

INDUSTRIAL RELATIONS - STRIKES

1991

JANUARY - APRIL

Nurses step up hospital protests

By Brendan Templeton

Hospital lunchtime protests in the PWV area gained momentum when they spread to four more centres yesterday, a union spokesman said.

Affected hospitals now include Johannesburg, Hillbrow, Tembisa, Natalspruit, Westfort, Kalafong and Far East Rand, National Education, Health and Allied Workers Union (Nehawu) organiser Monde Mditshwa said yesterday.

The union had requested the Transvaal Provincial Administration to set up talks with the South African Nursing Council (SANC) and Health Minister Dr Rina Venter, he added.

Nehawu last month threatened to embark on a national protest campaign if the SANC failed to withdraw disciplinary procedures against nurses who took part in strikes last year.

Provincial authorities agreed at the end of the strikes that no action would be taken against the nurses.

But the SANC insisted it was not party to the agreement.

Now the SANC seems determined to step up its disciplinary activities.

The TPA told Nehawu yesterday that the SANC had informed them they would send letters initiating disciplinary action against other nurses in the Transvaal.

Mr Mditshwa described this as "madness" because about 10 000 nurses in the Transvaal had taken part in the strike.

"What criteria are they going to use when deciding whom to prosecute?" he asked.

Nurses on Tuesday threatened to increase the length of their protests from 9 am to 2 pm if the SANC did not review its position.

Mr Mditshwa stressed this was not official union policy. "Nehawu has committed itself to solving the crisis in a peaceful way. But the nurses are very agitated. We ask SANC to find a different solution."

The SANC and the TPA were not available for comment yesterday.

More strikes are predicted in 1991

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South Africa 7/2/91

By JOSHUA RABOROKO

TWO-THIRDS of the top 100 companies listed on the Johannesburg Stock Exchange have predicted that labour unrest and strikes would intensify this year.

Only nine percent foresee less labour unrest and fewer strikes, according to a report just released by the Bureau of Market Research of the University of South Africa.

In view of this, an overwhelming 84 percent of the executives understandably disagree with the perception that unions will play a smaller role in South Africa this year.

overall there will be greater business confidence in South Africa in 1991, with 36 percent agreeing and 34 disagreeing.

A close correlation between politics and economics is clear. A lack of political confidence in South Africa diminishes business confidence in the country.

These predictions by the corporate executives of the 100 industrial companies clearly point to an economically, socially and politically turbulent business environment in 1991.

They forecast an average inflation rate of 13,5 percent, varying between 12,8 percent and 14,8 percent, for 1991

The inflation rate for 1990 was about 14,3 percent.

Politics

With regard to the view that the overall political situation will worsen in 1991, the top executives neither agree nor disagree.

About 37 percent of the executives agree while 35 percent disagree with this pessimistic scenario.

Forecast

Their viewpoint reflects the uncertainty about the political situation in South Africa

The executives neither agree nor disagree that

Bus strike talks today

By SHARON SOROUR, 12/2/91
Labour Reporter

BUS services are still seriously disrupted as the wildcat strike by more than 1 300 bus drivers and other City Tramways workers enters its sixth day

But negotiations resume today in a bid to end the work stoppage, which the company says is costing R300 000 a day in lost revenue

Tramways public relations spokesman Mrs Jeanne Welsh said "A meeting lasting four hours was held last night and negotiations will start at 3pm today"

Although a few buses were running, services to all areas were still severely disrupted, Mrs Welsh said Thousands of commuters have had to rely on minibus taxis and trains since the strike began on Thursday

Mr Wilkens Qumba from Guguletu said his four children were forced to catch a taxi from the Tollgate depot to Mowbray and another from Mowbray to Guguletu Each ride cost each child R1,50

Mr Qumba said "This is a terrible inconvenience Parents have bought a three-month

clipcard costing R80 for their children but the buses are not running and we have to fork out extra money now for taxis"

Mrs Welsh said clipcards would be extended for as long as necessary so that rides which had been paid for were not lost

Workers have been served with two court orders since the weekend an Industrial Court interdict ordering them to return to work and a Supreme Court order barring workers from the Arrowgate, Philippi, Diep River, Simon's Town and Tollgate depots

● Cape Areas Housing Committee (Cahac) chairman Mr Joe Marks said in a statement the strike action — which caused inconvenience to the community at large — was the direct responsibility of City Tramways and not the striking workers

In a message of support, Pan Africanist Congress (PAC) secretary for information Mrs Patricia de Lille said the PAC believed the striking workers had "just claims for new wage increases"

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Rash of strikes paralyses industry

A RASH of industrial disputes involving thousands of workers has paralysed Cape Town's bus service, seriously disrupted a key Peninsula textile plant and recently brought the Mossgas refinery project to a standstill

Today more than 1500 City Tramways workers go into the eighth day of a wildcat strike which has cost the company R300 000 each day and left hundreds of thousands of commuters stranded

Only 10% of City Tramways buses were in operation yesterday as both the drivers' strike and the negotiations to end the strike continued

The tramways workers had until 11am today to accept a revised management wage proposal tabled at talks in the city yesterday, said Tramways executive director Mr Barry Gie.

The company's latest offer was 15,5%, up 2% from an interim proposal rejected by union representatives on Monday, according to a senior Cosatu official

Depots at Tollgate, Arrowgate, Philippi, Diep River, Simon's Town and Atlantis have been brought to a standstill

Like strikes at SA Nylon Spinners in Bellville South, Jowell's Transport in Montagu Gardens and Springbok and Kynoch Feeds in Kimberley, workers withdrew their la-

bour power to back wage demands

At Cape Coal in Matieland and the Mossgas project near Mossel Bay, blue collar workers downed tools in the past week in support of dismissed colleagues

White collar workers in the insurance industry and teaching profession also resorted to industrial action, with Metropolitan Life being hit by a strike over bargaining forums and Old Crossroads teachers staging a sit-in over working conditions

More than 200 strikers were dismissed by Jowell's Transport last week, and Cape Coal dismissed 27 workers on Monday Supreme or industrial court interdicts were awarded to a number of employers

Labour commentators yesterday attributed the heightened shopfloor militancy to the economic squeeze and burgeoning political expectations.

At SA Nylon Spinners, where more than 800 workers started a legal strike on February 1, management yesterday withdrew its ultimatum to fire strikers today

The warning was extended to February 28 Contractors at Mossgas, troubled by repeated stoppages last year, were confronted with 12 000 workers downing tools from Friday to Tuesday, apparently in sympathy with dismissed colleagues — Sapa and Staff Reporter

Bus Strike hits commuters

24 HOURS

By SHARON SOROUR
Labour Reporter

FOR the first time in 75 years defiant bus drivers and other City Tramways workers — prevented by labour legislation of the right to take industrial action — are on a wildcat wage strike.

Because bus operations are regarded as an essential service by law, the seven-day strike is illegal.

But more than 1 300 workers have downed tools ignoring two urgent court interdicts from the Supreme and Industrial courts barring them from occupying company premises while on strike and ordering them back to work.

There have often been work stoppages at City Tramways but this is the third time in five months that workers have plunged Cape Town's bus service into chaos stranding and inconveniencing thousands of commuters.

Although the two transport workers unions — the Transport and General Workers Union (TGWU) and the Transport and Omnibus Workers Union (TOWU) — are united in their fight for improved wages this was not the case last year.

Illegal

A simmering battle for majority status and bargaining power between the two rivals led to a one-day work stoppage by hundreds of TGWU members in August.

Workers were demanding a ballot to test Cosatu affiliate TGWU's claim that it represented the majority of workers instead of the TOWU, the negotiating union affiliated to the National Council of Trade Unions (Nactu).

Company executive director Mr Barry Gie rejected the stoppage as unprocedural unjustifiable and illegal.

He dismissed the allegation by TGWU that the stoppage was connected to a dispute over management's recognition of the union as 'a gross distortion of the facts.'

Documentary evidence put forward by the union to justify its claim that it represented the majority of workers failed to do so and the union conceded it did not have majority support. Under these circumstances there were no grounds for holding a ballot.

Workers returned to work the next day but negotiations with management continued.

A ballot was eventually held at certain depots with tension mounting between the unions. However, TGWU failed to prove their majority and TOWU remained the negotiating union.

Pay talks began in September and the initial union demand was for an across-the-board 25 percent increase with a minimum wage of R200 per week. This was later modified to 22 percent across the board.

Management's offer was a weekly increase between R29 to R50 depending on the skills of workers.

Taking normal notch increases into account the offer would have meant average increases of up to 14.4 percent for skilled workers and up to 21 percent for unskilled workers.

The minimum monthly wage of an unskilled worker would have been R715 and a first-year driver would get R1 205 per month.

Senior drivers already earning up to R35 000 a year would immediately have had a significant wage improvement.

Mr Gie says the workers responded to the offer by staging an illegal work stoppage in December which once again seriously disrupted bus services.

Because wages are the single biggest cost component in determining bus fares, Mr Gie warned workers that if their demands were met it

would have a grossly negative effect and disadvantage passengers who were mainly from the poorer parts of the community.

With the company losing about R300 000 a day in revenue he also warned workers that if their demands were met the company would not be able to continue its business in the present structure.

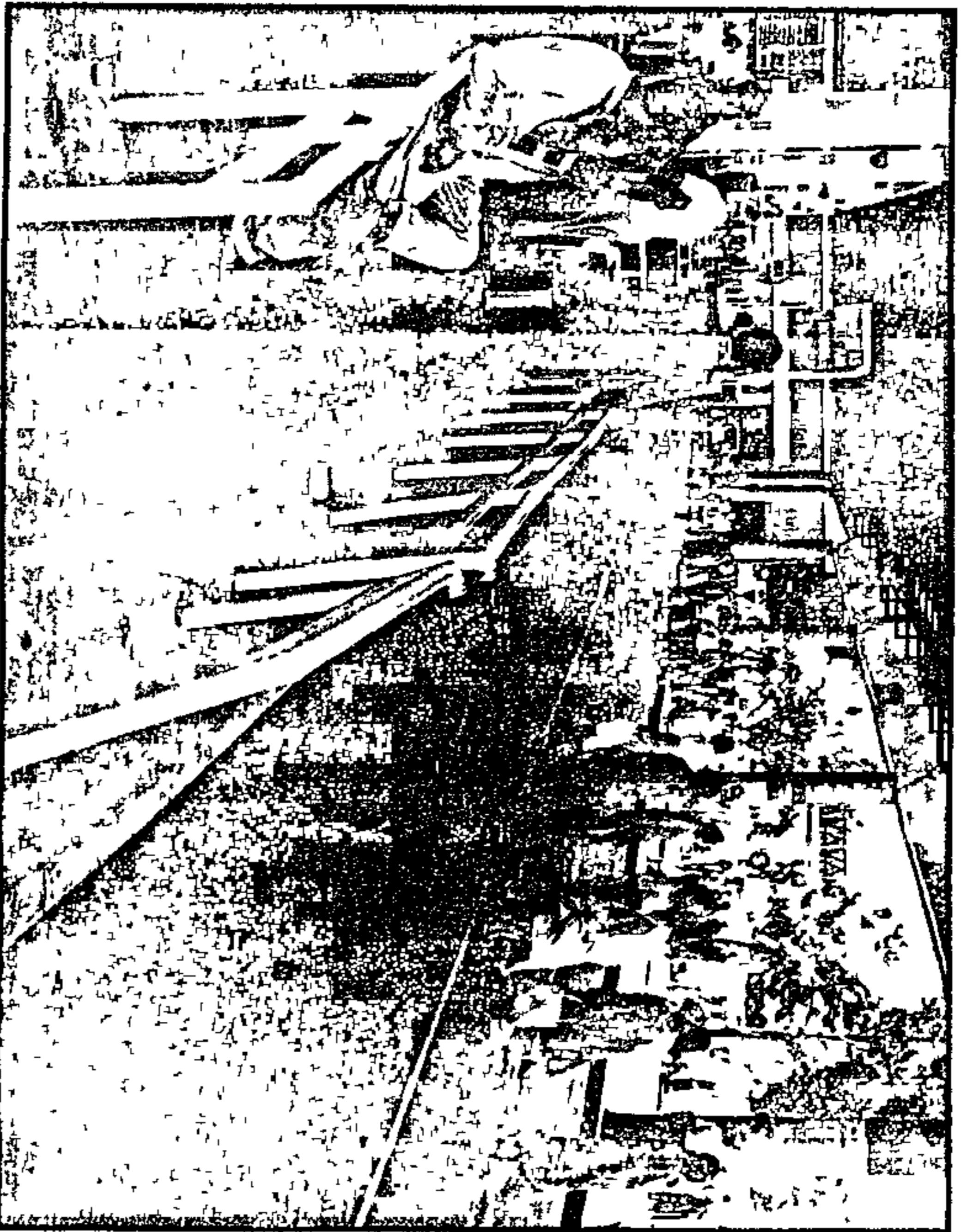
Industrial relations consultants believe the strike has highlighted the question of the right to strike. The question of essential services needs to be re-addressed.

Some industrial relations experts believe the problem in South Africa is that the right to strike has been used in the past as a legitimate tool.

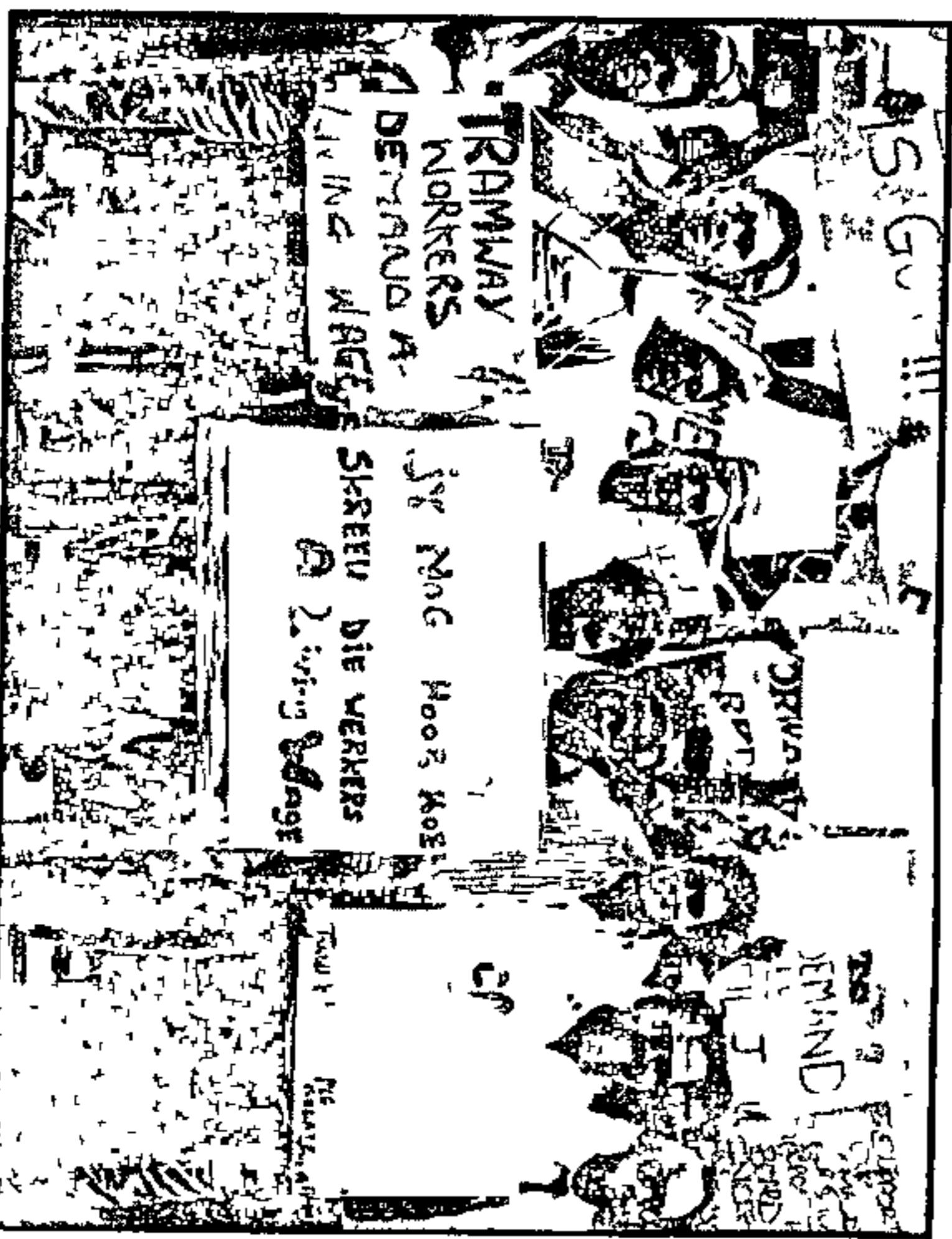
According to a Cape Town labour consultant if people are given the right to strike they will be forced to follow certain procedures.

