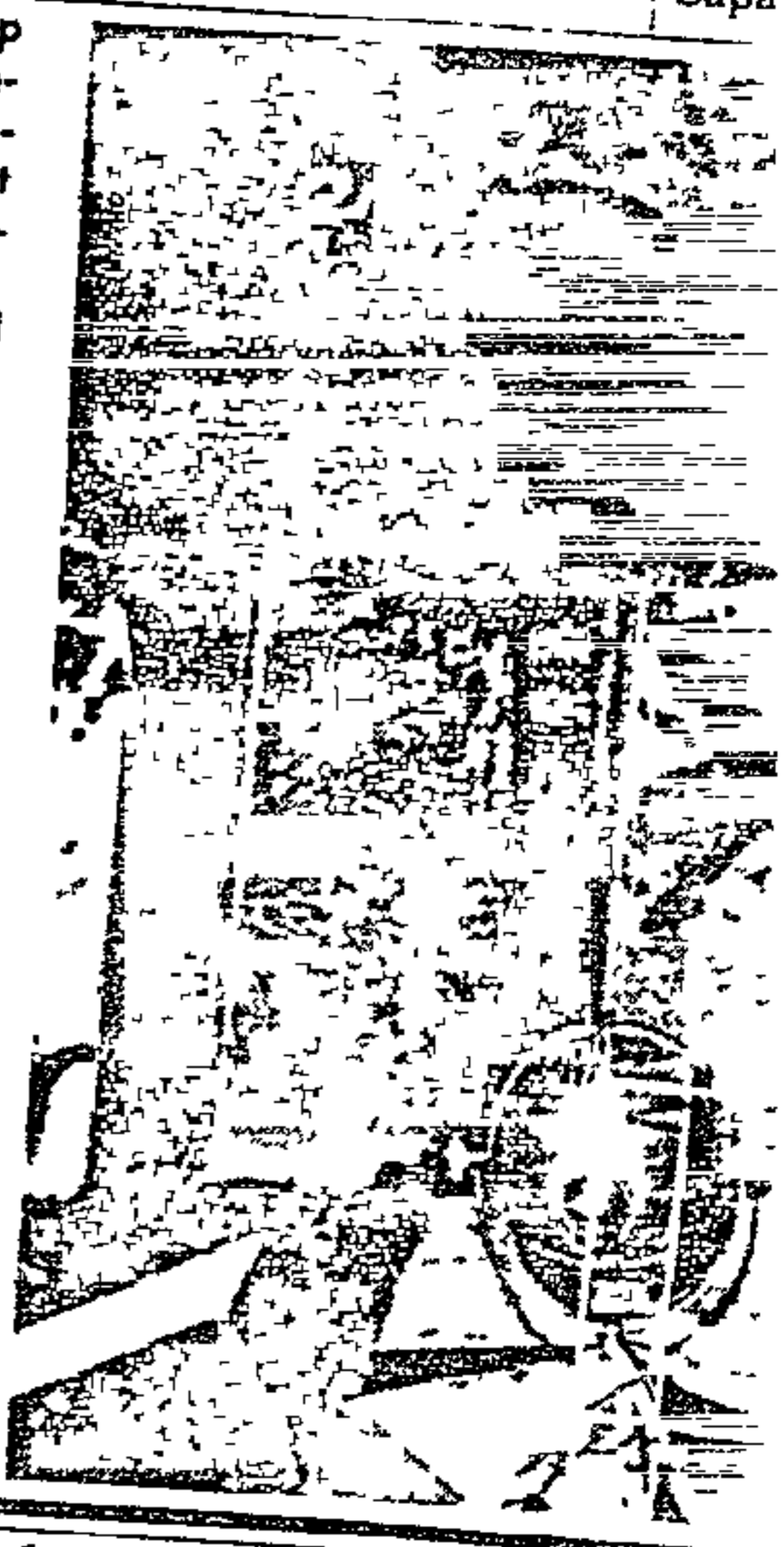
Advocate J L Lazarus SC, representing The Star, said no one had raised such points at the time of the dispute.

Arguments that The Star had failed to follow proper disciplinary procedure had no substance and there was no bias against union members as had been suggested.

The workers' failure to respond to management's call to return to work was cause for dismissal, he said.

The case continues today.

Fire gutted a gift shop and a luggage and leather goods shop at Highpoint in Hillbrow last night causing damage estimated at more than R50 000. The fire started shortly before 9 30 pm in the shop on the Kotze Street level of the complex. Eyewitnesses said they heard a small explosion and others said they had seen a heater which had apparently set the carpet alight. Amid the piles of rubble in the gutted gift shop two firemen damp down the walls to prevent the fire from spreading to neighbouring shops. An unidentified woman was overcome by smoke and was found lying in a basement by firemen. She was taken to the Hillbrow Hospital. Patrons of the Highpoint cinema were evacuated.



Sauna girl tells of 'fir

A former sauna attendant yesterday told a Johannesburg magistrate she was ordered by her employer to pay him back R1 500 after she had been sacked.

Miss E Stewart (22) was giving evidence for the State in the trial of four people who have pleaded not guilty to keeping a brothel at the Elegance Sauna in Union Centre, Harrison Street Johannesburg.

They are Mr Carlos Alberto Pires (39) of Ansel Road Rewlatch, Miss Yvette Rosamond Weeks (23), of Lily Road, Berea, Mrs Cornelia Alberta Taylor (26), of Krus Street, Johannesburg and Mrs Muriel Colominas (34), of Royal Ascot Road, Judith's Paarl.

Miss Stewart said she was employed by Mr Pires in June last year and during the interview he told her

she had she alle- pelvic n sex A few away fr returned "I told only if I did and I She sai make a st The tria

Fund for waifs' hc

By Yussuf Nazeer

The Johannesburg Child Welfare Society's Onthandweni Home fund-raising barometer has risen from R50 000 to R50 885.

Star readers sent in amounts of R365, R300, R200 and R20 to boost the fund towards its R110 000 target and July 1 deadline.

The money will build cottages for abandoned and homeless black children in Soweto's Mofolo South

An appeal to Soweto's schoolchildren and their parents to give 20 c to the "Donate-a-brick" fund has also been launched by the society's public relations director, Mrs Anne-Lee Wates, and Soweto director Mrs Shirley Lesu. The money will go towards buying bricks, cement and other building materials.

Mrs Wates said the following collection points had been set up for Soweto's citizens.

● YWCA Zenzele, Dube

- Donaldson Centre, Or
 - Self H- neral Paric
 - Ranthol C sane
 - Family Centre, 49 Street, Job
 - Carlton H. Johannesburg
- When Th highlighted i these aban dren, who r suburban str for food, the sponded by .

RPM
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ZS 76/43
workers
down
tools

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 1100 workers at major metal firm Dunswart Iron and Steel downed tools briefly yesterday in protest against impending retrenchments, a spokesman for the Metal and Allied Workers' Union (MAWU) said yesterday.

The spokesman said workers had struck when the company announced that 85 workers were to be retrenched next Friday.

He said they had demanded that the company negotiate with MAWU on the retrenchments. They also wanted retrenched workers to be paid severance pay.

After discussions between Dunswart management and MAWU officials, the company had agreed to hold talks with the union on the retrenchments and the workers had responded by saying they would return, he added.

The talks will take place on Monday evening, the MAWU spokesman said.

Comment from the company could not be obtained yesterday.

Earlier this year, Dunswart and MAWU were involved in a dispute over the retrenchment of contract workers which led to the company paying retrenched workers over R30 000 in compensation.

The union had threatened to take legal action over the retrenchments, arguing that employers were not permitted to retrench migrants in mid-contract without paying them the wages they would have earned for the remainder of their contracts.

However, the dispute was settled before legal action was taken.

RM 27/6/83

(52) ~~213~~ ~~115~~ ~~129~~

THE industrial court last week heard argument which, if upheld, would curb employers' ability to fire strikers en masse

In a case between the Media Workers Association of SA and The Star newspaper, MWASA argued that it was not illegal for workers to stop work in protest at a unilateral change in work conditions by an employer

Its lawyer said court decisions had ruled that such a stoppage would be a lock-out, not a strike

This would have special relevance where a union and employer entered into a recognition agreement. If an employer breached the agreement unilaterally, workers would,

Sowetan (152)
78/6/83
**E Rand
Workers
down
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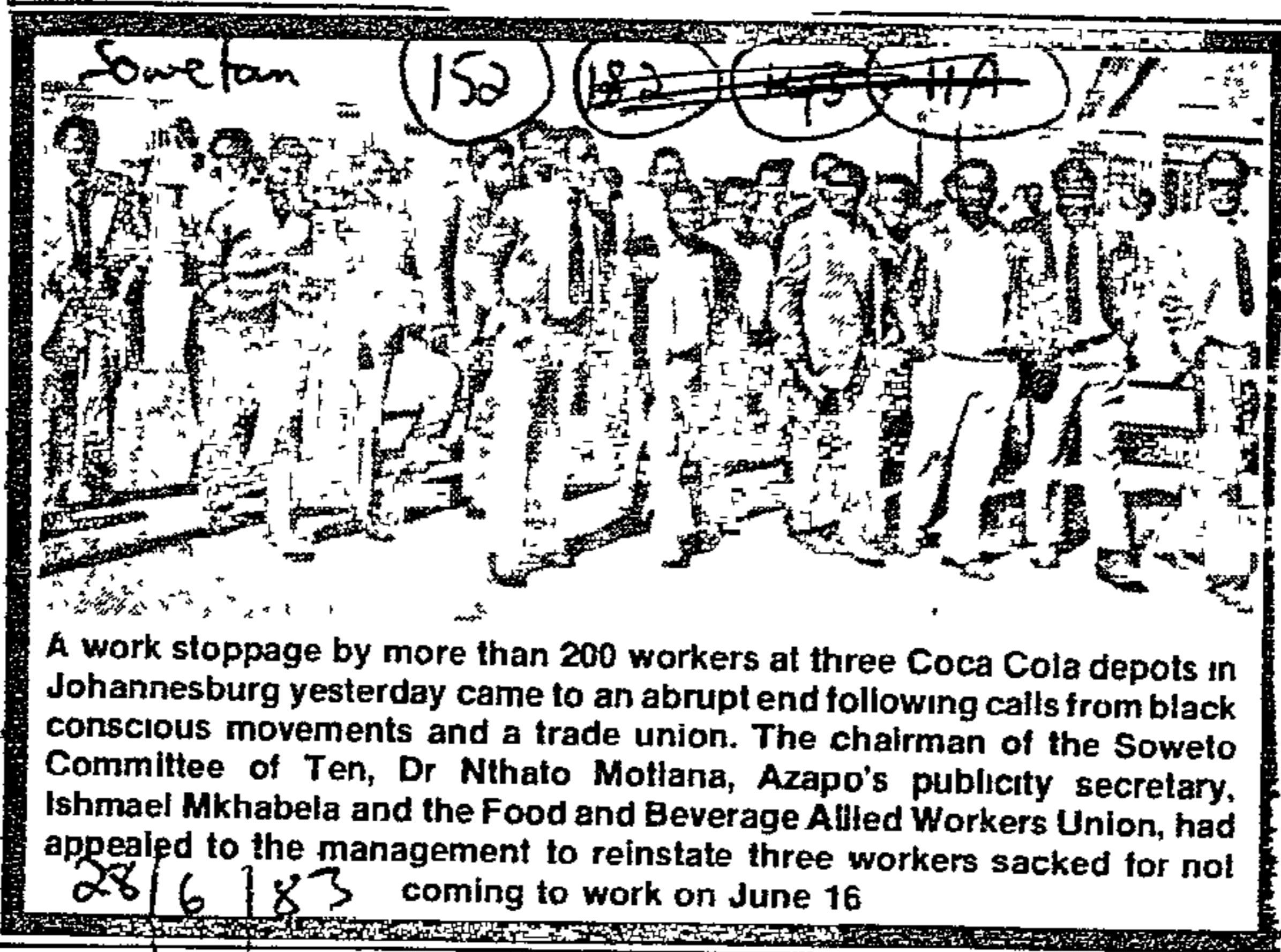
ABOUT 300 workers at T W Beckett and company in Isando yesterday downed tools in solidarity with two fired colleagues while about 500 others were involved in a sit-in at Dunswart Iron and Steel in Benoni last week.

According to one of the workers at T W Beckett, they decided to down tools after their colleagues were fired for alleged poor work performance. All the workers at the company were members of the Sweet Fruit and Allied Workers Union (SFAWU).

A spokesman for the company told **The SO-WETAN** negotiations between management and worker representatives were still in progress. The company would issue a statement today.

At Dunswart Iron and Steel Limited, a worker said approximately 500 workers staged a sit-in on Thursday and Friday last week. This was in protest against the retrenchment of 132 of their colleagues, the freezing of wage increases from July 1 to October 1, and dissatisfaction with the company's liaison committee.

He said they were represented by two unions since some of the workers are members of the Metal and Allied Workers Union (MAWU) while others belong to the South African Boilermakers' Society.



A work stoppage by more than 200 workers at three Coca Cola depots in Johannesburg yesterday came to an abrupt end following calls from black conscious movements and a trade union. The chairman of the Soweto Committee of Ten, Dr Nthato Motlana, Azapo's publicity secretary, Ishmael Mkhabela and the Food and Beverage Allied Workers Union, had appealed to the management to reinstate three workers sacked for not coming to work on June 16

28/6/83

29/6/83
Lay-offs:

talks

continue

Labour Reporter

Negotiations between two trade unions and the management of a Duns-wart metal firm contin-ued today after last week's strike over re-trenchments

The SA Boilermakers' Society and the Metal and Allied Workers' Union were both involved in talks with manage-ment to resolve worker protests when about 500 workers downed tools over pend-ing retrench-ments at Duns-wart Iron and Steel

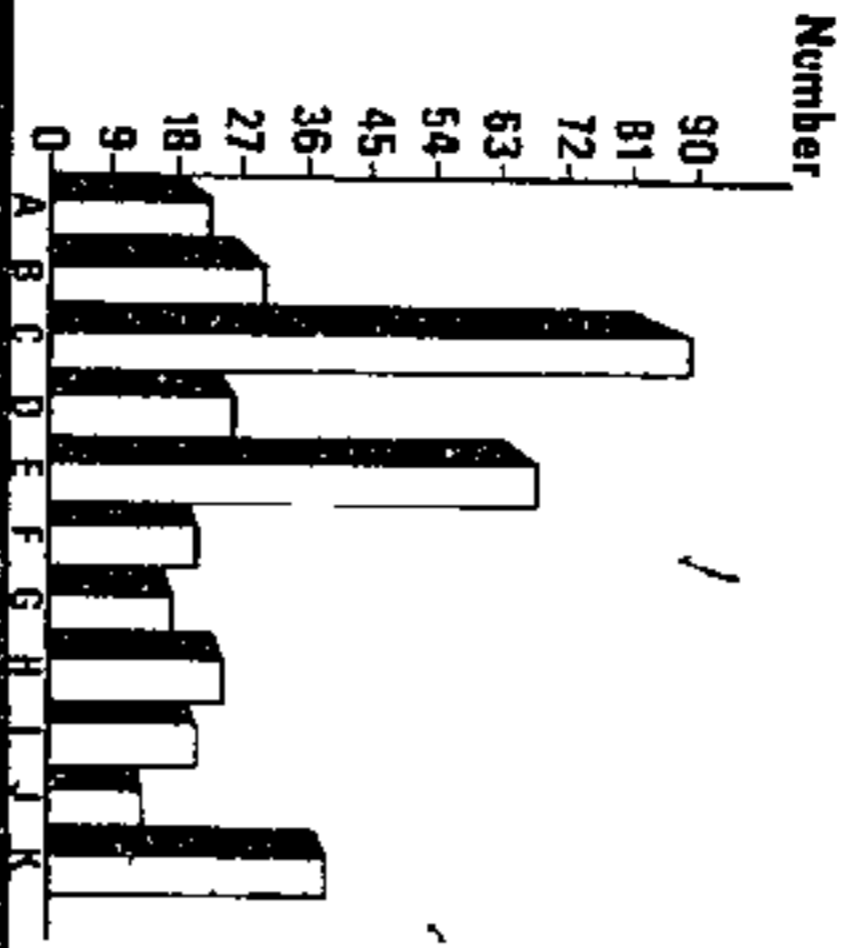
A worker at the T W Beckett coffee and tea firm at Isando was rein-stated yesterday after about 300 workers went on strike on Monday

Workers had returned to their jobs yesterday pending negotiations
Company spokesmen were unavailable for comment

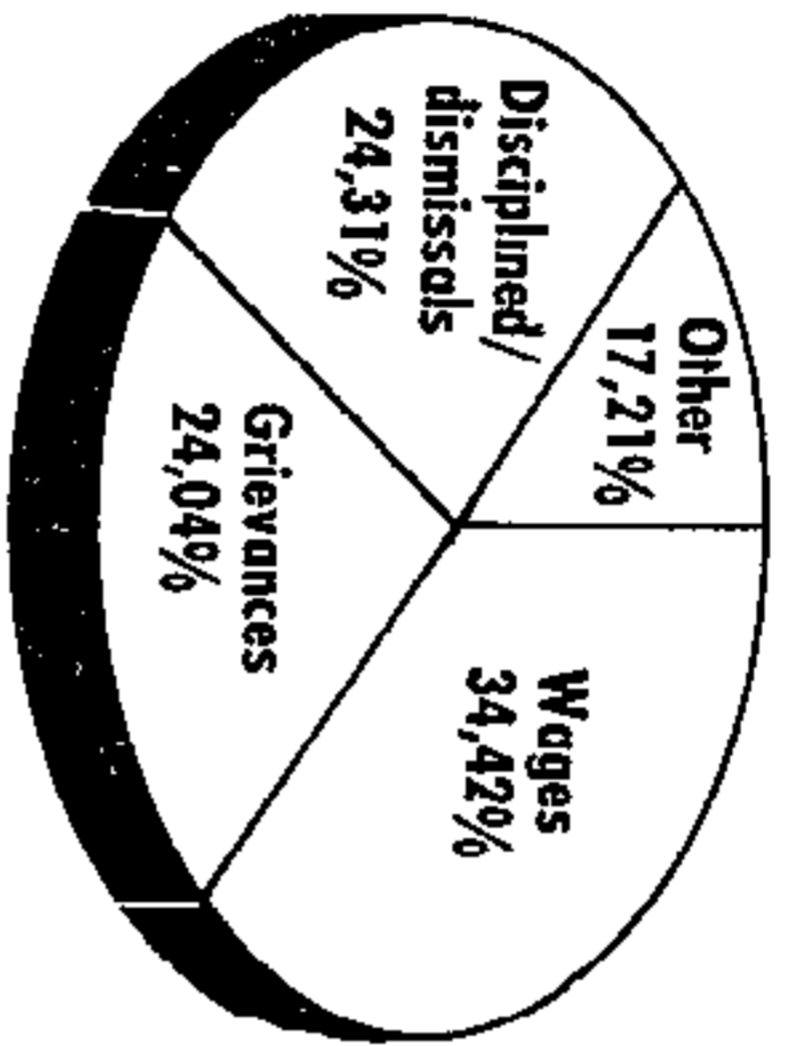
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THE TROUBLED DAYS

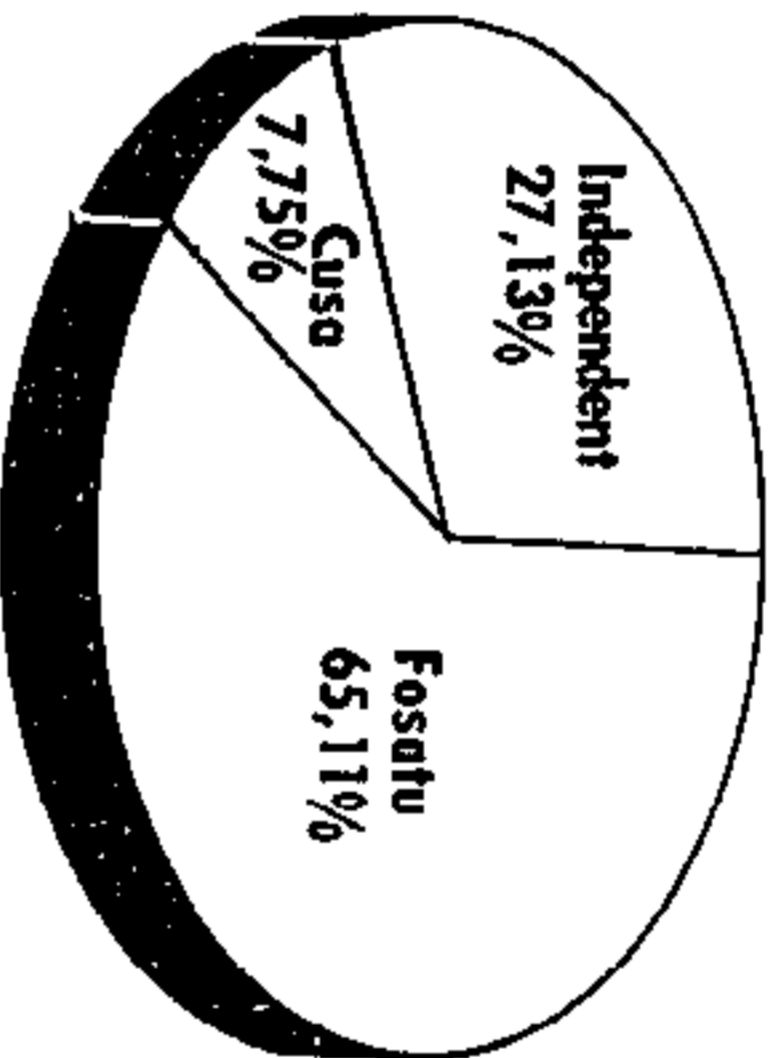
WHO STRUCK ... (1979 to 1983)



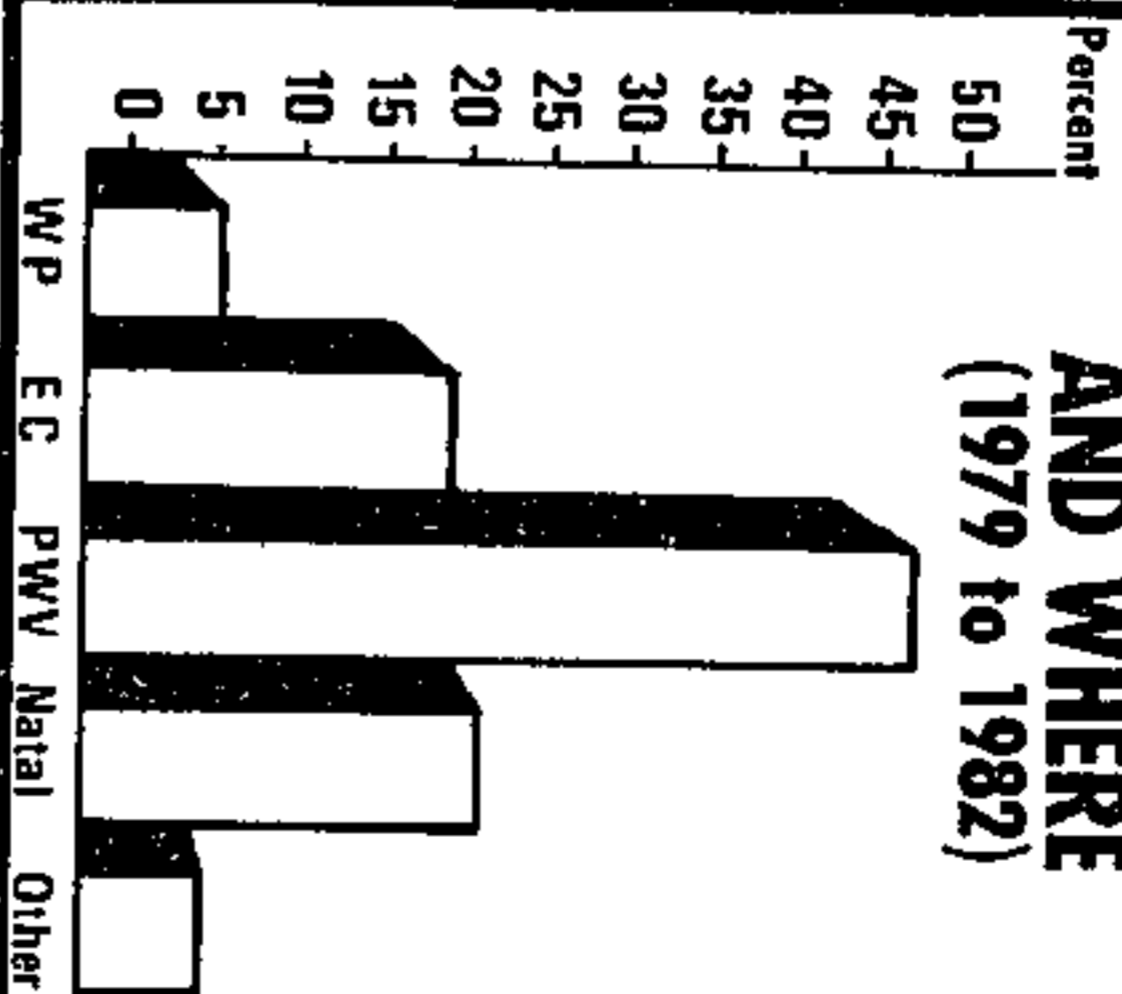
AND WHY (1979 to 1983)



WHO STRUCK MOST ... (1981 to 1982)



AND WHERE (1979 to 1982)



Labour Reporter
Dismissals and disciplinary action taken by management are seen as a major cause for recent labour unrest in South Africa, according to a new survey.

The survey on industrial action was produced by the industrial relations consultancy of Andrew Levy and Associates in Johannesburg and it

examines several hundred strikes and work stoppages over the past 10 years. While union recognition was a major factor in strike action in 1980, pensions in 1981, retrenchments, disciplinary action and dismissals over the last quarter of 1982 and first quarter of 1983 accounted for much of the current unrest, the survey found.

Issues such as wages and other related grievances have recently played a lesser role in what the researchers describe as "strike triggers".

Nearly 30 percent of strikes between 1979 and 1982 lasted three and five days and over 10 percent lasted for six days or more, according to the survey.

In a strike, the strike will generally last longer than in a situation where non-union workers are involved.

These statistics go against earlier Government estimates that have a majority of strikes ending in one day or less.

The metal industries were the most strike-prone over the past four years, especially

those in the Transvaal. Other fields which saw numerous strikes were the food and beverage and automotive industries.

In the area of strike activity, the Federation of South African Trade Unions (Fosatu) was the most active involved union grouping over the past two years, the survey shows.

Graphic: NICKY TAYLOR Research: TONY DAVIS

~~150~~ ~~150~~ ~~150~~ D. Dispatch
Textile workers on strike, 1/7/83

JOHANNESBURG — The first legal strike by black workers in seven years — and only the second in labour history — has begun at a Natal textile mill, a National Union of Textile Workers statement announced yesterday

It said the strike at Natal Thread Company in Hammarsdale was taking the form of an

overtime ban which was cutting production time by 27.5 hours a week

It began on Monday and was prompted by a wage demand the union added

More than 300 workers at a stainless steel manufacturing company in Jacobs downed tools on Wednesday and were still on strike yesterday demanding a 40 cents an hour wage increase

The company W B Camerons (Pty) Ltd, announced a minimum increase of eight per cent on current wages or 16 cents an hour, whichever was the greater

Workers rejected the offer and were sticking to their demand which if met would earn a worker at least R2 an hour — DDC

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Mr Pierre Machielse (left) toasts the mayor of Sandton, Mrs [unclear] in Sandton yesterday

500 Barlows workers strike for more pay

Labour Correspondent
BETWEEN 450 and 500 workers at the Barlows Manufacturing plant at Kew near Johannesburg, have been on strike since Tuesday in support of demands for a 50c an hour wage increase, a company statement announced yesterday

In the statement, a company spokesman, Mr Andre Minnaar, said the company was willing to negotiate on the workers' demands through a union. He claimed recognition talks between the company and the Metal and Allied Workers Union had been broken off by the union in February and that the company had invited the union to resume them without success.

But yesterday MAWU rejected the claim and accused the company of 'rebuffing repeated attempts to settle the dispute through negotiation'. It said the company had originally refused to negotiate on the dispute.

The company said increases it announced prior to the strike "amount to a minimum of 8% on current wages, which would mean 14c on the minimum wage paid".

Mr Minnaar said the increases "go as high as 54c for the highest-paid workers out on strike".

The company was willing to negotiate wages "with ho-

dies of our employees choosing for example trade unions within an agreed framework for such negotiations'.

He said this could be contained in a recognition agreement with a union.

"Recognition negotiations between the company and MAWU broke down in February this year when the union withdrew from negotiations. Since February we have on various occasions invited the union to re-open negotiations and put forward their proposals for a recognition agreement," Mr Minnaar said.

However, the MAWU spokesman said management had only agreed to meet union shop stewards yesterday after initially refusing to talk to them.

"At the meeting we raised a series of ideas aimed at settling the dispute. These also centred around concluding recognition negotiations quickly and then negotiating wages. We were rebuffed each time," he said.

He said another meeting was due today "but we have no doubt the company will adopt the same intransigent stance".

The agreement Barlows wanted the union to sign was so restrictive that workers would be conceding their right to have a say in anything besides basic wages", he said.

Tension over mine demands is eased

Labour Correspondent
TENSION between the Chamber of Mines and two unions representing black mine workers - which threatened a confrontation between the two sides - appears to have been defused after a meeting yesterday.

The unions, the National Union of Mineworkers and the Federated Mining Union met the chamber yesterday to discuss their demand for a re-opening of wage talks, which were concluded a fortnight ago.

The NUM said it had discovered that the chamber had withheld information from it and had bargained "in bad faith", charges which the chamber denied.

The NUM had threatened to declare a dispute, the first step towards a legal strike, if the chamber refused to

It is understood that wages will not be under discussion, but that the unions have accepted this.

A NUM statement yesterday said "The chamber agreed to hold negotiations with the unions within 11 days after it has obtained a mandate from mining groups regarding the demands made by the unions".

"The chamber also agreed to furnish the unions with all information regarding conditions of employment affecting workers in the industry".

A chamber statement said it had "reaffirmed its commitment to meet them before July 17 to discuss outstanding issues raised during the recent wage negotiations".

It added that this was accepted by the two unions.

When agreement was reached during the recent wage talks, the chamber said it would discuss wage condi-

Against SA

held in Los Angeles next year to estimate the extent of sports participation with South Africa by countries intending to compete in the 1984 Olympics.

Mr Ghebo is chairman of the UN Special Committee Against Apartheid.

Conference delegates saved their heaviest condemnation for the United States, Britain and New Zealand for continuing sporting links with South Africa - Sapa-AP

AA to have SOS service

Mail Reporter

THE Automobile Association will provide breakdown services for motorists travelling on the two main routes from Johannesburg to Durban when the Transvaal school holidays begin next week. Its help campaign will start when schools close on Thursday, July 7, and go through until Saturday, July 9. Pick-up trucks

Mill hit by legal strike

Labour Correspondent
THE first legal strike by black workers in seven years - and only the second in labour history - has begun at a Natal textile mill, a National Union of Textile Workers (NUTW) statement announced yesterday.

It said the strike at Natal Thread Company in Hammarsdale, was taking the form of an overtime ban which was cutting production time by 27,5 hours a week. It began on Monday and was prompted by a wage demand.

Company comment could not be obtained yesterday. To strike legally, unions must go through various steps provided by the official bargaining machinery, m-

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Mail Reporter

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AA service vehicles will be stationed at 80km intervals along the two major routes, Johannesburg/Harrismith/Durban and Johannesburg/Standerton/Durban

- North of Heidelberg,
- Between Heidelberg and Villiers,
- South of Heidelberg at Standerton
- between Villiers and Warden (south of Cornelia),
- At Warden,
- At Van Reenen's Pass,
- South of Ladysmith,
- South of Estcourt, and
- South of Howick.

The senior liaison officer for the National Road Safety Council, Mr Pierre Hugo, said there were no special traffic plans for the holiday period

The assistant superintendent of the Johannesburg Traffic Department, Mr Errol Peace, said yesterday that although no special campaign would be launched, the major exits of the city would be monitored on the official school closing day

The AA said holiday-makers would help spread traffic if they took alternative routes to Durban

Two suggested routes are

- Johannesburg/Vrede/Memel and
- Delmas/Volksrust/Utrecht/Vryheid/Melmoth/Singindlovu

Mill hit by legal strike

Labour Correspondent

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It said the strike at Natal Thread Company in Hammarsdale was taking the form of an overtime ban which was cutting production time by 27,5 hours a week. It began on Monday and was prompted by a wage demand

Company comment could not be obtained yesterday

To strike legally, unions must go through various steps provided by the official bargaining machinery, including the holding of a strike ballot among members

The only known legal strike by black workers was at Armourplate Safety Glass in Springs in 1976

The NUTW said in its statement that it had begun its first official strike. The dispute concerned pay rises payable from March of this year. Negotiations had deadlocked when the company refused to budge from an offer of 6% for 11 months

The statement charged that the company offer was "less than half the current rate of inflation and also less than half the percentage increase given to members at all other mills in Hammarsdale where the union is recognised (ie 10 firms)" and added that Natal Thread had rejected all other means of solving the dispute

The union held a strike ballot in which 315 members voted in favour and eight against

The overtime ban had begun on Monday and would continue indefinitely

It said police had been present in Hammarsdale despite the legality of the strike

to negotiate wages "with him" he said

Tension over mine demands is eased

Labour Correspondent

TENSION between the Chamber of Mines and two unions representing black mine workers — which threatened a confrontation between the two sides — appears to have been defused after a meeting yesterday

The unions the National Union of Mineworkers and the Federated Mining Union, met the chamber yesterday to discuss their demand for a re-opening of wage talks, which were concluded a fortnight ago

The NUM said it had discovered that the chamber had withheld information from it and had bargained "in bad faith" charges which the chamber denied

The NUM had threatened to declare a dispute the first step towards a legal strike if the chamber refused

But statements issued by the two sides revealed yesterday that the chamber has agreed to meet the two unions within a fortnight to discuss work-condition demands raised during the wage talks

It is understood that wages will not be under discussion, but that the unions have accepted this

A NUM statement yesterday said "The chamber agreed to hold negotiations with the unions within 11 days after it has obtained a mandate from mining groups regarding the demands made by the unions

"The chamber also agreed to furnish the unions with all information regarding conditions of employment affecting workers in the industry"

A chamber statement said it had "reaffirmed its commitment to meet them before July 17 to discuss outstanding issues raised during the recent wage negotiations"

It added that this was accepted by the two unions

When agreement was reached during the recent wage talks, the chamber said it would discuss work-condition demands within four weeks of the agreement being signed

The deadline stipulated in the two statements yesterday is consistent with this statement

Bond ad upsets White House

WASHINGTON — The White House yesterday protested to a local television station over its use of part of an appearance by President Ronald Reagan to plug a programme about the spy hero, James Bond and the latest 007 film, "Octopussy"

Mr Reagan, in remarks recorded in April for a British television tribute to the fic-

tional British spy, called Bond "fearless, skilled, courageous, optimistic and one other thing he always gets his girl"

The promotional spot produced by the station, due to be seen next Friday in connection with the opening of "Octopussy", opens with the words, "Now a special announcement from the President of the United States"

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and mild but cloudy with light showers the interior over the interior with

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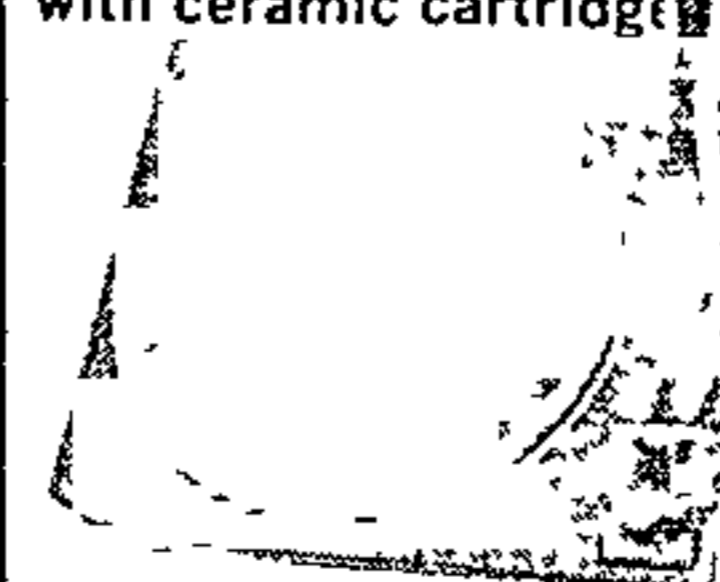
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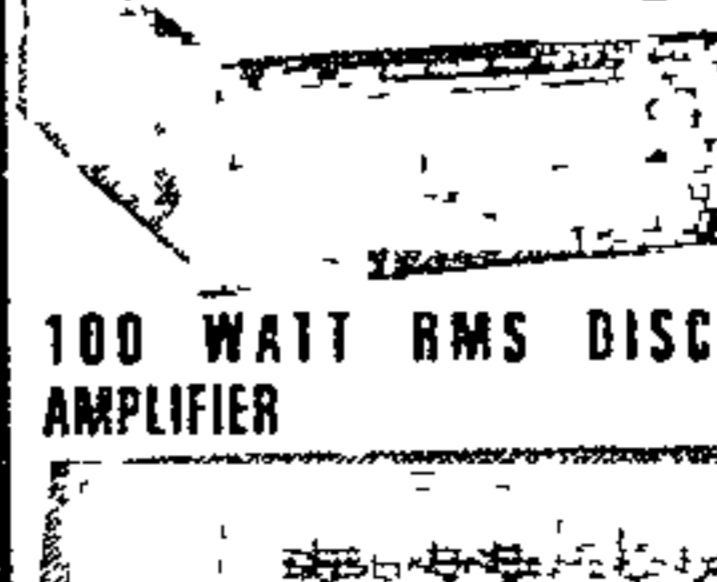


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(152) (117)

July 1983

PRESS STATEMENTS

1000



NUTW

NATIONAL
UNION OF
TEXTILE WORKERS

THE National Union of Textile Workers an affiliate of FOSATU has commenced its first official strike. The dispute is over wage increases payable to union members from March 1 1983 at Natal Thread Co in Hammarsdale. Negotiations over the increase deadlocked when the company refused to budge from an offer of 6 per cent for eleven months. The increment offered is less than half the current rate of inflation and is also less than half the percentage increase given to members at all other mills in Hammarsdale where the union is recognised. (i.e. 10 firms)

The company refused any other form to resolve the dispute and the union was accordingly obliged to hold a strike ballot. 315 members voted in favour of the strike and only 8 voted to accept the company offer.

Notwithstanding the overwhelming rejection of their offer by workers the company stuck determinedly to their position.

Their only movement was to take additional security measures to defend their factory from violence.

On June 27 workers commenced their strike by banning all overtime work at the factory. This represents a cut back of production time by 27 and a half hours per week. The overtime ban has been placed for an indefinite period. Workers established a strike fund 3 months ago in preparation for the anticipated hard line of the company. The union has further resolved to support the worker action by all means at its disposal and it will accordingly complement the worker strike fund if this becomes necessary.

Notwithstanding the lawfulness of the strike action police reinforcements with dogs were present in Hammarsdale though there have been no incidents.

The union believes the company had grossly underestimated the resolve and discipline of its workforce in ruling out all avenues of redress of their pay grievances.

30.6.83.



CWIU

CHEMICAL
WORKERS
INDUSTRIAL UNION

THE Chemical Workers Industrial Union yesterday entered into a recognition agreement with Duro-penta (Pty) Ltd an AECI subsidiary and major plastics convertor after 2 1/2 years of negotiations.

The agreement is significant in the following respects:

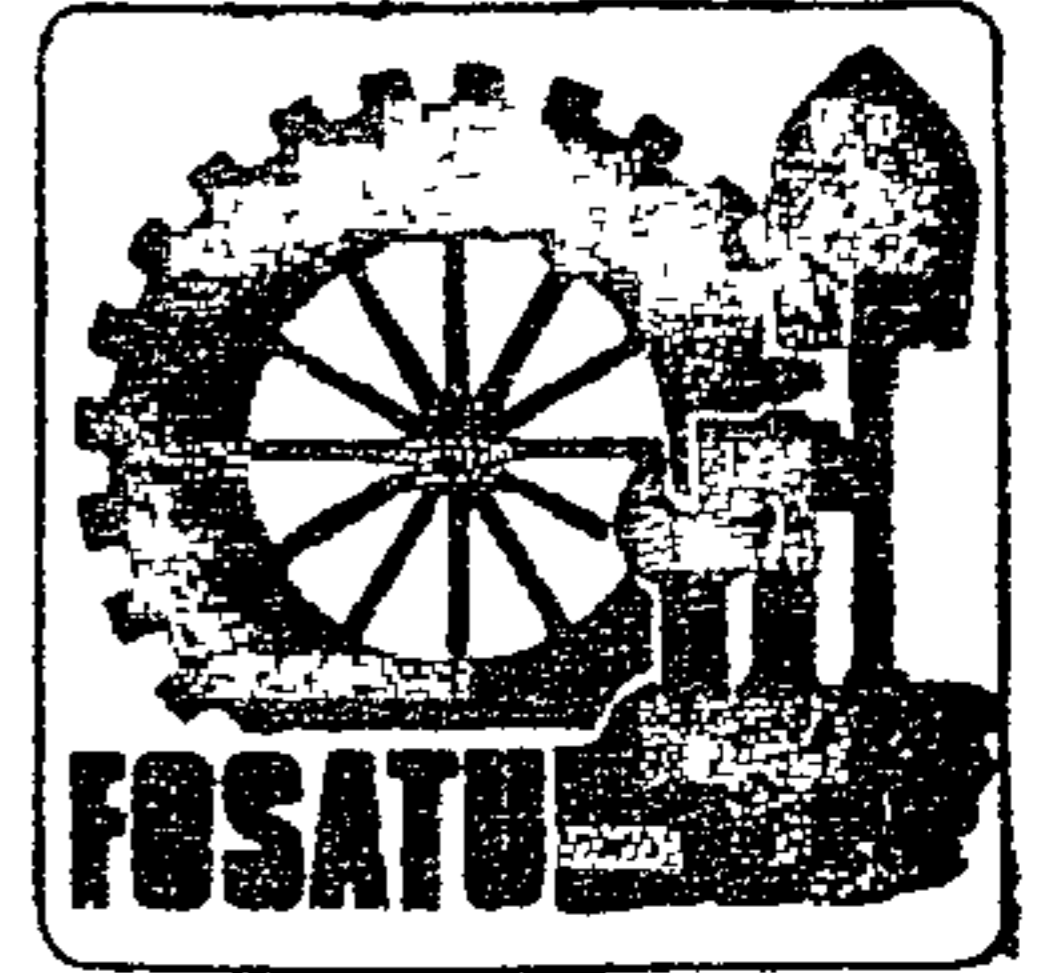
- * It is a national agreement and will come into effect in each Duro-penta factory as the Union gains membership. It currently covers the Natal (New Germany) and Transvaal (Roodekop) factories.
- * The Union has won plant level bargaining rights, something which has been strongly opposed by SEIFSA, Duro-penta's employer body on the main Iron and Steel Industrial Council.
- * It also accords the Union shop stewards rights, including senior shop stewards, with time off to conduct union business, time off for union training, grievance and disciplinary procedures, negotiating and disputes procedures.

The agreement recognises strike action as a legitimate means of resolving disputes.

In terms of this agreement the Union is currently negotiating to improve the dismal increases agreed by the main Iron and Steel Industrial Council of R4,50 per week to last for 12 months.

01 07 83

PRESS STATEMENTS



1 July 1983

(15c)

~~18c~~

~~14c~~



MAWU

METAL & ALLIED
WORKERS UNION
OF SOUTH AFRICA

METAL AND ALLIED WORKERS UNION OF SOUTH AFRICA

ABOUT 400 workers at W.B. Camerons in Jacobs a subsidiary of Barlows downed tools for the third consecutive day today in support of a demand to negotiate wages with their employer. All workers are members of the Metal and Allied Workers Union.

At Barlows manufacturing in Kew members of the union have also downed tools in an effort to get the Company to negotiate wages.

However Barlows is continuing to refuse to negotiate wage increases because they say they have not finished negotiating recognition agreements with MAWU at the two factories. Instead the Company has unilaterally declared increases of 8 per cent.

These increases have however been rejected by MAWU as totally inadequate and they called for bona fide wage negotiations.

'We have been waiting for months to finish the recognition agreement but the Company has continually stalled on this - we cannot accept the Company hiding behind the recognition agreement - they could easily delay the agreement for many more months', said local organiser, Mr. Vusi Shezi.

01.07.83

THE Natal branch of Metal and Allied Workers Union has made some major break throughs in wage negotiations with a number of companies falling under the Iron and Steel Industrial Council agreement.

At A.P.V. Kestner in Pietermaritzburg the union negotiated a 18c per hour wage settlement and at Pillar Naco agreed on an across-the-board increase of 15c per hour. In Pinetown, Glacier Bearings agreed to meet MAWU's demand for a minimum wage of R2,00 an hour and at Forbo Krommenie in Jacobs the company agreed to a 30c per hour across-the-board increase and a minimum wage of R2,42 per hour.

The negotiations have not been without incident and there are still certain factories which are refusing to negotiate increases with Metal and Allied Workers Union which rejected the 7 per cent increases offered by SEIFSA at the Industrial Council.

At W.B. Camerons and a number of other factories workers have downed tools in order to secure wage increases over and above the rates agreed to by the unions party to the Industrial Council.

"We informed SEIFSA that we did not believe our members would accept the 7 per cent they were offering - clearly they have not - that is why we are negotiating at factory level to ensure our members get proper increases", said Maxwell Xulu the branch chairman.

01.07.83

~~1983~~ 300 workers down tools
at Jacobs steel company
Mercury 17/83

Mercury Reporter

MORE than 300 workers at a stainless steel manufacturing company in Jacobs downed tools on Wednesday and were still on strike yesterday demanding a 40 c/hour wage increase

W B Camerons (Pty) Ltd, in Voortrekker Street, announced a minimum increase of 8 percent on current wages, or 16 c/hour, whichever was the greater

Workers rejected the offer and were sticking to

their demand which, if met, would earn a worker at least R2 an hour

Company spokesman Owen Sellers said the company was prepared to negotiate wages with employee groups or trade unions within an agreed framework.

He said negotiations between the recognised Metal and Allied Workers' Union were taking place

Meanwhile the National Union of Textile Workers an affiliate of

Fosatu, started its first official strike yesterday at a firm in Hammarsdale

A pay dispute in March at Natal Thread Company deadlocked when the company refused to meet union demands

The company offered half the percentage increase given to members at other mills in Hammarsdale the union said

Put to a vote 315 workers decided to strike by banning all overtime while eight agreed to accept the company offer

JOHANNESBURG — Judgement was reserved in Wednesday's Industrial Court hearing between The Star newspaper and the Media Workers Association of South Africa (Mwasa)

An attempt before the Court's opening to settle the dispute failed after Mwasa applicants had turned down man-

Media dispute resolved soon?

agement's offers. During the two-day hearing the 162 union applicants sought to be reinstated after having been sacked for striking in support of a dismissed colleague.

Advocate J L Lazarus for the Star said that the newspaper was

willing to pay out between R300 and R2 000 in severance pay to 139 former workers who had more than five years of service before their dismissal in March as a result of a strike. Other applicants would receive R250 in severance pay.

The Star also offered to reinstate some of the applicants who had had very long service at the paper.

Mr Clive Thompson for the applicants said that while the former workers were interested in some form of interim relief their ulti-

mate goal was physical reinstatement — and the Star would have to get rid of the workers they had taken on as replacements.

The union applicants case rested on the argument that workers had downed tools because management had abused their contractual rights. Mr Thompson said.

152 ~~153~~ ~~154~~ ~~155~~ Sweley

Reef strikes go on ^{4/7/83}

MORE than 1 000 workers who went on strike at four different factories on the Reef have vowed not to return unless their managements meet their demands today.

And, managements have urged workers to return and open negotiations or be sacked

At D and DH Limited in Cleveland, about 200 workers downed tools on Friday after management refused to meet their demands for an R80 wage increase.

About 200 workers employed by Golf Steel near Katlehong went on strike

after management had refused to listen to their demands for higher pay. Management urged workers to return today

More than 70 workers, mostly women, employed at Checkers in Killarney, stopped work on Friday after a colleague was allegedly threatened with assault and complained of ill-treatment by a white supervisor. They called for his replacement

The Commercial, Catering and Allied Workers Union of SA intervened on behalf of the workers, but manage-

ment has declined to replace the supervisor and warned that workers would not be paid while on strike.

In Randfontein, Patons and Baldwins' management has warned about 500 workers on strike to return and to negotiate. They had also stopped work because of pay demands.

More than 450 workers at Barlows Manufacturing Company, Kew Site, near Johannesburg striking over wages increases have vowed that they will not return unless management meet their demands.

~~151~~ 151

Union scores win

THE Chemical Workers' Industrial Union has entered into a recognition agreement with Duropenta (Pty) Ltd, an African Explosives and Chemical Industries' subsidiary and major plastics convertor.

In a statement to The SOWETAN, the union said it welcomed the agreement which is significant in that it recognises strike action as a legitimate means of resolving disputes.

"It is a national agreement and will come into effect in each Duropenta factory as the union gains membership. It currently covers the Natal (New Germany) and Transvaal (Roodekop) factories.

"The union has won plant bargaining rights, something which has been strongly opposed by Seifsa, Duropenta's employer body on the main iron and steel in-

dustrial council," the statement says.

The agreement also accords the union shop stewards rights, including senior shop stewards, with time off to conduct union business, for union training, grievance and disciplinary procedures, negotiating and disputes procedures.

In terms of the agreement the union is currently negotiating to improve the increases.

Checkers staff still on strike

Jan 4/71
Labour Reporter

Black staff at the Kildarney branch of Checkers were still out on strike this morning over complaints against a management official at the store.

About 70 workers began their strike on Friday.

A Checkers spokesman said the company had undertaken to consider the grievances when workers returned to their jobs.

Star 4/1/83
**Firm relents
on stay-away**

Labour Reporter

After a strike at Reef depots triggered by the dismissal of three workers who stayed away on June 16, the management of Coca Cola have agreed that some workers may justifiably be unable to get to work on that day.

A company spokesman said the firm had agreed to carefully consider the cases of workers who stay away on the anniversary of the 1976 Soweto unrest. The dismissed men were reinstated.

Surprise, surprise a legal strike!

152
RDM 4/7/83
LAST week, members of the National Union of Textile Workers took legal strike action at a Natal company. This consists of an overtime ban and they have set up a strike fund to see them through

This would not be news in any other country which lays claim to having a democratic labour relations systems

Here, it is a major event. The strike — at Natal Thread in Hammarsdale — is the first legal strike by black workers since 1976 and only the second in labour history

The figure for blacks is thrown into sharp relief by the fact that there were about 1 000 strikes by these workers between 1980 and end-1982 alone.

These statistics highlight why there are growing calls for strikes and lock-outs to be decriminalised, as they are in all free labour systems

Not only are anti-strike laws unenforceable. But workers like those at Natal Thread can still be fired by their employer for striking, even though their action is legal. This means workers have little incentive for making their strikes legal.

Even if strikes were decriminalised, the law would still contain provisions which could be used against striking black workers

If an employer fires a contract worker, that worker may not stay in the city to look for another job. So these strikers would still face the prospect of losing their livelihood permanently

It will, therefore, take much more than an amendment to the Labour Relations Act to rid our statute book of anti-strike laws

Whether NUTW's action means emerging unions will make much more use of the legal strike weapon remains to be seen

While some are increasingly using aspects of the official labour system where they find this tactically necessary, the red tape associated with striking legally makes any rush by workers to use the official dispute machinery before striking unlikely

Labour Week

By STEPHEN FRIEDMAN



The NUM accused the Chamber of bargaining in "bad faith" by withholding information from it and said it had only discovered this since the talks. The Chamber denied this and refused to re-negotiate the deal

At a meeting late last week, harmony seemed to have been restored, despite the fact that the wage issue will not be reopened.

What seems to have happened is that, because the Chamber said wage talks had to be concluded within a week, the union had no time to put the agreement to members before signing it

When it did get back to them, they reacted angrily and the union returned to the Chamber in an attempt to salvage the situation

All this proves again that there is little point in unions and employers signing agreements unless these have majority worker support.

The Chamber, which is used to dealing with established unions who do not go back to their members before signing agreements, seems to have failed to realise that the situation would be somewhat different with a new black union

And NUM seems not to have anticipated the pitfalls of signing an agreement which members had not yet ratified.

5/7/83
Strike to ¹⁵²
be probed ^{Sowetan}

5/7/83
THE MANAGEMENT
of Checkers in Killarney --
is to make a full scale in-
vestigation into the
grievances of about 70
black workers who went
out on strike demanding
the replacement of a
white supervisor.

Dozen pay rise disputes in a week

Star

5/7/83

152 *187*

Labour Reporter

Wage strikes and stoppages are increasing as workers call for cost-of-living rises and employers refuse because of the economic recession

About a dozen such disputes arose last week, largely in the metal and textile trades in the Witwatersrand and Durban areas

Both emergent and long-established unions are calling for cost-of-living or Consumer Price Index increases of about 14 percent

Employers, however, are offering between five and eight percent, arguing that the present economic downturn must mean lower wages as businesses try to curb costs

The alternative to higher wages this year is more lay-offs, say employers, but unions blame managements for not preparing for bad times

The recent metal industries wage negotiations saw unions grudgingly accept employers' five to seven percent offer but warn that they would continue to seek further increases from individual employers

Talks are expected to start soon in the Eastern Cape between motor unions and employers

In some current wage unrest workers have resorted to strikes or declared disputes — the first step towards legal strike action

In Hammarsdale in Natal last week the National Union of Textile Workers

launched a legal strike — only the second in many years — against the management of the Natal Thread Company over wage demands

At Huletts Aluminium in Maritzburg a dispute was declared after management refused to meet the South African Boilermakers Society demand for a 14 percent increase and instead offered between five and seven percent

Managements in the metal industry, such as Huletts, argue that they are bound by the increases granted by their industrial council

About 500 workers struck at Barlows Manufacturing in Kew over a 50 c an hour wage increase demand, but management later talked to the Boilermakers Society and the Metal and Allied Workers Union

Other wage disputes

● Patons and Baldwins (textile) in Randfontein where 180 workers stayed away from work until yesterday after a wage talks deadlock.

● WB Camerons (metal) in Jacobs where 300 workers demanded a 30 c hourly wage increase last week.

● Prima Fine Meats in Doornfontein where 250 workers struck over wage increases last Friday

● D and DH Fraser in Herriodale where about 200 workers rejected management's annual wage offer and demanded an R80 across-the-board increase. They were warned to return to their jobs this week or face dismissal

4420 1183
RW1 5/7/83

350 strike after gas blast kills two men

By ANTON HARBER

THE death of two workers in an accident at the Sasolburg plant of AECI Ltd has sparked off a strike over the safety of the plant

More than 350 workers have refused to work since last Thursday when an explosion in the factory's acetylene plant killed two men according to Mr Robbie Vermont a spokesman for AECI

Yesterday afternoon shop stewards were negotiating with management at plant level. Although the strikers are members of the SA Chemical Workers' Union, the union is not involved in the dispute at present.

A union official said the

workers believed the plant to be unsafe after the explosion.

They refused a demand from management to return to work on Friday saying they would be risking their lives. They demanded an inspection of the factory before they returned. The official said management had responded by saying the accident had been investigated and the plant was safe.

Mr Vermont, an AECI public relations officer, said two teams were investigating the cause of the accident and negotiations with the workers were in progress.

He could not say what the workers demands were but said the strike appeared to be centred around the explosion.

Safety talks after fatal AECI blast ^{UNM} 6/7/83

~~SA~~ Mail Reporter (192)

MORE THAN 350 strikers at the Sasolburg plant of AECI who downed tools last week because of fears for their safety, spent yesterday afternoon talking to management.

A spokesman for AECI, Mr Murray Joubert, said management was talking to shop

stewards and was attempting to allay the workers fears about safety at the plant.

The strikers who are members of the SA Chemical Workers' Union downed tools on Thursday after two men were killed in an explosion. The union is not recognised by AECI and negotiations took place only with

shop stewards.

Mr Joubert said they were trying to get the workers to accept the findings of a technical team which had inspected procedures in the plant.

An official inquiry would be undertaken by the Chief Inspector of Machinery later this week, he said.

METRO BRIEFS

Talks continue on death strike

Negotiations continued today at AECI's Sasolburg plant, where about 220 workers went on strike after the deaths of two of their colleagues in an explosion last Thursday.

An AECI spokesman confirmed that management was meeting shop stewards of the SA Chemical Workers Union about the incident.

Kew strikers back on the job

Most of the 500 strikers at the Barlow Manufacturing plant in Kew returned to their jobs today after downing tools last week over wage demands.

Management at the plant agreed to start negotiations today with the Metal and Allied Workers' Union for a procedural recognition agreement, a Barlows spokesman said.

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Two die in explosion

MORE than 350 workers at African Explosives and Chemical Industries in Sasolburg are on strike following the gruesome deaths of two colleagues who died as a result of an explosion at the plant.

Workers at the plant have refused to work claiming that they would be risking their lives if they did so.

The bereaved families of Mr Clement Sibusiso Ngwenya (29), of 6605 Sharpeville, and Mr William Springkaan (32) of Bophelong, Vanderbijlpark, had expressed their concern about the safety of the workers prior to the incident.

It is understood that this is the second accident to happen at the plant within a month, according to union



DEAD: Ngwenya.

sources.

Mrs Nellie Ngwenya said that the family received a report last Friday that her son was badly injured and that he had been taken to the Sebokeng Hospital

"We went to the hospital where we found him badly scarred. Minutes after we had left the hospital we received another report that he had died

"We need a proper explanation from the firm's officials about the circumstances leading to his death because it would appear the safety measures are poor," Mrs Ngwenya said.

AECI's public relations manager, Mr Murray Joubert, said that there was a "blow out" at the company's carbide plant last week which killed two workers

Following the incident, workers have refused to work and shop stewards were yesterday negotiating with management.

737 (152) Source Jan 6/7/83

Strike hits nine ¹⁵² Checkers outlets ^{7/7/83} as 400 more quit

By Tony Davis,
Labour Reporter

A strike that started last Friday at a Johannesburg branch of Checkers has snowballed. About 400 workers from eight other stores joined in this week.

About 70 struck at Checkers in Killarney after presenting management with a list of grievances, mainly centring on complaints against a senior white staff member.

Checkers agreed to talk to shop stewards of the Commercial, Catering and Allied Workers Union while staff were still out on strike. Talks yesterday ended in deadlock and workers from other Johannesburg and Reef branches joined the strike.

A Checkers spokesman said at least five branches had reported staff out on strike this morning but talks with the union were still going on.

A union spokesman said workers were now demanding an R80 across-the-board monthly increase and had grievances such as an alleged unfair dismissal.

Many strikers gathered at the union's Johannesburg offices early today.

152 (2) (139) EDM 7/1/77

400 more join Checkers strike

By HARRY MASHABELA

THE strike at the Killarney, Johannesburg, branch of Checkers which began last Friday when 70 black employees, most of them women, downed tools, spread yesterday with more than 400 workers from eight other branches joining the work stoppage

A spokesman for the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) said yes-

terday the original cause of the mass strike was "solidarity with the Killarney strikers", but new grievances about "poor pay and bad treatment" of workers had now cropped up

Workers at the main branch in Commissioner Street, Johannesburg, the Sandton City branch, the Cresta branch, also in Johannesburg, the Princess Avenue branch in Benoni on the East Rand, two branches in

Roodepoort and another two branches in Krugersdorp are all said to have joined the strike

The 70 Checkers workers at Killarney struck after a colleague was fired. The worker claimed he had been threatened with assault, and he also complained of ill-treatment by a supervisor

Checkers' management was not available for comment yesterday

~~1950~~ 1950
~~(HQA)~~ 204
7/7/53
Workers
return to
declare a
dispute

By ANTON HARBER

WORKERS at three Barlows factories have ended work stoppages and declared a dispute with their managements over pay rises

A spokesman for the Metal and Allied Workers Union said the workers had decided to return to work "for the sake of progress", but had informed the industrial council of a dispute

The three factories were W B Camerouns in Jacobs, Durban, Barlows Manufacturers in Kew, Johannesburg and Barlows Manufacturers in Alrode, Alberton

The Durban factory ended a four-day strike on Monday, the Johannesburg factory ended a six-day strike yesterday and the East Rand factory will go back to work this morning after a three-day stoppage

The dispute was over the refusal of the company to negotiate discretionary increases they had given above those negotiated at the industrial council

The union spokesman said workers had expressed their dissatisfaction at the "intransigent line taken by management" at all three plants, but had decided to go back in order to negotiate recognition agreements

"Workers were reluctant to take this path because of long delays previously experienced in getting agreements, but they agreed to try it out for a limited period for the sake of progress," the spokesman said

Negotiations for recognition had already begun at two of the plants, and talks will begin at the third today

A Barlows spokesman could not be contacted for comment

AECI still has staff problems

By ANTON HARBER
Political Reporter

NEGOTIATIONS continued yesterday with 350 workers who downed tools at the AECI factory in Sasolburg after a fatal accident at mid night last Thursday

Two men, Mr Clement Ngwenya 29 an operator, and Mr William Sprinkaan, 32 a stoking machine driver, died after a gas explosion

The strikers are members of the SA Chemical Workers' Union, which has concluded a number of agreements with AECI but does not have a recognition agreement that covers this plant

A spokesman for AECI said the accident was being investigated and management was trying to allay the strikers' fears about safety. No serious damage had been caused in the blow out and production had resumed

An official inquiry would be undertaken by the Chief Inspector of Machinery tomorrow

The plant has had its share of trouble recently. Yesterday a worker was admitted to hospital after being seriously injured by a fork-lift truck

● An AECI paint plant and warehouse in Alrode on the East Rand, was yesterday also hit by a strike involving about 350 workers

According to a shop steward, the workers went on strike on Monday because of dissatisfaction with a wage increase

He said the workers were told late yesterday that they had all been dismissed, but they were still hoping to meet with management this morning

The AECI spokesman confirmed the strike, but said he did not have any details

(177) (188) 019 SOWETAN 7/7/83

Sasol deaths to be probed

AN OFFICIAL inquiry is to be undertaken by an AECI inspector into an explosion in which two employees were killed at the Sasolburg plant.

The company's public relations manager, Mr

Murray Joubert told The SOWETAN yesterday that the two men were working in the immediate vicinity of the furnace when the blow-out occurred at about midnight last Thursday.

The workers were Mr Clement Ngwenya (29) of Sharpeville (an operator), and Mr William Springkaan (32) of Bophelong (a stoking machine driver).

He said that negotia-

tions were continuing at the plant between shop stewards and management after about 350 workers fearing for their safety had downed tools after the accident.

Meanwhile a worker has been admitted to the Sebokeng Hospital after he was knocked down by a fork-lift at another Sasolburg plant. His condition is said to be improving according to Mr Joubert.

Striking
slow
workers
8/7/83
win rise

1982
1983
Labour Reporter

A legal strike by about 300 textile workers at a firm at Hammarsdale in Natal ended last night after management agreed to a new wage increase amounting to about eight percent over a year.

The workers, many of them members of the National Union of Textile Workers, struck about two weeks ago after rejecting the Natal Thread Company's six percent wage offer.

Workers refused to do any overtime work, seriously affecting production

It was the second legal strike in recent labour history and the first legal strike by black workers in many years. It followed a strike ballot by workers at the firm and the establishment of a strike fund.

A company spokesman said today that a new 15c-an-hour across-the-board wage increase had been agreed upon — about eight percent over one year — and workers had returned to work.

to return to work until management has given them acceptable assurances that the factory is safe

Sources in the SA Chemical Workers Union (SACWU) say "There have been four deaths in the carbide section of the plant since November. Predictably, workers are worried and they say they will not return to work until the factory is proven safe by independent experts"

Earlier this week the union's consultants were turned away by management. An AECI spokesman says "Management would not allow the union's consultants access to the plant because their credentials were regarded as unacceptable. They did not have experience of carbide furnaces"

Power failure

SACWU sources claim that a leaking pipe had been pointed out before the explosion and that water had collected in the furnace as a result of an earlier power failure. The company spokesman says "We are presently involved with delicate negotiations with the union and don't want to comment at this stage"

Neither was AECI prepared to comment on workers demands. But the FM learns that they want first aid training to be provided on an extended basis, better protective clothing, a health and safety shop stewards committee established, and inspection of repairs by furnace operators and two shop stewards. They have other demands of a technical nature.

A recognition agreement has not been formally negotiated between AECI and SACWU. But the AECI spokesman says "Although the agreement has not been formally negotiated, recognition arrangements exist and we do negotiate with SACWU. Negotiations on this issue are taking place with shop stewards at plant level"

The spokesman adds "We've had a highly skilled team investigating the problem including our own experts and an outside consultant with 40 years experience on carbide furnaces. They have assured us that the plant is safe so our negotiations are aimed at reaching a settlement. We're trying to reassure the workers as to the safety of the plant which they are concerned about"

Union sources say that earlier this week management agreed to most of the demands and then changed its mind.

AECI says that "the inspector of machinery will be conducting an inquiry this week and a further meeting between management and union officials is also scheduled. So, hopefully, the matter will be resolved"

DISPUTES

Now a safety strike

Last week two people died in an explosion at AECI's acetylene plant at Sasolburg. Now more than 300 workers have refused

Fm 8/7/83

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152

~~1/1~~

43

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SO WETAN (SA)

8/7/83

(52)

Checkers workers on strike

ABOUT 600 Checkers' workers at 17 stores in the Witwatersrand yesterday joined the strike by 70 employees at one Johannesburg branch.

The workers downed tools after presenting a list of grievances inter alia the re-instatement of a sacked colleague and an R80 across-the-board monthly increase, according to a spokesman for the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) yesterday.

The stores affected include the head office store in Johannesburg, Krugersdorp, Benoni, Potchefstroom, Kempton Park, Roodepoort and Northcliff.

Strikers blocked me worker

Mail Reporter

A JOHANNESBURG magistrate heard yesterday how members of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) had allegedly intimidated a worker in an attempt to stop him from returning to work at a Johannesburg factory

Mr Jacob Rafapa, Mr Jack Mangwane, Mr Josiah Podile, Mrs Joyce Mokola and Mr Victor Damoed appeared in the Johannesburg Magistrate's Court yesterday on charges of assault and inciting people to strike

The hearing follows a strike at the Teltron factory in Faraday Street, Johannesburg on November 16 last year

Yesterday Mr Christopher Hlongwane told the court Mr Mangwane, Mr Podile, Mrs Mokola and other union members approached him at Faraday station on November 18 when he wanted to return to work.

He said they told him not to go back to work because there would be "a fight" if he did

Mr Hlongwane said he was taken to work in a police van after asking a Railways policeman to escort him

Mr Trevor Kieck, personnel manager at Teltron, told the court about 200 black workers had gathered outside the factory on November 16

He said some employees had walked towards the factory but did not enter the building after they were approached and spoken to by other blacks — whom he could not positively identify

The trial continues today

600 at (197)
Checkers
now on ROM
strike 2/7/83

By HARRY MASHABELA

WORKERS at eight more branches of Checkers in Johannesburg and on the East Rand yesterday joined a strike which started at the Killarney branch last Friday

This brings the number of workers striking to 600, affecting 17 branches, said a spokesman for the Commercial, Catering and Allied Workers Union (CCAWUSA), yesterday

The strike started when 70 workers struck after a colleague had been fired. They demanded his re-instatement but management refused, informing strikers they would not be paid for the days away from work

On Tuesday, eight other branches joined the Killarney branch and said they were striking in sympathy with their colleagues at Killarney and for better pay and working conditions

The CCAWUSA spokesman also said the strike at Frasers in Heriotdale, Johannesburg, ended amicably with union officials and management agreeing on a R50 a month increase in the minimum wage, bringing the minimum monthly wage to R240

Mr Moses Mayekiso, Transvaal secretary of the Metal and Allied Workers Union (MAWU), said yesterday the strike involving 250 workers at Lite Master Products at Wadeville, Benoni, had not been resolved

Mr Mayekiso said his union was still trying to resume talks with company management in an attempt to end the deadlock.

182 (152) (193) (171) RDm 8/7/83
250 paint workers fired

By ANTON HARBER

AECI PAINTS yesterday dismissed about 250 workers who had refused to work since Monday because of dissatisfaction with a pay increase

In a statement yesterday, a spokesman for AECI Paints, in Alrode on the East Rand, said the workers had ignored an instruction to return to work and were therefore dismissed

Negotiations with the SA Chemical Workers' Union, who have a signed agreement with the company, were continuing

The spokesman said wages had been set for the industry

at the industrial council, to which both the union and the company belonged

A new wage agreement had been gazetted and the company had paid its employees at or above the minimums in the agreement

"Considerable debate has taken place with the workforce on this matter and on Monday, Tuesday and Wednesday illegal work stoppages took place

"The company has an established agreement with the union, including grievance procedures and these procedures have not been adhered to in any respect by the workforce

"During yesterday's illegal stoppage, workers were told to return to work

"They declined to do so and thus were dismissed," he said

● At AECI's Midlands plant in Sasolburg, where 251 workers have downed tools since an accident killed two of their colleagues a week ago, negotiations were still continuing yesterday

The two men were killed in a gas explosion at midnight last Thursday and the workers, who claimed that there have been two other deaths in the past eight months, have said they do not consider the plant safe

8/7/83

Court told of Teltron stoppage

152 107

Soweto

By JOSHUA RABOROKO

PLAIN-CLOTHED police were summoned when about 200 workers at Teltron Company stopped work in support of the re-instatement of a colleague and a wage demand, a witness told the Johannesburg Regional Court yesterday.

Teltron's personnel manager, Mr Trevor Kieck, was testifying before Mr T Kleinhans at the trial in which six shop stewards of the Commercial Catering and Allied Workers' Union of South Africa (CCAWUSA) are charged under the Intimidation Act and with assault with the intent to do grievous bodily harm.

The accused, Mr Ja-

cob Rafapa (31), Mr Jack Mangwane (45), Mr Joshua Podile (55), Ms Joyce Makola (27) and Mr Victor Damoid (44), have all pleaded not guilty. A warrant of arrest has been issued by the court for the sixth accused, Ms Stella Mashago (27), of Soweto

The State alleged that the accused intimidated several workers to abstain from work and to participate in a strike, or threatened workers with assault and injury last November 16

They are also alleged to have stormed Mr Christian Sibisi and

sjamboked Mr Moses Mosia, who were both employed by Teltron, on December 2 last year

In his evidence Mr Kieck told the court that prior to the strike he had received a letter from the union concerning the dismissal of a worker, Mr Marshall Sithole. The union's letter was replied to and later Mrs Emma Mashinini, the union's general secretary, had contacted him

On November 15 he

received reports that there was going to be a strike at the plant. On arrival at work on June 16 he found several workers outside the building and he learnt that there was a work stoppage on the go

Police were summoned and he addressed the workers, giving them an ultimatum to return to work or to leave the premises.

The workers did not listen and left en masse. There was no violence

Proceeding

^{Star}
200 men in (152)
^{9/7/83}
brief strike (24)

Work at the Consolidated Wire Industries plant in Pretoria West was reportedly halted yesterday when about 200 black workers went on strike. But by noon all was reported quiet.



● One of the temporary cashiers helping out at the Checkers store in Killarney

Temps take to Checkers tills

S. Express By DEENA SHAPIRO *10/7/03*

TEMPORARY staff are manning the tills at several Checkers stores as the week-long strike continues.

Checkers said 600 workers from 12 branches were on strike but the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA) claimed that 700 workers from 20 branches were involved.

The workers want the dismissal of the assistant manager of the Killarney branch, Mr J Epstein, pay while on strike, re-instatement of a dismissed worker at Checkers's head office and an R80 a month across-the-board increase.

None of these demands would be agreed to although the pay increase would be discussed with CCAWUSA later, said Checkers public relations officer, Ms Peta Lomberg.

Workers allege that Mr Epstein manhandled a female cashier and that he had a racist poster in his office.

Ms Lomberg said yesterday a company investigation had shown the grievances against Mr Epstein did not warrant his dismissal.

"I think he is being used as a scapegoat. However, we have issued him with a formal warning in terms of the company's disciplinary procedure. He has appealed against the warning," Ms Lomberg said.

Mr Epstein would not talk to the Sunday Express yesterday.

159
14783
RDM

Checkers strikers demand sacking

Mall Reporter

SEVEN-HUNDRED striking Checkers workers will return to work only if management meets two of their demands immediately and agrees to continue negotiations on others, their union said yesterday.

A spokesman for the Commercial, Catering and Allied Workers' Union said the workers wanted Checkers' management to sack the assistant manager at the group's Killarney store and to undertake to pay them for the period they were on strike.

"The last two demands on which they want an assurance that negotiations will continue before they can return to work, are the reinstatement of a dismissed colleague at Checkers' head office and salary increases," the spokesman said.

Checkers, however, indicated on Friday that evidence did not warrant the dismissal of the Killarney assistant manager, although it said he had been given a warning.

The company also indicated that workers would not be paid anything for the time they have stayed away from work.

Miss Peta Lomborg, Checkers' public relations manager, said yesterday there had been no new developments in negotiations with the union.

She said "We are still waiting for the union to come to us."

The week-old strike, which began at the Killarney branch when workers accused the assistant manager of racism, spread to 20 branches when workers at other stores walked out in sympathy.

Although the strike initially centred on the Killarney dispute, the workers subsequently added other grievances to their demands to management.

Strike firm takes on new staff

Labour Reporter

11/7/83
AECI Paints in Alrode, Alberton, began employing a new workforce today after about 250 workers were dismissed last week over a wage dispute

A company spokesman said they were taking on new employees and that former workers who were hired would receive some of their previous benefits

The workforce was dismissed after refusing to meet a return-to-work deadline

At AECI Sasolburg a strike by more than 200 workers was continuing today but the company had started operations at one of its plants

Workers downed tools late last month after two of their colleagues died in an explosion

An official inquiry into the explosion started last Friday and will continue tomorrow, AECI confirmed

RESULTS AT THE END OF STRIKE.

17. READ THE DATA

Settlement on strike still eludes Checkers

By Tony Davis, Labour Reporter
Start 11/1/83

The strike by several hundred workers at more than a dozen Checkers branches in the Johannesburg area and on the Reef continued today with no hope of an immediate settlement

At a meeting on Friday, the Commercial, Catering and Allied Workers' Union, on behalf of Checkers workers, presented management with several demands before workers would return to their jobs

- These were
- That the assistant manager at Checkers Killarney be dismissed
 - That workers be paid for the period out on strike
 - That a head office worker who was dismissed earlier this year be reinstated
 - That workers receive a new across-the-board wage increase

A Checkers spokesman today said the demands were not acceptable but that management was investigating worker grievances

A union spokesman said the union was reporting back to the striking workers on Friday's talks

He said that about 20 stores involving about 700 workers were affected

Checkers has said that about 12 stores are affected with more than 600 workers out on strike

Casual staff, including holidaying schoolchildren, are being employed to man the tills

150 ~~150~~ ~~150~~ 12/9/63

Natal lace workers down tools

Mail Correspondent
DURBAN — About 200 workers at Universal Lace and Fabric Mills in Pinetown yesterday downed tools in support of their demand for more pay
A spokesman for the workers said their minimum wage was R28 a week, which they described as "starvation wages"
"This money is not sufficient to cover our transport

costs let alone feed and clothe our children," said a mother of five children who works as a sorter in the mill
The spokesman said the workers were demanding a R20 rise, but they would be happy to accept less on condition that their pay would be reviewed again later
A local organiser of the Fosatu-affiliated National Union of Textile Workers, said the workers' grievances had been fully discussed with

management and a further meeting would be held tomorrow.
"We put forward certain proposals and we hope to hear the management's side at Wednesday's meeting," he said, and called on the workers to end their strike and return to work.
Mr K L Hayn, the mill's general manager, refused to comment when approached yesterday

71 (152) 21
Checkers meets union
12/7/83

Mall Reporter

THE management of Checkers stores and leaders of the Commercial, Catering and Allied Workers Union (CCAWUSA) were yesterday locked in lengthy talks in an attempt to break the deadlock that has led to a strike of over 600 workers

At the end of the afternoon, a Checkers spokesman issued a statement saying the talks would be continued today and she was hopeful of an early settlement.

Meanwhile, casual staff has been hired to man the tills at the stores

The strike began 10 days ago. On Friday, the union presented management with a number of demands, including the sacking of an assistant manager, the reinstatement of a worker, an across-the-board increase and payment for the time they have been on strike

Litmaster fires 260 strikers

SOME of the 260 workers at Litmaster Products in Wadeville who went on strike over the replacement of 44 retrenched colleagues were yesterday "summarily dismissed" by the management.

In a statement to The SOWETAN the management said the workers were offered interviews individually to determine whether they were prepared to go back to work or not.

The statement said that due to the economic downturn the company has found it necessary to retrench 44 workers.

Meanwhile after lengthy negotiations, Checkers management and the union have settled the strike and the workers will return to work immediately.

Workers have been assured that they will not be victimized on returning to work, but as stated before, workers will not be paid for time out on strike.

About 200 workers at

Universal Lace and Fabric Mills in Pinetown Durban yesterday downed tools in support of their demand for more pay, reports Sapa.

AECI's public relations officer Mr Vermont said that about 350 workers who had downed tools after an explosion at the factory in Sasolburg two weeks back, have all agreed to start work today.

And, at AECI Paints in Alrode the entire labour force that had downed tools have returned to work after agreement with the management.

Sowetan 13/7/83

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Pinetown workers back at work as talks go on

Mercury 13/7/83

~~152~~ (152) ~~152~~

ABOUT 200 workers at Universal Lace and Fabric Mills in Pinetown, who downed tools in support of their demand for more pay, returned to work yesterday following talks with the management.

A spokesman for the company yesterday con-

firmed that all workers had returned to work and wage negotiations were being held with the National Union of Textile Workers

Mr Jabula Gwala a spokesman for NUTW said yesterday union representatives had met the management yesterday and a further meeting would be held today

[Faint vertical text on the right edge of the page, possibly bleed-through or a separate column of text.]

(52) (31/7/83) RMD M

Strikers return as race row is resolved

By HARRY MASHABELA

A WEEK'S strike by more than 700 black employees of Checkers ended yesterday when management assured union leaders that an assistant manager at the Killarney branch would be moved to another post at the same branch.

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (CCAWU), said yesterday the assistant manager, a Mr Epstein, would have minimal contact with workers, according to management.

The branch's 70 workers struck on July 1, alleging Mr Epstein was "racist". Staff at 22 other branches struck in sympathy with their colleagues and added three

more demands to management.

The strikers wanted the assistant manager sacked, workers paid while on strike, the reinstatement of a dismissed Checkers head office worker and an R80 across-the-board increase.

A statement from Checkers last night said the assistant manager would no longer be responsible for the workers involved in the incident, strikers would not be victimised on returning to work but would not be paid for time out on strike.

When Checkers' managing director returned from abroad, wage increases would be considered, but other grievances would be addressed through established grievance procedures, it said.