Unions in South Africa are becoming more responsible especially when it comes to wage negotiations, he said.

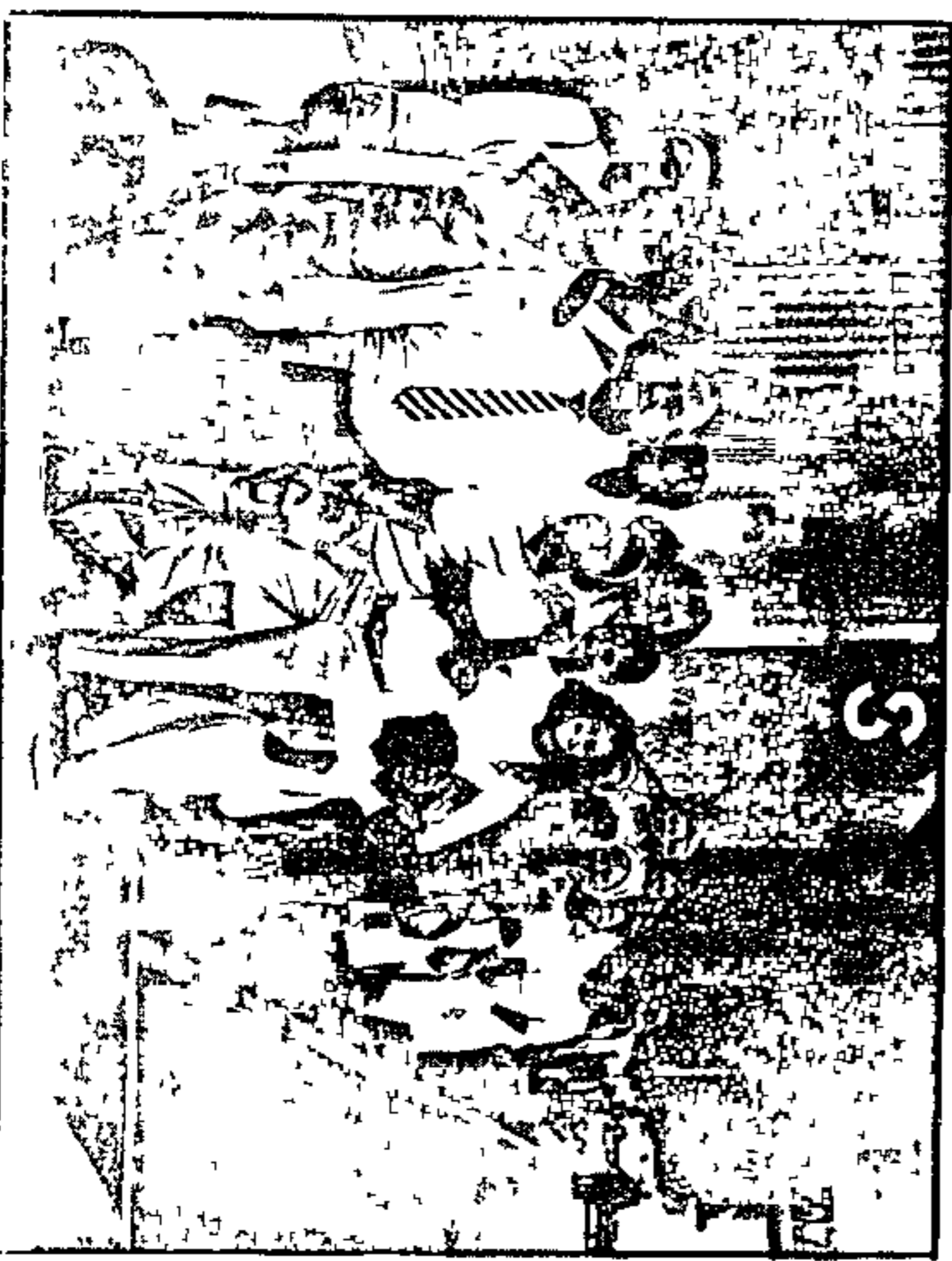
"But there is a very strong argument for workers who deliver an essential service to the public not taking strike action — but other remedies should be provided."



Picture: BOY WIGLER, The Argus



Picture: Leon Muller, The Argus



DESERTED The Golden Acre bus terminus (above) is deserted on the sixth day of the wildcat strike by City Tramways drivers. Below: stranded bus commuters wait for taxis at the Strand Street rank.

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13/2/91

Wildcat bus strike strands thousands in city

By SHARON SOROUR,
Labour Reporter

THOUSANDS of commuters were stranded today when hundreds of City Tramways bus drivers and other workers staged a wildcat strike.

At the Arrowgate depot in Montana off Modderdam Road 12 buses were outside the depot and there was strong police presence.

About 600 strikers gathered in the building with some standing on the balcony shouting "We want more money"

237 000 PASSENGERS

A City Tramways spokesman said the company employed about 1 200 drivers and transported about 237 000 passengers each day.

Services were disrupted yesterday when more than 300 workers gathered outside the Tollgate depot where wage negotiations were taking place between the management and two transport unions — the Transport and Omnibus

Workers' Union (Towa) and the Transport and General Workers' Union (T&GWU).

The talks were "not at all constructive" and ended without resolution, said Towa chairman Mr Joe Sineke.

Company executive director Mr Barry Gie warned that if the company agreed to the workers' wage demands it would have a "grossly negative effect on bus fares".

City Tramways was willing to resume negotiations at 9am today if the company's "normal activities" continued, Mr Gie said.

According to union sources workers from depots including Tollgate, Arrowgate, Philippi, Diep River and Simon's Town were expected to converge on Tollgate to await the outcome of the talks.

Wage negotiations began in September with workers demanding an across-the-board 25 percent increase with a minimum wage of R200 a week and the management offering from R29 to R50 a week depending on skills, Mr Gie said.

The offer was rejected by workers, who staged a wildcat strike in December.

When negotiations resumed this year the union tabled new demands for an increase of R165 across the board — 44 percent for skilled workers and up to 122 percent for unskilled workers, he said.

Fine and mild

(Details — page 2)

Bus strike enters third day

W/C ARK 6/3
9/2/91

By JOHN VILJOEN
Supreme Court Reporter

THE Supreme Court has granted an urgent interdict against 1 321 striking City Tramways workers barring them from company premises

Bus services meantime were "severely disrupted" today — the third day of the strike over wage negotiations

Mr Justice W E Cooper granted the interdict in his chambers last night. It affects the Transport Omnibus Workers' Union, the Transport and General Workers' Union and the striking City Tramways employees

In terms of the temporary order, the respondents are restrained from interfering with City Tramways business at the Arrowgate, Phillipi, Diep River, Simon's Town, and Tollgate depots

The striking employees were ordered not to enter City Tramways premises unless they did so in compliance with their employment contracts

Eviction

Any of the 1 321 present on City Tramways premises for reasons other than for normal duties will have to leave, or face eviction by the sheriff

The order restrains the 1 321 from "interfering with, intimidating or hindering" any City Tramways employee wanting to perform normal duties

The respondents must show cause by March 28 why the order should not be made permanent

The application was unopposed

In a supporting affidavit, City Tramways general manager Mr Francis Ernset Mayoss said his company provided "a vital and indispensable link in commuter transportation" for the Cape Peninsula

The disruption of bus services would lead to "much distress and disruption in the community at large", he said

Unlawful action

The 1 321 strikers were involved in unlawful industrial action at all City Tramway's depots except Atlantis

Mr Mayoss was informed yesterday that the Arrowgate and Phillipi depots had been barricaded with buses and that no member of staff could enter or leave

A bus barricade was also in progress at the Diep River depot and another one was expected at the Tollgate depot, he said

Drivers removed the ignition keys from buses in the barricades, rendering them immovable

Mr Mayoss was told strikers had intimidated technical staff at the Arrowgate depot

Wage talks

Workers began the strike on Thursday when management met union officials to continue pay talks. Wage negotiations began in September.

The workers are demanding an across-the-board increase of R165 — a 44 percent increase for skilled workers and up to 122 percent for unskilled workers

Management is offering increases from R29 to R50 a week, depending on skills

■ The public can phone a 24-hour, toll-free number, 080 1212111 for information about bus services

Tough talks end wildcat city bus strike

ARGUS
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By SHARON SOROUR
Labour Reporter

TOUGH talks have ended the eight-day wildcat bus strike and, with hundreds of City Tramways workers back on their wheels today, bus schedules return to normal

Officials of the Transport and General Workers' Union (T&GWU) and the Transport and Omnibus Workers' Union (Towa) told management at 5pm yesterday that all workers would report for duty today

The strike, by more than 1 300 bus drivers and other workers, inconvenienced about 230 000 commuters and cost the company about R2.4-million in lost revenue when over 700 buses ground to a halt

IGNORED DEADLINE

Company public relations manager Mrs Jeanne Welsh said it was not certain that the strikers' agreement to return to work included an acceptance of the final management wage offer

Towa vice-chairman Mr Envor Barros said the strike had brought a victory for workers, who had scored a "99 percent victory on all demands excepting wages"

Workers ignored the 11pm deadline to accept or reject the new increased wage offer but responded almost two hours later with a request for negotiations to resume at 1pm

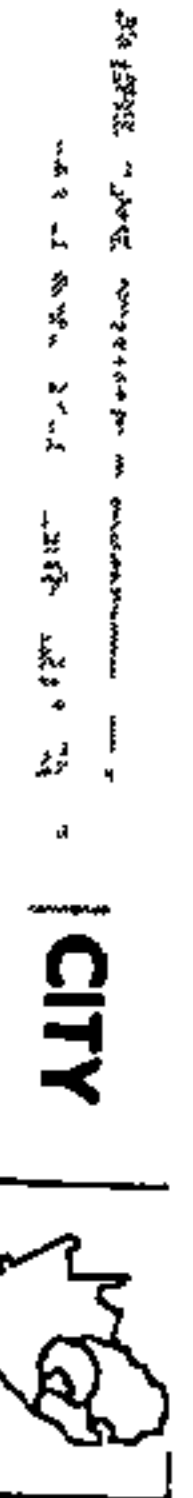
Management sent an ultimatum to individual employees that if workers responsible for shifts after 6pm did not return to work they would be fired.

Mrs Welsh said the company proposal, tabled at marathon talks on Wednesday, included a minimum increase of 15.5 percent, or R30, whichever was higher

Alternatively workers would be granted a R40 across-the-board increase on the weekly wage — which favoured workers in the lower grades

Workers had demanded an across-the-board increase of R165 a week

Tramways to trim Peninsula bus service



NATIONAL CITY

By SHARON SOROUR
Labour Reporter

PENINSULA bus routes are to be "trimmed substantially" or combined as a direct result of the eight-day strike which paralysed the service last week.

City Tramways general manager Mr F E Mayoss said the company had had to re-assess the viability of "every single bus service in its network" which covered the entire greater Cape Town area.

But disgruntled commuters would be able to travel anywhere, anytime for 50 cents a ride on any City Tramways bus tomorrow, the company announced in a full-page advertisement in *The Argus* yesterday.

Clipcards extended

"The company would also like to re-assure users of subsidised commuter clipcards which were valid between February 7 and 14 that those clipcards may be used until midnight on February 28," company executive director Mr Barry Gie said in a statement.

Company public relations manager Mrs Jeanne Welsh said the price of bus tickets varied from 83 cents to more than R2 a ride.

"We feel it is important to show the public that we appreciated their patience during the strike," she said.

While more than 230 000 commuters were transported on more than 700 buses on a normal day, Mrs Welsh declined to comment on how much money the company would lose as a result of the special offer.

The strike by more than 1 300 bus drivers and other workers cost the company about R2,4-million in lost revenue.

Mr Mayoss said it had not been possible to re-establish all bus services to all areas.

"It must be emphasised that some schedules will have to be trimmed substantially or combined with others," he said.

New service schedules would be introduced today between Fresnaye and the city, Claremont and Rondebosch, Wynberg and Hout Bay, and between Westlake and Wynberg.

"The Thornton to Mowbray service has been restored. Buses between Oranjezicht and the city and between Devil's Peak and the city will run according to amended schedules," he said.

Passengers can obtain up-to-date information on new routes by contacting 080 1212 111, which is toll-free.

Wage increases

Meanwhile, wage increases of between 15,5 and 22 percent have been awarded to City Tramways bus drivers and other workers.

The wage agreement, signed yesterday by management, the Transport and General Workers' Union and the Transport and Omnibus Workers' Union, has ended the dispute.

Mrs Welsh said wages of unskilled workers on the lowest grades would now increase by R30 to R195,65 a week.

The wages of first-year "one man operation" drivers would increase from R244,75 to R262,69 a week, she said.

But while the unions have hailed the agreement as a victory for workers on non-wage issues, T&GWU spokesman Mr Nic Henwood criticised the increases as "unsatisfactory".

He said "No one is satisfied with the wage increases."

Passenger transport had to be nationalised in order to ensure a "living wage" and a safe service.

About 1 700 workers are covered by the agreement, which will be backdated to January 1.

Major advances included June 16 — Soweto Day — as a paid public holiday, six months' unpaid maternity leave with company-paid medical costs, a paid half-hour meal break and a 10 percent nightshift allowance.

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19/2/91

Bus strikers mob their Tramways depot

Cape Times
8/2/91
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HUNDREDS of Cape Town commuters were left stranded yesterday as City Tramways bus drivers mobbed their company's Woodstock headquarters during pay talks

Slamming the workers' action, Tramways executive director Mr Barry Gie warned that their wage demands could have a grossly negative effect on bus fares

Mr Gie refused to continue negotiations while up to 500 workers occupied the Tollgate depot, said Transport and General Workers' Union regional secretary Mr Nic Henwood

Workers have demanded a R1 200 minimum monthly wage against the company offer of R715

Drivers belonging to the Transport and Omnibus Workers' Union picketed outside the union head office in Salt River, eyewitnesses claimed

Mr Gie said workers had tabled re-

vised demands of a R165 across-the-board increase on the weekly wage, representing increases ranging from 44% for top categories to 122% for unskilled workers

The management offer ranged from R29 to R50 per week with increases of between 14,4% and 21%

Mr Henwood said workers were demanding a minimum weekly wage of R300, against the current minimum of R135. They also wanted R100 across-the-board increase for all other grades

● Union officials were unsure yesterday whether drivers would be at work this morning. They left the depot on the understanding that negotiations should continue. However, talks did not continue due to a disagreement over whether a report-back meeting should take place at 10am today — Sapa and Staff Reporter

CHE TOWS 9/2/91 (152)

Bus strike strands 237 000 commuters

A CRIPPLING strike by bus drivers yesterday left up to 237 000 bus commuters from the Cape Flats and northern areas stranded

Commuters resorted to using taxis and trains to and from work for the second day as drivers backed pay demands with a strike at four depots

Buses were used to besiege and block the exits at the Arrowgate, Philipi, Diep River and Simon's Town depots

Striking workers occupied their depots for most of the day and police monitored the situation at Arrowgate earlier yesterday, said company spokeswoman Mrs Jeanne Welsh

The workers are demanding a 22% across the board increase while City Tramways' final offer is 14,5%. Workers went on a wildcat strike on Thursday when wage talks deadlocked

In a related development an urgent Supreme Court order was last night made restraining the Transport and Omnibus Workers Union (Towu) as well as the Transport and General Workers (TGWU) Union as well as Mr M H Ngubane and 1 320 other tramways employees from "interfering in any manner" with City Tramways business at the four depots

The employees and unions are also

restrained from attending Tramways premises, "save for the purpose of rendering their services to City Tramways in compliance with the terms and conditions of their employment contracts with City Tramways"

Mr Barry Gie, executive director of City Tramways, said bus services were "seriously disrupted" yesterday

He said the company was obliged to take legal measures to reinstate the service which was totally disrupted in the Cape Flats, Langa, Nyanga, Guguletu, Crossroads, Khayelitsha, Mitchells Plain, Bellville, Goodwood, Durbanville and Parow

Spokesmen for Towu and TGWU yesterday indicated that talks with the company had not resolved the two-day wildcat industrial action

● Jowell's Cape Transport Depot in Springbok, Namaqualand, remained strike-bound for a second consecutive day yesterday, according to a spokesman for TGWU

Management had threatened to fire some 75 striking workers by noon yesterday, but the deadline had been extended pending talks with the union

The company fired 130 TGWU members on Tuesday after they staged a wildcat strike during national pay talks — Staff Reporter and Sapa

Strikers and bus bosses in deadlock

CAR trips 12/2/91 (152)

Staff Reporter

PENINSULA bus commuters were again forced to find other means of transport yesterday as the City Tramways strike entered its fourth day, with management insisting drivers return to work before negotiations continue

The majority of the 1300 workers met at Community House in Salt River yesterday and chose a delegation to meet City Tramways executive director Mr Barry Gie late yesterday to discuss the impasse

A City Tramways spokeswoman said "only a very few buses" ran from the Tollgate depot yesterday and that services were severely disrupted

A spokesman for the Transport and General Workers Union and the Transport and Omnibus Workers' Union said the workers planned to march, with permission, from Community House to Tollgate and then on to the Grand Parade at 10am today

The Industrial Court at the weekend ordered the workers to return to work and the two transport unions to desist from inciting members to strike

On Friday night an urgent Supreme Court interdict barred workers from company premises at the Arrowgate, Philippi, Diep River, Simon's Town and Tollgate depots

Workers are demanding an across-the-board increase of R165 — a 44% increase for skilled workers and up to 122% for unskilled workers

Management is offering hikes from R29 to R50 per week.

Striking drivers yesterday complained that buses were "filthy", that some had no first or third gears and leaked oil which dirtied passengers. The plastic windows provided insufficient driver vision

A spokeswoman for Mr Gie said that some 55% of their workforce had been employed for over five years and 12% for more than 20 years and "we believe these percentages speak for themselves"

It would be "inappropriate" however to comment on individual grievances not tabled by the union at the negotiation table, she added

● Information about bus services can be obtained by phoning 080 1212111 (all hours toll free)

Taxi ranks full as bus strike goes on

By SHARON SOROUR
Labour Reporter

BUS services were severely disrupted today as the wildcat strike by more than 1 300 City Tramways drivers and other workers continued.

Hundreds of people queued at taxi ranks and most bus stops were deserted as commuters sought other forms of transport

In areas not served by taxis or trains, people resorted to hitch-hiking

POLICE VAN

A police van was stationed outside the Arrowgate depot where a few of the strikers had gathered

The few buses on the roads were driven by stand-in drivers and inspectors

An inspector said that the buses were sent from Mamre to transport early-morning commuters to work

At the weekend the Industrial Court ordered strikers back to work but it was not clear how many had complied by this morning, said Mr Joe Sineke, chairman of the Transport and Omnibus Workers' Union

He said the workers — members of Towa and the Transport and General Workers' Union — were set to meet at Community House today

An urgent Supreme Court in-

terdict, granted on Friday night, barred workers from company premises at the Arrowgate, Philippi, Diep River, Simon's Town and Tollgate depots

In terms of the order the workers can be evicted if they do not comply

Some workers, who were occupying the Philippi and Arrowgate depots, were evicted at 8am yesterday

City Tramways executive director Mr Barry Gie said the strike was costing the company more than R300 000 a day.

'GROSSLY NEGATIVE'

He warned that if management complied with workers' wage demands, it would have a "grossly negative" effect on fares.

Wage negotiations began in September with workers demanding an across-the-board 25 percent increase with a minimum wage of R200 a week. Management offered from R29 to R50 a week depending on the skills category

Workers downed tools on Thursday when wage negotiations resumed. The talks failed to resolve the dispute. A work stoppage began on Friday

● See page 4.

Sorry but we had to, say bus strikers

ARGUS 1/2/91 152

By JACQUELYN SWARTZ
Staff Reporter

STRIKING City Tramways workers have apologised to commuters for inconvenience caused by their work stoppage

The apology was made at a meeting at Community House in Salt River yesterday

"We as bus workers would like to apologise for the inconvenience caused to our passengers. We hope they will take into consideration the frustrations that have been building up for the past decade," a worker said

The meeting was called after strikers were evicted from their workplaces as a result of a Supreme Court order

They had been sitting and sleeping in at the depots since Wednesday

Across the board

The stoppage now includes all City Tramways workers which brings the total number of strikers to about 1 600

They are demanding "a living wage" with R300 a week as the minimum for the lowest paid workers. This is an increase of R165

They also demand R100 across the board for other workers, including bus drivers

According to Mr Tony Franks, a spokesman for the Transport and Omnibus Workers Union, the wildcat strike was called only after there was dissatisfaction among the workers with management package deals

This included an increase of R29 for the lowest paid workers

The meeting was held jointly with the Transport and General Workers Union

Many of the strikers expressed grievances during the course of the meeting

A driver who has been with the company for 22 years said he earned R322 a week

Unsatisfactory

"I go home with R250 after deductions," he said. "To earn a decent living I have to work 20 to 30 hours overtime a week"

This means getting up at 4am every day and working 12 to 16 hours

According to a statement by the strikers, this, with other unsatisfactory working conditions, resulted in disrupted family lives, gangsterism and drug abuse

Bitterness was also expressed at the fact that drivers who were involved in accidents on duty sometimes had to bear their own legal costs

The meeting also showed that one-man operators had to perform several functions for which they were not paid

This included being a clerk, cashier, security guard, driver and conductor

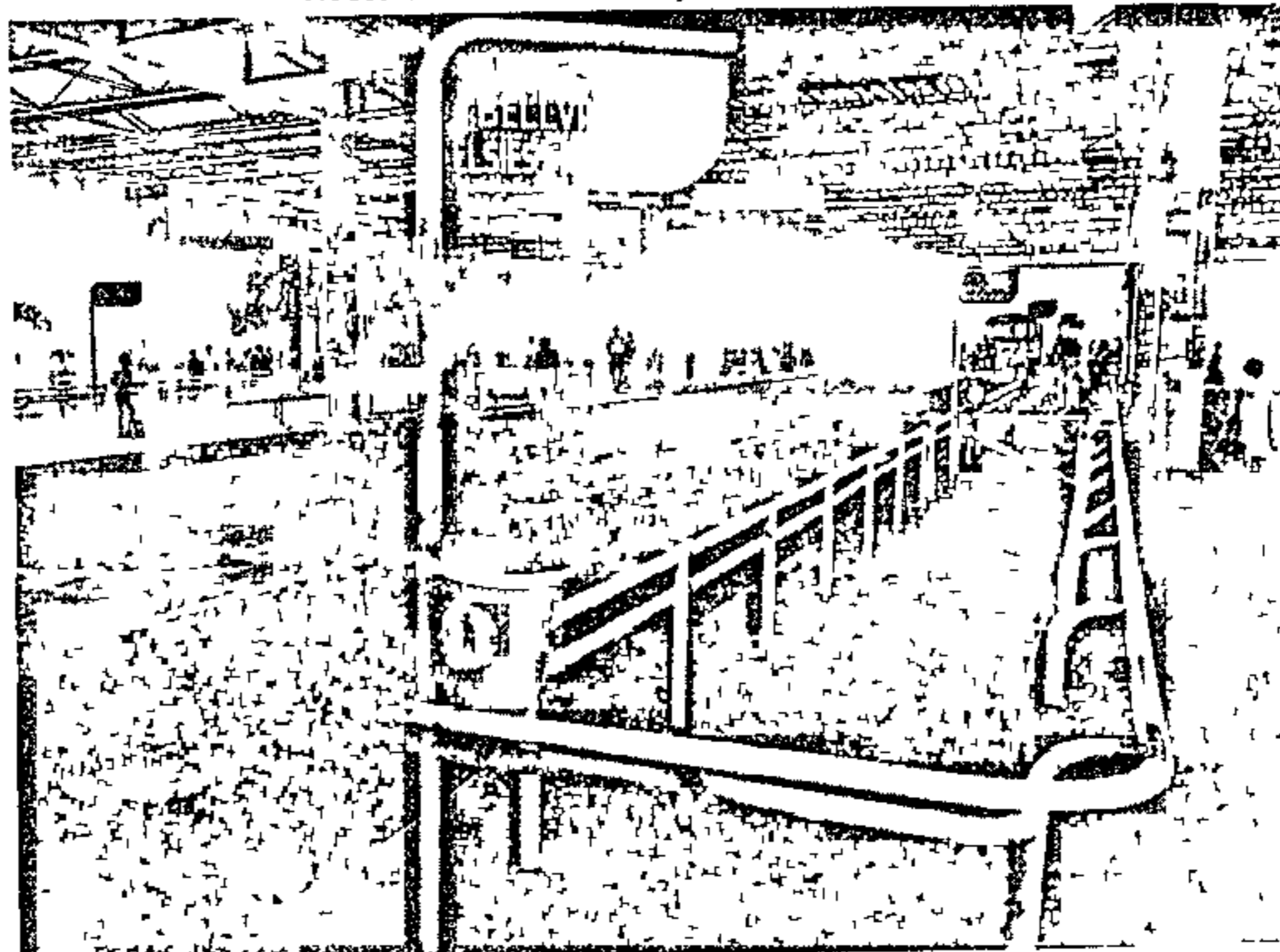
A driver also claimed they were given only 20 minutes a day lunch-break. Sometimes they were even denied that, he said.

It was also claimed that workers stood a chance of being dismissed if they stayed off sick

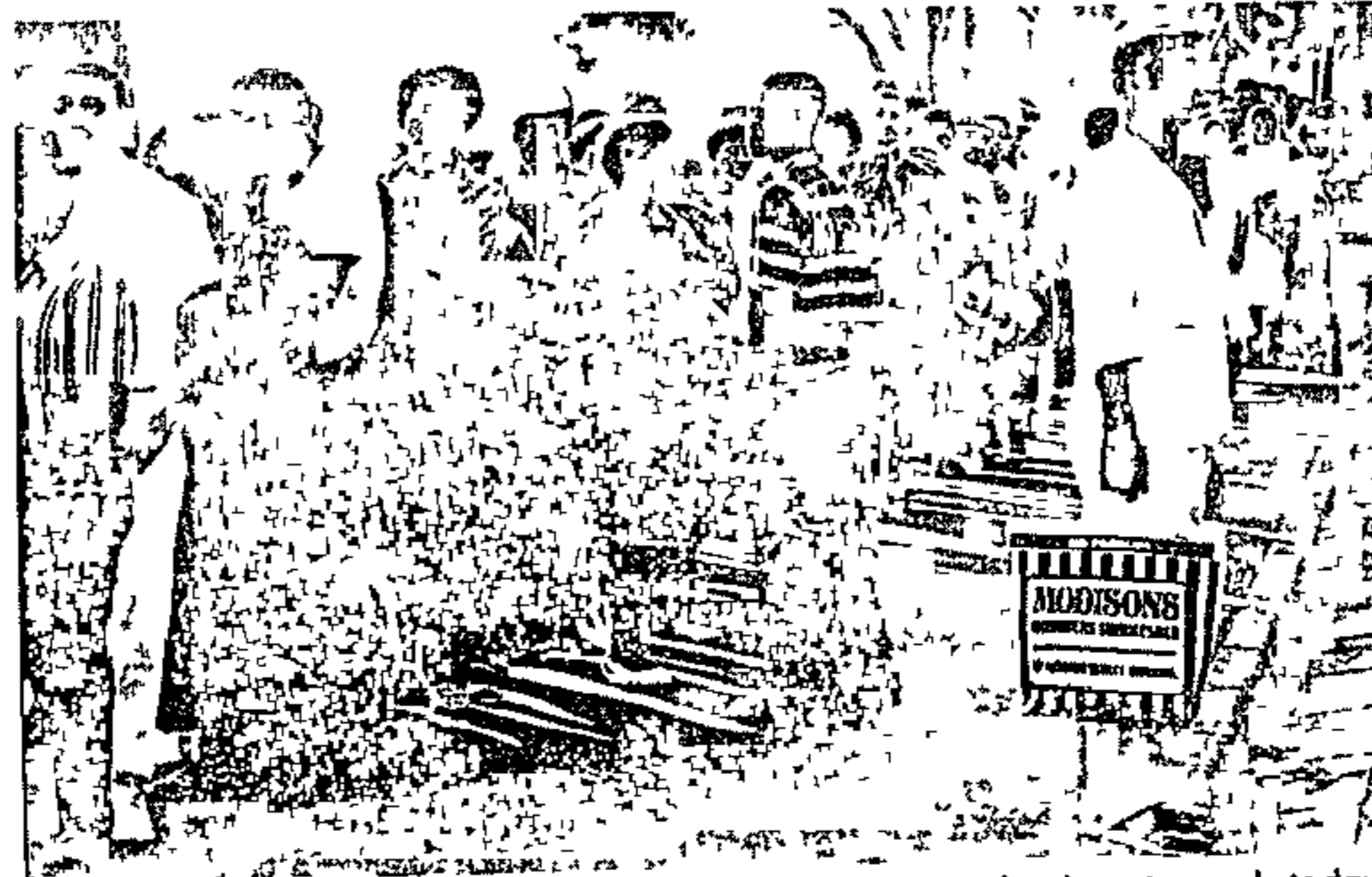


Pictures: ANDREW INGRAM The Argus

STRIKERS Bus drivers and other City Tramways workers gather at Community House in Salt River today to discuss the strike



DESERTED The Cape Town bus terminus this morning as the wildcat strike by more than 1 300 bus drivers and other workers continued



STRANDED Commuters queue at ranks for taxis to take them to work today

City Tramways has been wobbling since the birth of the taxi industry. Now a strike by 1500 workers threatens to destabilise the company further. Waghied Misbach reports

'We want a fair slice of the cake'

South 14/21 - 20/2/91

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TO the 1500 striking workers at City Tramways, the issue facing them is simple enough. The way they see it, the huge transport company, whose monthly takings are believed to be around R9-million, is denying them a "fair slice of cake".