450 sacked ⁽¹⁵²⁾ for Kew strike

~~SECRET~~
By Tony Davis,
Labour Reporter

8/14/73
14/7/83

About 450 workers at the Barlows Manufacturing site at Kew were dismissed yesterday after refusing to meet a return-to-work deadline

They went on strike after 12 colleagues had been fired for allegedly intimidating other workers during a wage dispute

A statement issued by Barlows Manufacturing today said the 12 were dismissed for involvement in either acts of intimidation, violence or damage to colleagues' property during the earlier wage dispute

The 450 workers were dismissed because they would not meet a return-to-work deadline, the statement said

A spokesman for the Metal and Allied Workers Union said workers downed tools yesterday because management had not followed disciplinary procedures. Workers also objected to "identity parades" of those who allegedly intimidated non-strikers during the earlier dispute

Mr Andre Minnaar, for Barlows Manufacturing, said the company could not condone acts of violence or intimidation

He said a handful of workers at the Kew site were still at their jobs and management was considering taking on new employees

also released those who appeared in court yesterday are Ms Esther Hlatshwayo, Mr Ishmael Mletsane Ms Meisie Cefu, Mr Juda Mado Ms Betty Koba, Mr Isaac Mwanazi, Ms Agnes Modise, Mr Wilkhumalo, Ms Wilhemina Mokone, Ms Sophie Cefu, Ms Doris Siwane, Mr Mashundi, Ms Aletta Makgale, Ms Lihlan Siwela, Ms Ntombifikile Jola, Ms Maria Tsotetsi, Ms Theodora Makutsa Ms Maria Maneetsi, Ms Lydia Mngane, Mr Johannes Thom, Mr Joseph Rafel, Mr Jeremiah Makgetha, Mr Dlamini, Mr Amos Mkhize and Tommy Mofokeng

WOM icapped

the conception of their child were imper- b's syn- ni that ally- were parents levant before

The report recommended that the genetic services programme of the Department of Health and Welfare should be considered as a priority programme. Funds should be made available for research, development and technological aids to prevent and eliminate the consequences of genetic handicaps as far as possible.

State's wording under fire ...

Mail Reporter

THE "bad" Afrikaans used in the Government's constitutional proposals came under fire at the annual meeting of the Federasie van Afrikaanse Kultuurvereniginge in Pretoria yesterday.

A delegate, Mr Nic van Rensburg, said that the way Afrikaans was used in the constitutional proposals was "bad" and "worrying".

"Irrespective of whether the constitutional proposals are accepted or not, it is difficult for me to see how some of our foremost legal advisers could have worked on the proposals," Mr Van Rensburg said.

Professor J H Senekal, chairman of the language committee of the FAK, declined to comment on Mr Van Rensburg's speech.

the gun, which was attributed to him by members of the ANC in Mozambique whom he met while visiting his wife and child. He said he had no intention of using the gun and had sold it within four hours of receiving it.

In passing judgment, the magistrate Mr J van Dam said it was improbable that the ANC could send a firearm to a person who was just a casual acquaintance.

"You could have shown the messenger the door, pistol and all," said Mr Van Dam.

He said although Langa got rid of the firearm, it was not a mitigating factor, because he showed complete disregard for the legal control of firearms.

He said he must take cognisance, in deciding sentence, of the actions of the ANC, including the killing of police officials and the indiscriminate bombing of members of the public.

Union to sue firm for fired workers

Mail Reporter

THE Metal and Allied Workers Union has instituted an R850 000 claim — the biggest ever to come before the Industrial Court — on behalf of 249 Brits steel workers who have been on strike for 10 months.

And, in an unprecedented show of resilience, the 249 workers have been meeting every day since they were fired by B & S Steel Furniture in Brits on September 7, 1982.

The union is claiming the workers were dismissed in an attempt by management to get rid of union presence in the factory.

They are asking the Industrial Court to rule their dismissal unfair and illegal and reinstate the workers. They have also asked for back pay, totalling R850 000, for the workers and for payment of legal costs. The costs are expected to be about R1-million.

In a statement yesterday, the managing director, Mr H Beck, said the company considered that at all times it had behaved correctly and fairly towards the workers.

The case will be important because it could determine whether the Industrial Court will grant such a high amount and reinstate so many workers.

● See Page 9

Terror victims claim from fund

By WIM VANVOLSEM
Pretoria Bureau

THE board of the State President's Fund has received its first two applications for assistance from terrorist attack victims.

The secretary of the Board, Mr A D Barnard, told the Rand Daily Mail yesterday many more requests for application forms had also been received.

The fund, which was established on June 22 this year, now stands at over R1-million.

This includes cash contributions, public pledges by municipalities and other authorities, a cheque for R25 000 by Sasol and the

Government's rand-for-rand contribution. The applications for assistance will now be evaluated by the board, assisted by several expert committees on matters such as medical expenses, rehabilitation and values of properties.

Application forms are obtainable from the secretary of the board at room C215, Pensions Building, 34 Hamilton Street, Pretoria (Private Bag X63 Pretoria 0001) or by telephoning 012-323-9311.

Contributions can be deposited at any bank in South Africa to the credit of the fund's account No 000-652-113, Pretoria Main Branch, Volkskas.

Mines Benefit Society to employ full-time doctors

By JOHAN BUYS
A doctor said yesterday "The capitation fee does not cover our costs and we still have to pay for increased rents, nurses salaries and other essentials."

The general manager of the Mines Benefit Society, Mr C Cook, said "We intend to appoint two full-time doctors to attend to our members from the beginning of August. They will be able to look after their needs adequately."

According to Mr Cook, a panel doctor was paid a monthly "capitation fee" for each MBS member regardless of whether the member visited him once, or 10 times a month.

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor or at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

POLITICAL comment in this issue by R A Gibson, Benjamin Pogrand, newsbills by Michael Stent, headlines and sub-editing by Bryan Pearson, cartoons by David Anderson, Dave Gaskill, all of 171 Main Street, Johannesburg.

TRADE NOTICE

FLOKATI RUGS

WE HAVE BEEN VERY FORTUNATE IN ACQUIRING A LARGE CONSIGNMENT OF

July 14, 1983 *SOwetan* ~~174~~ 152



This is part of the group of 25 squatters who were arrested during a raid in Kliptown on Tuesday. Here they pose with the secretary of the Witwatersrand Council of Churches, the Reverend Cecil Begbie, after being granted bail at the Johannesburg Commissioner's Court yesterday. They will live at the Good Shepherd Community Centre in Eldorado Park until their fate is decided by the magistrate.

Pic ROBERT MAGWAZA

Union lauds strike victory

THE 10 000-strong Commercial, Catering and Allied Workers Union of South Africa (Ccausa) regards the labour dispute by over 600 Checkers workers, who returned to work today after a 10-day strike, a "major demonstration of workers unity."

The union's general secretary, Mrs Emma Mashinini, told The SO-WETAN yesterday that the workers had made a "great impact" in con-

scientising other workers to "stand and fight for your rights".

About 700 striking Checkers workers have returned to work after a settlement was reached following nearly two weeks of a labour dispute

Johannesburg's management of Checkers has agreed to transfer the assistant manager of their Killarney store to another post where he would have "minimal

contact with workers," according to Mrs Mashinini

She said about 70 workers had protested against the manager's ill-treatment of staff and also accused him of a "racist attitude" towards workers

Other workers' grievances, such as a R80 wage increase and the reinstatement of a dismissal of a colleague, will be discussed at a later stage.

However, she said, workers' demands that they be paid while out on strike has been turned down. The workers have been given an assurance that they would not be victimised on return.

Mrs Mashinini also said that about 10 workers at Jet Store in Sasolburg who went out on a three-day strike, returned to work yesterday.



INSIDE MAIL

EVERY day for the last 10 months 249 workers at Brits have gathered to discuss their dismissal from a steel factory

They have sold all their possessions, including their livestock, and have become reliant on relatives and friends to keep them and their families alive

They have had to take their children out of creches and schools and, in some cases, send them away to relatives who will look after them.

But they have been locked in a dispute with B & S Steel Furniture Company since an incident in the Brits plant on September 7 last year and in an unprecedented show of resilience and unity — have refused to give up their fight for reinstatement

Earlier this year, they declared a dispute at the Industrial Council. But the deadlock was not broken.

This week they instituted an action at the Industrial Court asking for an order declaring their dismissal unfair and unlawful and reinstating them to their jobs.

They also claimed R850 000 in back pay and costs for the legal action.

Since the costs are likely to be extremely high, the claim against the company could amount to nearly R1 000 000.

The case could be crucial to labour law, because it is by far the highest claim ever to be made before the court and because the court has never before faced a demand for retroactive reinstatement of as many as 249 workers.

The case could determine whether the court is prepared to award such large amounts and reinstate so many workers.

There have also been allegations that the practices which the union has claimed were illegal are common in outlying areas such as Brits.

If the court agrees with them, the case could be a first step in stopping such practices.

According to papers before the court, the Metal and Allied Workers' Union (Mawu) has claimed that workers from the factory began approaching them for help in April last year.



UNITED ... Brits steel workers during one of the meetings they have held every day for the past

The defiant 249 f for the right to v

By ANTON HARBER

Within two months, they had organised 35% of the factory.

Although Mawu had not yet asked for recognition management learnt of their organising efforts and allegedly made intensive efforts to stop them.

For example, there were repeated searches of people suspected of carrying recruiting forms.

Two workers have said the managing director offered

them extra pay if they spied for him. He wanted to find out who the union activists were so that they could be "kicked out" of the factory.

When a shop stewards' committee was elected, the 12 members were summarily dismissed.

According to Mawu, they were the only people dismissed that day. The reason given was retrenchment.

A work stoppage occurred in an attempt to get the 12 workers reinstated. After negotiations, they were reinstated on condition they did not serve on any committees.

Meetings and negotiations with management continued, with some success.

But, according to Mawu, management's attitude changed when the shop stewards asked for the union to be recognised.

Management are alleged to have made a number of efforts to erode the influence of the union by threatening

workers with dismissal cause of their union membership.

At a meeting about the dismissal of a worker, managing director said what he liked," according to Mawu's submission to the court.

"It was his factory and then on there would be more committee."

The next day, September management turned off the machines 10

after starting time and formed the workers were all dismissed.



Workers during one of the meetings they have held every day for the past 10 months

defiant 249 fight the right to work

187 *170* *14077* *RDH* *14/7/83*

them extra pay if they spied for him. He wanted to find out who the union activists were so that they could be "kicked out" of the factory.

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workers with dismissal because of their union membership.

At a meeting about the dismissal of a worker, the managing director said "he was the boss and would do what he liked," according to Mawu's submission to the court.

"It was his factory and from then on there would be no more committee."

The next day, September 7, management turned off all the machines 10 minutes after starting time and informed the workers they were all dismissed and

would have to reapply for their jobs.

No reasons were given and management allegedly refused to talk to the shop stewards' committee about the action.

Management then re-employed only people who had not joined the union, according to Mawu.

Some 600 re-applied and 400 were accepted. The 249 who have instituted the court action have never reapplied.

Because Brits is a small business community, Mawu said, the chances of work-

ers finding jobs elsewhere in the town were small.

But to add to this management allegedly took active steps to blight their prospects of employment elsewhere.

Mawu has claimed that the company sought to use the influx control law to prevent workers from getting work elsewhere.

They also claimed that the dismissals constituted victimisation were in breach of the workers' individual contracts and in breach of an Industrial Council agreement.

The company failed to give the workers a proper hearing and failed to negotiate properly with worker representatives. The purpose was to rid themselves of a union presence, Mawu claimed.

Mr H Back, the managing director yesterday rejected the union's story and said he would be contesting the case.

"It is impossible to deal in the Press with these complex legal and factual allegations."

"We consider that at all times we have behaved correctly and fairly towards our workers," he said.

For all this time the workers have gathered every day, some coming from as far as 25km away.

When they ran out of money for their bus fares, they shared bus tickets and took turns to attend the meetings.

If they had been able to find other jobs during the 10-month dispute they would gladly have taken them, they have said. But there are no jobs in Brits.

For a while they could live on their savings and on the money they made from selling their possessions. Now, according to one worker leader, they live on charity.

"Some of us do not eat properly and cannot feed our children like we used to," he said.

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

"We have come to realise what it is to sacrifice and stick together and to trust one another. Most of us were not aware of our rights."

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

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Mawu takes up cause of 500 fired workers

500 *15/7/83*

THE METAL and Allied Workers Union (Mawu), an affiliate of the Federation of South African Trade Unions (Fosatu), is seeking legal advice over the dismissal of 500 members by Barlow Manufacturing.

The workers were dismissed after refusing to meet a return-to-work deadline from management's plant at Kew, Johannesburg this week.

They went on strike after 13 of their colleagues were dismissed for having allegedly in-

timdated others during a wage dispute which started at the factory last month.

At the time, a union spokesman said that workers were not on strike but wanted an explanation for the dismissals.

• About 300 workers at Vaal Bottlers in Vanderbijlpark yesterday entered their third day of work stoppages in demand for higher pay **INCREASE**

Workers claim that they made representa-

tions to the management concerning their grievances, including a demand for a R2,50 per hour increase

• About 150 employees of Liberty Life Insurance Company in Braamfontein yesterday stayed away from work after lunch when their management refused to meet the officials of their union

The workers, who are members of the Insurance Assurance Workers Union, met at lunch and resolved that management should meet their union executive to hear their complaints about a recent wage increment

Management refused to meet with the union because they believed in a non-racial union and did not want outsiders to speak on behalf of their workers

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(152) (187) (188) (189)

300 workers go on strike at Vereeniging Coke plant

EDM Mail Reporter 15/7/82

THE Coca-Cola plant in Vereeniging was brought to a halt yesterday when the entire work force of about 300 people went on strike to support a wage demand.

The workers, members of the Fosatu-affiliated Sweet, Food and Allied Workers' Union, downed tools on Wednesday after a breakdown in negotiations with management over wage increases.

According to a union official, the workers had demanded an increase in the minimum weekly wage from R68 to R115. During six meetings with management, the demand was lowered to R96. Management, the union official said, had offered R77.

The two groups, who signed a union recognition agreement a year ago, were yesterday meeting to discuss the dispute.

A spokesman for the company confirmed that the plant had been shut down by a strike, but would not comment further.

300 fired workers criticise Barlows

8/2/73 Labour Reporter (52) (100) (100)

More than 300 former workers at the Barlows Manufacturing factory in Kew met in Johannesburg yesterday to condemn the firm for their mass dismissal on Wednesday

And officials of the Metal and Allied Workers Union (Mawu) said they were consulting lawyers about possible legal action against Barlows

Barlows fired about 450 workers who refused to return to work after downing tools in protest against the earlier firing of 12 colleagues for alleged intimidation of fellow workers during a wage dispute at the factory two weeks ago.

A Barlows statement said the 12 were dismissed because they had endangered worker freedom of association through acts of violence, intimidation and physical damage to property.

'UNION-BUSTING LAWYERS'

Union officials said the group refused to include rights to negotiate working conditions in their agreements, had employed "union-busting" lawyers, invited the police into disputes, and did not hold to its own Barlow Rand industrial relations code of conduct

However, Barlow Rand's industrial relations director, Mr R T Hofmeyer, in a statement said all group companies held to the code of conduct and an important principle was worker freedom of association

This had been violated in the Kew dispute and police were investigating

Barlow Rand was a leader in concluding recognition agreements — they have already concluded more than 30 — and knew of no instance where there had been a unilateral refusal to include the right to negotiate wages and conditions of employment in an agreement, Mr Hofmeyr said

AGREEMENTS

A step forward

The 10-day legal strike by members of the National Union of Textile Workers (NUTW) at a Natal company has ended in an agreement which contains a significant provision

In terms of the agreement reached between the union and Natal Thread, the company has given the undertaking that in any future legal strike, it will not selectively fire or re-hire striking workers.

The dispute between the company and the NUTW has attracted widespread interest. It is believed to be the first time since 1976 that a black union has gone through the time-consuming procedures needed to hold a strike which is legal in terms of SA's labour laws

The undertaking given by the company not to fire or re-hire selectively in future legal strikes is important. In the past, the fact that workers involved in legal strikes could still be fired by an employer, has meant that there was little incentive for them to make their strikes legal. It remains to be seen whether other employers give similar undertakings to persuade employees to go through the official dispute-settling procedures that the parties are required to use before a legal strike can be held.

It certainly seems possible that unions will be making demands for such promises in future.

Financial Mail July 15 1983

LABOUR LITIGATION

Breaking new ground

Labour relations in SA may never be quite the same in the wake of an Industrial Court action launched by the Metal and Allied Workers' Union (Mawu) against a Brits metals industry company and its associates

The union believes that 249 workers dismissed in September last year have a monetary claim of more than R850 000 against B & S Furniture Company and its associated companies. Furthermore, the union claims they are entitled to be reinstated in their jobs.

Issues raised in the case — allegations of victimisation of union members and unfair dismissal — have been heard in previous cases in the ordinary courts and the Industrial Court, and have been declared unlawful. However, never has the Industrial Court been faced with a case of such magnitude.

The case will demonstrate, therefore, whether the court is willing to award amounts as large as R850 000 should it find that an unfair labour practice has been committed. In addition, if it makes employers pay costs of the action — something which the union is seeking — the total cost of the case to the employers could be close to R900 000, perhaps even more.

No matter what the actual outcome of the case, it will have one important practical effect. The mere fact that a union is both willing to pursue such a case and has the resources to do so, emphasises yet again to managements that an issue such as dismissal — especially mass dismissal — has to be approached with great caution.

A spokesman for the companies strongly denies the union's charges and says the court action will be opposed. He says it is impossible to deal in the press with such complex legal and factual allegations. "We consider that at all times we have behaved correctly and fairly towards our workers," he adds.

According to the union's version of the events, the case has arisen from a deteriorating relationship between management and workers at two adjacent Brits factories. The union alleges that, after it began recruiting workers last year, there were repeated searches of people suspected of having recruiting forms, that threats were made to workers about their joining a union and that some were offered payment to act as management spies.

It says 12 elected shop stewards were dismissed in July, but were reinstated after a work stoppage. It complains further that management stalled on granting it recognition.

The union alleges that on Monday Sep-

tember 6, management sought a pretext to dismiss a leading shop steward committee member and declared that there would be no committee in the factory at all. It claims that management stopped production the following day and informed workers that they had been dismissed. The union says it soon became clear that union members would not be re-employed.

Since then fairly extensive negotiations have taken place between the union and the companies, both inside and outside of the metal industry industrial council, but to no avail.

Mawu claims the major issues in the case are

- That the companies sought to rid themselves of a union presence. They could not do so by dismissing only union members because that would obviously infringe on the criminal prohibitions against victimisation. Instead, they dismissed everybody and then re-hired non-union members selectively,
- That the dismissals amount to victimisation of people because of their union membership,
- That dismissals were in breach of the contracts of employment of individual employees,
- That the companies failed to properly negotiate with a workers' committee or the union as the representative of the workers,
- That the companies failed to give the employees a hearing prior to their dismissal,
- That the companies adopted criteria for re-employment that constituted victimisation, and
- That the companies have influenced the local administration board to prevent union members from being re-employed elsewhere in Brits.

The union is accordingly seeking an order declaring the dismissal of the employees to be an unfair labour practice, or, alternatively, that the failure to re-engage them after their dismissal should be declared an unfair labour practice. It is also seeking the payment to workers of all accrued wages and other benefits they should have received since their dismissal.

There are other significant features of the dispute. Firstly there is the union's extreme dissatisfaction, as revealed in papers placed before the court with the manner in which industrial council agents have investigated the dispute. And secondly it has shown the extraordinary tenacity and determination of the workers to continue their struggle against the companies, despite suffering considerable financial hardship over the past 10 months.

LABOUR MOBILITY

Pretoria's guilt

In his annual statement as Chairman of Anglo American Gavin Rellv pinpointed a major SA industrial weakness when it

July 1983

30 WEEKS WITHOUT THEIR JOBS BACK

MORE than 80 workers at a screen manufacturing company near Germiston have entered their 30th week of unemployment. The deadline for renewing contracts of migrant colleagues. As a result the workers, who are members of the Metal and Allied Workers Union, are on their knees praying that their union succeeds in bringing the matter to the Industrial Court.

Mr Siza Mdakane, chairman of the shop stewards at the company, said trouble started last December when Screenex said it would not renew "calling cards" for migrant workers.



Workers dismissed by Screenex 30 weeks ago at a union meeting this week.

"That," Mr Mdakane went on, "meant our employer was dismissing our colleagues... He advanced no reason why they would be without jobs. We tried to reason with him and the whole thing ended in a deadlock."

On December 10 the workers went on strike and the company claimed the entire 146-

strong black workforce had broken contract.

On December 14 the workers were locked out. They had gone to the factory to collect their wages and holiday pay.

"We were never paid. Our employer just didn't have time for us. His argument at the time was we were no longer his em-

ployees.

"Without our union, families, mothers, wives and relatives could have never survived, said Mr Mdakane as the 86 workers "formally" joined forces with another 78 workers from an adjacent factory on strike after a dispute three weeks ago.

Screenex refused to talk to reporters

Workers want their jobs back

Mercury Mercury Reporter 15/7/83

THE 160 workers who were dismissed from an Estcourt factory this week still refused to collect their pay yesterday and were assembled outside the factory gates demanding their jobs back.

But Mr Robert Craig, a director of Mosaic Producers, said the workers had dismissed themselves by disregarding an ultimatum following a work stoppage on Monday.

He said the workers had been given 'substantial' pay increases two months ago.

Mr Simon Kapa, branch secretary of the South African Allied Workers' Union in Estcourt, said yesterday that he had met the company representatives again yesterday and pleaded with them to take back the workers.

'But they refused, saying that the matter was out of their hands,' he said.

152
Vereeniging
Coke strike
fizzles out 16/7/83

By ANTON HARBER

ALL 300 striking workers at the Coca-Cola plant in Vereeniging returned to work yesterday so that negotiations on their wages could continue

The workers had downed tools on Wednesday to support demands for wage increases

The plant has a year-old recognition agreement with the Fosatu-affiliated Sweet, Food and Allied Workers' Union, but negotiations over wage increases were deadlocked

A union official said yesterday that the workers had returned because management told them all negotiations would be suspended until further notice

This meant the workers would receive no increase at all until negotiations were completed, she said. The union hoped to resume negotiations next week

A spokesman for the company said everything at the plant had returned to normal. He could not say when negotiations would re-open

Checkers staff still on strike

Labour Reporter

Bank staff at the Kalar
branch of Checkers
were still out on strike
this morning over com-
plaint against a manage-
ment official at the store.
About 20 workers
began their strike on Fri-
day.

A Checkers spokesman
said the company had an-
dertaken to consider the
grievances when workers
returned to their jobs.

16/7/83 (153) (long)

Mediated settlement ends ~~long~~ dispute

~~Mail Reporter~~

PREMIER Paper in Kliprivier and the Paper Wood and Allied Workers Union yesterday reached a mediated settlement, ending a lengthy dispute that climaxed in a week-long strike last May. The mediators, Professor

Johan Piron and Mr Paul Pretorius were called in after the strike, according to a statement from the Fosatu affiliated union.

The strike had occurred when workers demanded an increase of 20c per hour but management refused to go above 10c.

The mediators provided for a 10c increase for all workers and a back-dated "bonus" of 10c for all hours worked between January and July.

They also reinstated the union's stop orders, which had been suspended during the strike, and re-opened the

case of a worker who the union said had been dismissed without the company going through the proper procedures.

The union said they were happy with the mediation and praised the two mediators, one of whom had been appointed by each side.

Kew factory halted as strike continues ^{16/7/83}

¹⁹ Mail Reporter ^{18/1}
ABOUT 450 workers from Barlow Manufacturers in Kew, on the East Rand, were still on strike yesterday and no negotiations were taking place

The workers were dismissed on Wednesday after

downing tools in solidarity with 12 fellow workers who were fired by the company

The company has alleged that the men "were strongly suspected of having been involved in acts of intimidation, violence and damage to fellow workers' property" during a strike in May

But the workers, members of the Fosatu-affiliated Metal and Allied Workers' Union have claimed that the men were not given a fair hearing

A company spokesman said yesterday the workers were still on strike, the plant was not working and no negotiations were taking place

Dismissed

factory

workers

reinstated

Mercury Reporter

DISMISSED workers at the Estcourt glass tile factory Glamosa Producers will return to work on Monday morning as a result of negotiations which took place yesterday

A joint statement issued by the factory management and the South African Building and Allied Workers Union said discussions had ended with an offer to all workers to return to work at their old wages with unchanged terms and conditions of employment

Wages were to be frozen until April next year when they would be reviewed

The Glamosa management were considering formal recognition of the union

Appreciation was expressed towards the union officials who helped to reach a friendly agreement.

Workers at the factory went on strike on Monday and were dismissed after ignoring an ultimatum to return to work. They refused however to accept their dismissal, did not collect their pay, and gathered at the factory gates every morning

According to the factory director, Mr Robert Craig, the workers received a pay increase two months ago

The dispute had taken so long to settle because the managing director had been away, only arriving back in Estcourt on Thursday evening

On his arrival, union officials had been invited to negotiate. After what Mr Craig called a 'very friendly discussion' the union men met with the workers, who accepted the terms, collected their pay for the previous week and went home

'We are very grateful to the union. They handled the dispute like gentlemen,' Mr Craig said

(152)

700 strikers return at the Checkers stores

July 1983

Labour Reporter

Star

About 700 strikers at Checkers returned to work this morning after management reached an agreement yesterday with the Commercial, Catering and Allied Workers' Union

- The agreement is
- The assistant manager concerned has been moved to another department in the same store where he will not be responsible for the workers involved
- Workers were assured

they would not be victimised, but will not be paid for the period they were on strike

- When Checkers' managing director returns from abroad the company will consider proposals for pay talks
- All other grievances will be addressed through established procedures

About 70 workers went on strike on July 1, accusing the assistant manager at the Killarney branch of racism

The strike spread to 20 other Checkers branches

as workers walked out in sympathy

Among their demands, the strikers had sought payment for the time they did not work, the reinstatement of a dismissed colleague, and the dismissal of the assistant manager

The union claims the strike affected operations at 20 Checkers branches in Johannesburg and on the Reef

Management used casual labour and holidaying schoolchildren to man the tills

Barlows sacks
400 workers

(152) (145A)
City Press 17/7/83

MORE than 400 Barlow Rand workers were sacked this week when they went out on strike to protest the dismissal of 13 of their colleagues at the Kew plant outside Johannesburg.

The workers, members of the Metal and Allied Workers' Union, a FOSATU affiliate, alleged at a Press conference yesterday that management had dismissed 13 of their colleagues who were facing accusations of assaulting fellow workers who did not join a five-day stay away last week.

Trouble at the plant started early this year when the workers demanded a 50c an hour across-the-board increase. This was refused.

Last week they staged a stayaway and it is alleged that some workers assaulted colleagues who did not take part.

When the workers resumed work early this week, those who allegedly assaulted their colleagues, were "pointed out" and taken to the local police station.

They appeared in court, were granted bail and returned to work.

Albany-London

In London, where royal tradition
Albany's been the exclusive
quality since 1899. Specially imp



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Parrot takes the f... oath

A PARROT called Michael swore an oath in court here of the wrong kind, telling three magistrates: "F. off."

The African Grey parrot was produced as an exhibit in a case against a pet-shop owner accused of selling a similar parrot which refused to talk at all. The case was dismissed.

After the hearing, Michael ran through his 200-word vocabulary, much of it rude, for the benefit of reporters. — Sapa-
Reuter

that's official!
ad that the use of any derogatory
of Fodens (SA), a firm in Al-
deputy president of the Industrial
black staff.

YOU

Practice

ATI

17/7/83

The cartoon that misfired

AN OFFICE poster saying "They can't fire us! Slaves have to be sold" was one of the major issues that led to a 12-day strike involving 7000 workers and a cost of R80 000.

The poster was pinned to a board in the office of Mr Robert Epstein, an assistant manager of Check-

ers' branch in Kilarney, Johannesburg.

Black staff claimed the poster was racist and their different interpretations became a major issue in their immediate demands to the management to have Mr Epstein removed. One black worker saw the poster this way "A cartoon of a black man with

a Checkers' push-cart. The cartoon said: "Whites won't be fired, blacks will remain slaves"

In the end, when the poster was produced, all these accusations suddenly fell away. The dispute moved to other, unrelated issues. But the demand that Mr Epstein be removed did not change during

the 12 days of negotiations between workers, union and management that followed an incident at the store on Thursday, June 30.

The Sunday Express has traced the development of the strike through all its twists and turns, through all its misunderstandings, from the dispute that began it to the agreement that ended it.

Amatomy of a Strike

Reports by WILMAR UTTING

DAY ONE

Thursday, June 30, 5:50pm

Mrs Lettie Mabaso, cashier at Checkers, Kilarney, closes till No 19 after 20 minutes overtime and prepares to leave. Mr Robert Epstein, assistant manager in charge of floor staff points to customers still queuing at tills. A dispute ensues. Mrs Mabaso leaves.

DAY TWO

Friday, July 1

Staff start arriving from 6am. Shortly after 8am all 70 cashiers, till packers and shelf packers walk out. Checkers head office telephones the Commercial, Catering and Allied Workers Union, asking "Where are our staff?" "On their way here," the union official answers.

A skeleton staff of trainee managers and staff drawn from other branches fills in at the store.

Checkers in-house labour relations consultant Mr Humphrey Ojipant is recovering from injuries sustained in a road accident. The union's general secretary, Mrs Emma Mashumane, is in Cape Town. A Checkers personnel officer, Mr Reggie Machaba goes to the union offices in Kloof House, Johannesburg, to speak to officials and workers.

He returns at 4pm with a list of grievances embracing overtime pay and the sacking of pregnant women. The main issue, he reports, is a demand that Mr Epstein be suspended because of a racist poster in his office and because he had man-handled the cashier.

A number of union officials become involved in subsequent negotiations, including Mr William Dichaba, Mr Oscar Malgas, Mr Macs Nyabene and Mr Jeremy

Daphne

A Checkers executive goes to Kilarney and returns with a photostatic poster which he found pinned on a board. He could find no other poster.

Miss Gerda Faure, personnel executive, speaks to the union, promising that all grievances will be investigated. She asks the workers to return, and adds that they will not be paid while on strike.

DAY FOUR

Monday, July 4

Mr Daphne asks for a meeting and for Checkers' views on the matter. Miss Faure says Mr Epstein has denied the complaints and Checkers finds no grounds for suspension. Repeats that striking workers will not be paid.

A meeting of almost three hours is held at Checkers head office. Present are Miss Faure, Mr Chris Niehaus (a divisional executive general manager), two union officials and a group of at least 15 representatives of Checkers workers.

The issues of overtime pay and pregnant women fall away. The main issue is the assistant manager. Mr Niehaus says if workers return he will come to the store and speak to everyone to try to clarify precisely what happened. Workers do not go back. This idea falls away.

Mr Daphne reports back to workers and asks Checkers for another meeting. Arranged for Wednesday.

DAY FIVE

Tuesday, July 5

Staff at Checkers' New Krugersdorp

DAY SIX

Wednesday, July 6

Meeting from 12 noon to 2:30pm again attended by union officials and workers' representatives. Mr Epstein is still the main issue, but today workers demand he be removed from the store, not suspended. They claim Mr Epstein grabbed the cashier's shoulder. Checkers says Mr Epstein denies this, admits he lost patience and became angry and banged his fist on the counter but did not touch the cashier.

Union produces evidence of witnesses who claim to have seen racist poster. WITNESS No 1 "I saw a paper on the board next to the desk. The poster shows a black man and a white man and the writing says blacks will be slaves."

WITNESS No 2 "I saw a cartoon of a black man with a Checkers' pushcart. The cartoon said whites won't be fired, blacks will remain slaves."

WITNESS No 3 "I saw a picture of a black man, fat and bent."

WITNESS No 4 "I saw a picture that whites won't be fired. The man is standing in a awkward position and he is a black person."

WITNESS No 5 "I saw this paper. The man is standing stooped, but I could not say if he was black or white."

The poster from Kilarney is produced.

branch stay away in sympathy. Packers lock their price marking guns in lockers, their normal practice to guard against theft. Strike starts spreading to branches in Hoedspoort, Randburg, Benoni, Blackheath, Sandton and eventually to Springs.

DAY SEVEN

Thursday, July 7

A newspaper report, saying workers are striking over the firing of a colleague, leads to more confusion. Negotiations become more muddled.

Mr Niehaus speaks to Mr Epstein, in the presence of another executive. Mr Epstein vehemently denies touching the cashier. Checkers decides he acted sternly and had come across in a very aggressive way. He is verbally, but formally warned.

Checkers sends official notice to union that they now have two sides to the story, and explaining that they had to break into the New Krugersdorp staff lockers because they needed the price-marking equipment.

DAY EIGHT

Friday, July 8

Union asks for meeting to clarify the actual

items of grievance. Again workers representatives, union officials and Checkers team attend.

Workers now demand

- Dismissal of the assistant manager
- Pay while on strike
- Reinstatement of the sacked head office worker

To this they add another fresh demand R80 a month across-the-board increases. They also demand that all their grievances be investigated. The issue of the Krugersdorp lockers is dropped.

Checkers repeats its stand on Mr Epstein and again says it will not pay strikers. It says this is not the right time to discuss increases, but promises to look into grievances.

DAY ELEVEN

Monday, July 9

Mrs Mashumane returns from Cape Town. Another meeting is held with four union officials, four shop stewards representing the workers, Miss Faure and Mr Niehaus. Workers now demand only the dismissal of Mr Epstein and pay while they are on strike.

The entire story is repeated for the benefit of Mrs Mashumane. She asks why Checkers has not spoken to Mr Epstein and Mrs Mabaso together. Mr Niehaus says he is still prepared to do this. Workers agree Checkers repeats no pay for strikers.

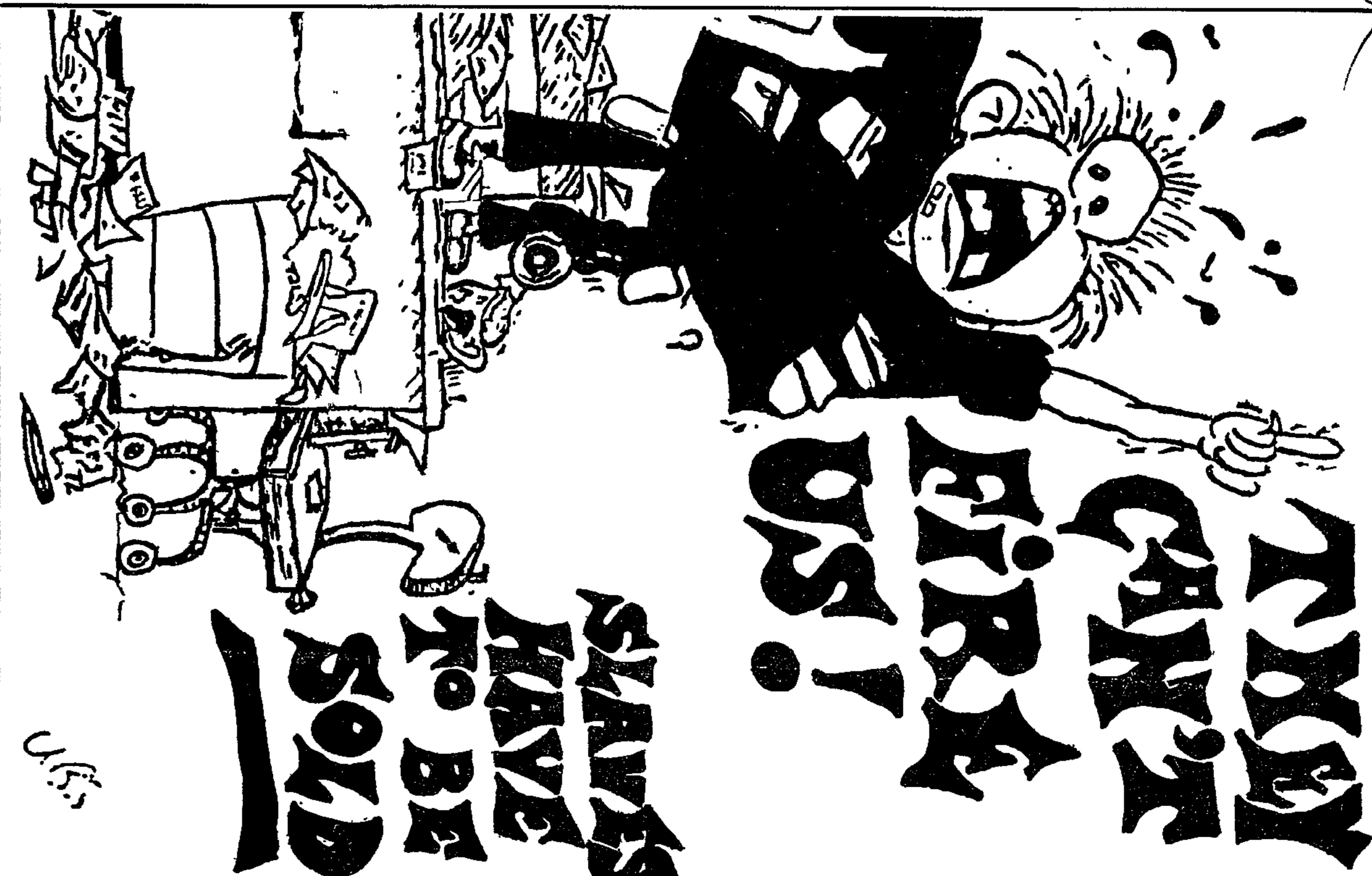
DAY TWELVE

Tuesday, July 10

Meeting at Checkers. Present are three union officials, three shop stewards, five Checkers executives, Mr Epstein and his witness (a casual-work supervisor), Mrs Mabaso and three witnesses (a till packer and two cashiers). Everybody talks. Meeting starts 10:30am and finishes 4pm, when Checkers offers to move Mr Epstein to another position in the store.

Workers' team accepts this in principle, leaves to report back. At 5pm union official telephones to say workers will return to stores the next day or as soon as they are informed.

Strike ends.



THE POSTER: Black staff claimed the poster was racist. One saw it this way: "A cartoon of a black man with a Checkers' push-cart. The cartoon said: 'Whites won't be fired, blacks will remain slaves'"



AT ODDS: Miss Lettie Mabaso, who sparked the strike, and Mr Robert Epstein, Checkers' assistant manager. A poster on his wall was one of the grievances that led 7 00 Checkers workers striking

Checkers tots up the bill

THE cost to Checkers of the 12-day 'Poster Strike' has been described as nestimable — and the cost to the strikers, whose minimum salary is R220 a month, is the R80 000 that will be missing from this month's pay packets

The strike started at 5.50pm when Miss Lettie Mabaso, a cashier at the Killarney branch, Johannesburg, closed her till after 20 minutes' overtime and said it was time to go home.

Her action prompted a dispute with assistant manager Mr Robert Epstein, who pointed out that queues of customers were still in the store.

And so began the first round in a major industrial dispute.

Within 14 hours, 70 co-workers had backed Miss Mabaso in a protest walkout, which was to snowball into the 12-day stayaway.

Soon the list of workers' grievances extended to other issues and a truce was called only on Tuesday night.

The strike at Killarney was one of more than 1 000 that have taken place in South Africa from 1980.

Last year alone industrial strike actions totalled 394, with a loss of 365 337 man-hours

In the case of Checkers, reconciliation was delayed by confusion over basic complaints — including the offensive 'Slaves' poster — misunderstanding and misinterpretation

Negotiations started immediately at the offices of the Commercial, Catering and Allied Union offices.

But bargaining became confused — with grievances dropped, fresh complaints added and claims and counterclaims — until on Wednesday the strikers went back to work.

17/7/83

152

The aftermath: Bosses and union bury hatchet

MR ROBERT Epstein and Miss Lettie Mabaso, central figures in the Checkers 12-day strike drama, refuse to discuss the parts they played

But Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union, to which the Checkers workers belong, said "The lengthy negotiations show no progress was made by either party

"There were delays by both sides. The strike has proved that over a long time there has been a lack of communication between management and workers. We think this has been resolved.

"The workers did not state their grievances clearly," she said.

A spokesman for Checkers, Ms Peta Lomborg, said "The strike was an expensive exercise for everyone. But on the credit side, it showed how vital it is that during direct negotiations the channel of communication between the parties be kept open and that they



THE STORE: A poster sparked the trouble, but then other issues at the Checkers branch were raised

continue talking in an effort to find a common solution.

"One of the things one learns is how easily misunderstandings can occur when one is in a tense situation and how there can be

difficulties in truly communicating.

"Another good thing that has emerged is that the spirit of our negotiations with the union can only be beneficial in the future."

19/7/83 10:54 (152)

Barlows offers to rehire fired hands

BARLOWS INDUSTRIAL in Kew, Sandton, closed by a strike since last Wednesday, began hiring a new workforce yesterday

The management issued a statement saying it would rehire any of the striking workers who applied for a job. They would be given the same salary they were receiving before the strike and at a later stage the company would consider reinstating long service benefits, the statement said

About 500 workers downed tools at the plant last week when management fired 13 men alleged to have been involved in violence during a previous strike

The workers, members of the Metal and Allied Worker's Union (MAWU), said the men had not been given a

proper hearing and management had not followed proper dismissal procedures

Barlows alleged yesterday that strikers had prevented those who wanted to return to work from doing so

The statement said a large number of strikers had showed up yesterday morning, but did not enter the premises. After two hours most dispersed

"The company engaged a number of new workers this morning and will continue to employ new workers as fast as proper selection, induction and training can be provided," the statement said

All striking workers — except the 12 who had been dismissed for "suspicion of involvement in intimidation and violence" — would be rehired if they applied

120 M 11/7/73
'Back to work' for insurance workers

Mall Reporter (152)

OVER 100 workers from the Liberty Life insurance company who have been on strike since Thursday were expected back at work this morning

A company official said yesterday he had met with officials of the independent

Insurance Workers' Union of South Africa who told him the workers would be back at work this morning

The official added his company would not recognise the independent union but would look into any grievances

The workers downed tools

last week because of dissatisfaction with a wage increase. Management, however, refused to meet the union on the grounds it was a blacks-only union

It was company policy, the spokesman said, to only recognise non-racial unions

CAPE TOWN 19/7/83
152
Strike at
W Cape
steel plant

Labour Reporter

ABOUT 175 workers went on strike at the Cape Town Iron and Steel Corporation in Kuils River yesterday morning over a union recognition dispute.

A spokesman for the General Workers' Union (GWU) said recognition agreement discussions had been "dragging on" for 15 months and workers were "extremely unhappy" at this

They would return today and there would be a meeting to attempt to resolve the issue.

Mr K D Kynoch, managing director of the company, which is a subsidiary of Iscor, said he would start recruiting new staff if the workers did not return today.

"They are asking for a signature to an agreement not yet in existence. The union has been given the latest draft of the procedural agreement"

If the workers returned to their jobs he would "consider" taking them back, Mr Kynoch said

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Strike goes on despite talks

LIBERTY LIFE Insurance Company and their striking workers remained deadlocked yesterday even after two senior representatives of management had held talks with the workers.

By PHIL MTIMKULU

About 140 workers from Liberty Life went on strike last Thursday afternoon when their management refused to meet representatives of their union — the Insurance Assurance Workers Union

When refusing to meet representatives of their union, Liberty Life had pointed out that, as a multi-racial company, they could not recognise or hold discussions with a black union. They had also expressed the hope that the workers would return to work soon to avoid any inconveniences

But yesterday the workers, who are mostly white collar workers, again stayed out on strike. In a bid to resolve the impasse two senior officials of Liberty Life, Mr Mark Winterton, the executive director, and the managing director, Mr M I HIKOWITZ, went to face the striking workers. However, after a 45 minute meeting both the workers and management reported that

things remained basically the same with neither side prepared to compromise

Mr Winterton said they were, however, clearer about what the problem was — union recognition. This was the crux of the matter as the worker did not air any other grievances. He said the company prided itself on their fair employment practices and they were prepared to talk to individuals or representatives of the workers if they had grievances. But the representatives should be from the company.

"We are not prepared to temper or destroy our multi-racial practice by talking to a black union which does not represent the majority of the staff," Mr Winterton said.

On Friday Liberty Life had issued a circular in which they warned the workers that they were in breach of their conditions of employ-

ment and that they would not be paid for the period that they were on strike and that they risked losing their jobs.

In addition to pressuring for the recognition of their union the workers said they were not happy with their recent salary increases and wanted the union to discuss this with management.



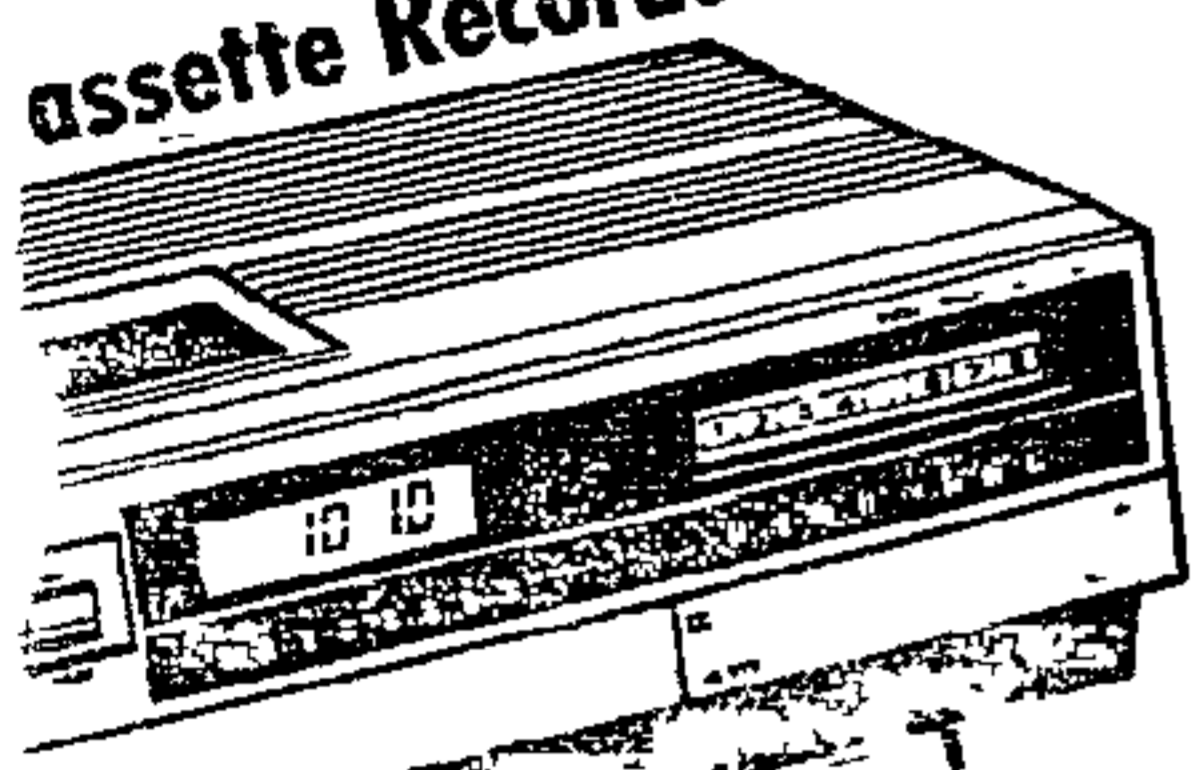
WORKERS: From Liberty Life Insurance Company after they held a meeting with senior officials.

ON

... on Video



Cassette Recorders

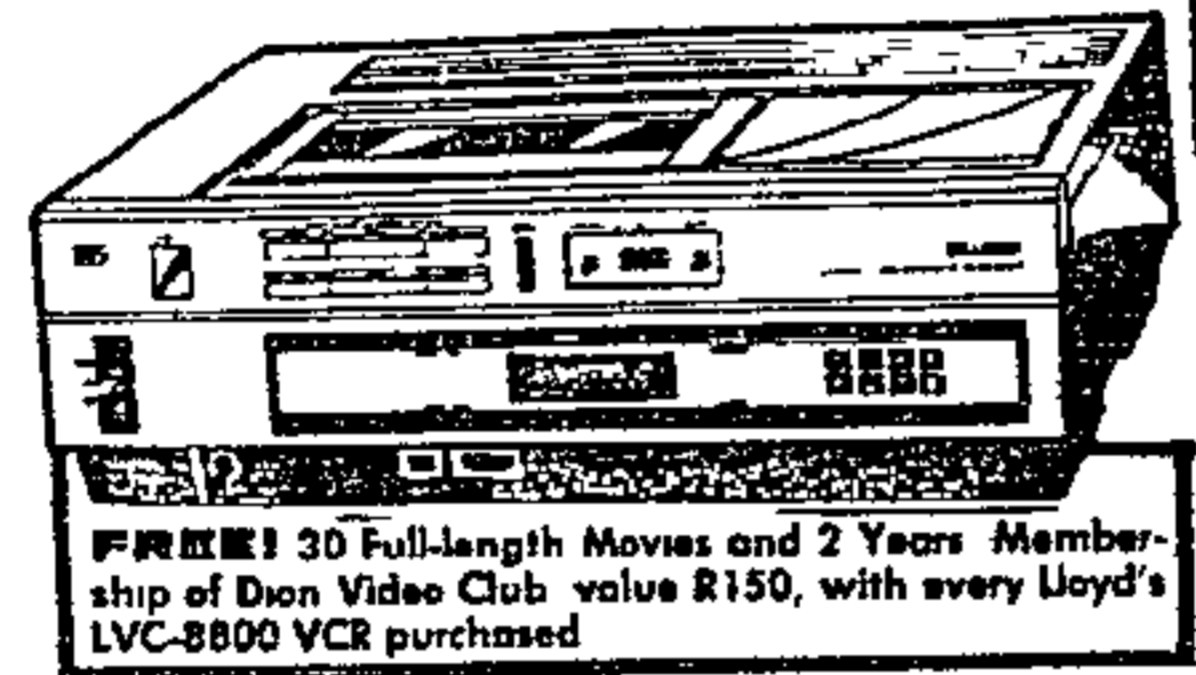
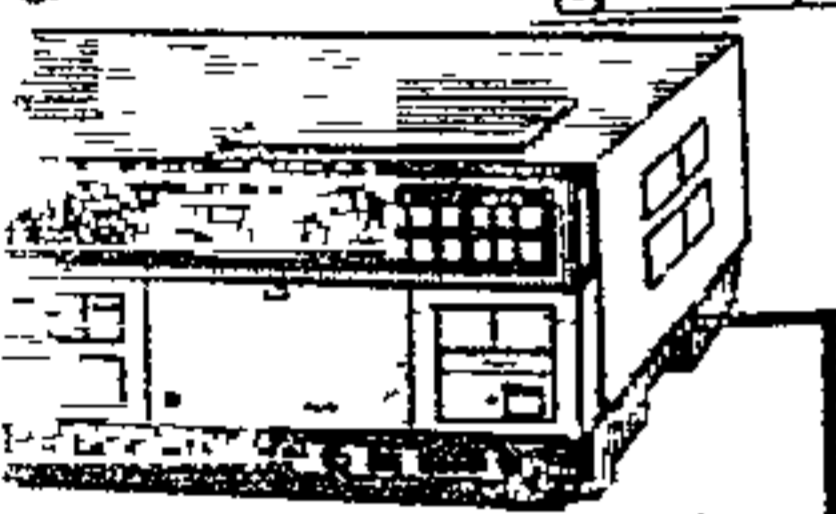


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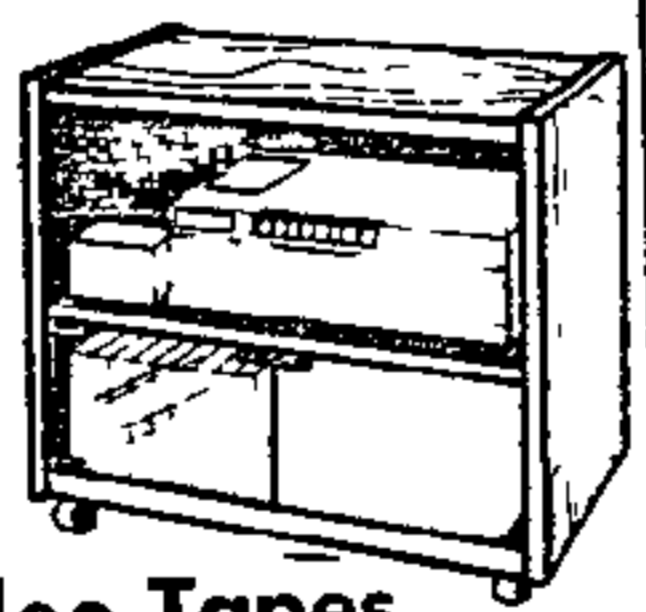
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DION



Prices Exclude GST

Barlows take back fired 450

Labour Reporter
Gw 29/7/83
Barlows Manufacturing Company at Kew has rehired the 450 workers fired last week after they downed tools in protest against the dismissal of 12 of their colleagues

Company executive Mr Andre Minnaar said previous rates of pay were being restored in addition to long-term benefits

The 12 were fired for allegedly intimidating other employees during an earlier wage dispute

The mass reinstatement followed negotiations between management and the Metal and Allied Workers Union

OBITUARIES

Illustrious career in radiology

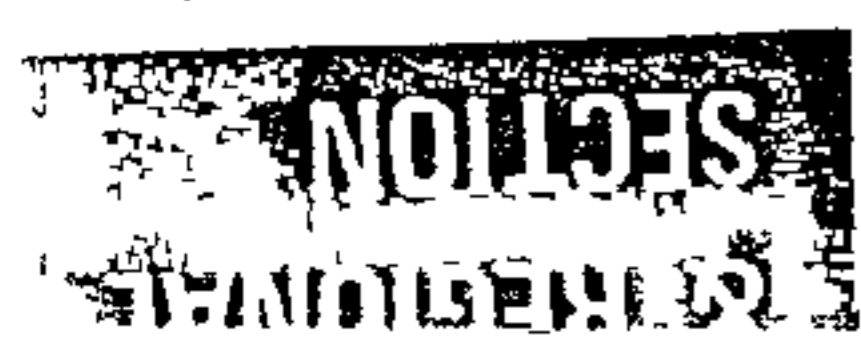
The eminent radiologist Professor Jack N Jacobson died early this week in Johannesburg after a long illness

Professor Jacobson was born in Durban and qualified as a radiologist at St Thomas in London before joining the medical staff at Groote Schuur in Cape Town

During a long and illustrious career he received the Rontgen Award as well as many others for his work in radiology

Professor Jacobson was attached to the Chamber of Mines in Johannesburg at the time of his death, on consultation and research work

He leaves his wife Winifred



(152) (187) (177A)
20/7/83
**Barlows rehires
450 fired workers**

Mail Reporter

THE 450 workers fired from Barlows Manufacturing Company in Kew, Johannesburg, last week were all rehired yesterday after agreement was reached between the company and the Metal and Allied Workers' Union

A company spokesman said yesterday the 450 had all returned and would be given the same wages and the same long-term benefits they had before the strike last week

The 450 were fired after they downed tools last week after management dismissed 12 workers who, they alleged,

had been involved in violence in a previous strike

The workers have claimed the company did not go through the correct dismissal procedure for the 12

Talks with union representatives yesterday afternoon ended in agreement, though the union may still take legal action over the dismissal of the 12

The company spokesman said extra workers hired earlier this week after the firings would help, with increased production requirements as a result of the strike and increased demand

(25)

Insurance workers end 3-day strike

(scribble)

(scribble)

THE three-day strike at Liberty Life Insurance Company is over.

According to the company's executive director, Mr M Winterton, the workers informed them on Monday afternoon that they would report for work the following day. The basis of their coming back was that there would be no victimisation.

The issue of recognition for their trade union, Insurance Assurance Workers Union, seems to have fizzled out as, according to Mr Winterton, they said they would present their grievances themselves but at a later stage.

Mr Winterton said the strikers would not be

paid for the days they were on strike. He repeated the company's standpoint that it did not recognise the all-black independent insurance worker's union, and added that grievances would be investigated.

But, according to a spokesman of the union, the workers went back with a demand that they should be paid for the days on strike and that the company should also allow the union to negotiate on their behalf.

A letter has been written by the union to Liberty Life giving them seven days to comply with their request failing which the union will apply to the Conciliation Board with the view of

declaring a dispute.

Meanwhile a spokesman for Barlows which last week fired 450 workers, said the company was hiring extra staff which would be kept on when the week-old dispute at the plant ends. He said the jobs of all the strikers had been guaranteed and a small number of them have already been rehired.

Talks between the Chamber of Mines and the National Union of Mineworkers which were deadlocked after a union request for a meeting with the Chamber's full executive was turned down will continue today.

Sawetan
20/7/82

(152) (45) (187) ROM 20/7/83

Workers strike after dispute over union

CAPE TOWN — About 175 workers went on strike at the Cape Town Iron and Steel Corporation in Kuils River on Monday morning over a union recognition dispute

A spokesman for the General Workers' Union said recognition agreement discussions had been "dragging on" for 15 months and work-

ers were "extremely unhappy"

They were to return yesterday and a meeting was to be held to try to resolve the issue

Mr K D Kynoch, managing director of the company, which is a subsidiary of Iscor, said he would start recruiting new staff if the workers did

not return yesterday

"They are asking for a signature to an agreement not yet in existence. The union has been given the latest draft of the procedural agreement"

If the workers returned to their jobs he would "consider" taking them back, Mr Kynoch said — Sapa

Firm fires 50 after they chose to stay in union

By ANTON HARBER

The workers, members of the Fosatu-affiliated Paper, Wood and Allied Workers' Union, said all but about two of the workforce of more than 50 people had chosen to remain members of the union and had been instantly dismissed

The workers, members of the Paper, Wood and Allied Workers' Union, said all but about two of the workforce of more than 50 people had chosen to remain members of the union and had been instantly dismissed

And at a meeting in central Johannesburg yesterday they decided to take legal action

against Supreme Mouldings of Robertsville, Johannesburg, if they were not reinstated within 24 hours

The workers told the Press they were summoned to a meeting on Monday morning shortly after shop stewards had presented a letter to management introducing the union and asking for talks

At the meeting at the factory, management had arrived with seven policemen and police dogs and had told the staff to choose between "working for the union or working for the company"

The workers said all but two of the staff of about 50

had said they wanted to belong to the union. They were ordered by the police to leave the premises

A union official said they would contact the Divisional Inspector of Manpower to lodge a complaint of victimisation and would lay a formal complaint about the involvement of the police

If the matter was not resolved within 24 hours, they would take legal action on the grounds that the dismissals were an unfair labour practice, the official said

A spokesman for Supreme Mouldings declined to comment.

152
~~170A~~
~~1219~~

RWM

20/7/83

ST (152) (152) RDM
Insurance workers to
list their grievances 20/7/82

Mail Reporter

ABOUT 100 striking workers at Liberty Life insurance company returned to work yesterday and said they would submit a list of grievances for attention by management

The workers, members of the independent Insurance Workers' Union of South Africa, went on strike last week because of dissatisfaction over a wage increase

Management however, refused to negotiate with the

union because they said it was company policy not to recognise an all-black union

A Liberty Life spokesman said yesterday that all 100 workers had returned to work after agreement had been reached that they would not be victimised and that they would submit a list of grievances to management

The official said the strikers would not be paid for the two days they were off work. Their grievances would be investigated, he added

1 Unionists ~~234~~
acquitted of ⁽¹⁵²⁾
intimidation

Star 21/7/83
A Johannesburg Regional Magistrate today acquitted four men and a woman, all Commercial, Catering and Allied Workers Union members, on charges under the Intimidation Act

The magistrate, Mr T Kleinhans, acquitted Mr Jacob Rafapa (31), Mr Jack Mangwane (45), Mr Josuah Podile (55), and Mrs Joyce Mokola (27), all of Soweto, and Mr Victor Damoed (44) of Alexandra Township.

The sixth person, Miss Stella Mashigo, has not appeared in court since the beginning of the trial about two months ago. A warrant for her arrest was issued by Mr Kleinhans

Workers fired in wage dispute

Mercury
-Mercury Reporter
ABOUT 235 workers at the Pinetown refrigerator and freezer manufacturers, Ocean Manufacturing Ltd, were dismissed following a work stoppage resulting from a wage dispute

Mr P R Cole, the company's managing director, yesterday confirmed the workforce had downed

22/7/83
tools shortly after 3 p m on Wednesday

"The employees through their own action have breached their employment contracts. The management therefore was compelled to terminate their services and is recruiting a new workforce"

The workers recently expressed dissatisfaction

150
1529
with the pay conditions under the latest Iron, Steel and Engineering Industrial wage agreement which came into effect on July 1

In a statement to the Mercury yesterday, Mr Cole said 'Numerous constructive negotiations between management and employees — direct and through the work's liaison committee — have been in progress ever since

'At a meeting with shop stewards and senior officials of the Metal and Allied Workers' Union on Wednesday afternoon, it was resolved that work would revert to normal and that a further meeting would take place on July 27

'But the workforce downed tools the same afternoon,' he said, adding that every effort was being made to ensure that production reverted to normal soon

A spokesman for the workers said yesterday they had requested a 50 c-an-hour increase but the management had rejected it and instead offered an 'incentive bonus'

'This was not acceptable to the workers who felt it was impossible under present conditions,' he added

235 are fired ¹⁵² for downing tools ^{Spw 24/7/73}

~~1900~~ ~~1800~~
DURBAN — About 235 workers at a Pinetown refrigerator and freezer manufacturer, Ocean Manufacturing Ltd, were dismissed yesterday after they stopped work over a wage dispute.

Mr P R Cole, the company's managing director, confirmed the workforce had downed tools shortly after 3 pm on Wednesday and had ignored a request to resume duties.

He said that by their actions, the employees had breached their employment contracts.

"Management was therefore compelled to terminate their services and is recruiting a new workforce," he said.

The workers recently expressed dissatisfaction with the pay conditions under the latest Iron, Steel and Engineering Industrial wage agreement which came into effect on July 1.

Mr Cole said that negotiations with employees had been in progress. At a meeting of stewards and senior officials of the Metal and Allied Workers' Union on Wednesday it had been resolved work would revert to normal. Further discussions were scheduled for July 27, he said, but even so the employees had downed tools later the same afternoon.

A spokesman for the workers said today they had requested an increase of 50 c an hour, but management rejected it and instead offered an "incentive bonus" to workers who exceeded their daily target.

This was not acceptable to the workers, the spokesman said.

Mr Geoff Schreiner, branch secretary of the Metal and Allied Workers' Union, said last night that he would prefer not to comment at this stage.

— Sapa.

(27) (27) (152) (152) RDM 72/7/83

Court clears five union members

Mall Reporter

FIVE members of the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) were acquitted in the Johannesburg Regional Court yesterday on three charges under the Intimidation Act of 1982.

After evidence of 12 State witnesses Mr Jacob Rafapa, 31, Mr Josiah Poddie 55 Mrs Joyce Mokola, 27 Mr Victor Damoied, 44 all of Soweto

and Mr Jack Mangwane 45 of Alexandra were acquitted on all charges.

The magistrate, Mr T Kleinhans, said the evidence was not acceptable to convict any of the accused.

The trial followed a strike involving 300 workers at the Teltron factory in Village Main, Johannesburg, in November last year.

The State alleged the accused forced several work-

ers of Teltron to take part in a strike on November 16 last year and threatened employees with assault.

They were also charged with two counts of forcing Mr Christiaan Sibisi and Mr Moses Mosia to join the strike. Both these counts had alternative charges of assault.

At a previous hearing Mr Sibisi and Mr Mosia claimed they were assaulted by members of CCAWUSA on Derem-

ber 1 and 2 respectively for not taking part.

At the end of the State's case advocate J N de Vos applied for a discharge of the accused, arguing that the evidence was insufficient and unreliable to convict them.

A warrant for the arrest of a sixth CCAWUSA member Mrs Stella Mashigo 21 of Meadowlands has been issued and she will be tried separately.

Tough guidelines

THE Metal and Allied Workers' Union (Mawu) says it has been informed by some employers that SEIFSA is circulating new and tough guidelines in the metal industry on how to deal with strikes

The guidelines are said to advise employers who are faced with a restive workforce, or by any industrial action, to

take a hardline and to carry out the following actions.

- to dismiss all employees;
- to re-employ all employees except those allegedly implicated in intimidation;
- to reinstate long service benefits only after the workforce prove themselves to be docile

Handwritten notes:
15
20/7/83
Mawu

CAPT TUNES
29/7/83

Union claims bar on meeting strikers

Staff Reporter

THREE members of the General Workers' Union (GWU) have claimed they were prevented from entering Mfuleni township and meeting with striking workers from Blackheath's African Spun Concrete Company on Wednesday night.

Production at the company came to a halt on Monday following months of worker dissatisfaction at the management's failure to recognize the GWU Negotiations over several months to establish the union's representation at the factory have so far failed.

Permits

The general secretary of the GWU, Mr David Lewis, said yesterday that he and two other members had been refused entry to the township by Administration Board security guards, who said they would be arrested if they entered the township without permits.

"I don't understand it — we've been going to meetings in Mfuleni without a permit for the past 18 months and have never been questioned," said Mr Lewis.

He said the union had more than 2 000 members in the township and warned that many of the workers might read management complicity into their barring of the unions officials from the township.

"This could cause major problems for management if they want to have any type of relations with their employees," said Mr Lewis.

Numerous attempts to obtain comment from a WCAB spokesman failed yesterday.

● In another dispute involving GWU members, about 350 employees of the Provincial Roads Department in Beaufort West downed tools this week.

According to a GWU spokesman, the workers, who have always been paid on the 22nd day of the month, were told last week that they would be paid a week late. After a week had passed and there was still no sign of their money, they downed tools and demanded it, the spokesman said.

He said the Roads Department management had locked the workers out yesterday morning but that after negotiations with the workers' committee, had agreed to pay the workers and work would be resumed today.

STRIKES

Recent upsurge

After a low level of industrial action earlier this year, the number of strikes and stoppages appears to be rising

In the first four months this year, government statisticians recorded only 40 strikes and stoppages involving 5 668 workers. During the same period last year the statisticians calculated that 23 967 workers took part in 103 strikes and stoppages

Figures such as these are obviously good news to employers, many of whom have hoped that the recession would discourage employees from striking. However, it seems that there has been a steady rise in strike activity during the past two months.

Reliable figures are not yet available, but strikes appear to be occurring in a variety of industries and sectors. In addition, information released by the Metal and Allied Workers' Union (Mawu) is worth noting. The union, an affiliate of the Federation of SA Trade Unions (Fosatu), reports that in June alone, its members were involved in 14 stoppages — all of which were "successful". Mawu says six of these resulted from disputes over wages, four from retrenchments, three from dismissals, and one from a dispute over medical aid. On average, the stoppages lasted about two days.

The Steel and Engineering Industries Federation of SA (Seifsa) has vehemently denied an accusation by Mawu that it has issued tough new guidelines for companies faced by industrial action.

Meanwhile, some employers are concerned about what appears to be a new strategy devised within the Fosatu camp. Fosatu's National Union of Textile Workers recently enforced a ban on overtime work at a Natal company after having gone

FM 29/7/83

Doc 29/7/83

~~(152) (1400)~~

through all the necessary procedures to hold a legal strike. Such a ban can obviously be extremely disruptive. But it also raises a number of interesting legal questions — including whether the workers can be dismissed, or others found to perform the overtime work. It seems possible that such questions may be answered by the Industrial Court if this strategy is used more frequently in future.

Quetam

Firm 29/7/85 wants facts

IN THEIR response to a letter from the Insurance Assurance Workers Union which had given them seven days to meet their workers' demands, Liberty Life has in turn also asked for information from the union, though this will not change their attitude to their demand for recognition.

The communication between Liberty Life and the workers union follows a strike which occurred three weeks ago. On ending their two day strike, the workers had demanded that their management should recognise and speak to their union on their grievances. Subsequently the union had written a letter to Liberty Life threatening to take them to the Conciliation Board if they did not meet their workers' demands.

In their letter to the union, Liberty Life reiterated that the workers would not be paid for their period of absence and neither would they be victimised. Liberty Life also repeats that it had understood from representatives of their employees that they would submit a list of grievances to the company.

The letter also requests the union to provide Liberty Life with the following information:

- An up to date copy of their constitution with all amendments,
- the date of formation of their union,
- the total number of their members in the insurance industry and the names of employees of Liberty Life who are amongst such list of members,

- whether the reference to black staff in their letter is intended to include a reference to coloured and Asian staff employed by the company and whether whites may join the union,
- the basis for their claim that their union is representative of a majority of the black staff employed by the company Braamfontein,
- the basis for their claim that the majority of black staff (assuming they refer to those employed in Braamfontein) wish them to represent them specifically for the purpose of negotiating the July salary increment,
- the nature of the conduct which they attribute to the company as constituting an unfair labour practice and in respect of which they propose to seek a conciliation board.

The executive of the union met on Wednesday evening to consider an appropriate response.

INDUSTRIAL RELATIONS

STRIKES

1983

AUGUST. — DEC,

Take us all back or none, say 260 strikers

By Carolyn Dempster, Labour Reporter

The 260 members of the Metal and Allied Workers Union (MAWU) who have been on strike at Litemaster Products, Wadeville, have demanded reinstatement as a group or not at all.

This was their response to a letter to the union from the Litemaster management offering them re-employment on the basis of personal interviews. The workers had until this week to accept the offer.

The strike was caused by the retrenchment of about 40 workers in May.

A union statement, released this week, said that the workers were "furious" when management unilaterally introduced shorter working hours and then announced that there would also be retrenchments

UNION NOT NOTIFIED

Workers complained about the way the retrenchments were handled, the lack of negotiation, the fact that their union was not notified and that they were not given notice. Among those retrenched was a man with 30 years' experience and others had upwards of seven

A spokesman for Litemaster said there was "no dispute really": A recognition agreement which the company signed with MAWU on July 22 this year provided for retrenchment procedure.

"We followed the procedure completely and complied with all the provisions," added the spokesman "The dissatisfaction shown by the workers is incomprehensible"

On July 12 there was a work stoppage at the factory over the issue of retrenchment and on July 18 all the workers were dismissed. Management then re-hired all except 86. Eight shop stewards out of the nine at the factory lost their jobs.

MAWU is now calling for kindred organisations to support the workers in their struggle to remain united until they are reinstated

Three holdups committed by same two gunmen?

Crime Reporter
TWO gunmen hit a dairy, a woolshop and building society in Johannesburg yesterday — escaping with a total of R10 000 — and police are investigating whether the holdups were committed by the same two men.

Brixton Murder and Robbery Squad detectives said that in the first holdup two gunmen walked into the Knitting Centre on the corner of Mint and Main Roads Fordsburg, at 7 15am and held up Mr H Hassim, 35, and his wife Mrs Khaliye Hassim, 35.

They snatched a briefcase containing R6 000.

Two gunmen struck again at 8 45am and held up an employee of the Clover Dairies in Mayfair, Mr Ben Nyembe, 36. Mr Nyembe was forced to hand over R1 503.

In the third holdup two gunmen robbed a teller of the United Building Society in Gleneagles Road, Weltevreden Park. The teller Mrs L Kuttscruter told police that the men handed her a plastic bag and demanded money. She gave them R2 500 and they fled.

Strikers are back at work

CAPE TOWN — About 170 workers at a concrete factory in Blackheath returned to work yesterday morning after a week-long stoppage because of a dispute over recognition of their union the SABC reported.

The workers were issued with an ultimatum on Friday to return to work.

The general secretary of the General Workers Union, Mr Dave Lewis, said the workers had returned on condition that management reopened negotiations.

Management agreed and talks were held for about four hours yesterday, but the dispute still remained unresolved.

Mr Lewis said the workers would hold a meeting later this week — Sapa

Rape suspect gets bail

Mail Reporter
A MAN appeared in the Hillbrow Magistrate's Court yesterday in connection with an allegation of raping a Hillbrow woman on Sunday night.

Mr Kurt Palauber 24, of Metropolitan Heights, Berea,

was not asked to plead and was granted bail of R2 000 — after he said he had left Germany eight months ago — and had been in South Africa ever since.

The magistrate Mr A B Barlow, postponed the hearing until September 27.

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Fine and mild to warm but cold in the morning with frost over the south-west and the highveld

FREE STATE and CAPE north of the Orange — Fine and mild to warm but cold in the morning with frost in places. It will become partly cloudy in the west later.

CAPE south of the Orange — Cloudy and cool over the west and south-west with light showers otherwise it will be fine and mild to warm but cold in the morning over the interior with frost in places.

NATAL — Fine and mild to warm but cold over the interior in the morning with frost in places.

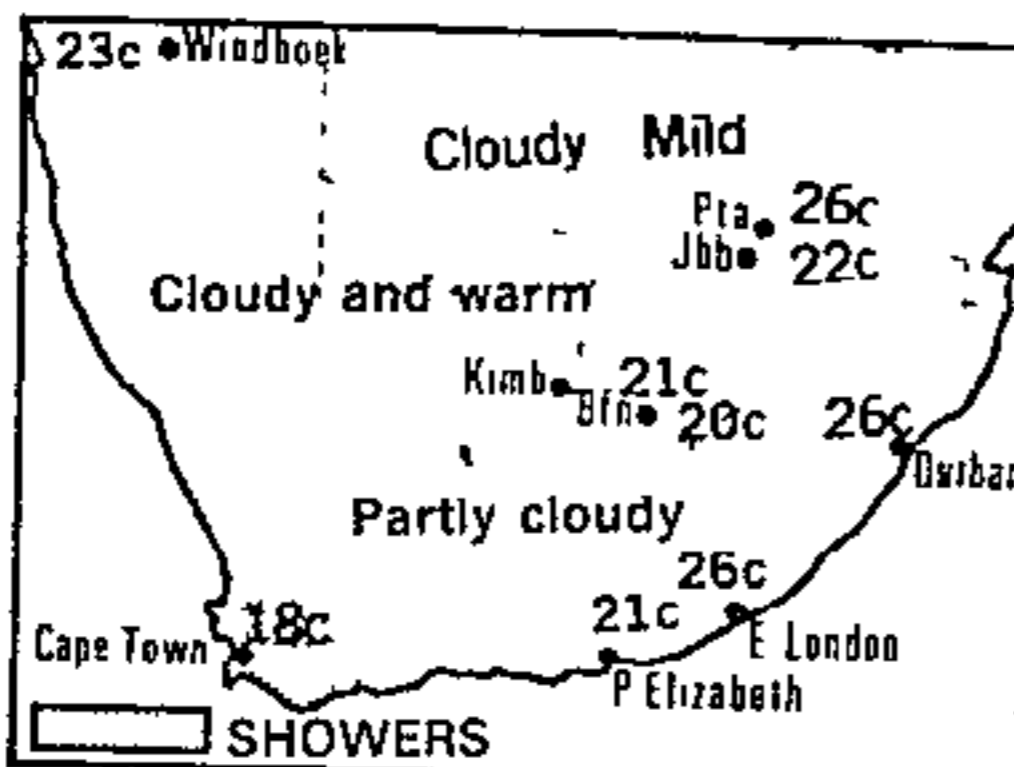
SOUTH WEST AFRICA — Fine and mild to warm but cool along the coast with fog patches.

BOTSWANA — Fine and mild to warm — Sapa

TEMPERATURES ARE CELSIUS MAXIMUMS EXPECTED FOR EACH CITY

Rand Daily Mail Weather Station

YESTERDAY SUNDAY
August 1 1983
Temperatures:
09h00 14h00 21h00
10°C 19°C 13°C
Humidity
35% 20% 40%
Max temp 19°C
Min temp 5°C
Rain 24 hours to 20h00 Nil
Sunset today 17h42
Sunrise tomorrow 06h46



SOUTH AFRICA YESTERDAY

Temperatures at 14h00			
°C		°C	
Bloemfontein 19	Jan Smuts 19	Potchefatroom 20	
Cape Town 14	Nelspruit 24	Pretoria 23	
Durban 23	Pietersburg 22	Rustenburg 23	
East London 25	Port Elizabeth 22	Standerfontein 22	

SOUTH AFRICA Hottest at 14h00 Vredendal 31°C Coldest at 08h00 Standerton 2,3°C

TRANSVAAL Hottest at 14h00 Pretoria 23°C Coldest at 08h00 Standerton 2,3°C

THE WORLD YESTERDAY

Min	Max	Weather	Los Angeles	21	31	Clear
			Madrid	19	31	Clear
			Miami	27	31	Cloudy
Amsterdam	15	25	Montreal	22	27	Cloudy
Athens	21	31	Moscow	14	23	Clear
Berlin	18	30	New York	24	31	Rain
Brussels	13	25	Paris	19	32	Cloudy
Buenos Aires	7	14	Rio de Janeiro	14	30	Cloudy
Chicago	19	34	Roma	20	36	Clear
Hong Kong	28	31	San Francisco	15	24	Cloudy
Jerusalem	20	32	Stockholm	12	24	Clear
Lisbon	8	26	Tokyo	26	30	Cloudy
London	16	21	Toronto	20	25	Rain

Bomb probe almost over

AN IMPORTANT announcement on the Pretoria car-bomb blast, in which 19 people died and 217 were injured, is expected to be made by police today.

Police investigations into the blast were almost complete, police confirmed in Pretoria yesterday.

The investigation into the blast, which rocked the capital on May 20 this year, is reportedly one of the most extensive ever conducted by South African Police.

The banned African National Congress claimed responsibility for the explosion — Sapa

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

POLITICAL comment in this issue by R A Gibson Benjamin Pogrud Peter Bunkell newsbills by Michael Stent headlines and sub-editing by Paul Holroyd cartoons by David Anderson Dave Gaskill all of 171 Main Street Johannesburg

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(Opposite East entrance of Oriental Plaza off Bree St)

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Brilliant enamel 5 litres R9,95 WHITE ONLY	Exterior Texture Coatings 25 litres R48,00 White & Colours
High Gloss enamel 5 litres R12,50 White & Pastel colours 25 litres R59,95 White only	High Cover INT/EXT PVA 5 litres R4,95 25 litres R22,00 White only
Egg shell 5 litres R12,50 White & Pastel colours 25 litres R59,95 White only	Top Grade INT/EXT Acrylic PVA 5 litres R5,95 25 litres R26,00 White only
Roof paint 5 litres R12,50 25 litres R59,95 Red & Black	Super Acrylic PVA 5 litres 7,50 25 litres R35,00 White & Colours Luxury Wall Coating 5 litres R15,75 White & Colours

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CASH & CARRY. NO DELIVERIES
ALL OTHER PAINTS AT FACTORY PRICES!**

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GAY ETHNIC BRUSHED COTTON WINTER

Food company suspends 10 after incident

By CLAIRE
PICKARD-CAMBRIDGE

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

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

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

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

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

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

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

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

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

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

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

Unionists dismiss study about strikes

Sowetan
9/8/83
152 ~~134~~

ALTHOUGH there has been a decrease in the number of strikes during the past 12 months it was difficult to attribute this to recession and the scarcity of jobs according to leading trade unionists.

Mr David Lewis, the general secretary of the General Workers' Union, said it was just a rough impression to attribute the decline in the number of strikes to recession and a scarcity of jobs as there were many factors at play. He said there was no set pattern followed by strikes.

DECREASE

Recently the Industrial Relations Research Unit at Stellenbosch University made the

claim on the decrease in the number of strikes in their monthly publication, Industrial Relations Trends. Their review was based on a sample study of strikes in the past six months.

Some of their findings included

- a noticeable decrease in the average number of workers involved per strike,
- a significant decline in the average number of man-hours lost per strike,
- no significant increase or decrease in the average duration of strikes,
- an increase in worker

consciousness and militancy

Trade unionists said in reply that recession and scarcity of jobs have never had an influence on whether workers should go on strike or not. "If workers have a legitimate grievance they will go out on strike regardless of the consequences. If workers were to think of losing their jobs then they would never have gone on strike. In any event jobs have always been scarce for blacks at all times," said Mr Moses Mapena of the Motor Cycle and Allied Workers' Union.

5

300 workers strike

MORE than 300 workers at the Asea Electric Plant in Rosslyn have gone on strike over wage demands.

A source close to the striking employees told The SOWETAN that the cable division workforce downed tools at lunchtime on Monday demanding a weekly pay increase of 28 percent

The workers, represented by the Metal and Allied Workers' Union (Maawu), were originally promised a 40 percent weekly wage increase but management only offered them 12 percent which came into effect as from August 1, one of the employees said yesterday

He added "We are very disappointed and feel robbed Management promised us an increase of 40 percent a week which was to be implemented at the beginning of this month We were surprised when we were only given 12 percent last Friday We downed tools after discussing the matter during lunchtime on Monday "

The source also stressed that the workers had vowed to stage a peaceful strike and not to resume their duties until management agreed to give them the outstanding 28 percent "as promised"

152
Sowetan 19/8/82

Workers strike over dismissals

Sowetan 11/8/83 (152) (182)

By PHIL MTIMKULU

WORKERS at Mega-Plastics in Olifantsfontein went on strike on Tuesday morning after two of their colleagues were suspended from work.