According to the workers, Tramways can offer no valid reason for refusing them a "living wage".

For Tramways, however, the answer may not be as simple as giving each of its workers a bigger slice.

Beside the enormous daily losses incurred by the strike action, the company has been severely affected by the taxi boom in the Western Cape.

Mushrooming

The beginning of the mushrooming minibus taxi business in the mid-1980s effectively ended Tramways' virtual monopoly of the transport industry.

The South African Black Taxi Association (Saba), which has between 4500 and 5000 taxis operating in the greater Cape Town area, has been the major source in concern for Tramways.

Saba's Western Cape general secretary, Mr Billy Daniels estimates that when the taxi industry started in the mid-1980s, they look between 55 and 60 percent of Tramways' business.

Daniels points out, though, that Tramways gets a sizeable chunk of the R650-million yearly government transport subsidy, while Saba, which is the organisation that is "really transporting the masses", gets nothing.

He says that for every person who steps aboard a bus, Tramways is subsidised by 90 cents.

Presently Tramways transports about 237 000 passengers daily, but with the majority of its drivers out on strike, the Western Cape's taxi industry has become the bunt of transporting the extra pas-



MAKING A POINT: Striking Tramways bus drivers demonstrate outside the company's Woodstock headquarters

Tramways may be feeling the pinch, but they have been able to absorb the losses, Daniels says.

Inquiries into Tramways' financial well-being and into rumours that it has been shedding a sizeable chunk of its assets over the past few years, have

gleaned few answers. Meanwhile, Tramways' management have refused to budge on the workers' key demand of a 22 percent across-the-board increase.

Standing on the steps of the Tollgate Depot — which serves as Tramways' headquarters in Cape Town and where more than 600 workers picketed on Tuesday — executive director Mr Barry Gie expressed disappointment after his interim offer of 13.5 percent was rejected by workers.

With workers lining the road opposite the building, chanting "We want Gie", a smiling Gie said to general manager Mr Frans Mayoss standing at his side that he "did not know that the strike was so popular".

This is certainly the biggest strike action in Tramways' history. There can be little doubt that the strikers mean business this time. Almost a week into the strike there was little sign of flagging morale as every worker interviewed confirmed commitment to the action.

The two unions vying for Tramways' membership — the Transport and General Worker's Union (TGWU) and the Transport and Omnibus Workers Union (Towu), Cosatu and Nactu affiliates respectively, were at pains to ensure that maximum unity was achieved for the strike action.

"This is the first time that the two unions are standing together," said one driver. "Normally, we would have a go-slow or a boycott, but this time we decided that enough was enough."

Tramways' workers say that their families are not the people who should suffer to maintain Tramways' profit margins.

Drivers complain that they have to work virtually double their normal shifts to be able to make a decent living.

The starting rate for workers is R244 a week, with the top rate of a driver being R307 a week after five years.

One driver said that they deserved more money because they performed the functions of many people.

"A One Man Operator (Ono) is a driver, cashier, clerk, a security guard that looks after company property, a public relations officer and a conductor.

"But, sometimes when two guys are working a shift, each gets the top rate of R307, but when one driver is working a shift alone, he does not get half that money."

Driving a bus for more than 60 hours can wreak havoc with a driver's health and family life, drivers maintain. Most of the buses have faults and these place an extra burden on drivers' backs and shoulders, they claim. Drivers say that the majority of them suffer from back problems because of the long hours in the hard seats of buses with tight slicing wheels and worn-down springs.

"You have very little time for your family. When you get home at 11pm from your shift, all you want to do is sleep. Then you're up again at about 4am to get ready for your shift," says one driver. Drivers say that if you miss your shift by even five minutes, then there is no guarantee that one will get work for the day.

Key demands

Other key demands of the Tramways' drivers is for accident insurance. They maintain that they have to pay out of their own pocket for legal representation when they have an accident.

One driver claimed that he had to pay R1100 from his own money when he lost a case in court. He said the only time Tramways was prepared to assist with the costs of legal representation was when the company was assured it would win the case.

By the time of going to press, Tramways had not responded to requests for comment.

City bus strike is over

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CAR TINT 15/2/91

THE crippling eight-day City Tramways bus strike is over.

Workers settled for a 15,5% offer by management last night, ending a wildcat strike that cost the company more than R2,4 million in lost income and left hundreds of thousands of commuters stranded.

The company gave employees a deadline of 6pm last night to go back to work or face dismissal, City Tramways spokesman Mrs Jeanne Welsh said.

City Tramways executive director Mr Barry Gie confirmed that both unions had notified the company officially that their members would return to work last night.

The company proposal, tabled at talks on Wednesday, entailed a minimum increase of 15,5%, or R30, whichever was the higher.

Before the settlement, unskilled workers on the lowest grades earned R583 a month. First-year drivers were paid R1 050 a month.

Mr Valentino Clarke of the Trans-

port and General Workers' Union (TGWU) claimed that although they had backed down over their pay, workers had won nearly all their non-wage demands. These included demands for sick pay and pensions and that June 16, also known as Soweto Day, be a paid holiday.

Workers had entered pay talks in September with a demand for a weekly increase of R200 across the board, but had dropped this to R80 by the time of settlement, Mr Clarke said.

'Dissatisfied with offer'

The Transport and Omnibus Workers Union (TOWU) and TGWU, which represented workers jointly during the pay talks, would issue a joint statement today, he added.

A spokesman for the unions' negotiating team said last night that although workers had agreed to return to work immediately, they were "very dissatisfied with the final wage offer".

"All the wage offers throughout negotiations have sought to encourage division between the higher and lower-paid workers," he said. "The

strikers have been unable to win a wage increase that would satisfy the higher-paid, longer-serving workers and the lower-paid.

"In terms of conditions of employment, workers have made important advances in maternity rights and legal assistance in any litigation arising out of accidents on duty June 16 has been accepted as a paid holiday and several other improved conditions have been secured."

Cosatu's regional secretary for the Western Cape, Ms Lucy Nyembe, said the strike had drawn rival unions together on issues of common concern.

The strike began last Thursday, with workers besieging the Tollgate offices, blocking depot entrances with buses and management's refusing to negotiate until work resumed.

The strikers were ordered off company premises by the Supreme Court on Friday. The following day, the Industrial Court ordered them back to work, but they ignored this.

By Wednesday, only 10% of the daily 730 buses were running — Staff Reporter and Sapa

May Day events to focus on ultimatum

Staff Reporter *slaw* 30/4/91.

May Day celebrations this year are to address the issue of the May 9 deadline set by the ANC for the Government to remove obstacles to negotiations

Yesterday's meeting between the ANC, SACP and Cosatu endorsed the May 9 deadline on violence, the earlier rejection of the summit meeting on violence proposed by President de Klerk and again rejected the proposed standing commission of inquiry into the violence.

A mass meeting in the Johannesburg City Hall will be held tonight, with other "protest" meetings held simultaneously in Lenasia and the Wattville Anglican Church on the East Rand.

Vigils lasting up to midnight will take place elsewhere

Tomorrow, May Day, a march to the Atteridgeville police station is to take place, followed by a prayer meeting

Cosatu said 37 rallies would take place throughout the country tomorrow

Cosatu also said rally speakers are to report back to the ANC's central executive committee on decisions to embark on mass action against violence and threatened to call a general strike unless the Government acted effectively to stop the violence

Rallies, held in conjunction with the South African Communist Party, would be held from Alice in the Cape to Sebokeng and Soweto.

Speakers were to include ANC vice-president Nelson Mandela, Alfred Nzo and SACP leader Joe Slovo

These actions would be followed by activities in residential areas on May 8, declared a "day of awareness"

Actions from this date to the May 9 deadline would include hooting by motorists in motorcades at midnight, the ringing of church bells, the banging of electrical poles. Electricity would also be switched off for 10 minutes

Workers to celebrate May Day countrywide

By THEMBA MOLEFE

TOMORROW is the first official May Day holiday in South Africa.

Thousands of workers are expected to meet at various venues across the country where rallies organised by the Congress of South African Trade Unions and the National Council of Trade Unions will be held.

The two labour federations will, however, not hold joint rallies as was previously arranged in certain areas.

In a statement yesterday Minister of Manpower Mr Eli Louw said it was for "practical and productivity reasons" that Workers' Day should from this year fall on May 1.

He said it was also apparent that a large number of workers would in any event regard May 1 as a holiday irrespective of the day on which Workers' Day fell.

Meanwhile, Bophuthatswana's Department of Manpower said yesterday Workers' Day would fall on Friday, May 10, in the homeland.

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Soweto 30/4/91
"May 1 is not a public holiday in Bophuthatswana. It is South Africa's Workers' Day and only people working in South Africa may observe May 1 as a public holiday," the department said in a statement

Cosatu rallies will be held at the following venues.

Orlando Stadium, Soweto, 10am; Sebokeng Stadium, 10am; Super Stadium, Atteridgeville, 9am; Nkowankowa, Tzaneen, 9am; Roman Catholic Church, Phokeng, 9am; Belabela, 9am; Thabazimbi, 9am; Phuthaditjhaba Stadium, QwaQwa, 10am; Huhudi Stadium, Vryheid, 10am

Others will be at Seisa Ramabodu Stadium, Bloemfontein, 10am; Harmony Mine Stadium, Welkom, 10am; Ackerville Stadium, Witbank, 10am; and Kanyamazane Stadium, Nelspruit, 10am.

Nactu's rallies, all starting at 10am, will be at: Senopeloa Showgrounds, Tzaneen; Seshego Stadium; Zamdela Stadium, Sasolburg, Mdantsane Community Hall, East London, Langa, Cape Town.

Great victory for the workers

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Sowetan 30/4/91



FOR the first time tomorrow, South Africa will be officially joining millions of workers throughout the world in celebrating May Day.

Workers will come together to pledge unity with their counterparts worldwide in rallies which are also referred to as Labour Day celebrations

The breakthrough follows several years of concerted efforts by South Africa's labour movements to have May 1 declared the International Labour Day. The Government finally acceded to the demands when it announced that May Day would from this year fall on May 1.

Mr Neil Coleman, Press officer of the Congress of South African Trade Unions, said although the Government had acknowledged the Workers' Day, it did not want to accede to the demands that it be on May 1 of every year.

Celebrated

"Last year the Government changed Workers' Day to May 1 without really announcing its intentions to do so.

"So I would think that technically this will be the first time that May Day is celebrated officially in South Africa," Coleman said.

Mr Johan Muller, liaison officer of the Department of Manpower, acknowledged that South Africans would be officially celebrating May Day for the first time this year.

"What happened is that the Government announced after May 1 1990 that as from this year the Workers Day will be celebrated on May 1 of each year onwards," said Muller.

So what is May Day?

"May Day is the day which the majority of people in our land, the working people, can truly call

Focus



By IKE MOTSAPI

their own." So says Mr Jay Naidoo, secretary-general of Cosatu.

An official of the National Council of Trade Unions said May Day was regarded as a symbol of worker solidarity.

It is a day on which workers all over the world examine their problems and commit themselves to the struggle to build their organisations and to fight for workers' rights.

Millions of workers all over the world find that they share the same problems.

Struggle

Workers have begun to see that they share a common struggle with their counterparts in other countries.

In socialist countries such as the Soviet Union, Cuba and China, workers have won greater power and control over their lives.

This has not been the case in South Africa although May Day was celebrated by white workers for the first time in 1904.

The reasons for this are obvious.

Black workers only started organising themselves in the early 1920s. The South African Com-

munist Party, together with some unions that organised both black and white workers, started to hold regular meetings on May Day.

They organised big multiracial meetings on the Parade in Cape Town and Marshall Square in Johannesburg.

The black trade union movement grew stronger in 1945.

By the 1970s the black trade unions had lots of muscle.

After Cosatu was born on May 1 1986, it, together with Nactu, pressurised the Government into accepting May 1 of every year as a paid workers' holiday.

"May 1 1991 sees the labour movement celebrating its victories and planning for the many challenges that lie ahead," says Naidoo.

"Our celebrations this year are located in the context of our struggle to transform apartheid South Africa into a non-racial, democratic and non-sexist society based on respect for fundamental human rights.

Changes

"It is indeed the resistance of working people in South Africa and the international campaign to isolate apartheid that has pressurised the De Klerk Government into making changes announced on February 2 1990.

"However, workers and the vast majority of oppressed people look around in astonishment at claims of fundamental changes supposed to be taking place.

"Do we have the vote? Are all political prisoners released? Are all exiles back home? Have not thousands been murdered in recent months while the police, courts and the Government have protected the perpetrators of this violence and not the victims?" he asked.

Naidoo said what was being

JAY NAIDOO

said about the so-called new South Africa was not what the oppressed expected.

He said "All we see are powerful interests in Government committed to dictating the agenda of change in order to preserve the status quo.

"Negotiations over political, economic and social issues will have to recognise that any attempt to marginalise the unions and the democratic movements will have disastrous consequences for all.

"To this end, Cosatu insists that full trade union rights must be extended to all workers, in particular the public sector, farm-workers and domestic workers.

"We in the trade union movements will be using this May Day to spread the message of peace among our people.

"We know that powerful forces in the apartheid system are orchestrating this violence. We are calling on our people to avoid being pushed by provocateurs into attacking other members of the oppressed community.

"We have all suffered under apartheid and it is by overcoming the divisions created by that system which will ultimately lead to its downfall."

Political comment in this issue by Aggrey Klaaste and Deon du Plessis. Newsbills by Sydney Matlhaku. Sub-editing and headlines by Ivan Fynn. All of 61 Commando Road, Industria West, Johannesburg. The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic, is forbidden and expressly reserved to Argus Newspapers Limited under Section 12(7) of the Copyright Act 1978. * Write to the Editor at PO Box 6663, Johannesburg 2000. Nom-de-Plumes can be used, but full names and addresses should be supplied or the letter will not be published.

Star 26/4/77

Postal workers on strike

About 550 post office workers went on strike in Pretoria and Johannesburg yesterday

The Pretoria West, Lyttelton, Waterkloof, Schapensrust and Brakpan post offices had workers on strike

The strikers, members of the Post and Telecommunications Workers Association (Potwa) and the South African Post and Telecommunications Employees Association, are demanding a minimum wage of R1 300 and a R500 across-the-board increase

They also want the Government to scrap the proposed Post Office Amendment Bill, which proposes to split the two services into separate parastatal companies

A spokesman said in Pretoria that the Post Office was geared to handle strikes and that no services had been significantly interrupted

● Potwa general secretary Mlungisi Hlongwane claimed yesterday that his Pimville home was raided by four men on Wednesday night. He described these men as policemen who allegedly told Mr Hlongwane that they were searching for weapons

During the search Mr

Hlongwane's telephone went dead, which was considered "a very sinister move", according to Potwa

Potwa also said the home of its president, Kgabisi Mosunkutu, had been damaged by a mysterious fire earlier this week, and a few days earlier a large contingent of policemen had allegedly raided his home

"All these concerted efforts come in the wake of increasing militant actions by the fighting members of our union. Potwa wants to assure its membership that we shall not allow the forces of the past to distract us from our fight for a living wage," Potwa said

A police spokesman said no record had been found that such a police search had been conducted by any of the SAP's branches on Wednesday night

"The information is worded in such unsympathetic language towards the police that it places a question mark over this entire incident, as this person has made similar allegations in the past which, upon checking by the SAP Directorate, were found to be unfounded," he said — Sapa

Star 26/4/91
**Breweries strike
to go on - union**

By Abel Mushi (152)

Striking SA Breweries workers at the Chamdor plant near Krugersdorp have vowed to stay on strike until their demands are met.

However, negotiations are continuing between the strikers and SAB management.

Represented by the Food and Beverage Workers Union of South Africa (FBWUSA), the workers are demanding automatic housing subsidy grants for all employees.

The union's branch chairman for the West Rand region, Isaac Modisakeng, said that although they had the support of other branches, the strike was confined to the Chamdor branch.

Mr Modisakeng told The Star about 700 workers had stopped working since April 15.

He said about 200 white casual labourers had since been hired after the union foiled an attempt by management to employ a group of about 500 Inkatha members from the nearby Kagiso hostel.

"Members of our executive were visited by the police at the weekend and told to stop causing trouble at SAB," he said.

A spokesman for Chamdor's SAB branch was not available for comment yesterday.

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The South African Working Class 1910 - 1924

New Nation (hearing Nation) 24/4 - 2/5/1911

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The South African working class is and was a divided one. Division on the political front reflected the divisions on the economic or labour front. Classified white workers were privileged, had the franchise (right to vote), were protected on the labour market by means of legislation and they were not migrant workers. On the other hand, classified black workers remained voteless, were forced by legislation to undertake unskilled labour only and the majority were migrant or contract workers.

In 1911, the 'Union' government passed the Mines and Works Act to protect classified white workers. This law prevented black workers from attaining certificates or qualifications to perform certain jobs. This was the first colour bar law in the 'Union'. This division in the labour market was also reflected in the trade union movement. White workers generally organised their own trade unions and did not open their membership to all workers. Simultaneously, trade unions were formed amongst the oppressed workers who faced similar problems in negotiating with management/bosses.

The 1913 strike

In 1913, a manager of the Kleinfontein Gold Mine fired three workers who protested against new shifts. Nineteen thousand (19 000) workers went out on strike and the strike spread to neighbouring mines. The Chamber of Mines or employers called upon the police to intervene and force workers to toe the line.



Strike meeting in 1913

In 1914, the 'Union' government worked hand in hand with the capitalist bosses and passed the Riotous Assemblies Act which gave the government the power to ban outdoor meetings and picketing. Many trade unionists from Britain, regarded as trouble-makers, were deported.

World War One (1914-1918) interrupted the organisation of workers into trade unions and disrupted economic activity. However, by 1919 workers realised that their economic power lay in the hands of the trade union movement.

The Industrial and Commercial Workers' Union (ICU)

In 1919, the first trade union organising the black working class was formed in Cape Town. Clements Kadalie, together with Cape Town dock workers, recognised the need to form a trade union. Low wages and rising prices (inflation) in the post-war period contributed to the hardships of the people. The dock workers went on strike and demanded wage increases. The government once again called on the army to intervene and force workers to go back to work. 'Scab' labour (workers employed while others are on strike) had been used throughout the strike period.

The ICU campaigned for a minimum wage of R10 per month, a five-day working week and a half-day on Saturday, and a maximum of eight hours work a day. Workers in urban and rural areas heard about the ICU and were recruited as members. For example, in Middelburg an ICU organiser, Thomas Mbeki, told the people to 'walk on the pavements side by side with the whites'. A farm worker in Standerton said, 'Man, we thought we were getting our country back through Kadalie'. In 1920, dock workers in Port Elizabeth went on strike and demanded wage increases. At the same time, 70 000 black mine-workers went on strike on the Witwatersrand. Once again, the Chamber of Mines and the capitalist bosses called upon the police to end the strike action.

The 1922 strike

In 1921, the gold price fell and this had a ripple effect on the South African economy and gold mines. Gold is the major export commodity that enables South Africa to pay for many of its essential imports, for example oil. The Chamber of Mines decided to reduce wages so that their profit margins would not decrease. The mines had always employed classified white workers in jobs categorised as 'skilled' and these workers received higher wages than the 'unskilled' workers. In the interest of profit, the Chamber of Mines realised that it would be far cheaper to employ more black workers and fewer white workers. This would amount to a considerable saving on their labour costs. The unionised white workers took immediate action.

On 31 December 1921, the capitalist owners of the coal mines said that wages would be reduced. The next day, the white coal miners declared an industrial dispute and went on strike. On 9 January 1922, 22 000 miners had joined the strike. Within weeks, a general strike of all white workers was called and the union demanded the return of the Job Colour Bar Agreement, in terms of which the jobs of classified white miners had been protected in the skilled labour category. The Chamber of Mines refused. Striking workers physically attacked all 'scab' labour.

Once again, the Chamber of Mines appealed to the 'Union' government for assistance. However, the Nationalist and Labour parties were behind the striking workers. White workers encouraged other workers in other industries to join them. Slogans such as, 'Workers of the world unite and fight for a white South Africa' were paraded.

General J C Smuts, the Prime Minister and leader of the South African Party, declared martial law. This meant that great powers were given to the police and defence force to handle the strikers in whatever way they thought necessary. The declaration of martial law on Friday 10 March 1922 resulted in the day being termed 'Black Friday'.

In retaliation, strikers attacked police stations, railways and the 'scabs'. The South African air force dropped bombs on the towns of Benoni and Germiston and for four days there was continuous fighting. Resistance continued. The final death toll was 153, but over 500 workers had been wounded.

On 17 March 1922, the strike came to an end. Division between workers and bosses had increased. An immediate inquiry into military action was held. Over 4 750 people involved in the strike were arrested and brought to trial. Eighteen trade union members were sentenced to death but, after an appeal, only four were hanged.

The 'Union' government under J C Smuts had lost the support of the white working class. This loss was the gain of the National and Labour Parties. The pact between these two parties enabled them to win the minority elections of 1924.

The Industrial and Commercial Workers' Union (ICU)

A song sung to encourage unionisation
 "We are building up a union
 With which we hope to save the land
 I C U are its initials,
 In its ranks we take our stand
 We will show by workmen's councils
 How to banish sweated ills
 How to raise the blackman's status
 How to conquer strife that kills,
 Union means an all-in movement
 None outside to scab on us,
 With folded arms we'll stand like statues
 Sing our songs but make no rumpus
 That is how we'll win our battles
 Make good our claims to rights,
 We have no other weapon left us
 Brains not bombs shall win our fight
 Forward then in one big union
 All in which we're organised,
 Solid phalanx undivided,
 No more shall we be despised
 ICU spells workers only
 ICU - fraternity
 ICU means liberation,
 ICU - "Labour holds the key"

Try this exercise

Look at the cartoon below and try to answer the questions that follow.



Die Burger 25 April 1922

- 1 Identify A and B
- 2 What is the cartoonist trying to depict? Why?
- 3 What is the significance of the date of the cartoon?
- 4 What was the outcome?

Answers

- 1 (A) Hoggenheimer, a capitalist mine-owner
(B) Smuts, Prime Minister of the 'Union' government.
- 2 The relationship between the government of the ruling class and the owners of the mines
- 3 1922 - strike of classified white workers demand for higher wages, mine-owners rely on the government for assistance, martial law declared
- 4 Government loses support to the national and Labour Parties. Smuts loses the 1924 election

MAYDAY! MAYDAY!

FM 26/4/91

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The Congress of SA Trade Unions (Cosatu) is to launch a major campaign — calling for job creation — at 36 rallies nationwide on Wednesday. This will constitute the largest day of events yet organised by the union federation and will focus on worsening unemployment and ways to prevent further lay-offs.

Cosatu says, "As many as 1 370 workers lose their jobs each day in SA," while up to 8m people are unemployed and 190 000 miners face possible lay-off this year.

Cosatu is calling on government to "stop tariff policies which will lead to some industries like textiles collapsing," and to "introduce job-creation schemes to

build roads, houses and clean townships." It will begin negotiations with the SA Consultative Conference on Labour (Saccola), the employer body, about lay-offs and is urging employers to stop shedding people and to provide literacy and training programmes.

"A national literacy and training programme must be negotiated with unions," Cosatu suggests. It also wants price controls on basic goods "so that poor people can afford to buy things to survive."

Cosatu has put some of these demands to its various affiliate unions and will finalise them at an Economic Policy Conference on May 22-24.

Court orders striking drivers back to work

Cape Times
11/2/91
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Staff Reporters

STRIKING bus drivers and other City Tramways workers were ordered back to work by the Industrial Court at the weekend but it was unclear last night whether services would resume today

In terms of the order, the 1 321 employees who have been absent from work were supposed to take up their duties again from yesterday. Union officials were unwilling to say how many had returned to work.

Mr Barry Gie, executive director of City Tramways, could not be reached for comment either.

Officials of both transport unions involved in the strike have been ordered not to incite members to strike.

A meeting was held at Community House in Salt River yesterday to communicate this to the workers. Several union officials could not be reached last night when the Cape Times tried to find out the result of that meeting.

On Friday evening, the Supreme Court granted an urgent interdict against workers who were occupying the Arrowgate and Philippi depots.

Some of the workers, who had occupied depots since Friday, were evicted at 8am yesterday.

In terms of the Supreme Court order, workers may not enter their places of employment unless they do so in terms of their employment contracts. The return date of the order is March 28.

CURRENT ISSUES



May Day - International Workers' Day

New Nation (Learning Nation) 152
26/4 - 2/5/91.

May day is celebrated differently in each country. Workers organise around their own particular problems and struggles but they all talk about one goal: the international solidarity of workers all around the world.

How did May Day begin?

May Day began over one hundred years ago when capitalism was developing very quickly and experiencing a boom.

Industry was growing rapidly in North America and Europe. At that time though, workers were struggling for a shorter working day. Many new factories were built, employing many unskilled workers. These unskilled workers struggled under terrible conditions. They often worked up to 16 hours a day in hot, dangerous conditions for very low wages. They began to organise in their factories and their unions began to wage a militant struggle against the working conditions. Many of the trade unionists were also active in the workers' political parties. They saw the struggle against bad conditions as part of the struggle to overthrow the whole capitalist system. In many countries in Europe and North America workers started a campaign for an 8 hour working day. They said that by being forced to work long hours the bosses could employ fewer workers. This kept unemployment high and made it difficult for workers to organise. These hours were also destroying workers.

Workers in America said.

"The only way to get an 8 hour day is by organising. If you want an 8 hour day, you must make it yourselves!"

One of the slogans for strikes during this period was **"8 hours for work, 8 hours for rest, and 8 hours to do what we want!"**

On the First of May 1886 factory workers in the United States called for a mass strike. In many places they were successful but in Chicago the police fired on marching strikers and killed 6 workers. When the workers organised a protest meeting a bomb was thrown at the police. The police used this as an excuse to attack the workers and smash their union offices. They arrested some worker leaders and hanged them, saying that they were responsible for the bomb attack although they never provided proof of this.

In Europe workers were also fighting for a shorter working day. When they heard the news about the hanging of the American worker leaders they organised militant protests. From this time on, 1st May became the day when workers around the world demonstrated solidarity with each other. In 1889, at the first meeting of the Second International (an organisation which united workers' political parties throughout Europe - we ran a series on all four Internationals at the end of last year in Learning Nation), it was agreed that all workers should fight for 1st May to be recognised as International Labour Day.

May Day in South Africa

In 1904, May Day was celebrated in South Africa for the first time. In these early days it was only the white workers who were organised in trade unions and in a few socialist parties. Some unions even won May Day as a recognised holiday.

By the 1920s, black workers were also starting to organise in trade unions and political parties. In the 1920s and 1930s the Communist party together with some trade unions that organised black and white workers started to hold regular meetings on May Day. They organised meetings on the Parade in Cape Town and in Marshall square in Johannesburg. At this time meetings pledged support for the revolution which had happened in the Soviet Union in 1917. At these meetings leaders spoke about better housing for workers, minimum wages and workers' rights. It is interesting to note that after one hundred years of capitalism workers are still fighting the bosses for rights like housing and a living wage.

In 1948 the National Party came to power and tried to repress the black trade unions and political organisations and so May Day became a struggle against apartheid as well.

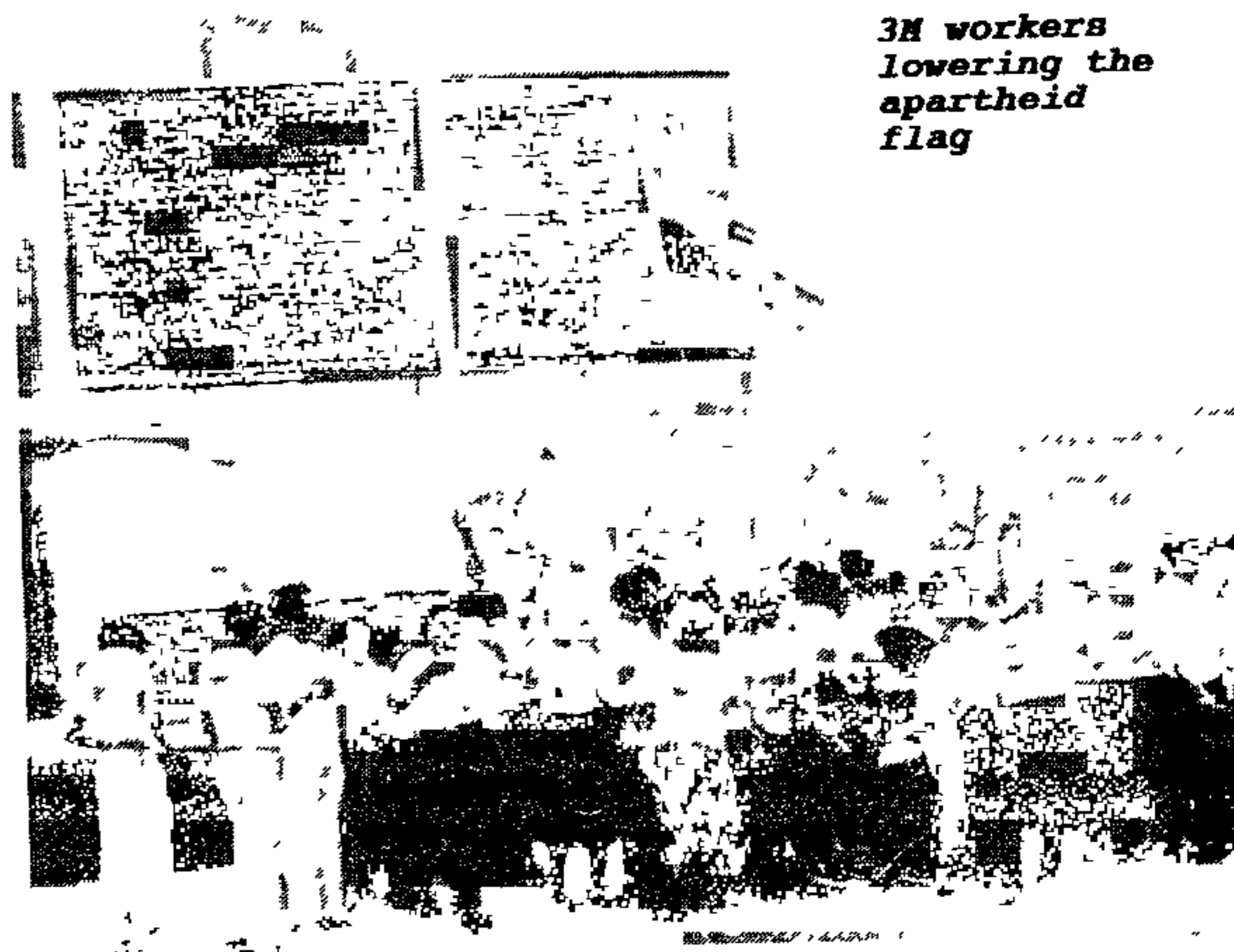
In 1950, the ANC and the Communist Party organised a mass strike on May Day to oppose the government. On 1st May many workers across the country stayed away from work. In Johannesburg, the police fired on workers and 18 workers were killed. The state continued to crack down on the South African working class and by the mid-sixties the right to celebrate May Day was removed from the industrial council agreements. For many years May Day was not celebrated by workers in South Africa.