The exact number of workers who downed tools is a matter of dispute between the company and the union representing the workers, the South African Allied Workers Union (Saawu). The company claims 55 workers went on strike while the union claims over 200 workers were affected.

According to an official of Saawu, which claims to have a majority of members at the company, the workers went on strike after two quality controllers, Bambi Maepa and Difer Mnsi, were sacked on Monday.

The union spokesman said the grievance arose

when the ~~two~~ men were summarily dismissed after a client returned a poor quality product. The striking workers claim management did not follow the correct procedure and no verbal warning was issued before the men were dismissed.

Mr H Barnabas, the national organiser of Saawu, said the dismissal of the two workers was nothing else but sheer victimisation. Mr Barnabas said he spoke to Mr T V Hodge, the personnel manager of Omega, and made him aware of the contents of Section 18 of the Employment Act. He said Mr Hodge denied that the workers were dismissed and said they were suspended.

The managing director of Sentrachem, Mr D J Marlow, confirmed that the suspension of the two workers led to the strike.

MORE than 200 workers at the Omega-Barfel plastic products plant in Pretoria went on strike for the second day yesterday over the dismissal of two colleagues

The workers, most of whom are members of the

152 (183) (195A) rpm
Plastics strike enters third day 11/8/83

independent South African Allied Workers Union, refuse to return until their colleagues are reinstated

According to a union spokesman, the grievance

arose when the two men, who are quality controllers in the plastics plant, were summarily dismissed after a client returned a poor quality product. The striking workers

claim management did not follow the correct reprimand procedure

The management of Omega was unavailable for comment yesterday — Sapa

Sowetan 14/8/83

Company responds to Saawu

152

By PHIL MTIMKULU

THE MANAGING Director of Sentrachem, whose subsidiary company Mega Plastics has been hit by a strike, says that if a union can demonstrate that it enjoys majority support they will be happy to talk to it.

Mr D J Marlow was reacting to an accusation made by the South African Allied Workers' Union (Saawu) to the effect that Mega Plastics of Ohfantsfontein had frustrated their efforts to hold recognition talks with the company.

Mr Marlow said they had last heard from Saawu when they asked

the union to produce proof of the majority support they claimed they enjoyed among workers of the company.

CONTRADICTED

But the national organiser of the union, Mr H Barnabas, contradicted what Mr Marlow told **The SOWETAN**. "When we wrote to them asking to talk about recognition as we represented a majority of workers at their plant, they wrote back asking for our receipt book. We use a ledger book for our records.

"We referred their request to the workers



I DO: Mr Godfrey Kgabane Maponya, elder son of Mr and Mrs Richard Maponya, recently said "I do" to school teacher and former beauty queen Lauretta Nninki Phooko. The wedding ceremony was held at Burgersdorp in the Cape Province on Saturday.

"The workers said we should not comply with this request but said we should ask the company to allow the union to hold a meeting with the workers so as to show proof that Saawu had a majority there. The company wrote back to us on September 14 last year, saying they saw no reason why they should

comply with our request," Mr Barnabas said.

Mr Barnabas said the workers were still on strike and they had refused to go and fetch their money until Mega Plastics spoke to the union. He said they were going to talk with the management of the company on Monday.

Blocked drive

Mwasa to seek aid for fired 209

By SAM MABE

THE MEDIA Workers Association of South Africa (Mwasa) has launched a campaign to drum up support for 209 members fired from The Star newspaper after going on a solidarity strike with a dismissed member in March.

In a statement released yesterday, a spokesman for Mwasa said an action committee had been specifically set up to appeal for moral and material support from other workers' organisations, political and community organisations within and

outside the country

"We have launched the campaign to evoke public awareness of what is happening to our members as we see this not as a Mwasa issue alone. It involves their families because, without wages, the fired workers cannot pay rent and feed their children

"It is in that light that we are going to notify all trade unions here and abroad of the plight of our fired brothers and ask that they be given material as well as moral support," said a Mwasa spokesman.

13/8/83 (152) (NAA) (96) ROM

Talks to be held after walkout

Labour Correspondent

THE Firestone tyre company and the National Automobile and Allied Workers Union are to hold talks next week following a two-day work stoppage at the company's Brits plant this week.

It is understood that workers downed tools on Tuesday, and returned on Wednesday afternoon, in protest over a 5% wage increase granted by

the company. Both union and management confirmed yesterday that a stoppage took place and that talks would be held next week. It is understood they will meet on Tuesday.

Brits has not been regarded as a key centre of worker and union activity in the past. However, both NAAWU and the Metal and Allied Workers Union have been recruiting

workers in the area for some time.

A union source said workers had stopped work on Tuesday because they rejected the increase which, he said, had been awarded without negotiation.

The company confirmed yesterday that it is holding talks with NAAWU on the dispute.

16/8/83

Workers down tools over firing

ABOUT 100 workers employed by Clinical Laboratory in Johannesburg yesterday downed tools after a colleague was dismissed for allegedly "talking too much" while on duty.

The workers told The SOWETAN that their new supervisor, Mr Gibb, was practising racial discrimination by doing favours for whites and restricting blacks from doing certain jobs.

The workers also complained that

- Their tea-time had been abolished,
- Eating by blacks has

(52) By JOSHUA RABOROKO *Sowetan*

been prohibited in the offices, and,

- Their lunch hour had been cut short by 30 minutes and that the company practised unfair labour practise

Matters came to a head last week when a woman worker, Mrs H Ramoleja, was accused of "talking too much" and not doing enough work. Other workers objected to Mr Gibb's utterances

BIASED

The workers also brought it to Mr Gibb's

attention that he was being biased when dealing with cases between black and white employees

He would not listen to them and dismissed the worker

Workers' representatives earlier held talks with the management yesterday but were told "You either come back to work or you must consider yourself as fired"

The workers have declared that they will not report back to work un-

less their colleague is "unconditionally reinstated" and that Mr Gibb changes his attitude or is transferred

They have since reported the matter to their union which is trying to contact management on the issue

When a team of reporters from The SOWETAN approached the management yesterday Dr Brandt who was in the company of other members of the staff, said "We are busy. You are trespassing. Leave the premises immediately"



MRS HENDRIETA RAMOLEJA: Accused of talking too much

23 strike over pay

Labour Reporter

Twenty-three workers at Vaness Products, Koe-
doespoort, went on strike
today after a unilateral
wage adjustment by
management

The workers claimed
that the shop stewards
had not been consulted
before the 14 percent ad-
justment was announced

Vaness is a branch of
Bruply Doors Boksburg

17/1/83

Seventy workers strike over wages

17/8/83

By JOSHUA RABO

ROKO
Gowetan

MORE than 70 workers employed by Indo-Atlantic International (Pty) Ltd in City Deep, Johannesburg, yesterday went on strike in support of wage demands and better working conditions.

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~~2/1~~

The workers said that they had made representations to the management concerning their grievances, but their employers had ignored them

A company spokesman said that the workers did not make representations to them and that they had decided to leave the premises on Tuesday

The spokesman said that the workers had violated their contracts of employment by leaving the premises and as such they had "automatically dismissed themselves

"They left on their own free will and there is nothing we can do at this stage," the spokesman said

KOM
18/8/83
152

X Union warns of action

Labour Correspondent

THE unregistered National General Workers' Union yesterday threatened industrial court action against a Pretoria subsidiary of wood company Bruply which has fired its entire work force for striking

The company, Vaness Products, which manufactures doors, sacked all 26 of its black workers yesterday after they had downed tools over a wage dispute

According to union general secretary Mr Donsie Kumalo, the workers were told they could collect their pay on Friday and the company would begin recruiting new staff

He said the union planned to seek an interim order against the company in terms of the Labour Relations Act to reinstate the workers

Mr Kumalo said the strike had been prompted by differences between the pay of most workers at the plant — who received R1,30 an hour — and that of a group which received R1,60

A company spokesman said the strikers had been dismissed after a deadlock in wage talks. He alleged workers had then walked out and management had then dismissed them

CAPE TIMES
18/8/83
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Procedures for strikes slow and lengthy

By PHILLIP VAN NIEKERK, Labour Affairs Reporter

LEGAL strikes are exceptionally rare in South Africa — before June there had only ever been one or two among black workers. And of the hundreds of strikes which accompanied the rise of black worker militancy between the late 1970s and last year, all were technically illegal.

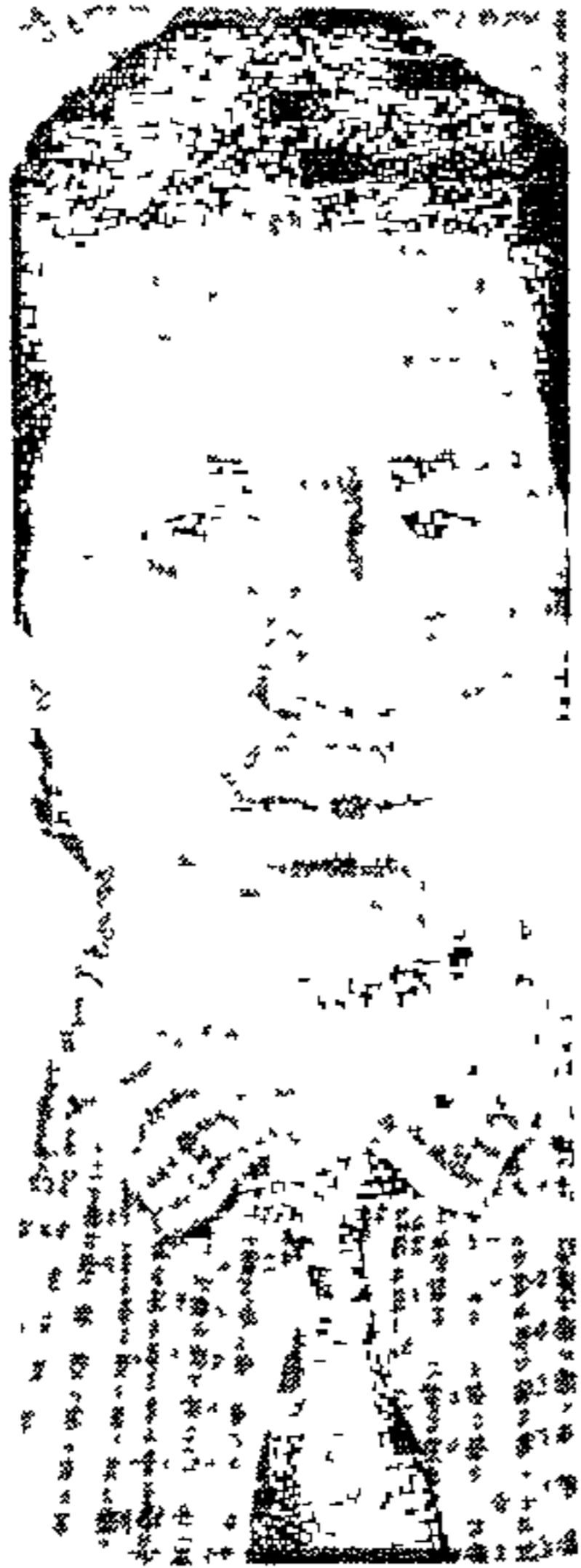
This is because the Labour Relations Act lays down lengthy and slow legal procedures which unions must go through before they are permitted to strike legally.

Far from reducing the number of strikes, the system has led to a *de facto* situation in which so-called "illegal" strikes are part and parcel of the industrial scene. The department, aware of this curious flaw in the country's labour machinery, has amended the law to speed up the settlement of disputes, but illegal strikes are still the norm.

Prosecution of workers for going on strike is rare, in keeping with the Department of Manpower's philosophy of self-governance in industrial relations between employers and workers.

But in direct contrast to this enlightened attitude by one arm of the state, detentions and prosecutions of strikers do still take place by another arm — in terms of security legislation such as the "intimidation" clause of the Internal Security Act.

Unionists claim that going through all the legal channels before striking undermines worker militancy and resolve and removes the issues from the shop-floor. And the advantages of reaching the end of the tunnel are dubious: legal strikers can still be fired and selectively re-employed. The balance of power does not shift in favour of workers.



Phillip van Niekerk

At the Trade Union Council of South Africa (Tucsa) conference in Cape Town last year the Mine Surface Officials Association — which had almost been involved in two legal strikes with the Chamber of Mines — called for a ban on employers firing legal strikers. This call has been subsequently repeated, particularly in established union circles, where illegal strikes are few and far between.

It is, therefore, of note that workers at Natal Thread, members of the emerging National Union of Textile Workers (NUTW), an affiliate of the Federation of South African Trade Unions (Fosatu) have won an important concession over the right to strike. At the end of June, the workers embarked on South Africa's first legal strike in about seven years.

The strike took the form of an overtime ban, bringing the factory — a continuous operation — to a halt daily and seriously disrupting production. At the end, the company agreed to pay a 15c an hour increase to the workers and agreed that in a legal strike they would either dismiss all the workers or none of them.

As it is difficult for a company to fire its entire workforce without selectively re-employing some of them the agreement is seen as effectively establishing the right to strike. It could also point the way for future strike agreements at other plants.

New pay offer

Memories of last year's raging battle between employers and workers at the three Port Elizabeth-Uitenhage motor manufacturing giants were rekindled this week at an industrial council meeting to discuss wages.

But fears of a new clash over wages appear to have been averted and Fosatu's National Automobile and Allied Workers' Union (Naawu) has agreed to take back a new pay offer from the companies — General Motors, Ford and Volkswagen — to their members.

While neither Naawu nor the employers issued an official statement after the meeting, it is believed that workers have been offered three increases between

now and next August, raising minimum pay by 40c an hour. This could raise their pay in line with the rising cost of living, while the union is demanding an increase in real wages once the economy improves.

The Eastern Cape, and particularly the PE motor industry, has possibly been the most volatile labour front in the country over the past three years. Recession-hit 1983, however, has seen a change in this trend, and an amicable wage settlement in the Eastern Cape motor industry will further confirm this.

Take them back

About 250 workers from the B and S Steel Furniture Company in Brits have been meeting every day for nearly a year following an alleged mass lock-out at the firm on September 8 last year.

The workers, all members of the Metal and Allied Workers' Union (Mawu) have, according to the union, endured "tremendous hardship" but have refused to give up.

Now their cause has been propelled into national prominence. They have asked the Industrial Court to order the company to take them back, and pay R850 000 in back pay, the largest back pay claim ever to come before the court.



Mr Gavin Relly
'no takers'

Challenge

Mr Robin McGregor, researcher and compiler of "Who Owns Whom" has issued a novel challenge to Anglo American, which he calculates controls 56 percent of the Johannesburg Stock Exchange. He has suggested they train basic skills to 250 000 blacks a year.

He has called on Anglo chairman, Mr Gavin Relly, to "force the state to put its money where its mouth is instead of pussy-footing with so-called training perks compensating industrialists for what they should be doing anyway".

He believes the funds for the training — which could have a "tremendous ripple effect" on the economy — could come from a short term loan levy or from a tax moratorium for Anglo. The total cost, he estimates, would be in the region of one billion rand a year.

So far there have been no takers.

19/8/83 ROOM (152) 157

Metal workers score three successes

Labour Correspondent

8 THE Metal and Allied Workers Union yesterday won recognition at an Elandsfontein plant and has also signed a dispute procedure with two Barlow Rand plants, one of which was recently the scene of a strike a MAWU spokes-

man said yesterday

The spokesman, Mr Moses Mayekiso said the union had signed a full recognition agreement with Mather and Platt at its Elandsfontein plant which, he said, employed more than 200 workers

He said the agreement al-

lowed the union to negotiate on all matters affecting workers at the plant and also introduced a meeting procedure which would allow for union mass meetings

At two Barlow Manufacturing plants, at Kew and Alrode, a dispute procedure had been finalised and recogni-

tion negotiations were continuing

Mr Mayekiso said the two plants employed about 1 000 workers

Barlow Manufacturing's Kew plant was recently the scene of a bitter strike which was finally resolved after talks between the two sides

152 Hausand 19/8/83
Strike Q. 61. 1910
Mr J J B VAN ZYL asked the Minister of Manpower †

- (1) Whether any workers of a company in Pretoria, the name of which has been furnished to the Minister's Department for the purposes of his reply, were involved in a strike in August 1983, if so, (a) what is the name of the company (b) for what reason or reasons was the strike called, (c) when did the strike commence and (d) (i) how many (aa) Whites and (bb) Blacks are or were involved in it and (ii) to which trade unions do these workers belong.
- (2) whether the strike has been terminated, if so, when?

†The MINISTER OF MANPOWER

(1) Yes

(a) Mega Plastic Industries (Pty) Ltd formerly known as Omega Barfel (Pty) Ltd

(b) Because two Black workers had been suspended owing to unsatisfactory work

(c) On 9 August 1983 at 07h00

(d) (i) (aa) None

(bb) 53

(ii) The South African Allied Workers Union claimed that the strikers were members of that Union

(2) Yes, at 12h30 on 9 August 1983

Firm re-instates 25 ~~152~~

THE VANESS Products company in Pretoria yesterday re-instated 25 of its employees who were last week fired for going on strike. ~~152~~ (152)

According to the organising secretary of the National General Workers Union (NGWU), Mr Donnie Khumalo, members of his organisation were dismissed after they had gone on strike for better pay and improved working conditions. Management refused to meet their demands and ordered an immediate termination of their services.

Mr Khumalo said, however, an agreement to have all the dismissed workers re-instated at the door manufacturing company was entered into in a meeting between union officials and management.

Negotiations for wage increases will be held today. Workers have requested a 30 cent per hour increase on their present R1,30 hourly rate.

August 1983

'Never fired' workers to go back to job

Labour Correspondent

152 177 177
ROM 20/8783

THE entire labour force of a Pretoria company Vaness Products, who were fired after a strike on Wednesday, will resume work on Monday

The company, owned by a wood company Bruply, told all 26 of its workers on Wednesday that they had "dis-

missed themselves" for walking off the job

Yesterday, however, the general secretary of the unregistered National General Workers Union, Mr Donsie Kumalo, said the company had rescinded its decision to fire the workers after talks with the union

He said they would resume

work on Monday and would not lose any benefits as a result of the strike

Mr Kumalo said Vaness had also agreed to negotiate with the union on the wage demand which prompted the strike

A company spokesman confirmed yesterday that the workers would resume work

on Monday

He said Bruply had investigated the matter and "the workers were never fired in the first place"

He confirmed that talks would take place with the NGWU next week, adding "We are always prepared to negotiate with unions"

...any water supply...

Workers back after stoppage

(152) 24/8/83

Labour Reporter

A work stoppage by 53 members of the Building, Construction and Allied Workers' Union at Pride Pools, Johannesburg, was partially resolved today when management agreed to reinstate the workers

The 11 000-member union's general secretary, Mr Frank Mohlala, said some of the workers were being grossly underpaid which was the root cause of the grievance. The union still has to discuss this issue with management.

In terms of the main agreement which covers the building industry, the minimum wage for labourers is set at R1,11 an hour. In some cases the workers, mostly migrants, were being paid

as little as 60c an hour

The pool labourers refused to start work yesterday morning until the company's managing director, Mr R Bester, discussed wage increases with them. The workers maintained that Mr Bester refused to meet with their representatives and told them to get off the property if they were not going to go to work.

Mr Bester denied reports that he had threatened the men in any way and said he had agreed to negotiate increases individually and on the basis of merit.

A number of the labourers were on contracts while others were casual employees, making it difficult to meet demands for increases across-the-board, he said.

Mercury

21/152

Workers return after talks

248 Mercury Reporter
Two hundred black and Indian municipal workers at Queensburgh, who downed tools yesterday in support of their demand for more pay, ended their protest and returned to work after holding talks with the town's Mayor, Mr Tim Dyer

Town Clerk Peter Kinnaird told the Mercury the workers agreed to return to their jobs after they were assured that a further meeting would be held with the workers' representatives and their 'so-called' trade union 'sometime next week' to discuss their grievances.

He said it was not clear at this stage what increases in wages they were demanding, but a spokesman for the workers said they wanted a 15 percent hike

Earlier the workers marched through the town centre and assembled in front of the Queensburgh Civic Centre demanding to meet the full council to ask why they were not granted a pay rise.

'Being ordinary workers it is not possible to meet the full council, but the Mayor, Mr Dyer, and I met them and asked them to return to work after assuring them that we'll discuss their grievances with their representatives next week.'

Dispute ends with merit increases for all

Labour Correspondent

A DISPUTE between the un-registered National General Workers Union and Pretoria company Vaness Products, a subsidiary of wood company Bruply, has been settled after talks between the two sides

The dispute led to a strike by the company's 26 workers

last week
NGWU's general secretary, Mr Donsie Kumalo, said yesterday the company had agreed after negotiations, to grant a merit increase — which had been awarded to some workers and not others — to all workers

It had also agreed to establish a medical aid scheme for

workers
A company spokesman confirmed this, but added that the difference in pay between workers who had received the increase and those who had not, amounted to only 3c an hour

"Unfortunately, there was a misunderstanding. The union thought the difference

was R1,60 an hour — in fact it was — R1,60 a week," he said

He said the company had never objected to establishing a medical aid scheme and had invited the union to help set one up

"We believe these talks have established a sound relationship between us and the union," he said

25/8/83

RDM

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Workers down tools over pay

Sawetaw 25/8/83

BY PHIL MTIMKULU

management

ABOUT 450 employees of Firestone tyre company in Brits downed their tools on Tuesday after a deadlock following two weeks of negotiations between the company and the National Automobile and Allied Workers' Union (Naawu).

The latest stoppage follows a previous stoppage two weeks ago when the workers rejected an increase imposed by management. But they returned to work when their union started negotiations with

The workers have finally rejected management's offer of a productivity based increase. They are demanding an immediate increase to be followed by a further increase to be given if the workers achieve an agreed-upon productivity target.

The union has contacted the national office of Firestone with the view to further negotiations on the current dispute. All Fosatu affiliated unions have been kept informed of the progress of the negotiations.

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Company dashes union's hopes

Sweetan
25/8/83

WHATEVER hopes the Insurance Assurance Workers Union of South Africa may have had of Liberty Life insurance company having a change of heart and accepting their union have been dashed by a response they received from the company which insists that the union should be "representative of all our staff."

The insurance union (IAWUSA) and Liberty Life have been locked in a battle for recognition since the workers went on a two-day strike last month. Liberty Life has rejected the union's application for recognition because it is open to black members only.

Since the strike the union and management have been communicating through letters. The union was the first to write to the insurance company after the strike when in it they formally applied for recognition.

Management responded by asking questions about the union. The union responded to some of the questions. Management's response to that letter was received last week.

In their latest letter the company says the union has not answered many of the substantive questions and the company declines to reply to any allegations contained in the letter except for point four. Point four in the union's letter dealt with an alleged incident of victimisation by the company of a union member.

However the company said it reserved the right to respond to and refute the contents at any future time.

Liberty Life categorically denied victimising Mr S Govender and maintains that Mr Govender resigned on his own volition.

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PM 26/8/83

LABOUR STRIKES Sharp decline

Mid-year strike statistics compiled by the Department of Manpower reveal a sharp drop in industrial action during the first half of this year.

Although the department's figures are regarded by some observers as a conservative estimate of strike activity, they are a useful guide

As was the case in 1981 and 1982, no white workers resorted to strike action during the first half of the year, according to the department.

Man-hours lost

The 63 strikes and stoppages it recorded between January and June this year amount to about a third of the total — 182 — recorded during the first half of last year. There has been an even more marked drop in the number of workers involved in industrial action: 9 664 in the first half of this year compared with 51 385 during the same period in 1982.

There has also been a similar drop in the number of man-hours lost during these periods — from 862 870 last year to 157 791 this year. A slight drop has also been recorded in the average duration of strikes. The number of man-days lost per striker has declined from 2,0 for the first half of

last year to 1,9 this year

A total of 394 strikes and stoppages, involving 141 571 workers, occurred in SA during the whole of last year

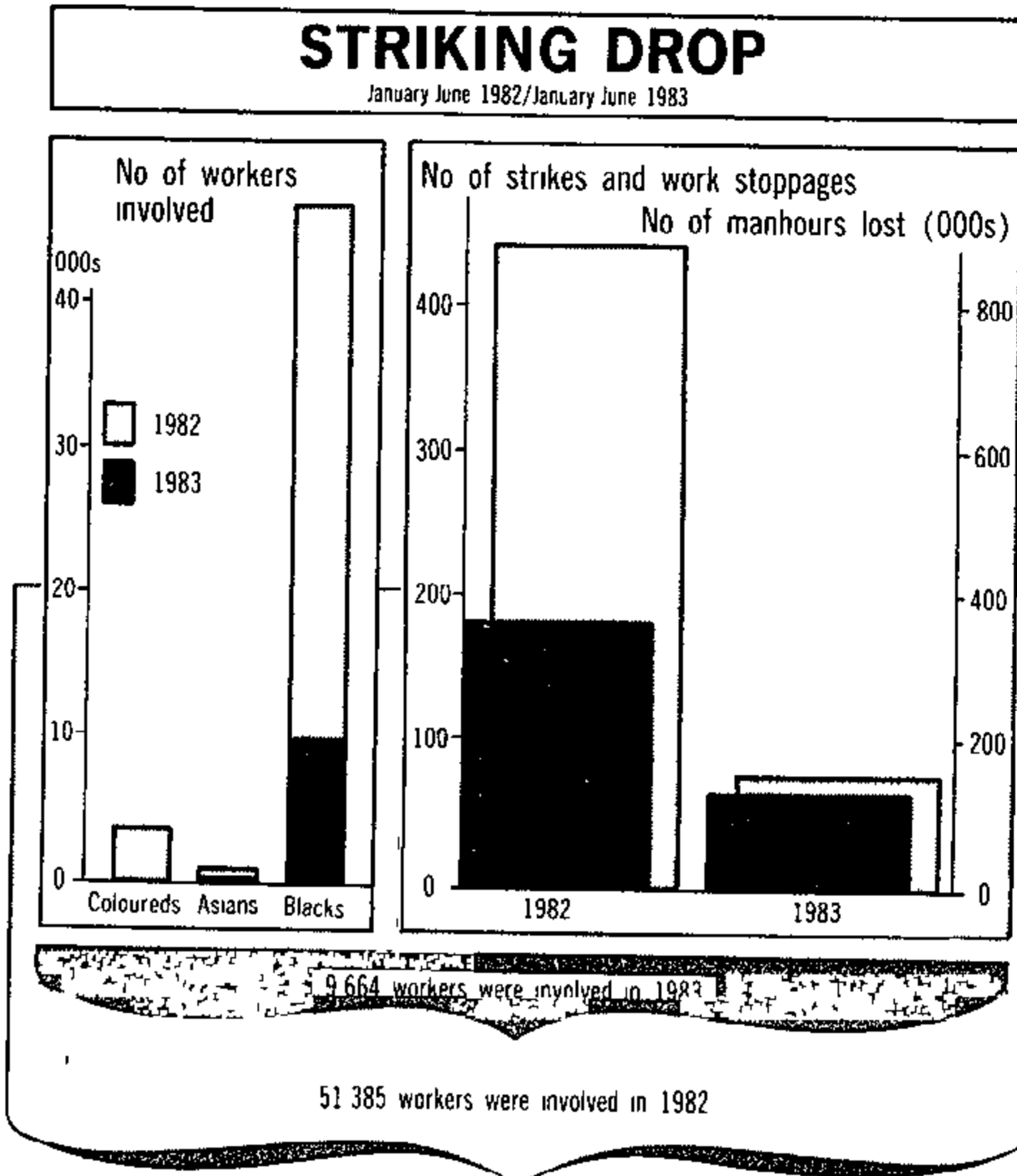
The department is obviously pleased

with both the declining number of strikes and the drop in man-hours lost. "If the large number of employees in SA is taken into consideration, as well as the relatively short duration of most strikes, there does

not appear to be cause for undue concern," says a spokesman

It appears that the recession has been the main factor in this decline. Workers in many factories and industries have perceived that the balance of power has swung in favour of employers and have, therefore, been far more cautious about resorting to industrial action.

However, there is little doubt that the number of strikes will rise again when there is an upturn in the economy. Judging from the many clashes between unions and employers in recent weeks, it also seems possible that the number of strikes in the second half of this year may be higher than in the first.



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SM&A 4512

Too early to strike

By PHIL MTIMKULU

IT IS rather premature to start speculating about a possible mine-workers' strike and its effects while there is still a lengthy process to be undergone in an attempt to resolve the dispute between the Chamber of Mines and the National Union of Mineworkers (Num).

This was said by Mr John Emrie, the Press Relations Officer of the Chamber of Mines following speculation about the possibilities of a legal strike and its implications.

The mineworkers' union declared a dispute after talks between it and the chamber had reached a stalemate over wage increases for black employees at the Rand Refinery.

The union has asked the Minister of Manpower to appoint a Conciliation Board. Failure by a Conciliation Board to settle a dispute could

open the door to a legal strike after the correct procedures have been followed. The parties to a dispute may, however, choose to refer the dispute to either mediation or arbitration.

Because the refinery is where all of South Africa's gold is refined a legal strike by mineworkers could have far-reaching consequences for the economy of South Africa. But when a strike was looming between the chamber and Mr Arrie Paulos' Mineworkers' Union it fizzled out. The Government does have emergency powers to intervene in a dispute in a strategic industry, and can order compulsory arbitration.

The dispute was sparked by the mineworkers' union rejecting an offer of an eight percent wage increase by the chamber. The union is seeking a 40 percent pay rise for workers at the refinery.

Fewer strikes this year

Labour Correspondent

THE number of strikes — as well as the number of days lost through strikes — dropped dramatically in the first half of this year when compared with the first half of last year, according to the Department of Manpower.

Figures released by the department this week indicate that the number of officially-recorded strikes for the first half of this year is about one-third the number for the same period last year, and that the number of man-days lost is less than a quarter of last year's figure.

The number of workers involved in officially-recorded strikes has also dropped sharply when compared to

the first six months of 1982.

As in last year's strikes, the overwhelming majority of workers involved in strikes this year has been black, and no white workers have been involved.

While critics believe the department's figures — based on the number of strikes actually reported to it — may be lower than the actual strike figure, they provide the only centrally-compiled statistics on strikes.

According to the department, there were 57 strikes and six work stoppages during the first six months of this year.

These involved 9 664 workers and 157 740 man-days were lost as a result.

Of the workers taking part in strikes, 538 were coloured and Asian, and strikes by these workers lost 9 796 man-days. All the rest of the strikers were black workers.

According to department figures, there were 182 strikes in the first six months of 1982, in which 51 385 workers took part. A total of 862 870 man-days were lost.

Labour commentators believe the decline in strike activity is temporary and is the result of the recession, which has weakened worker bargaining power. But some argue that workers and unions have used other methods in dealing with factory floor grievances, in particular industrial court actions.

Black workers to ask council for wage hike

(152) Mercury Reporter Mercury 27/8/83

A DEPUTATION of black municipal workers at Queensburgh is to hold talks with the municipality next week to ask for a wage increase, a spokesman for the workers said yesterday

The talks follow a brief work stoppage this week. The striking black labourers marched through the town centre before assembling outside the Civic Centre, demanding a meeting with the entire council

But they returned to work after the Mayor, Mr Tim Dyer, and Town Clerk, Mr Peter Kinnaird, assured them that their pay demand would be discussed by the council next week

Mr Bobby Pillay, chairman of the municipality's committee representing Indian workers, said that none of the 38 Indian workers had taken part in the strike

Mr Kinnaird told the Mercury that the black labourers had been assured that they would not lose their jobs or be victimised for staging the protest

Dispute

some 29/8/87

THE intervention of the South African Allied Workers Union (SA-AWU) settled a dispute between workers at a Masterbuilt company in Olifantsfontein and their management after a work stoppage.

According to Mr H Barnabas, the organiser of the union, about 100 workers downed their tools and they were subsequently locked-out by management. The workers had downed their tools following the sacking of one of their colleagues, Albert Ngoepe

Agus 29/8/83
 1,000 on strike each day in 1982

Political Staff
 AN average of 1 000 workers were on strike every day last year, according to figures released by the National Manpower Commission today

There were 394 strikes and work-stoppages, involving 141 571 strikers which led to a loss of 365 337 man-days in 1982

Blacks made up 86,5 percent of the striking workers, and 43 percent lasted one day or less

Most strikes took place in the manufacturing sector, and most occurred in the PWV area, the Eastern Cape and Durban. All the strikes were illegal in terms of the Labour Relations Act

REPORT

The NMC report also discloses that the number of registered trade unions decreased last year but the membership of unions went up

At the end of 1982 there were 71 registered trade unions with black members, while 66 provided for black members in the scope of their registration

The total black membership of trade unions was 394 510 (or 32 percent of the membership as against 25 percent in 1981)

Unemployment figures are also dealt with in the report, with registered unemployment among whites up from 5 600 in December 1981 to 10 200 in November 1982

South Africa, Office of the Prime Minister, Science and human sciences, 1979/80. Pretoria, South Africa, 1981

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Environmental and Development Agency, Johannesburg, 1981

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Blumen, I., Kogan, M. and McCarthy, P. J. The industrial mobility of labour as a probability process. Ithaca, Cornell University, 1955.

331.127 BLM

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Farnes, H. S. Research on labour mobility. An appraisal of research findings in the United States. New York, Social Science Research Council, 1954.

UNEMPLOYMENT

Unemployment among blacks rose from 8 percent (409 000) in January 1982 to 9,2 percent (471 000) in November 1982. Among coloured people it rose from an official 4,6 percent (43 000) to 4,9 percent (62 000)

In a statement by the Minister of Manpower, Mr Fanie Botha, released with the report, he says there is sometimes criticism of the official unemployment figures and that some people have said there are two to three million unemployed rather than the official figure of 550 000

"However, the number of unemployed as measured by generally accepted international standards is in fact more or less this last mentioned total"

Marshall, F.R., King, A.G. Labour economics. W. trade unionism. Harmondsworth

United States, Senate and Manpower Employment and Manpower United States, DC, US 1965.

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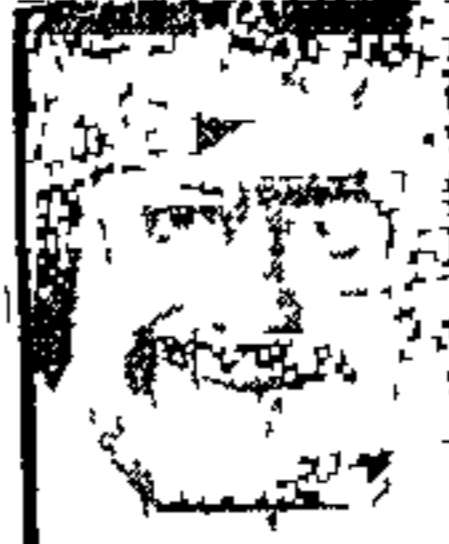
AS EXPECTED, Department of Manpower figures show a sharp drop in strikes over the first half of this year

The number of stoppages, the department says, was two-thirds fewer than in the first half of last year, and one-sixth the number of man days was lost

Of course, the department's figures rely on the willingness of employers to report strikes and there are signs that employers don't always do this

It is also possible that, as strikes become more routine, fewer and fewer employers will be moved to inform the department of stoppages

But, in the absence of a less fallible way of gathering this sort of information on strikes, the department's figures will continue to be the chief source of information on strike trends.



Labour Week

By STEVEN FRIEDMAN

Two points emerge from them while there has been a notable drop in strikes as a result of recession and the tendency for workers to use other methods, the massive drop recorded by the department is a surprise

And strikes did seem to increase sharply during July and August, which might affect the end-of-year figures •

141 571 on strike last year

752

Sowetan
30/8/83

AN AVERAGE of 1 000 workers were on strike every day last year — according to figures released by the National Manpower Commission yesterday.

There were 394 strikes and work stoppages, involving 141 571 strikers which led to a

loss of 365 337 man-days in 1982. The number of strikes and work stoppages rose from 342 in 1981 to 394 last year, resulting in the greatest loss of man-days in a decade, according to the commission. Blacks made up 86,5 percent of the striking workers, and 43 percent of the strikes lasted one day or less.

ILLEGAL

Most strikes took place in the manufacturing sector, and most of them occurred in the Pretoria-Witwatersrand-Vaal area, the Eastern Cape and Durban.

All the strikes were illegal in terms of the Labour Relations Act. In its 1982 annual report, tabled in parliament yesterday, the commission says the increase in the number of strikes should be seen as a long term trend. The reasons for this include "economic development in general, the development of black population groups in particular and their increasing awareness of the bargaining position and the normal operation of the labour market".

RECESSION

The extent of the loss of 2,6 man-days per striking worker "should not give rise to excessive concern," according to the report.

The number of strikes decreased during the last four months of last year. Seventy four of the total number of strikes in 1982 occurred between September and December "probably because of the general deepening of the economic recession".

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Workers on strike over dismissal of union leaders

Labour Correspondent

WORKERS at an East Rand milling company Delmas Milling, downed tools yesterday, alleging that the company had "victimised" two leaders of the Food, Beverage Workers Union at the plant.

By yesterday afternoon the strike was continuing. About 800 workers are employed at the plant, but it is not clear how many have joined the strike.

A union spokesman said yesterday that the strike had been prompted by the dismissal on Friday of two

members of the union's branch executive committee at the plant.

He said management had said the workers had been retrenched, but the strikers believed they had been "victimised".

Management comment could not be obtained yesterday, but it is understood that the company denies that the retrenchments were connected to union activities and says it is not aware that a union is active in the plant.

Talks between the company and union aimed at settling the strike were due yesterday.

30/8/83 152
 CARE Times
Unemployment

crisis worsens

Political Reporter

HOUSE OF ASSEMBLY. — The National Manpower Commission (NMC) yesterday reported "a marked deterioration" in unemployment for all races in South Africa last year.

The situation was expected to worsen in 1983 the NMC warned. Commenting on the findings of the NMC in its 1982 annual report tabled in Parliament yesterday, the Minister of Manpower, Mr Fanie Botha, said the unemployment situation was cause for concern. The NMC also reported a total of 394 strikes and work stoppages involving 141 571 employees, mainly in the manufacturing sector. Although the loss of 365 337 "man-days" was

the highest figure for the past decade, the extent of this as measured by the 2,6 lost days per striking worker should not give rise to excessive concern, it said. 1982 also saw a 16 per cent increase in the membership of registered trade unions — mainly blacks. The NMC said the substantial increase in unemployment was caused by the negative real economic growth last year and the decline in employment opportunities.

Registered unemployment among whites increased from about 5 600 in December 1981 to about 10 200 in November 1982. Unemployment among blacks rose to 471 000 in November last year (9,2 per cent), and in the case of coloured people to 62 000 (6,4 per cent). The Asian figure was about 5,300. Commenting on criticism about the reliability of the official

lations field were merely a consolidation of adjustments in previous years, the NMC said. It reported good progress with its comprehensive investigation into aspects of this "dynamic" field, such as the role and functions of the industrial court, the registration of trade unions and employer organizations and the different levels of collective bargaining and work councils. At the end of 1982, the paid-up membership of unregistered trade unions was estimated at 100 000 and more. The membership of registered trade unions increased from 1 054 405 in 1981 to 1 226 454 in 1982. The NMC said the increase in the number of strikes should be seen as a long-term trend which flowed from economic development in general as well as from



Labour

unemployment figure of about 550 000, the NMC said generally-accepted international standards were used to measure the unemployment rate. Because the visible unemployment figures showed an exceptional sensitivity to the business cycle — expected to continue its downturn this year — the situation could deteriorate still further. The unemployment problems could be combatted only in the long term by structural adjustments in the South African economy. This was already receiving attention by way of the expansion of formal and informal small business sectors, the drafting of a cabinet memorandum on job-creation and the introduction of incentives to stimulate the development of certain regions. Interesting developments in the labour re-

the development of black people and their increasing awareness of their bargaining position. Most of the strikes — all illegal in terms of the Labour Regulations Act — took place in the Reef area, the Eastern Cape and Durban. During 1982, significant progress was made in the field of training. The number of private training centres registered with the Department of Manpower increased by 171 to 389, while the number of registered training schemes increased by 199 to 889. A total of about 360 000 people received training — 56 000 more than the previous year. The number of apprentices indentured for the first time was 14 497, about 21 per cent more than in 1981. The biggest increase was among blacks.

International Labour Office
 Staff management, Trainer's Manual
 for management training in agricultural co-
 operatives MATCOM, Geneva, ILO 1981

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1 000 struck illegally every day last year

By Peter Sullivan, Political Correspondent

CAPE TOWN — An average of 1 000 workers were on strike illegally every day last year, according to figures released by the National Manpower Commission yesterday

There were 394 strikes and work stoppages involving 141 571 strikers. This led to a loss of 365 337 man-days in 1982

Blacks made up 86,5 percent of the striking workers, and 43 percent of the strikes lasted one day or less

Most strikes took place in the manufacturing sector, and most of them occurred in the PWV area, the Eastern Cape and Durban

All the strikes were illegal in terms of the Labour Relations Act.

The commission's report also reveals that the number of the registered trade unions decreased last year but the membership of the unions went up

The number of unions went down from 200 to 199, but the membership rose from 1 054 405 in 1981 to 1 226 454 in 1982

At the end of 1982 there were 71 registered trade unions with black members, while 66 made provision for black members in the scope of their registration

The total black membership of trade unions was 394 510 — or 32 percent of the membership as against 25 percent in 1981

Unemployment figures are also dealt with in the report. Registered unemployment among whites went up from 5 600 in December 1981 to 10 200 in November 1982

Unemployment among blacks rose from eight percent (409 000) in January 1982 to 9,2 percent (471 000) in November 1982, while among coloured people it rose from an official 4,6 percent (43 000) to 6,4 (62 000)

A simultaneous statement by the Minister of Manpower, Mr Fanie Botha, rejected criticisms of the unemployment figures — that two to three million people are jobless instead of the official 550 000

Sigma workers decide to put off strike action

Star 31/8/83

Pretoria Correspondent
More than 600 Sigma Motor Corporation employees in Pretoria, who had unanimously agreed to stop working for an hour today in protest against planned retrenchments, changed their minds and turned up for work as usual this morning.

The original strike plan was formulated at a meeting held yesterday at the Mamelodi Community Hall.

Officials of the National Automobile and Allied Workers' Union (Naawu) informed workers at the meeting that the company management had reduced the number of re-

trenchments from 341 to 245.

But the employees decided not to start work at 7 am this morning to show their "resentment at the intended retrenchments".

But everything appeared normal at the giant car manufacturing plant between 7 am and 7.30 am today and it is suspected that an urgent meeting last night between Naawu officials and Sigma management helped to defuse the situation.

Workers at the factory had asked the union to inform the Sigma management that they would

prefer to work a shorter week rather than face retrenchment.

They complained that their credibility as workers "would be spoiled by the recurring retrenchments". The workers also said they would find it hard to get compensation from the Unemployment Insurance Fund or to find other employment.

The union told workers that all suggestions would be brought before the management.

Naawu officials and members of the Sigma management were locked in a meeting today and neither could be reached for a comment.

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ELABORATE safety procedures will be set in motion to protect United Nations Secretary-General Javier Perez de Cuellar when he skirts the Angolan war zone next week

No time for his flight from Windhoek to Luanda has been announced and his private jet — on loan from the King of Spain — is likely to be routed well out to sea, while a tacit understanding may limit operational zone activity, informed sources said yesterday

The UN chief broke with his rule never to visit political hot spots by accepting South Africa's invitation for talks

He will arrive in Cape Town on Monday night, stay until Thursday, then fly to Windhoek, then Luanda

No details of the Luanda leg of his mission were disclosed, but the Secretary-General only has until the Saturday before he must leave for Geneva to open a conference on the Palestine issue

Within minutes of the mission being announced, Angola underlined the dangers by heatedly accusing South Africa of "new aggression aimed at dismembering our country" and pledging to "expel the invaders"

The UN has already lost one Secretary-General in the region Dag Hammarskjold killed in a mysterious Congo War plane crash not long after his 1961 visit to South Africa

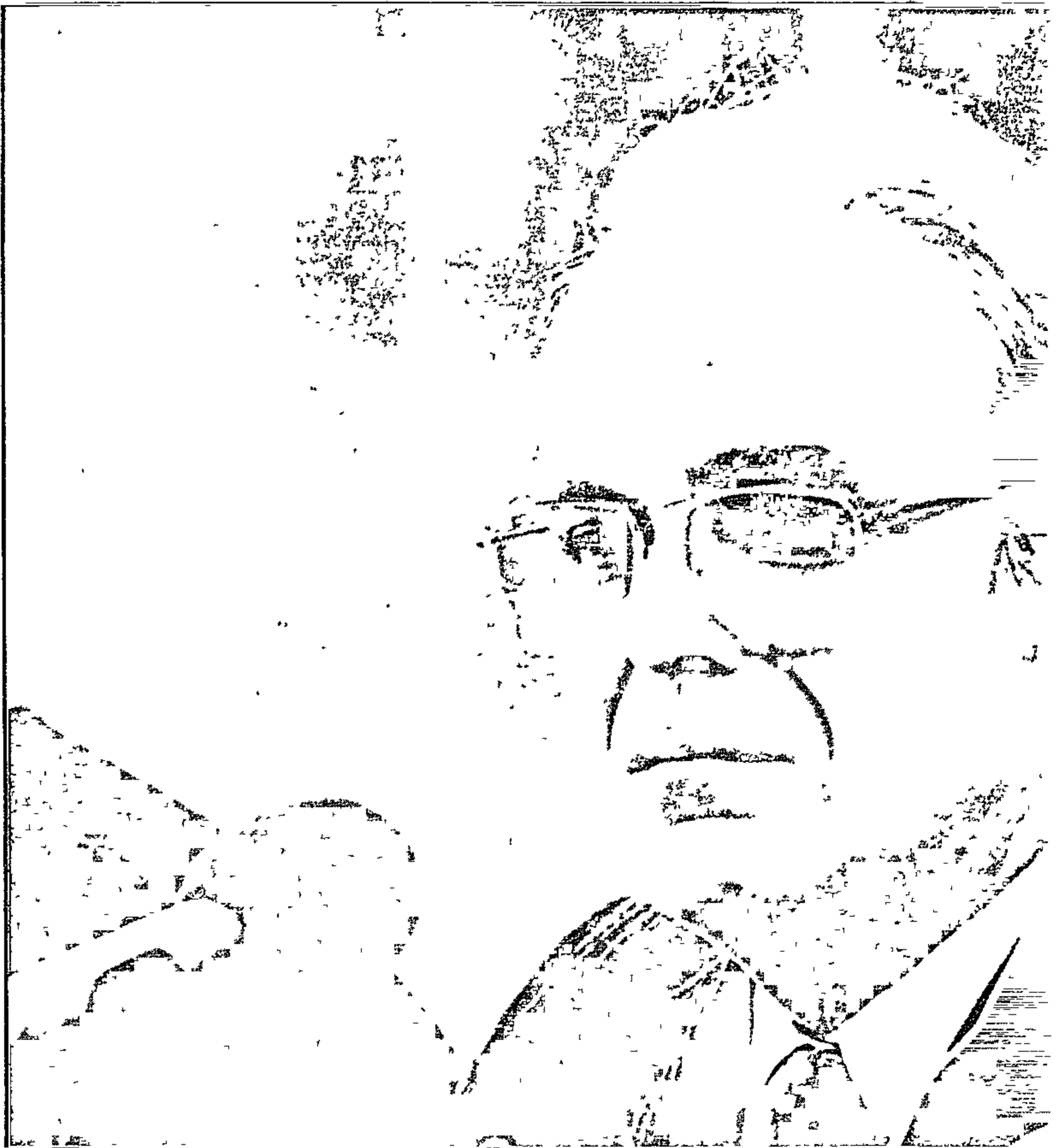
Accompanying the Secretary-General will be a heavyweight team of advisers including three with under-secretary-general rank peace-keeping chief Brian Urquhart, Namibia special representative Martti Ahtisaari and top African aide Abdulrahim "Abby" Farah

It will be the first visit to South Africa by a UN chief in 11 years and only the third ever

The decision to go followed more than two months of deliberations, in which Mr Perez de Cuellar came under conflicting advice from his experts, but was urged by the Western Powers to make the trip

Swapo greeted the decision cautiously "We must wait and see the outcome," said Mr Theo Ben Gurirab, Swapo permanent observer at the UN, who was called into the Secretary-General's office immediately before South African Ambassador Kurt von Schrning arrived to receive a formal letter of acceptance addressed to Foreign Minister Pik Botha

Angola reacted by issuing a heated Press release, accusing South African forces of "incalculable" destruction and vowing not to bend to "manoeuvres and blackmail"



JAVIER PEREZ DE CUELLAR

broken rule never to visit trouble spots by accepting South African

How UN chief skirt Angolan si

221 336 ROM 19/8/83

The United Nations Secretary-General, Mr Javier Perez de Cuellar — who flies to Southern Africa next week to give new momentum to the Namibia settlement plan — will be visiting Angola amid reports of fierce fighting in the country RICHARD WALKER, the Rand Daily Mail's New York correspondent, reports on the intricate arrangements for his visit

The statement stressed a desire for peace and Angola's "willingness and ability" to negotiate for a Namibia settlement under the UN plan

But it charged that South African forces had penetrated more than 500km from the border and it vowed "to expel the invaders and recover our bound-

aries" The UN chief is operating on a May 31 Security Council mandate to tackle unresolved elements of the five-year-old Namibia settlement plan through consultations with "the parties to the proposed ceasefire" South Africa and Swapo

"He promised to leave no

stone unturned, and that's what he's doing," said spokesman Francois Giuliani

"Every aspect was weighed before the decision was taken"

The Secretary-General stalled for more than a week and pressed Pretoria for a promise of progress on the plan, which is com-

plete except for a South African decision on an election system to be adopted and on some of the military components of a UN supervisory force

What he got was an assurance of South African commitment to implement the plan once there was a firm agreement the removal of Cuban forces from Angola

A decision on the election would follow within a few days, night of the Cuban issue being resolved, South African sources said

They also hinted that

Experts warn on conflict in workplace

11/2/83
122
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Labour Reporter

UNLESS there is a just political system political and social conflict in South Africa will spill over into the workplace and management will have to pay the price, according to university lecturer Mr Johann Maree

Mr Maree, a lecturer in industrial sociology at the University of Cape Town, was speaking in a panel discussion on industrial conflict and dis-

pute yesterday at the Centre for Intergroup Studies workshop on "conflict accommodation"

Other members of the panel were Mr Theo Heffer, group manpower consultant of Grinaker Holdings, Mr Steve Woods, personnel executive of Consani's Engineering, and Mr Norman Daniels, general secretary of the Tucs-a-affiliated Textile Workers' Industrial Union

LIVELY

In a lively debate Mr Heffer, one of the country's top industrial relations consultants, said that in South Africa labour was politics

"The workplace is the only place where black South Africans have the vote

"What successes there are in the workplace will flow into society," he said

Earlier, Mr Heffer and Mr Woods criticised some of the established unions on industrial councils as being unrepresentative

Both have been closely involved in negotiating recognition agreements with independent unregistered unions in their factories

sotho Pretoria Africa, 1975

Human Sciences Research Council Provision of education in the Republic of South Africa, Report of the Main Committee, Report of the Main Committee

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Bophuthatwana a select and annotated bibliography Pretoria, Africa Institute of South Africa, 1973

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Women and development. a select bibliography. Pretoria, Africa Institute of South Africa, 1979

016.338 9 MOOD

Bonner, P. Working Papers in Southern African Studies, Vol 2 Johannesburg, Raven Press, 1981

Human Sciences Research Council Provision of education in R.S.A. Pretoria, Human Science Research Council, 1981. (de Lange Committee, Report of the Main Committee)

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Mill 'normal' after major strike ends

RAM
1/9/83

Mail Reporter

DELMAS MILLING, the West Rand firm hit by a major strike earlier this week, is back to normal after "constructive talks" with the Food and Beverage Workers' Union, a company spokesman said yesterday.

The personnel manager Mr Charles Morlend said the work stoppage had ended and production was back to normal.

"We had constructive talks with union officials and will be talking to them again at a further stage," he said.

"We believe we did not victimise in any way and we do

not agree with the report that we were unaware of the union's activities in our factory.

"We had had talks with their officials once before and are in the process of recognising the union."

The spokesman for the union, which is affiliated to the Council of Unions of SA (CUSA) was not available for comment.

On Monday 800 workers downed tools, alleging that the company had victimised two union leaders at the plant.

The two were members of the union's branch executive committee at the firm.

Violence erupts at mine ^{Sowetan 2/9/53}

By PHIL MTIMKUE
LABOUR unrest took place at an iron and ore mine in Sishen near Kuruman when the workers went on strike and demanded their contributions after learning that the mine was to be taken over by new management.

Though management said that 500 workers were dismissed, the workers claim that the number of those dis-

missed is as high as 2 000. Violence erupted in the process of negotiations between mine officials and workers resulting in about 60 workers being hospitalised, the workers say.

The mine management said in a Press statement on Friday, August 19, about 2 000 mine workers stopped work over the payment of their contributions. Management had pleaded with them to go

back to work while the issue was being resolved. But intimidation took place, said management.

A special liaison committee meeting was convened where it was decided that those who wanted to work would have to be offered protection. About 500 had refused to return to work. It became impossible to continue normal work up to August 23.

~~305~~ ~~151~~ City Press

Unions puzzled by council ban

TRADE UNIONS were thrown into confusion this week after a Soweto Community Council circular warned employees against joining unions

By Z B MOLEFE

Employees who contravene this ruling shall be deemed to have resigned from the council with effect from the date they joined a union

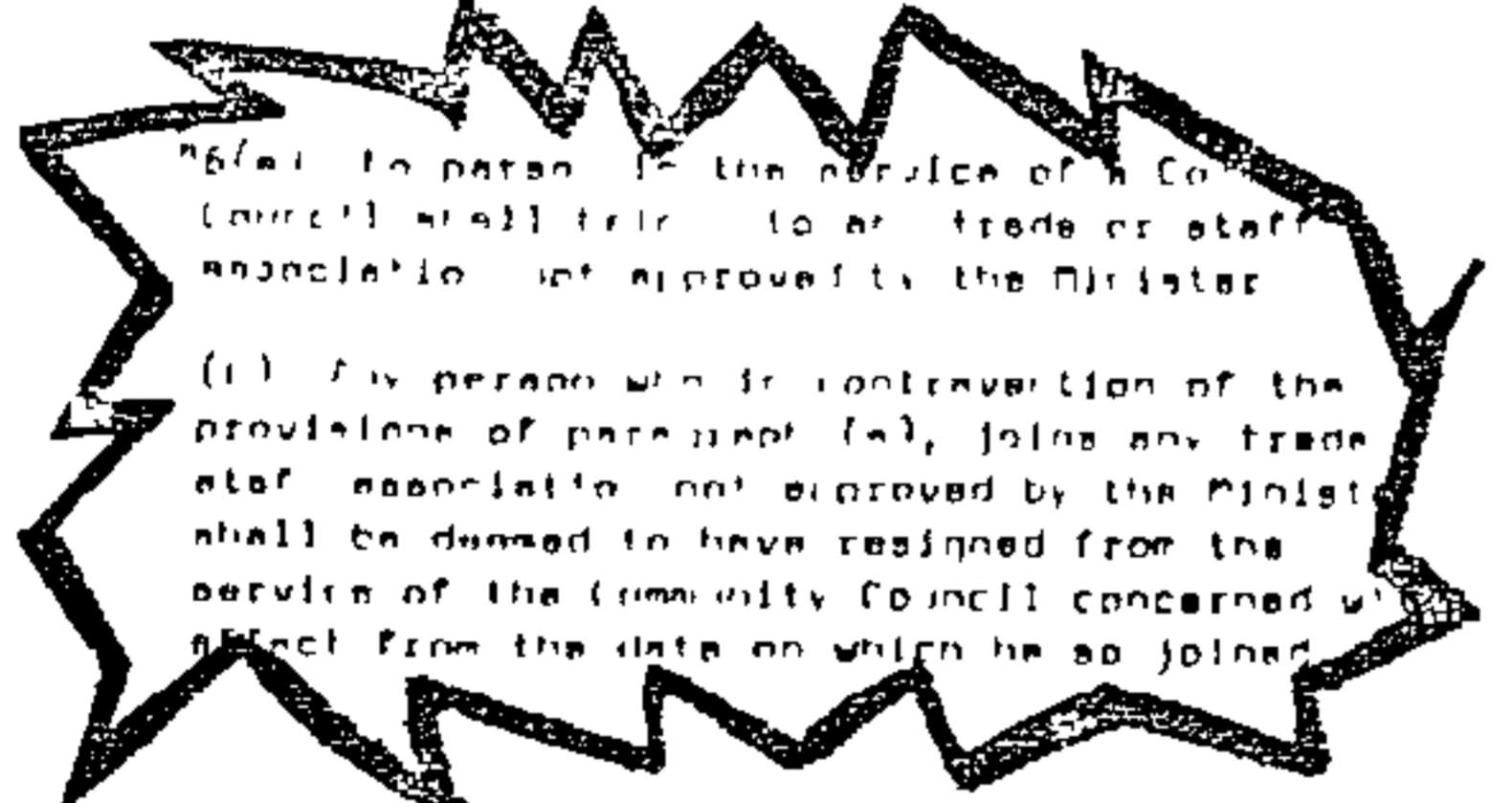
The warning was issued to employees this week in a circular dated April 8, in which the council's administration director, Mr J D Muller, cited a sub-section of the Community Council Act

General and Allied Workers' Union spokesperson Samson Ndou said the union was considering legal action as most of its members

who worked for the council believed it was their legal right to join a union

General secretary of the Engineering and Allied Workers Union Calvin Nkabinde said the council was "tampering with its workers' freedom of association"

Maggie Magubane, general secretary of the Sweet Food and Allied Workers Union, said the circular could lead to council-created unions in councils country wide



● The paragraphs warning employees off unions.

HELL NO GO TOWN

LAMONTVILLE residents are threatening to go to the Department of Co-Operation and Development's the township under the KwaZulu government.

Press Trust News

Deputy Minister of Co-Operation and Development George Morrison's Wednesday announcement stunned the township

The decision would be formally approved by the Pretoria Cabinet before the township was handed over to the homeland, Mr Morrison said

KwaZulu leader Chief Gatsha Buthelezi lauded the decision, saying he welcomed the addition of the township to his administration

The Rev Joe Xundu, vice-chairman of the Joint Rent Action Committee (Jorac) and a

leading community figure in the township, said they would take the matter to court

"The people are dismayed as there was no consultation with them and the decision is a blatant infringement of our democratic rights"

Their only recourse was to seek a court interdict preventing the KwaZulu authorities from administering the township

"In the same way that the KwaZulu administration won its case against Pretoria over the Ingwa-

from the town the shoe people want Afr their the ing than TUE clear to JO this ing heigh the t thon ely to rest was unres was wish KwaXun " on CI City Se SEVE Tre emplo sacked An to go off of the Mr H He had by f cott S

200 workers sacked

THE entire workforce at a building construction firm based in Boksburg, was sacked last week after downing tools in protest against the retrenchment of 50 of their colleagues.

The workers, about 200 of them, were employed by CI Homes, a subsidiary of the giant Murray and Roberts Construction. Most of the workers were migrant labourers

The workers were sacked on Friday for staging a strike after management had announced that 50 workers had to be retrenched as a result of a downturn in the economy

The workers were given an ultimatum to return to work on Thursday morning, but they refused

Management refused to reinstate the 50. On Friday morning, the en-

tire workforce was sacked

A spokesman for the company confirmed that 200 workers have been sacked for staging an illegal strike

The spokesman also said that the company would start recruiting new workers in the next three weeks and that some of those sacked would be re-employed on merit if they applied

Sowetan

5/9/83

20 strikers dismissed

7/19/87 (52)
ABOUT 20 workers employed by Unipark Potteries in Vanderbijlpark claim that they have been dismissed by their management after striking in support of wage demands. ~~3/1/87~~
Sowetan

The workers said they formally made representations to management concerning their demands, inter alia that they should be allowed to belong to the Building and Construction Workers Union

why does
Camp P

7

grandchildren.
The funeral service will be held tomorrow

visited the priest where the other Stantor was staying and the Anglican priest was

in the spokesman said in terms of Regulation

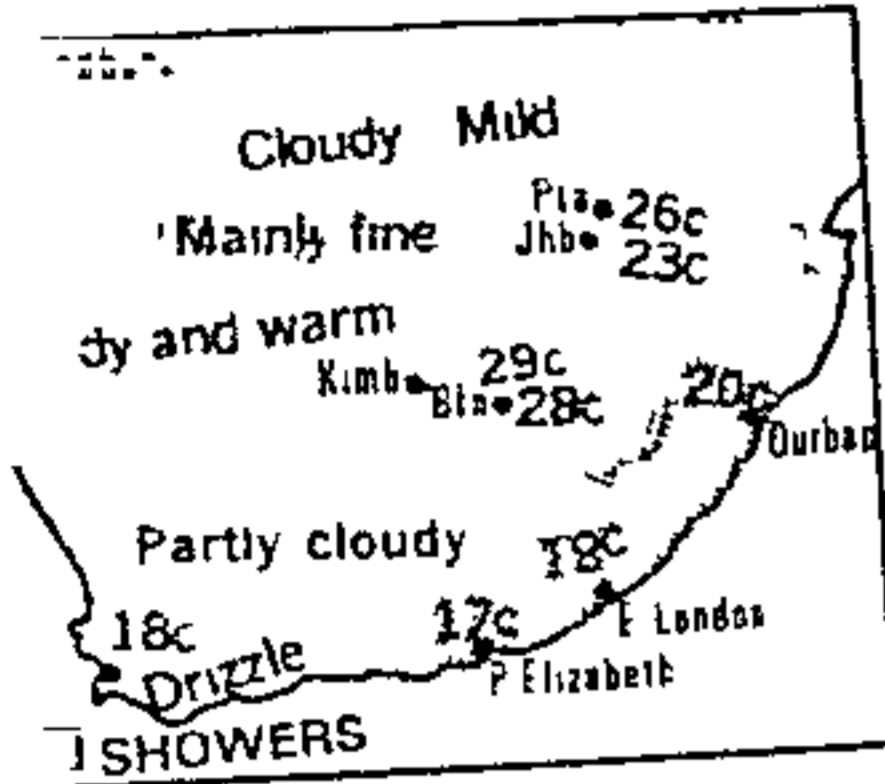
and proper claims of the law. I believe some of the legisla-

Anderson all of 171 Mar Street Johannesburg

Mail

today
and cooler over Eastern Transvaal - eastern escarpment partly cloudy of the area
of the ORANGE - Cloudy in the patches otherwise fine to partly of light showers over Gordonia
- Partly cloudy and mild but cloudy south eastern parts with occasional drizzle in north west
- occasional rain
and hot with a possibility of isolated and mild to warm

MINIMUMS EXPECTED FOR EACH CITY



WCA YESTERDAY

at 14h00

°C		°C
26	Potchefstroom	30
30	Pretoria	29
27	Rustenburg	30
16	Skukuza	31

Phalaborwa 32°C Coldest at 08h00
Phalaborwa 32°C Coldest at 08h00 Plet

WORLD YESTERDAY

Los Angeles	21	30	Clear
Madrid	18	34	Clear
Miami	29	31	Clear
Montreal	18	22	Cloudy
Moscow	11	21	Rain
New York	25	33	Clear
Paris	11	20	Cloudy
Rio de Janeiro	19	26	Rain
Rome	15	28	Clear
San Francisco	17	22	Clear
Stockholm	8	12	Cloudy
Tokyo	23	25	Cloudy
Toronto	17	25	Cloudy

Woman held for killing

Mall Reporter
A SOWETO woman has been arrested following the death of a man in Zone 10 Meadowlands
Mr Stanley Mahlamvu, 56 a senior teacher at the Jabulani High School was allegedly stabbed in the chest when he tried to intervene in a family row on Wednesday
He died on the way to Baragwanath Hospital
The woman is expected to appear in court soon

MATTER OF FACT

A REPORT in the Rand Daily Mail of August 31 was headlined "It's official - SAA food is awful", in reference to food at airports Marriot International Services Ltd, a US company which handles the catering for international and domestic flights into and out of Jan Smuts, wishes to point out that it is in no way connected with the catering in the terminal

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

Striking brewery workers 'resign'

Pretoria Bureau
THE management of the United Breweries near Ga-Rankuwa announced yesterday that 13 quality control staff members who downed tools because of a salary and wage dispute "had resigned" from the company and their resignations had been accepted
The workers say they were fired

In a telex sent to the Rand Daily Mail, the management says the 13 broke off negotiations "and had refused to return to work until their demands regarding salaries and wages and certain conditions of employment had been met"

Despite requests from management that they return to work and continue negotiations the employees continued absence and refusal to continue negotiations is clear indication that they have severed their contracts with the company

In a statement released in Pretoria by the staff members yesterday it was stated that since October last year they had been promised an adjustment to suit the standard of living

The workers said they met the management last Friday and the same promises were made and on Tuesday, while waiting for the production manager for briefing about the issue, they were dismissed by the manager

Human rights concern as Mugabe flies into Ireland

DUBLIN - Zimbabwe's Prime Minister, Mr Robert Mugabe and three senior Ministers flew into Dublin yesterday

Mr Mugabe is en route to the United States where he will address the United Nations
The Irish Prime Minister Mr Garret FitzGerald met the delegation of Mr Mugabe his Foreign Minister Mr W M Mangwende, the Minister of Finance Economic Planning and Development, Dr B T Chidzero, and

the Minister for Manpower, Planning and Development, Dr F M N Shaba

Bilateral talks are likely to centre on growing economic links between the countries.

The visit comes at a time of increasing concern over human rights in Zimbabwe and Amnesty International, the human rights organisation, said it would ask for a meeting with the Zimbabwean delegation over the detention of six white air force officers - UPI

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THE Competition Board has been ordered to conduct an urgent investigation into conglomerates and the concentration of economic power in South Africa.
The directive came from Dr Dawie de Villiers, Minister of Industries, Commerce and Tourism.
Speaking in Port Elizabeth yesterday, the Minister said the Competition Board would investigate the de-

By JOHN MULCAHY

conglomerates

big company

Handwritten notes and signatures at the bottom of the page.

World strike stakes

FM 9/9/83

Compared with some of the world's major industrialised nations, how hard has SA's economy been hit by the rising rate of industrial action? Not too badly, according to statistics in the National Manpower Commission annual report for 1982

The report was tabled in Parliament last week. It made a somewhat belated appearance, considering that much of the information in it is nearly a year out of date, or was long since released by the Department of Manpower

But the report still provides some interesting perspectives on what is happening in industrial relations in SA. For example, last year government statisticians recorded 394 strikes and stoppages in SA — one of the highest annual totals in this country's history. But the report focuses particular attention on the more meaningful figure — the average number of working days lost per 1 000 workers between 1980 and 1982 — and makes some interesting comparisons (see graph)

Right to strike

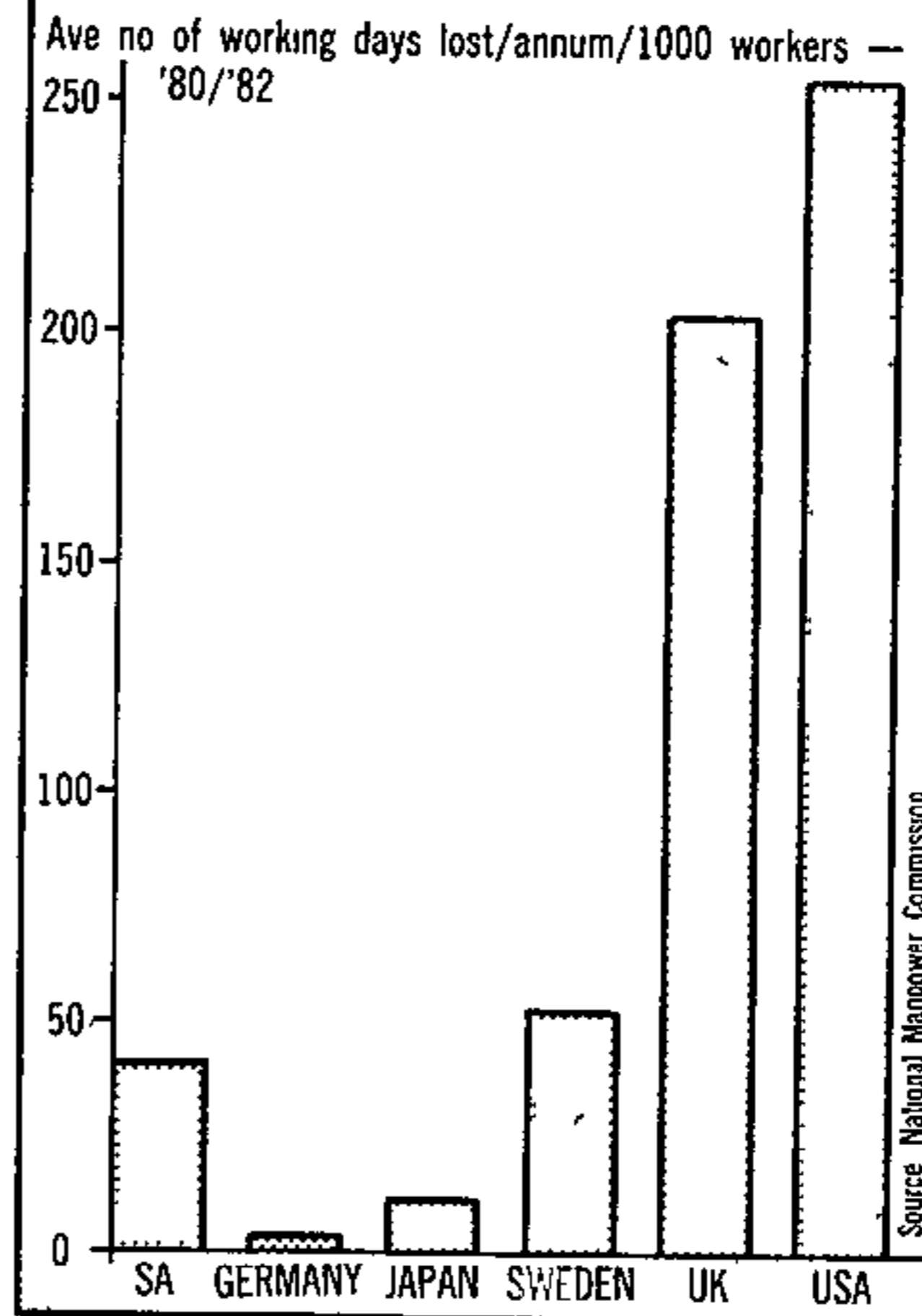
It has found that while the figure for SA — 40,7 days lost per 1 000 workers — is far higher than that recorded in West Germany (2,5) and Japan (11), it is much lower than that in the UK (204,7) and the US (254,9) and roughly comparable to the position in Sweden (52,4)

The report, however, does point out that SA's figure of 40,7 days lost per 1 000 workers is based on midyear estimates of the economically active population. The figure is higher (66,7) if one excludes employees in agriculture, domestic service and central government. These do not enjoy statutory trade union rights and the right to strike legally

Financial Mail September 9 1983

(152) ~~FM 9/9/83~~

STRIKING COMPARISON



The report also compares the rate of unionisation in SA with the situation in some industrialised nations. This is interesting because a union presence sometimes not only results in a higher rate of industrial action, but can lead to strikes lasting longer.

By the end of last year, 14% of the economically active population of SA belonged to registered unions. This figure rises to 22% if one excludes employees such as those in agriculture, domestic service and in central government. In recent years, union membership, as a percentage of the total labour force, has been about 38% in West Germany, 39% in Japan, 83% in Sweden, 50% in the UK and 24% in the US.

Steady growth

In SA, whites constitute about 40% of the total membership of registered unions (44% in 1981). Coloureds and Asians constitute 28% (31%) and blacks 32% (25%). About 38% of the white, coloured and Asian workforce (outside of agricultural, domestic and government employment) was organised into registered unions by the end of last year. The corresponding figure for blacks was about 13% — but 16% if members of unregistered unions are included.

Clearly there is scope for further union growth in the black workforce. "All in all," says the report, "it appears that trade unions in SA will in future experience a period of steady growth, but that the black population group will experience faster growth than other groups."

There were 199 registered unions, with a total membership of about 1,2m, in SA by the end of last year. The report estimates that there were about 55 unregistered unions with a total membership of about 100 000

Financial Mail September 9 1983

Work stoppages resolved

By Carolyn Dempster,
Labour Reporter

9/9/83
Work stoppages at two major supermarkets yesterday were rapidly resolved when management agreed to rectify worker grievances before the end of the day

At Checkers in Primrose, Germiston, 45 members of the Commercial Catering and Allied Workers Union refused to begin work yesterday morning and presented a long list of grievances

Chief among these was a complaint that a new manager had been forcing the workers to stay on and work overtime As the supermarket was in an isolated area, the workers were only able to get home very late

The 45 workers returned to work by 12 30pm

The second stoppage occurred at the OK Bazaars store in Randburg

18

30 sacked after strike at homes firm

Labour Reporter

A clash of views over retrenchments led to a week-long strike by workers at CI Homes in Elandsfontein and the dismissal of at least 30 of the strikers last week

A spokesman for CI Homes refused to divulge the number of those retrenched and dismissed, but said the company was operating at a normal level

"We needed to go on with the retrenchments to cut costs. The timber frame busi-

ness is still relatively new and we are not sure how the market will go," he said

The difference of views arose when 25 workers were retrenched in June this year

The general secretary of the Building Construction and Allied Workers Union, Mr Frank Mohlala, said the workers were not told of the retrenchments

On August 30 it was announced that a further 36 workers were to be laid off on the following day

The union, which is not recognised at the factory and represents fewer than half the workers, then offered to speak to management to try to resolve the problem. But a strike began on August 31

After the talks reached deadlock, management told the union that the strikers had effectvely dismissed themselves but those who wished to apply would be considered for re-employment. So far 22 have been taken back

A threat to SA's motor car makers

152
~~140A/10/73~~
Stew 13/9/73

Labour Reporter

A deadlock in wage negotiations between the National Automobile and Allied Workers Union and Auto Plastics has sparked a national strike by at least 900 workers. Five hundred downed tools at Auto Plastics' Rosslyn plant in Pretoria on Monday afternoon after employers refused to respond to a demand of a 15 cents an hour increase across the board on the minimum hourly rate of R1,23

The strike continued today in the presence of police at the plant, while union officials met with management representatives in an effort to resolve the dispute

An official from the Industrial Council has been invited to attend the talks

The strike threatens to bring motor manufacturing production lines to a halt. Auto Plastics is a major supplier of plastic trimmings to the motor industry. Producers such as Sigma do not keep extensive stocks of car-seat covers and other essential plastic parts. An extended strike could bring production at these factories to a halt.

In further protest over the deadlock, another 400 workers at Auto Plastics plants in Cape Town and Port Elizabeth went out on strike today.

A union spokesman said it was possible that Auto Plastics workers at the Durban plant would go out on strike later today.

NEWS EXTRA

400 strike at Standard Brass

THE STRIKE by about 400 workers at Standard Brass Iron and Steel Foundries near Benoni entered its second day yesterday

Workers at the plant downed tools last Friday at about 11.30 am after management had allegedly refused to recognise their union, the Metal and Allied Workers' Union (Mawu) which is affiliated to Fosatu

Workers interviewed by The SOWETAN said management had refused to meet representatives of the union and their shop stewards to discuss the recognition of their union by the company. About 325 workers at the plant are members of Mawu

The workers said after management had made it clear to them they were not prepared to recognise Mawu and meet their shop stewards, they downed tools. Yesterday, the workers refused to resume work when management still

refused to meet their demands.

Yesterday morning two representatives of Mawu were allegedly refused entry into the company's premises by security guards, but after lengthy negotiations between the union and management, representatives were allowed into the premises

The union met with management and it was agreed that further talks to discuss the recognition of the union and shop stewards would continue on Thursday. Workers decided to go back to work on condition management would fulfil its promise by meeting union representatives on Thursday

A spokesman for Mawu confirmed that there was a strike at Standard Brass and that talks between them and management were continuing

The company's management was yesterday not available for comment.



Sowetan 13/9/83

Sowetan

Car strike spreads

14/9/83
A STRIKE by 600 workers over a pay dispute at a car parts factory in Pretoria has spread to major centres throughout the country

Workers at Autoplastic (Pty) Ltd in Rosslyn went on strike on Monday when negotiations for pay increases broke down Yesterday, workers at the Autoplastic plants in Port Elizabeth and Cape Town downed tools and union officials believe Durban workers will strike next

The strike, involving about 1 000 workers, is threatening setbacks within the country's motor industry

It has already threatened production lines at the Sigma Car Manufacturing company A spokesman for Sigma

said yesterday production lines could come to a halt within 24 hours

The workers are all members of the National Allied Automobile Workers Union
— Sapa

Union ¹⁵²
~~accepts~~
C. ~~Union~~ ¹⁵²
pay offer ¹⁵²
14/9/87

Labour Reporter

ABOUT 1 000 workers, all members of the National Automobile and Allied Workers' Union (Naawu), this week downed tools at three plants of a motor-components firm, Autoplastic, in a wage dispute

The plants are in Cape Town, Pretoria and Port Elizabeth

The Cape Town secretary of Naawu, Mr Joe Foster, said the company had offered an immediate eight-cents-an-hour increase

A Sigma spokesman said the work stoppage at the Rosslyn, Pretoria, plant of Autoplastics was resolved yesterday in negotiations between the manufacturers and Naawu

The spokesman said Autoplastics would begin production today

Mr Foster said the union had been demanding a 15-cents-an-hour increase backdated to July, but were happy with the eight cents offered yesterday

Strike at auto plant a first in SA history

By STEVEN FRIEDMAN
Labour Correspondent

IN WHAT is believed to be the first strike of its kind, about 1 000 workers at three plants owned by motor components company Autoplasic — in Pretoria, Cape Town and Port Elizabeth — this week downed tools in support of wage demands.

But, a Sigma spokesman said last night that the stoppage at the plant in Pretoria was resolved yesterday, reports DAVID CAPEL.

The strike is believed to be the first in recent labour history in which plants in several parts of the country owned by one company have struck at the same time in support of the same demands.

The stoppage follows national wage talks between the company and Fosatu's National Automobile and Allied Workers Union in which NAAWU representatives from all four Autoplasic plants took part. Only the Durban plant, in which NAAWU does not represent most workers, has not joined the strike.

Before the report of a settlement at the Pretoria plant, NAAWU said the company had offered workers an 8c an hour increase.

The union said it would recommend that workers accept this offer and union sources are confident all strikers will agree to do this.

However, a NAAWU Transvaal spokesman said the strike had followed national wage negotiations in August which had continued this week.

These, he said, were part of an attempt by NAAWU to have one national set of wage negotiations with companies where it represented their workers in various parts of the country.

Management told the union at negotiations they could not afford any increases because of the state of the economy and the motor assembly industry, NAAWU spokesmen said. When workers were told of this, they downed tools.

The Rosslyn plant, near Pretoria, stopped work early on Monday afternoon, the Cape Town plant later that afternoon and the Port Elizabeth plant yesterday morning. Talks have been taking place since then.

NAAWU's general secretary, Mr Fred Sauls, said late yesterday the union was attempting to arrange facilities to put the 8c offer to workers and was confident they would accept.

He added that he was concerned, however, by the presence of police at the Port Elizabeth strike. He charged that they had been called soon after the strike began and added that NAAWU would take this issue up with Autoplasic.

A Sigma spokesman in Pretoria told Sapa yesterday that if the strike did not end soon, production lines could come to a halt within 24 hours.

However, Mr Sauls said he believed this was an overstatement.