The First of May is known by workers all over the world as May Day or International Workers' Day. May Day is a day of unity between workers in each country in their struggle for a better life. It is also a symbol of solidarity between workers of different countries. Millions of workers all over the world find that they have the same problems of exploitation and oppression because capitalism has spread all over the world. Workers have begun to see that they share a common struggle with workers in other countries. Many workers see May Day as a symbol of the workers' struggle against capitalism and of their fight to win power and control over their own lives. On May Day workers commit themselves to international solidarity with workers elsewhere in their struggle against the system that exploits and oppresses them all. They remind themselves that the success of their struggle is linked to the struggles of other workers in other countries.

May Day today

During the 1970s workers began to build up their trade union movement and other working class organisations. Since 1982 workers have been celebrating May Day and demanding that it be a paid workers' holiday. At a May Day meeting in Cape Town a worker leader asked the people "Why is it that workers produce the wealth of the country but can't have a say in what happens to that wealth?"

Cosatu, at its founding Congress in 1986 recognised the importance of May Day for workers. Through organised and united international struggle, workers in South Africa have now also won the right to celebrate international workers day, May Day, in some unions.



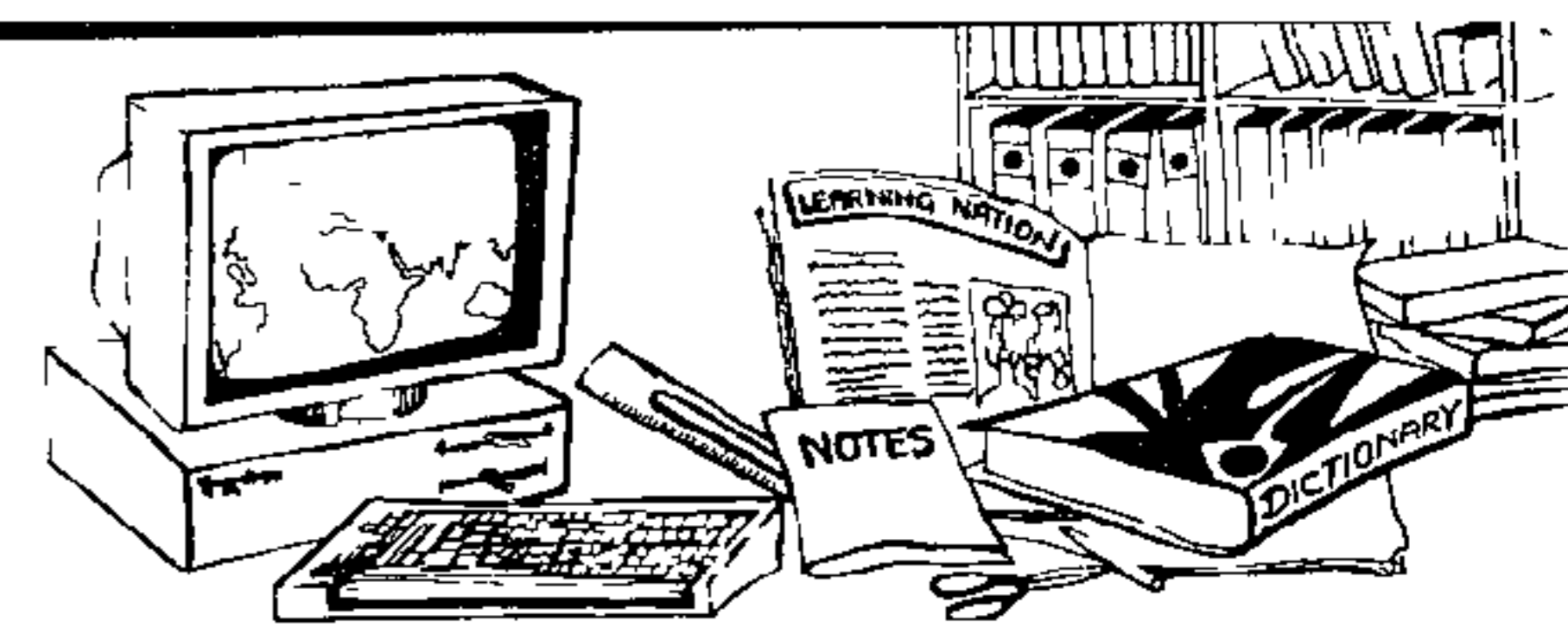
3M workers lowering the apartheid flag

Here is an example of how South African workers supported American workers and together, were victorious!

During 1986 workers who worked at 3M demonstrated in Johannesburg in support of other 3M workers in Freehold in America. 3M is an enormous company where the workers make about 4000 different products from videos through to medical products. American workers were being retrenched because the bosses there had decided to close the plant at Freehold. 317 workers were being affected by the closure of the plant. The South African workers, who were organised into Ccawusa, had previously responded to an invitation to link up with the American workers before the actual retrenchment so they were ready to support their fellow class brothers.

The South African 3M workers spent a lunch break one day planning a march through town. This was a very revolutionary act on their part because the one state of emergency had just been lifted and the other was about to be imposed. The workers also knew that they might lose pay for no work or possibly even get fired. They marched through town, after lunch break, to the head office where they handed over a statement about the American workers and lowered the apartheid flag. The statement said that they rejected the bosses plans to close the plant and that they supported the American workers. American and British television as well as a couple of newspapers reported on the South African workers' show of solidarity. When the 3M workers in America saw the South African working class supporting them so boldly they felt inspired and took up their struggle with even more energy. The result of their struggle was that they actually won against the bosses - the plant was kept open and all the workers kept their jobs.

RESOURCES



The law and retrenchments

New Nation (Learning Nation) 26/4 - 2/5/91

In the last article we said that the role of the law is to oppress and exploit the working class. The law is made by the state in the interest of the capitalist class. In this article we will show how the law legitimises the termination of employment of the worker in circumstances where the reasons for the termination is as a result of the disintegration of capitalism. Retrenchments show that the capitalists are incapable of controlling society to the benefit of the oppressed masses. There is nothing as terrible as a worker losing her/his job as this means that the worker cannot pay her/his rent, buy food for her/his family, pay her/his accounts and send her/his children to school.

Everyday we read about workers who have lost their jobs as a result of retrenchments. What are retrenchments? Retrenchments happen when workers lose their jobs for reasons other than misconduct or incapacity. These reasons are the following:

1. When the company is not profitable

The main cause of retrenchments is when the company is not making any profits or making insufficient profits. The number of retrenchments increases dramatically during an economic crisis. At present international capital is experiencing an economic crisis. One of the results of this crisis is the closure of companies which are not making enough profit. Some companies also close down branches of the company that are unprofitable. The closure of companies or branches of companies results in the retrenchment of the workers working in such companies or branches of companies.

When a company is operating at a loss then it makes plans to cut costs. Another word for cutting costs is rationalisation. Normally the people who are affected the most are the workers. The director of the company never first decides to sell his two holiday houses or his third company car to cut costs.

2. Redundancy

Retrenchments are also called redundancy. A worker's job becomes redundant as a result of the introduction of new machinery/technology. An example is when a woman who makes tea at work is no longer needed because the employer introduces a tea and coffee machine.

What does the law say?

The Labour Relations Act says that before an employer can retrench a worker s/he must comply with the following requirements:

1. Prior Notice

The employer must give the worker prior notice of her/his intention to retrench. Where the worker is a union member such notice has to be given to the union. Prior notice means a reasonable or adequate notice. This notice should be adequate enough for consultations to be completed.

2. Prior Consultations

The employer must consult with the worker before s/he decides to retrench. Where the worker is a member of the union the employer must consult with the union. During these consultations the parties must discuss the reasons for the retrenchments, possible ways in which the retrenchments can be avoided, the workers who should be selected for retrenchments, severance pay and preferential employment if jobs become available later. If the worker or trade union does not accept retrenchment during these consultations a dispute can be declared.

3. Compliance with contracts of employment or other agreements

The employer must retrench the worker in compliance with her/his contract of employment. If the worker entered into a written contract of employment which deals with retrenchments, the employer has to comply with the

provisions of this contract. A further example is when a recognition agreement between the company and the trade union exists and this recognition agreement includes a retrenchment agreement. The employer is then bound to follow the procedures in the retrenchment agreement.

4. Reasonable Criteria

The employer must give reasonable criteria or reasons for the retrenchments. These reasons would normally be given during consultations and can be divided into two categories:

4.1 Operational Requirements

The company must give reasons why the retrenchments are necessary. The law says that the "operational requirements and needs" of the company should be taken into account. The law does not say that the needs of the worker should be taken into account. The fact that retrenchment will cause eviction, repossession of household goods, hunger and misery is not important to the legislators (the people who make the law). The fact that with the high unemployment rate it would be unlikely that the worker would find alternative employment, is irrelevant to the legislature.

If the employer states that the reason is because the company is operating at a loss, then the company has to prove this by showing its financial statements and reports. The trade unions would normally demand that the company should open its books. The law is not clear about how much information the company is obliged to give. This will depend on the strength of the trade union or worker.

4.2 Selection Criteria

The employer must give reasons why he chose to retrench the workers selected for retrenchments. The law says that these reasons must relate to the ability, capacity and productivity of the worker. This is clearly unfair as these definitions can be interpreted in any manner by the employer as they are subjective. The law says that these are not the only criteria that can be selected. The most common objective criterion is the "last in first out" criterion. This means the workers with the shortest years of service are the first workers who have to be retrenched and the workers with the longest years of service are the last workers who should be retrenched.

Avoidance of retrenchment

During the consultations, the worker or the union can give examples of how retrenchments can be avoided by giving alternatives to retrenchment. The following are a few examples:

- elimination of overtime
- early retirement
- transfer of the employee within company (this is especially relevant where the retrenchment is as a result of a redundancy)
- training and retraining of workers to take up other posts
- lay off
- reduction of all salaries in the company
- short-time
- transfer of ownership and control of the means of production (the company) to the working class (It is self-evident that the employer will never agree to handing over the ownership and control of the factory to the working class. The only alternative would therefore be to take forceful control of the means of production)

A problem with the consultative process is that the employer has to agree with the proposals with regard to alternatives to retrenchment. The employer is not legally

compelled to accept the proposals. The worker or trade union would have to use other forms of action such as strikes to compel the employer.

Acceptance of retrenchment

1. Payment of Severance Pay

If workers or their trade unions agree to the retrenchment, they must negotiate the payment of severance pay with the employer. Severance pay is an amount of money paid to the worker by the employer for compensation for the loss of the worker's job. The law is not clear whether the payment of severance pay is compulsory in all circumstances or not. In practice severance pay is normally paid. The average amount of severance pay is one or two weeks pay for every year of service. Where the workers are unionised and the union is strong, a bigger amount can be negotiated.

2. Preferential employment

Retrenched workers or the unions can demand that the employer should give to the retrenched worker preferential treatment where the employer decides to employ again in the future.

Rejection of retrenchment

Where workers or unions do not accept retrenchment, they can either take the company to the industrial court or take mass action. Examples of mass action could be strikes, picketing, factory occupations, blacking action and marches. Can you think of other forms of mass action? As the law on retrenchment is clearly in the interest of the employer, the industrial court will not readily prevent the employer from retrenching workers.

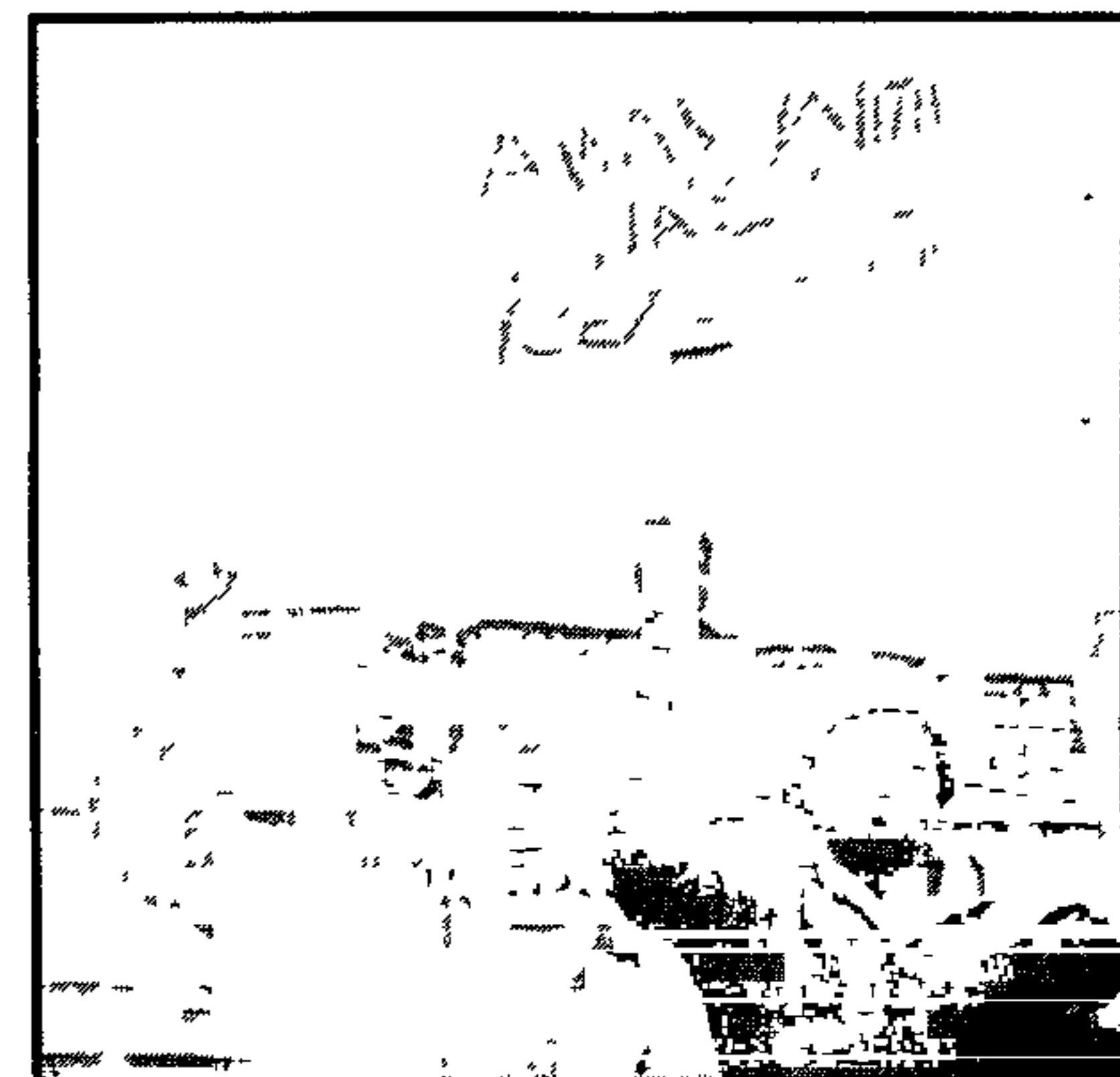
If the employer has clearly not followed the above procedures then the industrial court will give the retrenched workers some relief. This relief can include reinstatement and/or the payment of money.

Unemployment benefits

Retrenched workers are entitled to UIF benefits when they are retrenched. They must obtain their blue cards (UIF cards) from the employer and register with the Department of Manpower for UIF benefits. These benefits are only available for six months.

Is there a solution to retrenchments?

The law does not give a solution to retrenchments. It only lays down the procedures that the employer must follow when it wants to retrench. If the legal procedures were not followed then, the law says that the retrenchments were unfair. The law says that it is fair for the employer to retrench. **There is no solution to retrenchments under capitalism.** Only in a society where production is for the needs of the people and not to make profits for a few individuals will there not be a problem with retrenchments.



Postal workers threaten to strike

CAP-12/15
26/4/91

Own Correspondent

JOHANNESBURG. — The Post and Telecommunications Workers' Association (Potwa) said yesterday that its current industrial action would end in a strike if the Post Office did not meet all its demands

Potwa is currently engaged in sit-ins, pickets and go-slow strikes. The industrial action was sparked off by the Post Office's decision to reduce its minimum monthly offer from R927 to R851

Potwa general-secretary Mr Mlungisi Hlongwane said the actions, "which are being taken by our members in various regions, will culminate in strike action if the Post Office does not meet our demands"

Post Office 'prepared for the worst'

By SHARON SOROUR Labour Reporter

WITH a crippling nationwide strike by thousands of postal workers looming, the Post Office is "prepared for the worst"

A S A Post and Telecommunication (SAPT) media liaison officer said that in the event of a strike, services, especially essential services, would be maintained

This follows an ultimatum by thousands of postal workers to the State that they will take mass action in 13 days' time if their wage demands are not met and the Post Office Amendment Bill is not scrapped

But the SAPT spokesman said the Post Office had "a strategy to combat any disruption" and was geared to handle the threatened action

She said "We have action plans worked out should a national strike occur and services will be maintained, especially the essential services

"Mail deliveries to certain areas may be delayed but workers who are not on strike will stand in for strikers and do their work," she said

SAPT was "prepared for the worst" in all aspects, not only regarding industrial action, but also other emergencies like bomb scares and attacks, she said

Two unions — the 21 000-strong Post Office and Telecommunication Workers' Association (Potwa) and the S A Post and Telecommunication Employees' Association (Saptea) — walked out of wage negotiations this week when SAPT reduced its initial wage offer of a R927,50 minimum monthly wage by R76 to R851

'BAD FAITH BARGAINING'

They accused SAPT of bad faith bargaining, dragging on original wage offers and making unilateral cuts to the proposed wage budget for the postal sector

Workers are demanding a minimum monthly wage of R1 300 and an across-the-board increase of R500

SAPT said the workers' demands could not be met as Minister of Public Enterprise and Economic Co-ordination Dr Dawie de Villiers had decided to incorporate the non-pensionable allowance that employees were being paid into their basic (pensionable) salaries from July 1

Dr De Villiers announced that postal workers would receive pay rises varying from between 15,8 percent for the lowest paid workers to 6 percent for the highest paid workers

● Sapa reports about 550 Transvaal workers at post offices in Pretoria West, Lyttleton, Waterkloof, Schapensrust and Brakpan stopped work yesterday

In the Western Cape, where about 1 000 workers are involved, about 170 telecommunications workers in Pinelands, Philippi and Montagu Gardens also downed tools earlier this week

● The Acting State President, Mr Pik Botha, has decided to refer the Post Office Amendment Bill to the President's Council for decision

The Bill was passed by the Houses of Assembly and Delegates, but rejected by the House of Representatives

BEAUTY A
takes her b
sent her tec

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CP in Worker's Day boycott

CP + 7/19/55 26/4/91 Political Correspondent 152 (3/1/55)

THE Conservative Party has launched what could well be a world first in industrial action

Yesterday it bucked the international trend by calling on white workers to go to work on a public holiday.

Mr Frank le Roux, the party's spokesman on manpower, explained that the CP saw Worker's Day, on May 1, as a "communist, Marxist-inspired occasion"

It was, therefore, calling on white workers to report for work as normal on that day.

He said the CP supported the principle of a Worker's Day, but not on May 1 because this was the date identified by communists and Marxists for the holiday

270 fired after striking 152

W/May 26/4 - 2/5/77
THE Food and Allied Workers Union is to take Industrial Court action over the dismissal of 270 workers who staged a five-week legal strike at the Zoutpansberg Milling Company in Louis Trichardt.

The company could not be contacted but Fayu said the strike centred on the "unfair" dismissal and retrenchment of 100 workers, which it considered victimisation of the union.

It said community organisations and local business were boycotting the firm's products in support of strikers.

Post Office halves its wage offer

By Shareen Singh

In a dramatic turnabout, SA Post and Telecommunications (SAPT) yesterday substantially reduced its original wage offer to its employees

SAPT's original offer of increases ranging between 12,5 percent and 29,9 percent had been rejected by two unions, resulting in country-wide sit-ins

Yesterday, SAPT lowered its offer on increases ranging from 6 to 15,8 percent.

This was rejected by a third union. The other four unions said they would accept on condition their wage proposals for workers between the lowest and highest grades were accepted

Postal and Telecommunication Workers' Association (Potwa) spokesman Floyd Mashele said the union suspected that the lower offer was linked to Parliament's rejection last week of the Post Office Amendment Bill, which Potwa had opposed

Potwa, which represents 20 746 black workers, argued that the Bill was the first step to privatisation

SAPT said the unions' demands could not be met because Minister of Public Enterprises Dr Dawie de Villiers had decided to incorporate employees' non-pensionable allowances into their basic (pensionable) allowance

PO workers start sit-in countrywide

By Stan Hlophe and Sapa

Thousands of Posts and Telecommunications Workers Association (Potwa) members are to embark on a national sit-in today in a bid to pressure management into granting their demands.

These include a R1 300-a-month minimum wage, a R500 across-the-board increase and the scrapping of the Post Office Amendment Bill

Potwa's campaigns co-ordinator Floyd Mashele said the sit-in started last night at at least five Post Office premises — in Diepkloof, Florida, Milner Park, Johannesburg and Pietersburg

SA Posts and Telecommunications (SAPT) is to report back to unionists on its consultation with Public Enterprise and Economic Co-operation Minister Dr Dawie de Villiers on workers' demands for a R1 300 "living wage" and R500 increase. The first round of management/employee talks were held on Monday last week

Mr Mashele last night said he would lead a march to Parliament tomorrow to present a memorandum protesting against the Post Office Amendment Bill to Dr de Villiers and the regional SAPT management

The Bill, which would split SAPT into two State-owned companies, has been suspended pending a decision by the State President after being rejected by the House of Representatives on Friday

Potwa opposes the commercialisation linked to the proposed division

Workers planned to hold marches in Johannesburg and Pretoria on Saturday to present memorandums to SAPT, Mr Mashele added

He said other demands included scrapping VAT on all telephone accounts, ending the temporary status of workers, ending the victimisation of and discrimination among workers by the SAPT, and introducing a 40-hour week, six months' maternity leave and a single medical scheme for all workers

He said the union was prepared to negotiate on these demands. However, as far as the R1 300 minimum wage, R500 across the board, and scrapping the Post Office Amendment Bill were concerned, these were non-negotiable

He warned the SAPT to enter into genuine negotiations with the union to avoid serious disruptions of the communications network.

"The workers are working under difficult conditions, and in the next few days our campaign will intensify and we will consider a national stayaway of postal workers if our demands are not met," he said

"The union is aware that the postal services is a strategic department, but this is the only avenue available to us to pressure the postal department to meet our demands

"We have exhausted all avenues in an attempt to reach an agreement, but the State has remained intransigent"

Mr Mashele warned employers to avoid friction by not calling in the police. He said the Klerksdorp and Pretoria post offices had done this during last week's work stoppages

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Drop the Bill - Cosatu

COSATU has called on the Government to withdraw the Post Office Amendment Bill and grant postal workers a living wage

The federation said it was concerned about the "about-face which the Government was making in its approach to industrial relations".

It said the Government had reneged on the Labour Minute whereby it

Go weter 23/4/91.
undertook to consult unions on all legislation affecting workers

It said it would be meeting the Minister to discuss the issue

Strike

Meanwhile, the strike by about 700 members of the Food Beverage Workers Union at South African Breweries' Chamdor plant entered its second week

The union is demanding a housing subsidy and an increase in delivery crew, which the company has reduced from five to four

Union official Mr Thami Mcerwa said the FBWU intervened on Friday when management tried to hire 500 alleged Inkatha supporters as scabs.

SAB spokesman Mr Adrian Botha denied the allegation, saying the SAB was "completely apolitical"

Worker is held ⁽¹⁵²⁾ over shooting ^{bowen} 23/4/91

A CHARGE of attempted murder is being investigated against a temporary hand who shot and wounded a striking Waste-Tech worker near Milnerton outside Cape Town

The wounded man, Mr Patrick Smith (20) of Mitchells Plain, was in a

"satisfactory" condition in Tygerberg Hospital after being shot at the Vissershok dump

The temporary worker allegedly fired a shotgun in self-defence at 40 or 50 strikers who threatened him with knives, sticks and knobkerries on Friday night, police spokesman Major Gys Boonzaaier said.

Strikers

Police were also following up charges of malicious damage to property against the strikers

"Workers want the scab arrested," Transport and General Workers Union spokeswoman Ms Kally Forrest said yesterday

She said striking workers had run to a company truck entering the dumping site when another turned around and drove towards them

"A man got out of the second truck and pointed a gun at three guys. He fired and hit one of them three times in the stomach" - Sapa

Saturday ban protest

FIRMS that fit exhaust systems and tyres to cars met this week to plan a campaign against restrictions on Saturday work

By CURT VON KEYSERLINGCK

The meeting follows a Business Times report last week about a summons served on Safe-T-Tyres for aligning wheels to which it fitted tyres on a Saturday

Marketing director Hylton Epstein says "After the report we received scores of phone calls of support from the public and the trade. We have met competitors and decided to launch petitions to be signed by the public and our staff members to have the law scrapped.

"The public wants the service and many of our employees welcome the chance to earn more by working on Saturdays"

Under an agreement between the trade and the National Industrial Council for the Motor Industry firms may sell and fit tyres on a Saturday and balance the wheels — but they may not align them.

The agreement, which has the force of law, also bans the fitting of exhaust systems on Saturdays

Many exhaust and tyre fitment centres, including the biggest, have been breaking the law for years and several have been prosecuted. They appear to regard the fine — usually a few hundred rands — as an unavoidable business cost, says an industrial council spokesman

The council has 24 inspectors in the Southern Transvaal to monitor motor firms and prepare charges against offenders

The spokesman says about 15 firms are prosecuted each month for working on Saturdays and there are enough contraventions to keep double the number of inspectors occupied.

To change the law the firms must come to a new agreement with trade unions that work under the auspices of the council. But the difficulty is that after years of campaigning, the unions won a five-day week

Although many of their members would now like to work legally on Saturdays the unions are not likely to agree unless certain conditions, considered unacceptable to employers, are met

One union will not agree to the change unless its members receive triple pay for Saturday work

Motor Industries Federation executive director Vic Fourie says the law should be such that each employer can decide, in consultation with his staff, the hours he remains open, that a fair rate of overtime be paid and that staff who do not wish to work overtime not be penalised

5/11/65 24/2/91

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Teachers charged over Alberton DET sit-in

By SANDILE MEMELA *C/Press 24/2/91*

TROUBLE is brewing in more than 50 schools on the East Rand following the arrest and charging of 140 teachers who staged a sit-in at the Alberton offices of the Department of Education and Training

The sit-in was sparked by dissatisfaction over administration of Monde Lower Primary school in Katlehong

The South African Democratic Teachers' Union (Sadtu) said teachers in the area would stage sit-ins until the principal had been expelled

The arrested teachers were charged

with trespassing and with disturbing the peace

All the teachers were released after spending a night in police cells

Sadtu Katlehong/Vosloorus branch general secretary Thabiso Matiya told *City Press* the sit-in was staged after a breakdown in negotiations with the DET to resolve problems at Monde

"The arrest and assault of some of our members has worsened the situation and we fear this will deepen the education crisis in the area," said Matiya.

Hundreds of teachers boycotted classes in 58 schools in Katlehong and Vosloorus on Friday in solidarity with their colleagues who had been arrested

Matiya said teachers were unhappy and bitter over the treatment meted out to them

He said 11 Sadtu members at Monde primary had been expelled.

Teachers at the school had been forced to sell soup during school hours, pupils had to pay 40c for soup every day, and a monthly R6 "tax levy" was imposed on teachers, Matiya said.

There was an unfair distribution of the workload, teachers who exposed malpractices at the school were victimised and attempts to form democratically elected parent-teacher-student associations had been stifled, he said

Pretoria taxis hit the road after strike

152

PRETORIA'S black taxi drivers ended their four-day strike on Friday when they returned to work in large numbers after the reopening of the Bloed Street taxi rank

The drivers had refused to work since Monday after the Pretoria City Council closed the rank and provided them with alternative facilities which the cabbies said were inadequate.

On Thursday the council and taxi-industry representatives agreed the old rank would be leased to the taximen

On Friday taxis were reportedly running again from the townships of Mabopane, So-shanguve, GaR-ankuwa, Mamelodi, Atteridgeville, Hammanskraal and several villages

The Pretoria United Taxi Association, which was accused of collaborating with Pretoria's council to have the rank closed, said the rank would remain open to all taximen "regardless of affiliation" - Sapa

Flora Clinic staff on strike over recognition

ster 26/2/91

West Rand Bureau

About 150 employees at the Flora Clinic in Roo-depoort are on strike, apparently because the hospital administration refused to sign a recognition agreement with the National Health, Education and Allied Workers' Union which most of the non-nursing staff joined.