"One company, which is in a special position, could be affected if the strike lasted two days, but the others would only begin to feel the effects in four days to two weeks," he said.

Announcing the end to the stoppage in Pretoria, a Sigma spokesman said Autoplasic would commence production today and normal supply would begin to flow through to Sigma during the day.

The cessation of supplies from Autoplastics had made it impossible to continue production at Sigma Park, and workers were laid off yesterday. About 2 000 workers were sent home.

"Sigma will resume normal production planned for this week today. The 2 000 workers should be back at work," the spokesman said.

He added that since no production was achieved yesterday as a result of the supply shortage, workers laid off for the day would not receive wages for hours not worked.

Black Sash enters poll campaign

By DAVID CAPEL
Mail Reporter

MANY people are concerned about which way to vote in the referendum — and their puzzlement has been aggravated by the "irresponsible manner" in which the Government is endeavouring to sell its proposals, the Black Sash said yesterday.

National vice-president of the organisation, Mrs Joyce Harris, said in a statement the Black Sash had arranged a series of house meetings in an effort to provide members of the public with relevant information concerning the constitutional proposals and their implications.

Informed speakers would answer questions and discuss problems.

"The decision which people will be called upon to make on November 2 will have fundamental and long-lasting results not only on the course of history, but upon immediate, everyday life," Mrs Harris said.

"All will be affected, whether or not they are permitted to participate in the referendum, or whether or not they are included in the proposals. They, too, will react to the results of the referendum, with possible repercussions for the entire country."

Report by David Capel 171 Main St Jhb

1 000 Naawu ~~members~~ members back at E. Post 14/9/83 work after strike

152

Post Reporter

ABOUT 1 000 members of the National Automobile and Allied Workers Union (Naawu) who had gone on strike at three branches of motor components company Autoplastic in Port Elizabeth, Pretoria and Cape Town returned to work today

This was confirmed today by Mr Roy Msiza, national organiser of Naawu in Pretoria, who said workers had received an increase of 8c an hour

More than 120 Naawu members downed tools at Autoplastic, in North End, Port Elizabeth, yesterday morning to join the strike which spread to three major centres throughout the country

The stoppage was believed to be the first in recent labour history where plants in several parts of the country owned by one company went on strike at the same time in support of wage demands

The company initially refused to concede any increases on account of its financial position, according to Mr E A Maepe, branch secretary of the component factories for Naawu in Port Elizabeth

Mr Maepe said this resulted in the strikes After a meeting with the company at 3pm in Pretoria yesterday, Naawu accepted the 8c offer

"Wage increases come into effect next week," he said Workers at present receive a minimum of R1,23 an hour

Mr Maepe said police had been present at the Port Elizabeth branch yesterday but relations had been peaceful

About 2 000 Sigma Motor Corporation workers were laid off for the day yesterday at Sigma Park and would not receive wages for hours not worked This stoppage resulted from shortages of trim supplied by Autoplastics

Sowetan Sept 1983

3-week strike at Firestone ends

By PHIL MTIMKULU
THE three-week long strike at Firestone ended on Wednesday when an agreement was reached between the National Automobile and Allied Workers' Union (Naawu) and management

Workers had struck on August 1 over dissatisfaction with a unilateral wage increase given to them

The agreement provides for, among other things

- a productivity-linked increase ranging from three cents to ten cents, depending on the target

reached Productivity levels will be monitored jointly on a weekly basis,
• a joint union — management investigation into the present incentive-based wage system with a view to changing it to a measured day

work system,
• a commitment to negotiate future wage increases at Brits

The settlement provides the basis for a far-reaching review of present wage levels which in the foreseeable future will bring Firestone

workers nearer to the union demand of a living wage

The union in conclusion, said it hoped that Firestone's progressive attitude would cause other employers to look seriously at their labour relations

Argus 14/9/83

Striking workers agree to return

Labour Reporter

THE 1 000 Autoplastics workers, who downed tools yesterday after a pay dispute, have agreed to return to work today

This follows their acceptance of a new management wage offer of an eight-cents-an-hour increase with immediate effect

A spokesman from the National Automobile and Allied Workers' Union (Naawu), to which the workers belong, confirmed the offer had been accepted by workers in the Cape Town and Port Elizabeth factories.

Workers at Pretoria's Rosslyn factory, where the strike started, had not yet met to consider the offer, according to the Naawu spokesman.

LIVING WAGE

Naawu had originally asked for a 15 cents across the board increase. The demand was based on the union's "living wage concept" of R3,50 an hour.

The campaign for a "decent living wage" is one which has long been waged by the union and its mother body, the Federation of South African Trade Unions (Fosatu).

However, management responded by offering a 5 cents across the board increase, with effect from October 1

During the work stoppage, worker representatives continued negotiations with management, who agreed to pay an increase of eight cents an hour, with immediate effect

INTERIM

"The workers have accepted this as an interim measure, but they are still determined to push for a living wage," said the Naawu spokesman

At present the workers earn a minimum of R1,23 an hour

A heavy police presence at the Autoplastics factory in Port Elizabeth yesterday was strongly condemned by the union

"There was no indication of violence and a police presence was completely unnecessary," said the union

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Union looks into firm's refusal to pay workers it had laid-off

By Sue Leeman, Pretoria Bureau

The National Automobile and Allied Workers Union (NAAWU) is investigating the legality of Sigma's refusal to pay 2 000 workers at its Pretoria production plant after they were laid off for the day yesterday because of a strike at another factory

Production was temporarily halted at Sigma after a strike by 500 workers at Auto Plastic in Rosslyn, which supplies Sigma with various products

Sigma's production cuts are believed to have cost it hundreds of thousands of rands

The company said that as nothing was produced yesterday, workers would not be paid for hours not worked

National pay negotiations between

NAAWU and Auto Plastic management broke down on Monday and about 1 000 workers at the company's Rosslyn, Port Elizabeth and Cape Town plants downed tools in protest

However, the deadlock was resolved yesterday when NAAWU recommended workers accept an eight cents an hour across the board increase — pushing the minimum wage up from R1,23 to R1,31 an hour

The workers had demanded a 15 cents an hour across the board increase but were told by management it was not economically possible

All 500 workers at the Rosslyn plant returned to work today as did the 150 workers at the Cape Town branch. It was not clear whether the Port Elizabeth workers had returned to work

Appeal to find sister

The Red Cross has asked for the public's help in tracing the sister of a blind man in Cape Town

Mr G Gardiner is looking for Miss Rita Gardiner who is believed to be living in Boksburg or elsewhere on the East Rand

The Red Cross says Miss Gardiner is in some way connected with the surname Athens. The ailing Mr Gardiner last saw his sister several years ago

Anyone who knows where Miss Gardiner is should contact the Red Cross at (011) 29-2440

THE SERVICE
THE PERFORMANCE
THE RELIABILITY
THE QUALITY
THE CAR
THE PLACE
THE PEOPLE
THE DEALERS

Police in dramatic canal bed rescue

By NORMAN PATTERTON
Pretoria Bureau

POLICE divers saved a four-year-old boy from certain death on Tuesday when they rescued him from the bottom of a canal near Brits

Lieutenant Koos Marais and three colleagues were looking for a gun which had been used in a murder, when they saw a number of people running along the bank

They stopped their car and saw Mannetje Witbooi drifting along the canal bottom. Warrant-Officer Anton Potgieter stripped off his clothes and brought the boy to the surface

There was no sign of life but Lieut Marais administered first aid

He said yesterday "I first turned him on his stomach to get the water out of his lungs. Then I applied mouth to mouth resuscitation while Constable Connie Johnson massaged his heart"

Mannetje's heart started beating again minutes later, and he started breathing on his own. He was taken to Brits Hospital and was later transferred to the H F Verwoerd Hospital in Pretoria

Yesterday his condition was described as "satisfactory"

Unique strike ends after wage offer accepted

By STEVEN FRIEDMAN
Labour Correspondent

THE strike by about 1 000 workers at the Pretoria, Cape Town and Port Elizabeth plants of motor components company Autoplastics ended yesterday after workers voted to accept an 8c an hour pay offer by the company

The strike was believed to be the first in which workers employed by one company in various parts of the country downed tools at the same time in support of the same demands

The workers are members of Fosatu's National Automobile and Allied Workers Union (Naawu)

The strike also prompted the Sigma motor company to send home 2 000 workers at its Pretoria plant on Tuesday because, it said, the strike left it without the necessary materials

Production was lost again at Sigma yesterday, but a company spokesman said this was not because materials were unavailable but because of a "misunderstanding" in which "employees did not realise that production was due to resume"

He added that he expected

production to be back to normal today

The strike at the three Autoplastics plants followed national negotiations between the company and Naawu during which the union had asked for a 15c an hour increase. The present minimum at the company is R1.23 an hour

However, management responded by saying it could not grant increases because of the state of the economy and workers struck

After further negotiations, however, management offered the workers an 8c an hour increase, and the union decided it would recommend that workers accept

The increase is to come into effect next week

A Naawu spokesman said yesterday production had resumed at the company's Rosslyn plant near Pretoria, during yesterday morning. It had resumed earlier in Cape Town and Port Elizabeth, he added

On Sigma, where Naawu is also recognised, he said the union was studying the situation before deciding whether to take the loss of production up with the company

Minister hits at US

NEW YORK — The French Foreign Trade Minister Mrs Edith Cresson leading a delegation of 250 French business leaders in New York, has accused the US of adopting a policy of "new protectionism"

Speaking at a meeting of the French-American Chamber of Commerce, she said. "A tendency we encounter more and more often is the belief that what is good for the United States is good for the rest of the world"

She said this belief in Washington had recently marred relations over the issues of East-West dealings, US grain sales to Egypt at what she called "dumping prices", and other trade issues

Mrs Cresson linked her concept of "new protectionism" to high US interest rates and what she called an over-valued dollar

She said the US bore a dual responsibility, domestic and international for its monetary policies and that she believed the Reagan administration had not been paying much attention to the worldwide impact of its decisions

— Sapa-Reuter

Nicaragua hits out at US

NEW YORK — Nicaragua told an urgent United Nations Security Council session on Tuesday the United States was seeking to "blindly destroy" liberation movements in Central America and warned the policy could ignite a "conflagration" in the region

man (

By J S MOJAPET
Pretoria Bureau

JUDGMENT in the trial of Soweto man appeared in charge of high treason given by Mr Justice D. Roux in the Pretoria Supreme Court today

Mr Vronda Zebon, 25, of Orlando West, a confessed member of banned African National Congress, has pleaded guilty to high treason two alternative charges contravening the Terrorism Act and Internal Security Act

The State alleged Mr Zebon joined the ANC in 1974 after he left the country to receive military training until 1981 in Angola, Zambia and East Germany and returned with a grenade and a pistol. The State further alleged Zebon recruited three men to join the ANC and receive military training

Russian violinist 'killed himself'

MADRID — The mysterious death of a Russian violinist found hanged in his hotel bedroom in northern Spain last month was yesterday linked with the disappearance of a leading Soviet pianist, Alexander Toradze, who is now at a secret hideaway

Boris Korsakov the leader of the Radio Moscow Symphony Orchestra, was found hanged in the bathroom of his hotel room in Gijon on August 27, while the orchestra was touring Spain

But the Madrid daily newspaper, El Pais, yesterday reported that Korsakov's death was connected with the disappearance of Toradze

Toradze, who went missing during the same tour is now under police guard after being allowed to stay in Spain

El Pais claimed that Korsakov had been in charge of the "security" of the musicians during the tour and preferred to take his life rather than answer for the absence of the pianist, who had disappeared two days earlier

Meanwhile, the Russian theatrical director Yuri Lyubimov, 65, who has been given a Special Branch armed guard in London against kidnap attempts, has rejected Soviet bids to get him home

The Russian embassy has twice tried to talk him out of defecting but he has responded by condemning the repression of artists

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Centrally situated — within walking distance of Hillbrow and City Centre

Excellent accommodation and cuisine

Meals served in our restaurant (Unlicensed) at reasonable prices

4 Channel radio in every room

24 Hour reception & telephone service

MATTER OF FACT

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Dispute between Mawu workers and B & S ends

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178
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Labour Correspondent

A YEAR-OLD labour dispute between members of the Metal and Allied Workers Union and engineering firm B and S Engineering — which attracted widespread interest in labour circles — was settled yesterday

A joint statement by MAWU and the company announced that 249 workers, who were among 1 000 workers fired by the company at its Brits plant after a dispute on September 7 last year, would be re-employed

The settlement follows a decision by MAWU to institute industrial court action against the company in an attempt to win reinstatement

of the workers

In papers before the court, B and S alleged workers had struck before being dismissed last September, but MAWU denied a strike took place

The dispute attracted considerable interest because the 249 workers who brought the action against B and S have refused to re-apply for their jobs for the past year and have met daily for the entire period since the dispute to maintain a common stance

Unionists argue this constituted an "unprecedented show of solidarity" among the workers and that it was "particularly remarkable"

because Brits is a rural area with high unemployment

The dispute also attracted attention because several worker leaders at B and S were arrested by police and charged under the Intimidation Act. They have not been convicted

The joint statement released yesterday said "Both parties expressed satisfaction with the settlement and believe a satisfactory relationship will now be established between management and the union"

"It is also one of the terms of the agreement that this joint statement should be the only comment to the media by the parties."

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Council 150 strikers charged with 16/9/83 trespass

Mercury Reporter

SEVERAL of the more than 100 striking Umhlanga municipal workers who were dismissed yesterday after ignoring an ultimatum to return to work, were later arrested by police and charged with trespass

This was confirmed yesterday by Capt Piet Meiring, a police spokesman in Durban

The strikers are expected to appear in the Verulam Magistrate's Court today

Capt Meiring could not say how many men had been arrested

Umhlanga's Town Clerk, Mr Brian Watson, told the Mercury yesterday that the police action came after the dismissed workers refused to leave the premises. They had also refused to collect their pay

He said more than 100 workers were dismissed after downing tools yesterday morning. They were protesting against the municipality's rejection of their latest demand for an increase in pay

'They demanded a 17 percent pay hike over and above the 11 percent rise they received in July,' he said. This was in addition to other benefits they received, including long-service pay, free accommodation, holiday bonus and three weeks' paid leave

Grievances

Mr Magwaza Maphalala, organiser of the National Municipal Workers' Union of South Africa, deplored the council's action, saying the workers had a legitimate grievance

I can only describe the wages paid to the workers as below the poverty datum line. The cost of living has increased. They are now earning between R38 and R45 a week, and they asked for the minimum to be increased to R55 a week.

He said the municipality refused to meet the union to discuss the workers' grievances and it had also barred union officials from talking to workers during the work stoppage yesterday

The council has refused to recognise the union until it registers, although it has accepted 'the principle of collective bargaining'. It has said it would consider negotiating only with a union registered in terms of the Labour Relations Act

Workers given the option of paying fines

152

~~152~~

Mercury
17/8/73

Mercury Reporter

NINETY-TWO Umhlanga municipal workers who were dismissed and later arrested by police and charged with trespass were yesterday given an option to pay R20 admission-of-guilt fines or appear in Court

Mr A Scheppel, chief prosecutor at the Verulam Magistrate's Court, said the workers had all been warned to pay the fines by October 7, failing which they would have to appear in court

The workers, who had gone on strike over pay, were dismissed by the municipality on Thursday after they had ignored an ultimatum to return to work

The were later arrested by the police for refusing to leave the premises. They also refused to collect their pay

At the time of their dismissal, the workers had been demanding a 17-per cent pay hike over and above the 11 percent they received in July

D1

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~~152~~

Mercury
17/9/83

No refuse problem in strike-hit town

Mercury Reporter

REFUSE disposal at Umhlanga, where municipal workers have been sacked after downing tools, should not become a problem, says Town Clerk Brian Watson.

Two collections of refuse had been missed because of a decision by a number of workers to down tools after a rejection of their latest demand for an increase in pay.

Mr Watson said: 'We have two temporary units

working at present to help ease the situation'

He said he had received a lot of co-operation from the hotel managers and the supervisors of blocks of flats in the area

'One hotel manager contacted us and said that they would see to their own removal of refuse,' he said.

He had received no complaints from residents and said that extra refuse bags had been delivered to homes in Umhlanga.

widespread

1979/83 (152)
MAWU RDM

THE effect of the drought on labour relations was raised again last week.

The Metal and Allied Workers Union has argued that the drought has a very direct affect on workers' wage demands

Many black metal workers are migrants and their families are forced by the pass laws to live in black rural areas

There are few jobs and little land in these areas at the best of times but, when crops fail, workers' dependants must rely totally on pay sent from the cities

Thus MAWU says wage rises have now become a "life and death issue" to many workers and it cites this as a reason for the doubling of membership in its Southern Natal branch over the past two months

At present, worker ability to press home these demands is limited. But enormous drought-related wage pressure could result once the economy picks up

One other piece of MAWU news is the settlement of its year-long dispute with B and S Engineering in Brits, which saw 249 workers meeting every day since being fired to strengthen their resolve not to re-apply for their jobs

Gossip centres around whether the company also agreed to pay workers compensation. If it did, the sum involved could be immense

Sacked

workers

152 will

Mercury
go to

20/9/83

court

Mercury Reporter

DISMISSED Umhlanga municipal workers, charged with trespassing, decided at a meeting yesterday not to pay R20 admission-of-guilt fines but to appear in Verulam Magistrate's Court

Mr Mandla Cele, a spokesman for the workers, said they also had decided not to go to the Chief Commissioner at Verulam to collect their pay as instructed by the Town Clerk of Umhlanga, Mr Brian Watson

'As far as we are concerned we are still registered employees of the municipality and as such we have a right to be on the property,' he said, adding that they were still prepared to return to their jobs on condition that their original demand for an increase in pay and recognition of their union was met

Collection

They asked for their minimum pay of R42 a week be increased to R55 a week

Mr Watson told the Mercury yesterday 'It is their prerogative to decide whether to collect their discharge pay, pay the admission-of-guilt fines or appear in court'

Asked how the town coped with its refuse removal service, Mr Watson said a skeleton crew had taken over the collection of household refuse and a private contractor had been engaged to collect bulk refuse

Ninety-two of the 120 workers were charged with trespass after refusing to leave the Council's premises following a strike over pay last week. They were given an option to pay R20 admission-of-guilt fines by October 7 or appear in court

hanging table for meals

the yacht looks like iron

Eighteen people, including two women and three youths, appeared in a Johannesburg Regional Court yesterday charged with housebreaking and theft

They were not asked to plead, and no evidence was led

Applications for bail by three of the accused, Mr Carl Jeffrey Blatt (20), Mr Louis Bolshenck (18), and a 17-year-old youth who may not be named, were refused

Bail of R1 500 each was granted to the two women, Miss Winifred de Waal (29) and Miss Patricia Kuhn (19). Mr Gary Barnard (18) and Mr Ivan Els (20) were granted bail of R1 000 each. Mr Fernando Dunaes (25) was granted bail of R500

The rest are being held in custody

The case continues today, with Mr W Au-

18 people in court on theft charges

camp on the Bench, and Mr A van Wyk appearing for the State

Those who appeared in court were Mr Blatt, address given as Park Street, Germiston, Mr Bolshenck, address given as Koch Street, Joubert Park, Mr Llewelyn Shaw (18), address given as Kotze Street, Hillbrow, Mr Deon Kuhn (22), address given as Wonder Street, Johannesburg, Mr Joao Rodrigues (18) and Mr Patrick Raymond Shaw (19), addresses given as Smit Street, Hillbrow, Mr Ivan Hunter (20), address given as An-

toinette Street, Claremont, Mr Barnard and Mr Anthony Kuhn (20), addresses given as Wanderers Street, Johannesburg, Mr Dunaes, address given as General Albert Park, Alberton, Mr Leon Gouws (20), address given as Weaver Crescent, East Driefontein, Mr Els address given as Benoni, Mr Alexander van der Bank (40), address given as Zuurbekom, Johannesburg, Miss de Waal and Miss Kuhn, no addresses given, and three youths between the ages of 16 and 17, who may not be identified

Printpak workers on strike

22/9/83
Labour Reporter

Three hundred workers at Printpak Packaging in Industria, Johannesburg, went on strike today over the closed shop at the factory, which forces all workers to become members of the SA Typographical Union

The workers want to join the Paper Wood and Allied Workers' Union instead

The first shift in the factory's litho department refused to start work at 6 30 am after a shop steward for PWAU, Mr B Mtolo, was dismissed. They were joined by the second shift

Father in protest

"Today our children, tomorrow yours?" read the poster held by Dr P Lourens in Johannesburg today as he staged his third solitary demonstration against the detention of his daughter, Miss Janse Lourens

Miss Lourens, a teacher at CJ Botha High School, was detained on August 23 with her fiancée, Mr Carl Niehaus

Her detention caused an outcry from the school's pupils and teachers and from the National Education Union of South Africa

Mrs L Hunter, the mother of another detainee, Miss Catherine Hunter, also held a silent poster demonstration outside John Vorster Square this morning

Nun in court for banned literature

22/9/83

A Roman Catholic nun appeared in the Johannesburg Regional Court today charged with the illegal possession of two banned publications

Sister Mary Bernard (48) of St Mary's Convent, Kagiso, pleaded not guilty to charges of possessing an excerpt from an ANC publication, "Sechaba", and a banned National Union of South African Students publication, "Total War in South Africa"

She was arrested on March 4 after security police raided the convent

Constable HP Aucamp told the court he had confiscated several political pamphlets and books although he was not "absolutely certain any of them were banned"

Mr D Kuny, SC, handed



Sister Mary Bernard

in a statement signed by Sister Bernard in which she admitted possessing the publications but said she did not know they were illegal

The case was postponed until December 1

Ciskeian not guilty of treason

Own Correspondent

MARITZBURG — A Ciskeian citizen, convicted here of being a member of the African National Congress and taking part in terrorist activities against South Africa, was today found not guilty of high treason

Mr Justice Page said that at the time of his arrest the man was a citizen of the Ciskei and did not owe allegiance to South Africa

The man, Mr Mzwakhe Hespro Cikozani (31), of Zwelitsha, and his co-accused, Mr Lungile Wiseman Magxwalisa (27) and Mr Siphiso Wellington Dinca (23), both of Port Elizabeth, were also found not guilty of being in possession or control of explosives in circumstances giving rise to a reasonable suspicion that they intended to injure people or damage property

Mr Magxwalisa still faces two charges of high treason and Mr Dinca one of high treason

Mr Magxwalisa also faces a charge of car theft and attempted murder

'Bed town' people battle on

CAPE TOWN — The people of the "bed town" on the fringes of Crossroads build their homes over their heads every evening — and dismantle them again in the morning, burying them in the sand to evade detection by the authorities

It takes an hour for a mini-town comprising hundreds of plastic and hessian shelters to mushroom up over the fringes — beds, carpets and

Early in the morning the plastic sheeting and hessian is taken down before officials of the Western Cape Administration Board can confiscate the building materials

Since the beginning of the month more than 1 000 shelters have been demolished

Mr Timo Bezuidenhout, the Chief Commissioner for Co-operation and Development in the Western Cape, has warned that although there is no alternative accommodation for the people,

THE CASE CONTINUES

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152 (1917) (11/10/13)
Tools downed over
seven fired workers
23/19 8.3

Mail Reporter

OVER 250 workers at a Nampak factory in Industria, Johannesburg, downed tools yesterday.

They demand the reinstatement of seven dismissed workers and the end of a closed shop agreement forcing them to belong to a union affiliated to the Trade Union Council of South Africa.

According to a spokesman for the Paper, Wood and Allied Workers Union, affiliated to the Federation of South African Trade Unions,

the workers believe the seven were unfairly dismissed.

The spokesman said the workers had also protested against the closed shop that forces them to belong to the SA Typographical Union

Late yesterday afternoon, the strike was still on and management and a worker's committee were locked in negotiation. Fosatu union representatives attended as observers, according to the spokesman. Negotiations are to continue tomorrow morning

~~SECRET~~ *Secretan* 23/9/83 ~~SECRET~~ (152)



STRIKE: About 300 workers employed by Printpak company yesterday downed tools in support of their six colleagues who were dismissed by the management. The workers, members of the Paper Wood and Allied Workers Union, said the dismissals were done after they had complained about night shift allowance, no bonus, no lunch, and no pay for overtime. The company's spokesman said that the company was negotiating the matter with the workers.

300 strikers will return to work

Labour Correspondent

A STRIKE by more than 300 members of FOSATU's Paper, Wood and Allied Workers Union at the Industria plant of Printpak (Transvaal) was settled yesterday after talks between workers and the Nampak group, which owns the plant.

The workers downed tools on Thursday to protest against the firing of seven workers and the fact that TUCSA's SA Typographical Union has a closed shop agreement covering the plant which forces all workers to join it.

One of the terms of the settlement is that the company will open recognition talks with PWAU, which is likely to lead to another blow to SATU's closed shop in the printing and paper industry.

A Nampak statement yesterday said the agreement meant workers would return to work "at normal time" on Monday.

According to Nampak, one of the employees dismissed had refused to take a job in another department.

It said he had now been

reinstated after agreeing to take this job. "All written warnings in terms of the company's procedures with regard to this employee have been removed from the records," the company said.

It added that an inquiry would be conducted towards the end of next week to determine the fate of the other six workers who were fired.

Printpak had also agreed to open talks with PWAU "with a view to concluding a recognition agreement."

A PWAU spokesman said yesterday the company's decision to open recognition talks with the union meant "they have now acknowledged we are the majority union at the plant."

He said the "underlying cause" of the dispute had been SATU's closed shop at the plant, which had led workers to allege that Printpak was favouring SATU against PWAU.

The agreement did not mean that SATU's closed shop at the plant had ended, but attempts would be made through other channels to end it at Printpak, he added.

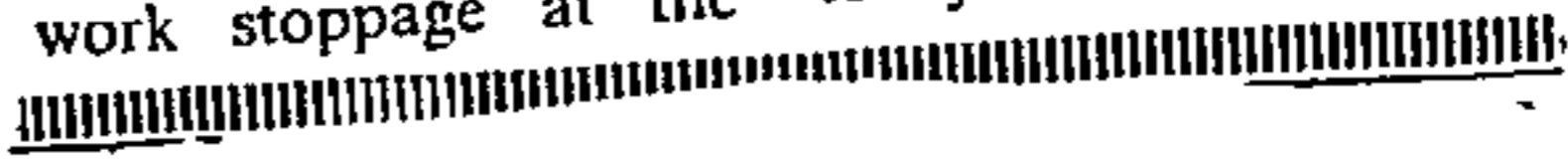
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26/9/83
Sunderland
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Strikers back

ABOUT 300 strikers employed by Pnntpak (Industria) are expected to go back to work today after an agreement between the two parties following a two-day work stoppage at the

plant. According to the company's spokesman the workers have reached an agreement with management to return to work at the normal time today.



Vertical text on the right edge of the page, possibly a page number or a reference code, appearing as a series of small, illegible characters.

Indians get jobs of fired Mercury strikers

Mercury Reporter

WHILE the sacked black municipal workers at Umhlanga prepare legal action against the Umhlanga Town Council for allegedly dismissing them unfairly, a new, predominantly Indian workforce was recruited to take over essential services in the area.

Town Clerk Brian Watson yesterday confirmed that 25 workers, mainly Indians, were employed to do refuse removal and street sweeping after the council's black labourers were dismissed last week following a work stoppage over pay.

He said they had been given the same rate of pay as the dismissed workers.

Yesterday morning gangs of Indian men in orange-coloured overalls were sweeping streets and removing refuse, jobs which until last week had been the preserve of the municipality's black labour force.

A Phoenix father-of-two said he had joined the municipality last Thursday after being offered a wage of R210 a month. He said he signed a three-month contract with the municipality.

Mr Magwaza Maphala, a spokesman for the National Municipal Workers' Union, said yesterday that a Durban attorney had been engaged to institute legal proceedings against the municipality for 'unfair dismissal' of the 120 black workers.

He said the sacked workers also steadfastly refused to go to the Chief Commissioner at Verulam to collect their discharge pay as instructed by the Town Clerk.



DISSATISFIED: Some of the striking workers of Van Drimmel Laboratories seen outside Khotso House where they had gone for consultation with representatives of the General and Allied Workers Union (Gawu). In addition to their grievances they are demanding the reinstatement of three of their colleagues who were sacked.

Three fired after strike

By PHIL MTIMKULU

THREE workers at a medical laboratory were fired yesterday morning after being accused of being the ringleaders of a strike involving about 60 of their colleagues.

The sacked workers are Mr J Mchunu, Mr J Ndlovu and Mr J Mazi-

buko The striking workers, who are employed by Van Drimmel Laboratories in the centre of Johannesburg, have now combined the reinstatement of the three workers with their

other demands. The striking workers demand an increase of R2 an hour. They said some of them were earning R120 a month even after serving the company for more than six

years. Those who have just started working for the company were paid as little as R100 a month, the workers said.

The workers were also unhappy that there was no structure to facilitate communication with management. They said there was no job security and felt very insecure as some of their colleagues had actually been fired. They were also not happy with overtime which they said was made compulsory.

The workers claimed they had to pay for company property if it got damaged in the execution of their duties.

They called for the dismissal of a "bosshoy" whom they said used abusive language.

The General and Allied Workers' Union (Gawu) has sent a representative, Mr Amos Masondo, to form a committee from the workers and to negotiate on their behalf. Management had refused to talk to the workers, they claimed.

Dr P van Drimmel, one of the owners of the company, was busy at a meeting yesterday afternoon and has so far not returned a call from The SOWETAN to get the company's comments about the allegations levelled by the workers.

29/9/83 152 ~~1104~~ ~~129~~ RDM

MAWU's pact with firm broken as workers strike

Labour Correspondent

ABOUT 500 workers, most of them members of the Metal and Allied Workers Union, at the Kew plant of Barlow's Manufacturing Company downed tools yesterday in support of wage demands.

The strike is the third this year and comes during an industrial court action brought by MAWU for the reinstatement of fired workers.

The company reacted with an angry statement that an agreement between it and MAWU that workers would not strike during negotiations had been breached.

It said the strikers had rejected a wage offer which

would have brought wages up to R90 a week in January in line with MAWU's demands earlier this year at the Metal Industries Industrial Council.

It is understood the strikers wanted the R90 minimum to be implemented sooner than January.

A MAWU spokesman said yesterday the union was "trying to comply with the agreement" but members were "disappointed" at the wage offer. MAWU's compromise proposal earlier this week had "so infuriated workers that they took action".

The company's statement said the strike had come after the company indicated

that MAWU's latest wage demands were unacceptable.

It said MAWU had made its demands after the company made its offer of a R90 rise by January. In terms of the offer, most workers would be earning substantially more than R90 in January and all workers would have received rises of at least R12,15 a week since June.

The company said the negotiations were held in terms of a mutual agreement which provided for mediation if the sides were deadlocked. The union had agreed not to support any strike action while negotiations or mediation were in progress.

1/10/83 (152) R2009

Liberty Life fires 90 in union row

Labour Correspondent

AT LEAST 90 black workers at the head office of insurance giant Liberty Life were fired yesterday after striking for the second time this year in support of union recognition demands

The workers want the company to recognise the Insurance and Assurance Workers Union of SA (IAWUSA), which is open to black workers only

Liberty Life has repeatedly refused to do this, saying that it is a nonracial company and that it is only prepared to recognise a nonracial union.

Yesterday, both the black consciousness-oriented Azanian Students Movement and the Black Allied Mining, Construction and Allied Workers Union issued statements backing the strikers

Liberty Life said that only about 90 of its 290 black head office workers joined the strike, which began at midday on Thursday. But an IAWUSA spokesman said yesterday that 150 had been involved

A company spokesman said yesterday that Liberty Life had considered work-

ers' demand that it recognise IAWUSA, but had decided it could not do this.

He said IAWUSA appeared not to represent the majority of black head office workers, but this was not the main reason for Liberty Life's stance

"We pride ourselves on the fact that there is no race discrimination in this company. To recognise a blacks-only union would split the company from top to bottom and disturb the relationships we have built up here"

The company had blacks working alongside whites in several job categories. He said IAWUSA appeared to be "politically motivated"

The workers had been given until 3pm yesterday to return or be dismissed. Most had failed to meet the deadline "and we must assume they are no longer with us"

IAWUSA's spokesman said the issue was not "Liberty Life's claims to be a multiracial company" but "the right of workers to be represented by the union of their choice without management interference"

He said black workers had "democratically chosen" to belong to IAWUSA and the company should therefore recognise it

In a statement, the Black Allied Mining, Construction and Allied Workers Union backed the strikers and urged them to "stand together"

It charged that Liberty Life's attitude was "a calculated move to dictate to workers who their representatives should be."

It said the "myth" that Liberty Life was an integrated company had been "blown open" by the workers

● A conciliation board appointed by the Minister of Manpower to attempt to settle the dispute between the National Union of Mineworkers and the Chamber of Mines' Rand Refinery will meet on October 14, a chamber spokesman announced yesterday

The board was due to meet yesterday. If it does not settle the dispute within four weeks, NUM members at the refinery can strike legally

RDM 1/10/83

3 companies hit by strikes, says union

152

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By **STEVEN FRIEDMAN**
Labour Correspondent

THREE companies were hit by strikes by members of the Commercial, Catering and Allied Workers Union of SA (CCAWUSA) yesterday, said the union's general secretary, Mrs Emma Mashinini

Mrs Mashinini said a strike at Checkers Monument Park store had been settled, while stoppages at Game Discount World's Eastgate store and at African Sales in the city centre were still unresolved.

But an African Sales spokesman denied there had been a stoppage at the company.

At Game, said Mrs Mashinini, about 70 workers had been on strike since Thursday after rejecting a 10% wage offer by management. The company was refusing to negotiate with the union because it did not recognise it.

"This is the same stance they took during a strike by our members at their Durban store. Then it led to a lengthy dispute," she said.

According to one source, Game strikers have been fired, but this could not be confirmed. Repeated attempts to obtain management comment were unsuccessful yesterday.

At Checkers, CCAWUSA said workers downed tools

yesterday morning in protest at "consistently abusive and insulting behaviour" by the store's manager. This is the latest in a series of strikes at Checkers stores prompted by clashes between workers and store managers.

A union spokesman said workers returned after Checkers representatives conceded their grievances were legitimate and said the company would monitor the manager's behaviour to ensure there were no further incidents.

The manager's behaviour would be reviewed after three weeks, he added.

A Checkers representative, Ms Peta Lomborg, confirmed there had been a strike and said 60 workers were involved. It had lasted from 10am until 1.30pm.

"There was a problem. We have agreed to investigate and report back in about a month," she said.

At African Sales, said Mrs Mashinini, about 50 workers had struck in protest at the retrenchment of a colleague.

The retrenched worker would receive severance pay until December, but workers were unhappy because they had not been consulted, she said.

A company spokesman denied any knowledge of a strike.

Demo by 90 striking insurance workers

By Carolyn Dempster,

Ninety Liberty Life Association Workers who went on strike at Braamfontein, Johannesburg last week, today staged a placard demonstration outside the association's head office

The workers — all members of the Insurance, Assurance Workers' Union of South Africa — were supposedly summarily dismissed on Friday when they refused to return to work, but they have not been formally fired as yet

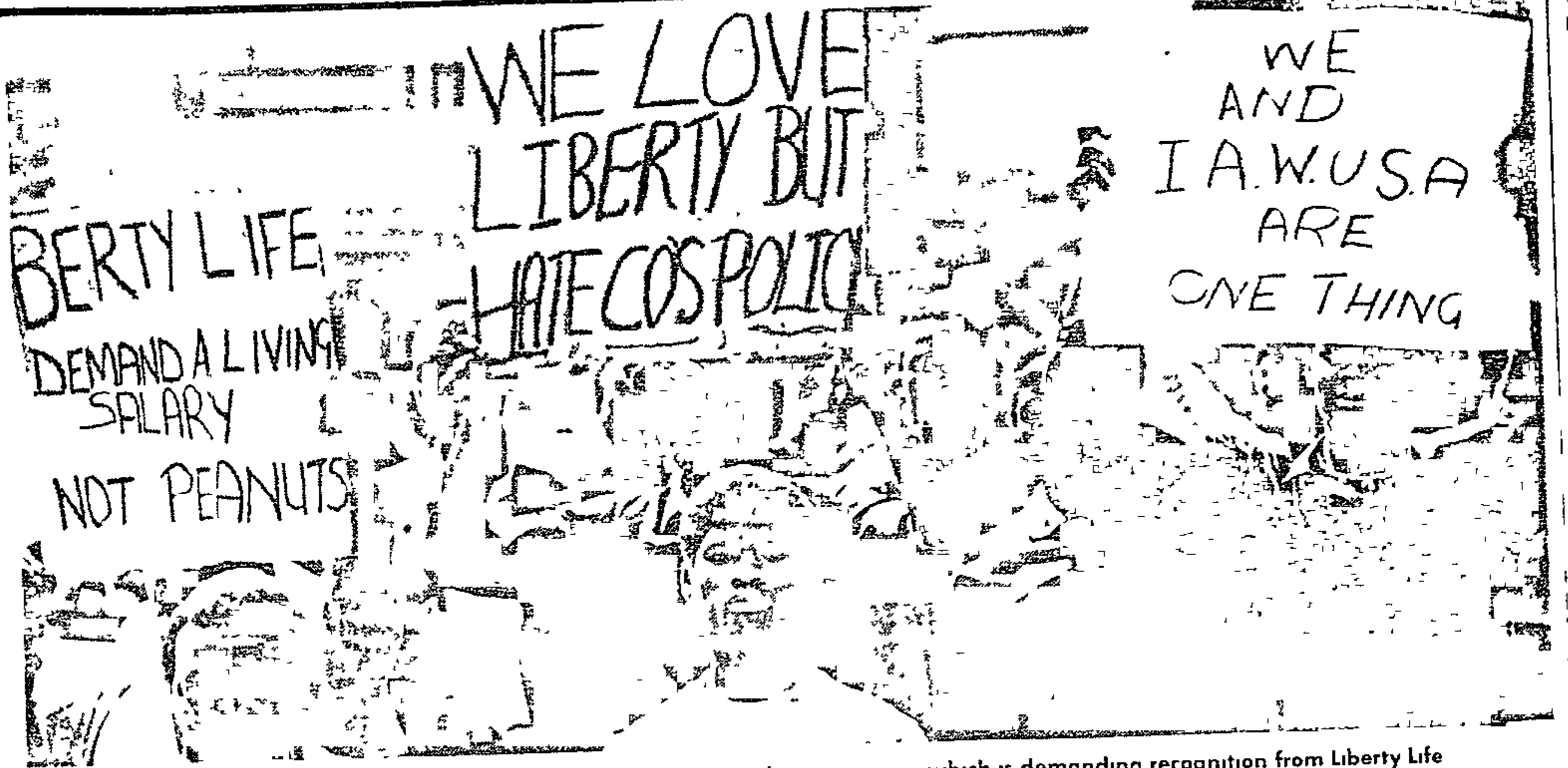
Today they vowed to continue the pickets and to rally support until Liberty Life recognises the union

While the workers were standing in Ameshof Street a passing student hurled a brick at a female photographer from the South African Students' Press Union. The brick narrowly missed her head and glanced off a parked car

Liberty Life Association fired 90 striking members of the Insurance and Assurance Workers' Union after a refusal to recognise the union because of its racial base.

The work stoppage began last Thursday when 90 workers at the Braamfontein, Johannesburg, head office refused to return to work. A delegation was sent to management demanding that the union be recognised.

"We have had talks with the union before and we made it clear then that company policy does not permit us to recognise a racial union," said the human resources deputy manager, Mr Mike Jackson



Striking workers staged a placard demonstration outside the head office of Liberty Life Association at lunchtime yesterday. They are members of the Insurance Assurance Workers Union of South Africa,

which is demanding recognition from Liberty Life
 ● Picture by Dale Yudelman

By Carolyn Dempster,
 Labour Reporter

More than 100 workers at Liberty Life Association staged a placard demonstration outside the insurance company's head office in Johannesburg yesterday in a further bid for union recognition. The peaceful lunchtime protest by members of the independent Insurance Assurance Workers Union of South Africa (IAWUSA) follows the reported dismissal of 90 union members who went on strike at Liberty Life last week. Holding banners which proclaimed "Liberty Life is a racial company", the

City demo hits at 'racist' company

workers stated they were prepared to be arrested under the Riotous Assemblies Act in their struggle for recognition. Shortly before 2 pm they dispersed and re-assembled elsewhere. The demonstration was the latest incident in the union's fight for recognition with Liberty Life. So far the company has refused to recognise the

union on the grounds that it is racially-based — admitting only black, coloured and Indian members. But IAWUSA president Mr Joe Seoka said yesterday that, if that were the case, Liberty Life should practise what it preached. "Black clerks start at a salary of R320 a month, whereas white clerks

start at R650 and they receive a Transvaal allowance. There are two cane-teens and two training schemes at Liberty Life," he said. The disparity in wage increments which sparked a strike by members of IAWUSA at Liberty Life two months ago was resolved after management promised to review individual workers' salary increases.

"This has not happened, so we will continue our fight for recognition and for support among other insurance workers until management bends to the demands of the workers," said Mr Seoka. It is still not clear whether the 90 workers, said to have been dismissed last week, have lost their jobs. A company spokesman told the Press that the workers had been summarily dismissed but, in talks with management yesterday, a union delegation was told "their jobs are at risk".

Boy with a big heart

CAPE TOWN — South Africa's first heart transplant patient with two donor hearts, Gerrie Cronje, will try to get his motorcycle driver's licence tomorrow. Gerrie (16), who lives with his family at Kraaifontein, has a 50 cc motorcycle. Besides riding his bike and visiting Grooteschoor Hospital regularly for check-ups, Gerrie is studying for his Junior

PWAWU in breakthrough

Labour Reporter
 After 18 months of intense negotiations, the Paper Wood and Allied Workers' Union scored a breakthrough yesterday when the Carlton Paper Corporation in Wadeville signed a full recognition agreement containing a crucial strike clause. In the event of a strike, the Carlton management has undertaken to dismiss all or none of the strikers, and has agreed not to selectively rehire dismissed strikers. The inclusion of this clause in the agreement is seen as a victory by PWAWU because of the widespread firings and selective rehiring in the Wadeville area. The agreement also gives the shop stewards committee the right to negotiate on wages and all working conditions. We commend Carlton management for being more enlightened than most employers in their attitudes towards unionism and we look forward to a constructive relationship with the company.

greater equality in negotiations between workers and management, said a union spokesman. It is only the second time that such a clause has been written into a recognition agreement. The National Union of Textile Workers, also a Fosatu affiliate, won a similar clause in negotiations with N2ta Thread recently which set the example for PWAWU. The agreement also gives the shop stewards committee the right to negotiate on wages and all working conditions. We commend Carlton management for being more enlightened than most employers in their attitudes towards unionism and we look forward to a constructive relationship with the company.

Pavilion for Home

A new pavilion at St George's Home for Boys in Bedfordview was officially opened on Sunday. The pavilion has been built and paid for by the school's Old Boys' association and will provide facilities for meetings as well as change rooms for sportsmen. St George's is a home for underprivileged boys. The pavilion was opened by the chairman of the school's executive committee, Mr Lance Japhet.

Production back to normal

4/10/83

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Mercury

Mercury Reporter

PRODUCTION was back to normal at the Dunlop tyre factory in Durban yesterday following a 'go slow' by some workers last week, a spokesman for the company said yesterday

A number of workers

mainly in the tube manufacturing division, staged a protest against the company's refusal to meet their demand for more pay by either walking out or engaging in a 'go slow'. They were later supported by workers in other sections of the factory

Mr Geoff Schreiner,

branch secretary of the Metal and Allied Workers' Union (Maawu), said yesterday that he preferred not to comment at this stage, except to confirm that there were 'lots of problems facing members at the factory'

A spokesman for Dunlop told the Mercury that

'a very small minority of workers walked out of the Sydney Road plant on Tuesday and Saturday and some were going slow but the factory is still in production'

He said the protest was 'fairly low-key at this stage'

'We have been in nego-

tiation with the union for more than a week. The package which they have submitted would mean a 50 percent increase on our present wage bill, which would be an increase of more than R3 000 000 a year,' he added

Meanwhile, in a joint statement by Maawu and the Pietermaritzburg-based Scottish Cables Ltd, yesterday Mr C.M. Jaffray, personnel manager of the company, announced that a 'procedural recognition agreement' had been concluded between the two parties

Fired insurance workers backed

Labour Correspondent

THE Azanian People's Organisation has backed workers who were fired last week after striking in support of union recognition demands at giant insurance company Liberty Life

The strikers were demanding the recognition of the Insurance and Assurance Workers Union of SA (IAWUSA), which is open to blacks only. The company says it is willing to recognise unions, but only if they are non-racial.

An Azapo spokesman, Mr Ishmael Makhabela, said yesterday Azapo believed the strikers deserved its "unqualified support".

He said Liberty Life's statements on the dispute were "inconsistent" with statements it had made when IAWUSA was formed.

"At that time, they said they were unhappy about unions because they could become political organisations

Now they are saying they are happy about unions, as long as they are non-racial," he said.

Mr Makhabela said IAWUSA had been formed after a series of workshops run by Azapo.

"At these meetings, it emerged that black insurance workers needed a union of their own because they were discriminated against as blacks. It became clear that insurance companies' claims to be non-racial are based on the treatment of a few token blacks only," he said.

A further point which had led to the formation of the union, Mr Makhabela said, was that "black insurance workers do not have facilities to meet at work — even to discuss matters like the death of a colleague".

Azapo therefore believed a union for black insurance workers was essential and supported the strikers' demands, he said.

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1983

Pinetown workers down tools

Mercury

4/10/83

Mercury Reporter

ABOUT 175 workers at the Pinetown factory of Smith and Nephew Ltd downed tools yesterday after a dispute over the firm's subsidised housing scheme for blacks at nearby KwaNdengezi

Mr Kelvin Johnson, the company's personnel manager, told the Mercury in a statement yesterday that the work stoppage occurred yesterday morning after the completion of the night shift and had affected

production

'The cause has been difficult to ascertain at this stage, but it appears to be centred on an interpretation of a statement made by a manager to an employee about the housing the company has assisted some of the employees with at KwaNdengezi'

He said the National Union of Textile Workers had been asked by the company to help resolve the dispute and he hoped production would be back to normal today

Liberty Life firm on dismissals

8/21 5/10/83
By Carolyn Dempster,
Labour Reporter

Liberty Life Association is standing firm on the dismissal of the 90 Insurance Assurance Workers' Union members who went on strike last week, and has refuted union claims that the company carries out racist policies

In a statement issued today to clarify any misunderstandings, management said that while it accepted the principle of freedom of association, and the right of employees to join trade unions, "the company cannot negotiate with a racially based trade union, since this cannot be representative of all employees"

Letters terminating contracts had been sent to the workers

In response to claims by IAWUSA that the company carries out discriminatory practices in salaries, food facilities and training facilities, Liberty Life's executive director of administration, Mr Mark Winterton, said the claims were slanted

"Salaries are determined by objective testing methods, work content and performance appraisals. All facilities are fully multiracial and training programmes are open to all races."

Mr Winterton said there might be a "basis for discussion" with management if IAWUSA opened its ranks to whites

"But we made it quite clear during the course of the last strike that we do not want political issues brought into the company"

Judging from the number of workers who participated in the strike, IAWUSA represented only a third of the company's black workers, he added

Cops out after Liberty protest

POLICE yesterday patrolled the streets surrounding the Liberty Life Centre in Braamfontein where about 90 sacked strikers had earlier during the week demonstrated with placards.

The workers, who did not go to the centre during lunch hour yesterday

as scheduled held an emotion-charged meeting at a hall yesterday and condemned management for refusing to recognise their union — the Insurance Assurance Workers' Union of SA

The meeting also resolved to ask all community leaders, including churches, civic associations and pressure groups to persuade management to meet the workers' demands before it was too late

The union's president Mr Joe Seoka, yesterday said the police presence at the scene was "regrettable because the workers have united peacefully without any violence"

The company's general manager Mr Mark Winterton, said the police patrolled the area to ensure order was maintained. About 30 workers had indicated to him that they were being intimidated to join the strikers

Referring to the dismissed workers Mr Winterton said "The situation is regrettable. The workers have been dismissed and that is all. We have always been willing to talk to unions."

During the meeting two "black executives" were accused of being "sell-outs" for not joining and encouraging the remaining workers to show solidarity with the strikers

"We want your support because the action

we have taken is to set a precedent to the insurance and assurance companies. We receive poor salaries while we have to cater for our families," the workers said

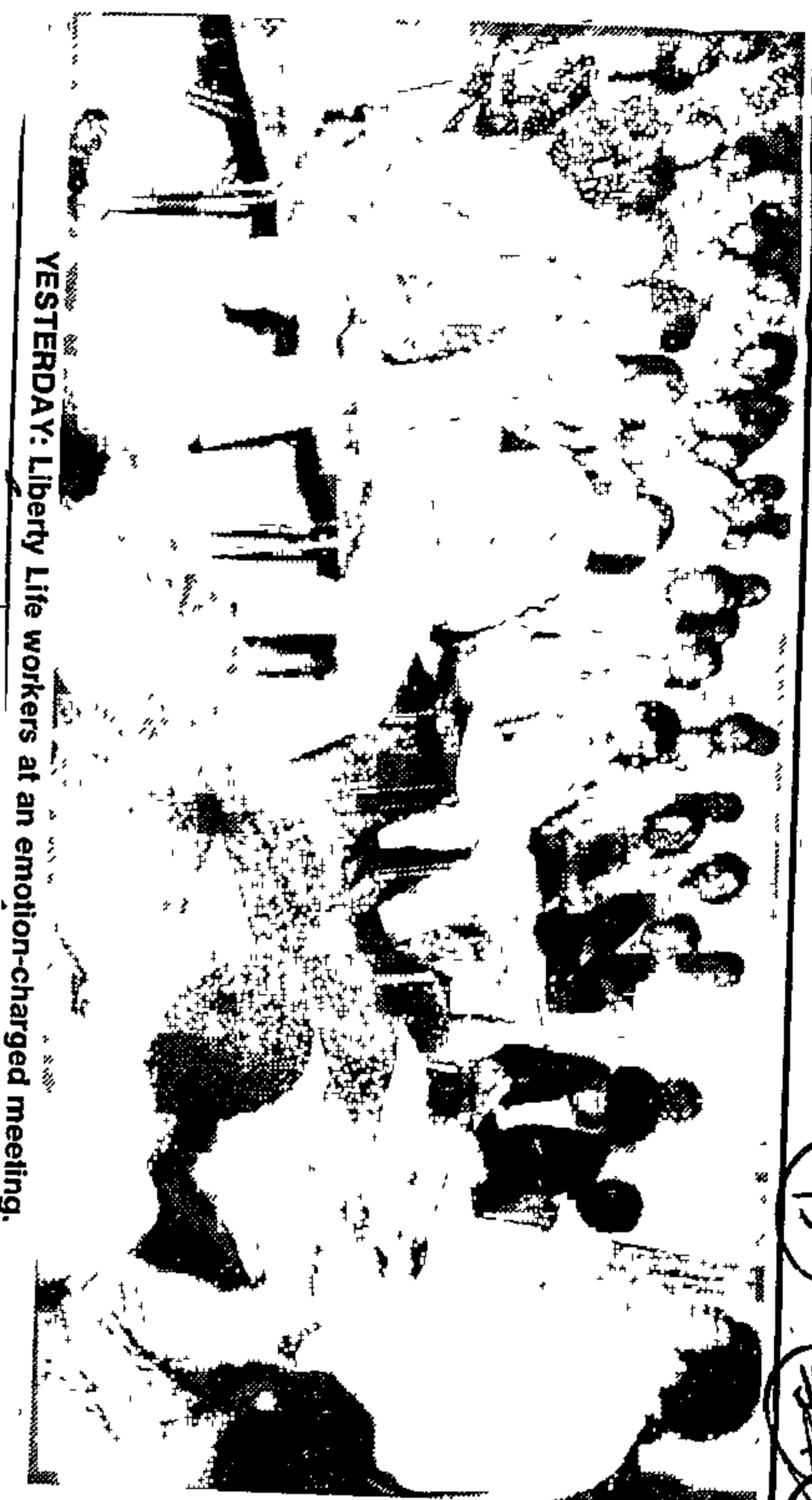
"We also call on those leaders to try and persuade management to rescind its decision to avoid a situation whereby their production will be forced to come to an end"

Meanwhile messages

By JOSHUA RABOROKO

of support have been pouring to the union's ranks pledging solidarity with the workers — the latest came from the Ennerdale Civic Association which reads "We declare solidarity with workers at Liberty Life"

An urgent meeting which community leaders and sympathisers are expected to attend, will be held at Khotso House between 1-2 pm today



YESTERDAY: Liberty Life workers at an emotion-charged meeting.

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5/15/83 Mercury

Work dispute settled

152 Mercury Reporter

THE dispute between workers and the management at the Pinetown factory of Smith and Nephew Ltd was resolved late yesterday and it was hoped that production would be back to normal when the first shift started at 6 a m today, a spokesman for the company said last night

A spokesman for the National Union of Textile Workers told the Mercury

yesterday that about 175 workers had downed tools on Monday morning and had demanded the dismissal of the factory's labour relations manager

'In terms of the settlement... the workers will return to work while the labour relations manager will be suspended until an independent arbitrator decided whether the workers are justified in demanding his dismissal,' he said

Liberty Life stands firm on strike sackings

By STEVEN FRIEDMAN
Labour Correspondent

GIANT insurance company Liberty Life said yesterday it was sticking by its decision to fire 90 workers who struck last week in support of union recognition demands — despite support for the strikers from black consciousness groups and a demonstration outside the company's headquarters yesterday

And a company spokesman said yesterday Liberty Life was departing from common employer practice by not rehiring the strikers selectively

"We believe selective rehiring may well be an unfair labour practice and we therefore wish to avoid it," he said

Many companies fire strikers and then re-engage all but a few who are believed to be "activists"

But, he added, the company was prepared to listen to representations from fired workers who may not have been involved in the strike

A group of workers at Liberty Life's Braamfontein head office struck last week in support of demands that the company recognise the Insurance and Assurance Workers Union of SA (IAWUSA) which is open to black workers only

Liberty Life says it will bargain with non-racial unions only

Since the strike began, black consciousness groups such as the Azanian People's Organisation and Azanian Students Movement, as

well as black consciousness-oriented unions, have backed the strikers

Yesterday, a group of strikers held a demonstration outside Liberty Life head office in which they challenged management statements that Liberty Life was a non-racial company

Liberty Life's spokesman said the company was approached by IAWUSA leaders yesterday who said they did not wish to negotiate with Liberty Life, but merely wanted confirmation that the strikers had been fired "so that they could plan further action"

He charged that Liberty Life workers who did not join the strike had been "intimidated" and subjected to death threats

"We are concerned about this, particularly as there are now people outside our offices trying to persuade workers to join the strike who are not ex-employees. They seem to have been brought in from elsewhere," he said

He also defended the company against charges that it still practised race discrimination. IAWUSA's president, Mr Joe Seoka, had charged that blacks started on lower salaries than whites and that the company had two canteens and two training schemes

"Salaries are based on merit and have nothing to do with race. There are two canteens, but both are open to all races

"There are also two training schemes, but one is a black development programme which is a special service to black workers. If blacks want to participate in the general training programme, they are free to do so"

Business Day/LABOUR

By STEVEN FRIEDMAN
Labour Correspondent

CARLTON Paper Corporation and Fosatu's Paper, Wood and Allied Workers Union have signed a recognition agreement at Carlton's Waverille plant which unionists see as a major breakthrough for workers' right to strike.

A clause in the agreement stipulates that in the event of a strike, the company will either fire its entire work force or no workers at all. If it sacks all the workers, it has agreed it will not re-employ them selectively.

This is the second such agreement to be signed, but the first in the Transvaal. The first was between the Hammarisdale textile company, Natal Thread, and Fosatu's National Union of Textile

Carlton workers win the right to strike

Workers.

Unionists see the clause, which Fosatu unions are likely to seek in other agreements, as a key protection for strikers

They argue that if employers can fire strikers only at the risk of losing their entire work force and without being able to take some back, they will be dissuaded from sacking them.

The clause is contained in a full recognition agreement between the two sides. It follows a preliminary agreement between them more than a year ago and was signed yesterday morning

The union hailed the agreement as a breakthrough which would create "greater equality" between the bargaining parties

It commended Carlton management on its willingness to sign the agreement and said it looked forward to a "constructive relationship" with it

PWAWU said the clause had been inspired by the Natal Thread agreement. It had also sought it "after seeing many companies in the Waverille area firing and then selectively rehiring workers to weed out

agitors". A spokesman said another unusual clause in the agreement was one stipulating that where a dispute arose, the plant would revert to the status quo until it was settled.

A Carlton spokesman, Mr Brian Haymans, confirmed details of the agreement. He said the negotiations had taken place at management's insistence "because we felt a need to formalise our relationship with the union". Negotiations had taken over a year.

The strike clause was an advance for the union, but said "Many of the clauses in the agreement are there at our prompting. The final result was a joint initiative and it would be wrong to see the agreement as a union initiative only"

RND 1

5/10/83

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One ~~dispute~~ dispute ends ~~152~~ another goes on

Labour Correspondent

A STRIKE by members of the Commercial, Catering and Allied Workers Union (CCAWUSA) at African Sales last week has been resolved, the union's general secretary, Mrs Emma Mashinini, said yesterday. But she added that there had been no progress towards a settlement at Game Discount World in Eastgate, where a group of workers was fired last week after stopping work in support of wage demands.

She said the company was refusing to negotiate with CCAWUSA because it was not recognised at the store. Mr Alec Rogoff, managing director of Beares Limited, Game's holding company, confirmed yesterday a group of workers had been dismissed. He said Game was not opposed to contact with CCAWUSA, but believed it was not representative at the Eastgate store.

At African Sales, the company has denied any strike took place last week but CCAWUSA says workers downed tools after the retrenchment of a colleague but returned after the dispute was resolved.

At Game — which was involved in a long-running dispute with CCAWUSA at its Durban stores some years ago — Mrs Mashinini said 70 workers downed tools late last week after rejecting a 10% wage increase. She said the store would not negotiate, not recognising CCAWUSA.

Mr Rogoff said only about 40 workers had rejected the increase which, he said, ranged between 10% and 15%. They had been given a choice between accepting it or leaving and had "chosen to leave".

He said the company had not resisted contact with CCAWUSA but was unwilling to negotiate with it as it did not represent a majority at the store.

Bishop slams Liberty Life

SEVERAL black organisations, including the South African Council of Churches, pledged solidarity with 90 sacked strikers of Liberty Life Insurance at a mass meeting held in Khotso House yesterday.

At the meeting called by the Insurance Assurance Workers' Union who is representing the workers, placards were displayed while over 200 people chanted freedom songs and made black power slogans.

The organisations include the SACC, the Soweto Committee of Ten, the Azanian People's Organisation (Azapo), the United Democratic Front (UDF) and several trade union movements.

Addressing the meeting the SACC's general secretary, Bishop Desmond Tutu, said that people including trade unionists, had been harassed, detained without trial, "died mysteriously in police detention" and gone into exile fighting for the liberation struggle.

He urged the striking workers to remain united in their stance in

fighting for their right to be reinstated by the company that claims to be multi-racial and yet practises discrimination.

He rejected management's contention that the workers were "political in their approach" and said it was difficult to differentiate or separate politics from trade unionism.

He said that the SACC would support every worker in his attempt to restore his human dignity and rights even if the road ahead was a thorny one.

He reiterated the saying "there can be no struggle without casualties" and said that the workers should stand together in their struggle until they were victorious.

The president of the union, Mr Joe Seoka, said the workers had refused to accept that they had been fired because "they have not received letters of dismissal from the management."

In a later statement, Mr Seoka said that the union demanded manage-

ment's claims that workers were being intimidated and threatened with death.

"The whole witchhunt is an attempt by Liberty Life to call in the police to charge what they call activists. The truth of the matter is that it is Liberty Life which is intimidating and threatening workers with death by calling in police with batons and guns," the statement says.

"We further reject management's claim that it will not rehire workers selectively. An employee who actually proposed the strike and did not meet the deadline set by management has now returned to work and was rehired."

Another speaker, Ml Kenneth Rachidi of Azapo, said that there was a cause for workers in the insurance assurance industry to unite and pledge solidarity with the Liberty Life workers.

Another meeting is to be held at the same venue on Saturday at 12 noon.

By JOSHUA RABOROKO

01/07/83 (11/83) (152) Sowetan
Union members back at work

ABOUT 300 workers at Colgate Palmolive in Boksburg, members of a Fosatu-affiliate, the Chemical Workers In-

By JOSHUA RABOROKO

dustrial Union, who earlier staged a work stoppage in protest against

the attitude of a manager, yesterday returned to work.

he avoided dealing with the shop stewards, he promoted "baaskap" by calling the foreman "baas"

This was confirmed by The SOWETAN by both the union's branch secretary, Mr. Chris Bonner and the company's spokesman following an agreement that the workers' grievances be investigated

The work stoppage was sparked-off by a series of incidents last week when the manager concerned gave out an unfair warning, he dismissed a worker without giving him a hearing and refusing to discuss the issues with shop stewards

In a statement the union says the workers have been unhappy with the manager for several months claiming that he gave out indiscriminate warnings, especially if he lost an issue taken up by shop stewards; he treated workers as if they were in jail, he sneaked up on workers, even arriving in the middle of the night to check on night shift workers,

The workers have demanded that the manager be removed from the department while the investigations were taking place, according to the statement

A spokesman for the company confirmed that the workers' grievances were being investigated and the workers had agreed to resume work

Tutu backs sacked strikers

Star 6/10/83

By Carolyn Dempster, Labour Reporter

The South African Council of Churches has lent its support to the Insurance Assurance Workers Union in its fight for recognition at Liberty Life Association

At a meeting held at Khotso House yesterday Bishop Desmond Tutu, general secretary of the SACC, pledged the organisation's full support for the "legitimate rights" of all workers and in particular the 90 Iawusa members fired for their part in the recognition strike at the insurance company's head office last week.

Liberty Life is refusing to recognise Iawusa on the basis that it is a racially based union and is politically motivated

Bishop Tutu told the workers it was a "ridiculous statement" to say that a trade union could or should not be political

"Politics determines every aspect of our lives

That we live in Soweto and may not live anywhere else is a fact determined by politicians. The jobs we may apply for are politically determined, where we may eat, walk, sit and sleep is political

"I would be disappointed if you as a trade union were only concerned with yourselves and how to better your situation," Bishop Tutu said. "We do not live in a cocoon, an ivory tower. The workers are part and parcel of the suffering masses."

Messages of support for the striking workers came from the Azanian People's Organisation, the Azanian Students Movement and the General and Allied Workers Union

Mr Joe Seoka, president of Iawusa, announced that the union intended to nationalise the struggle for recognition and call for the support of insurance workers in Liberty Life subsidiaries throughout the country

"Striking is the only weapon we can use to claim our rights," he said

Strike enters seventh day

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Some far
6/10/83

ABOUT 70 workers employed at Game Discount yesterday entered the seventh day of a strike in support of wage demands.

The workers, members of the Commercial Catering and Allied Workers' Union, downed tools after management had refused to hold talks with the union.

The workers had earlier made wage demands to the management which had given them a 10 percent wage increase. The workers demanded an extra 10 percent rise after they had claimed that the previous amount was not enough.

According to a

spokesman for the union, the workers have said that they will not return to their jobs until management decides to meet their demands.

A spokesman for management confirmed that the workers were on strike.

Meanwhile CCA-WUSA has confirmed that about 50 workers at African Sales have returned to work after their dispute with management was resolved.

The workers had gone on strike in support of a worker who was retrenched. The worker has since been promised severance pay until December on condition she does not find other employment during the period.

Star 7/6/83

Dismissed worker (S²) reinstated

Labour Reporter

Coalequip Pty Ltd has decided to rescind the dismissal of one worker, and is prepared to hear appeals for the reinstatement of the other 76 workers fired from the Steeledale plant this week

Management dismissed virtually the entire plant workforce on Monday after the workers staged a work stoppage to determine why a colleague, a Mr Lukhele, had been fired without being allowed to state his case

The workers, all members of the Metal and Allied Workers' Union, were fired for this breach in grievance procedure

Management allegedly gave them several warnings to return to work or face the consequences

At a disciplinary hearing yesterday, Mr Lukhele's dismissal on grounds of desertion was rescinded after he gave management an adequate explanation of why he had failed to report at work for two weeks

However, management says the reinstatement of Mr Lukhele is a separate issue from the dismissal of the 76 employees who went "on strike"

"We feel employees were given every opportunity to return to work

"As they failed to do so we had no alternative but to dismiss them"

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Fewer strikes says minister

Finance Reporter

WITH THE deepening of the recession the number of strikes arising from wage disputes has declined dramatically, but the number resulting from disciplinary action or dismissals increased markedly, the Minister of Manpower said last night

Speaking at the annual banquet of the Natal Chamber of Industries, Mr Fanie Botha said there were only 90 strikes during the period January to July 1983, compared to 224 during the same period last year

On average only two days per striking worker were lost, he said

'The emphasis has shifted to work security and employers would do well to bear this in mind when handling dismissals and reductions in staff and generally to avoid the injudicious handling of labour,' Mr Botha said.

He warned employers to expect greater vigilance on the question of the basic rights of workers for the protection of their safety and health in the course of their employment

The Machinery and Occupational Safety Act passed during the 1983 parliamentary session extended statutory protection to all employees, he said

The Advisory Council for Occupational Safety had its first meeting on September 29 to consider the draft Factory Safety Regulations

Referring to the new act Mr Botha said 'It can be expected that trade unions whose members work in potentially dangerous environments will



MR S P BOTHA

now take a greater interest in ensuring workplace safety and will understandably try to have their members appointed as safety representatives

'It would be wise for

employers to consult their employees on the appointment of safety representatives so as to ensure their widest possible acceptance by the workers in general'

He appealed to employers to adhere to the guidelines provided by the Government, particularly in terms of the sharing of facilities

Despite the difficulties and costs this may involve, he said it would avoid unnecessary malcontentedness

Referring to the closed shop practice Mr Botha said the National Manpower Commission was further investigating certain aspects of the issue

It was particularly looking into the question of closed shop agreements not entered into in terms of the Labour Relations Act.

327 fired over dismissal

By STEVEN FRIEDMAN
Labour Correspondent

A SWEDISH company, ASEA Cables, has fired 327 workers — the entire black workforce — at its Rosslyn plant, near Pretoria, after a three-day work stoppage in protest over a dismissal, a Metal and Allied Workers Union (MAWU) spokesman said yesterday.

He said the workers had downed tools in protest at the dismissal of a colleague — because, it is alleged, he refused to do private work for a superior on a Saturday

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29/9/83
This is the third strike by workers at ASEA this year. Two previous stoppages were prompted by a dismissal and by workers' wage demands.

A company spokesman confirmed yesterday that the workers were no longer employed by ASEA, but denied they had been fired.

He said the workforce had staged a three-day sit-down "during which we made repeated attempts for them to return to work". At the end of the three days "we were forced to assume that, since

they did not want to work, they had resigned"

The spokesman refused to comment on the grievances which had prompted the stoppage. He said the company had not yet decided what action to take to replace the workers.

According to MAWU's spokesman, the workers were dismissed after negotiations between the company and union failed to settle the dispute.

He said workers would meet on Monday to decide what action to take

already started

Mawu hails ruling

Spokesman 22/10/13

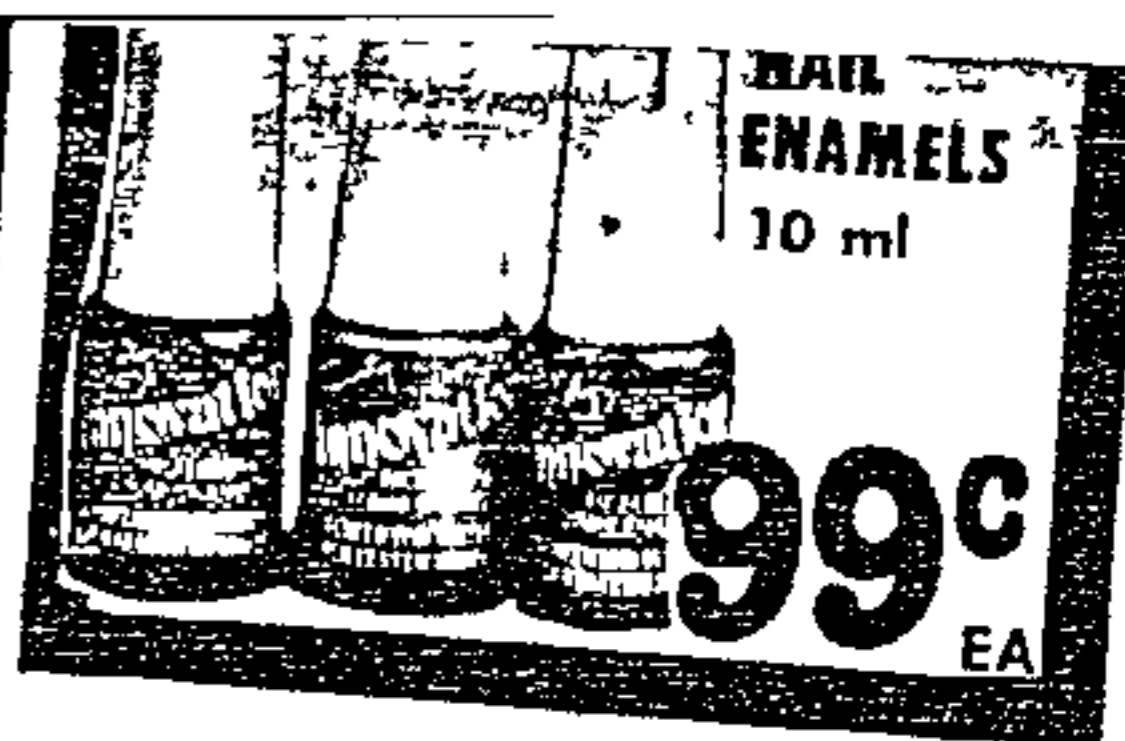
THE Metal and Allied Workers Union (Mawu) has welcomed the Industrial Court's decision in reinstating 12 sacked workers at Barlow Manufacturing Company before a strike at the plant.

Mawu's spokesman said that after the sacking of the workers they declared a dispute with the company and subsequently an industrial court action seeking the workers' reinstatement.

The Industrial Court has rejected Barlow's contention that it be allowed to appeal or challenge the power to reinstate workers if they have been fired with proper notice.

The court found that the company's contention that the court should not reinstate the workers has no reasonable prospect of being upheld by the Appeal Court.

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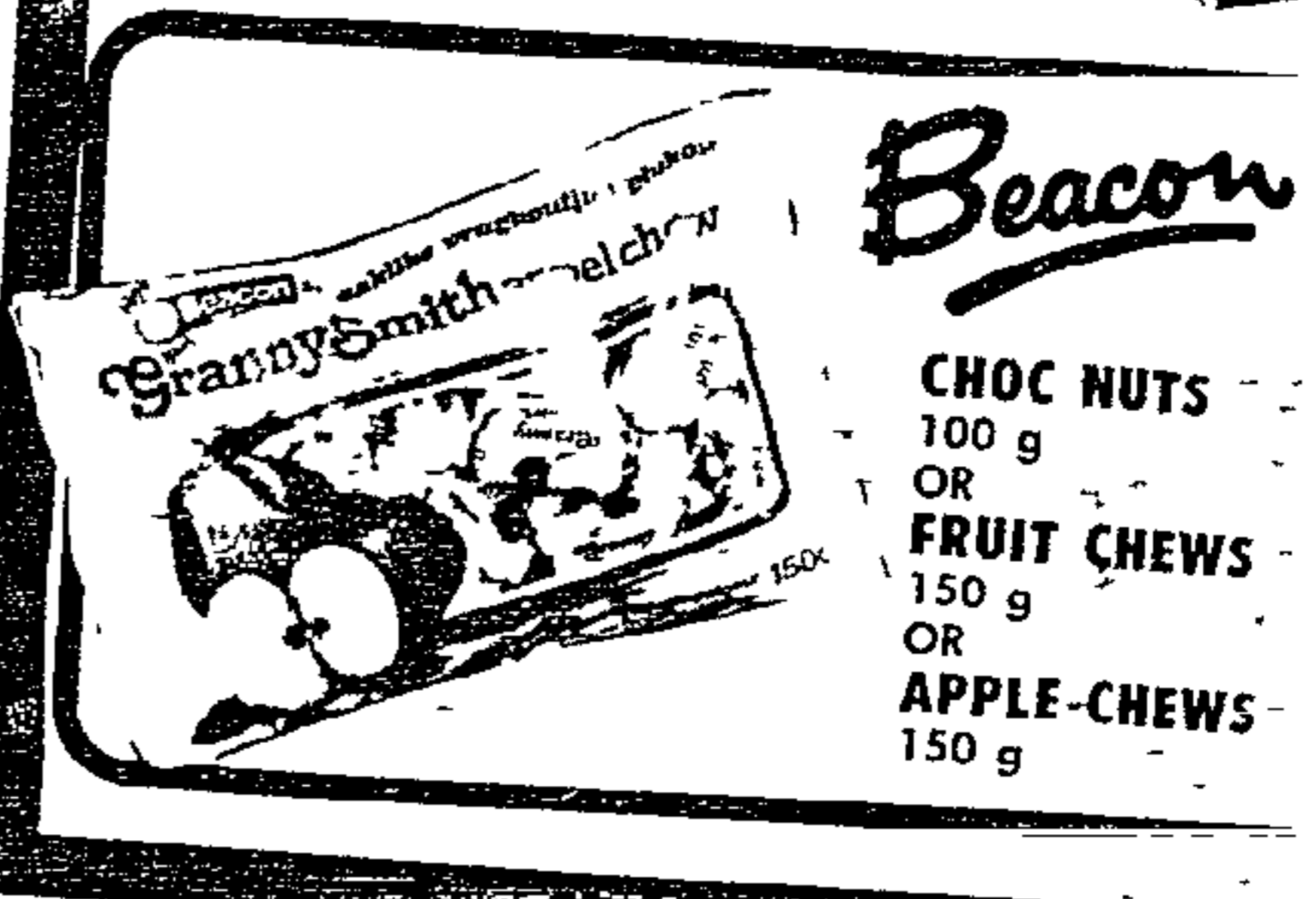
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OR
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OR
APPLE-CHEWS
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Trade unions and race

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When a company declares itself against racialism, it would seem on the surface, to have a *morally* irreproachable position Or does it? What happens if some of its employees decide to

set their own criteria for association — must they be forced to comply with management's guidelines? These issues lie at the heart of the confrontation between Liberty Life and the Insurance and Assurance Workers' Union of SA (Iawusa)

Iawusa limits its membership to blacks, coloureds and Asians — and Liberty finds this unacceptable and is refusing to recognise the union So who's right? The question is a tricky one — and there is much disagreement among employers and unions over whether it is legitimate for a union to use race as a criterion for membership, or for management to refuse to recognise a racially-based union Given the growing strength of a rightwing white union such as the Mineworkers' Union (MWU), and the proliferation of black unions with links to the black consciousness movement, it is important to provide some perspective on the debate.

Since the early days of trade unions in the Western world, a variety of bonds have bound employees together in workers' organisations *Craft unions* have organised workers in a variety of industries who hold common trade skills obtained through apprenticeship *Industrial unions* have sought to represent all workers in a given industry Workers have also organised themselves according to the place where they work, and have established *enterprise unions* For their part, *general unions* have traditionally tried to provide a bargaining base for unskilled workers, irrespective of occupation or industry

Skilled jobs

All these types of unions have developed in SA However, when trade unionism became established in SA about a century ago, race overshadowed everything *Craft unions* formed by whites demanded that entry into skilled jobs should be barred to blacks through legislation *Industrial unions*, established from 1930 onwards, could not escape the impact of racialism because the Industrial Conciliation Act prevented blacks from belonging to registered unions

In 1979, government granted trade union rights to black workers, and since then appears to have largely revised its opposition to multiracial unions In recent years there has been a slow, but distinct, trend towards

Stickers litter downtown Johannesburg calling for a boycott of "racist" Liberty Life. They prompt the question: just who is being racist?

multiracial unionism In 1978 there were 41 registered unions representing whites, blacks, Asians and coloureds By the end of last year, this figure had risen to 56 It is significant, too, that between 1978 and 1982 the number of registered white unions dropped from 84 to 71

But there has certainly not been a stampede towards multiracial unionism Even some black and white "parallel" unions, with a long history of close co-operation, have found it difficult to find enough common ground to achieve a merger Most of the new generation of black unions established during the past decade accept members of all races, but in fact, few whites have joined them

If the common interest of workers is the most effective basis on which a union can be established, then it is hardly surprising that the trend towards multiracial unionism in SA has not been a rapid one



Liberty ... no apologies for being 'innovative'

Past discriminatory legislation has retarded black education, training and job advancement Until recently, blacks lacked effective collective bargaining power, while skilled whites had, over a long period of time, negotiated themselves the status of a privileged labour elite, enjoying high pay and labour mobility

The needs, interests and priorities of an unskilled worker earning R1 an hour are obviously very different from those of a skilled white earning R8 an hour, or more How much do such employees have in common? Indeed, there is the obvious danger that they would perceive each other to have conflicting interests The recent rapid growth of the MWU outside the mining industry testifies to white workers' opposition to blacks moving into skilled jobs

Many employers have accepted unracial unions as an inevitable fact of life in SA They have recognised them if the unions have been able to demonstrate that they represent a significant proportion of relevant groups of employees

Liberty, however, has decided to take a stand against such unions and has presented a number of important arguments in favour of its refusal to recognise Iawusa The company is proud of its record of being an equal opportunity employer and says most of its black employees are clerical workers who get the same pay, on the basis of merit, as whites Therefore, says Liberty, its black and white employees do not have differing needs in the workplace

Bargaining unit

It believes groups who constitute a bargaining unit should be linked by a common work content — they should share common responsibilities or skills The company wants bargaining units "which are consistent with our organisational structure in the interests of efficiency and control, and to prevent fragmentation of the workplace"

The company is also troubled by what it perceives to be a strong political message being propagated by the union, and fears that recognition of Iawusa could cause tensions between employees of different race groups

Iawusa insists that black employees have different needs to their white colleagues and that there cannot be a "unity of unequals" More importantly, the union argues that the company cannot prescribe how employees should exercise their right to freedom of association

The dispute has come at a time when the Industrial Court appears to have placed an obligation on an employer to bargain in good faith with a "representative union" Is a union representative in a company if it has the support of most employees of a par-

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particular race group? Until fairly recently, Iawusa was considering getting an answer to this question through the Industrial Court, but now says this would be a cumbersome process. Instead, it may launch a consumer boycott against Liberty and its associated companies.

There is no mistaking how relieved the leaders of some emerging unions are about Iawusa's decision not to go to court. The reason for this lies in a victory gained by the Federation of SA Trade Unions (Fosatu) in the Natal Supreme Court earlier this year. It successfully challenged Manpower Minister Fanie Botha's support for the decision of the Industrial Registrar to register several Fosatu affiliates on a racial basis. Fosatu's view was that while the Registrar has the right to register unions for a specific "interest," race should not be regarded as such an interest.

The court ruled that there are cases in which race can be regarded as an interest in the process of registration, but it rejected the argument of counsel for the minister that different races automatically have different interests. The court said because no evidence was provided to show that special circumstances allowing race to be taken into account existed in the case of the Fosatu unions, they should never have been registered on a racial basis.

This victory was a setback to some established unions who have tried to use the registration process to prevent emerging unions from representing workers of all races. And emerging unions who favour "non-racialism" have feared that if the Industrial Court ruled in Iawusa's favour, this would considerably modify the gains made by Fosatu in the Natal Supreme Court.

But if there is a distinct lack of sympathy for Iawusa from some quarters of the emerging union movement there is perhaps, even less sympathy for Liberty from some industrial relations practitioners.

They argue that Liberty has made the fatal error of trying to curtail its employees' right of freedom of association. Liberty may be doing this on moral grounds. But they say that past efforts by employers to curtail this freedom by refusing to recognise unregistered unions, or forcing employees to join enterprise unions, have not only often backfired, but have diminished the credibility of any employer efforts to lay down such guidelines.

No violation

Liberty counters that it is not violating this freedom at all — and that it is merely exercising its right to decide whether or not to recognise a particular union. In the case of Iawusa, says Liberty, the union has not even been able to demonstrate that it represents most blacks employed in the company's head office.

Some of Liberty's critics also believe the company is over-emphasising the threat of inter-racial strife resulting from recognition of a black union. They say it is inevitable that black workers in industries such as insurance, where whites constitute a majority of the workforce, should want their own unions. They theorise that once the black workforce in such an industry grows — and the union representing it develops capable leadership — race will begin to decline as an issue. They also claim that Liberty is placing too much emphasis on Iawusa being a "political" union. All unions, they argue, are political.

Some believe that Liberty should have been more flexible and should have tried to establish a relationship with the union. The company could have then adopted the same approach that certain other employers have formulated towards minority unions. It could, for example, agree to discuss procedural matters (such as discipline, dismissal and grievances), but refuse to negotiate substantive issues, such as pay.

Liberty says it considered this option, but decided it was not viable. It says wage bargaining appears to be one of Iawusa's main goals. Liberty executive director Mark Winterton believes the company's critics have themselves become inflexible.

"Liberty makes no apologies for being an innovative company — either in life assurance or industrial relations," he says. "Most racially-based unions in SA are built around job protection or political ambition. In the longer term they are likely to create strife between black and white and not reduce it. The black and white members of a single multiracial union will have to come to terms, instead of confronting each other. Ultimately, black and white alike have a lot to lose by confrontation in the political arena. Do we have to repeat apartheid in the workplace at the behest of those who say it is 'naïve' or 'arrogant' to have an independent point of view?"

Indeed, Liberty may deserve some sympathy for its principled stand against the racial divisions found in the wider SA society that are now being played out in the workplace. But it has certainly discovered that taking such a stand carries great risks — and it may find in future that in such matters discretion may just be the better part of unshakable principle.

MONEY SUPPLY CONTROL

Better luck next time

In 1980, Finance Minister Owen Horwood took the unusual step of setting a money supply target in his annual budget speech. He hedged his bets, of course, in this uncharted area, by not specifying a chosen growth rate — saying merely that "a rate of increase somewhat below that of the rate of inflation would not seem unreasonable." But a year later, when describing just how wide of the mark the monetary arrow had flown, he suggested that a 10% to 12% growth rate for M2 was what he had in mind.

As it happened, the average rate of quarterly annualised growth in M2 during the 1980-81 fiscal year was almost 35%. In one quarter, it hit 49%. Something had gone terribly wrong.

Three years later, it's still going terribly wrong. Take a look at the table with this article. It shows the quarterly changes in M2 since mid-1979 as seasonally adjusted

A burst of official optimism follows each failure by the Reserve Bank to meet even informal monetary targets. Is it justified?

annualised percentages. The swings, ranging from 9% to 49%, are very large. One could say that a declining average, from 31% over the first eight quarters to 20% over the last eight, is an improvement. But bear in mind that the second eight quarters straddle the most intense economic recession since World War 2, and that a 20% growth rate remains dangerously high.

Take a look at the graphs. They show the behaviour of money supply (M1) in SA and in the US over the last 10 years. You could argue that there is little to choose between them. They both show extraordinary vola-

tility. But you'll notice that the range in which the US aggregate moves is 3.5% to 13%. The SA aggregate's range is 1% to 52%.

The truth is that the Reserve Bank is not in control of the supply of money in SA. This remains true even when a quarterly growth rate of 50% is followed by one of 10%. Both are testimonies to the failure of a self-appointed aim, a failure which the Bank itself admits even as it displays a steady professional optimism. The question is "Why?"

Economists offer a double answer to this single question. The Bank doesn't have the tools, they say, and even if it did, it doesn't have the autonomy to use them properly in an environment fraught with political obstacles.

The sharpest tools are the ones that control bank lending. As the table shows, bank credit to the private sector has been the

Over 4 000 on strike

ANOTHER 1 000 Reel workers yesterday went on strike over wage demands, adding to the more than 3 000 workers

who this week downed tools over wages and recognition of unions.

More than 20 workers at Gold Smith Company, Johannesburg downed tools yesterday after management had sacked a shop steward of the African Allied Workers' Union

Management said the workers had fired themselves by going on strike

More than 250 workers at Nampak Tissue in Pretoria West ended their two-day strike in protest against the company's refusal to accept pay increases demanded by the employees

Nampak's general manager, Mr Frans Herman, said the company would enter into negotiations with the workers' representative on condition that the strike ended immediately

Workers at Rosslyn Company continued a strike today over the expulsion of a colleague. Some 450 workers from the Asea Electric Cable Company began the strike on Tuesday

More than 200 workers stopped work at Carborundum Universal factory in Kempton Road, Port Elizabeth yesterday after seven security guards were retrenched

(52) Sawetun
28/10/83
The local Metal and Allied Workers' Union representative said the workers downed tools after they had complained that they had been paid for 45 hours when they claimed they worked 60 hours a

week
Management then called workers and told them that seven of them had been retrenched. The workers then decided to down tools. Management was not available for comment

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State

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E. Post 28/10/83
**Labour dispute at
PE factory resolved**

Post Reporter

TWO HUNDRED employees who staged a work stoppage yesterday were back at work at the Carborundum Universal factory in Port Elizabeth today after an agreement with management that seven retrenched security guards be absorbed into the production line

The strike started at 10am yesterday after management informed shop stewards of the registered Metal and Allied Workers' Union that seven security guards were to be retrenched the next day and replaced by hired guards from a private security firm.

The union's branch secretary, Mr Vuyani Tu, said the workers had stopped work in sympathy with six of the guards, who were members of the union, and management had agreed to meet union officials and shop stewards at 1 30pm yesterday



KLEENEM WORKERS Concern about arrested strikers

SA sportsmen face new bar

By ZWELAKHE SISULU

TOUGH new measures aimed at minimising sporting contact between Australia and South Africa were announced by the Australian Minister of Foreign Affairs this week.

According to the statement by the Minister, Mr Bill Hayden, all South African amateur representatives would no longer be allowed entry into Australia. Mr Hayden said his government had also decided to try and persuade Australian sports bodies to bring pressure to have South Africa expelled from international federations and

competition. He said these decisions were in line with the government's total rejection of apartheid South Africa was the only country which based its social and political system on racial discrimination.

Australian sportsmen and sportswomen would also be discouraged from competing in South Africa.

The toughening of the policy on amateurs was because amateur sports contestants competing overseas normally did so either directly or indirectly under the auspices of their country.

In another development, Mr Hayden

said his government intended to initiate a scholarship programme for black South Africans.

It was expected that initially about a dozen scholarships a year would be awarded. The cost of the programme would be approximately 25 000 Australian dollars in its first year.

The Australian Government, Mr Hayden continued, would be prepared to see the establishment of information offices of the African National Congress (ANC) and Swapo.

This did not mean that the government of Australia condoned vio-

lence. "We hold the apartheid system itself responsible for the escalation of tension confrontation and violence in South Africa," said Mr Hayden.

A programme of visits to Australia by prominent opponents of apartheid would soon be established. This programme would expose Australians to the harsh realities of apartheid.

"All of these measures and others still under consideration should be seen as practical steps which are consistent with the government's opposition to apartheid and which fill gaps in existing policy," Mr Hayden said.

Sowetan 28/10/83

Strikers still to be charged

NEWLANDS police are still preparing charges against 19 striking workers, all members of the African Allied Workers Union, who were arrested during a raid in the area this week.

Two other strikers, Mrs Grace Maweng and Mr Phillip Maboe, both of Soweto, have claimed that they were held by Security Police who questioned them about union activities and were later released.

The workers are part of the 300 employees of Kleenem Brush Works in Newclare who went on strike last week over wage demands and recognition of their union.

The 19 workers, mostly women, were arrested near a shopping centre in Newclare by police on Tuesday morning. They were allegedly put into police vans and taken to the local police station.

Immediately after their arrest union offi-

By JOSHUA RABOROKO

cials made several attempts to enquire about their plight and engaged lawyers to investigate, according to Mr Cunningham Nookazi, the union's president, yesterday.

A spokesman for the lawyers confirmed that they had been trying to establish the charges under which the workers were arrested and were told that charges were still being prepared. They were due to appear in the Johannesburg Magistrate's Court yesterday.

The spokesman also said that the workers may be charged under the Intimidation Act and for holding an unlawful gathering following their arrest in the area this week.

Colonel F W Bull of the Witwatersrand Police Directorate for Public Relations, confirmed

the arrest of the workers and said that they were due to appear in court yesterday.

The Police Directorate for Public Relations in Pretoria could not confirm the arrests or the questioning of Mr Maboe and Mrs Maweng under the Criminal Proceedings Act.

In the meantime, striking workers at Kleenem held a mass meeting in Khotso House yesterday where they expressed concern about the arrested workers.

Mr Nookazi said that the workers had held negotiations with management this week concerning the workers' demands. Management has indicated that they were prepared to re-hire workers selectively, but that the union has refused this offer.

The company's manager Mr Barret, was not available for comment.

Star 28/10/83

(1) (3) (152)

Strikers call for boycott of Liberty and interests

By Jon Qwelane

The sacked employees of Liberty Life, an overseas conglomerate of companies with substantial business connections in South Africa, are to launch a campaign at the weekend aimed at Sowetans to get them to boycott the huge insurance and assurance organisation

A spokesman for the workers who were dismissed after a protracted strike said two other major business concerns would be affected by the boycott campaign. They are the United Building Society and Sales House, a subsidiary of Edgars stores, which is mainly patronised by blacks

The spokesman said the boycott of UBS stemmed from the fact that the chairman of Liberty Life, Mr Donald Gordon, is also on the board of the building society

Sales House would be boycotted, the spokesman said, because of the links Liberty Life had with the clothing store

The managing director of Liberty Life, Mr Monty Hilkowitz, confirmed yesterday that Mr Gordon was a director of UBS, and also that Sales House had ties with Liberty Life

Regarding the planned action against the three companies Mr Hilkowitz said "We do not believe it (the boycott) will solve any problems. We disagree with the motivation but it is their prerogative"

In August this year workers at Liberty Life went on strike over the salary increases they had been given, and also demanded that their union — Insurance Assurance Workers Union of South Africa — be recognised by their management

Accord reached between workers and their employers proved to be but a lull before another storm, because towards the end of last month another strike was declared

This time the grievance of the workers was union recognition

Liberty Life has consistently said it would not tolerate any union whose membership was based exclusively on race as that would split the company right down the middle

When the strike started last month 90 workers were involved, and the number rose to 96. Management declared that all the striking workers had dismissed themselves

A mass meeting of workers, students and other members of the community has been called for Sunday afternoon at St Hilda's Church in Senoane, Soweto

One of the striking workers, Mr Petrus Molefe, was allegedly arrested in Diepkloof on Tuesday. Union officials said attempts to trace where he was being held had proved futile

Striking workers said this would not deter them

Sacked worker back, but 76 others fired

Labour Correspondent

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A MINING equipment company has reinstated a worker whose sacking led to a strike by 76 of its workers late last week — but the workers, who were fired for striking in support of the fired man, have lost their jobs

The fired Coalequip strikers are, however, being allowed to appeal against their dismissal, if they do so individually.

Yesterday, a worker source said workers had downed tools because a colleague, a Mr Lukhele, had been fired for being absent

from work, despite giving a superior a letter testifying that he had been in prison

The workers, members of the Metal and Allied Workers Union, struck in protest and allege the company gave them 60 seconds to return to work or be fired

"We did not have time to get back to work and were all sacked," a union shop steward said.

He added, however, that workers were resisting their sacking and had gathered outside the plant yesterday MAWU had attempted to negotiate a settlement without

success, he said

A Coalequip spokesman said yesterday in a statement that Mr Lukhele had been reinstated at an appeal hearing yesterday morning

On the basis of evidence, the company was satisfied that he had "tried as far as possible to communicate his whereabouts to the company"

But he said this was a separate issue from the firing of the strikers

He charged they had been fired after "they had ignored repeated requests to return to work despite the general

7/10/83
manager's assurances that he would hear any appeal which Mr Lukhele wished to make"

He said the appeal procedure had worked effectively in the past.

Coalequip denied firing strikers without giving them adequate warning

Management had met shop stewards twice and addressed the strikers three times, he said.

"The implications of their action were fully explained and assurances given that management would investigate (the firing)"

Intimidation: man fined 7/10/83

EAST LONDON — A Mdantsane man was convicted yesterday of intimidating commuters at a city bus terminus.

Mr Mandisi David Samana, 29, of NU 9, Mdantsane was fined R100 (or 50 days) and sentenced to nine months imprisonment suspended for five years when he appeared in the magistrate's court here.

Evidence before the court was that Mr Sama-

na shouted at people, asking why they were using buses and not taxis at the Pontoon Road bus terminus on August 5. He also moved his hand over his throat, indicating that they would have their throats cut if they boarded the bus.

The court was asked to take into consideration that Mr Samana had been unemployed for eighteen months, that he had a crippled mother to

look after and that his offence was committed at the time of a general bus boycott.

In passing sentence, Mr N R Oosthuysen said intimidation was a serious crime which could not be tolerated and that the interests of society must weigh more than the personal circumstances of the accused.

Mr D van Lamp appeared for the State and Mr M M R Jéram appeared for the defence —
DDR

ROOM 8/10/83

Retrenchments spark strike at store

Labour Correspondent
WORKERS at Grand Bazaar's Rosettenville store have been on strike since Thursday in protest at the retrenchment of several colleagues, Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), said yesterday

Mrs Mashinini said the workers allege that those retrenched lost their jobs for raising worker grievances. She said 54 workers were on strike and the company was refusing to hold discussions on the strike with CCAWUSA. A spokesman for the store referred all queries about the strike to an official at Grand

Bazaar's Cape Town head office. But attempts to reach the Cape Town office were unsuccessful yesterday.

CCAWUSA members struck recently at Grand Bazaar in protest at a dismissal. The dispute, however, was settled.

Mrs Mashinini said the re-

trenchments had occurred after workers had met a member of the store's management to raise grievances.

"He reacted by saying he was going to retrench 12 of the workers immediately. He then fired four and promptly began recruiting new workers to replace them," she said.

JOIN US — say ~~129~~ ~~150~~ ¹⁵² City Liblife strikers Press 9/00/83

By Z B MOLEFE

MORE than 100 Liberty Life workers will hand over their pay cheques and letters terminating their services on Tuesday as their strike enters the third week.

The workers members of the Insurance and Assurance Workers Union of SA, took this stand at St Alban's Anglican Church in a show of strength after their members received the letters and cheques on Friday.

Union Chairman Mr Joe Seoka said 'we will be handing a letter to management on Tuesday at 9am

"And at the same time we will be calling on other Liberty Life workers to join us for a meeting at the Con-

gregationa' Centre in Braamfontein.

He added 'our interests so far is to limit our struggle to Liberty Life. Though we have called on companies where Liberty Life has a stake to put pressure on Liberty Life to break the deadlock.

In addition to SA Breweries and Sales House so far the union has the backing of the Amalgamated Workers Union and the African and Albed Workers' Union.

The meeting was also very critical of Liberty Life which has been accused of bringing police into the deadlock which erupted two weeks ago when management refused to recognise the all-black workers' union.

THE RIGHT of workers to strike received a small but significant boost last week

Carlton Paper and Fosatu's Paper, Wood and Allied Workers Union signed an agreement at Carlton's Wadeville plant in which the company agreed that, in the event of a strike, it would either fire all strikers or none

In so doing, Carlton turned its back on the common practice of firing strikers and then re-hiring them selectively.

This is the second such agreement — Fosatu's National Union of Textile Workers signed one at Natal Thread, Hammarsdale, when its legal strike at the plant was settled.

Fosatu unions are expected to push for similar clauses in other agreements — which could have immense implications for the right to strike

Sacking strikers is a double-edged sword. It is a powerful weapon in the hands of employers — particularly as influx control laws often mean fired strikers lose not only their jobs but their right to live in the cities

But firing an entire work force is costly. Time and money spent on training workers are lost and the employer must begin training a new force at considerable expense

Many companies have reacted to strikes by dismissing the work force and then re-employing all but a few activists. Thus they do not lose the skills of most of their workers, but do "weed out" their leaders

This is what the Carlton and Natal Thread agreements seek to

Carlcor pact boosts the right to strike

LABOUR WEEK

By STEVEN FRIEDMAN

end Unionists believe the knowledge that they cannot selectively re-employ will act as a powerful deterrent against employers, who seek to fire strikers

A PWAWU unionist says the Carlton agreement is part of an attempt to "give real content to the right to strike".

Another development on this front last week occurred at Liberty Life, which sacked 90 strikers who demanded recognition of the Insurance and Assurance Workers Union of SA (IAWUSA)

Liberty said it would not selectively re-employ strikers. It said it had received advice that there was a likelihood of selective re-employment being seen as an "unfair labour practice" by the industrial court.

If it is, the Carlton and Natal Thread agreements would become the norm, not the exception.

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(12) (19) (12/10/83) 20M
300 workers down tools over pay rise

Labour Correspondent

ABOUT 300 workers at Pretoria motor components firm Poole Industries downed tools yesterday in protest at wage and other grievances, the general secretary of the National General Workers Union, Mr Donsie Kumalo, said yesterday

The stoppage is seen as an important test for the recently-formed NGWU as Poole Industries is its biggest factory. The union has been engaged in a recognition dispute with the company for some time

Poole Industries has decided not to comment to the Press on its dispute with

NGWU

Mr Kumalo said workers struck yesterday morning in reaction to wage increases they received on Friday. He said there had been sharp disparities between the rises different workers had received and the workforce had reacted against this

He added that workers

were also demanding that the company stop deducting money from their pay packets for the pension fund run by the motor industry's industrial council

Poole has refused to recognise NGWU because it is not registered and does not belong to the motor industry's industrial council.

WOM
Black,
white
unite
in strike

Labour Correspondent

ABOUT 50 black and white workers at Checkers' Primrose store struck yesterday in protest at the alleged dismissal of a white worker

It is believed that this is the first time in recent labour history black and white workers have struck jointly and the first time black workers have taken strike action in support of a white colleague

However, a Checkers representative said yesterday the worker whose "dismissal" sparked the strike had not been fired

"She was merely transferred to another department in the store. She was not at work this morning and workers appear to have got the impression that she had been sacked," she said

She added Checkers was attempting to "get to the bottom" of the dispute

She confirmed that white workers were taking part in the strike

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union, which is negotiating on behalf of the strikers, said yesterday that a union official was still attempting to settle the strike and full details were not available

She said, however, that coloured workers at the store had not joined their white and black colleagues in stopping work

"I have been contacted by management to say that there is a misunderstanding and that the worker has not been fired

"If this is the case, it is interesting to note that there appear to be communication problems between Checkers management and its white workers, as well as between it and black workers," she said

WMM 192
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Wage dispute settled

Labour Correspondent

A HEATED wage dispute between the Metal and Allied Workers Union and Barlow's Manufacturing Company's Kew plant, which has led to several strikes, has been settled after two days of mediation, a union statement said yesterday.

There have been three strikes at the plant this year over wages which, MAWU says, have cost BMC 11 days' production.

According to the statement, the wage agreement means the minimum rate at the plant will become R2 an hour in January — the minimum MAWU has been campaigning for in negotiations.

In addition, all the plant's more than 600 workers will receive guaranteed minimum increases of 31c or 32c an hour, according to the union. Most will be paid now, with the exception of 7c an hour, to be paid in January.

The most recent strike occurred after management had offered workers R2 an hour in January, which workers rejected, saying they wanted this immediately.

It is understood the rise negotiated now is higher than that offered by BMC at that time.

New agreement will help protect striking workers

FOSATU affiliate, the Paper, Wood and Allied Workers Union, has signed an agreement that protects striking workers from victimisation during dismissals and subsequent re-employment.

primary agreement between the two parties almost a year ago. The recognition agreement was signed last week. In a statement the union said the agreement would give greater bargaining powers to both management and the union.

The incentive, the union continued, came from a similar agreement signed by a Natal company and another Fosat affiliate, the National Union of Textile Workers. A company spokesman confirmed the agreement.

(52) The agreement, which was signed by the union and the giant Carlton Paper Corporation, contains a clause which discontinues the common practice of firing workers and then rehiring them selectively.

The clause states that, should workers go on strike, the company will be obliged to either dismiss all or none of them and, if it agrees to re-employ them, then it will do so without selecting them.

Trade unionists and workers have welcomed this move which they regard as "a step in the right direction."

Unionists also contend that if bosses dismiss striking workers they will be doing so knowing full well that they will lose their entire workforce, thus making it difficult to fire workers.

This controversial clause follows a prelim-

JJC

1 300 on strike

AT LEAST 1 300 workers went out on strike yesterday as labour disputes continue to rock industries countrywide.

More than 900 workers employed by Union Carriage and Wagons in Nigel yesterday downed tools in support of several of their colleagues who have been retrenched by management

The workers, all members of the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), claim that their union was not informed about the retrenchments which management alleges were necessitated by the recession

The company's public relations officer confirmed the strike, but declined to comment on

the issues involved

About 300 workers at Pool Industries in Rosslyn went on strike yesterday morning over pay demands

The employees, all members of the National General Workers' Union, also demanded that the company stop deducting R3 per week from their wages which goes towards their pension fund, Mr Donsie Khumalo, secretary of the union, said yesterday. He said the workers who went on strike at 7 30 am a few minutes after reporting for work, also demanded that the company cease deducting about 40 cents from the respective salaries for the washing of their overalls every week

A source close to the

workers said the strike was sparked off by the company's general increase last Friday "which had a lot of disparity" and varied between 2 cents and 22 cents per hour

"The increases were very unfair and all the workers felt there should be a uniform increment for all employees," the source said

A spokesman for the company, a Mr Pool, yesterday declined to comment on the strike and promised to release a press statement soon

At Checkers Stores in Primrose, about 50 black and white workers went on strike after a white member of staff was dismissed without the workers' knowledge

A company spokesman said that the worker had been transferred to another plant. The whole thing was a misunderstanding and the matter would be resolved soon

At Grand Bazaar in Rosettenville, 54 workers stopped work after management retrenched workers and engaged others

About 70 workers at Discount Game yesterday entered their ninth day of a strike over wages. Management has said that the workers have been dismissed

The 90 workers at Liberty Life Insurance who are demanding the recognition of their union, the Insurance and Assurance Workers' Union, were still on strike yesterday

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Union attacks Liberty Life for letter 'ploy'

13/10/87
By Carolyn Dempster,
Labour Reporter

The Insurance Assurance Workers Union of South Africa (Iawusa) has attacked Liberty Life for using a letter "ploy" to selectively re-hire some of the 90 strikers fired by the insurance company two weeks ago.

The company has denied the allegations.

A union spokesman said some strikers had received letters of dismissal stating that, because they had taken an unauthorised two days off, they were fired. Several others got telegrams telling them to resume work, others received letters asking them to explain their absence to management as soon as possible.

"The workers decided to send back the letters and cheques because their demand was union recognition, not selective re-employment or a pay-off," the spokesman said.

Liberty Life Assurance's managing director, Mr Monty Hilkwitz, said no attempt had been made to selectively re-employ the strikers.

"Seven workers, who did not strike,

stayed away so we sent them telegrams asking them to explain their absence.

"Nobody who took part in the strike has been reinstated or will be. However there are different circumstances and each one will have to be dealt with seperately," he said.

The company was handling the situation carefully and would not employ the type of measures Iawusa had suggested.

Iawusa has sent letters to a number of top companies urging them to publicly denounce Liberty Life's "racist policy" of refusing to negotiate with a democratically elected union.

The companies include Anglo American, the Premier Group, Johannesburg Consolidated Investments and SA Breweries.

"Iawusa wanted to tell these people of the action the union will take if the dispute with Liberty is not resolved," the union spokesman said.

Iawusa has had messages of support from local and international union groups, the most recent from the Banking Insurance Financial Union in London.

Moves to end firm's two-day wage stoppage

By STEVEN FRIEDMAN
Labour Correspondent

MANAGEMENT at Pretoria motor components firm Poole Industries was due to meet worker and union representatives late yesterday in an attempt to settle the two-day wage strike by 300 workers at the plant.

It is understood the meeting was to be attended by elected worker representatives as well as by officials of the National General Workers' Union, which is demanding recognition at the plant.

A company spokesman, Mr Peter Poole, said yesterday none of the company's black workers had returned to work yesterday morning.

Meanwhile, Sapa reports that about 200 workers at another Pretoria firm, York Timbers, had been fired after a three-day strike over wage demands.

The workers ignored a call by the company's management to return to work yesterday or be fired.

Mr Zohle Mtshekwane, the Pretoria branch organiser of the SA Allied Workers' Union, said workers downed tools last Friday when they did not receive wage increments. They

asked SAAWU to negotiate on their behalf, he said.

At Poole Industries' Rosslyn plant, workers are striking in protest against differential wage increases granted to them last Friday, according to the NGWU general secretary, Mr Donsie Kumalo.

He said workers had raised other grievances, but the company says it is not aware of these.

Poole is the biggest factory in which the NGWU is active and the union is pressing for recognition at the plant. Poole initially refused to recognise the union because it is unregistered and is not a member of the motor industry industrial council.

But Mr Poole said yesterday the company was now negotiating on recognition with the NGWU and had submitted a statement of intent to the union on future relations between the two sides. It was still awaiting a reply, he added.

He said yesterday's meeting was to be attended by workers elected to negotiate with management on the strike and added that the company understood that worker representatives would bring the NGWU officials with them to the talks.

The company had no objection to union officials being present, he said.

Black, white workers at store settle dispute

Labour Correspondent

THE strike by about fifty black and white workers at Checkers' Primrose store was settled yesterday afternoon and workers are to return to work today.

The stoppage was seen as significant because black workers downed tools in protest at the transfer of a white woman worker and because both white and black workers joined the strike.

A spokesman for the Commercial, Catering and Allied Workers Union (CCAWUSA), which negotiated on behalf of workers, yesterday hailed this development.

"It is good to see all workers co-operating regardless of race and we hope that this will set a pattern for the future," he said.

Workers originally said the worker whose alleged dismissal sparked the strike had been fired.

She had, however, been transferred to another job. According to CCAWUSA, this was seen by workers as a "demotion".

A CCAWUSA spokesman said yesterday management had agreed to reinstate the worker in her previous job. He said she had originally been transferred because management said she was unable to "do her previous job properly".

But he added that a settlement had been delayed because workers had demanded the dismissal of the store's manager as well.

This issue was eventually resolved, he said, when the

manager apologised for "certain incidents for which he had been responsible in the past" and agreed to "work at improving his attitude to workers and his relationship with the workforce".

Workers had agreed to return on the basis of this assurance, he said.

The spokesman added that Checkers had agreed to conduct an investigation into allegations about management's attitude to workers at the store and would report back on November 1.

This is the second strike at the Primrose store in the past few weeks. The first was prompted by allegations that workers were forced to work overtime.

A Checkers representative confirmed the strike had been settled.

Firing of 76 strikers upheld

Labour Correspondent

AN appeal hearing held by mining equipment firm, Coalequip, has confirmed the company's decision to fire 76 workers for striking, a spokesman for Boart International, Coalequip's holding company, has announced.

The 76, who are members of the Metal and Allied Workers Union, were fired after striking in protest against the sacking of a colleague who had been fired for being absent from work. He was in

prison during his period of absence.

Last week, the company announced that an appeal hearing had reinstated the worker, a Mr Lukhele, but that the sacking of the strikers was not affected by this decision. It said the strikers could apply to appeal against the sacking.

In a statement this week, Boart's spokesman said the chairman of the appeal hearing, Mr B Bath, had found the strike was "illegal" and that

strikers "failed to respond to management's instructions to return to work".

The appeal found that MAWU shop stewards could have averted the strike, the statement said.

It quoted Mr Bath as saying Coalequip recognised "the need to have constructive dealings with representative trade unions".

But it could not "countenance control of the workforce being taken out of the hands of management, which was evident in this case".

MAWU to take concern to court over sackings

Sowetan
October 1983

THE Fosatu-affiliated Metal and Allied Workers' Union (Mawu) is to take a Wadeville firm, Litemaster, to the Industrial Court following the sacking of 86 workers at the plant.

In a statement to The SOWETAN yesterday,

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By JOSHUA RABOROKO

the union said it was also looking at other means of "crippling management's action" in an attempt to have the workers reinstated

Litemaster sacked its entire workforce after they had gone on strike in protest against a number of retrenchments during June this year. The management later re-employed all but the 86

The union, the statement continued,

had held several discussions with the management on the plight of the workers, but management had refused to settle their grievances

"We strongly condemn Litemaster's decision to dismiss workers. Such undemocratic action will never solve problems. We will continue fighting management until our brothers are reinstated," the statement says

Meanwhile Mawu has announced that a formal settlement has been reached between it and the Scottish Cables company in Pietermaritzburg whereby the company has agreed to recognise the union.

Some of the terms of the recognition agreement include collective bargaining rights for the union. The wages issue has been set aside until the union's dispute with the company is settled.

The agreement is seen by the union as being "a step forward"

500 workers get the sack

Labour Reporter



File 14/10/8

The entire black workforce of a Pretoria firm has been dismissed after a work stoppage over a pay dispute, bringing to 500 the number of striking workers fired this week

At Poole Industries (Pty) Ltd in Rosslyn yesterday, management fired 300 workers who went on strike on Tuesday over uniform wage increments

Their dismissal came a few hours after York Timbers Ltd had fired 200 workers who were also on strike over a pay rise

In a statement, the management at Poole said it could not comply with the workers' wage demands

Increments granted last Friday had been reviewed and no further adjustments could be justified on economic grounds, the statement said

Those seeking re-employment by the end of October would be interviewed and offered jobs where possible, without losing any benefits

The decision to fire the 300 workers was conveyed to representatives of the National General Workers' Union, which is currently negotiating for a recognition agreement with the motor industries firm

(152) (795) (107)
RDM 14/10/83

Motor parts firm fires entire black workforce

By STEVEN FRIEDMAN

PRETORIA motor components firm Poole Industries yesterday announced that it had fired its 300-strong workforce, which had been striking for the past three days in support of wage and other demands.

It added that fired strikers had until the end of October to re-apply for their jobs, but none had yet done so. The company charges that the strike was "illegal" and that workers were demanding increases of R4 an hour.

The general secretary of the National General Workers Union, Mr Donsie Kumalo, reacted angrily to the company's decision and said the union was considering an application to the Industrial Court to overturn the sackings.

He said the dismissals fol-

lowed a meeting on Wednesday afternoon at which the company refused to negotiate on worker demands with the union and revealed that it planned to fire the strikers.

The strikers stopped work on Monday in reaction to a wage increase granted last Friday. Workers objected to the fact that they were given different increases and demanded that all receive the same rise.

Mr Kumalo said they were also demanding that the company stop deducting money from their pay on behalf of the motor industry's pension fund and objected to a company decision to have their overalls cleaned by an outside firm and to deduct money to pay for this from their pay.

In a statement, Poole's

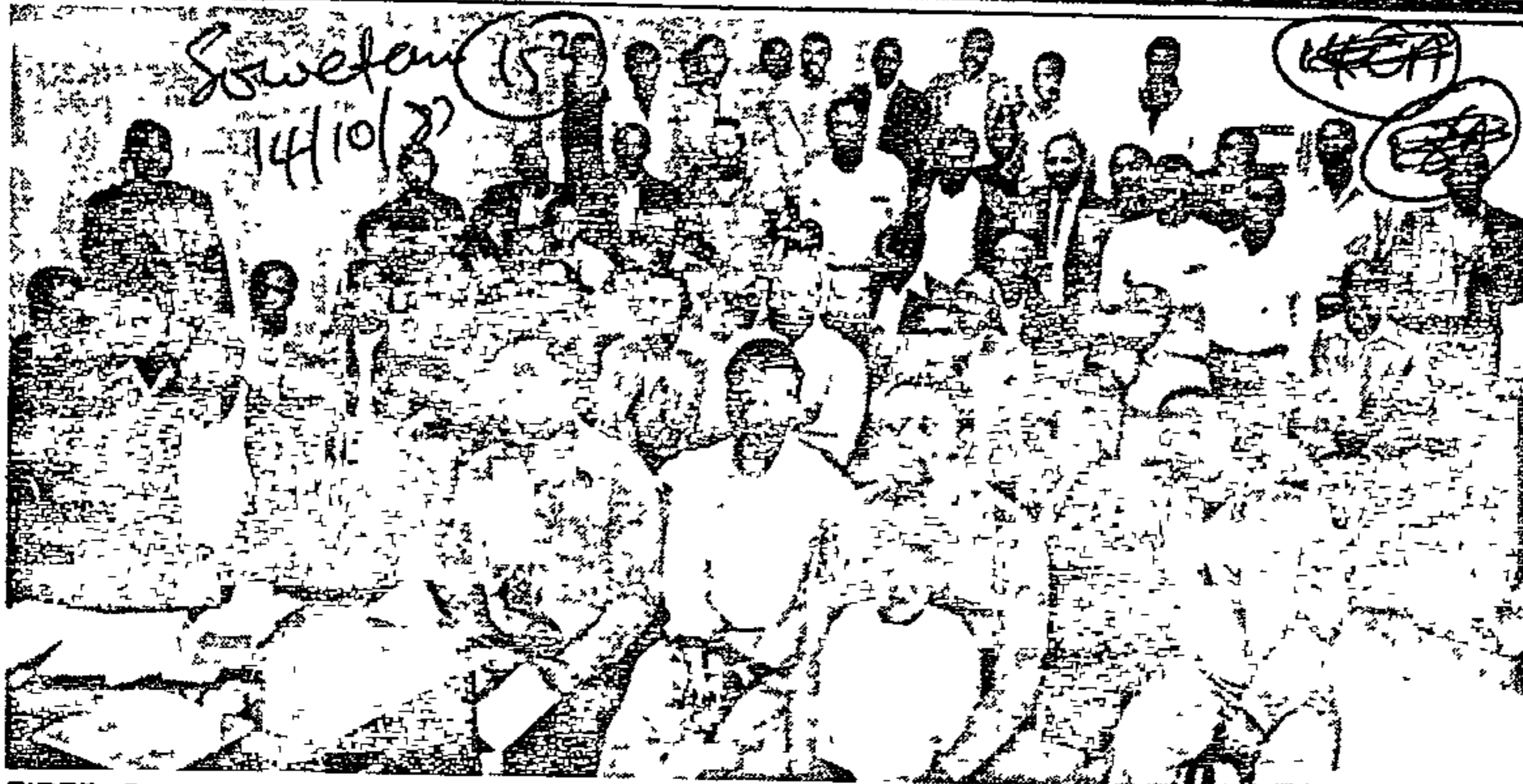
managing director, Mr N F Lubie, said the company could not agree to workers' wage demands.

He said the strike was "illegal" and strikers had breached their work contracts.

He said the pension issue had been referred to the Motor Industrial Council. Although no black workers had reported for work, production was continuing.

● A statement by the Pretoria firm York Timbers, which was reported to have fired nearly 200 workers who struck over a wage dispute, said yesterday that only 43 had been fired.

It said 182 workers had struck, but that all but 43 had returned to work. These workers were expected to seek re-employment "over the next few days".



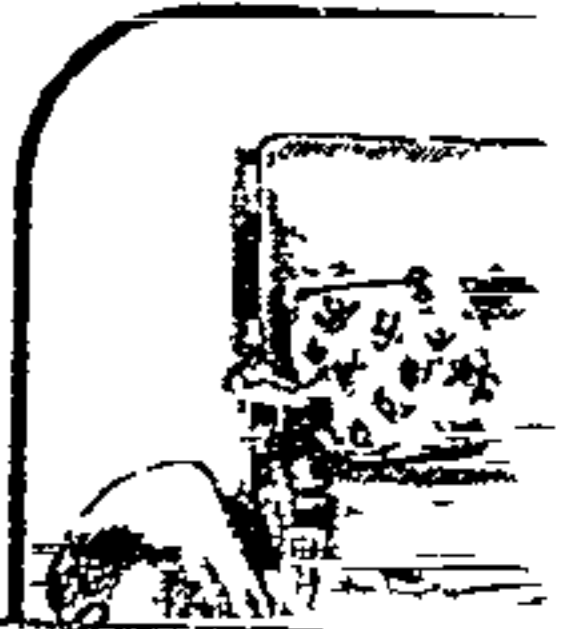
FIRED: Some of the 76 Coalquip Company's sacked members of the Metal and Allied Workers Union yesterday demanded to be reinstated following a strike this week. They were sacked after going on strike in support of a colleague who was absent from work. The union is seeking legal advice on the matter while management contends that their strike was "illegal."

ERAB spends R38-m . . . on homeland 14/10/83

Nine class at High School in sane were not when a 28-year joined their week

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Support flows in for ninety Liberty strikers

(152) Soweto 14/10/83

By JOSHUA RABOROKO

SEVERAL messages from local and overseas organisations pledging solidarity with the 90 sacked striking workers at Liberty Life were read at an emotion charged meeting of the workers in Johannesburg yesterday

Police patrolled the area where the president of the Insurance Assurance and Allied Workers' Union, Mr Joe Seoka, read the messages from London and Switzerland amid shouting of black power slogans

Mr Seoka said that the workers had been getting support from various organisations and that workers at Liberty Life had arranged a meeting with these groups today

The union has also requested several companies which are associated with Liberty Life to pressurise management to try and resolve the matter as quickly as possible.

The workers are de-

manding that management recognise their union, but management has rejected their demands saying they want a non-racial union for all workers

At the meeting workers carried placards condemning management for not recognising their union and for paying them "starvation salaries"

Mr Seoka said that if management did not want to resolve the matter they would be forced to seek legal advice about taking them to the Industrial Court

The union also condemned the action of the police in patrolling the area. Management had earlier claimed that certain workers were being intimidated into joining the strikers and police were called in to see that law and order was maintained in the area

The workers have resolved to picket against their company at centres in the city and Soweto.

Mawu in Barlow strike accord

By JOSHUA
RABOROKO

THE Metal and Allied Workers' Union (MAWU) has reached a settlement with Barlow Manufacturing Company's plant in Kew following a labour dispute involving more than 600 workers who went on strike over wage demands.

The union said the company had agreed to pay a minimum rate of R2 per hour which would be effective as from January

The agreement followed three strikes at the plant which the union claims cost the management 11 days' production

The workers will also receive a guaranteed increase of 32 cents or 31 cents per hour, according to a statement given to The SOWETAN yesterday

The settlement was reached after two days of mediation after several dispute meetings were held under the Industrial Council dispute procedure

Workers at Kew have welcomed the settlement which they said could have come much earlier had it not been for the company's stance on certain principles, especially their rejection of the across the board increase

The union is also still negotiating with Barlow Manufacturing Company in Alrode for wage increases. A report back on the negotiations will be discussed by the shop stewards' council of Fosatu which has become "increasingly effective in co-ordinating and supporting negotiations at plants within the Barlow Rand group," the statement said

152



Sowetan 14/10/83

50

Strike
Star 15/10/43
threat
~~at major~~
refinery

Black workers at the refinery which processes all South Africa's gold may strike soon over a pay claim, the general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said yesterday.

A final wage and conditions offer from Rand Refinery at Germiston, near Johannesburg, was unlikely to be accepted by the 250 members at the plant. "We will then start to count the days to a strike," he said.

The Chamber of Mines, which negotiates for the refinery, said in a statement it had presented a revised and final offer yesterday which the union was considering.

Mr Ramaphosa said the refinery had raised its pay offer to nine percent from eight but had adversely revised increments for years of service. The offer would be put to members on Monday and a reply given on Tuesday — Reuter

THREE hundred striking workers at a Pretoria factory have been fired after a wage dispute with management

Donsi Khumalo, National General Workers Union secretary, said management at Poole Industries Ltd told workers they had lost their jobs

The workers would be allowed to re-apply for their jobs.

The workers, dissatisfied with pay increases and pension deductions, went on strike on Tuesday.

300 STRIKING WORKERS FIRED

Mr Khumalo said the workers were not prepared to go back to work until their grievances had been resolved.

Their dismissal comes soon after another Pretoria

firm, York Timbers fired 200 workers also striking since Friday.

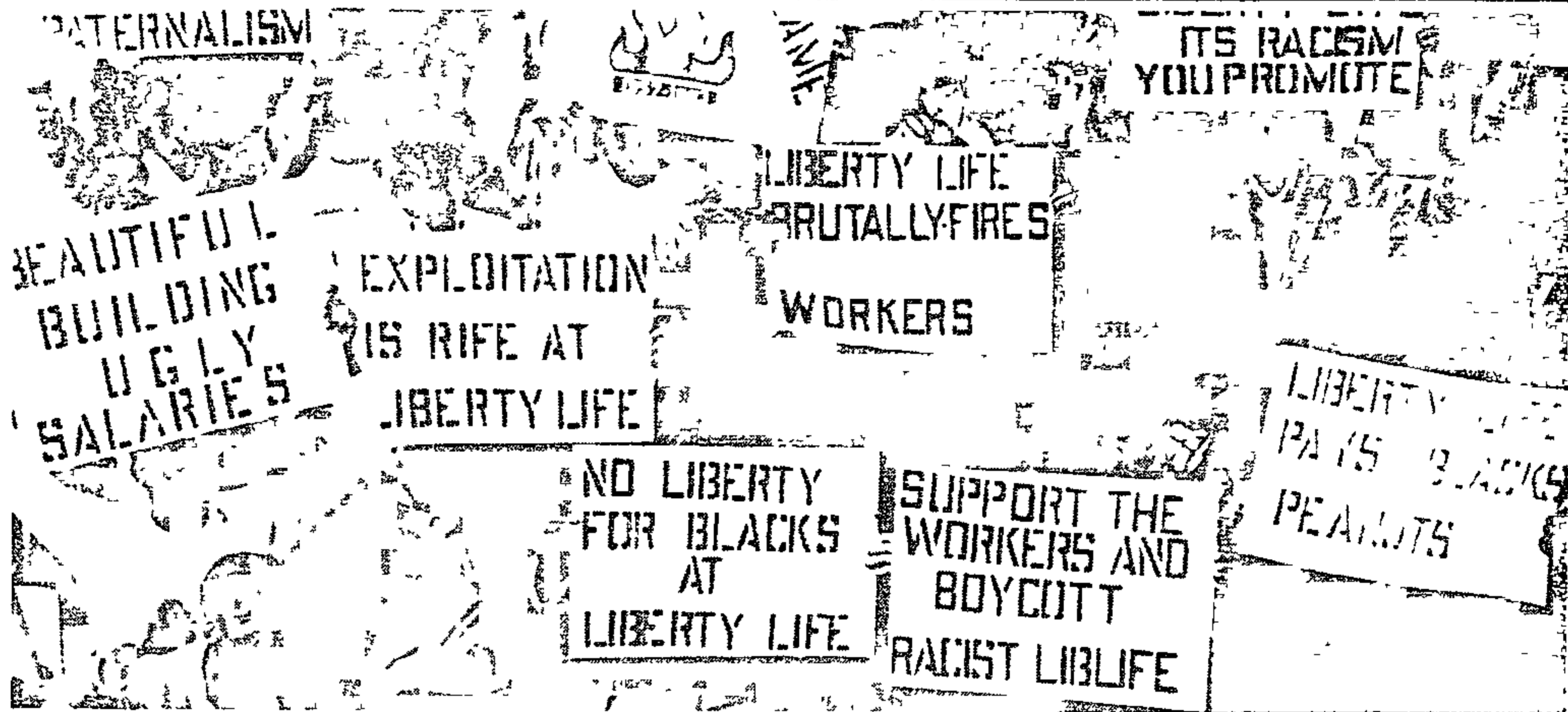
The workers continued to strike despite a management warning that they would be fired

Deacon Mathe, organiser for the South African Allied Workers' Union, said the company's employees would not return until they received a wage increase

city Press
16/10/83

~~USA~~
152
~~USA~~
~~USA~~

WHITE-COLLAR STRIKERS TURN ON THE HEAT



● Liberty Life workers vent their feelings as their union mobilised local and international pressure against the company

Unions geared for action

THE Municipal and General Workers' Union fires the first shots in the battle against Liberty Life Insurance Company at a support meeting in Soweto this morning

The meeting will climax a tension-filled week for the 90 workers who went on strike three weeks ago

It was a week in which Insurance and Assurance Workers' Union (IAWU), worked flat out to bring the strikers' struggle with the company to black communities, trade unions and the business world — especially companies



which deal with Canadian-owned Liberty Life

At the same time, IAWU members were busy preparing to persuade another 130 Liberty Life workers to join them. Some of the suggested moves to achieve this were to picket their homes in a move "to educate the black community about the arrogance of Liberty Life"

In another development this week, a planned picket by the strikers was abandoned because of heavy police presence in Braamfontein, where the strikers met a few kilometres from Liberty Life

Businesses dealing that will educate the

with Liberty Life were also approached by the IAWU about the strikers' deadlock. These include the giant United Building Society Premier Milling, SA Breweries Anglo American and Johannesburg Consolidated

The Johannesburg Stock Exchange was also going to be picketed, with placards appearing whenever Liberty Life shares came up on the trading floor

Black business has also been approached to pressurise Liberty Life to negotiate with the striking workers

International pressure also came as Switzerland's Insurance and Finance Workers' Union put pressure on London's Guardian Oil Exchange, holder of Liberty Life shares, to have the company break the deadlock with the strikers

"These are the moves

public about Liberty Life's attitude to our struggle," said IAWU president Joe Seoka

The strike took another turn late this week after the IAWU accused management of selective re-employment after some of the strikers received telegrams to contact the firm

He said the union's problems with Liberty Life started a year ago when management issued procedures to black staff about joining trade unions

"All along our suspicion has been that they would come with a company-sponsored or favoured union," Mr Seoka said

In July, Liberty Life employees received increases — and disappointment brought the workers' anger to the surface. IAWU, which enjoyed a small membership at Liberty Life, was suddenly flooded

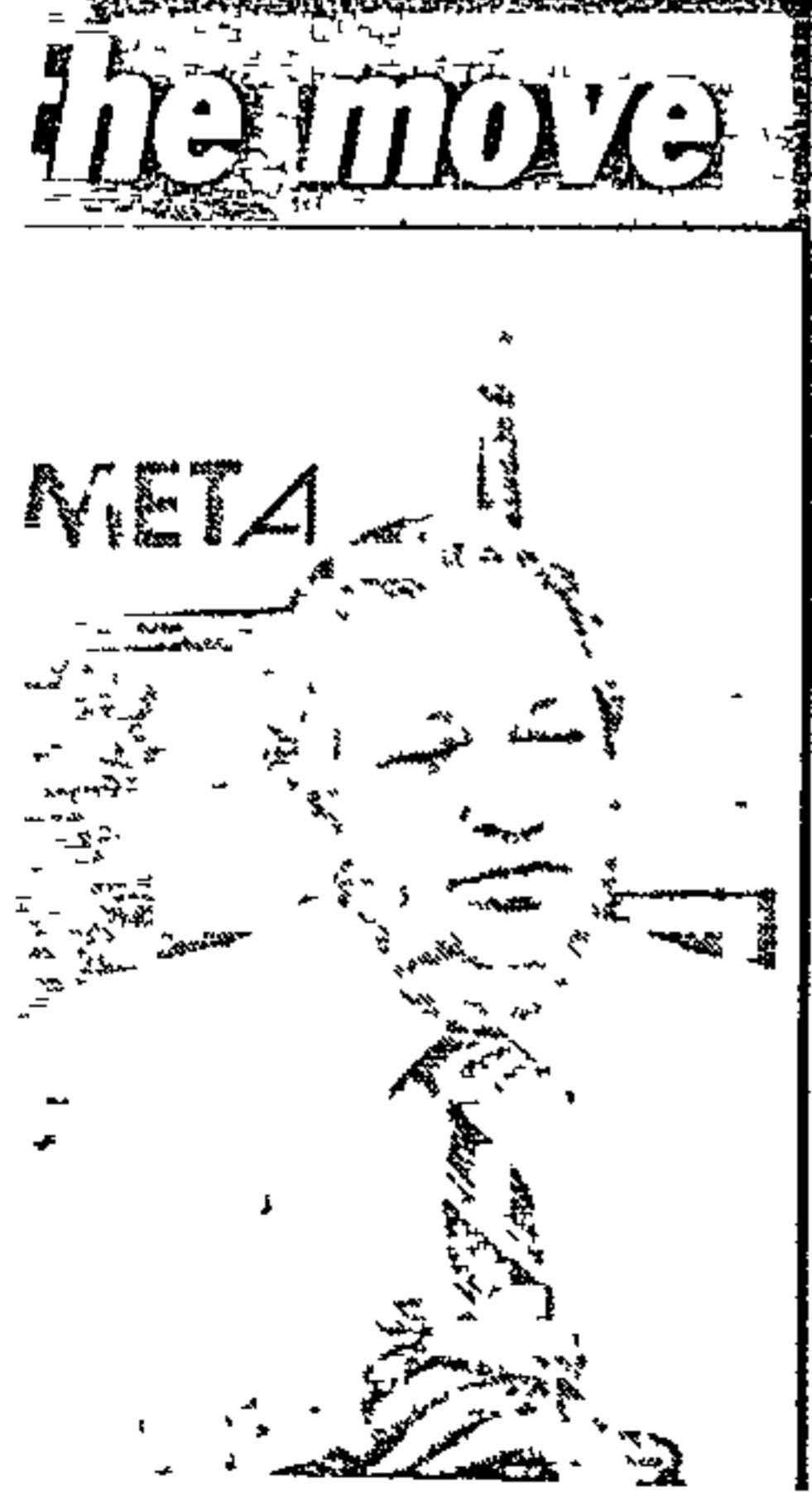
with applications, while others asked the union to look into "the discriminatory increases"

One of the charges was that Liberty Life paid black clerks R320 a month starting salary, while white clerks were paid R650. Another was that training schemes were segregated

Management refused to recognise the IAWU, saying the blacks-only union was racial. While the union and management debated this and other issues the whole thing collapsed when 90 workers struck

"There are talks that we are politically motivated but management can't prove this. It has also been said that because we are politically motivated we are a racial union," said Mr Seoka

"But this whole thing shows arrogance. The law allows us to organise people of our choice. We are talking about freedom of association"



Vista lays down the law

TOUGH disciplinary rules over students — and their parents — have been instituted at the new Vista University campuses around

CP Reporter
PRETORIA

This provision could prevent

"No student or student organisation shall issue any Press statement or grant any interview which involves the bodies or persons in charge of the university"

F M W 152

STRIKES

Not so willing

It is a commonly held belief among many SA managements that as black workers' aspirations rise they become increasingly willing to strike at the drop of a hat. This notion has, however, been challenged by a study of black workers' perceptions of the role and function of trade unions.

The study was conducted between September and November 1981, using a sample of 1 280 black workers in the Pretoria and Port Elizabeth areas, by Steve Terblanche, director of the Human Sciences Research Council's Institute for Manpower Research.

In response to the question "Are you in favour of going on a strike?" over half (54%), indicated that they were opposed to striking. The reason for opposition put forward by the majority of the workers (30%)

in the sample was that if dismissals resulted from the strike, it was employees who suffered — not management.

Other reasons in favour of not striking were that consultation works better than confrontation (endorsed by 12% of the workers); that strikes do more harm than good (12%); fear of danger, violence and injuries (11%); and unwillingness to become involved (10%).

Major reason

It is a telling reflection on managements that the major reason why workers indicated they were in favour of striking was that management would not listen to them.

Only 23% of the workers thought they could improve their salaries by striking, while 22% indicated that they thought the black community had the right to strike. The last factor, according to Terblanche, indicates an underlying political motive.

PRESS STATEMENTS



~~140A~~ (172) ~~196~~

RESULT OF DUNLOP STRIKE BALLOT

The result of the strike ballot held amongst members of the Metal and Allied Workers Union at the Dunlop Tyre Factory were released last night by officials of MAWU who conducted the ballot yesterday.

In all 825 members voted in favour of legal industrial action, 6 voted against and there was one spoilt paper. The number of people who voted represents just over 90 per cent of MAWU's actual membership at the plant.

The ballot had to be conducted on the pavement outside the factory gates as management refused to allow union officials access to the company's premises because they allege that any possible industrial action would be illegal.

Meanwhile the company is continuing to interview and test numerous new employees who have been told after completing their tests that they should wait to be called out from their homes.

The Union believes that these people are being interviewed to build up a scab labour force on the sidelines which could be moved in to break any possible industrial action by MAWU members.

Members will now meet on Saturday to consider any further proposals from the management or failing such to examine the massive vote in favour of legal industrial action.

Natal Branch Secretary, MAWU 11.11.83

...murder, takes a breather during the morning recess

THOUSANDS WERE HEARD SLEEPING

Liblife pressure mounts

16/10/83

152

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City Press

INTERNATIONAL

and local pressure is being mobilised against the giant Liberty Life insurance company which sacked 90 black strikers recently over their demands for company recognition of their union

Time is running out", said Insurance Workers Union (IAWUSA) president Joe Seoka this week. He said the union was seeking the as-

sistance of employees in other Liberty Life subsidiaries and a variety of trade unions in an attempt to force Liberty Life to recognise his union and reinstate the sacked workers

"We have reached a deadlock and will use our influence to reverse its decision", said Mr Seoka.

He revealed that the Swiss based insurance and finance

Workers Union is pursuing a big London company with shares in Liberty Life to negotiate with IAWUSA

And in London this week the end group was combining the records of the London office of Liberty Life to establish if there were any links with the SA company

The group plans to take action if it can establish a link which

the company denies

City Press has also learnt that a Liberty Life-sponsored dinner for black brokers collapsed this week when the brokers declined to attend the dinner because of the strike

Meanwhile, it is understood that the Anglo American Corporation has invited the union to brief it on Monday about the strike. Anglo has a big stake in Liberty Life.

JOE SEOKA

time running out

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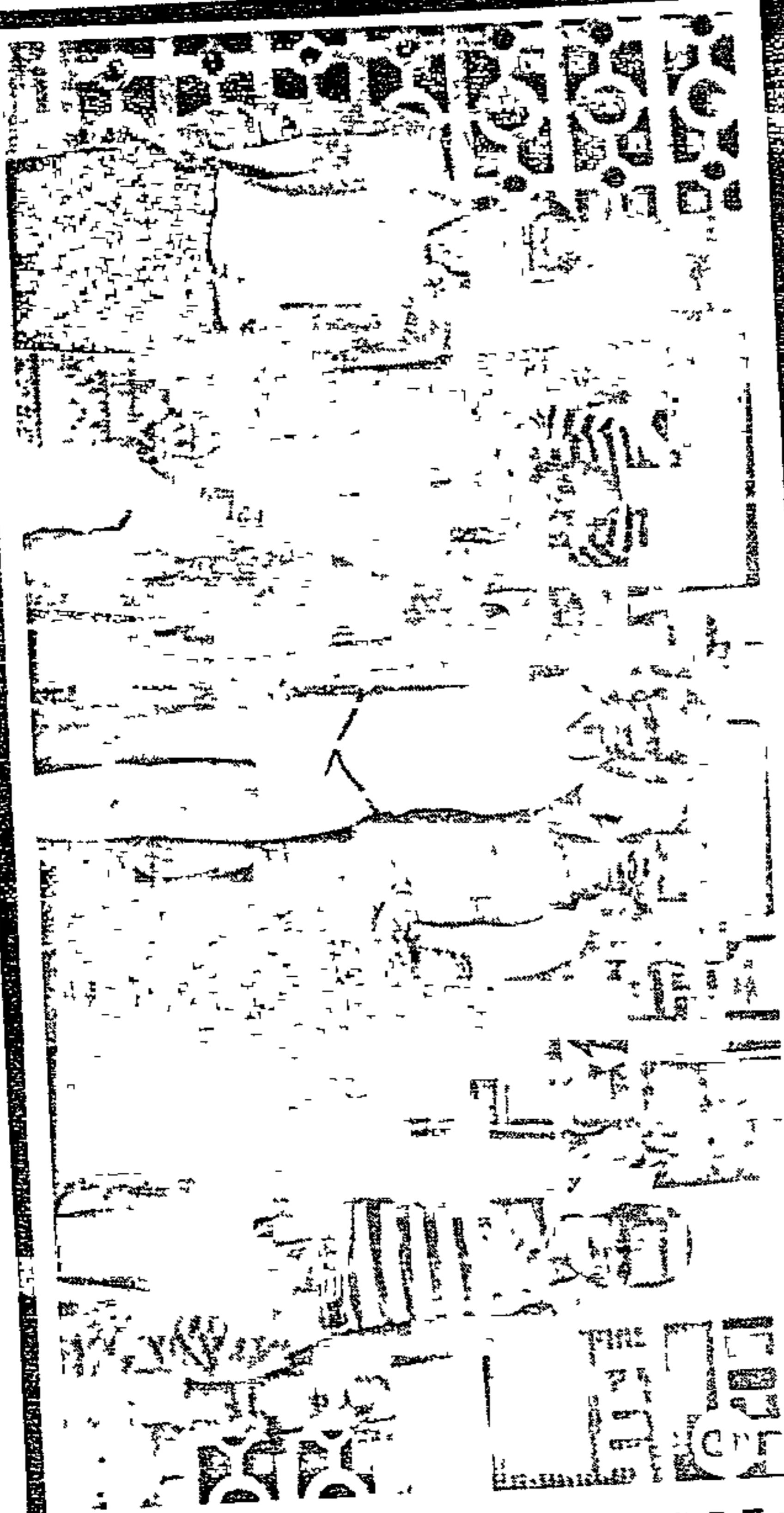
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DEES

Reviews

ANGRY GARDENERS STRIKE OVER DISMISSALS



THE Black Allied Workers Union has briefed its legal representatives after 20 members employed by Gordon Smith Landscape Gardeners were dismissed this week following a week long strike

The strike was sparked off last week when two shop stewards were dismissed from the firm. This led to the strike when management refused to talk about their dismissal or consider their reinstatement

Mark weng

Specialist management

Mineworkers union is to strike over wage issue

By Fiona Macleod

18/10/83
Members of the National Union of Mineworkers (NUM) at the Chamber of Mines' Rand Refinery have decided to stage a strike after rejecting a "final" wage offer of nine percent from the Chamber.

At a meeting late yesterday afternoon the members decided to notify the Department of Manpower that the union's dispute with the Chamber had not been settled and that they would strike after the 30-day period required by law.

The strike could have serious implications for the gold mines. Although the refinery, which is in Germiston, employs only about 250 workers, it refines all gold produced by the Chamber's mines.

The Chamber raised its wage offer from eight percent after talks with the union deadlocked in August.

NUM, which demanded a 40 percent rise, declared a formal dispute with the chamber and an official conciliation board has been meeting in an attempt to resolve the dispute.

Late last week the Chamber made the offer of nine percent, which it described as "final".

Rec 18/10/23

Strike threat at Dunlop

After wage negotiations had "ended in deadlock" the Metal and Allied Workers' Union yesterday threatened legal strike action against the Dunlop Tyre Company at its Durban plant

Some 300 union members endorsed strike action after the 30-day period required by law "to show the company that we are not animals, but human beings with serious and legitimate grievances".

The workers decided to "stand firm" in their demand for wage increases ranging from seven to 18 percent. Dunlop called the decision to declare a dispute "unnecessary" and appealed for further talks.

Strikes in SA 'end quicker than abroad'

152

E. Post

18/10/83

By CLAIRE PICKARD-CAMBRIDGE

STRIKES in South Africa are resolved far more quickly than in most other countries, according to the Director-General of Manpower, Dr Piet Meyer

Addressing businessmen at a seminar in Port Elizabeth today, he said 44% of strikes in South Africa were settled in a day and the bulk of the others in three days

"Too many employers in South Africa who blame the law, hide behind the law in the event of labour unrest," said Dr Meyer. Employers and employees benefited from the orderly industrial relations environment created by the Labour Relations Act of 1956 and its amendments

Dr Meyer attributed the swift ending of strikes in South Africa to the conciliation machinery and the increasing skill with which employers and unions were using it

He said amendments to the Act had meant the total membership of registered trade unions had increased from 727 000 in 1979 to 1 226 000 at the end of 1982

The number of black workers who joined registered trade unions increased from nil to 395 000 in 1982. However, registration of trade unions was voluntary and an estimated 100 000 workers were members of unregistered unions. The whole question of registration was being investigated by the Department of Manpower

It was rumoured that legislation was in the pipeline which would remove registration of unions as a prerequisite for participation in the Industrial Council. But all interested parties would be consulted before it was decided whether the Act should be changed, he said

This legislation had especially benefited women workers in South Africa who could now demand the same minimum wages as men if their leadership was party to the Industrial Council

The activities of the Industrial Court had increased from 36 cases in 1981 to 49 in 1982

CA

Liberty Life workers join 90 striking colleagues

152
 (S)
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 Somerset 8/19/82

SOME of the remaining workers at Liberty Life Insurance Company have joined the 90 sacked strikers amid several messages calling on management to resolve the labour dispute.

The workers all members of the Insurance Assurance Workers Union have downed tools in support of their colleagues who are fighting for the recognition of their union.

Several messages from London, Switzerland, Brussels as well as various local organisations were received by union officials at the weekend according to a union representative, who said that the messages all pledged sol-

By **JOSHUA RABOROKO**

idarity with the workers. The messages also called on management to withdraw the dismissal of the workers and to heed other issues involving the workers' grievances. They pleaded with Liberty to observe the Freedom of Association Act which allows every worker to be a member of any union of his/her choice.

The spokesman said that another employee who was asked by management to come back to work in view of the staff shortage had been dismissed because she was accused of being recalcitrant.

We condemn man-

agement's attempts to try to rehire workers selectively. We want to assure them that we are united in our actions and no form of luring will affect us. The spokesman said.

The union spokesman further said that they regarded as intimidation the company's attempts to stifle our actions by calling on the police to watch our movements.

Liberty Life's manager Mr Winterton said when the dispute started they had received messages which attempted to pressurise them into changing their stance, but for the past

two weeks we have not received any

He was not aware of any workers who had joined the strikers and said 'We have not suffered any shortage in staff.

He denied that there was any police harassment of the striking workers.

The company had not induced any of the workers to return to work by offering them anything, he said.

Meanwhile the strike by 50 workers at Game Discount Store and Coalequip is still on the go. The workers were sacked after downing tools in support of retrenched and dismissed workers.

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129 132
19/10/83
R04

Strike 'sparked by managers' racism'

Labour Correspondent

ABOUT 50 workers at Checkers' Virginia store went on strike yesterday, demanding that three women in the store's management be dismissed, a union spokesman

said yesterday

The spokesman, Mr Mongezi Radebe of the Commercial, Catering and Allied Workers Union, said workers alleged the three woman managers had addressed

workers in racially insulting terms

Representatives of Checkers' Johannesburg head office had reacted to the dispute by offering to give the three a final written warning,

but workers insisted that this was inadequate, he said

Mr Radebe said the workers downed tools in protest at what they alleged was the three women's habit of calling them "baboons" and "k. rs"

20/10/83 152
CAPE TIMES 19/10/83

Gold workers to strike

JOHANNESBURG. — Members of the National Union of Mineworkers (Num) at the Chamber of Mines Rand refinery have decided to stage a strike after rejecting a "final" wage offer of nine percent from the Chamber.

At a meeting late on Monday afternoon, the members decided to notify the Department of Manpower that the NUM's dispute with the Chamber had not been settled and that they would strike after the 30-day period required by law.

The strike could have serious implications for the gold mines

Although the refinery, which is in Germiston, employs only about 250 workers, it refines all gold produced by the Chamber's mines

The Chamber raised its wage offer from eight percent after talks with the Union were deadlocked in August

Num, which demanded a 40 percent rise, declared a formal dispute with the Chamber and an official conciliation board has been meeting in an attempt to resolve the dispute.

Late last week, the Chamber made an offer of nine percent, which it described as "final". — Sapa

day, October 19, 1983

Journal

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STRIKE LOOMS ON GOLD MINES

By JOSHUA RABOROKO

ABOUT 250 mine-workers, members of the giant National Union of Mineworkers (NUM) may go on a legal strike at the gold mines after their rejection of a wage offer made by the Chamber of Mines.

The union's general secretary, Mr Cyril Ramaphosa, said that the workers, employed by Rand Refinery in Germiston, had rejected the offer because they were not satisfied with management's revised offer.

The rejection followed a deadlock reached in August between the chamber and NUM when the union demanded a 40 percent rise, and rejected the chamber's offer.

The union declared a dispute with the chamber and a Reconciliation Board was appointed in an attempt to settle the matter. The chamber made a new offer last week and this was also rejected by the union.

A strike at the refinery, which produces all the chamber's gold, is likely to have far-reaching consequences in the gold industry.

Mr Ramaphosa said the union could not call a legal strike until 30 days after the rejection of the offer by members.

The union had demanded that workers receive an extra 0,5% of their pay for every year they had worked at the refinery. The chamber accepted this on condition it took effect from

now, meaning that long service workers would not benefit.

He said they had rejected the offer and demanded that the pay rise be calculated from the day workers were engaged. The chamber then changed its stance and offered a R1,20 per

month increase for each year of service on condition no worker received more than R30.

"We find this offer absolutely unacceptable because it means workers who have 25 years' service are going to earn almost nothing," he said.

The union would inform the Department of Manpower that the Conciliation Board has failed to settle the labour dispute before actually going on strike," Mr Ramaphosa said.

Neither the chamber nor the Department of Manpower had received any information on the workers' rejection of the offer, according to spokesmen yesterday.

Statement 'was not intended to promote strikes'

Mercury Reporter

A STATEMENT on workers' rights published by Diakonia this week was not intended to encourage strikes, Mr Rob Lambert, a lecturer in industrial sociology at the University of Natal, and a research worker for the Church and Work Department of the Southern African Catholic Bishops' Conference, said yesterday.

Mr Lambert is a member of Diakonia's Church and Industry Programme which drew up the statement. It has been endorsed by a number of major Churches.

The statement affirms that workers have the right to strike and to picket.

Questioned on this issue, Mr Lambert said these were worker rights throughout the world.

He quoted from a report of the National Manpower Commission of 1981 which stated that strikes were a natural phenomenon and South Africa should avoid regarding every strike as a national crisis.

The statement on worker rights said there must always be a morally just cause for a strike, such as seeking to remedy an injustice suffered by those who carried out the action.

The report said that a picket should be intended to persuade peacefully and should not involve violence or damage to property.

Questioned about the advisability of picketing where experience in the United Kingdom had shown this to be a provocative measure, Miss June-Rose Nala of the Metal and Allied Workers' Union said the two

situations were not analogous.

'I don't see why it should cause that kind of provocation,' she said.

The statement affirms 13 rights which workers have outside the workplace.

These are the right to Full participation in cultural, religious, socio-economic and political life.

Freedom of expression, Free access to accurate information,

Investigate the truth freely,

Freedom of assembly, Family life,

Freedom of movement and residence,

Adequate housing, Adequate transport,

Compensatory adult education and technical and professional training,

Basic health services; Adequate social security benefits, and

Adequate leisure and recreation.

Conditions

The statement defines rights to these conditions of work: safe and healthy working conditions, freedom of association and collective bargaining without police or State harassment, freely to form trade unions and to structure these according to the will of their members, to participate in planning and decision-making about profit-sharing and other conditions of work, to participate in decision-making about the negotiation procedures to be used in meetings between themselves and management, to strike and to picket, to organise consumer boycotts and to adequate paid annual leave and sick leave.

● See Editorial Opinion

Factory strike over canteen price rise

12/10/82
20/10/82
152
~~143~~

By STEVEN FRIEDMAN
Labour Correspondent

BETWEEN 100 and 130 workers at Premier Group company Farm Fare's plant at Eastgate near Alexandra are on strike over wage and other demands

The general secretary of Cusa's Food, Beverage Workers Union, Mr Skakes Sikhakhane, yesterday said the strike began on Tuesday, but management refused to discuss the dispute with the union.

He said the union had recently negotiated a wage rise with another Farm Fare plant in which workers chose higher pay in place of a canteen subsidy by the company. As a result, canteen prices had risen

"However, the company has now introduced the same price rises at the Eastgate plant, but without giving workers the same increase," he said

"We are angered by the company's attitude. Their refusal to even talk to us is hampering a settlement and I am trying to contact Premier Group head office to take the matter up," he said

A company spokesman yesterday refused to comment.

Meanwhile, Sapa reports that only three of the 75 workers on strike at Check-

ers' Virginia store in support of demands that three managers be fired have returned to work

The company has replaced the other strikers with temporary labour, but says it will not fire them

A Checkers representative, Ms Peta Lomborg, said management had offered to give final warnings to two of management representatives accused of using racial language and had found that allegations against a third were unfounded

But the company would not fire the managers and charged that workers had struck without using the company discipline procedure

And the Metal and Allied Workers Union, which has threatened a legal strike at tyre company Dunlop's Durban plant, has rejected a company statement that Dunlop is prepared to continue negotiating on wages at the plant

Dunlop replied yesterday by repeating that it was willing to continue talks and added that, as a result of union rejection of its offer, it would now implement a wage rise of between 10c and 23c an hour, as contained in the industrial council agreement which covers Dunlop

12 Caltex drivers on strike

East Rand Bureau
20/10/83

Drivers at the Benoni depot of Caltex Oil went on strike today following the dismissal of three drivers

The head of public relations for Caltex South Africa, Mr Keith Bewick, confirmed that 12 drivers had gone on strike this morning

He said that a meeting between management and employees would take place tomorrow morning

GRIEVANCES

"At this stage we do not know what their grievances are, but we have asked them to prepare a list by tomorrow."

Mr Bewick said that three drivers had been fired yesterday for clocking in each others' work-time cards.

"These drivers were warned over a period of time about this malpractice. They chose to ignore warnings and we had no choice but to fire them."

Mr Bewick said the strike would not effect petrol deliveries to the East Rand as drivers from their other depots would help out

Strikers ready to take legal action (152)

ANOTHER group of dismissed workers who went on strike after one of their colleagues was allegedly assaulted by their white boss, has threatened to take court action if they are not reinstated.

A total 51 workers at the Pienaar and Grabe Wood factory in Rosslyn, who went on strike over pay demands last week, also claimed

yesterday that they were subjected to daily assaults by the authorities including their manager

A spokesman for the workers said the strike was sparked off when their colleague, Mr Antipas Leso, one of the three members of a committee which negotiated for a 30 cents an hour increase, was allegedly punched and kicked by two managers

and a certain foreman

A total of 50 workers went on strike in solidarity with Mr Leso after he was told by management that he had been fired. The workers, who have since joined the union, also lashed out at the company's bad treatment and condemned management for the daily assaults they are subjected to

An official of

SAAWU Mr Deacon Mathe, yesterday said his union was going to negotiate with management for the re-instatement of the workers failing which court action would be considered

About 300 workers fired at Pool Industries in Rosslyn last week have also threatened to take court action against the company for their "unfair dismissal" over pay demands

Sowetan 26/10/83

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STRIKERS. R30 a week is not enough

310 remain out on strike

By JOSHUA RABOROKO

ABOUT 310 workers at Kleenim Brush Works Company in Newclare, who recently downed tools over wage demands and recognition of their trade union, will not return to their posts until their demands are met

At a meeting at Khotso House yesterday, the workers, all of

whom are members of the African Allied Workers Union, said they were unhappy with the R30 they earned weekly and demanded a 50 percent increase

The workers went on strike on Tuesday after a

deadlock was reached between their works committee and management over their demands

After the deadlock, the workers told The SOWETAN that they "saw a number of police

around the plant", and that they were ordered to leave the premises if they "did not want trouble"

The workers said that they were not earning "decent wages" and complained of being exploited by their employers for far too long

The union's acting president, Mr Reggie Nkomo, said that they tried to convince the management on the importance of a trade union, but the manager, Mr L. Barrat, told them that he did not want to have dealings with any union

Speaker after speaker at the emotion charged meeting, which was interrupted by shouts of black power slogans and the chanting of freedom songs, expressed dissatisfaction about their pay which they described as "starvation wages"

Disinvestment 'only alternative to violence'

CAPE TOWN 20/10/83

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Own Correspondent
DURBAN — The Chief Minister of Kwazulu, Chief Gatsha Buthelezi, said yesterday that he was aware that disinvestment and disruptive industrial action, if there were a "yes" vote in the referendum,

would harm black people, but this was the only alternative other than violence they would use

Chief Buthelezi was speaking after a top-level meeting in Ulundi with a delegation from the Natal Chamber of

Industries, headed by the president, Mr Jimmy Somerville, and the senior vice-president, Dr C J Saunders

The meeting was arranged following press reports that Chief Buthelezi had threatened the possibility of disinvestment and unrest if there were a "yes" vote

The Chief Minister said in a joint statement with Mr Somerville that he had made it clear that he had not said he would encourage disinvestment and strikes

He had mentioned strikes as a possibility black workers might not be able to avoid if white voters said "yes" in the referendum

Chief Buthelezi said he saw disinvestment and strikes as the only alternative to violence, which he still opposed

If his followers resorted to this option, he said, then his peoples' options were his options

Yesterday's meeting followed a speech by Mr Chris Saunders, a leading Natal industrialist, on Monday in which he said he would vote "yes" in the referendum

(Report by P Leeman, 12 Devonshire, Place, Durban)

UNION STRATEGIES

Hitting the associates

FM 21/10/83

The dispute between Liberty Life and the Insurance and Assurance Workers' Union (Iawusa) may culminate in one of the most ambitious consumer boycott campaigns in SA's history

One of the latest developments in the dispute is an effort by the union to mobilise both local black community and union support, as well as aid from international unions to put pressure on Liberty Life and its associated companies. The union can put relatively little black consumer pressure on Liberty, but it obviously believes that some companies with financial links may be more vulnerable.

The union says it has already written to companies it believes are closely associated with Liberty, asking them to intervene in the dispute. It warns that failure to do so may result in "more drastic action" being taken — not only against Liberty, but the associated companies as well.

The dispute has its origins in an impasse between Iawusa and Liberty over recognition (*Current affairs* July 29). The union says it represents a majority of black workers at Liberty's headquarters in Johannesburg. The company says the union has yet to provide proof to support this, and points out that only about a third of the black employees at its head office took part in a recent strike over union recognition.

But perhaps more importantly, Liberty is also taking a strong stand against recognising a racially-based union — saying it is more than willing to recognise a multiracial one. The company says that as an equal opportunity employer, and employees of all races enjoy the same conditions of employment and get the same pay on the basis of their performance. It charges that

Iawusa has political motives and says that recognition of a racially exclusive union could provoke tensions between employees of different races.

Iawusa argues, however, that the company cannot define how black workers should exercise their right of free association. It questions Liberty's claim to be an equal opportunity employer and says black workers' needs and interests are different to those of whites — and that it therefore makes sense for them to have their own union.

Late last month 93 black employees were dismissed after taking part in a strike over recognition — the second within three months. Iawusa has abandoned any plans it may have had to launch an action through the Industrial Court to challenge Liberty's refusal to recognise it. The union says its members have rejected legal action because it is a time-consuming process, but it is still considering possible legal action over alleged efforts by the company to selectively rehire some of the strikers.

Strong denials

The company strongly denies such allegations. It expresses extreme concern about the intimidation of non-strikers and says a number have been seriously assaulted in recent weeks. The union denies any involvement in any attacks and says it has tried to prevent friction developing between the strikers and blacks still employed by the company.

Iawusa is now attempting to gain as much support as possible to put pressure on the company to reinstate the dismissed employees and to recognise the union.

It is claiming to have the support of vir-

tually all major community organisations — including the United Democratic Front (UDF), the National Forum Committee (NFC), the Azanian Peoples' Organisation (Azapo), the Azanian Students Movement (Azasm), the Congress of South African Students (Cosas), the Committee of 10, the SA Council of Churches, and a variety of civic associations. It claims that messages of support have come from a number of foreign unions, including Britain's influential Banking, Insurance, and Finance Union. An International Labour Organisation (ILO) subcommittee is also investigating the dispute, it says.

Several local unions have indicated their support. The Food and Beverage Workers' Union, an affiliate of the Council of Unions of SA (Cusa), has already written a letter to one Liberty associate, asking it to use its influence to resolve the dispute.

An Iawusa spokesman says no deadline has been given to Liberty Life or its associated companies to heed the call for recognition and the reinstatement of the dismissed employees. But, he adds "The fight is on and it will only end when someone wins."

Liberty does not appear to be alarmed by these developments. A company spokesman says it was perhaps inevitable that the union should seek wider publicity for its cause. One company with financial links with Liberty which has made inquiries about the dispute, has supported Liberty's stand since all the issues have been explained to it.

Consumer boycotts have, of course, yielded decidedly mixed results in SA. While a few have had a measure of success, many have failed — often due to unions' inability

SKILLS PROBLEM STAYS

A great deal was said during the past boom about the need to upgrade skills. However, as H du P Wilmot said in his presidential address at Assocom's national congress this week, not much has been achieved.

He pointed out that despite a high rate of unemployment, SA still faces a skills shortage. And this, he warned, would again act as a brake on growth during the next upturn in the economy.

Government, through the provision of tax incentives and training centres, is playing its role, he said. Yet businessmen still displayed a reluctance to train people. There were many reasons for this, but one of the main factors lay in the field of education.

"Until our schools, particularly the black schools, produce properly educated young men and women who have the basics in order to be given further education and training to enable them to be of value to the community, we will never overcome our chronic shortage of skills and abilities."

Wilmot said white parents will have to accept that they will have to make a personal contribution towards the education of their children. He said spending on education had risen rapidly in recent years and for this year it is budgeted to be about R871m for blacks and R1 776m for whites.

"If all other expenditure on education, including that for coloureds and Indians

to mobilise widespread and sustained support, Iawusa is an inexperienced union which has yet to prove that it has the ability and influence to gain such support and to make a boycott stick.

However, two factors should be borne in mind. Firstly, Iawusa seems to be doing a great deal of strategic thinking. It has, for example, told all sympathetic groups not to launch campaigns on their own as this could result in confusion among black consumers. The message going out is that all actions and campaigns will be co-ordinated by the union to achieve maximum impact. It also appears to be carefully selecting targets. It believes, for example, that one building society (on whose board Liberty Life chairman Donald Gordon sits) is a potentially vulnerable target, and is considering making a call on blacks to close their accounts with the society.

Secondly, the campaign is being contemplated at a time when the political temperature in the black community is rising due to the debate about the constitution and the impending referendum. There is no shortage of political organisations looking for issues which can unite and politicise the black community.

REFINERY THREAT ⁽⁵²⁾ Will the gold flow? ~~11/1~~

Poised to embark on the second legal strike in the post-Wiehahn period while still involved in a number of other disputes, the National Union of Mineworkers (NUM) has rapidly gained the reputation of being extremely tough-minded. Nevertheless it continues to make progress in organising black mineworkers — as evidenced by the wrapping up of its 11th recognition agreement this week.

The agreement has been signed with the Collieries Committee of the Chamber of Mines for the Van Dyk's Drift coal mine near Witbank. The mine, which forms part of the Rand Mines group, employs 1 800 black workers.

As the *FM* went to press it seemed certain that the outcome of the union's strike ballot at the chamber's Rand Refinery (RR) in Germiston would lead to a strike by its 250 workers next week. This has major implications as RR is the sole refining plant in SA for all gold produced by chamber mines.

The decision to strike arises out of last week's deadlock on wage and other issues at a conciliation board appointed by the Minister of Manpower. The NUM and the chamber failed to come to an agreement in their initial negotiations.

The NUM originally asked the chamber for a 60% wage increase, which it later lowered to 40%. It also asked for a retrospective service increment of 0,5%/month for each year of service for the RR workers. The chamber responded with an 8% wage increase offer. In addition it agreed

to the service increment but wanted it to become effective only next year. Subsequently the chamber raised the wage offer to 9% and the service increment to R1,20/month per year of service up to a ceiling of R30 for 25 years' service. This was rejected by the RR workers.

"We believe we have acted very reasonably in this dispute in that we told the chamber that if it gave an acceptable service increment we would drastically lower our wage demand. We have also used all the correct legal procedures to have the matter resolved," NUM general secretary Cyril Ramaphosa told the *FM*.

"We will strike until the chamber comes back to us with a better offer. We have already indicated that we are prepared to go back to the negotiating table over the wage issue."

Johann Liebenberg, the chamber's industrial relations adviser, declined to give details of its plans regarding the dispute. "At this stage it would not be in the best interests of trying to resolve the problem. We are still hoping that the RR members will accept the offer," he told the *FM*.

Liebenberg says the chamber's offer was "very reasonable" in the current economic climate. "It constituted a definite improvement in conditions of employment. Wages were not the only issue. We agreed to increase leave from 21 calendar days to 28 for employees with more than five years' service. This is significant at RR because by far the majority of workers are long-service employees with an average of 13 years' service. That in itself indicates that over the years RR has been a reasonable employer."

"We would be very sad to see employees with such long service who have been offered definite improvements in their conditions of service striking at this time," he told the *FM*. He says the chamber has received a letter from the NUM which he describes as "conciliatory" in approach. "We are pleased about the possibility of further talks taking place."

While the RR dispute rages on, the NUM is also involved elsewhere. It is waiting to hear from the Industrial Court about a trial date for its dispute with Gold Fields' West Driefontein mine. At issue there is the NUM's contention that an unfair labour practice was committed on September 20 when management fired 17 workers for refusing to work in the mine's 14th level because they believed it to be unsafe.

The NUM is also waiting to hear the date for the inquiry into the September 12 Hlobane Colliery disaster.

Queenstown store closed by strike

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21/10/83

QUEENSTOWN — Black workers at the Checkers store here struck for some four hours on Wednesday morning

Details of the strike could not be obtained from the company yesterday, but it is understood that early morning shoppers found the doors of the store closed

Workers apparently refused to start work until certain grievances had been resolved. They went back to work at noon after a management representative agreed to talk to an elected spokesman

The grievances reportedly included dissatisfaction about wages, over-time work at short notice and the "ill-treatment" of workers by a staff member

The manager of the store, Mr Mike McNamara, referred inquiries to the regional manager in East London, Mr D McManus, who in turn referred inquiries to the company's personnel department in Port Elizabeth

A personnel spokesman suggested that the company's public rela-

tions chief in Johannesburg, Miss Peta Lomborg, be approached for details of the incident

Miss Lomborg said that the incident arose after several staff were given a verbal warning over a certain matter by the store manager on Tuesday evening

As a result of this warning, there was a work stoppage and 16 members of staff left the store early

"The following morning the 16 workers involved went to work early and prevented other workers from entering the store," Miss Lomborg said

"They were approached by the manager and asked what their grievances were but refused to tell him. After some time they gave him a list of grievances but refused to enlarge on them"

Miss Lomborg said the 16 finally agreed to a meeting with the regional manager for Checkers

"I should imagine that the regional manager will undertake to investigate these grievances," Miss Lomborg said — DDR

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UNION CONCERNS
Radicals come second

Would black workers support a call for a politically motivated strike? The answer, according to Professor Laurie Schlemmer,

Fm 21/10/83

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head of Natal University's Centre for Applied Social Sciences could be yes — though not overwhelmingly

Some black leaders have warned that there could be spontaneous strikes if there is a "yes" vote in the November 2 referendum. Schlemmer's research, part of an in-depth study of the 1981 pension disturbances, arrives at some interesting conclusions

Black workers, for example, are far less politically conscious than most employers believe and their attitudes are generally not extremely hostile to management. Schlemmer polled 532 black workers in five major Natal companies and a control sample of 80 employees in 50 other companies, also in Natal

One of the most interesting questions sought to determine political consciousness. Workers were asked if a black political leader wanted to show his strength by asking them to stay away from work for two weeks, how many would respond? The same question was asked concerning a union strike call. Only one third of the workers would have been willing to obey a strike-call from either quarter

Workers' agenda

Other questions indicated that political and ideological factors were not top of workers' agenda. Issues such as wages, freedom of movement and racial discrimination in the workplace were seen as far more important — although such issues do have political implications. Asked what the main benefits of trade union membership were, most workers put collective bargaining and support for the individual in a disciplinary situation far above abstract concerns like the struggle for "workers' rights"

Says Schlemmer "The research evidence gives a fairly clear indication that rank-and-file black labour is not becoming systematically politicised or radicalised." Further, Schlemmer says radicalisation is unlikely to occur rapidly as long as the majority have low skills and low industrial bargaining power. In a labour-surplus economy, the insecurity of the semi-skilled and unskilled is likely to inhibit the formation of a confrontationist outlook

However, he warns that pressures are building up that could change the industrial relations climate significantly. Foremost among these are racial discrimination, management conflicts and the emergence of better educated, politically conscious young industrial workers. Signs of the new approach, he believes, are already being seen in the labour unrest in the eastern Cape

According to Schlemmer "The existence of surplus labour and the fact that the prevailing black worker consciousness is very pragmatic at this point means that the sphere of industrial relations will not be readily usurped by political and ideological forces

"At the same time, there are factors like poor race relations in industry, as well as a growing consciousness of political goals outside the workplace which will increase the conviction associated with labour action, even though the goals of such action will not be political in themselves"

METRO BRIEFS

Union may fight on

The Media Workers Association of South Africa is contemplating further legal action to seek the reinstatement of striking union members fired by The Star in March

Mr Zwelakhe Sisulu, Mwasa president, confirmed today that the union's national executive would be meeting lawyers to discuss the options open to the union if they were to take the case further

On Friday, the Industrial Court dismissed the union's case for the reinstatement of the more than 100 workers, without awarding costs

The order came after three months of deliberation

Mwasa has refused management's offers to settle out of court

— Labour Reporter

Star 24/10/83
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Mineworkers' union to study wage proposal

Study 24/12/83

In a last-minute bid to avert a looming legal strike at the Rand Refinery, the National Union of Mineworkers is to meet with its 250 refinery members today to put before them the most recent Chamber of Mines wage offer

Last week the workers voted to strike last week after a conciliation board failed to resolve the deadlock in wage talks between NUM and the Chamber

The Chamber originally offered the workers a nine percent wage increase against the union's demand for a 40 percent increase and a 0,5 percent per year service increment from the start of service While the wage increase remained negotiable, the two parties clashed over the service increment issue

On Friday afternoon, a conciliatory move by NUM to resolve the dead-

lock resulted in a revamped wage offer by the Chamber

Mr Cyril Ramaphosa, general secretary for the NUM, was reluctant to comment immediately on the nature of the offer But he intimated it was likely they would pursue their chosen strike course

The Germiston refinery is a key component of the Chamber of Mines operation as it processes all of the gold collectively produced by the Chamber's mines

If the workers strike, it will also be only the second legal strike since the new Wiehahn dispensation emerged in 1979

Under labour regulations, the Chamber is entitled to fire the striking workers If it chooses to exercise this prerogative, the likelihood of emergent unions taking the legal strike route in future disputes is dim

Miners to hold indaba

By JOSHUA RABOROKO

MORE than 200 miners, all members of the National Union of Mineworkers (NUM) who voted for a strike, will hold a crucial meeting this afternoon in an attempt to avert the strike at the Rand Refinery Gold Mines in Germiston.

The workers who have voted for a legal strike to start tomorrow will meet to decide on a new wage offer made by the Chamber of Mines last Friday.

The strike at the refinery which produces all gold for the chamber may have serious results on the gold mines and union leaders are sceptical whether the workers will accept the new offer.

If the workers reject last week's offer it would be the second time that they have done so since they declared a dispute with the chamber over wage talks earlier. Last Monday they rejected an offer made by the chamber.

NUM's general secretary Mr Cyril Ramaphosa told The SOWETAN that it was not easy to say whether the workers would reject or accept the offer. The leaders could not recommend to the workers what they should do.

According to a statement made by the chamber and the union on Friday after new talks the two parties say the chamber has restructured its offer to the union. It also said that the new offer would be considered on Monday.

The union declared a

dispute with the chamber and a reconciliation board was appointed to settle the matter. The chamber made an offer of nine percent while the union demanded a 40 percent wage increase.

The union said the workers would be prepared to modify their wage demands if the chamber was willing to meet workers demands on service pay rise — this is the point on which the parties have deadlocked.

The union had demanded that workers receive an extra 0,5% of their pay for every year they had worked at the refinery. The chamber had offered R120 per month increase for each year of service on condition no worker received more than R30.

Wage agreement at refinery averts strike

STAR 25/10/83

By Carolyn Dempster
Labour Reporter

A legal strike at the Rand Refinery was averted last night, when the refinery's 250 workers accepted a new wage offer made by the Chamber of Mines on Friday.

The meeting between the refinery workers and representatives of the National Union of Mine-workers lasted a full three hours while the workers mulled over the Chamber's final proposals.

These included a wage

increase of nine percent (one percent up on the Chamber's previous offer) back-dated to September 1, an extra week's leave for employees with more than 10 years' service, better overtime pay, and a "vastly improved service increment scheme," according to NUM general secretary Mr Cyril Ramaphosa.

He said service increments would be backdated to the start of service.

The agreement has ended a two-month long dispute, declared in Au-

gust after a deadlock on the proposed wage increases and improvement in service conditions at the Germiston refinery. The NUM originally demanding a 40 percent increase for the refinery workers.

After the regulation 30 days, the Minister of Manpower appointed a conciliation board to consider the dispute, but mediation also failed to resolve the issue. Last week, the 250 workers voted to go on a legal strike in the event of a continuing deadlock.

CARE Times

25/10/83

(152)

Num accepts wage offer

JOHANNESBURG. — The National Union of Mineworkers last night accepted an offer on wages and conditions of employment made by the Chamber of Mines on Friday.

The acceptance, at a meeting at Rand Refinery, terminates the dispute declared by Num in August, when the union and the Chamber failed to reach agreement on the 1983 review of wages and other conditions of employment at the refinery.

The improvements, backdated to September 1, include wage increases of about nine percent, one extra week's leave for employees with more than 10 years' service, an improved long-service increments scheme and other improvements in conditions of service. — Sapa

26/10/83

The Star Wednesday

Union myths exploded by research on black labour

By Sheryl Raine,
Pretoria Bureau

26/10/83

Trade unions contributed to only about 25 percent of all strikes last year and about 54 percent of black workers interviewed in a labour survey were not in favour of strikes, research by the Human Sciences Research Council (HSRC) has shown

Two reports on South African labour relations were released by the HSRC in Pretoria yesterday and both exposed a number of incorrect but popularly held assumptions about trade unions, the militancy of black workers and management's ability to learn from strikes

During 126 interviews last year with managers who had experienced strikes the HSRC found that:

- Workers had little opportunity to communicate with management
- Management did not have a favourable image of black unions and union leaders.
- Management style in many cases was paternalistic or autocratic

Communication needed to be improved and a more consultative style of management could lead to more worker satisfaction and less conflict.

Most strikers lost financially and these losses could influence their bargaining power and willingness to strike. Most strikes did not last long because of financial losses suffered by workers.

URBAN WORKERS

In a second project the HSRC interviewed 1 200 black male workers in the urban areas of Port Elizabeth and Pretoria.

Sixty-five percent of those interviewed believed workers should come together to form an organisation to protect their interests

Twenty-one percent were opposed to this idea

Forty-seven percent said the organisation must be able to organise strikes while 43 percent disagreed.

A clear majority was opposed to people going on strike while 45 percent were in favour of strikes

When asked if workers could get what they wanted without striking 48 percent said yes, 32 percent said no and a large percentage (20 percent) was not sure.

The HSRC noted that in many industrial areas like Rosslyn near Pretoria, 80 percent of the labour force was black.

"These workers often get talked about, get negotiated for but are usually the silent party," the report said "Both unions and management should be aware of what these workers expect from an organisation that protects their interests."

Younger, better educated workers tended to be more radical and militant but militancy was by no means a common trait

Miners' strike averted

152



QUEEN MIYA: Assaulted

MORE than 200 members of the National Union of Mineworkers (NUM) have reached a settlement with the Chamber of Mines' Rand Refinery, thus averting a strike which could have had serious implications for the gold mine industry.

The union's general secretary, Mr Cyril Ramaphosa, said the settlement had been reached after the workers accepted a new offer in a last-ditch attempt to avert the strike yesterday.

The chamber offered the workers a basic wage

increase of nine percent a fairly substantial service increase scheme, an additional one week's leave sick leave pay and an improved overtime rate.

DEMANDS

Mr Ramaphosa said the union welcomed the offer, although in some areas they were not happy because their demands had not been met by the chamber.

"We are particularly happy with the service pay which the workers will receive and the additional week's leave because these will give mi-

grant workers enough time to visit families at home," he said.

Most migrants receive three weeks' leave which is not sufficient because many workers come from homelands and territories outside South Africa, said Mr Ramaphosa.

The union had declared a dispute with the chamber and a Reconciliation Board was appointed in an attempt to settle the matter, but after several attempts the chamber finally offered the workers 'a substantial wage increase'.

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26/10/83
Mercury 152
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Queensburgh
raises pay for 240

Mercury Reporter

MORE than 240 Queensburgh municipal workers of all race groups had been granted a 12 percent across-the-board increase in salary, it was announced yesterday

The Town Clerk, Mr Peter Kinnaird, said the council had decided earlier in the year to grant no increases in salary at all this year, in keeping with a Government plea to combat inflation and because of the recession

But more than 200 black workers went on strike briefly in August, demanding a 15 percent wage rise. They marched

through the town centre and assembled in front of the Queensburgh Civic Centre, where they insisted on a meeting with the full council

Mr Kinnaird and the Mayor, Mr Tim Dyer, met the workers and assured them that their grievances would be discussed

In the light of this the council had taken a fresh look at the budget, and had decided to grant the increases.

Mr Kinnaird said yesterday that the blacks were satisfied with the increase, but had indicated that it would have to be adjusted again soon.

South Africa

3 000 ⁽⁵²⁾ strike in big cities

MORE than 3 000 workers were reported to be on strike in support of wage demands, reinstatement of dismissed colleagues and recognition of trade unions in Durban and Johannesburg yesterday.

About 1 000 workers at four depots of R J Souchy in Durban went on strike over the reinstatement of a sacked colleague and recognition of a SAAWU-affiliate, the Metal, Steel and Iron Workers' Union

SAAWU's general secretary, Mr Sam Kikine said they had been trying to 'open talks' with management, but to no avail

Management was reported to be meeting on the issue and was not available for comment

More than 1 500 workers, members of the Road, Air-service and Transport Workers' Union, downed tools after 10 of their colleagues were dismissed by Rowen South Africa in Durban

The company's manager, Mr J Armitate said there was no strike at the plant and added "I don't know anything about what you are talking about"

About 385 workers at Cullinan Industrial Porcelain in Pretoria went on strike over wage demands. The workers were demanding a 50c per hour increase and rejected a 6 cents offer made by the management. The workers, members of the Building Construction and Allied Workers Union, said they would not return until their demands were met

About 300 workers at Kleenem Brush Works were yesterday still on strike after management had rejected their demands for increased wages and recognition of an emerging union

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About 300 workers at Kleenem Brush Works were yesterday still on strike after management had rejected their demands for increased wages and recognition of an emerging union the African Allied Workers Union. Management refused to comment

About 70 workers at Gallo returned to work yesterday after management had proposed to replace their sacked colleagues. They went out on strike on Monday. Their union, Commercial, Catering and Allied Workers' Union of South Africa, is to hold talks with management today on the remaining issues

More than 100 workers at Liberty Life were still out on strike yesterday after management had refused to recognise their union. They are members of the Insurance and Assurance Workers' Union which is considering taking legal action against management

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*100 g reconstituted. Based on the recommended selling price of R18,50 per 5 kg pack.

152 70 100M 27/10/83

Workers return after two-day stoppage

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 70 workers at Gallo Africa's Bedfordview warehouse struck for two days this week in protest at the dismissal of two Commercial, Catering and Allied Workers Union (CCAWUSA) shop stewards

The workers returned to work

after management agreed to suspend the workers with full pay until the issue was resolved. According to the company, the dismissals are now subject to Gallo's appeal procedure.

The two sides met yesterday morning and will meet again today.

A Gallo spokesman said the company had agreed to suspend the work-

ers while they made use of the appeals procedure laid down at Gallo. If they were dissatisfied with the warehouse management, who were handling the appeal, they could appeal to head office.

In a separate incident, a Brakpan metal company, VSP Steel Strip, had fired its workforce after it went on

strike this week, a spokesman for the Metal and Allied Workers Union said yesterday.

Few details of the strike are available. According to the union spokesman, management has refused to discuss it with MAWU, beyond saying that all the workers have been dismissed.

NEWS 27/10/83

11

NGK pleads for restoration of Christian ethics in labour

Religion Reporter

THE poorer community is being hardest hit by inflation in South Africa, says a committee of the Western Cape Synod of the Ned Geref Kerk in calling for a more just economic system

It said South Africa should build up "a stable and just economic dispensation" to restore sound Christian ethics in the labour market

Scripture demanded a just dispensation, an acceptable relationship between wages and work, the creation of job opportunities and a peaceful and orderly society, said the committee

The Old Testament set out rules to prevent both the amassing of wealth and the suffering which arose from poverty

Excessive inflation in South Africa was hitting the poorer section of the population hardest and

was a real threat to very existence of many

It also inhibited expansion or creation of new undertakings

It was widely suggested that because certain bodies benefited from continued inflation, including the Government itself, it was futile to protest This created a dangerous climate

Labour unrest could arise from exploitation and underpayment, unemployment, retrench-

ments, inadequate benefits, pensions, medical funds and unemployment insurance, the lack of training and promotion opportunities and the absence of housing and transport

The committee said the existence and function of labour unions and collective employee action had to be recognised and honoured

It asked the synod to call on all employers for a just labour system in

relation to wages, facilities, working conditions and benefits, with special attention to the lower-income groups

The synod was also asked to call on the Government to make serious attempts to reduce the inflation rate as speedily as possible to avoid dangerous results

The synod decided to ask its doctrinal commission to make an in-depth study of inflation and labour unrest At the same

time it called on employers to strive for a just labour system

It would be wrong to plead for an obligatory death sentence for rape, said a doctrinal committee of the Western Cape Synod of the Ned Geref Kerk

There was a clear difference between the destruction of life by murder or treason and the physical or psychological violation of a woman's welfare, said the committee

mittee

"If this distinction is not maintained, there would be no reason, for example, not to institute the death penalty also for racial discrimination"

While a person was responsible for his own actions, society itself had a co-responsibility in the case of rape

"Society, which allows all sorts of permissive developments, must accept co-responsibility for the actions of unstable

Concern over lack of representation on Media Council

Religion Reporter
CONCERN has been expressed at the Western Cape Synod of the Ned Geref Kerk that the NGK was not represented on the Media Council

The Media Council, established as an internal "watchdog" by the industry, comprises 14 public representatives and 14 media representatives, in addition to the chairman and vice-chairman

During a brief debate in the synod yesterday the Rev H J Vorster said the Media Council was one of four systems of control over the media in South Africa — internal, legislative and administrative control, as well as pre-publication censorship

In the case of newspapers and magazines, pre-publication censorship was not possible in the way in which it was applied to films

He said the Newspaper Press Union represented a billion-rand industry It had set up the Media

Council as an independent body for internal control and had widely advertised for public nominations to the council

While the NGK General Synod nominee was not one of the 14 public representatives selected to serve on the body, the NGK had "meaningful representation" through academics on the Media Council

LOCAL COMMITTEES

NGK members also served on local committees of the Publications Control Board

The Rev L Moolman, Cape information officer of the NGK, said the doctrinal commission of the church frequently received complaints about books or films, but these complaints were often not specific

He appealed to those who wished to object to publications to name the specific portion of the document or film to which they took exception

people who yield to tempting and stimulating circumstances — for example, a continuous bombardment of a pornographic and suggestive nature," said the committee

"The committee would suggest that in our administration of justice we should deal with human life in such a way that its sanctity and inviolability is not threatened"

(News by B Stuart, 122 St George's Street, Cape Town)

**200 stop
work
at PE
plant**

Post Reporter

MORE than 200 workers stopped work today at the Carborundum Universal factory, in Kempston Road, Port Elizabeth, after seven security guards were retrenched

Mr Vuyani Tu, branch secretary of the Metal and Allied Workers Union (Maawu), a Federation of South African Trade Unions (Fosatu) affiliate, said the entire work force downed tools at 10am

He said the seven security guards had complained that they had been paid for 45 hours when they claimed they had worked 60 hours a week.

The matter was settled last Friday and the company paid workers the balance owing to them.

Mr Tu said shop stewards were called in by management yesterday and told the seven security guards were to be replaced by security guards hired from a private firm.

"But the workers were dissatisfied and this sparked the strike"

Management could not be contacted for comment

Strike after SP take away Fosatu leaflets

By STEVEN FRIEDMAN
Labour Correspondent

IN THE only strike thus far as a result of Fosatu's campaign against the proposed constitution, workers at Epol in Maritzburg downed tools briefly last week after Security Police confiscated workers' stickers and pamphlets

The pamphlets were returned the next day, but talks are continuing between the company and the Sweet, Food and Allied Workers Union, whose members at the plant say they fear a company employee called the police

The company denies Security Police were called to the plant and the Premier Group, which owns Epol, yesterday reiterated that it was group policy not to call Security Police into the factory

"Ironically, our chairman, Mr Tony Bloom, is one of the few leading businessmen to have called on voters to reject the proposed constitution," the group's deputy managing director, Mr Peter Wrighton, said yesterday

Meanwhile, union and employer sources in Natal report that the Fosatu campaign has gathered momentum with unionists distributing thousands of pam-

phlets and some shop steward committees requesting meetings with managements to gauge their stance on the constitution

Fosatu has called on employers to reject the proposed constitution and its union's shop stewards have been asked to challenge employers on their stance and on whether they have contributed to the "Yes" campaign

At Epol, a Sweet, Food organiser, Ms Rene Roux, said yesterday workers were angered by an incident in which she was allegedly prevented by security guards from delivering literature opposing the constitution to the union's chief shop steward at the plant

Later in the day, she said, Security Police arrived at the plant and confiscated pamphlets as well as stickers calling for "one man, one vote"

Workers suspected the company had called the police and, after attempts to discuss the issue with management failed, they downed tools, she said

"The stoppage lasted six hours, during which workers demanded the return of their pamphlets. The plant's managing

director denied he had called the police and workers then demanded the dismissal of whoever had," she added

Workers returned after the company agreed to investigate the police presence and the next day police returned the pamphlets, she said "Workers then immediately began distributing them around the plant," she added

Ms Roux said workers had identified two employees who they suspected of calling the police and were awaiting the outcome of the company enquiry

Mr Wrighton yesterday confirmed the incident, but denied Epol management had attempted to stop distributing pamphlets

"When the union official arrived with the literature, she met the chief steward and began handing it to him. The operations manager warned the steward that he was supposed to be at his workplace, but did not try to prevent the documents being delivered," he said

Mr Wrighton added "Apparently, the pamphlets were being distributed throughout the street where the plant is based and Security Police became aware of it in that way"

Strikers Mercury protest 2/11/83 at new deal

Mercury Reporter

FIVE hundred mill workers at the Umfolozi Co-operative Sugar Planters Ltd, in Mtubatuba, went on strike yesterday as a protest against the exclusion of blacks from the new constitutional proposals

Mr Selby Nsibandé, general secretary of the National Union of Sugar Manufacturing and Refinery Employees which has a majority membership at the mill, said yesterday that the protest was also staged against the company's refusal to recognise their union.

Rival

He said the blacks were very much concerned about being denied their birthright as citizens of South Africa by being completely left out of the new political dispensation.

He feared that it would endanger the sound relationship which presently existed between blacks, coloureds and Indians in the labour field.

About union recognition, he said the workers were upset that management appeared to assist a rival Fosatu-affiliated union, Sweet, Food and Allied Workers' Union, to recruit members at the mill.

Mr Ian Bales-Smith, general manager of the

co-operative, said the work stoppage was due partly to 'some political implications' but the workers' bone of contention was over union recognition.

There appeared to be conflict between the union and other unions striving for membership.

Talks were being held with the union to resolve the problem, he added.

(Report by M Vengtas, 12 Devonshire Place, Durban)

Unions clash over strike

RBM
Nov. 1983

Labour Correspondent

INTER-UNION strife has broken out over a strike at the Umfolozi sugar mill at Mthubatha, sparked by workers' rejection of the Government's proposed constitution, says a union official. An statement by another union denies this. According to Mr Selby Nsi-bande, general secretary of the National Union of Sugar Manufacturing and Refining Employees (NUSMRE), 500 workers at the mill downed tools in protest at the Government's plan and in support of demands for union recognition.

A spokesman for the mill said the strike "had political implications" and concerned union recognition.

Yesterday, however, the Sweet, Food and Allied Workers Union (SFAWU) issued an angry statement which gave a different explanation and accused NUSMRE of "intimidatory" tactics.

It alleged the strike had been "provoked" by NUSMRE's demand that certain members of the Federation of South African Trade Unions (FOSATU), of which SFAWU is a member, be dismissed.

The statement alleged that nearly 300 of the mill's workers had resigned from NUSMRE. It said NUSMRE's representatives saw this as a sign of "a massive switch of workers to SFAWU".

As a result, NUSMRE had demanded the dismissal of "certain active SFAWU members" at the mill and "provoked" the strike.

"If a union fails to present the interests of its members, then those workers have a democratic right to join a union of their choice," the statement added.

It said workers at another mill, Umzimkulu, had resigned to join SFAWU.

300 strike at Mobeni, Pinetown

Mercury 2/11/83

Mercury Reporter

ABOUT 300 workers at the Mobeni and Pinetown branches of Federated Timbers Ltd, a Barlow-Rand subsidiary, have downed tools in support of their demand for more pay

Workers at the Mobeni branch went on strike on Monday after rejecting a pay rise of between R2 and R3. They are demanding a minimum rise of R10 which, if granted, would push up their minimum wage to R58 a week.

According to a spokesman for the workers, more than 50 percent of the labour force at the Mobeni branch of the building materials merchants earn R48 a week.

He said they found it difficult to 'make ends meet' with their present wages. 'The bulk of our wages is taken up by travelling costs and rent, leaving us with little for food and clothing.'

Across-the-board

Workers were sticking to their demand for an across-the-board rise of R10.

At the Pinetown branch workers downed tools last week. Their demand was considered by the management on Friday.

When told on Monday that their demand had been rejected they continued their strike.

Mr John McDonald,

Natal regional manager of Federated Timbers, yesterday confirmed the work stoppages and said they were apparently the result of dissatisfaction with wages.

The latest increase, which came into effect on October 1, had been 'a fair rise and the best the management could afford in times of economic recession'.

Mr McDonald denied that workers at the Mobeni branch had been given an ultimatum either to return to work today or face dismissal. He said all the striking workers had been asked to return to work.

At Pinetown, the management had met workers' representatives for further talks.

At Mobeni, workers had been asked to nominate a representative with whom grievances could be discussed.

'So far they have not done so, but the company has indicated its willingness to meet them at any time,' Mr McDonald said.

Friday, November 2, 1983 5

Fired ¹⁵² ~~177~~ workers allowed ~~197~~ to return

Labour Correspondent

THREE workers at Gallo Africa's Bedfordview warehouse, whose dismissal prompted a strike last week, have been reinstated.

And other workers, who were served with final written disciplinary warnings, have had these rescinded.

Announcing the new developments yesterday, the general secretary of the Commercial, Catering and Allied Workers Union, Mrs Emma Mashinini said the company had taken this decision after talks between it and the union.

A company spokesman, Mr Malcolm James, said the firings and warnings had been rescinded after the workers concerned had successfully made use of the appeal procedure set out in Gallo's discipline procedure.

"They were reinstated on a technicality," Mr James said.

About 75 workers at the warehouse downed tools last week, demanding the reinstatement of the fired workers, two of whom were union shop stewards.

The union charged that both their firing and written warnings issued to other workers, had not followed the discipline procedure laid down by the company, a charge which Gallo disputed.

Most black workers do not like strikes — HSRC

152 12/10/83 2/11/83
Mail Correspondent

DURBAN. — More than half the number of black workers interviewed were not in favour of strikes, according to a Human Sciences Research Council survey on labour relations, released in Durban yesterday.

In response to a question whether they were in favour of people going on strike, 54% of the respondents rejected it as a means of obtaining benefits. Of the remainder, 45% supported strikes, while 1% said they were not sure.

The findings were based on interviews conducted last year with about 1 200 black male workers in the urban areas of Pretoria and Port Elizabeth. The managers of 126 South African companies that had experienced strikes in 1980 and 1981 were also interviewed.

It was also found that on average the strikes did not last long because the workers, while on strike, could not carry the financial losses suffered.

Managers were, by and large, of the opin-

ion that the striking workers lost financially more than the company.

Union involvement did not contribute to more than about 25% of the strikes. Management experienced the leaders as "demanding, intimidating, aggressive and/or militant."

"A more democratic consultative style of management could also lead to more worker satisfaction and less conflict."

"Communication between management and workers was found to be very unidirectional with workers having very little opportunity to communicate their needs to management," the survey showed.

It suggested that communication between management and workers could be improved

- By better communication techniques,
- By improvement of the committee system, achieved by creating credibility in the committee's contribution to the negotiation process, and
- By allowing unions to become more involved, if the unions are the representatives of the majority of workers

200 pay strikers return to their jobs

152
PDM 3/11/83
~~1983~~

Mercury Reporter

MORE than 200 workers at Federated Timbers in Mobeni, who went on strike on Monday for more pay, returned to work yesterday after talks with the management

But their 100 counterparts at the Pinetown branch continued their strike yesterday after being told by management that there would be no further wage increases this year

Mr John McDonald, the company's Natal regional manager, said management representatives had met Mobeni branch workers yesterday morning and confirmed that no wage increases would be given

After further discussions workers agreed to end their strike

At the Pinetown branch, the management met workers' representatives and also confirmed

that no wage increases would be given. Workers were urged to return to work, but they refused

However, they had conveyed a message that they would return today, Mr McDonald said

The workers at the Barlow-Rand subsidiary had demanded a R10 across-the-board weekly increase. They rejected an increase of between R2 and R3 which came into effect on October 1

Boycott call after Liberty Life sackings

By STEVEN FRIEDMAN
Labour Correspondent

THE black consciousness-oriented Insurance and Assurance Workers Union of SA (IAWUSA) yesterday revealed it had called on black consumers to boycott two associate companies of insurance giant Liberty Life, United Building Society and Sales House, as well as Liberty itself.

The boycott call is a reaction to recent events at Liberty's Braamfontein head office when 90 workers were dismissed after striking in support of demands for recognition of the union.

Liberty says it is not prepared to recognise the union because it is will deal with nonracial unions only. It also

questions IAWUSA's claim to represent a majority of black workers at its head office.

The union revealed yesterday that three of its members, Mr Petrus Meholo, Mr Simon Dube and Mr Kenneth Gumede, are to appear in court today on charges flowing from the campaign against Liberty, which has followed the dismissals.

IAWUSA condemned the arrest of the three men as police intervention in 'what is essentially a struggle between employer and employee'.

Since the dismissals, IAWUSA has been issuing stickers and pamphlets urging consumers to boycott Liberty. It has also been backed by the Azanian People's Or-

ganisation and some unions. Yesterday however the union's spokesman said that besides urging consumers to cancel their policies with Liberty, it was also urging them to withdraw deposits from the UBS and to boycott Sales House.

He said a meeting was to be held at a church in Soweto on Sunday 'to involve the community in solidarity' with the dismissed workers. The theme of the meeting would be worker-student-community solidarity.

He also charged that there had been a "heavy police presence at meetings of strikers."

"SA labour disputes have one factor in common - the involvement of police."

Stayaway (192) ~~1886~~ halts sugar mills

Mercury Reporter

PRODUCTION at two Zululand sugar mills ground to a halt yesterday after 1 400 workers staged a stayaway in protest against the exclusion of blacks from the new constitutional proposals

The mills are the Felixton Sugar Mill and the Amatikulu Sugar Mill, both of the Tongaat-Hulett group, of which 'Yes' vote supporter Mr Chris Saunders is chairman

A spokesman for the National Union of Sugar Manufacturing and Refinery Employees said the workers were protesting about the three-chamber parliament for whites,

coloureds and Indians from which the blacks who are in the majority had been effectively left out

'The workers made it clear that they had no grievances with the management. They were merely demonstrating their dissatisfaction with the new dispensation in the hope that white voters would make the right decision when they voted in the referendum yesterday,' he said

No violence

Mr Ron Phillips, the group's public relations director, confirmed that 1 400 workers at the Amatikulu and Felixton mills had stopped work

'for political reasons'

He said the striking workers had been well behaved and there had been no violence. Production had come to a standstill and the management had assisted in shutting down the mills

Mr Phillips said the management understood the feelings of the workers who had been subjected to extreme pressure

The 500 mill workers at the Umfolozi Co-operative Sugar Planters Ltd in Mtubatuba who downed tools on Tuesday to protest against the exclusion of blacks from the new constitution, returned to work yesterday

Sowetan

Boycott warnings

4/11/83

15

TWO major trade unions have condemned their managements for hiring scabs.

The Insurance Assurance Workers Union of South Africa has called for a boycott of two associate companies of Liberty Life Insurance —the United Building

Society and Sales and the company itself

The African Allied Workers' Union has also condemned Kleenem Brush Works Company for hiring scabs to replace the over 300 striking workers at its plant in Newclare, Industria West

AKG 4/11/83
Rioting
children
dispersed
by police

Argus Correspondent
PINETOWN — More than 300 rioting school-children at Inanda were dispersed by police after private and police vehicles were stoned

A police spokesman said two black and two white officers with dogs were besieged by the crowd and were forced to fire birdshot to disperse the stonethrowers

ONE INJURY

"Later it was found that one youth had a slight injury to his collarbone. It is not clear whether it was caused by a stone or the shot

"He was taken for treatment at a local clinic but the injury was only minor"

The spokesman said the trouble began at about 4 pm yesterday when several motorists using the main road through Inanda reported that their cars had been stoned by pupils from the Ohlanga High School

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3
3

Malena counts

Sowetan

4/11/83

Striking workers stage protest march

152

By SELLO RABOTHATA

15/11

MORE than 300 placard carrying workers yesterday marched a distance of about 10 kilometres from their place of employment in Olifantsfontein to Tembisa after a strike in demand of a wage increase

The workers, all of Cullinan Industrial Porcelain, marched the distance singing freedom songs and demanding that management should meet their demands. According to a spokesman for the workers

they are demanding an increase of 50 cents an hour across the board

The spokesman said that after the workers had gone on strike management had refused to hold talks with their representatives and also decided to re-employ others selectively. The workers are in the meantime deciding that they cannot go back to work unless they are all

reinstated and their wage demands met

In yesterday's march, workers who had been re-employed on a selective basis decided to join those who had been fired by management in an action of solidarity. There were no incidents but traffic along the way to Tembisa was hampered by the placard

carrying demonstrators

The spokesman said that all black employees at the company were involved in the work stoppage and that they did not know how they would negotiate with management since management had refused to meet their representatives

The SOWETAN could yesterday not contact the company

(152) 4/11/83 FM

tells the *FM* that a number of factors could be influencing unions to be tough-minded. They are that

- Workers are becoming impatient with pleas from management to moderate demands because of the recession,
- Workers have found that some industries have not been as badly hit by the downturn as employers had predicted,
- Workers are also realising that some industries have actually profited from the drought,
- Workers have become agitated about the referendum and are challenging employers who indicated they would vote "yes;" and
- Many unions used the first six months of this year to consolidate past gains. They are now going out to organise in new areas. The inexperience of managements facing their first contact with unions has resulted in confusion and strikes.

STRIKES 152 On the increase

Official figures show a sharp drop in the number of strikes during the first half of this year. However, as 1983 draws to a close, indications are that this trend has been significantly reversed. One observer has even predicted that the overall level could be as high as 1982 when SA experienced its highest number of strikes ever.

This contradicts the conventional wisdom that unions are weakened in recessionary times and therefore hesitate to strike. It also stands in stark contrast to the recession of the mid-Seventies when there was a sharp drop in strike activity.

According to industrial relations consultant Andrew Levy, it is normal for strike activity to increase at this time of the year. But he says that compared to the earlier months, the increase has been dramatic.

"More man-days were lost in the first two weeks of July than during the first six months of the year. And recent weeks have been like Gallipoli. There have been many days when our consultancy has had five or six strikes on its hands. There is a fair chance that the number of strikes will come out at the same level as last year," he told the *FM*.

Levy's contentions appear to be confirmed by some of the emerging unions. The Metal and Allied Workers' Union of SA, which was involved in more strikes than any other union last year, has experienced five strikes in the past two weeks. The union involved in the second highest number of strikes last year, the Commercial Catering and Allied Workers' Union of SA, has also experienced an increase in strike activity recently — at least three in the last three weeks.

Unions affiliated to the Council of Unions of SA (Cusa) have also been embroiled in strikes, although it appears as if Cusa unions are experiencing a quieter time than others. Nevertheless, a Cusa spokesman tells the *FM* that an affiliate, the Food Beverage and Allied Workers' Union, was involved in two strikes during September. Another affiliate, the Building Construction and Allied Workers' Union, has also been involved in strikes.

These are, of course, just some of the strikes that have taken place recently. Accurate strike statistics are notoriously difficult to obtain. But these recent strikes do point to a trend.

According to Levy there has been a shift in the pattern factors triggering off strikes, with wages becoming the predominant issue. He says that in the fourth quarter of last year, and first quarter of this, wage disputes provoked only a small proportion of strikes, while issues of discipline and dismissals accounted for a far larger number. "Now the pattern is shifting. Wages are being emphasised," he told the *FM*.

Another industrial relations consultant

Mercury 152
**Four-day
 stoppage
 ends as
 100 return**

Mercury Reporter

THE four-day work stoppage at the Pinetown branch of Federated Timbers ended yesterday when all 100 workers returned to their jobs

Mr John McDonald, the company's Natal regional manager, said yesterday that the strike ended after workers were told that the stoppage could not continue indefinitely.

Those who did not return to work by 7 a m would leave management with no choice but to terminate their contract of employment

The workers downed tools on October 31 in support of a demand for more pay, according to a spokesman for the workers

Mr McDonald said management had been very patient and had offered to pay them for Monday and Tuesday, provided they returned by Wednesday, November 2.

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Sacked workers' severance pay may be forfeited

152
8/11/83

Mercury Reporter

DISMISSED Umhlanga municipal workers, who have refused to collect their severance pay from the Chief Commissioner at Verulam, are likely to lose their money through forfeiture, according to a spokesman for the Umhlanga Town Council

Mr J W McIntosh, deputy Town Clerk of Umhlanga, said the money had been handed to Mr Brian du Randt, the Chief Commissioner, for 'safekeeping'. It was up to the former employees to go to Verulam to collect their pay

A total of 120 workers were dismissed in September after striking in support of their demands for more pay. They asked

for their minimum pay of R42 a week be increased to R55 a week

After refusing to end their strike, they were sacked by the council

Later, 92 of them were charged with trespassing on the council's property. In addition they were told to collect their severance pay from Mr du Randt

Decision

Mr McIntosh said the matter was out of the hands of his council, and the chief commissioner would have to decide the fate of the funds if the pay was still unclaimed after a certain period

'I assume it will be forfeited like all other unclaimed funds if it is still not collected after

the necessary steps have been taken,' he said

Mr Magwaza Maphalala, a spokesman for the National Municipal Workers' Union, yesterday confirmed that the sacked workers had not collected their severance pay

He said they were angry and wanted to know why they should go to Verulam to collect money owed to them by the Umhlanga Town Council

They were also awaiting the outcome of their trial on November 25 in which they are being charged with trespass, before deciding whether to collect their money

Mr du Randt declined to comment yesterday

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Bosses
reaction
averted
strikes

Mail Reporter

EMPLOYER reaction to union anti-constitution campaigns had probably averted strikes and work stoppages and showed they had learnt to deal with these problems Dr Johan Van Zyl, executive director of the Federated Chamber of Industries said yesterday

Had employers reacted negatively they could have faced work stoppages and strikes, he said

Unions and employers reported last week that the anti-constitution campaign launched by the Federation of South African Trade Unions (FOSATU) was "widespread The Food and Canning Workers Union and the General Workers' Union also made a stand

FOSATU said the campaign, in which union members wore "one man one vote" stickers to work had been opposed at some companies Management had removed stickers and confiscated FOSATU pamphlets, but Dr Van Zyl said employers had on the whole allowed workers to make their point "Against the background of where we were just three years ago this represents an incredibly sharp change which no one could ever imagine would have taken place

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays
 If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

POLITICAL comment in this issue by R A Gibson and Peter Bunkel; newsbills by Mike Stent; headlines and sub-editing by Paul Holroyd; cartoons by Dave Anderson all at 171 Main Street Johannesburg

Worker unrest hitting metal area

By STEVEN FRIEDMAN
Labour Correspondent

LABOUR unrest has hit the Eastern Transvaal area of Steelpoort, where several chrome mines and a major ferrochrome plant are situated

Last week, workers at the Winterveld chrome mine near Steelpoort staged a three-day strike over wage and other demands, and now workers at Tubatse Ferrochrome in Steelpoort have demanded the removal of several managers at the plant.

In both cases, the workers have been organised by the Metal and Allied Workers Union (MAWU), which is recognised at Tubatse Ferrochrome and whose organisers have been active on several mines in the area.

At Winterveld mine, which is owned by Rand Mines, MAWU's general secretary, Mr David Sebabi, said yesterday that the 900-strong workforce had struck early last week in support of wage demands.

He said management had said it could not negotiate with a union on this issue unless it had formal recognition at the mine. No union was recognised at Winterveld.

However, Mr Sebabi added, workers had agreed to return to work after management agreed to negotiate on their wage demands in the future.

A Rand Mines statement issued yesterday said that "the majority" of the mine's 900 black workers had been involved in the strike.

Discussions had taken place between worker representatives and mine management, after which workers had agreed to return to work. They returned on Friday.

According to the statement, it was agreed at these talks that "the representations made by the workforce other than in respect of wages would be examined by management".

At Tubatse Ferrochrome, which is owned by an American company Union Carbide, informed sources said yesterday that workers were demanding the dismissal of several managers.

Mr Sebabi confirmed that there was worker dissatisfaction at the plant. This centred on several managers. But he added that there had been no unrest as a result of these demands.

520 stage one-hour strike at PE factory

By CLAIRES
PICKARD-CAMBRIDGE

ABOUT 520 workers stopped work for an hour at the Shatterprufe Safety Glass factory in Port Elizabeth's Neave Township today

The action followed a report-back meeting by their union representatives, who are currently involved in negotiations with management.

The workers are members of the registered Chemical Workers Industrial Union, an affiliate of the Federation of South African Trade Unions (Fosatu)

152
8/11/83
The personnel director at Shatterprufe, Mr Neville Schonegevel, said the work stoppage started at 7am when most employees arrived. Work began at about 8am and negotiations with the union were to continue this afternoon

The company had been involved with substantive negotiations, ranging from wages to conditions of employment, with the Chemical Workers Industrial Union since last Friday

"Negotiations have been constructive and we feel progress has been made," he said

"When we left negotia-

E. Post
tions on Friday we had another session scheduled for this afternoon"

He said it appeared the union had held a feedback session with workers last night and workers had been unhappy with some aspect of the negotiations

Mr Wesley Phillips, branch secretary of the union, confirmed the work stoppage. He said his union represented about 400 members — 80% of the work force at Shatterprufe — but all the workers had gone on strike

Issues disputed had concerned wage and bonus increases

NT

Strike ballot for tyre plant

Workers at the Dunlop's Durban tyre plant will hold a legal strike ballot on Thursday as a four-week dispute with the company remains unresolved, their union announced yesterday

A Metal and Allied Workers Union statement said the company refused to mediate in the dispute over wages, shift allowances and other issues

Dunlop denied it had refused to negotiate, but charged that the union was "not interested in a negotiated settlement and wants to provoke strike action at the earliest opportunity"

The Mawu statement said the union had also declared a dispute at Dunlop's Ladysmith branch after the company allegedly refused to sign a recognition agreement

Scribe launches attack on Tutu

THE general secretary of the South African Council of Churches (SACC), Bishop Desmond Tutu has been accused of encouraging teachers to depart from the syllabus and to present children with "heroes" such as Bevers Naude

The Citizen newspaper and is said to have helped in its launching in 1976. The newspaper was later exposed during

chological warfare and political indoctrination.

She questions the Government's decision to give Bishop Tutu his once withdrawn passport, "after all the damage he has done to us". As an answer to the Government's decision to allow the bishop to travel Ms Parker cites the fact that the John Rees fraud case has considerably damaged both Tutu and the SACC.



BISHOP TUTU Under attack

Sowetan By SAM MABE 7/11/83

The accusation is one of several others levelled against the bishop in a newsletter produced by a well-known white journalist, Ms Aida Parker who also says that Bishop Tutu makes little effort to disguise his sympathies for the ANC.

view that Bishop Tutu and the SACC have been considerably damaged by the recent fraud case proving misappropriation of international funds allocated to the SACC.

the Info Scandal to have been a Government front funded with the taxpayers money.

Ms Parker also describes the SACC as the most radical pressure group legally recognised in South Africa and which carries out psy-

Ms Parker was herself formerly employed by

On her alleged Tutu's sympathies towards the ANC she says Bishop Tutu has been reported as saying that most of the times when he went abroad, he met Mr Oliver Tambo president of the ANC and that he has never ceased to call for the release of Nelson Mandela whom she describes as a Marxist-terrorist leader.

She goes on to say that when the SADF staged a clean-up raid on ANC headquarters in Maputo the bishop held a memorial service in Soweto to mourn the ANC martyrs.

She also says that Bishop Tutu wrote a letter to President Samora Machel of Mozambique thanking him for his kind hospitality towards the ANC. Also apart from supporting the anti-SA investment campaign, she says Bishop Tutu also provides moral and material support for conscientious objectors.

Referring to the bishop as the giant of international power pol-

itics Ms Parker says Bishop Tutu was quoted by a Soviet correspondent as denouncing the Reagan policy of so-called constructive engagement with South Africa as an open support of a vicious, racist and criminal system.

She says Bishop Tutu demanded the cutting of all relations with South Africa and that what emerged from all that is that the bishop is calling on radical US groups to increase the heat on SA while providing Moscow with some ready disinformation.

Sacked workers get jobs back

Sowetan By MONK NKOMO 7/11/83

ABOUT 850 workers who went on strike at two companies in Rosslyn, outside Pretoria, over wages and other job-related grievances last month, were reinstated at both companies last week.

The 300 dismissed workers at Poole Industries were reinstated on Friday after a strike lasting almost four weeks. The black and coloured workers all of whom are members of the National General Workers Union went on strike on October 11 demanding a uniform wage increase of R4 an hour each.

The workers had also demanded that manage-

ment stop deducting certain amounts from their salaries which were for the washing of their overalls and the R3 deducted towards their pension funds.

Mr Solomon Maluleka national organiser of the union told *The SOWETAN* that after meeting with management on Friday it was agreed that the workers would be reinstated with immediate effect while the wage dispute was being negotiated.

However the two other issues, concerning deductions from their salaries, Mr Maluleka

added would be settled in court. (152) (139)

Meanwhile about 570 workers at the Asia Electrical Cable Company who went on strike on October 24 in solidarity with their colleague who was fired for allegedly refusing to call a white man 'baas' have also been reinstated.

About 650 workers all of whom are members of the Metal and Allied Workers Union were dismissed when they downed tools and demanded the reinstatement of their colleague.

A union spokesman said negotiations were continuing with management for the reinstatement of the other 80

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BRITISH CAREERS TRAINING COLLEGE
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Robot waiter invented

TOKYO — At last — a chance to get rid of those surly waiters and waitresses who won't take your order.

A Japanese company has developed a robot waiter, who cheerfully scoots among the restaurant tables to take orders, deliver and clear away dishes and bow

with utmost politeness to the customer.

Looking very much like a fatter version of ET of Hollywood fame the "Robo mark

one" is remotely operated by radio and is propelled by a flat car under its feet.

Its developer says it

can perform eight different movements, carry three trays at once and converse with customers through a limited programmed vocabulary.

An infra-red ray detector enables it to avoid any obstacles in its way.

And it doesn't expect tips.

Sowetan

152

WGA

280

**Tomorrow it
won't be home**

to The SOWETAN/Gold
est Number One has been
that entries were still pour-

winner of our first R2 000
anced tomorrow, instead

the sponsors said yester-
ar that people were keen to
but did not have the nec-
i believe there is a need for
tition, and although there
winner, readers have five
collecting the R2 000 to buy
aded Mr Joe Latakomo,
WETAN

**Sacked workers' sing freedom songs
Police end protest**

By JOSHUA RABOROKO

POLICE yesterday dis-
persed over 30 placard
carrying and freedom
song chanting sacked
workers from Crown
Reef Restaurant after
the workers had pick-
etted outside the
Chamber of Mines
building in Johannes-
burg.
The workers, all
members of the Hotel,

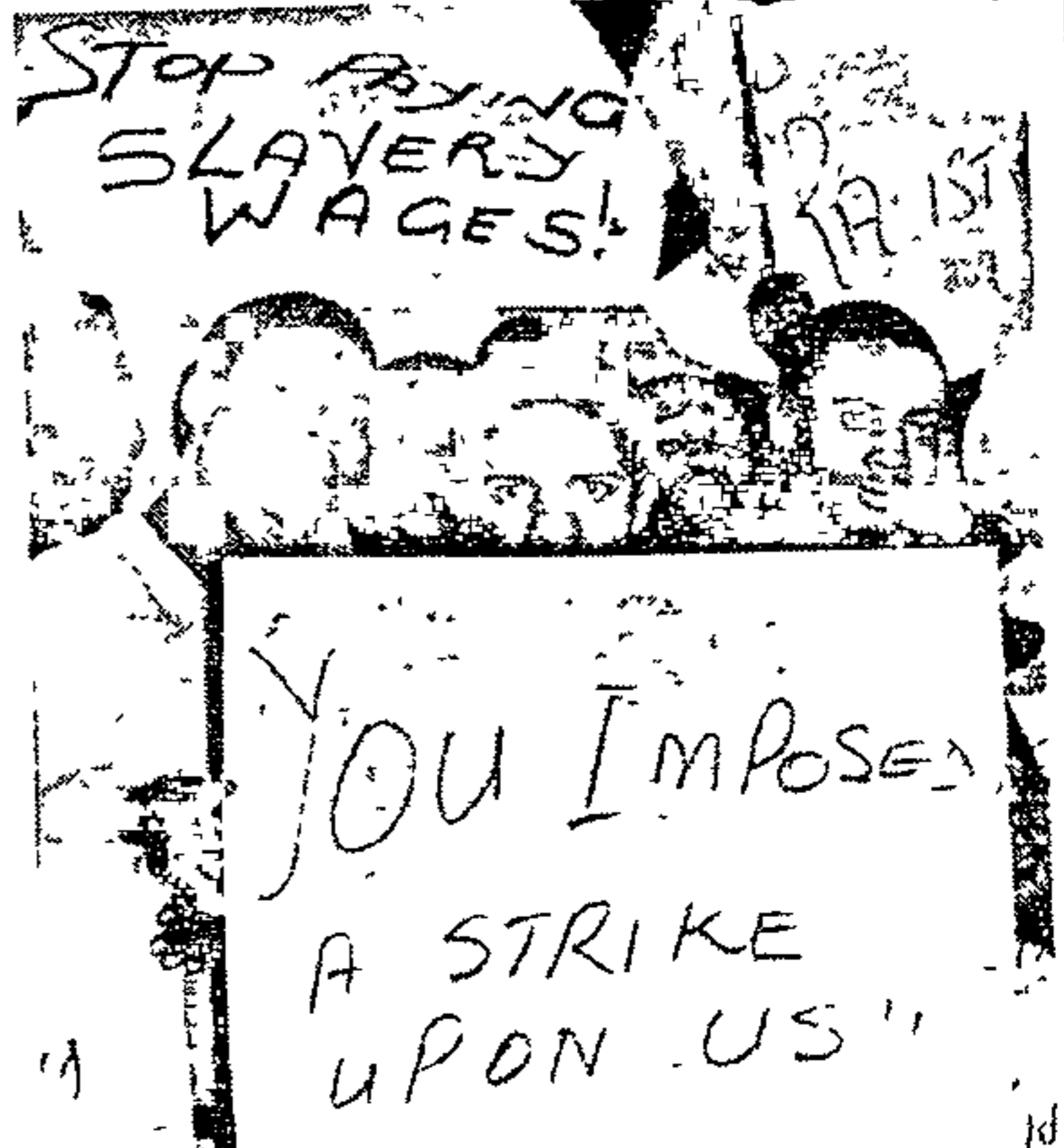
Liquor and Catering Al-
lied Workers Union
(Hotelica) staged the
demonstration in protest
against wages at Gold
Mine Museum, owned
by the Chamber of
Mines

The lunch-hour meet-
ing outside the Chamber
was disrupted when po-
lice ordered the workers
to disperse because their
gathering was unlawful.
The workers, who dis-
played placards, some
reading "Chamber
Cannot Feed a Black
Family," "We Demand
Our Annual Increase"
and "Recognise Our
Union," subsequently
left the premises without
any incidents

Hotelica's president,
Mr Hamilton Maka-
dema said the dispute
with management arose
after management had
refused to pay workers
their annual increase at
the end of October

Management later
told them they had dis-
missed themselves by
going on an illegal strike
and the union inter-
vened on their behalf

"We are at the mo-
ment in the process of
trying to persuade the
bosses to change their
minds about the position
of the workers as well as



YESTERDAY. Crown Reef restaurant employees on strike

of recognition," Mr Ma-
kadema told The SO-
WETAN yesterday

He also condemned
police involvement in la-
bour disputes and said
that the police were ap-
parently called by man-
agement. A spokesman
for the company refused
to comment on the po-
lice involvement

The spokesman said
that the workers had
been told that they
would get their annual
wage increase next Feb-
ruary when the relevant
Industrial Council will
be sitting to review sala-
ries

Another meeting is to
be held between the
union and management
at 8 am today

Meanwhile Sapa re-
ports that about 400
workers went on strike
for an hour at the Shat-
terprufe Safety Glass
Company in Port Eliza-
beth yesterday

The action followed a
report-back meeting
with their union which is
currently involved in ne-
gotiations with manage-
ment. The union is the
Chemical Workers In-
dustrial Union, which is
an affiliate of Fosatu

**Utt of United
off the ground**

By THAMI MAZWAI
and AMBER NCITYANA

increase in the number
of accounts being closed
by any race group"

The statement further
said the UBS had no in-
volvement in the dispute
between Liberty Life
and the union

A spokesman for the
union, secretary Mr Jo-
seph Rakgoadi, this
week said his organisa-
tion had embarked on a
campaign to restrain the
black community from
conducting any business
with institutions linked
to Liberty Life

"On Saturday our
members manned most
branches of the UBS
where we called on
blacks to discontinue
any business with the or-
ganisation"

"This week we are in-
tensifying our campaign
with meetings in So-
weto. Our next targets
are a giant clothing con-
cern that has special out-
lets for blacks and a

banking group. Details
of these campaigns will
soon be announced,"
Mr Rakgoadi said

The Liberty Life dis-
pute started when the
company refused to re-
cognise the union be-
cause, according to Lib-
erty Life, it is racial.
IAWU only allows for
black members. The
union also complained
of a number of labour
malpractices

Both parties refused
to give in and the com-
pany fired 90 strikers

Call to fight milk price increase

HOUSEWIVES in Pre-
toria's black townships
yesterday criticised the
move by local dairies to
increase the milk price
by 2 cents a litre from
next Monday.

They were reacting to
an announcement that
an independent costs in-

vestigation had revealed
that dairies were forced
to cope with a loss of 4
cents a litre which had
resulted in the price
hike

The announcement
was made by Mr Edwin
Morgenrood, chairman
of the Pretoria milk dis-
tributors, who said the
decision was made fol-
lowing the investigation

A nursing sister, Mrs
S Letwaba, said she

foresaw a time when
many people would suf-
fer from various diseases
because of the unavail-
ability of vital food

"It amazes me why
authorities always take
it upon themselves to
carry out investigations
to find out how much
they lose when nothing
is being done to help the
needy get balanced
food," she said

A mother of three,
Mrs Nono Mphuti, said
it was high time black
women organised them-
selves to fight the in-
creases. "It was up to
women, she said, to see
to it that the nation did
not starve

When the milk price
was to be controlled in
June this year, an appeal
was made by the Minis-
ter of Agriculture, Mr
Greyling Wentzel, for
dairies to be moderate
with increases

OUR HOME AND FAMILY SAFE!
Security Fencing

Boycott of United gets off the ground

MEMBERS of the black community at the weekend responded to a call by the sacked Liberty Life workers to withdraw their accounts from branches of the United Building Society.

Sweeten 9/11/75

MEMBERS of the black community at the weekend responded to a call by the sacked Liberty Life workers to withdraw their accounts from branches of the United Building Society.

This is the latest development in the month-old battle between Liberty Life and the Insurance and Assurance Workers' Union (IAWU)

The branches checked were at the Tony Factor In-Town Centre, Bree Street and Eloff Street

The people interviewed expressed solidarity with the sacked workers and called on other blacks to support the strikers

A Lenasia resident, Mr Ahmed Valli, said he had withdrawn his account

An Orlando East teacher told us he had changed his intention to get a housing loan from the society

But a statement from the UBS this week said it was "unaware of any

increase in the number of accounts being closed by any race group"

The statement further said the UBS had no involvement in the dispute between Liberty Life and the union

A spokesman for the union, secretary Mr Joseph Rakgoadi, this week said his organisation had embarked on a campaign to restrain the black community from conducting any business with institutions linked to Liberty Life

"On Saturday our members manned most branches of the UBS where we called on blacks to discontinue any business with the organisation

"This week we are intensifying our campaign with meetings in Soweto. Our next targets are a giant clothing concern that has special outlets for blacks and a

By THAMI MAZWAI and AMBER NCITYANA

banking group. Details of these campaigns will soon be announced," Mr Rakgoadi said

The Liberty Life dispute started when the company refused to recognise the union because, according to Liberty Life, it is racial. IAWU only allows for black members. The union also complained of a number of labour malpractices

Both parties refused to give in and the company fired 90 strikers

to disperse because their gathering was unlawful. The workers, who displayed placards, some reading 'Chamber Cannot Feed a Black Family,' 'We Demand Our Annual Increase' and 'Recognise Our Union,' subsequently left the premises without any incidents

Hotchica's president, Mr Hamilton Makadema said the dispute with management arose after management had refused to pay workers their annual increase at the end of October

Management later told them they had dismissed themselves by going on an illegal strike and the union intervened on their behalf

"We are at the moment in the process of trying to persuade the bosses to change their minds about the position of the workers as well as

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Call to fight milk p

HOUSEWIVES in Pretoria's black townships yesterday criticised the move by local dairies to increase the milk price by 2 cents a litre from next Monday

They were reacting to an announcement that an independent costs in-

Xulu

By ALINAH DI

vestigation had revealed that dairies were forced to cope with a loss of 4 cents a litre which had resulted in the price hike

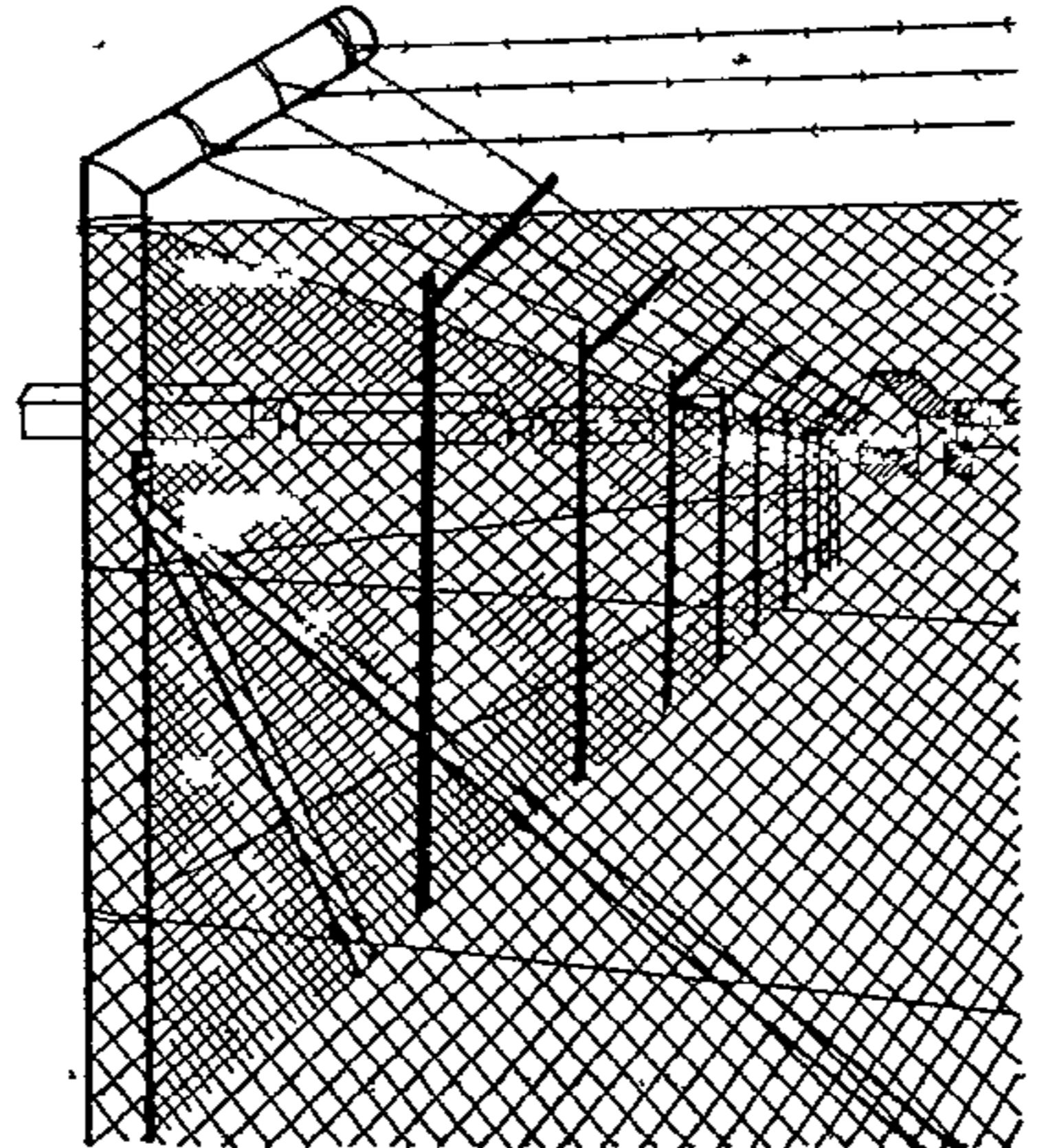
The announcement was made by Mr Edwin Morgenrood, chairman of the Pretoria milk distributors, who said the decision was made following the investigation

A nursing sister, Mrs S Letwaba, said she

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NIGHTLY FROM TUESDAY

152

~~152~~

S. Post

Two unions in dispute with stores

9/11/83

Post Reporter

THE 9 000-member National Union of Distributive and Allied Workers (Nudaw) today joined the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) in declaring a formal dispute with the giant OK Bazaars chain over wages

The breakdown in wage talks is expected to affect about 20 000 workers countrywide

Speaking from Cape Town, Miss Dulcie Hartwell, secretary of Nudaw, said she had just informed the personnel director of OK Bazaars South Africa, Mr Richard Blackwell, that the union was declaring a dispute and had applied for a conciliation board to settle the matter

She said the conciliation board would consist of union and management representatives and a legal strike would not necessarily be declared if an agreement was not reached

Union members would still have to be balloted before such a decision was made

She said Nudaw, whose membership consisted of white and coloured shop workers, would be working closely with Ccawusa, which represented only black workers

Nudaw, a registered and unaffiliated union, would ask the Minister of Manpower, Mr Fanie Botha, to handle the two conciliation board applications jointly, she said

Mrs Emma Mashinini, secretary of Ccawusa, confirmed the joint request

● Urgent talks between the Shatterprufe Glass Company and the Chemical Workers Industrial Union continued in Port Elizabeth today following a one-hour work stoppage yesterday by the entire work force.

Management and union representatives were engaged in talks all morning and could not be contacted for comment

AKGus 9/11/83

152

Sea Point hotel workers walk out

Staff Reporter

ABOUT 60 workers at the Arthur's Seat Hotel in Sea Point today staged a walk-out after a dispute with the management about salaries and conditions

They gathered in Main Road outside the hotel and said they would not return to work until their demands were met

A spokesman said they

had received "only one small" salary increase in more than two years and were demanding an immediate increase of R50 a month

The management had offered them a R20 increase but they were not satisfied with this

Another grievance concerned an amount of R25,99 which the management deducted from

the salaries of "live-in" workers. They felt this was too much since between six and 10 people shared a room

The general manager, Mr A Masters, denied the workers had gone on strike

He said he had given his permission for them to hold a meeting during their tea-break. He was not aware of the walk-out and claimed that the

"operational efficiency" of the hotel was not affected

According to Mr Masters it had been decided by the Industrial Council that a salary increase for the workers was to come into effect on January 4 but they wanted it now

He said the amount of R25,99 for live-in workers had been set down by the Industrial Council

Further call for boycott of Liberty Life interests

Star 9/11/83

By Andrew Beattie

A further call for a total boycott by blacks of Liberty Life and also the United Building Society and Sales House was made by a black trade union yesterday.

The Black Allied Mining and Construction Workers' Union (BAMC-WU) called for the boycott "in response to Liberty Life management's intransigence in dealing with workers' problems and the arrogance they displayed in demanding a multiracial union and later saying they didn't want a union at all"

Mr Tandelam Nefolohodwe, regional organiser of Bamcwu, said "In support of workers at

Liberty Life and in keeping with our belief that it is the inalienable right of workers to join the union of their choice, we have decided to call for a boycott of Sales House as it is directly linked to Liberty Life"

Sales House, a subsidiary of Edgars Stores, depended on black customers for profits and viability, he said

"Mr Donald Gordon, chairman of Liberty Life, is a director of the United Building Society and we therefore call on all members to withdraw their accounts with the UBS We call on black workers to do the same and pledge solidarity with Liberty Life work-

ers," said the union spokesman

The managing director of Liberty Life, Mr Monty Hilkowitz, confirmed that Mr Gordon was a director of the UBS, and also that Sales House had links with Liberty Life

Calls for the boycott come in the wake of Liberty Life's dismissal of 90 workers more than a month ago and the company's refusal to recognise the blacks-only Insurance Assurance Workers' Union of SA

Liberty Life refused to recognise the union as its black and white employees did not have differing needs in the workplace, it said.

[Handwritten mark]

10/11/83 (152) RDM
Police disperse 200 strikers

MORE than 200 workers who
downed tools on Tuesday at
the St John's Knitwear Com-
pany in Hammanskraal, near
Pretoria, were dispersed by
Bophuthatswana police yes-
terday

According to a spokesman
for the South African Allied
Workers' Union, most of the
workers earned R22 a week

The workers went on strike
after wage demands were re-
jected by the company.

A spokesman for the work-
ers said negotiations for

wage hikes, increased night
shift allowances and sick
leave pay, began two weeks
ago

He said Mr Frans Lehabe,
one of the firm's personnel
managers, speaking on be-
half of Mr G Licker, general
manager, told the workers
that all their demands had
been rejected

When the workers de-
manded to see Mr Licker,
they were told either to re-
turn to work, or go home
They decided not to go back

to work until their demands
had been met

Yesterday, Mr Licker is re-
ported to have repeated the
ultimatum to the workers in
the presence of a large con-
tingent of Bophuthatswana
Police However, the workers
stood firm on their demands

After about 20 minutes, the
workers ran off, pursued by
the police

The spokesman for the
workers said nobody was in-
jured in the incident —
Sapa

SEEK MAIL.

LABOUR LAW

152
165
174

Defining strikers' rights

The Council of Mining Unions (CMU) is planning to approach the Industrial Court for a ruling on whether it is an unfair labour practice to dismiss employees taking part in a legal strike

This follows a dispute being declared between the CMU — a co-ordinating body representing eight white-led mining unions — and the Chamber of Mines. However, such a case will obviously have profound implications for unions and management in many other industries because its outcome could significantly affect the balance of power between disputing parties

CMU chairman Arrie Paulus says the council has decided to approach the court for a ruling following the Chamber of Mines' refusal to amend a clause in the contract of employment that union men sign when they join a chamber-affiliated mine. In essence, this clause stipulates that if they take part in a strike, their contracts will automatically be terminated

The CMU, however, believes that this clause is unfair because it does not make a distinction between illegal strikes and strikes which are legal in terms of the Labour Relations Act. The CMU is demanding that, should an employee participate in a legal strike, this should not be construed as either notice to terminate his employment contract, or his repudiation of that contract. The CMU believes the contract should merely be suspended during a legal strike

The chamber has offered to amend the clause to remove the threat of automatic termination of employment to workers who take part in a legal strike. But even in the event of a legal strike the chamber is understandably reluctant to relinquish its common law right to dismiss any employee who does not fulfil obligations contained in the employment contract

The CMU is not satisfied with this offer. It and the chamber failed to reach an accord at a conciliation board meeting on the issue in August

The dispute raises fascinating — and controversial — questions which have been debated in many Western nations. Unionists in many parts of the world have argued that the right to strike has no real meaning unless employees are protected against dismissal during industrial action. Such protection is granted to workers in countries such as France and Italy, while in the US employees participating in a strike over an unfair labour practice may also not be dismissed

In SA, the main advantage to be derived by unions and employees who go through the time-consuming procedures needed to

hold a legal strike is that they will not be liable for prosecution under the Labour Relations Act. However, very few legal strikes have been held in recent years — and the State has been reluctant to prosecute illegal strikers. In 1981, for example, nearly 100 000 workers were involved in illegal strikes — yet only 301 were arrested and only 10 were prosecuted

An argument being made with increasing emphasis by some SA unions is that additional rights should be granted to workers who strike legally. The National Union of Textile Workers (NUTW), an affiliate of the Federation of SA Trade Unions (Fosatu), gained an important victory in this connection earlier this year. After having held a legal strike at a Natal company, the union obtained an undertaking from management. This was that in the event of any future legal strike, management would not selectively fire or rehire the employees. The union thus won the crucial right to strike without fear of selective dismissal or re-engagement

This is significant, because striking employees have often faced the threat of union activists losing their jobs through selective dismissal or rehiring in the wake of strikes. Such an undertaking means that management would have to find an entirely new workforce or choose the probably more attractive option of living with its existing one

But the CMU's demand is far more ambi-

tious — and SA employers are not the only ones who have expressed the fear that a total ban on dismissing legal strikers would decisively tilt the industrial balance of power in favour of unions. Employers nurse a very real fear that if the threat of dismissal is removed, strikes will not only become more protracted, but will take place on an unprecedented scale. In SA the threat of dismissal is especially real to unskilled black workers, who can be replaced with relative ease if they are fired for striking

A significant factor in the dispute between the CMU and the chamber is the fact that many CMU members live in company housing. If they break their employment contracts by striking, they have seven days in which to vacate such premises. Paulus says the chamber has been quick to point out in past disputes that workers risk losing such an employee benefit if they strike

NATAL POLITICS Fm 11/11/83

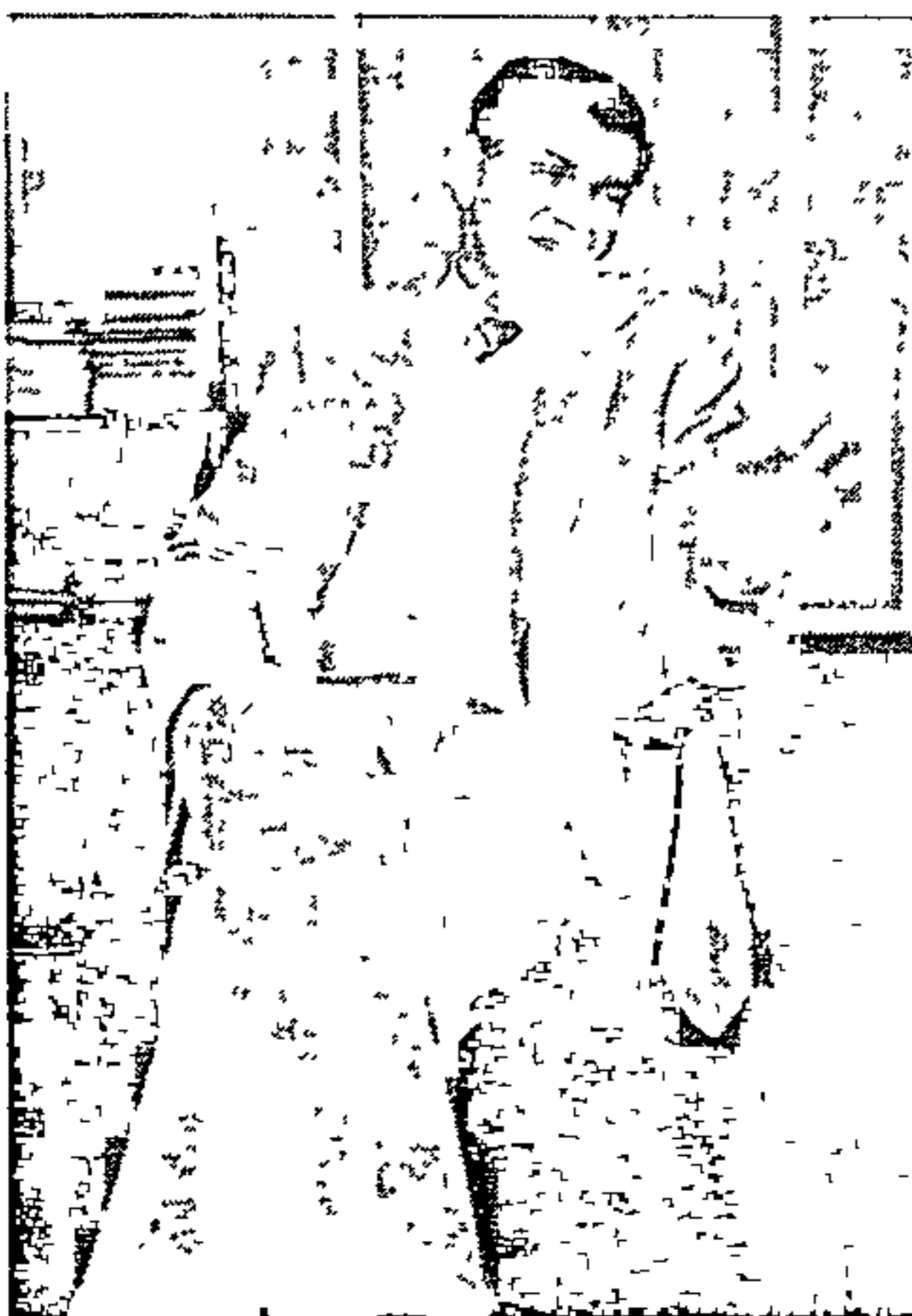
New ballgame ~~30/11/83~~

Black/white politics in Natal has entered a new ballgame in the wake of the referendum. Zulu political leaders, who had campaigned hard with the Progressive Federal Party (PFP) for a "no" vote in the province, were shocked at the support the constitution received from the white electorate — 72%

In the past, Natal with its ethnically diverse population, had been held up as a shining example of inter-racial accord. There is already a large measure of co-operation between the administrations of Natal and KwaZulu. Though it received only a lukewarm reception, the Buthelezi Commission, which advocated a form of consociational government for the province, was perceived as an attempt to strengthen ties across the colour line

Many believe the referendum result has now alienated blacks and eroded any goodwill that existed. Relationships between blacks and whites are unquestionably at a low ebb and political leaders on all sides will have to work hard at mending fences

Not everyone, however, is pessimistic. Chairman of the Buthelezi Commission, Professor Denys Schreiner, its secretary Professor Lawrie Schlemmer and commissioner Chris Saunders, all believe that whites and blacks in Natal share a common destiny and that a political accommodation has to be found. Some, like Saunders, have suggested that the commission could in fact form the framework for any future political dispensation



CMU's Paulus ... taking legal action

11/11/83
Strike

at tyre
factory
averted

Labour Reporter

A strike at the Dunlop Tyre Factory in Natal has been narrowly averted by the appointment of a conciliation board by the Minister of Manpower

The board was appointed yesterday shortly before a secret ballot was held among members of the Metal and Allied Workers Union (Mawu) to determine support for industrial action at the factory.

The dispute, declared more than a month ago, concerned wages, allowances and bonus schemes

BALLOT

A statement released by Mawu today said that a strike ballot was held at the factory yesterday despite management's claims that any action outside the conciliation board would be considered illegal

The ballot had to be conducted on the pavement outside the factory gates as management allegedly refused to allow union officials access to the company's premises

Legal industrial action was favoured by 825 members while six voted against

The two parties now have a further 30 days in which to resolve the dispute.

If this fails, the way will again be open for a legal strike

ROOM 12/11/83 152
825 vote for strike action

Mercury Reporter

A TOTAL of 825 workers at the Dunlop tyre factory in Durban voted for 'legal strike action' following a dispute over pay, a spokesman for the Metal and Allied Workers' Union said yesterday

Releasing results of a strike ballot held by the union at the factory this week, Mr Geoff Schreiner, the union's general secretary, said the number of workers who voted represented more than 90 percent of the union's membership at the plant

Six had voted against strike action and there was one spoilt paper. The ballot had to be conducted on the pavement out-

side the factory gates as the management had refused to allow union officials access to the company's premises

Mr Schreiner said the workers would meet today to decide on a line of action following the disclosure by the company that the Minister of Manpower had approved a conciliation board to settle the wage dispute

He also alleged that the company was interviewing new employees as a standby labour force to break any possible industrial action by Mawu members

Mr S C Meyer, the company's group industrial relations manager, said yesterday that the union's allegation was 'irresponsible' and the result of the strike ballot was irrelevant because the union's conciliation board application had been approved by the Minister of Manpower — and therefore any industrial action would be unlawful

Now union support for strikers

THE Black Allied Mining and Construction Workers Union has agreed to support a call by the sacked Liberty Life strikers to withdraw accounts at a building society and boycott a clothing shop

The union has called for the boycott in response to Liberty Life's intransigence in dealing with workers problems and the arrogance they displayed in demanding a multi-racial union

In a statement to The SOWETAN yesterday (Bamcwu) said that it fully believed that it was the workers inalienable right to choose their own union

"We hereby take a firm resolution in sup-

porting workers for a total boycott of Liberty Life. We have also undertaken to boycott Sales House as it has direct links with Liberty Life," the statement says. The stalemate continued

"Sales House, a subsidiary of Edgars Stores, depends on black consumer-for profits and viability. We are going to withdraw from buying there for they refuse to meet the needs of our fellow blacks

"Mr Donald Gordon, chairman of Liberty Life

is a director of the United Building Society and therefore we call on all members to withdraw their accounts with UBS "

The union has also called on the community to pledge solidarity with the sacked workers by not supporting the two institutions until the workers demands are met

A Liberty Life spokesman confirmed that Mr Gordon was a director of the UBS and that Sales House had links with Liberty Life

Dunlop workers delay strike

Mercury Reporter
ABOUT 500 Dunlop tyre factory workers decided at a meeting at the weekend to postpone their proposed industrial action following the appointment of a conciliation board to resolve their wage dispute.

Mr Geoff Schreiner, general secretary of the Metal and Allied Workers' Union, told the Mercury yesterday the workers had decided to delay action until the conciliation board sat on November 25.

About 825 Mawu mem-

bers at the factory voted for 'legal industrial action' against the company last week following the dispute.

But they decided to reconsider their proposed action until it was discussed at the weekend meeting.

The company came under fire for recruiting a new stand-by labour force with a view to breaking any strike action by Mawu members.

The workers also decided to carry on with their

'strike fund', launched recently

A spokesman for Dunlop said any strike would be illegal in view of the appointment of the conciliation board by the Minister of Manpower, Mr Fanie Botha

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152
70 workers
reinstated
after strike

By STEVEN FRIEDMAN
Labour Correspondent

SEVENTY workers fired by East Rand firm Coalequip are to be reinstated today after negotiations between the company and the Metal and Allied Workers' Union, a joint statement by both parties announced at the weekend

Their dismissal in September attracted attention because the workers had been striking in protest against the dismissal of a colleague, who was then reinstated after the strikers were fired

The company said it had rehired him because he had successfully appealed against his sacking

However, Coalequip had refused to rescind the firing of the strikers themselves

Industrial court to rule on right to strike

A DISPUTE with a crucial bearing on the right of workers to strike is to be referred to the industrial court.

The court will be asked to rule on whether it is an unfair labour practice for employers to sack workers who strike legally.

The dispute has been declared not by emerging unions but by the Council of Mining Unions, which represents white workers.

At issue are white miners' contracts, which state that if the worker strikes — legally or illegally — his employment contract ends.

The Chamber of Mines has offered to change this clause so that it would apply to illegal strikes only.

152 (152) (152)

LABOUR WEEK

RAM 14/11/83

But the mines want to retain their common law rights to fire legal strikers, which other employers also enjoy.

The case would have immense ramifications. Were the court to rule in the CMU's favour, the incentive for unions to use the legal strike machinery would be enhanced immeasurably.

But such a ruling would also alarm employers, for it would radically increase worker bargaining power

COULD changes to industrial

BY STEVEN FRIEDMAN

RAM 14/11/83

councils, cornerstones of the official bargaining system, be on the way?

A meeting due later this month could be a straw in the wind.

The Department of Manpower has invited all the country's 104 industrial councils to a "historic summit" in Pretoria — the first meeting of its kind to be held.

The department's Director-General, Dr Piet van der Merwe, says the meeting will engage in "soul-searching" about the role of councils and

their problems.

It follows, he says, a request by the department to councils to submit "motions" on the problems they face and suggested solutions.

The council system has been under fire for some time.

The meeting is expected to discuss the representativeness of councils. Since black workers were included as "employees" in labour law, few councils remain representative of the workers whose pay they negotiate

Stoppage by 500 men in Phoenix firm

152
Mercury
15/11/83

Mercury Mercury

NEARLY the entire work force of 500 men from the Bestconstructo company in Phoenix stopped work yesterday because of dissatisfaction over wages

According to the general manager of Bestconstructo, Mr F B Hechter, management were unable to establish a specific reason for the strike, although it was wage related

The workers left their nearby building sites and set off to walk to the company's offices in Ntuzuma Road. Police monitored the workers throughout the morning but there were no incidents of violence or aggression

'Didn't know'

'There was some confusion as to what it was all about. We asked the men to appoint spokesmen but they still couldn't explain what was wrong, except to say that it was about wages,' said Mr Hechter

'I think it was something to do with the Industrial Council pre-

scribed wage increases which are bi-annual and amount to about 12 percent

'They didn't know what the increase was and when we told them they indicated they weren't happy with it. But it was a very divided nucleus of about 20 people who were dissatisfied

'We have offered anyone with a complaint the opportunity to go to his senior and we will attend to each individual case'

Mr Hechter said that in the past there has been legitimate complaints and claims regarding wage packets but these

had been 'minor' and were always immediately rectified.

After the discussion with management yesterday morning it was decided that the workers would continue with the strike for the remainder of the day and return to work today

The company is at present involved in the building of 50 houses in Newlands and 2 000 houses in Phoenix. Mr Hechter said a substantial financial loss would be suffered by the company because of the strike

Photocourt

Strike
(157) 654
at firm
ROM 15/11/83
goes on

Labour Correspondent

WORKERS at the Rosslyn textile firm, Jatex, voted at the weekend to continue a strike which began last Wednesday in protest against the dismissal of four workers

A statement released by the National Union of Textile Workers (NUTW) said yesterday that around 150 workers are employed at the plant and that attempts by the NUTW to contact management and resolve the matter had failed

Comment from the company could not be obtained yesterday. A company source said that senior management men were in a meeting and added "I don't think they will be prepared to comment at this stage even if they are free"

The Jatex strike takes place against a background of continued labour unrest in Rosslyn, north of Pretoria and bordering townships which are part of Bophutswana

The union's statement said that workers had downed tools after the firing of four colleagues "for allegedly breaking a machine"

"Several attempts to contact management failed

"Another meeting is scheduled for Wednesday to decide what further action should be taken," the statement added

500 strike in Durban

Grand 15/11/83
DURBAN — Nearly the entire work force of 500 men from the Bestconstructo Company in Phoenix stopped work yesterday because of dissatisfaction over wages.

According to the general manager of Bestconstructo, Mr F B Hechter, management were unable to establish a specific reason for the strike.

The workers left their building sites and set off to walk to the company's offices nearby in Ntuzuma Road

1 000 down

152
tools after

workers

Mercury
retrenched

17/11/83
Mercury Reporter

ABOUT 1 000 workers at Defy Industries, Newcastle, downed tools at noon on Tuesday and continued their strike yesterday following the retrenchment of about 200 workers last week

Mr A D Kolver, general manager (personnel) of the company, said yesterday that the workers appeared to be upset because several shop stewards were among the workers laid off

The management had held talks with the South African Allied Workers' Union yesterday and union representatives later addressed the workers

'I do not know the outcome of the meeting, but it is hoped that they will return to work for the night shift,' he said. The work stoppage had affected production

The workers were retrenched last week following a reduction in the working week which was achieved by cutting production to a three-day week 'Rationalisation' in production was forced through the current economic downturn

Most of the retrenched workers were blacks

A spokesman for the union said workers were angry because of the 'mass retrenchment' at a time when workers were looking forward to more overtime

'The workers were looking forward to returning home for Christmas in happier circumstances. But now there is uncertainty because they are not sure of their jobs when they return next year.'

Nationwide boycott threatened

Labour Reporter

The Insurance and Assurance Workers Union of South Africa is preparing for a nationwide boycott of the United Building Society and Edgars' Sales House stores in a bid for recognition by Liberty Life Association

This arises from the dismissal of 90 black workers by Liberty Life after they refused to end a strike over recognition demands. Liberty Life said the group was unwilling to grant recognition to any union which represented only one race group.

A statement released by the union said "The union decided to launch a campaign against these associate companies to pressure them to change Liberty Life's attitude to our demands.

"We are not interested in the extent of the ties or whether the links between these companies are limited or extensive. If Edgars and its subsidiary, Sales House, cannot exert the necessary pressure, they must cut links with Liberty Life as a symbolic rejection of its racist practices in refusing to recognise workers' rights in the choice of a union."

NOVEMBER DEADLINE

"If the dispute is not resolved by the end of November we will make our boycott of the UBS and Sales House stores nationwide," a spokesman for the union added.

But Edgars has reiterated that it is in no position to influence Liberty Life.

"The boycott is unfair and likely to be ineffective," said Mr G G Barnett, group public affairs director.

"The association between Liberty Life and Edgars is tenuous. Liberty Life has an investment in the Premier Group which has a minority shareholding in S A Breweries which, in turn, controls Edgars Stores. Thus Liberty Life has no say in what we do — nor have we any influence over what they do," he emphasised.

Despite these protestations, the union went ahead with its local boycott of Sales House Stores in central Johannesburg yesterday.

This followed the same pattern as the launch of the boycott against the United Building Society two weeks ago, with workers speaking to prospective customers and handing out pamphlets in front of the stores.



*Bowen
Nov 1983*

ON STRIKE: Some of the more than 100 strikers

Out on strike

MORE than 100 workers at New and Golden Paper Bag Manufacturers chanting freedom songs staged a demonstration against their management for refusing to reinstate a dismissed colleague.

The workers, members of the Fosatu-affiliate Paper, Wood and Allied Workers' Union, entered their second day on strike over the sacking of a worker and recognition of their union.

They also reject the Trade Union Council of SA's affiliate — South

African Typographical Union — which has a closed shop agreement with the management. Workers say the union has been "forced down our throats by management."

• About 500 workers have gone on strike over wage demands and

other job-related issues at two major companies in Olifantsfontein. The workers are striking at Johnson Tiles and at Masterbuilt (Pty) Ltd.

Mr C Joubert, personnel manager of Johnson Tiles, late yesterday said things were back to normal.

Liberty boycott gathers force

By THAMI MAZWAI
and JOSHUA RABOROKO

THE boycott against Liberty Life "associates" intensified this week with the distribution of pamphlets calling for a boycott of Sales House, a major clothing shop dealing with the black community.

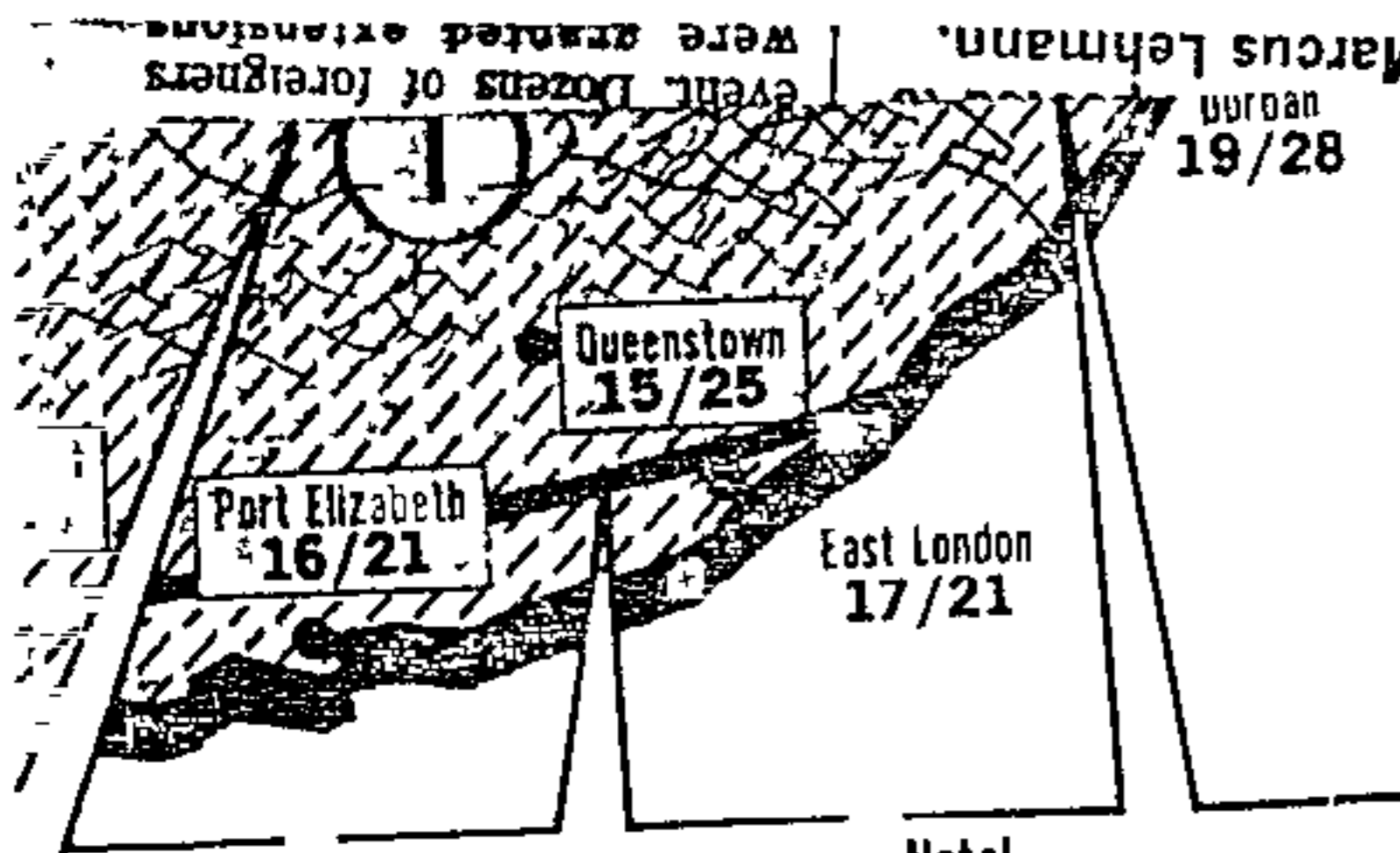
The pamphlets also repeated a call for the boycott of the United Building Society, a campaign which has been going on for the past two weeks.

In an interview this week a spokesman for the Insurance and Assurance Workers' Union of South Africa (IAWUSA), claimed his organisation had successfully mobilised a number of account holders at the Dube branch, Soweto, of the UBS to withdraw their accounts.

A spokesman for the UBS yesterday denied

the claims ^{Soweto} Sales House, a member of the Edgars Group, has also reacted to the campaign by stating that it is not an associate of Liberty Life. A statement issued by the company said "Neither Sales House or any member of the Edgars Group is in any way a party to the dispute between Liberty Life and IAWUSA or any other union."

In its pamphlets IAWUSA states that Liberty Life workers have been on strike for the past two months because of a demand that their union be recognised. "It is our belief that the exploitation, degradation and discrimination we experience at work can be ended through a union of our own choice," it states.



State cloudy and scattered	Eastern Cape CLOUDY and cool with occasional light rain or showers	Natal PARTLY cloudy and warm to hot with scattered thundershowers
Jan Smuts Airport		
Temperatures		
29°C	09h00 14h00 21h00	
27°C	19°C 24°C 17°C	
22°C	Humidity	
26°C	60% 50% 85%	
26°C	Max temp 24°C	
31°C	Min temp 12°C	
23°C	Rain 24 hours to 20h00 7,7mm	
	Sunset today 18h86	
	Sunrise tomorrow 05h11	

RECAST FOR TRAVELLERS

Cape Town CLOUDY and cloudy in the	Port Elizabeth FINE and warm	Port Elizabeth PARTLY CLOUDY and mild with light rain clearing partially
Kimberley CLOUDY and thundershowers	Kimberley PARTLY CLOUDY and warm	Windhoek FINE and hot

18/11/83 RDM 152

'Strike about nothing' ends

A "STRIKE about nothing" has ended peacefully at a knitwear factory at Ham-manskraal, near Pretoria.

The factory's general manager, Mr G Licker, said yesterday that the strike by 82 workers of the 850 employed there had now ended and everything was back to normal.

The strike began on Monday last week and lasted until last Friday when the workers were reinstated with the exception of about 10 identified as ringleaders, he said.

Mr Licker said that prior to the strike there had been discussions with workers about minor complaints and these had all been met.

When they did strike, he had a meeting with them.

"There was nothing major. They made no specific demands for higher wages or allowances or anything. They did talk about what they con-

sidered to be preferential treatment given to workers in another section of the factory but we showed them they were mistaken.

"We asked them to come back to work but when they did not return by the deadline we set, we told them they had dismissed themselves.

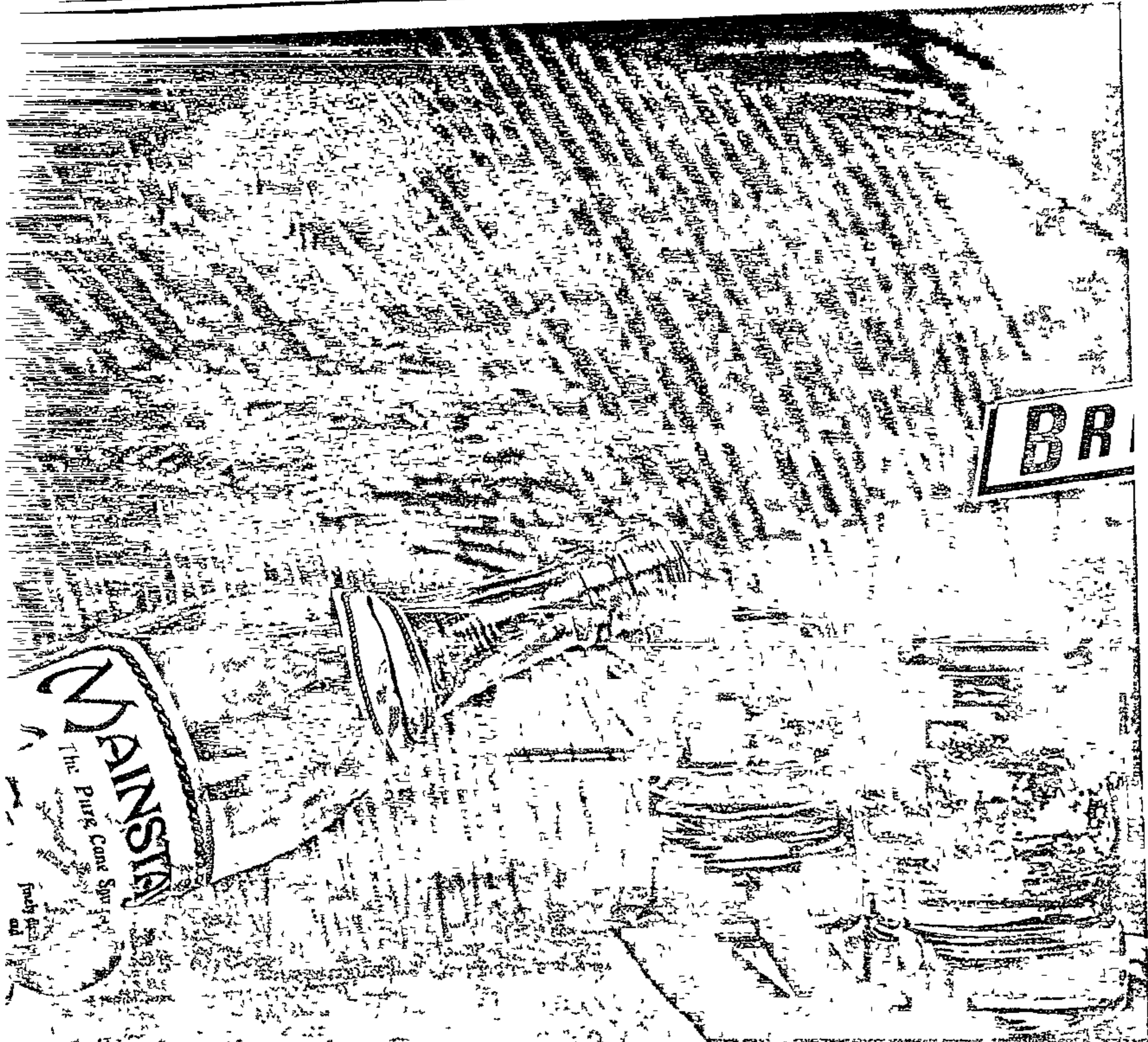
"I had another meeting with them the following day and it was only after that that I heard a trade union was involved.

"Then I had a three-hour meeting with leaders of the union and at the end we both agreed that there were no differences between us.

"So I asked why was there a strike. It was about nothing. Everything is as it was before the strike."

It was also incorrectly reported last week that Mr Licker had rejected all their demands — Sapa

READERS of SAAN publications — including the Rand Daily Mail, Sunday Times, Sunday Express and the Financial Mail — who experience home delivery problems can phone 710-2236 or 710-2237 to report their complaints. The circulation complaints telephone service is monitored from 6am onwards from Monday to Friday, and from 8am to 11am on Saturday and Sunday.



19/11/83 RDM
192

Sacked Liberty workers hold lunch-hour picket

Labour Correspondent

HUNDREDS of onlookers watched as about 45 strikers fired by the insurance giant Liberty Life staged a lunch-hour picket outside the Standard Bank in Simmonds Street, Johannesburg, yesterday

The pickets said they were protesting because they believed Liberty's chairman, Mr Donald Gordon, was attending a luncheon in the building and because Liberty has a substantial investment in the bank.

It is unclear, however, whether Mr Gordon was in the building at the time. A Liberty spokesman said afterwards he was not aware that Mr Gordon had been due to attend a meeting or function at the building.

The picket is part of a campaign by the Insurance and Assurance Workers' Union of SA (IAWUSA) to win the reinstatement of strikers and recognition at Liberty.

About 90 workers were fired after they struck in support of demands that Liberty recognise IAWUSA. The company says it will not recognise the union because it is open to

blacks only

A key element in the campaign is a boycott of Liberty, the United Building Society and chainstore Sales House.

Pickets displayed placards sharply criticising Liberty's labour practices, accusing it of paying "ugly salaries" and of denying workers freedom of association. Several posters accused Liberty of being "racist".

Other placards criticised Mr Gordon himself, one poster describing him as "an embarrassment in business life", while others attacked Standard's links with Liberty.

Police arrived on the scene about 20 minutes before the picket ended, but did not order the pickets to disperse. They made no arrests.

A plainclothes policeman took the name of one picket and questioned him briefly on the purpose of the protest, saying the police needed to keep records of "incidents, boycotts, and so on".

● Liberty Life has said throughout the dispute that it is a nonracial company, and blacks and whites work in the same jobs at its Braamfontein head office.

Picket action against Liberty Life

By STEVEN FRIEDMAN
Labour Correspondent

THE boycott of Liberty Life, United Building Society and Sales House called by the Insurance and Assurance Workers Union of SA (IAWUSA), was "gathering momentum," the union's president said yesterday.

In an interview after union members had staged a picket outside the Standard Bank building, Mr Seoka charged that a Johannesburg company had cancelled a R100 000 deal with Liberty because of the boycott, a claim denied by Liberty.

The boycott is a reaction to the sacking of 90 Liberty Life workers who were fired for demanding union recognition.

Mr Seoka also said some Liberty policy holders were planning to withdraw their policies and that union action at a UBS branch in Soweto had persuaded many depositors to place their money elsewhere.

A group of black brokers were also boycotting Liberty and UBS, he said.

Mr Seoka also implied that IAWUSA would call a boycott of Standard Bank soon because of Liberty's investments in the bank.

But claims that the boycott is proving effective were denied yesterday by a senior Liberty spokesman, who also denied any knowledge of a firm cancelling a deal with the company.

The spokesman added that the boycott appeared to be "ineffective".

"They have had no impact on Liberty itself. Although the boycotts against UBS and Sales House concern us because they must embarrass those companies, the link between us and those companies is not as great as the union seems to believe," he said.

He added that "the union is mistaken if it believes pressure on other companies will pressure us into changing our stance".

The union also had "considerable manpower" at its disposal and "we are determined to carry this on until we win".

He said IAWUSA planned more pickets against Liberty because "they refuse to speak to us now, so the only way we have of communicating is through pickets".

Mr Seoka also charged there had been considerable "harrassment" of Liberty strikers by police.

Liberty's spokesman denied that the company refused to speak to IAWUSA.

RD M 19/11/83

Retail boycott threat against 'wrong' man

By STEVEN FRIEDMAN
Labour Correspondent

A SOWETO store to be opened by Mr Richard Maponya faces a boycott because of its links with chain-store Grand Bazaars

The boycott call has been threatened by shop stewards of the Commercial, Catering and Allied Workers' Union

About 40 CCAWUSA members were fired after a strike at Grand Bazaars, Rosettenville, recently and the union is demanding their reinstatement at either Grand Bazaars or Mr Maponya's store

CCAUSA says the shop stewards will call a boycott of the store — due to open on December 1 — unless the workers are placed in jobs

Mr Maponya said on the union was campaigning against "the wrong man" because he, not Grand Bazaars, was the sole owner of the store

Grand Bazaars' chairman, Mr Manny Sachar, rejected union charges that the workers had not been reinstated because of the company's attitude. He said the company was prepared to place them

in jobs when there were vacancies

The workers were fired after striking in protest at four lay-offs. CCAWUSA says workers believe the four were victimised. The four were later rehired but not the strikers

CCAUSA's general secretary, Mrs Emma Mashinini, said all attempts to negotiate the workers' reinstatement with Grand Bazaars had failed

When stewards learned that Grand Bazaars was to launch a "joint venture" with Mr Maponya they asked him

to intervene. As a result, she said, the company offered to reinstate only 21 workers temporarily

This was unacceptable and stewards had decided that, if all the workers were not placed permanently in either Grand Bazaars or Mr Maponya's store, they would urge a boycott

Mr Sachar said Grand Bazaars was not worried about a boycott. "But these things are always unpleasant and we feel we should set the record straight," he added

He said Grand Bazaars had a management contract with

Mr Maponya at the store but that Mr Maponya was sole owner and shareholder

Mr Sachar said, Grand Bazaars had told CCAWUSA it was willing to place the workers in jobs when these became available. But it could not fire the workers who had replaced them

"The union is working against its own interests if it expects us to fire people to make way for strikers. Retail labour turnover is high and, if they agreed to our proposal, they would have their jobs back soon," he added



JOE SEOKO

Black union is gunning for Liberty
S. Times 20/11/83

By Angus Macmillan

ANY company with Liberty Life directors on its board is fair game for the boycott campaign of the militant Insurance and Assurance Workers Union of South Africa (Iawusa), says union leader Joe Seoko

Iawusa members were fired by Liberty for striking after Liberty refused to recognise the all-black union

Since then Iawusa has plastered central Johannesburg with thousands of "Boycott racist Liberty Life" stickers, and has urged boycotts of Liberty-associated companies Sales House and the United Building Society

On Friday the union staged a picket protest outside Standard Bank's head office in Simmonds Street, Johannesburg

Mr Seoko's latest statement means that Premier Group and SA Breweries could also be singled out for protest treatment

He told Business Times that, if it came to it, the union would boycott SAB's beer products and jeopardise the Sales House-sponsored

Champion of Champions soccer tournament next year

The union demands the reinstatement of the 106 dismissed Liberty employees and unconditional acceptance from management

"We are not campaigning against companies with Liberty Life links, but merely putting pressure on Donald Gordon to recognise us and give back jobs to the workers who were fired," he says

The insurance giant has insisted that the union be multi-racial, but Mr Seoko claims that this would lead to whites' eventually watering down its efforts to further the cause of non-white employees

Liberty executive director Mark Winterton is adamant that the group will not change its stance and says that the matter is over

"We have rehired and are still of the opinion that a multi-racial union is essential in an integrated organisation like ours"

Critics of the two sides say it is Iawusa that is being racist in the matter, but that Liberty "should have known better than to have trampled on the pride of the union".

152 100m 21/11/83

JUST as union-called consumer boycotts seemed to have become a thing of the past, the Liberty Life boycott was called. Now another one could be on the way.

This time the boycott, if it happens, will be centred on a store in Soweto which businessman Mr Richard Maponya is to open soon.

It might be recalled that about 40 Commercial, Catering and Allied Workers Union strikers were fired from a Grand Bazaars' (GB) store a while back. Union attempts to win their reinstatement have failed.

Recently, shop stewards representing the strikers got wind that Mr Maponya was undertaking his new venture in association with GB.

They approached Mr Maponya and said they wanted reinstatement at GB — or the hiring of the strikers by the Soweto store. Otherwise, they would urge a boycott of the Soweto store.

Mr Maponya took the matter up with GB, which then offered to hire 21 strikers as temporary staff only — which workers turned down.

There has been no further movement and Ccawusa says the stewards are now planning a boycott.

Both Mr Maponya and GB say the store is an inappropriate target because Mr Ma-

ponya is the sole owner. He simply has a management contract with GB to run the store, and to train and select staff, they say.

Ccawusa seems unimpressed with this argument.

GB's chairman Mr Manny Sachar doesn't believe the boycott will harm his company. GB, he says, is willing to take back the strikers — but only when vacancies arise because it won't fire the workers who replaced them.

A boycott would be Ccawusa's first and would test whether it can organise enough consumer muscle in Soweto to make a boycott stick.

Union threat to call boycott of Champion of Champions

Nov. 1983
ZoweTan

By
JOSHUA RABOROKO
THE Sales House
Champion of Champions
Competition may
be boycotted following a
decision to nationalise
the boycott against the

giant Liberty Life Insurance Company.

This warning was given by the president of the Insurance and Assurance Worker's Union, Mr Joe Seoka, who said the boycott against the company has received local and international support

Speaking at a Press conference in Johannesburg yesterday, he said that several trade unions, including the Zimbabwean Associated Mineworkers' Union, the Stop Loans to South Africa Organisation in London and the Union Federation in the United States, had pledged solidarity with

the workers

In another move announced at the conference, K-Mart Company, which has thousands of rands worth of policy with Liberty Life, said it had removed certain group insurance policies from Liberty and had placed these with an organisation which "we feel is more compatible with our policy"

The boycott against the Champion of Champions competition has been called because the company that sponsors the competition has links with Liberty Life although Sales House has denied this claim, according to Mr Seoka

*XIXDCH

CONNECTION WITH THE KILLINGS.

200 down tools (52)

ABOUT 200 workers at Masterbuilt (Pty) Ltd Olifantsfontein have gone on strike over demands.

The strike, which started on Friday morning, was sparked off by management's dismissal of one of the employees, a source close to the strikers said yesterday.

The workers, carrying placards and singing freedom songs, reported for duty as usual at 7 am on Friday but refused to resume work, according to one of the employees.

The workers, who include men and women, had demanded the reinstatement of their colleague and that management increase their wages. Most of the male and female workers at the factory are paid an average of R26 per week, the employees said.

OLIFANTSFONTEIN 22/11/70

Summit meeting on labour relations

By Carolyn Dempster,
Labour Reporter

A summit meeting which could well determine the future of the industrial council system in South African labour relations is to be held in Pretoria tomorrow.

The Department of Manpower has invited the country's 104 industrial councils, including 350 top union and employer representatives, to the historic meeting to discuss the role, functions and place of the councils.

This is the first time that a meeting of this nature has been held, with input from top labour representatives.

ITEMS

Among the items on the agenda are the publication of industry agreements, participation of non-parties in industrial council affairs — this is of particular interest to the emergent union movement — regional requirements concerning bargaining and agreements and the role of industrial councils in conflict management, and industrial councils and the industrial court.

Among the speakers are a number of strong proponents of the industrial council system, namely Mr Arthur Grobelaar, general secretary of the Trade Union Council of South Africa (Tucsa), veteran trade union leader Dr Anna Scheepers and Mr H Ferreira of the SA Iron, Steel and Allied Workers Union, an all-white union

CHAIRMEN

Foremost representatives from employer associations are Dr EP Drummond, formerly director of the Steel and Engineering Industries Federation (SEIFSA), Mr Lou Davis of the Building Industries Federation and Mr Fred Ferreira of Ford.

Session chairmen for the discussions, which are closed to the Press, are Dr Hennie Reynders, chairman of the National Manpower Commission, Dr Anna Scheepers and Mr Rod Ironside, president of the Federated Chamber of Industries.

152 ~~152~~ ~~152~~ 23/11/83

Labour Reporter

Strike enters its third day

The strike by 100 workers at Golden Era Stationers in Johannesburg today entered its third day after talks between management and the Paper, Wood and Allied Workers Union became deadlocked

The workers, about half of the factory workforce, went on strike on

Monday over the dismissal of a colleague, Mr M Makhatini, the previous Friday

Among the demands which the striking workers have presented to management are recognition of the Paper, Wood and Allied Workers Union, that management

should apply for exemption from the closed-shop principle which requires that all workers upon joining the company become members of the South African Typographical Union, and the reinstatement of Mr Makhatini

The manager of the

company, Mr K Chita, said he had already agreed to these requests in previous discussions with the union's representatives

"It would seem that the workers went on strike because of this dismissal"

Mr Makhatini had

twice been warned before finally being dismissed for insubordination to a superior, he said However management was prepared to hold a hearing to determine whether or not Mr Makhatini was in the wrong, with an impartial third party as judge

The union is demanding the reinstatement of Mr Makhatini before the hearing is held

ember 24, 1983

es' linking aid to SA

ymond was under police protection, spokesman replied "He is not in ention He is living with friends" The killers left no clue as to their identity, the spokesman said

Mr Nyanda, who came from Soweto, the brother of Mr Sphiwe Nyanda, reportedly the leader of "Ghebula Machinery", a military unit of the ANC Some observers believe Mr Sphiwe Nyanda was the real target of the assassins

The ANC presence in Swaziland has become increasingly precarious The Swazi Government has adopted a tough attitude towards ANC expatriates and key exiles have proved to be vulnerable to assassination

In June last year, Mr Petros Nzima, of the ANC, and his wife, Jabu, were killed by a car bomb

In December, 1981 two ANC cadres were killed by gunmen just inside the Swazi border with South Africa At about the same time the senior ANC representative in Swaziland, Mr Stanley Mazibela, was withdrawn, reportedly

because he was too vulnerable to attack He was succeeded by Mr Nzima The present senior ANC man, Mr Ablom Duma, has adopted an extremely low profile

Meanwhile, a spokesman for the Office of the President of Botswana confirmed yesterday that Botswana had formally requested South Africa to assist Botswana police in their investigations into the involvement of South African registered vehicles in a shootout last week with a Botswana Defence Force patrol

Last week black men in two South African registered cars reportedly opened fire on Botswana soldiers and fled when their fire was returned, abandoning the cars

In another development concerning Botswana and South Africa, it is reliably understood that Botswana has not yet responded to a request from Pretoria for a full report on the killing of two men in the Chobe River by Botswana soldiers

Boycott shuts UBS doors

By STEVEN FRIEDMAN
Labour Correspondent

ACTION by boycotters prompted the closing of two United Building Society (UBS) branches — in Lenasia and Soweto — for the day on Saturday, according to the Insurance and Assurance Workers Union of SA (IAWUSA)

Spokesmen for the UBS were not available for comment yesterday

The union has called a boycott of UBS as part of its campaign against insurance giant Liberty Life, which recently fired 90 workers at its Braamfontein head office after they struck in support of demands that IAWUSA be recognised by the company

Liberty says it will not recognise the union because it is open to blacks only

According to IAWUSA, groups of boycotters, accompanied by fired Liberty workers, arrived at UBS's Soweto and Lenasia branches on Saturday to withdraw their savings — as IAWUSA had urged

"At both branches, they approached the manager and informed him of their intention to withdraw their savings At both branches, the managers reacted by closing the branches for the day," a union spokesman said

IAWUSA, which is also urging a boycott of Liberty itself and the Sales House group of stores, claims that the boycott is "gathering momentum"

The union also claims that plans are underway to "nationalise" the boycott

However, Liberty Life insists that the boycott is having no effect on it

While IAWUSA has launched its boycott against UBS and Sales House because it says these are "associate companies" of Liberty, a spokesman for the company says these two companies have no power to influence Liberty's stance

"Our investment links with them are not as central as IAWUSA seem to think they are," a company spokesman said

'gangster sentenced to 15 years' jail

of housebreaking
Blatt, 20, of Park Germiston, pleaded on 14 charges of housebreaking with intent to steal counts of theft com-

mitted between July and August last year
He told the court he and others drove around in a car, stopped at some houses and knocked at doors to check whether the owners were in

His request to be examined by a psychiatrist was rejected by the court

He said "I want to be examined because I feel there was something wrong with me"

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EARRINGS**

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24/11/63 ROOM

Call to shun Soweto shop

By STEVEN FRIEDMAN
Labour Correspondent

COMMERCIAL, Catering and Allied Workers Union members have begun distributing pamphlets in Soweto calling for a boycott of a shop to be opened soon by Mr Richard Maponya

The 57 workers, who were fired recently after a strike at Grand Bazaars' (GB) Rosettenville, have called a boycott because GB is involved with Mr Maponya in the shop's launching

They are demanding their jobs back at either the GB Rosettenville or Soweto outlets.

Shop stewards representing the fired workers say they have also held talks with church and community groups, traders and taxi associations in Soweto — and they have agreed to support the boycott

They also challenged statements by both GB and Mr Maponya, who say GB has no financial stake in the new shop, but simply has a contract to manage it.

GB's chairman, Mr M Sachar, this week revealed the company was shortly to begin its own leaflet campaign in Soweto on behalf of the new shop

Besides offering various promotions, the leaflet — to be distributed in Soweto — would state that the new shop was "in no way whatsoever a part of the GB group"

The company says it is willing to take the strikers back, but only if vacancies arise. It says there are no vacancies at present, and that it is not prepared to fire workers hired in place of the strikers

However, shop stewards have claimed there are still vacancies at GB in Rosettenville

Stewards also charged that application forms for workers wishing to work at the Soweto shop had GB's name on them and that a GB manager had told workers that it was owned by GB

"They are hiding behind Mr Maponya — so the boycott goes on," they said

Mr Sachar denied this. He said the application forms bore only the name of Maponya's Retail Discount Store and reiterated an earlier statement that the company was merely being paid by Mr Maponya to manage the shop

In its planned leaflet, GB will tell Soweto householders that the new shop is "100% owned" by Mr Maponya and that GB will merely "train staff and provide management expertise for the operation of the store"

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Unions under fire

Sowetan
25/11/83

By JOSHUA
RABOROKO

TRADE union leaders are demanding, intimidating, aggressive and maybe militant during strikes, according to a report by the Human Sciences Research Council.

The report, which was compiled after interviews with 126 managers of South African companies that had experienced strikes in 1980 and 1981, says union leaders did not create a good image for themselves

The report says all major industrial areas except mining were consulted and their view has been that union involvement did not contribute to more than about 25 percent of the strikes

"It was found that on average the strikes did not last long because the workers, while on strike, could not carry the financial losses suffered

Page 4

SOWETAN, Friday, November

LABOUR DISPUTES

Going for Gordon

Given the failure of many consumer boycotts in the past, the chances of the current campaign against Liberty Life and its associated companies succeeding would appear slim. However, there is little doubt that in the months ahead the Insurance and Assurance Workers' Union of SA (Iawusa) may make life extremely uncomfortable for some of them. In particular, the union is focusing much of its ire on Liberty chairman Donald Gordon.

Nearly two months have passed since Liberty dismissed 89 black workers who struck in a dispute over the company's refusal to recognise Iawusa because it is a blacks-only union. Iawusa maintains that it is undeterred by Liberty's refusal to re-employ the strikers or change its stand on union recognition. The union insists that the boycott campaign is gaining momentum and says that it will be waged throughout the country.

Says Iawusa president, Joe Seoka: "Liberty Life believes the campaign will not be successful, but we are convinced that victory is ours because we have the resources and the manpower."

Iawusa knows that a black consumer boycott against Liberty itself would have extremely limited impact. However, it says that any company which has links with Liberty should regard itself as a potential target. So it is carefully selecting companies which it regards as potentially vulnerable to pressure because they cater for the black market.

The United Building Society, of whose board Gordon is a member, has already felt the effects of the campaign. Last Saturday Iawusa members staged demonstrations which resulted in two UBS branches — one in Dube, Soweto, and the other in Lenasia — being closed for the day. The union claims it is achieving significant support for its call on blacks to close their UBS accounts. UBS strongly denies that this call has had any noticeable effect.

Edgar's Group

Iawusa's identification of Sales House, a division of the Edgars Group, as a target has prompted Edgars to issue a public statement. It says that the "extended and immaterial investment relationship" between Sales House and Liberty can in no way be construed as an associate company relationship. Ironically, Edgars has an agreement with a black union — the Commercial, Catering and Allied Workers' Union of SA (Ccausa) — with which it says it has worked amicably and constructively for over two years. Edgars says it is as anxious as its employees are to protect

their security of employment from the consequences of any boycott.

Iawusa says it is considering calling for a consumer boycott of mealie meal produced by the Premier Group, and (somewhat naively according to seasoned observers of past consumer boycotts in SA) is hinting at the possibility of launching a boycott of beer produced by SA Breweries.

But, for the moment, it is focusing particular attention on Gordon himself. "The workers have vowed to use all their energies to pressurise Gordon to change his mind and attitude towards Iawusa and stop being a dictator by attempting to decide which union workers must belong to," says Seoka. He gives notice of an attempt to

hound Gordon in public through the staging of demonstrations at any gatherings he attends in the months ahead.

"The union, together with the community, will spare no effort in following him wherever he goes. We will try to find out where he will be and will embarrass him."

Whether this will have any effect, remains to be seen. A spokesman for Liberty says the company's labour relations policies were developed by management — and not Gordon alone.

Liberty is, however, becoming increasingly concerned by what it says appears to be a sustained campaign of intimidation against black employees who did not take part in the strike. Iawusa strongly denies any involvement in such intimidation and says it has actively counselled its members to avoid confrontations with Liberty employees. The union says that for many black workers, their jobs are their only real form of property — and they can be expected to be very bitter about their dismissal. Although the union tries to calm tempers, fights can take place — especially when strikers and non-strikers meet in shebeens.

However, a company spokesman says the employees have become so fearful of attacks that they have formed voluntary groups which patrol the townships to provide protection to their households. This week, one employee had to be taken to hospital after being assaulted. The spokesman says Liberty has been reluctant to approach the police in the past, but it now feels that the scale of the intimidation has become so great that police action is needed.



Liberty's Gordon ... target of union's ire

BLACK POLITICS

Confrontation looms

The events of the past few weeks tend to underscore the fact that the shape of black politics in SA has changed, possibly permanently. There is far more confrontation, with black-vs-black violence an increasingly common occurrence.

In Natal, the 750 000-strong Inkatha movement appears to be ranged against the combined forces of the United Democratic Front (UDF), Azapo, supporters of the African National Congress (ANC), and all who oppose KwaZulu and its Chief Minister Gatsha Buthelezi.

Clashes, which have resulted in several deaths, have been characterised by assaults on individuals, attacks on students and township dwellers as well as church groups and political opponents of Inkatha (Cur-

Union pressures chamber over dismissal of workers

Members of the Hotel, Liquor and Catering Allied Workers' Union (Hotelica) held another demonstration outside the Chamber of Mines building in Hollard Street, Johannesburg, this week

It was part of a continuing protest over the dismissal of 35 workers from the chamber-owned Golden Reef Restaurant

According to a union spokesman, the workers downed tools when they did not get salary increases at the end of last month

They had been expecting a pay rise, which they believed was traditionally awarded in October, for the new year

Mr Hamilton Makedama, Hotelica president, attempted to intervene

on behalf of the workers but was refused permission to negotiate with management. Management said the union had not yet been formally recognised and workers had not approached management to express their grievances before going on strike

However a spokesman for the chamber said negotiations had been started with the union shortly before the strike and workers had been told salaries would not be reviewed until February next year

After receiving their pay packets without increases the following day they stopped work shortly before lunchtime, he said. They were warned that if they did not return

to work for the 5.30 pm shift, they would effectively have dismissed themselves. The men failed to return to work and were fired

According to the union, three of those dismissed were then re-employed with wage increases of R160 a month. This was dismissed by the spokesman as nonsense

"These three men were on leave. When they returned, their salaries were adjusted in line with wages laid down by the Industrial Council," he added

Hotelica plans to hold demonstrations outside a number of Anglo American-owned buildings and institutions in an attempt to pressure the Chamber of Mines into reinstating the workers

25/11/83

Pickets delay store opening

By Carolyn Dempster,
Labour Reporter

The opening of the R2 million discount store owned by Soweto businessman Mr Richard Maponya was postponed for a week as picketers gathered outside the Dube complex today

The picketers were members of the Commercial Catering and Allied Workers Union which had called for a boycott of the store because of Mr Maponya's business links with Grand Bazaar

The boycott is the sequel to the dismissal of 59 union members who went on strike at Grand Bazaar's Rosettenville store on October 6

RETRENCHED

Four employees were retrenched by the store and, when the 59 workers went on strike to secure their reinstatement, they were also dismissed

Negotiations between union representatives and management subsequently broke down

One of the dismissed shop stewards said that Grand Bazaar had a management contract with Mr Maponya and was training and supplying the staff for the Dube store

"Our demands are for the reinstatement of the 59 workers and recognition of our union. We demand full negotiations with Grand Bazaar," read the picketers' placards

Mr Maponya has denied these claims but was not available today for comment

26/11/83
Mercury
152
**Warrants issued for
21 absent from court**

Mercury Reporter

WARRANTS for the arrest of 21 of 93 former Umhlanga municipality workers were issued yesterday after they had failed to appear in the Verulam Magistrate's Court on charges of trespass

The magistrate, Mrs Renuka Subban, stayed the warrants until February 13 next year when the men are to appear again

Mr Kessi Naidu, for the men, said that some of the

accused who had failed to appear yesterday had been re-employed by the Umhlanga municipality

He said he had been told that men who had not been taken back were prevented from communicating with the re-employed workers following instructions from the municipality

The magistrate asked the accused not to communicate with the men as the Court would do so and get them to appear on February 13

Facts refute E Cape's strike image

26/11/83 E. Post

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TWO developments this week — one in Johannesburg and the other in Port Elizabeth — have focused attention on the Eastern Cape's labour relations record

However, on this occasion industrialists have publicly called the attention of the media to both developments — in strong contrast to their nervous desire for a low-key media response to the motor workers strike some 16 months ago

Now local businessmen express the hope that this week's events attract the same degree of publicity that last year's strikes did, for they underline the conclusion of labour expert Professor Roux van der Merwe that "the image the Eastern Cape has of being the strike centre of South Africa is clearly refuted by the facts".

The first major event on the labour calendar this week was the presentation by Prof Van der Merwe of a brief paper on the subject of labour relations in the Eastern Cape to the 370 delegates attending this week's industrial development conference in Johannesburg

The conference was called to promote industrial development in Region D, and Prof Van der Merwe, who holds the Volkswagen chair of Industrial Relations at the University of Port Elizabeth,



By Louis
Beckerling
Business Editor

was among the delegation speaking for the city

Observing that the area had acquired a reputation for being particularly conflict prone in industrial relations, Prof Van der Merwe presented statistics which revealed that facts clearly refuted this popular misconception

"The truth is that trade unions have been and today are active in all the major industrial areas and the East Cape picture, both now and in the past, is considerably better than Natal or the PWV region," the professor said

His statistics on the number of strikes showed that in the case of the three metropolitan areas of the PWV, Durban/Pinetown and Port Elizabeth/Uitenhage, each had demonstrated a sharp rise in work stoppages

from the mid-'70s onwards

However, whereas such incidents had rocketed to 200-plus last year in the PWV area, the comparable figure for Durban/Pinetown was some 77 and in Port Elizabeth/Uitenhage the figure was lower still, at around 63

"What is true," concluded Prof Van der Merwe, "is that the East Cape, from 1979 to 1981, experienced intensive union activity prior to some other areas it has in fact been a proving ground

"This experience has been well-handled, and has contributed to the expertise of and understanding between, trade unions and employers in the area

"The last two years have seen far more constructive approaches to the handling of employer-employee differences, and it is worth noting that Port Elizabeth/Uitenhage has experienced a mere seven strikes in 1983, with only one of these in the industrial sector

"By contrast the PWV total is over 100 for the year to date"

What he did not add but may have, given time for a more detailed address, was that a wry footnote was written to the 1980 strike at the Volkswagen factory in Uitenhage when a top-level international summit was held in Geneva this year

At the International Management Institute seminar there the strike

was presented as a case study and concluded that none of the principal "actors" in the strike situation had lost in the sensibly conducted negotiations which resolved the deadlock

"The South African union and Volkswagen management both emerged most creditably in the opinion of course delegates," stated a report on the seminar

The second of this week's events was the presentation by Prof Van der Merwe of his unit's annual report

Detailing the considerable groundwork covered by the unit since its creation in August 1980, the professor claimed with some justification that it had established "both a local and national presence in the industrial and the trade union world"

He also announced that a sponsor of the unit's activities, Middleburg Steel and Alloys, had introduced an award — to be presented to the top graduate in the Industrial Relations Department from April next year, together with a "significant research grant" to enable the student to continue his or her studies

The initiatives evident in the Eastern Cape — and their impact on labour relations, said Mr Rocky Ridgway at this week's Johannesburg conference, should be broadcast at the same volume as had the "bad news"

Threat of tension after Pretoria workers fired

By STEVEN FRIEDMAN
Labour Correspondent

TENSION threatens the Olifantsfontein industrial area outside Pretoria as a result of the dismissal of strikers at Cullinan Industrial Porcelain (CIP) — a firm in the area — and several incidents have already occurred

Fired workers have demonstrated outside the plant twice, police have raided their hostels in Tembisa township and arrested over 100 workers, and management charges there have been incidents in which workers who replaced the fired men were "beaten up"

Workers at three other plants organised by the Building, Construction and Allied Workers' Union (BCAWU) have backed the fired workers and a brief stoppage at one of them this week may be linked to the dispute at CIP

Workers say there is a threat of turmoil, and management says the incidents are the result of a "militant" campaign by BCAWU to gain recognition at CIP

According to a worker spokesman, the tension began over three weeks ago when more than 350 CIP

workers — some of whom belong to BCAWU — struck, demanding that management negotiate wages with them

The workers were dismissed and the plant closed for three weeks

During this period the strikers staged a march through Olifantsfontein

At the same time workers at three other BCAWU factories — Cullinan Refractories, Johnson Tile, and Armitage Shanks — wrote to CIP management demanding the fired workers' reinstatement

According to the worker spokesman, workers at these companies also asked their managements to intervene on behalf of CIP workers

On Monday, the spokesman said, the plant reopened and "most" strikers were not taken back. That evening management told workers who had been rehired not to return to their hostel, but to sleep on the premises

The next morning fired workers demonstrated outside the plant and that evening police raided their hostel

"Some are in hiding from police now," he said

This week Johnson Tile workers went on a brief strike. The spokesman said

while this was ostensibly over other issues, "it came after workers asked the company to intervene at CIP"

Mr Ray Tyler, chairman of Cullinan Holdings' electrical division, yesterday confirmed the demonstrations and that CIP had received letters from workers at the three other plants

He denied, however, that most of the strikers were not taken back. "Over 260 were rehired and about 100 others were replaced," he said

Mr Tyler said the arrests by police had nothing to do with the company but were related to "reports of intimidation at the hostel"

In one incident CIP workers had been "pulled off a bus and beaten up"

But a police spokesman denied that any of the arrests were connected with the strike. More than 100 workers were arrested in the raid for being "illegal" residents of the hostel, he said

Mr Tyler said BCAWU represented only about 25% of CIP workers

"We have nothing against unions and would deal with them if they represented a majority," he said

Dunlop strike still in balance

Labour Correspondent

A LEGAL strike still threatens at Dunlop's Durban tyre plant after the company and the Metal and Allied Workers' Union failed to reach agreement on wages at a conciliation board this week

However, a union statement yesterday announced that a second meeting of the board would be held on December 5, at which Dunlop will make further proposals in an attempt to settle the dispute

If, however, this meeting also ends in deadlock, the union — whose members have already voted to strike legally at the plant — would be able to call a legal strike

MAWU's statement yesterday said its shop stewards remained "sceptical" that an agreement would be reached at the December 5 meeting

The dispute between the two sides centres on wages and related issues

Dunlop argues that the two sides' proposals are relatively close to each other and that the union declared a dispute with it prematurely

MAWU argues that the company has prevented a settlement by refusing to table a final offer on its demands

MAWU's statement said the two sides had met at a conciliation board on Thursday under the chairmanship of a Department of Manpower official

The union, which is demanding increases of between 8% and 18%, says it motivated its demands on the grounds of its claim that present wages at the factory were "well below" various poverty datum lines and the wages of other big tyre companies

Dunlop replied that its wage policy was determined by the availability of labour and market forces

Songs as

152 ~~151~~
workers

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ROM 28/11/83
Mall Reporter

WORKERS at the Kew factory of Barlows Manufacturing burst into song when they learnt on Friday that nine of their fellow workers had been acquitted on charges of assault and public violence

The Metal and Allied Workers' Union said in a statement issued yesterday that it hailed the workers' acquittal as a "vindication of the union and the members' belief in the innocence of those charged"

Charges were laid in June after a work stoppage at the factory. Twelve workers were arrested but charges against three were later dropped.

All 12 were dismissed by Barlows — with another worker — on the grounds there was enough evidence against them, said the statement

MAWU claimed the workers' evidence was never heard and charged the company with an unfair labour practice and applied for a reinstatement order

The Industrial Court turned down a request by Barlows Manufacturing to refer the matter to the Appeal Court.

"After protracted negotiations the company last week agreed to pay wages to the 13 workers for the period from their dismissal until January, with a possible extension until the case is heard in the Industrial Court," said the statement

Following the workers' acquittal, their fellow workers at the Kew factory have indicated they will ask management to reinstate the men as soon as possible.

700 at Simba end work stoppage

By Carolyn Dempster,
Labour Reporter

The work stoppage by 700 workers at the Simba-Quix head office in Isan-dio ended today when the employees returned to work, while union representatives continued negotiations with management

The stoppage began last Thursday and was, according to workers, sparked by the aggressive actions of the production manager at the factory. They demanded his transfer before returning to work.

Negotiations continued through Friday, when management acceded to the workers' demands.

It is the first industrial action to be taken at the Simba head office. The management signed a recognition agreement with the Sweet, Food and Allied Workers Union, a Fosatu affiliate, at the beginning of 1983.

The union claims to be representative of the majority of the workers, although many are still members of the Tucsa-affiliated union, the National Union of Operative Biscuit Makers and Packers of SA.

Industrial court sets the scene for tough safety negotiations

ROM 28/11/83
LABOUR WEEK
152

By STEVEN FRIEDMAN

THE industrial court's decision to grant temporary reinstatement to 17 National Union of Mineworkers members who were fired at West Driefontein seems to have set an important precedent.

The 17 were sacked for refusing to work in an area they considered unsafe — and what gives the decision its importance is that a Government enquiry later found the area to be safe.

No reasons for the decisions have been released, but NUM's lawyers argued that, even if an area was found afterwards to be safe — as at West Drie — workers might have valid grounds for refusing to work in it (if, for example, there had been accidents there previously).

In such a case, they argued, the onus was on management to allay worker fears — in this case by allowing a union to intervene.

The court has presumably gone some way to endorsing this which means that employers who refuse to negotiate with workers — and unions — in similar situations could face reinstatement orders against them.

Though situations like that at West Drie are more likely on mines than elsewhere, there are factories where similar disputes could occur.

So the ruling may well aid unions who want negotiation rights on safety.

NUM says it will advise members to refuse to work in areas they consider unsafe and has urged mines to sign safety agreements with it to avoid court actions.

Gold Fields, which owns West Drie, points out that the order is only temporary and has vowed to follow the dispute through the official machinery. It also suggests the order has not decided the merits of the case.

But the fact that employers could face 90-day orders to reinstate workers in similar situations could act as a powerful incentive to negotiate on safety.

aimed, not at greater clarity, but at weakening unions.

ROM 28/11/83
LAST week's first-ever "summit" of industrial councils rejected the view that councils need to undergo major changes to survive.

The meeting, composed almost exclusively of supporters of councils, seems to have been taken up more with extolling the virtues of councils than with suggesting reforms to them.

The answer to emerging union opposition to councils was seen in publicising council activities widely and in greater "professionalism" by those on councils.

Employer spokesmen argued that dialogue with unions who reject councils could persuade them to change their view and that unregistered unions — who can't join councils — and other opponents of the system should be involved in aspects of council activities.

Some established unions wanted unions to be forced to register.

But a couple of suggestions aimed at improving the function of councils emerged — that their disputes machinery should be speeded up and their wage agreements published more quickly.

No major legislation seems likely as a result — except on the industrial court — but the Department of Manpower will look at criteria for councils' representativeness.

There was criticism from some quarters of employers who sign recognition agreements with unions, but no new law is planned on this.

A key outcome of the meeting is that the department is to go ahead with a Bill to give the Minister of Manpower the power to exempt small businesses and rural employers from the minimum wages in council agreements.

TURMOIL hit Olifantsfontein, outside Pretoria, in the past week.

This centres on a dispute at Cullinan Industrial Porcelain, where some workers belong to Cusa's Building, Construction and Allied Workers Union.

PA'DAY

NEW YORK — Amway Corporation sold enough floor polish last year to clean a foot-wide strip from the earth to the moon. It sold enough bleach to wash three dozen nappies for every baby in the world's developed countries.

Its revenue was \$1,2bn, it ran the world's largest radio network and paid about 1-million door-to-door salesmen in 40 countries. This month it was fined \$25m by a Canadian court for undervaluing its exports to Canada for several years.

The Amway empire is built on the theory that the world can always use another oven-cleaner, a bar of soap, lipstick or a vitamin tablet — especially if it can be bought at home.

It offers the lure that anyone can go into business with a \$75 sample kit and climb the free enterprise ladder by recruiting other distributors and sharing in their success along the way.

But Amway's business practices have

been criticised by the Trade Commission. The company is accused by the commission of making exaggerated get-rich-quick claims.

The FTC case against Amway investigators say the company's merchandise is merely distributed in Wisconsin settlements when Amway tone down its emotional literature.

Rich DeVos, founded the

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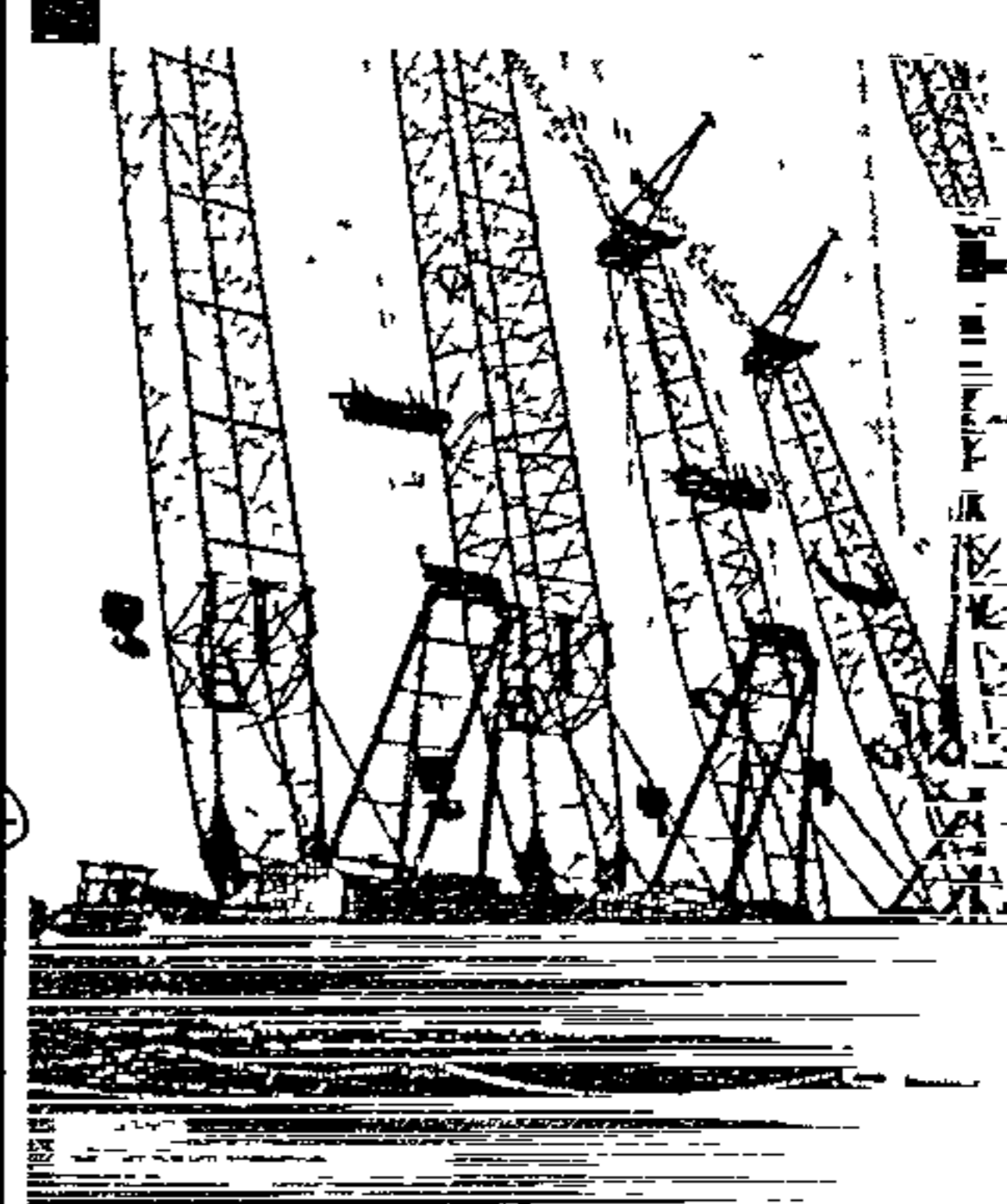
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Strike shuts
~~139~~ 152
down 16 food
204 29/11/83
chain outlets

Labour Correspondent

STRIKE action closed 16 outlets of the Kentucky Fried Chicken chain in the Johannesburg area yesterday, a Commercial, Catering and Allied Workers' Union (Ccaawusa) spokesman said.

At the chain's Orange Grove outlet, the company's regional manager had told workers they were dismissed and had also said he was calling the police, the spokesman said.

The union had tried to contact the company for talks to settle the strike, but had been unsuccessful, he said.

The workers' chief demand was for a basic wage rather than an hourly rate for time worked, he said.

Repeated attempts to contact Kentucky Fried Chicken management were unsuccessful yesterday. The Rand Daily Mail was told the company official dealing with the strike was not available, but a company source said "not all" Kentucky's branches were on strike.

A co-ordinated strike at branches of a chain like Kentucky, which employs only a few workers at each outlet, is a rarity.

According to Ccaawusa, the strike has hit Kentucky outlets in Johannesburg, Randburg, Randfontein, Alexandra township and various parts of the West Rand. Johannesburg stores affected include those at Orange Grove, Joubert Park, Melville, Jeppe Station and Victory Park.

Strikers go back to work

Labour Reporter
30/11/83

The strike by workers at 16 Kentucky Fried Chicken outlets on the Reef ended yesterday afternoon after negotiations between management and the Commercial Catering and Allied Workers' Union.

A Kentucky spokesman said the strikers had returned to work but would not comment on the discussions.

A Ccawusa spokesman said the two-day strike was sparked by a wage dispute and workers had complained that they had to ask permission to go to the toilet.

Outlets affected were at Randburg, Randfontein, Alexandra township, various parts of the West Rand, Orange Grove, Joubert Park, Melville, Jeppe Station and Victory Park.

Ccawusa said it was negotiating for a basic wage for employees and was also trying to resolve other work grievances.

(152) (78) (284)
v2004 30/11/83

Fried chicken staff still out on strike

Labour Correspondent

THE strike at Kentucky Fried Chicken outlets in Johannesburg and on the West Rand continued yesterday as the company and the Commercial, Catering and Allied Workers Union attempted to negotiate a settlement, according to the general secretary of the union, Mrs Emma Mashinini

Mrs Mashinini said the key obstacle to a settlement was the dismissal of a worker at a Kentucky outlet in Ontdekkers Park. Workers had said they would not return to work unless the worker was reinstated.

The workers' major demand — that they receive a basic wage instead of a varying hourly rate — had been settled temporarily, she said. The company, which is

American-owned, had said it would refer the workers' demand to its American head office for a decision.

Despite earlier reports that workers at one branch had been dismissed, Mrs Mashinini said talks with management had indicated that none of the strikers had been fired so far.

Attempts to obtain comment from Kentucky were unsuccessful for the second successive day yesterday.

The strike — which the union says affects 16 outlets — began on Monday, when workers downed tools in support of demands for a set wage and in protest at the dismissal.

Negotiations had begun between the union and company and these were still in progress late yesterday afternoon.

(152) 30/11/83



Striking workers outside the Liberty Life head office during a placard demonstration in October. The battle rages on

A battle rages over liberty and life for a union

By Carolyn Dempster

Stickers on shop windows in the city centre proclaim "Boycott racist Liberty Life."

Sales House shoppers are urged not to buy at the Edgars-owned store, while United Building Society's black clients are persuaded to close their accounts

In recent weeks Liberty Life chairman Mr Donald Gordon has been the target of the boycotters pickets

The pressure tactics are at the heart of a campaign being waged by the Insurance Assurance Workers Union in renewed efforts to gain recognition as a union from Liberty Life Association

The struggle began in July this year when black staff at the company's Braamfontein head office went on strike over a wage dispute and other matters. The workers agreed to return to work, but Liberty refused to recognise the union as the official representative of black workers

Four months ago a little-known union with a black consciousness base tangled with one of South Africa's insurance giants in a fight for recognition. The ripples of the continuing battle between the Insurance Assurance Workers Union of SA (Iawusa) and Liberty Life Association are widening.



Mr Donald Gordon . . . the target of demonstrators.

Adhering to a policy statement released in March, Liberty reiterated that the company was not prepared to negotiate with a racially-based union, neither was it prepared to recognise an unrepresentative union

"Liberty Life accepts the principle of freedom of association and accordingly accepts the right of its employees to join trade unions. The company however is firmly committed to the furtherance of equality and is proud of its totally multi-racial work environment and conditions," said the policy statement

Iawusa membership is open only to blacks, coloured people and Indians, but the union's chairman, the Reverend Joe Seoka, sees no problem in this.

"The interests of the black and white workers are really very different. It would be impossible to be representative on a multi-racial basis," he said

In any event, why should Liberty dictate to workers which union they should or should not join if they truly believe in freedom of association, he argues

On September 29, 95 Iawusa members went on strike in a bid to force

the company to recognise and negotiate with their union. The next day, Liberty fired the workers when they refused to return to work. Letters of dismissal were sent to 89 of the strikers

Over the past two months the union has tried in several ways to reinstate the sacked workers and gain union recognition

The strikers have staged placard demonstrations outside Liberty's head office, solicited the support of fellow unions and sympathetic overseas bodies, and have finally resorted to the boycott tactic

Realising that a boycott of Liberty itself would achieve very little, the union has chosen the "soft targets" among Liberty Life associates where they are convinced they will achieve some success

The boycott plan involves the United Building Society because Mr Gordon is a director of the building society and Sales House, a company

with predominantly black customers

The boycott tactic has so far caused at least two UBS branches to be closed for a couple of hours and has prompted the union to spread the plan to the rest of the country

The campaign turned into something of a personal vendetta this month when Mr Gordon was chosen as a target because of his position as chairman of the group

Liberty Life is riding out the storm

"We have been labelled racists for holding a multi-racial view," said Mr M Jackson, the company's deputy general manager of human resources.

"We have presented our case and once the issues have been understood, we have received support. Mr Gordon is not at all perturbed by the personal campaign and is prepared to take flak for adopting what he considers to be a just stand," Mr Jackson said

The company believes the boycott will have minimal financial impact and pressure on associated companies — where links with the insurance giant are tenuous — and are not likely to sway Liberty's industrial relations policy, Mr Jackson said

Liberty Life argues from a moral base, pointing out that Iawusa is overtly "political" and unrepresentative of even the black staff

While Iawusa has steered clear of the industrial court for fear of creating a precedent which would be as much to the advantage of right wing white unions as it would to black, it is an avenue which remains to be explored, said Mr Seoka

Liberty would willingly accept an industrial court ruling on the matter, said Mr Jackson

Meat firm

sacks 160 ~~over hours~~ (52)

By Carolyn Dempster,
Labour Reporter

Refusal to work a 12-hour day led to the dismissal of 160 employees of the Fresh Meat Supply Company in Johannesburg yesterday, according to unionists

On Tuesday staff at a branch were asked to work until 6 pm instead of 3 30 pm

They refused and left, said Mr David Makhena, organiser for the Sweet, Food and Allied Workers Union which is seeking recognition

Yesterday morning they were locked out and told to collect pay at 11 am, he said

Union members at the firm's Jeppestown head office came out in sympathy yesterday and were told to leave

Mr Makhena said management said it did not want to talk about the matter and was recruiting other staff

The management representative was not available to comment

Boycott with a twist

C-Herald 1/12/83

By Barry Streek

A RELATIVELY new trade union, the Insurance and Assurance Workers' Union (Lawusa), has undertaken one of the most ambitious consumer boycotts in South African history

Not only is it calling for a boycott of the firm in dispute — Liberty Life — but it is also slowly extending the campaign to the companies on which Liberty's chairman, Donald Gordon, is a director

These companies include South African Breweries, United Building Society, Edgars Stores, Sales House, the Premier Group and Standard Bank

The union accepts that a consumer boycott, particularly a black boycott, of Liberty Life, an insurance and finance group, is unlikely to have much effect on the company in the short term

But it believes that a consumer boycott of Liberty's associated companies, particularly

those with significant black trade, could be effective

In view of the experience with consumer boycotts in the past, few observers give Lawusa much chance of success and, without exception, they do not believe that many other unions will join the campaign

EXTEND

Lawusa, however, is undeterred and is trying to extend the campaign outside Johannesburg to other centres, including Cape Town

"It seems to be going very well. We have been able to close down two branches of UBS in Soweto," the union's president, Joe Seoka, said in an interview. The two branches closed for the day after a large number of clients came to close their accounts

Pickets have also been held outside Sales House outlets as well as the Liberty Life headquarters

Mr Seoka says the aim is to show how effective consumer power

can be until such time as "Liberty Life understands trade unionism"

He also hopes that if the boycott is extended country-wide "we will get people to understand the issues"

NON-RACIAL

It says it will not recognise a blacks-only union like Lawusa, nor deal with it. It will only negotiate with non-racial unions and says un-racial organisations are counter to its policy of being an equal opportunity organisation

Liberty Life believes it has been at the forefront of encouraging racial harmony within the business sector, although Mr Seoka argues that this is not reflected in its own internal policies

"We are being accused of racism by this union but, ironically, in our view, the issue arises from the company adopting a non-racial attitude," Mr Monty Hilkowitz, man-

aging director of Liberty, says

The union, on the other hand, wants the reinstatement of 106 workers fired by Liberty earlier this year for going on a wildcat strike to gain recognition

ORGANISATION

Meanwhile labour analysts believe that, regardless of blacks-only membership, workers should be able to decide which union they want to represent them. They have also been surprised that Lawusa has been able to generate such support but they argue that consumer boycotts, if they are to be successful, involve a considerable degree of organisation and energy

They say that although there have been some successful boycotts — Fattis and Mous was one — many have floundered because the organisation and support has not been there. It is for this reason, they say, that many unions are wary of getting involved in consumer boycotts

And the divisions in the trade unions — between the non-racial unions and those aligned with black consciousness movement — could limit solidarity action

They also argue that an unsuccessful boycott is frequently a defeat, or at least a setback, for the union concerned. Lawusa is, nevertheless, determined to push ahead. Mr Seoka says daily strategy sessions are held to discuss tactics

But for all the enthusiasm and publicity, as well as the potential long-term damage to Liberty Life and Mr Gordon's companies — Mr Meyer Kahn, now head of SA Breweries said last year "No one needs a boycott, what that

You can take poison" — Lawusa could, in the end, be the big sufferer if the campaign peters out without winning its demands. Indeed, the outcome of the Liberty Life boycott could be significant in the development of the trade union movement in South Africa

30 picket Maponya supermarket

By STEVEN FRIEDMAN
Labour Correspondent

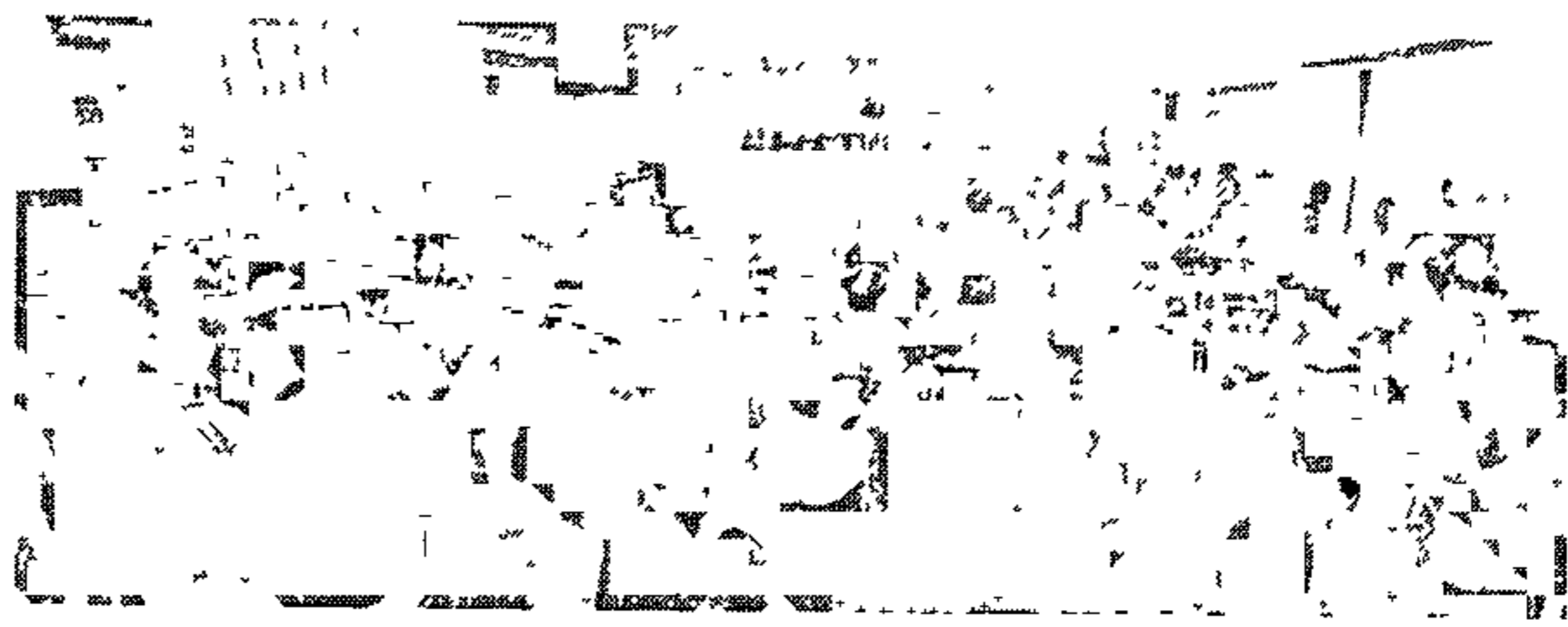
ABOUT 30 workers who were fired from Grand Bazaars' Rosettenville store recently, yesterday picketed the opening of a new Soweto supermarket owned by businessman Mr Richard Maponya as part of a campaign to urge a boycott of the shop — but failed to prevent a large crowd of shoppers buying at the store.

The workers are urging a boycott because, they claim, the store has links with Grand Bazaars which, they say, refuses to reinstate them.

However, Mr Maponya said yesterday the picket had had no effect on business at the store. He said thousands of Soweto residents had visited the store yesterday and the opening had been "a great success".

Some shoppers had wanted to take action against the boycotters, but he had advised them not to, Mr Maponya said.

Pickets conceded that large crowds visited the store yesterday, but claimed



Some of the thousands of bargain-seekers who flocked to the opening of Soweto's first discount store — owned by Mr Richard Maponya — yesterday.

Picture. ROBERT TSHABALALA

that Maponya's had been forced to offer "massive discounts" in an attempt to "break the boycott".

The workers, who belong to the Commercial, Catering and Allied Workers' Union, called the boycott after talks aimed at winning their reinstatement had deadlocked.

Mr Maponya and Grand Bazaars say that Mr Maponya is the sole owner of the Soweto store, but that he and Grand Bazaars have signed a

management contract empowering Grand Bazaars to run the store.

However, the workers claim that Grand Bazaars has a stake in the store. They say they want reinstatement either at the Grand Bazaars store or at the Soweto store.

Yesterday's picket lasted from 7am until 8.30am and a contingent of police arrived to keep watch over it. There were no incidents.

After the picket, workers also alleged that garments

being sold in the store bore the label "Grandware", which they say is used only in Grand Bazaars stores. Mr Maponya denied this.

They also claimed the store had opened late because of the picket.

Mr Maponya said "about six thousand" people had been waiting outside the store yesterday morning and that "the queue of those who could not get in stretched around the block".

OF THE 1981 U.S.

~~115~~ (152) ~~116~~ ~~117~~

Court hears of *Mercury* Frame dismissals

2/12/83

Mercury Reporter

THE National Union of Textile Workers yesterday made an application to the industrial court for the reinstatement of 10 workers who were retrenched by the Frame Group recently

Mr Martin Brassey, a Johannesburg Advocate, told the Court that the retrenchments were unfair because neither the union nor the workers were consulted before they were dismissed

The principle of 'last-in-first-out' — whereby long service workers are the last to be retrenched — was also not observed

It was also alleged that the retrenchment of some of them was illegal because they were migrant workers who were fired before their contracts had expired. Among those dismissed were employees with 19 years' service

In reply, Mr Douglas Shaw, QC, for the Frame Group said the group's

policy on retrenchment was founded on efficiency rather than the 'last-in-first-out' principle and where workers have similar competence, the one with less service was retrenched

He said this and other aspects of Frame's retrenchment policy constituted 'fair labour practices in the capitalist work environment'

He denied that the migrants who were retrenched, were dismissed unfairly. Their contracts allowed them to be retrenched at a week's notice

In affidavits filed in court the company says that where redundancies occurred in one department, workers were, if possible, transferred to another

This, however, meant that once they were transferred they became the workers with the least service in their new department

Mr Brassey was instructed by Chennells, Albertyn and Seymour, and Mr Shaw by Garlicke and Bousfield

The court deferred its ruling

Room (172)
Court
bid to
reinstate
strikers

Labour Correspondent

A MARATHON industrial court action, which centres around the retrenchment of workers at an East Rand factory, resumed in Johannesburg yesterday

The case has been brought by the Metal and Allied Workers Union against metal company Screenex, and centres around a dispute at the company's Alrode plant which ended in a strike last December

The strike, which ended in the dismissal of the strikers, was sparked by retrenchments, and the union alleges that Screenex fired workers in violation of an agreement with Mawu that it would not retrench before consulting the union

It alleges that this is an "unfair labour practice" and is asking the court to overturn the retrenchments

Screenex denies that it broke an agreement with Mawu

An unusual feature of the case is that the court will be hearing oral evidence. Usually, industrial court actions centre around legal argument by the two sides. As a result, the hearing is likely to be unusually long

The court sat for three days in September to hear the case and a further nine days have now been set aside for it to hear evidence

The Screenex dispute attracted attention earlier this year when the company refused to attend a meeting of the metal industries' industrial council which had been called to attempt to settle it

Labour law stipulates that disputes about alleged "unfair labour practices" must first be referred to industrial councils where these exist and the company's move was unprecedented at the time

The company's action meant that the dispute was referred directly to the court without the council intervening.

2/12/83 RDM (152) ~~148A~~ ~~187~~

Rosholt misinformed over disputes — Mawu

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union charged yesterday that the chairman of the giant Barlow Rand group, Mr Mike Rosholt, "has been misinformed" about labour disputes between the union and Barlow Rand subsidiaries

And it implied that it planned to take steps to inform Mr Rosholt of its view of the labour relations situation at Barlow Rand companies

Mawu was reacting to the Barlow Rand annual report, which was released on Wednesday. In the report, Mr Rosholt launched a surprise attack on some emerging unions and singled out the Federation of SA Trade Unions (Fosatu), charging that some of its demands

were a threat to free enterprise

In a group manpower report within the annual report, Barlow Rand also singled out Mawu for attack, saying its members had been involved in 10 strikes at Barlow Rand metal companies over a six-week period

The report accused some emerging unions of seeking to destroy trust between workers and employers and Mr Rosholt charged that some unions were "singling out large and progressive companies" as a target.

A Mawu spokesman said yesterday the union believed Mr Rosholt's attack had been based on "incorrect and misleading information" which had been relayed to him.

This, he said, had led to Mr Rosholt gaining an "inaccu-

rate picture" of the labour relations situation at Barlow Rand subsidiaries which had been the scene of disputes

He declined to say who Mawu believed was responsible for this, but added that the union intended to take the issue further

The union said it would issue more detailed comment on Mr Rosholt's charges after it had studied the report fully.

Mr Rosholt's attack was seen as significant because it indicated a sharp hardening of Barlow Rand's public stance on emerging unions

It follows several key disputes between Barlow Rand companies and Mawu in particular, and observers believe that Mr Rosholt's remarks are largely a reaction to these disputes

Dispute over labour status

Labour Correspondent

AN UNUSUAL point of law may be at stake in a dispute between the Commercial, Catering and Allied Workers Union and SA Cultural Investments

The union alleges that the company, which sells a well-known encyclopedia, fired 20 sales workers because they are Ccawusa members.

It says the Department of Manpower is now investigating the dispute and that it plans to bring an industrial court action against the company.

However, the company argues, according to a Ccawusa spokesman, that the 20 workers are not "employees" but freelance workers and that they are therefore not covered by labour law. Only "employees" can take action against their employers in the industrial court.

Attempts to contact SA Cultural Investments for comment were unsuccessful yesterday.

According to a Ccawusa spokesman, the 20 workers were paid a commission by the company on each encyclopedia they sold.

However, workers said they had to report for work daily and to work set hours and that they were therefore entitled to a basic wage rather than commission.

The union, he said, had taken the matter up with the company and, at talks last Friday, management had agreed to investigate the complaint.

However, 20 sales workers had been dismissed on Monday — because, the union alleges, they had joined Ccawusa.

The union had unsuccessfully tried to negotiate the fired workers' reinstatement and had reported the dispute to the Department of Manpower, but there was now a dispute over whether the workers were "employees".

The Department of Manpower was now investigating whether the workers were, in fact, covered by labour law.

Further action by the union will depend on the outcome of the inquiry.

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No orders so black salesmen dismissed

By Carolyn Dempster,
Labour Reporter

The total complement of black sales representatives at SA Cultural Investments was dismissed last week for failing to bring in orders

The 20 representatives, who are all members of the Commercial, Catering and Allied Workers Union, were allegedly told to bring in "at least one order" by a certain date or face dismissal.

In the interim, union organisers met with management to discuss grievances voiced by the representatives over basic salaries and field trip allowances

Mr H W Payne, director of Cultural Investments, said management had agreed to consider the union's demands, but was unaware of the threat by the branch manager

Mr Payne confirmed that when the employees reported for work on Monday — without an order between them — they were fired on the spot

The company has now offered to reinstate the representatives on a freelance basis only, and is demanding a R200 down-payment on the sales kit and the training course

A spokesman for the union alleges the new conditions of employment constitute nothing less than selective re-employment

The union has also taken the issue of basic pay to the Department of Manpower, holding that the employees should be awarded backpay for the period they were told to report to work on a daily basis.

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Employers get tough with trade unions

EMPLOYER attitudes to workers are hardening. Confirmation came in last week's Barlow Rand annual report.

Barlows has as an image of commitment to dealing with black unions. But there was a marked change of tone in the report.

Fosatu and its Metal and Allied Workers Union were singled out for attack and Fosatu was accused of making demands which threatened free enterprise.

Some unions were also accused of destroying trust in factories and of singling out progressive firms as targets.

Tension between Barlows and Fosatu unions has been evident for some time. Besides a series of heated disputes between MAWU and Barlow metal firms, there have been clashes in the textile and paper industries.

Barlows chairman, Mr Mike Rosholt, believes unions are responsible for the confrontation. But MAWU insists he is being fed incorrect information.

Indeed, unionists argue that the disputes arise because Barlows is using them as guinea pigs to test how far it can go in limiting the

issues it will have to negotiate with them.

The battle is about management prerogatives — the decisions which management should be able to take without negotiation.

Mr Rosholt says managers see freedom to take decisions affecting workers as an integral part of free enterprise. The Barlow battle thus reflects what is going on in many unionised factories.

The main focus of union activity this year has been to whittle away at these "prerogatives", which the unions see as a licence for managers to take decisions on issues directly affecting workers without consulting them.

Retrenchment and safety are two examples of issues on which unions are challenging management's right to take decisions alone.

It is this trend to which Barlows appears to be reacting — as are employers who are irked by industrial court decisions curtailing

their right to take key decisions without negotiation.

It seems many managements recognised black unions in the belief that their decision-making power would not be curtailed and are now reacting against the discovery that this is not so.

But the battle over which decisions should remain the domain of employers is what unionism is all about in the West and the Barlows report pinpoints the area of conflict which will dominate bargaining in future.

THE attempt by sacked Grand Bazaars workers to enforce a boycott of a Sowefo store owned by Mr Richard Maponya got off to an inauspicious start last week.

About 30 of the workers picketed the store's opening, but failed to prevent thousands of shoppers from buying at it.

The key factor was that the store offered special offers to shoppers — either because this is

PARALLEL unionism — once a standard method used by white-led unions to organise black workers — has fallen on hard times.

Most non-black unions have abandoned this strategy and one of the last surviving parallel setups — among the electrical unions — has collapsed.

Parallel unionism was devised by Tuosa. A non-black union would organise a separate black union and install its general secretary at its helm.

Until the 1980s, this was seen by emerging unions as a key strategy to weaken them. They argued that the non-black union controlled the black union through this device.

Although most established unions now recruit all races into one union by means of the closed shop, the electrical unions have retained this type of unionism.

Three unions, one each for blacks, coloureds and whites, were linked by a federation and Mr Ben Nicholson, general secretary of the white union, fulfilled this function in the other two as well.

Mr Nicholson denied this was a form of control and insisted it was a unique form of federation which prevented any race from dominating another. The black and coloured unions have decided to amalgamate into a non-racial union which will operate independently.

They say they have been branded parallel unions to their cost, that they asked the white union to join them, but that it refused

LABOUR WEEK

BY STEVEN FRIEDMAN

5/12/83
2004

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Dunlop could face a legal strike

Labour Correspondent

A LEGAL strike is threatened at Dunlop's Durban tyre plant after a conciliation board failed yesterday to settle the wage dispute between the company and the Metal and Allied Workers Union

A union statement to this effect yesterday said, however, that Mawu members would not strike at the plant this year. They are to meet "early next year" to decide whether to take legal strike action.

If Dunlop workers strike their action will be only the second legal strike by black workers since the Government's labour reforms were introduced.

In terms of labour law, a legal strike can occur if a conciliation board fails to settle a dispute within 30 days and if workers vote to strike in a secret ballot.

Mawu has already held a strike ballot at Dunlop and says workers voted to strike by an overwhelming majority.

Yesterday's meeting was held after a first conciliation board meeting had failed to settle the dispute. Dunlop and Mawu agreed to a second meeting in an attempt to avert a strike.

According to Mawu, Dunlop tabled a new offer yesterday which it said was final, and refused to hear further proposals.

Mawu says the new offer was rejected because it was "not very different" from previous Dunlop offers. The union was willing to negotiate further, but this was rejected by the company, it said.

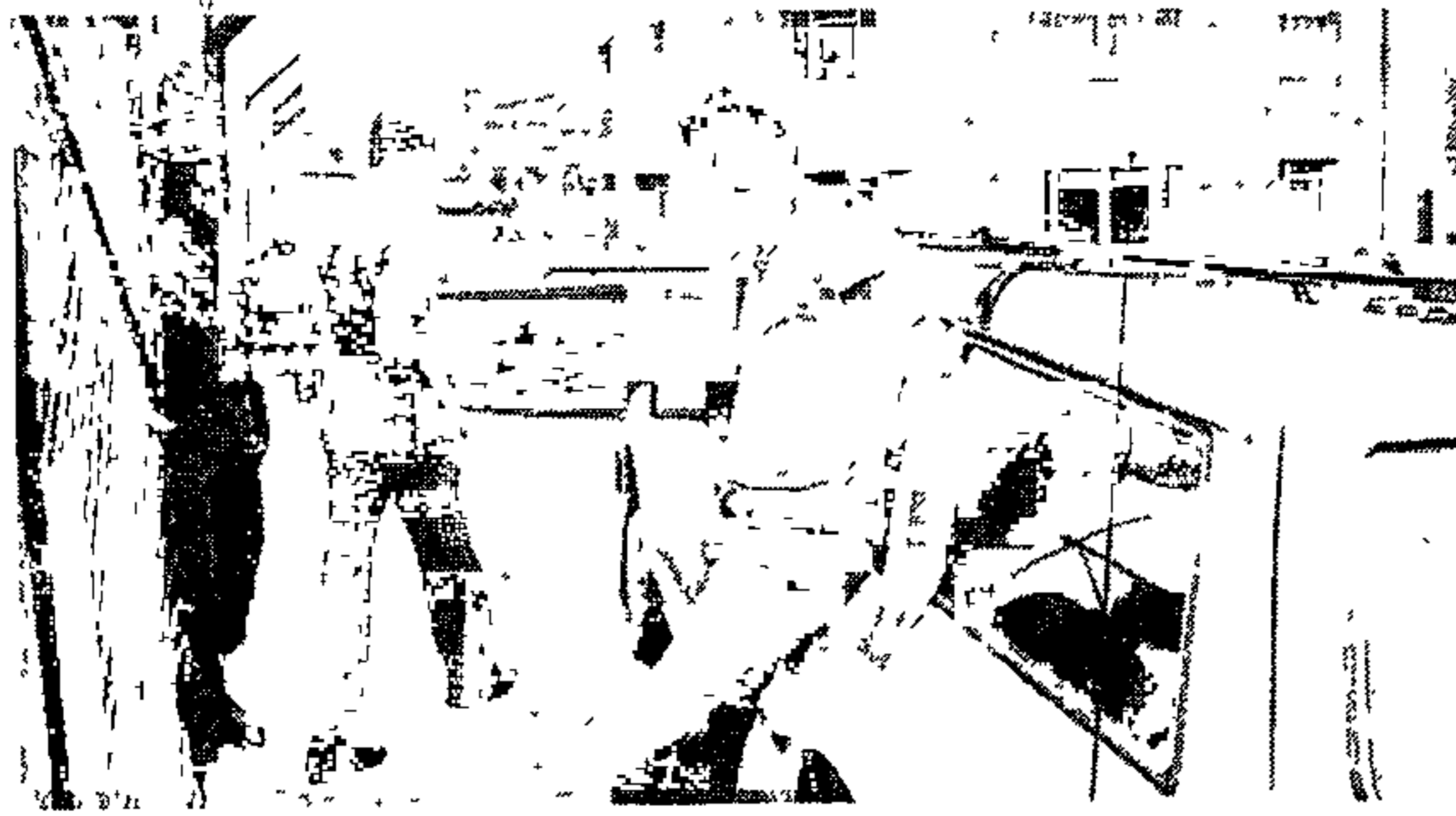
The chairman of the conciliation board, a Department of Manpower official, would therefore report to the Minister of Manpower that the parties had failed to reach agreement — thus opening the way to a legal strike.

Mawu predicted this would lead to a "confrontation".

Dunlop could not be reached for comment yesterday, but the company has alleged that its offer and the union's demands are relatively close, making the dispute unnecessary.

It has also accused Mawu of changing its demands during negotiations, thus "not bargaining in good faith".

The union has rejected this and says the two sides are far apart and that Dunlop has been unwilling to compromise.



Police were called out when Mr Rob Williamson used his car to block the driveway of the company where he once worked.

● Picture by Manuel Pinheiro

Man blocks driveway in lone protest on salary

By Zenaide Vendeiro

Sales representatives at a Spartan company yesterday went on an involuntary strike — they were unable to go to work while a former employee blocked the driveway for several hours

Mr Rob Williamson, who resigned from Reckitt Columbus in the middle of August, blocked the company's driveway with his car and refused to move until the company paid his last month's salary and his pension contributions

For several hours sales representatives were not able to leave the premises and trucks could not make deliveries

"I let the customers out because it's not their fault if the company does not want to pay me," he said "I've just come back from a two-month army camp and I don't have any money

Mr Williamson said he had "begged" several times for his money and had even engaged an attorney to force the company to pay him

Eventually, police ordered him to move.

A spokesman for Reckitt Columbus said he did not yet have all the facts about the case

"Mr Williamson left the company in August, at which stage his account was in debt. While this is often the case with reps, any monies which may be owed to the company are recoverable in terms of his employment contract," he said

The company, he said, had paid money to Mr Williamson's lawyers

6/12/83

Staw

(152)

Union fights 'unfair' dismissals

By JOSHUA RABOROKO 7/12/83

THE entire black labour force at Screenex Wire Weaving Manufacturers in Alberton stopped work in protest against a management's treatment of migrant labourers during last December, a witness told the Johannesburg Industrial Court yesterday.

Mr Maxwell Mdakane, a shop steward of the Metal and Allied Workers' Union, was testifying in an application by the union that the retrenchment constituted an unfair labour practice.

In papers before the court, Mawu contends that on December 9 last year Screenex refused to renew the contracts of 14 migrant workers and signed off their reference books thereby purporting to retrench them with immediate effect.

The company's refusal to negotiate the issue with the union members and shop stewards was followed by the work stoppage by the entire labour force which was later dismissed, thus constituting an unfair labour practice.

Mr Mdakane told the court that on several occasions between Sep-

tember 1982 and January 1983, Mawu had requested to meet the management on a variety of issues but such meetings did not take place.

It had been a practice of the company to renew migrant labourers' contracts. The company had agreed that they would not retrench workers without notice.

On December 9 last year, Screenex informed some workers that it would not renew their contracts and shop stewards then went to talk to a Mr Fraser on the issue. He refused to talk to them and this was followed by a work stoppage. The following day the workers were warned if they did not return to work they would be discharged. The action was subsequently taken.

Mr P J Pretorius, for the union, contended that the retrenchments were unnecessary and unfair because they had taken place contrary to a prior undertaking by management not to do so, and that they took place in an unfair manner in which no procedure was followed.

Proceeding

Fired workers back at work

152

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7/12/83

Labour Correspondent

ABOUT 160 workers fired last week after a work stoppage at the Johannesburg firm, Fresh Meat Supply, have been reinstated by the company and returned to work yesterday morning, the general secretary of the Sweet, Food and Allied Workers' Union, Mrs Maggie Magubane, said yesterday.

It is understood the union was considering legal action against the company had it not reinstated the workers.

Attempts to obtain comment from the company were unsuccessful yesterday. The Rand Daily Mail was told the company official who is empowered to talk to the Press was unavailable.

The stoppage at the company occurred last week when, according to the union, workers in a particular department refused to work overtime.

The union says they were then told to go home and that, when they returned the next day, they found the gates locked. Other workers then refused to work in sympathy.

Mrs Magubane said yesterday that, at a meeting on Monday, the company had said it was willing to reinstate the fired workers.

However, it added that it had already employed about 80 contract workers to replace the strikers. It said it would be overstaffed if it reinstated the fired workers.

"We suggested that all the workers be reinstated and that we then meet next year to discuss how to deal with the problem," Mrs Magubane said.

The company agreed to this.

enough to grace the top of any
innas free, the Standard 2
of the Johannesburg Girls'
School add their voices to
concert and carol service.
were taking part in the "Night
Christmas", their offering for
Christmas season.

In more down to earth mood
classes play out the Eu-
dream of "A White Christ-

mas" The concert presented by the
school added a touch of novelty to the
traditional nativity play and the carol
service presented last night by the ju-
nior and senior classes

The service has become an annual
event at the school, where festive to-
getherness takes preference to star
performances and solo roles.

● Pictures by Manuel Pinheiro



Papermill workers on strike

Labour Reporter
Two hundred and fifty
workers at Carlton
Paper's Wadeville mill
went on strike for the
second day today follow-
ing the dismissal of a col-
league

The strike started
when about half of the
plant's workforce downed
tools after the dismissal

The company recently
signed a recognition
agreement with the
Paper, Wood and Allied
Workers' Union, and has
called on the workers to
return so an inquiry can
be launched into the dis-
missal recommendation
set out in the agreement

In a statement, Car-
lton claims the workers
went on strike before in-
stituting the grievance
procedure

Meetings between
management and union
representatives have al-
ready been held in an at-
tempt to resolve the dis-
pute

Government man

houses for Cross-
people The first,
uguleta, has been
second was to be
the KTC camp is,
third phase was
where Old Cross-
now.
all of a sudden
omises are for-
We read in the
ers we are to be

moved to Khayelitsha.
"Dr Koornhof gave us
no notice and did not dis-
cuss these new plans with
us"
Other objections to
moving to Khayelitsha
were that it was situated
too, near the rifle range,
which might be danger-
ous, and that it was
"very, very far" for most
people to travel to work.

Hot and humid for holidays

Very hot and humid
weather will mark the
Beginning of the Trans-
vaal school holidays

The Pretoria Weather
Bureau said today the
two days of good rains
experienced in the Trans-
vaal will result in a rise
in temperatures and hu-
midity

However, this would
also mean that the possi-
bility of isolated thunder
showers today and to-
morrow would increase,
a spokesman said

In central Johannes-
burg 34 mm of rain was
recorded yesterday This
brings the amount regis-
tered this month to
108 mm

In Bryanston 36 mm
was recorded and in the
Southern Suburbs 26 mm

Central Pretoria regis-
tered 20,3 mm and, ac-
cording to the Weather
Bureau, good rains also
fell over large areas of
the Free State, with some
places recording more
than 100 mm

Stars pr at Kyal

By John Bentley

The largest sports car
field of the 1983 endur-
ance racing season —
apart from Le Mans —
lines up at Kyalami
today for the first un-
timed practice session
for Saturday's final round
of the world champion-
ship, the Castrol 1 000

The Kyalami race will
decide the seven-round
battle for the drivers'
section of the World En-
durance Championship,
with Rothmans Porsche
drivers Jacky Ickx and
Derek Bell in contention
for the title

Ickx, the reigning
champion, has 85 points,
while Bell, his nearest
rival, has 74, both scored
in five races With the
best five results of the
season counting and 20
points awarded for a win,
either driver could take
the title at Kyalami

Among the 28 overseas
entries are the works
Lancia-Ferraris, keen to
topple the Germans after
a season fraught with de-

Maize wasn't limit — doctor

etoma Bureau
department of
today denied that
meal tested in
burg contained
legally allowed
of the poisonous
aflatoxin
I van Rooyen,
Director-General
th, said in Pre-
hat 10 parts of
in in a billion
maize — the
found in the
meal in Maritz-
was the legal
South Africa
for only one

type of aflatoxin, the B1
type, was five parts in a
billion "I know the maize
meal tested in Pieter-
maritzburg did not con-
tain aflatoxin B1," he
said.
Dr van Rooyen con-
firmed, however, that the
department ordered its
Durban office to investi-
gate the matter
He said although afla-
toxin was known to be
the cause of liver cancer,
it was not possible to tell
how much of the sub-
stance would cause ill-
ness in people

Papermill strikers go back at Wadeville

Labour Reporter
11/15/83

The 250 striking workers at Carlton Paper's Wadeville papermill returned to work today after it was decided that the dispute be settled through mediation.

The workers downed tools on Tuesday morning after a colleague was dismissed by a production superintendent.

A spokesman for the company said that the workers — all members of the Paper Wood and Allied Workers' Union (PWAU) — did not follow the grievance procedures recently agreed on

by both parties.

"The strike was therefore illegal and it was decided that, on the basis of an error having apparently been committed by both sides, the best way to resolve the dispute would be through mediation," he said.

The recognition agreement which PWAU recently concluded with the company contains a clause which provides for the dismissal of all or none of the striking workers and, in the event of mass dismissal, the company has agreed not to selectively re-employ workers.

Court told of unfair dismissals

By JOSHUA RABOROKO

A NEW unregistered work force recruited from Bushbuckridge was employed to replace the striking migrant labourers at Screenex Wire Weaving manufacturers on the East Rand, it was claimed in the Johannesburg Industrial Court yesterday.

The Transvaal organiser of the Metal and Allied Workers' Union (MAWU), Dr Bernard Fanaroff, told the court he raised this matter with East Rand Administration Board officials, who told him there was a shortage of manpower in urban areas and that this had contributed to the recruitment of migrants.

The Industrial Court hearing followed an application by the union that Screenex had refused to renew contracts of its workers and had retrenched them on December 2 last year.

The retrenchment of the workers was followed by labour unrest which culminated in the dismissal of the strikers by management. In papers before the court the union maintains that the company has constituted an unfair labour practice by retrenching the workers and dismissing others.

Dr Fanaroff said he had earlier made several attempts to contact the company with a view to talking to them about the situation at the plant. These attempts were to no avail.

He discovered that after the workers were dismissed management had recruited migrants from Bushbuckridge. He demanded an explanation and later wrote a letter demanding to meet management.



WINDING — Mill Hinton	2,99
ual—Surface—Unique—A Weeks	11,99
ngers — Abide With Me	6,99
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Sowetan 8/17/83

8/12/83

ROOM

Man dismissed, workers down tools in protest

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at Carlton Paper's Wadeville mill have downed tools in protest at the dismissal of a worker

Talks between the company and the Paper, Wood and Allied Workers' Union have taken place since the strike, however, and by late yesterday afternoon the company was confident of a speedy return to work

The strike is likely to attract considerable interest because the recently-signed recognition agreement between the company and the PWAWU contains a strike clause unique in the Transvaal. It says that, in the event of a strike, the company will either fire all or none of the strikers

However, Carlton alleges that this stipulation does not apply in the present dispute because workers struck before following the grievance procedure laid down in its recognition agreement

"If workers strike without following the correct procedures for longer than 72 hours, the whole agreement falls away. But we obviously don't want this to happen and we are

working hard to achieve a settlement," said a company spokesman, Mr Keith Patridge, yesterday. The union was meeting yesterday afternoon to discuss a return to work, he said

A company statement said Carlton had called on workers to return so an inquiry into the "dismissal recommendation" which sparked the strike can "proceed as embodied in the agreement"

It said Carlton was willing to consider the dismissal in terms of the procedures laid down in its agreement with the union "when the procedures laid down in the agreement between the union and the company are adhered to — starting with a return to work"

The union could not be contacted for comment

About 120 workers at Union Liquid Air in Germiston struck yesterday, according to a spokesman for the Chemical Workers' Industrial Union

He said workers had been negotiating with the company since June, but that finality had still not been reached and that they had struck in protest at this. A company spokesman refused to comment.

(152) (152)
Book sellers
in protest
2004 8/12/83

Labour Correspondent

ABOUT 20 sales workers, recently fired from SA Cultural Investments, staged a lunch-hour protest picket outside the company's branch in Eloff Street, Johannesburg, yesterday

The company distributes a well-known encyclopedia which the fired workers had been selling. This is the first time it has opened a black sales office.

Police arrived at the protest and confiscated posters, but there were no other incidents.

A company spokesman yesterday denied claims by the Commercial, Catering and Allied Workers Union (Ccawusa) that management had called the police.

The union alleges the workers were sacked because they joined Ccawusa. It says they were fired after the union held talks with the company over workers' demands for a basic wage instead of the commission they had been receiving.

But the company says they are freelance workers. It adds that they were fired for not bringing in sufficient orders, not for joining the union.



Iawusa's Lengane ... claiming increased support

The personal campaign against Gordon also appears to have hit a stumbling block. According to the union, Gordon is overseas at present and therefore out of its reach. But Lengane says organisations abroad which are sympathetic to the union are attempting to trace him. If successful, they will stage protest and pickets, says Lengane.

Lengane is not deterred. He says the union's campaign is gaining momentum and cites the establishment of a committee in Natal to co-ordinate and monitor the boycott as a significant step forward. He says support has also been expressed by students at the Medical University of SA, the Seshego Civic Association, the Azaman Peoples' Organisation and the Black Lawyers Association.

Several overseas bodies have also expressed support, according to Lengane. They include the End Loans to SA group, the Banking Insurance and Finance Union and the Finance Workers' Broad Left in the United Kingdom, Fiet, the Geneva based shopworkers' international organisation, and the Azania Committee in Rotterdam, Holland.

he principle of freedom of association that the choice of which union to join is an issue which should be left entirely up to workers themselves.

In organising the boycott, Iawusa, recognising that it would probably have little impact on the company itself, since it has very few black policyholders, concentrated on Liberty's associated companies. The main targets so far have been the United Building Society (UBS) and Sales House, the black clothing retailer forming part of the Edgars group. The union says once it has made inroads with these companies it intends broadening its scope to include Standard Bank, the Premier group and SA Breweries. Iawusa has also vowed to hound Liberty chairman Donald Gordon to stage pickets whenever it can find out where he is.

By the union's own admission, little progress has been made. Iawusa national organiser Jefferson Lengane, while stressing that it has been extremely difficult to verify how many people have been persuaded to close their UBS accounts, tells the *FM* that some 80-90 people have actually taken the step. Lengane claims progress has been made with the Sales House boycott. But it is difficult to gauge what the impact has been.

BOYCOTTS

Little impact yet

The Insurance and Assurance Workers' Union of SA's (Iawusa) boycott against Liberty Life and its associated companies appears to be getting off to a slow start. But given the union's determination to continue with the campaign it may be premature to pronounce it a failure.

Iawusa's battle with Liberty started some two-and-a-half months ago when the company dismissed 89 workers who had struck over its refusal to recognise the union. Liberty, which prides itself on being a multiracial company, objects to recognising the union because of its provision for blacks-only membership. The union, on the other hand, claims the company is violating

LABOUR NEWS

~~1404~~ ~~155~~ ~~146~~ ~~166~~ (152)
RDM 9/12/83
Firm sacks entire workforce of 120

By PHILLIP VAN NIEKERK

A GERMISTON factory Caramel Sweetmaking has fired its entire workforce of 120 -- four days after they asked the company to recognise their union

Mr David Makhene, an organiser of the Fosatu affiliated Sweet Food and Allied Workers Union alleged yesterday that the workers had been fired because they had refused to resign from the union

A spokesman for the company said the workers had been unhappy about their conditions of employment, while the company had been unhappy with the way they were working

"So we decided to give the whole lot a week's notice last Friday" he said

The workers were all paid out yesterday, a few days before the plant was due to shut for the Christmas period -- and the company say they will be recruiting a new workforce in the new year

Mr Makhene said the workers had started joining the SFAWU last month. They had approached management to recognise the union last week but were told they should

resign from the union or be fired

"The workers refused and we had given a week's notice last Friday but were paid out a day early yesterday

Mr Makhene said the company was totally anti union and the union was considering possible legal action if other workers were hired to take their place

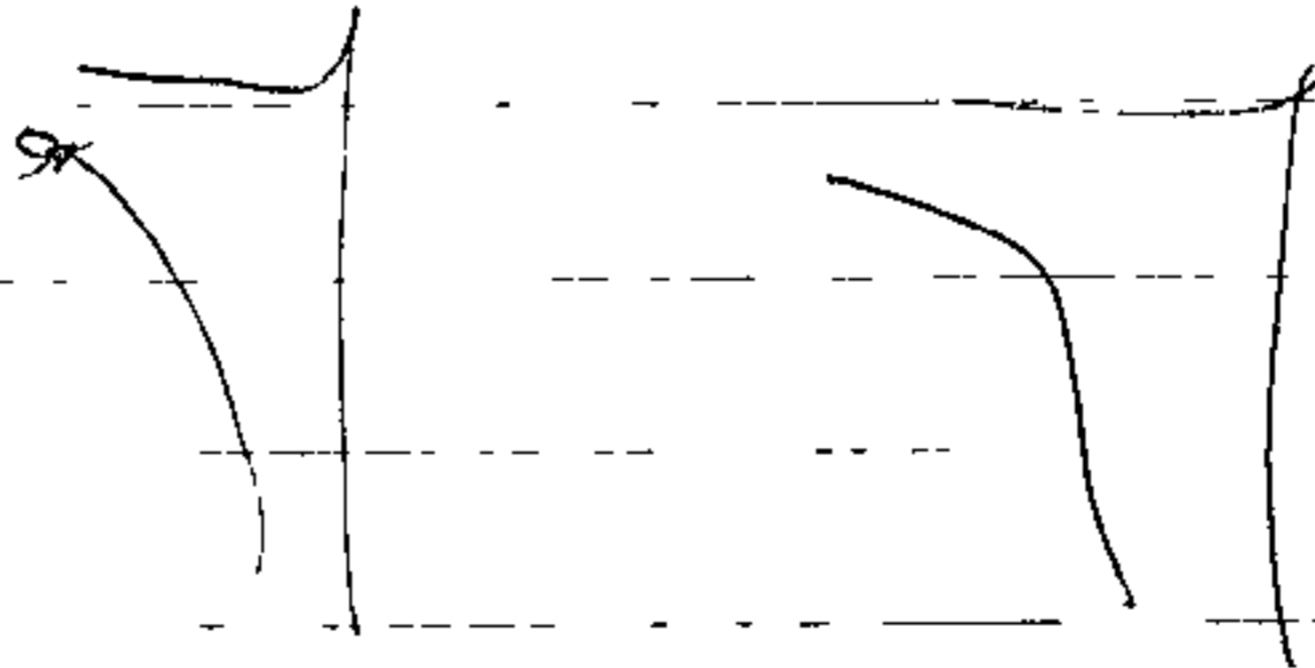
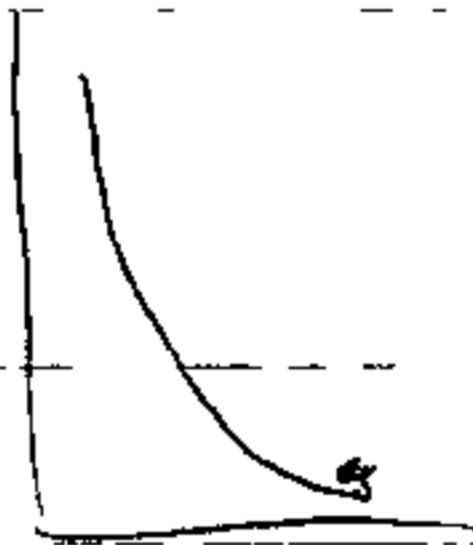
The company spokesman said leaders of the workers had approached management saying they were dissatisfied with their working conditions and salaries

They had mentioned the union 10 days ago, but the company was not prepared to discuss union recognition with the workers at that stage

"They stopped work for two hours. We gave them a week's notice last Friday, but today (Thursday) the entire workforce stopped working and we politely asked them to leave

"We paid them out till the end of the week -- which means they got two full days pay without working

"We would have been closing within a few days for our annual leave, and the company will be hiring a new workforce in the new year," he said



LABOUR NEWS

152 188
RDM 9/12/8 3
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Boycott call nationalised

By JOSHUA RABOROKO

Sowetan
9/12/83

THE Insurance Assurance Workers Union has nationalised the Liberty Life Insurance Company boycott and has formed a support committee in Durban, according to a union official yesterday.

The officials said that they intend to establish other boycott committees against management in Cape Town, Port Elizabeth and other major cities in the country.

The boycott campaign has been launched by the sacked 106 workers in an attempt to pressure Liberty to recognise the union. Liberty has maintained that it wants a non-racial union because of the structure of its workers — black and white.

The officials said the boycott against

the company and its associates was gaining momentum with more messages being received from overseas and elsewhere in recent days.

Some of the associates of Liberty the union was looking at, were the United Building Society, Sales House and Standard Bank, and they were now intending to stretch their arms to the Premier Group.

The officials said several British firms have interests in Liberty Life, including Guardian Royal Exchange Assurance and Standard Bank. A British company had written to Guardian Royal Exchange and Standard asking them to intervene to protect the democratic rights of trade unionists to form the union of their choice.

LABOUR LAW

Redressing the balance

Employers who have become nervous about the rising number of union victories at the Industrial Court will be comforted by the outcome of the court battle between the Media Workers' Association of SA (Mwasa) and *The Star* newspaper

In March this year, 209 black workers were dismissed by *The Star* for taking part in a strike. They had refused to work unless a fellow union member — Oupa Msimang — was reinstated, pending an appeal against his dismissal for allegedly threatening the life of a supervisor. After failing to persuade the newspaper's management to re-employ the strikers, the union sought their reinstatement through a court application under Section 43 of the Labour Relations Act.

This court action was significant because it raised important questions about the application of disciplinary and grievance procedures — and the ability of an employer to dismiss striking workers *en masse*. In October, the court announced that it had rejected the union's reinstatement application. But it has only been during the past week that copies of the full, written judgment have finally become available. The reasoning will soothe many employers who have begun to argue that they are hamstrung by unions' increasingly effective use of Section 43 *status quo* orders.

The union had claimed that management had precipitated a work stoppage by the irregular manner in which it dismissed

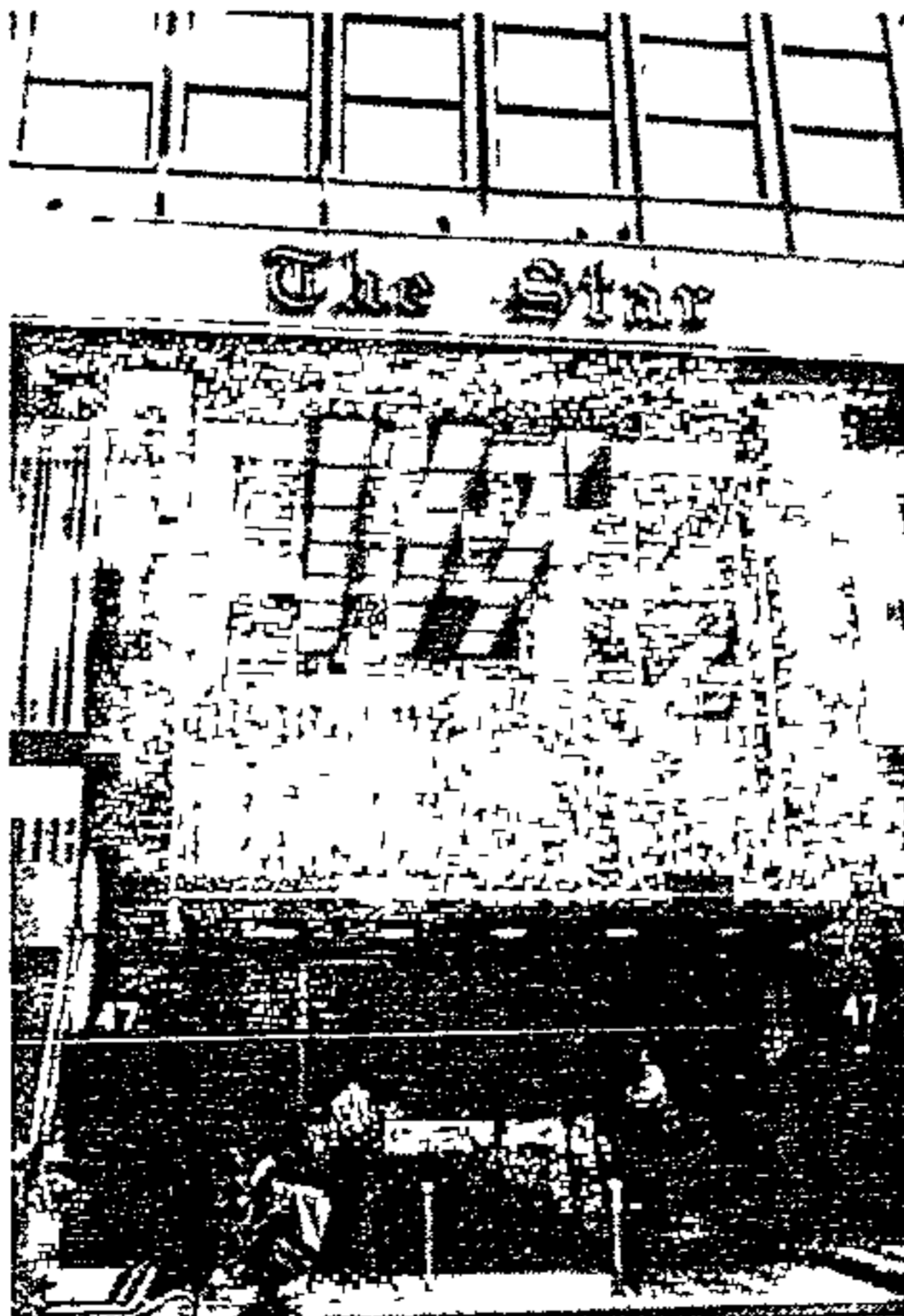
Msimang. But the court has determined that the workers did, indeed, take part in a strike, as defined by the Labour Relations Act. Further, according to some observers, it seems to have endorsed the traditional view that the existence of an alleged unfair labour practice is not necessarily a protection against dismissal of employees who take part in a strike.

An important issue at stake in this case was the legal status of the newspaper's disciplinary policy and procedure and its grievance procedure. Long before the dispute, the newspaper's management had submitted copies of these to Mwasa, but got no response beyond an indication that they had been referred to the union's lawyers. The court found that this therefore made the formal implementation of the policy and the procedures by management "a unilateral and subsequently futile operation".

However, the court found that there had, indeed, been informal adherence to the procedures and that this had in no way prejudiced Msimang. On the contrary, the court says, in dealing with offences committed by Msimang, management "revealed unsurpassed leniency towards him, rendering his dismissal totally justified".

An important feature of the judgment is the court's forthright criticism of the union's behaviour. It refers to Mwasa members' insistence that Msimang — "a potentially dangerous character" — should be reinstated as a condition for their return to work. Says the judgment "The court finds it difficult to perceive why the applicants (the Mwasa members) under the prevailing circumstances did not reveal a compromising approach in an effort to restore the *status quo*". Later in the judgment, the court refers to their "defiant and unreasonable attitude".

It also says that if they truly believed that Msimang had been unfairly dismissed, it was "incomprehensible" why his case was not referred to the court in the manner prescribed by the Labour Relations Act.



The Star ... management's 'unsurpassed leniency'

12014
11/21/83
**Chicken
is frying
again**

Labour Correspondent

THE strike at Kentucky Fried Chicken outlets in Johannesburg and on the West Rand has been settled.

Workers returned to work late on Tuesday, the general secretary of the Commercial, Catering and Allied Workers Union (Ccawusa), Mrs Emma Mashinini, said yesterday.

She said the company had agreed to reinstate a fired worker and that workers had returned on the strength of this.

A further worker demand — that they receive a basic wage instead of a varying hourly rate — is awaiting a decision by Kentucky's American parent company.

A Kentucky representative yesterday confirmed that the strike had ended.

And, in another development, the Minister of Manpower has approved the appointment of an official conciliation board to attempt to settle the dispute between the union and OK Bazaars.

The dispute centres around a wage deadlock, and the white and coloured National Union of Distributive and Allied Workers has joined Ccawusa in declaring a dispute with the company.

If the board fails to settle the dispute, union members will be entitled to hold a legal strike ballot.

(152) □ □ □ RDM 12/12/83

FOR reasons which are not clear, poster demonstrations by workers sacked in labour disputes have suddenly emerged as a union tactic

Sacked Liberty Life employees have staged two or three pickets, Hotel Liquor and Catering Workers Union members fired at the Crown Reef restaurant have staged a couple, and Ccawusa members have been involved in three — two in two days last week. In all cases, the workers were in offices or shops, usually in white-collar work.

The only demo in a factory dispute has been at Cullinan Industrial Porcelain at Olifantsfontein by members of the Building, Construction and Allied Workers Union. Police have kept a relatively low profile, acting against demos only once.

Demos are a tactic which is likely only when workers have little other recourse — when they have been sacked and are unable to use collective muscle to persuade the employer to reinstate them.

In two cases, they have been coupled with attempted consumer boycotts.

The object of the exercise is, presumably, to embarrass the employer into settling. In this sense it is a harking back to the 1970s when black unions had little factory muscle and in many cases pinned their hopes on embarrassing employers on moral grounds.

Pick 'n Pay workers go on strike over pay

Labour Correspondent

13/12/83 this

ABOUT 200 workers at Pick 'n Pay's Bedworth Park store in Vereeniging went on strike for more pay yesterday, a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) said yesterday

According to the spokesman, Mr Mongezi Radebe, this is the second strike by Vereeniging shop workers in the past three days

He said about 120 workers at OK Bazaars' store in the town struck briefly on Saturday after an altercation between a white and a black worker

He said workers demanded the dismissal of the white worker, who had allegedly used racially insulting language, and returned to work when management agreed to this

Mr Radebe said, however, that management had also wanted to give a disciplinary warning to the black worker involved in the incident — who apparently swore at the white worker — but the workers were opposed to

At Pick 'n Pay's store, workers are demanding that their present pay of R45-R56 a week be raised to R80, according to Mr Radebe

But he said the store's management replied it could only afford to pay workers R56 a week

Workers stopped work yesterday morning and talks between the union and management had taken place yesterday, Mr Radebe said

However, the store's management had said it could not make a decision on workers' demands without a mandate from Pick 'n Pay's head office and talks between the union and head office management would take place today, according to Mr Radebe

Pick 'n Pay's head office yesterday referred inquiries about the strike to Mr Mike van der Merwe, general manager of the Bedworth Park store. However, Mr Van der Merwe was not available yesterday

152

Pretoria Bureau
~~152~~ 152
About 600 workers at

Silverton Engineering in Pretoria downed tools yesterday because they were unhappy with the yearly bonus payouts

The work stoppage started shortly after the workers received their bonus money. They were apparently dissatisfied with the amount and decided not to return to work

A source close to the workers said today the payouts were "far less than those of last year. They received between R100 and R200 last year"

The source said the workers were told to go home with the proviso that they returned to work today. They were apparently told that those who did not report for duty would be fired.

Work stoppage over pay bonuses

Mr Bill du Toit, personnel manager of the company, said there was a misunderstanding about the bonus money.

"We adopted a new system this year. The public holiday fund was deducted from the bonus money because it is now included in the annual leave pay"

The new procedure had been explained to the workers and everything was back to normal, said Mr du Toit.

"There have been no dismissals and everybody is back at work."

CAPE TIMES 14/12/83

700 walk out at PE plant

152

Own Correspondent
PORT ELIZABETH — With the annual shut-down only a day away, between 700 and 800 workers at Ford's Struandale assembly plant yesterday downed tools and walked off after management had said it had changed its mind about a dismissed worker who had now, instead, been suspended for five days

And the whole issue revolves around a company request that workers should start an hour earlier — 6 30am, instead of 7 30am

According to Mr Dennis Neer, general secretary of the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa), the problems at the company began on Thursday when management told workers on the Sierra's production line they

had to start work an hour earlier from Friday morning

The workers, members of Macwusa and the National Automobile and Allied Workers' Union (Naawu), defied the instruction and started work as usual at 7 30am on Friday as they felt they had not been given a good reason for the earlier starting time

"This was a strange request because it is seldom the whole plant is asked to start so early, and especially not at this time of the year," said Mr Neer

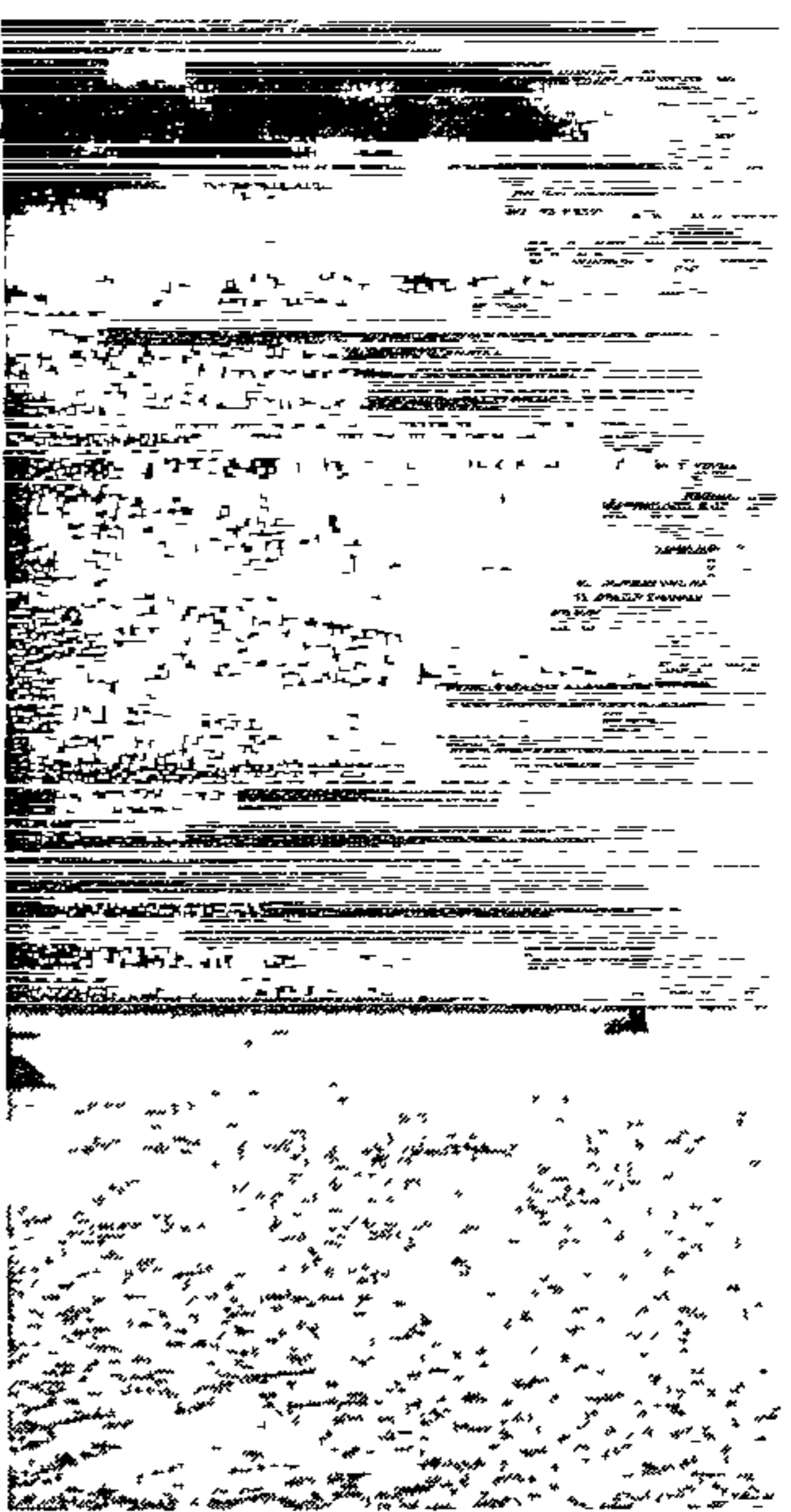
He said that on Friday a Naawu worker was dismissed because the company claimed his work was behind schedule. Workers of both unions then downed tools for two hours and demanded his reinstatement

On Monday, workers on the Sierra's trim and chassis lines refused to start work till management had assured them their colleague's case would be reviewed

"The workers believed their colleague had been victimized and gave the company a deadline to reply by 10am yesterday," said Mr Neer. "However, management told the shop stewards it had changed its mind about the fired worker who had now, instead, been suspended for five days, effective from Friday"

The workers felt this was unacceptable and left the assembly line. They felt this was purely a worker problem and between 700 and 800 decided to walk out

Yesterday the workers met at a church hall in Kwazakele. The matter was being dealt with at shop-steward level



This view of Sossusvley in SWA.

UN asked to act on SA

From RICHARD WALKER

NEW YORK — Angola yesterday revived efforts to have the United Nations Security Council act against South African border incursions

The sudden move brought the United States Assistant Secretary of State, Mr Chester Crocker, to UN headquarters. Both he and the Angolan Ambassador, Mr Elisio de Figueiredo, separately saw the Secretary-General, Mr Javier Perez de Cuellar

UN sources predicted a Security Council meeting within days, though Angola's strategy was not immediately clear

It is well over two years since the US stood alone in vetoing a Security Council condemnation of South African operations in Angola, a move that splintered the Western contact group

The UN General Assembly sweepingly approved a resolution recently condemning

Trial tapes: 2 acquitted

Staff Reporter

A WOODSTOCK shopkeeper and his son, who allegedly tried to destroy the taped record of a drug trial, were yesterday acquitted in the Regional Court on a charge of defeating the ends of justice

Mr Hoosain Jaffer, 44, and Mr Hassiem Jaffer, 21, both of Gympie Street, had pleaded not guilty to this charge and to a further charge of fraud, relating to an alleged attempt to evade hire purchase payments on a car

It was alleged that between May and July this year they gained illegal access to magnetic tapes on which the trial of Ebrahiem Hoosain was recorded, and attempted to destroy them. Hoosain had noted an appeal against a 12-year sentence

Mr Frederick van Rensburg, a family friend, said he had spoken to Mr Hoosain Jaffer in May and offered to obtain the trial tapes in return for R10 000 from Mr Hoosain

Mr Van Rensburg, a self-confessed drug dealer and police informer, said he immediately informed the Narcotics Bureau of the situation

Major George Potgieter and Captain Leonard Knipe then planned to hand over the tapes to Mr Jaffer. Mr Van Rensburg was given 11 cassettes

Before he left for Mr Jaffer's shop, a tape recorder was attached to his person by Captain Knipe

As part of the deception, he was arrested with Mr Jaffer, his son and another man

Under cross-examination by Mr NJ Treurnicht, for both accused, Mr Van Rensburg admitted that he and Mr Jaffer had wanted to double-cross Hoosain. They had wanted to duplicate the trial tapes, replace them, and present the copies to Hoosain as the originals

Mr Jaffer said he had merely wanted to help Mr Van Rensburg recover R10 000 he had lent Mr Hoosain

Kerzner to crack down in casinos

Own Correspondent

JOHANNESBURG — Casino king Mr Sol Kerzner has ordered a crackdown in his R100-million a year gambling empire to prevent frauds similar to the one which was allegedly perpetrated at Sun City "during the past few months"

Yesterday he confirmed that his Sun International company was fully aware of the nature of the fraud at Sun City which allegedly involved "several hundred thousand rands," and knew how it was operated

He has ordered security checks at the other casinos he controls

Eight women and four men appeared in the Mogwase Magistrate's Court yesterday charged with the theft of R129 000 from the Sun City casino



OK wage talks limp on

14112183
Labour Correspondent 152
OK BAZAARS and two shop workers' unions met again yesterday with an official conciliation board in an attempt to avert a legal strike at the store — but made "little progress", according to the general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mrs Emma Mashinini

She added, however, that both sides had made new proposals in an attempt to end their wage dispute and that they were due to meet again tomorrow to continue talks

Yesterday's meeting was the second between OK and the unions since a conciliation board was appointed to attempt to settle the dispute

The board's appointment follows CCAWUSA's decision to declare a formal dispute with

OK after the two sides deadlocked over wages

FROM
The National Union of Distributive and Allied Workers, which represents white and coloured workers, also declared a dispute with OK, arguing that its members were affected by the dispute between CCAWUSA and the company

Yesterday, Mrs Mashinini said that OK had made a new wage offer to the union, which proposed increases over an 18-month period

However, she added, CCAWUSA was insisting that the agreement cover a six month period only, as this has already been agreed between the two sides in previous negotiations

She said CCAWUSA had also made new proposals at yesterday's meeting, but was pessimistic about the prospects for a settlement

Workers strike for R85 increase

14/12/83
Vereeniging Bureau

About 500 black workers at the Pick 'n Pay Hypermarket here are on strike for the third day over a demand of a wage increase of R85 a week

A Commercial Catering and Allied Workers' Union organiser, Mr Mongezi Radebe, said most general workers were paid less than R50 a week

White casual workers were being paid more for working two days than black permanent staff working a week

He also said "white personalities" were being invited to give performances or make appearances at the store every week for large sums of money

Management and union negotiations came to a deadlock yesterday on the issue

A director, Mr J de Wet, told workers and union officials that the company was going to increase the wages of all the workers on January 11, but that it was impossible to meet demands for R135 a week

He said the store was not doing well because of the opening of a similar store in Three Rivers

Mr Radebe said the company was offering "nothing to the workers and not meeting their wage demands, therefore the strike will continue until the company comes up with something"

"The company is making a monthly turn-over of R4 million, so it is possible for it to meet our demands"

Mr de Wet said he would be holding a meeting with the workers at 3 pm today to try to end the strike but it was impossible to meet a request that the chairman, Mr Raymond Ackerman, attend the meeting

The workers told Mr de Wet that if Mr Ackerman did not attend they would not go back to work

The store's general manager, Mr Mike van der Merwe, tried to persuade the workers to return yesterday so the matter could be settled "peacefully"

He said the R85 wage demand would be considered during negotiations

Work stoppage by 700 at Ford set to continue

By CLAIRE
PICKARD-CAMBRIDGE

NEARLY 700 workers — about 200 more than yesterday — stayed away from work at Ford's Struandale plant today. They plan to return tomorrow only to collect their pay before the annual shutdown

The workers downed tools when management informed them that an employee in the main-line section had been suspended

for five days because "his work was behind schedule"

A shop steward at the plant, who did not wish to be named, said only a few workers returned today

The number who had left the paint shop, body shop, trim, chassis and main line sections had swelled from about 500 yesterday to nearly 700 today, he said

Official dispute procedures had not been invoked because workers had been waiting on management for

a decision about the National Automobile and Allied Workers' Union (Naawu) worker who had been fired. Management yesterday decided to suspend him instead

He said workers involved in the stoppage would meet tomorrow to collect their pay packets at 10am because that was when the suspended man had been told to turn up for his pay

"But workers do not in-

tend to do any work tomorrow," he said

"They will be meeting again at the Holy Spirit Church Hall in Kwazakele on January 7 to discuss the situation before the plant re-opens on January 9"

He said he hoped that the 10-man workers' committee would be able to meet with management to discuss the situation when the plant re-opened

He reiterated that yesterday's work stoppage and

worker stay-away had not been initiated by Naawu or the Motor and Allied Component Workers' Union of South Africa (Macwusa), but had resulted from a general dissatisfaction on the part of all workers

It had been a grass-roots decision by sympathetic workers

The director of industrial relations at Ford, Mr Fred Ferreira, could not be reached for comment

Thursday, December 15, 1983

400 striking workers offered 10% pay rise

RDM 15/12/83 (152) (31) (134)

By STEVEN FRIEDMAN
Labour Correspondent

PICK 'N PAY yesterday offered 400 workers at its Bedworth Park, Vereeniging, Hypermarket, who have been on strike for three days, a 10% wage increase and appealed to them to return to work today.

In an unusual move, the offer was communicated to workers personally by Pick 'n Pay chief, Mr Raymond Ackerman, who flew to the store in an attempt to settle the dispute.

The company's move came as about 150 workers at its Kroonstad store also downed tools in support of wage demands.

Workers at Bedworth Park are demanding that minimum pay be raised to R85 a week — it is presently R45 — and those at Kroonstad want it raised to R90

Yesterday a company spokesman, Mr J de Wet, said Pick 'n Pay also offered to pay Bedworth Park workers for two of the three days they had been on strike.

He said it was not clear yet whether workers would return to work today, but the company was hopeful Kroonstad workers would return.

At both stores, strikers belong to the Commercial, Catering and Allied Workers Union (Ccawusa).

Before yesterday's meeting at which Pick 'n Pay proposed a 10% increase, union spokesman Mr Mongezi Radebe said the union had been negotiating with the company on the dispute, but settlement had been hampered because company negotiators said they needed a mandate on wages from the company's head office.

He said management had also argued that, by seeking to negotiate wages at a

single store, the union was not negotiating "at the right level".

Mr de Wet said yesterday the 10% offered by the company came on top of a 9% rise granted in July. It was "not so much a wage offer as a statement of what the company can afford to pay", he said.

Mr de Wet said Mr Ackerman — whose intervention followed a worker demand that he be present at the store — had intervened "not to negotiate, but to explain the company's position to workers".

The offer to pay strikers had been made as a gesture to workers, he added. ● Meanwhile, about 70 workers at a General Tyre depot in Booysens have been on strike since last Friday, a General and Allied Workers Union spokesman said yesterday. He said they were protesting against the dismissal of two colleagues.

16/12/83
Union: 220 fired
after stoppage
152
145A
D. Definiton

EAST LONDON — About 220 workers had been fired at the Buffalo Timber and Hardware factory at Wiltonia here following a work stoppage, the South African Allied Workers' Union said yesterday.

The trouble was claimed by the union to

have started on December 6 after a fight between a worker and a supervisor.

A Saawu spokesman, whose name was not revealed, said that during the fight the supervisor's brother, also employed at the factory, had tried to join in and other

workers had stopped the fight.

The workers downed tools on December 8. When they returned on December 9, they said, they were told they had dismissed themselves and that they should return on January 10 when they would be re-employed.

The managing director of the company, Mr John Keil, said yesterday he had been on leave and would reserve comment — DDR

Striking workers take leave

CAP TIMES 16/12/83

Own Correspondent
PORT ELIZABETH — Striking workers at Ford's Struandale assembly plant collected their outstanding pay after 10am yesterday and took their annual holiday, which ends on January 8 next year.

The workers, belonging to the National Automobile and Allied Workers' Union (Naawu) and Motor Assemblers' and Component Workers' Union of South Africa (Macwusa) and said to number between 700 and 800, have been off work since Tuesday morning in sympathy with a suspended worker

'No incidents'

According to Mr Dennis Neer, Macwusa's general secretary, no incidents were reported. However, it could not be established if the workers had received their full outstanding pay, holiday pay and bonuses.

Ford's industrial relations director, Mr Fred Ferreira, and other senior management personnel were not available for comment yesterday afternoon.

Mr Neer said the workers would meet at an open meeting on January 7, two days before the factory resumed production for the new year.

The two unions were not involved in the work stoppage, as workers felt it was purely a

worker issue, he said. The issue arose on Thursday last week when management asked workers on the Sierra production lines to start work an hour earlier the next day, reportedly to catch up on the Sierra's backlog. The workers refused to do so.

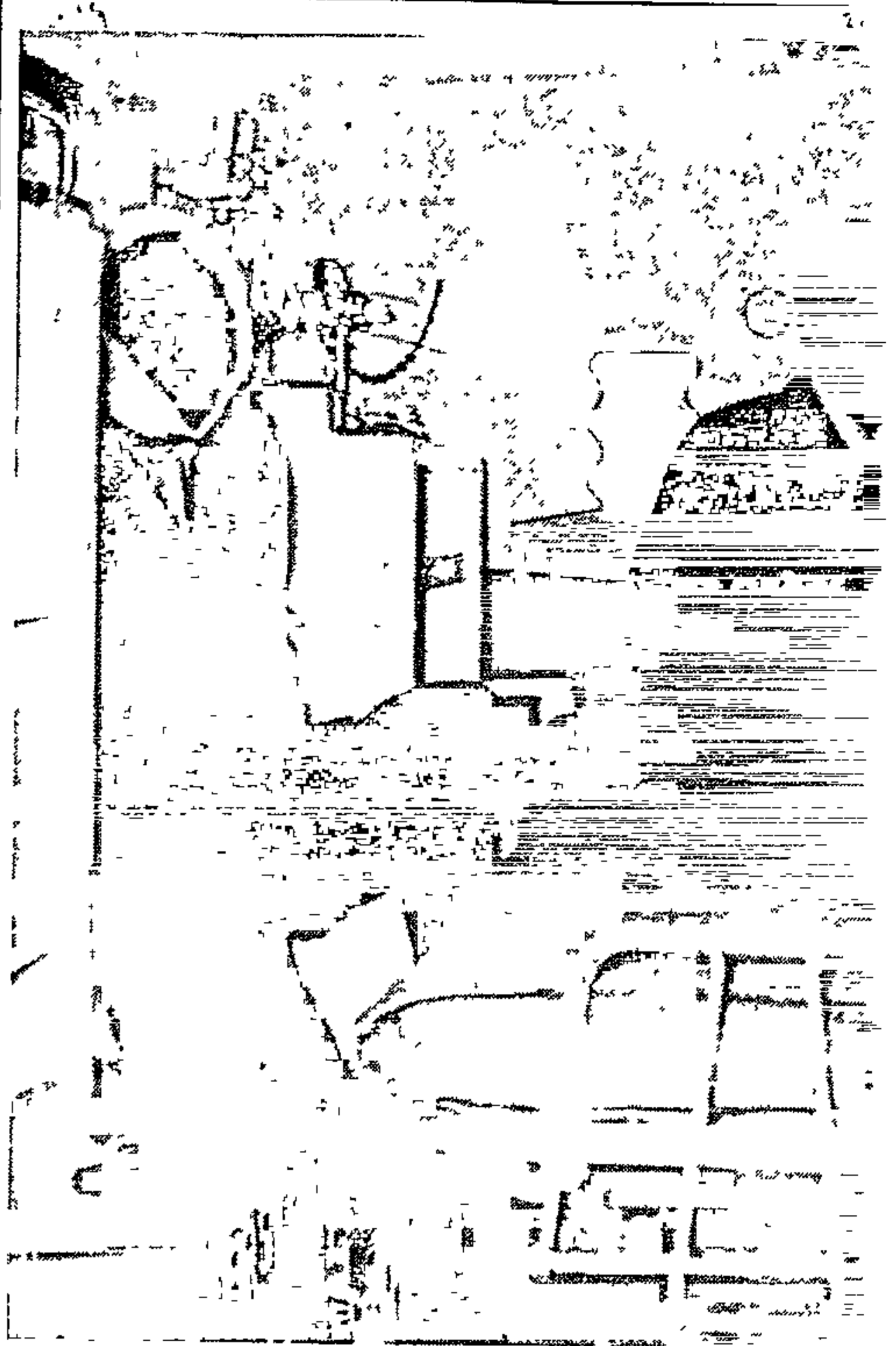
'Suspended'

Later, a Naawu member was dismissed. According to worker representatives, the company had claimed his work was behind schedule. Workers downed tools for two hours, demanded that management review their colleague's case and gave a deadline of 10am on Tuesday.

Management's reply was that the worker had only been suspended for five days, effective from Friday. Workers refused to accept this explanation and walked off their jobs.

After a meeting on Tuesday night, they decided they would return to work at 10am yesterday, but only to collect their wages, holiday pay and year-end bonuses. It was the same time the suspended worker had been told to collect his

Yesterday afternoon Mr Phaldie Kalam, Ford's public affairs manager, said that yesterday was also the start of the annual shut-down for the company's other plants and for administrative staff.



Seven people were injured in a bomb blast in the Johannesburg area. This was the third blast in just over a week. Some of the injured waiters were Mr Piet Tlou, Mr George Laggwathe, Mrs Ge...

Fate of MNR in balance, say sources

CAP TIMES 16/12/83

Own Correspondent
LISBON — The future of the South African-backed rebel movement in Mozambique — Renamo — appears to be in the balance following preliminary moves to reach a security agreement between Pretoria and Maputo, Portuguese sources believe.

Renamo, the Portuguese acronym for the Mozambican National Resistance movement, has been responsible for constant and sometimes spectacular sabotage in Mozambique since 1977, and is widely held to be used by Pre-

toria for putting pressure on Maputo.

It has repeatedly sabotaged powerlines carrying electricity to South Africa from the Portuguese-run Cabora Bassa hydro-electric project, causing huge financial losses to Portugal and keeping prices artificially low.

Low profile

Following the visit to Lisbon late last month by the South African Foreign Minister, Mr Pik Botha, the Portuguese have been active in working for a summit meeting between Mozambique's President, Mr Samora Machel, and the South African Prime Minister, Mr P W Botha, at which a "mutual security agreement" is likely to be discussed.

Nar... escape for in S

Staff
 A MAN believed to be an epileptic narrowly escaped drowning on Wednesday evening when he was pulled out unconscious from the water near the members club of the Bay Surf Club.

It is believed that Mr Charles of Haybank River, managed to escape the water. According to Monty Walters, a lifeguard officer for the club, the surfers were the time of the incident but were rescued on the beach. "We pulled the surf and the mouth..."



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EXCL GST

GET A GOOD CAMERA DEAL THEN COME TO

Photo

UMTATA — The 200 strikers at the Mandela Ka Moya Wholesale, continued their strike yesterday as their demands were not met on Thursday thus forcing a continued standstill at the busy supermarket.

Management and workers clashed when the workers did not get their annual bonuses.

After resuming work for a while on Thursday afternoon the workers downed tools again. A representation from

Workers demands not met — strike continues

The Department of the Interior arrived at the scene and advised the workers to go back to work and nominate someone to table their grievances.

The workers informed him that they did try to form a liaison committee

but this was not allowed by the management. The workers stood by their decision not to go back to work until they were paid the money.

The personnel officer of the business, Mr. L. V. Magwenitshu, said

yesterday that all attempts to lure the workers to come back and work while their issue was being considered failed dismally and things got out of hand when the workers saw one of the directors. "The management

Meanwhile scores of Christmas shoppers milled around as the security men informed them there was no service. Somewhere in the basement of the store stock-hungry retailers grumbled when there were not enough men to serve them. One of the strikers who deals with the daily takings but refused to be named said about R300 000 had been lost during the past two days because of the strike — DDR.

*stop D. Dipak
17/12/83*

Industrial
relations
20/12/83

'played out' in full

Own Correspondent

Star

CAPE TOWN — Not many businessmen would pay hundreds of rands to eat samp and beans and break hotel windows

But when they are playing the part of 4 000 angry motor assembly workers fighting for higher wages, it gives them a fleeting taste of what life is like on the other side of the fence

THE SCENE

The scene is Uitenhage, June 16 1980 Volkswagen workers have been negotiating for the past few weeks for an increase from a minimum of R1,15 an hour to R2 an hour

Workers have not yet had a chance to discuss management's latest offer of R1,35 an hour and had planned to do so in the township yesterday

But early yesterday Security Police banned the meeting

The workers are outraged. The scene in the sprawling township where they live is tense as calls for a June 16 stay-away intensify

Demanding to speak directly to management, about 4 000 workers walk out of the factory and congregate on the lawn outside. At one stage windows are broken by the jostling crowd

And it is usually at that stage of the game that people who work in the same company — people who are all businessmen and women — begin snapping at each other, banging dustbin lids and breaking windows

The game, drawn up and researched by Mr Norman Faull of UCT's Graduate School of Business, is based on an accurate and detailed case study of the Volkswagen strike of 1980

GAVE INFORMATION

Both VW and the National Automobile and Allied Workers' Union gave detailed information willingly

It is an industrial relations training course for management with a difference

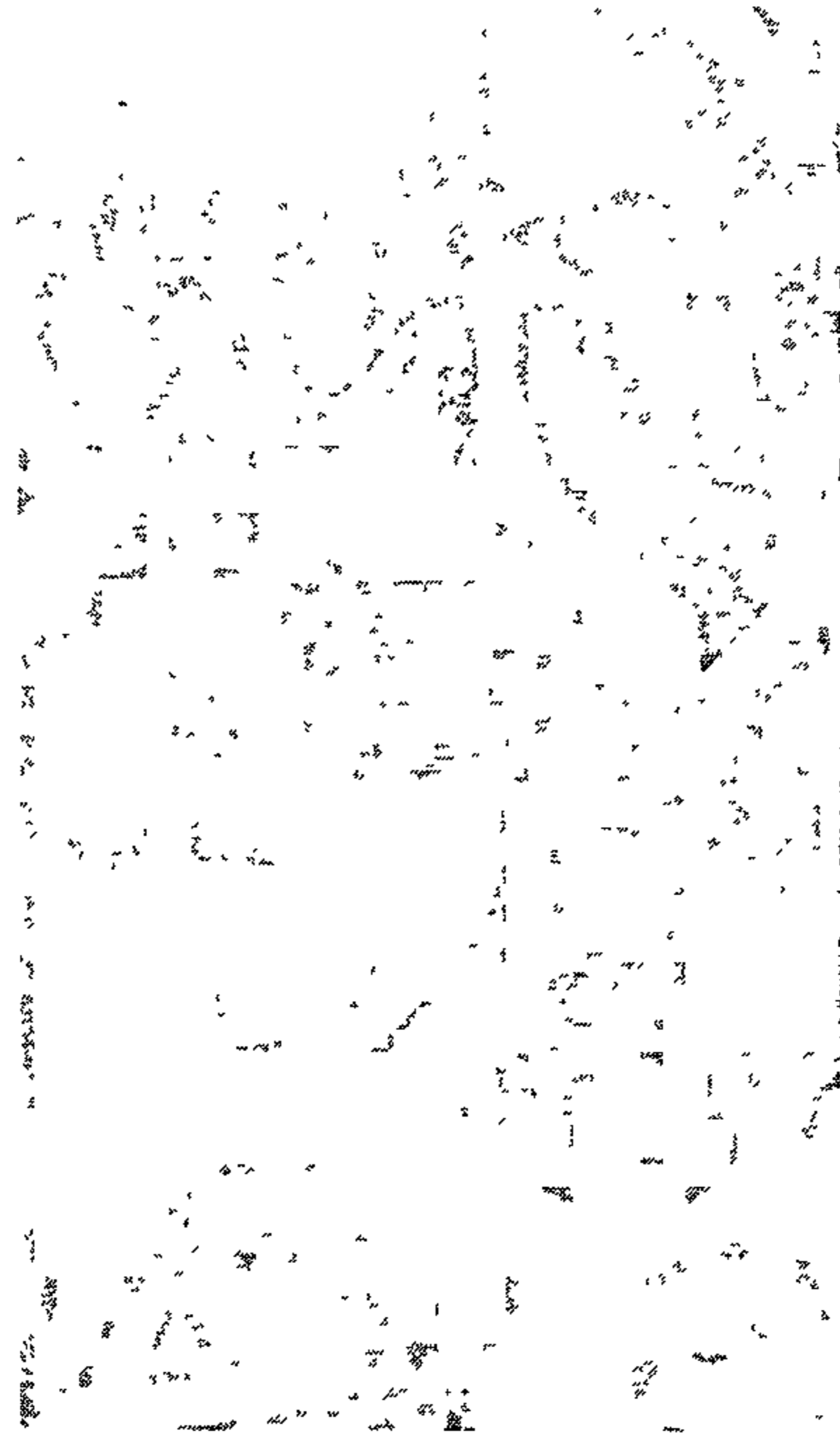
It involves a three-day simulation exercise, in which participants take the part of real characters on either the union or management side

After a brief scene-setter by Mr Faull, participants are divided into a union and a management team and get to know each other with their new personalities

The dramatic events of three weeks are played out in three days. The "workers" demand R2 an hour; "management" shows no signs of giving in

In real life, a settlement was reached on July 8, a day after the workers had returned to work

In the game, as in real life, outside actors enter the picture at the start of the three-week strike. The Press tele-



phones both sides for comment, the police want to know what is going on, the VW head office in Germany expresses concern and a top official from the International Metal Workers' Federation flies to Port Elizabeth

Industrial council negotiations are acid "It's all right for you," says union official "Johnny Mke" to the management team "You go back to your smart houses with tennis courts and swimming pools, you drive big cars. We have nothing to go back to"

And the "workers" should know. They have just come from a meal of samp and beans. Not too far away sat "management", drinking good wine with their three-course meal

Before the final round of "negotiations", the union and management teams swap roles

The new union is seriously divided and confused, some workers accuse the officials of "selling out". They walk out and besiege the industrial council office with a barrage of ice-cubes

PURPOSE OF GAME

"The purpose of the game is not to replicate reality. But people learn from being in a particular role and operating under extremely tense conditions," said Mr Faull this week

He believes "gaming" is one of the best ways to learn. "One does not reach the same peak of knowledge as with conventional instruction, but the tailing-off period is much longer because of the emotional experiences"

In April Mr Faull presented his case study, on which the game is based, to the International Management Institute in Geneva

CAPE Times
20/12/83

OK rise for 20 000 averts strike

Own Correspondent
JOHANNESBURG — A legal strike at OK Baars has been averted by a wage agreement between the company and two shop workers' unions which will raise pay for about 20 000 OK workers throughout the country.

A key feature is that workers in country areas will receive the same increases as those in the cities.

Country workers usually receive lower increases than those in the cities and it is believed that OK is the first major chain-store to agree to give both groups the same increase.

The agreement was reached between OK, the Commercial Catering and Allied Workers Union (Ccawusa) and the National Union of Distributive and Allied Workers (Nudaw).

The board met three times after Ccawusa had declared a formal dispute with the OK. Nudaw later also declared a dispute, arguing that its members would be affected by any wage agreement between OK and Ccawusa.

Legal ballot

Had the two sides failed to agree, the unions would have been entitled to hold a legal strike ballot.

According to a joint statement, the settlement means workers affected by the dispute will receive a R35 a month increase back-dated to December 7, and a further R10 in April next year.

The new agreement will apply until the end of next September and negotiations for an increase to be effective from 7 October, 1984 to 6 October, 1985, will commence next year.

Ccawusa claims that minimum pay at OK is around R230 a month. The wage deadlock arose after Ccawusa had demanded a R50 increase with immediate effect.

OK countered with an offer of R20 in December and a further R15 in February.

Bakers workers in fruit-cake row

CAPE Times 22/12/83 (152)

Own Correspondent
DURBAN — A row over cakes as Christmas gifts for workers led to a brief work stoppage at Bakers Ltd in Durban yesterday

According to a spokesman for the workers, about 200 employees stopped work at 10am because of alleged dissatisfaction with their Christmas gift — a fruit cake instead of the usual box of biscuits

Workers said the fruit cake was a Bakers product and they preferred the biscuits, which came from another division of the company

Workers returned to their jobs an hour and a half later after talks with management

The spokesman said supervisory staff had taken over workers' duties during the stoppage to prevent heavy losses "There was bread and cakes in the oven at the time and if left unattended all of it would have been lost."

Mr Morris Grant, the company's managing director, yesterday confirmed that there had been a "minor work stoppage" but denied it had anything to do with the workers' Christmas bonuses or gifts

STRIKES

Downward trend ⁽¹⁵²⁾ _{FM 23/12/83}

Further evidence of a spectacular drop in industrial action during 1983 is provided by figures compiled by the Department of Manpower. It says there were 170 strikes and work stoppages during the first ten months of this year — compared to 328 for the same period last year.

However, more significantly, there was an even greater proportional drop in the total number of workers involved in industrial action and in the number of man-hours lost. A total of 35 768 workers were involved in strikes and stoppages during the first 10 months of 1983, resulting in a loss of 616 602 manhours. During the same period in 1982, 124 595 workers were involved in strikes and stoppages, resulting in a loss of nearly 2,6m manhours.

Average duration of strikes between January 1 and the end of October this year was 2,15 days — a substantial decrease on the average of 2,61 for the same period last year.

As heartening as these figures are, they must be viewed with some caution. Firstly, the department tries hard to gather comprehensive strike statistics, and appears to be doing a much better job of this than it has in some previous years. But some observers claim that a number of strikes and stoppages are not being brought to its attention. Secondly, there are signs that there was increased strike activity in November — and the department will be in a position only early next year to provide strike figures for this period.

But it is obviously highly unlikely that the total number of strikes and stoppages in 1983 will come close to the total of 394 recorded in 1982.

The recession has clearly had an impact on workers' propensity to strike in 1983. But Manpower Director General Piet van der Merwe also believes that employers and trade unions are becoming more skilful in avoiding or coping with conflict. He points to the dramatic increase in the number of applications for conciliation boards during the past year. Senior government men are encouraged by this trend, as they believe it shows that official dispute-settling machinery is being viewed by the parties in labour as a viable means through which they can help to avoid serious confrontations.

This must be welcome news to supporters of government's labour reforms. In recent years they have had to counter argu-



Manpower's Van der Merwe ... pointing to encouraging signs

ments from right-wing critics who have claimed that the reforms would founder during an economic recession when chaos would result from employers' inability to meet black unions' demands for sharply improved pay.

'Union agitators' were not reinstated

23/12/83

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152

Mercury

Mercury Reporter

TWENTY-SIX workers were fired by an Estcourt businessman after they had struck for three days when their demands for more pay were not met

Later, he reinstated 21 of them

The chairman of the South African Allied Workers Union chairman, Mr Mandlemkosi Gumbi, said the confrontation began last Friday when workers demanded Christmas bonuses and a R2 an hour pay increase

from Mr Reg Teale, who runs a farm produce depot in the town

On Monday Mr Teale told the workers their demands were unacceptable. They stopped working and police were called in to clear them from the depot. On Wednesday they were told they had been fired

Mr Gumbi said Mr Teale had refused to discuss the matter with him or Mr A Barnabus, Saa-wu's national manager, saying they 'did not work for him'

The workers had been told to fetch their money from the local commissioners' office

Mr Teale said he did not recognise the union, but had been prepared to negotiate with his workers since the beginning of their discontent about three months ago

Only four or five of the ringleaders, who were 'union agitators,' had not been reinstated, he said. The others had been prepared to continue working for the same wage and without a bonus

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Simba
strike
is over ^{ROM} 23/12/83

Labour Correspondent

STRIKERS at Simba-Quix's Isando snack factory have returned to work and wage talks between their union, the Sweet, Food, and Allied Workers' Union, and the company have resumed, the plant's managing director, Mr Jan du Toit, said yesterday

About 400 employees stopped work on Tuesday after wage talks between the union and the company broke down. Simba-Quix recognises the union, which is demanding a 20% wage increase.

The strike was also prompted by worker dissatisfaction because some supervisory workers were given increases while other workers were not.

According to Mr Du Toit, the company awarded these workers rises because they had not benefited from a 30% wage rise negotiated with the union in mid-year.

On Wednesday afternoon, union shop stewards attempted to persuade workers to return pending further talks, according to a union spokesman.

Mr Du Toit said yesterday that Wednesday's night shift had resumed work and that yesterday morning's day shift was also back at work.

"Production is back to normal and we are hopeful that the return to work is permanent," he said.

Strike at tyre firm stayed off

Labour Reporter

28/11/87

A legal strike at the Dunlop tyre factory in Durban has been stayed off until mid-December when the Conciliation Board will meet for the second time to try to resolve the dispute between the company and the Metal and Allied Workers' Union

However, after the first meeting last week, Mawu shop stewards were sceptical that agreement would be reached then

Mawu claimed for increases ranging from eight to 18 percent on the basis of a living wage, salaries offered by competitors and the "huge profit" made by Dunlop.

Mawu said Dunlop did not deny its ability to afford the wage increases but said policy on wages was determined by the labour and market forces

A Mawu spokesman said "The ball is now in Dunlop's court."

A legal strike could still take place as most members voted in favour of industrial action in a strike ballot.

W. ... visit

~~105/11/82~~ SOWETAN

Union wants court action

By JOSHUA RABOROKO

152
THE emerging General and Allied Workers Union (Gawu) is to apply for an industrial court action for the reinstatement of 52 workers at General Tyre and Rubber Company sacked fol-

lowing a labour dispute at the plant. 30/12/82

This was confirmed to The SOWETAN yesterday by the union's national organiser, Mr Amos Masondo, who said that this will be the first time such action is taken since the union was formed in 1980

The workers were sacked after they had demanded the reinstatement of two colleagues dismissed for allegedly stealing company property early this month

The workers, members of Gawu, had earlier staged a demonstration on the company's

premises following management's refusal to negotiate with them

Mr Masondo said that police arrived at the scene and held discussions with their employers. Thereafter, the workers left the area after leaving the company's properties on the premises

"We have tried to open discussions with management on the issue of the reinstatement of the workers, but this has been to no avail," Mr Masondo said

The union has asked for legal advice on the issue and an industrial court action is to follow early in the new year, according to Mr Masondo

The company's representative, Mrs L Bucker, said the matter was in the hands of their lawyers who are on leave. She declined to comment further on the matter

LABOUR BEAT

MORE than 1 300 workers were reported to be on strike in support of wage demands and reinstatement of sacked colleagues at different industries in Johannesburg and Benoni this week.

And an industrial relations consultant, Mr Andrew Levy, has predicted that more strikes will occur because at this time of the year workers normally expect salary increases and bonuses from their bosses.

Six strikes involving more than 1 200 workers and triggered off by wages and "unfair dismissals" occurred at Simba-Quix in Isando (700 workers), Standard Brass Foundries in Benoni (400 workers), Kentucky outlets (80 workers), Hyperama in Sandton, Fresh Meat Supply (160 workers) and Kabelkar (40 workers), both in Johannesburg.

• The strike at SBF was still on yesterday



EMMA MASHININI:
Ccawusa general secretary.

More strikes feared

For more on 20/12/13

and management was locked in discussions with the Fosatu-affiliate Metal and Allied Workers' Union

• Most Kentucky outlets opened yesterday after workers had downed tools on Monday.

• About 700 striking workers at Simba-Quix head office in Isando were expected to return to work yesterday while their union, Sweet Food and Allied Workers' Union, continued negotiations with management

• At Hyperama the entire black labour force went back on Tuesday after downing tools over the dismissal of a colleague on Monday

• At Kabelkar, Newtown, 30 workers were locked out and sacked after they had refused to work overtime. They are members of the Sweet Food and Allied Workers' Union

• At Fresh Meat Supply about 160 workers went on strike in support of the sacked workers at Kabelkar. They were also sacked.