Those on strike include all kitchen and laundry

workers, drivers, non-nursing theatre staff and ward cleaners.

"All we ask is that the recognition agreement is signed and that we earn a living wage," a spokesman for the group said.

Work would resume when the administration had spoken to their leader. "We do not want to fight."

Manager Benny Osrin refused to comment.

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Chanting strikers in city march

Staff Reporter

ABOUT 200 striking Metropolitan Life workers yesterday marched chanting down Wale Street in support of wage demands and the recognition of a single bargaining structure for workers, drawing a curious crowd

Police maintained a low profile as traffic officers redirected vehicles for the legal march.

There were tense moments when South African Commercial Catering and Allied Workers' Union (SACCAWU) leaders held back shouting workers who crowded the Metropolitan Life building entrance in Wale Street.

Some workers made threatening gestures at Metropolitan Life executive Mr Noel Breakey, while others exhorted the crowd to force its way into the building.

Mr Breakey and public relations officer Mr Philip Solomon were jostled at the building's entrance but marshals successfully held back the crowd and handed over a petition

Mr Solomon said that Mr Breakey responded by handing over a copy of a letter sent to the union six days ago in which the company reminded it of proposals to create a joint working committee to resolve the dispute.



UNION MARCH ... Metropolitan Life workers march chanting down Wale Street yesterday to deliver their petition.

Picture OBED ZILWA

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Wale Street closed as strikers march

AKG vs 27/2/91
Labour Reporter

WALE STREET was closed to lunch-hour traffic when about 300 Metropolitan Life employees on a three-week national strike marched to the company head office to hand over a petition demanding a single bargaining unit

The singing and chanting members of the South African Commercial, Catering and Allied Workers' Union (Saccawu) marched from the Bo-Kaap to town, helped by traffic officials, yesterday

They have been on strike with hundreds of others around the country since February 6

Police kept an eye on proceedings as marchers crowded around the building's entrance when union official Mr Bones Skulu handed a memorandum to company human resources manager Mr Noel Breakey

After several calls by marshals the demonstrators returned up Wale Street and dispersed

While the company has said there are about 700 people on

strike, the union estimates the number has reached 1 000

The dispute revolves around the company's collective bargaining structure workers are demanding a single bargaining unit to represent both field and indoor workers

The company has insisted that the two groups have separate working conditions and should have separate bargaining units

Attempts to resolve the dispute through mediation and at conciliation board level failed in January

40 hospital strikers in court

West Rand Bureau

More than 40 staff members on strike at the Flora Clinic in Roodepoort were arrested on Monday

They were released on bail of R50 each after appearing in the Roodepoort Magistrate's Court yesterday in connection with charges of disturbing the peace

One of the organisers of the strike, identified only as Francois, of the National Union of Public Service Workers, pointed out that the non-nursing hospital staff had joined his union, and not the National Education, Health and Allied Workers' Union (Nehawu), as some strikers had told The Star

He said the management of the hospital had still not negotiated with the workers or union representatives concerning their grievances

One grievance was over the signing of a recognition agreement that the staff had joined the union

The second grievance concerned the "sudden deduction of R50 from an increase of R150 in wages which was given to the staff in April last year"

A hospital spokesman, asked for comment, said the hospital had told workers that they should go about the matter the correct way if they wanted recognition

"A large number of the staff do not want to join the union, so we cannot sign any recognition agreements

"Several of the strikers are not even sure which union they are supposed to belong to, or why they are actually striking," he said

He had no knowledge of any disputes regarding deductions in take-home pay

A job that is a deadly hazard

Sowetan 27/2/91

152

INDEFATIGABLE and resilient are words that describe 360 workers striking for union recognition and improved safety regulations in a dangerous industry in Bophuthatswana.

The workers at Vametco near Brits - all members of the National Workers Union of South Africa (Nawusa) - work in hazardous conditions as a result of coming into contact with vanadium, which they extract.

Vanadium is a mineral used to strengthen iron ore and in manufacturing tools like spanners, hammers and pliers

At a meeting in Oukasi, the workers told the *Sowetan* that 75 percent of them suffered from chronic bronchitis and several confessed that their sex lives had also been affected by contact with the mineral.

Contact with vanadium affects the body and causes chest pains, chronic bronchitis and conjunctivitis.

Repeated irritation of the lungs by vanadium leads to a compromise of their diffusing capacity - their ability to allow an exchange of carbon dioxide and oxygen.

Consequently, carbon dioxide builds up in the blood, resulting in the blue colouration of the tongue, called cyanosis.

Because of the carbon dioxide buildup in the blood, any moderate exertion like walking up stairs proves uncomfortable for the sufferer and he gets breathless

If the irritation continues, chronic bronchitis develops into chronic obstructive airways disease (COAD), an irreversible condition which makes the sufferer a lung cripple

By MOKGADI PELA

He has also denied that vanadium is dangerous to workers' health

To push their point further, the workers staged a sit-in at the United States Embassy in Pretoria last year saying that Vametco was an American concern

In a message of sup-

port to Vametco workers at the meeting, Mr Maisela Kekana, a shop-steward of the Black Allied Mining Construction Workers' Union (Bamcwu) at Hippo Quarries - which extracts deadly silica dust - said the struggle for a healthy working environment had to be intensified.

"Your company and

mine are environmental hazards

"Neighbouring communities face the danger of death because of pollution of the air, water and the environment

"That is why the Bhopal gas disaster killed 2 500 people in India.

"We must ensure that it does not happen here," Kekana added.

His tongue becomes blue, his legs swell and he experiences extreme breathlessness

The 360 Vametco workers went on strike demanding an independent medical evaluation of their working environment and wage

They claim the company is hiding behind the Bophuthatswana government's lax attitude to proper health and safety measures in industry, particularly risky industries like vanadium extraction

Among the workers' original grievances were their demands for management to recognise Nawusa and that the company should provide them with "proper protective clothing against vanadium dust"

Vametco managing director, Mr Hein Enslin, has in the past refuted union allegations that it did not provide workers with adequate safety equipment

Insurance workers protest

Sowetan 27/2/71
ABOUT 250 singing and chanting Metropolitan Life workers marched on their company's head office in Cape Town yesterday in support of a demand for a single bargaining unit.

Traffic was brought to a standstill at the intersection of Wale and Buitengracht streets as the throng moved

towards the city centre.

Police kept a close watch.

The workers have been on strike for more than three weeks.

The marchers earlier gathered at a playground after being ordered off Wale Street by a police captain.

No incidents were reported.- *Sapa.*

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Bid to resolve Metropolitan strike

Bid au 24 21 91
METROPOLITAN Life management and representatives of the SA Commercial, Catering and Allied Workers' Union (Saccawu) are examining the possibility of a working committee to resolve the three week old strike by several hundred insurance employees

(152)
Company spokesman Phil Solomon said yesterday about 200 striking workers had marched to the company's Cape Town head office earlier this week.

Workers handed a petition to management detailing their main demand for a single national bargaining unit.

The company in turn handed union representatives a copy of a letter referring to the setting up of a working committee to resolve the dispute

VERA VON LIERES

Solomon said both parties had indicated they would study the proposals.

He said that on February 7 the company had put forward several proposals including referring the dispute to voluntary arbitration, letting the Industrial Court decide the matter, and the immediate setting up of a working committee.

The union had accepted proposals relating only to the committee

Saccawu national negotiations co-ordinator Important Mkwize said the union was still open to negotiations. However, workers would not return to work until the dispute had been settled through the working committee

**civil
service
strike
goes on**

South African 2/2/91

CISKEI's civil service strike continued this week with the National Education, Health and Allied Workers' Union vowing it would go on until Ciskei's military ruler Brigadier Oupa Gqozo spoke to the unions involved in the action.

Questions addressed to the Ciskei Council of State regarding Gqozo's alleged unwillingness to meet with the unions were not replied to on Tuesday.

Ciskei's ruling Council of State said on Tuesday some workers had returned to their posts and the government departments in Bisho were coping better than could be expected under the circumstances.

King William's Town Nehawu spokesman M Madikane said, however, that post offices in the nominally independent homeland had come to a standstill.

Recent agreement by the government to meet some of the striking workers' demands had not ended the dispute because the strikers were suspicious of the announcement, he added.

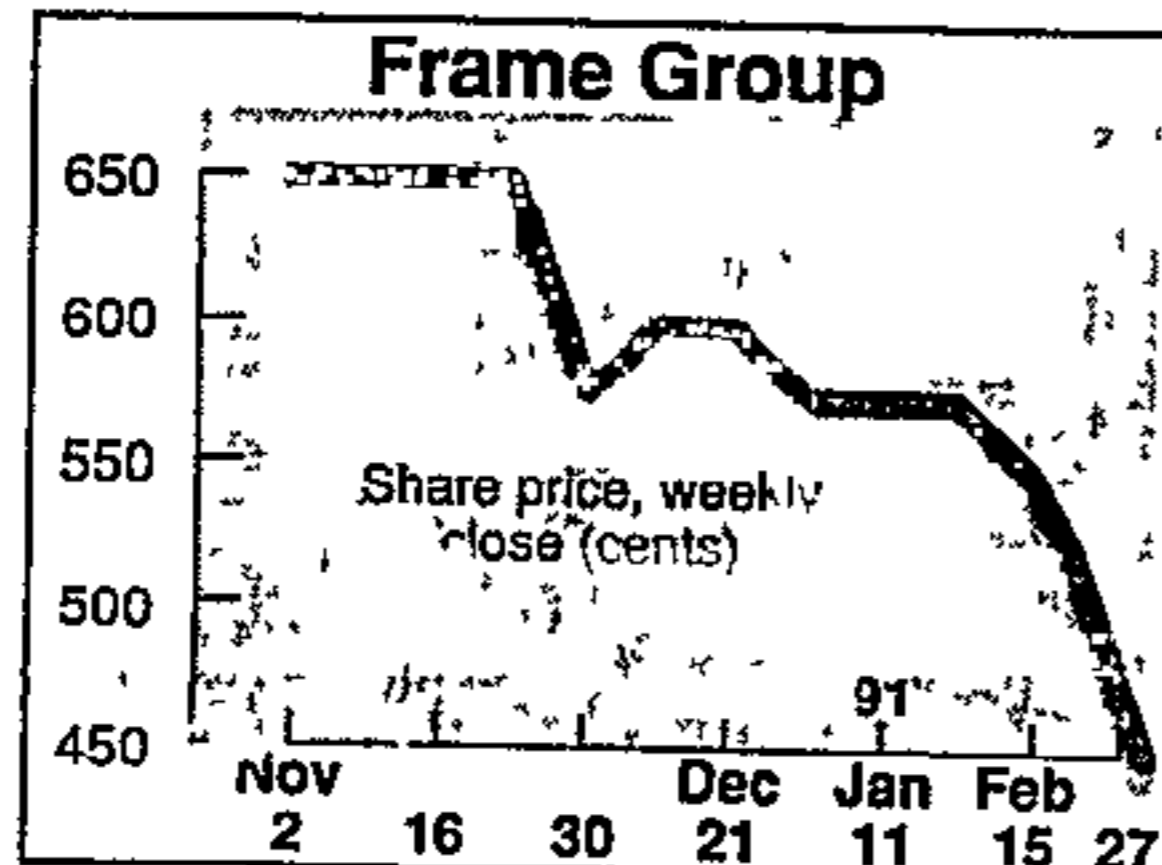
The government on Friday agreed to wage parity with South Africa from March 1, to drop charges against arrested strikers, to lift all suspensions connected with the strike and to immediately pay salary cheques to workers who returned to their positions.

This, however, had not been discussed with the unions prior to the announcement and had still not been confirmed with the unions in writing, Madikane said.

He added Nehawu had tried to contact Gqozo on several occasions without success.

"We are very concerned about the deteriorating situation in the Ciskei. If he (Brig Gqozo) could sit down with us, then there would be no problem."

Strikes cost Frame Group R30m



Graphic: LEE EMERTON Source: JSE

ROBERT LAING

THE Frame Group has reported a R30m loss of profit due to strikes

Write-offs and difficult trading conditions contributed to an interim loss of 257,5c a share compared with earnings of 64c at the 1989 interim stage

The six months to end-December were described as the most difficult trading period in its 56-year history

Retrenchments and the write down of stocks and assets cost R19,5m

□ To Page 2

Frame Group

Turnover of R371,8m (R457,8m) was converted into an operating loss of R38,9m compared with a profit of R34,5m in the same period in 1989.

Attributable earnings plummeted by 503% to a loss of R48,8m (profit, R12,1m)

The group's interim report said strikes, government's loosening of import protection, high interest rates and the recession had put the textile industry into a crisis

These factors resulted in subsidiary Frame Textile Corporation suffering an operating loss of R31,6m (profit of R18,1m)

Frame said the strike in July, which involved about 11 000 workers at four of the textile group's centres, cost it R30m

Cheaper imports, SA's oversupply of

blankets and the recession caused sales volume to drop 30%

Management said the "dramatic downturn" in sales volume cancelled the group's efforts to reduce its stock holding

Group borrowings amounted to R220m (R158m) at end-December.

The slump in the blanket business resulted in Frame Waverley Textiles showing a loss of R9,1m (1989 profit, R7,7m)

Directors said the second half should produce better results

Consolidated Frame Textile made an attributable loss of R79,6m (profit R20,8m), translating into a loss of 141,6c a share (earnings 37,2c)

□ From Page 1

Step towards ending insurance firm strike

By SHARON SOROUR *11/3/91*
Labour Reporter

METROPOLITAN LIFE workers, on a nationwide three-week strike over a single bargaining unit, have "responded positively" to a proposal to form a working committee to end the stoppage

The strike has closed several branches of the insurance firm

Company assistant general manager (human resources) Mr Noel Breakey welcomed the SA Commercial, Catering and Allied Workers' Union's response

He said management was studying the union's proposal for a working committee — made at the last meeting between the two parties on February 7 — and would respond soon

The company had always indicated its willingness to resolve issues through discussion and negotiation

"It is important that we should all get together as soon as possible to solve the problem"

Union spokesman Mr Important Mkize said "Metropolitan Life is trying to induce staffers to resign from the union when they fetch their pay cheques We need to resolve this before negotiations start"

The dispute, affecting about 1 000 workers, involves the collective bargaining structure at the firm

Workers are demanding one bargaining unit for both "field" and indoor staff The company insists the two groups have different working conditions and should be represented by separate bargaining units

Attempts to resolve the dispute through mediation and at conciliation board level failed in January

Boycott plan for Sasolburg

RESIDENTS of Sasolburg's Zamdela township launched a boycott of white businesses yesterday in a bid to win the reinstatement of striking workers fired by the giant oil company Sasol three years ago.

The 100 000-strong community is attempting to win back the jobs of 867 workers

Their dismissal in 1987 was confirmed by the Appellate Division in Bloemfontein. The ruling reversed an Industrial Court ruling that the strikers be reinstated unconditionally.

The Appellate Division's ruling triggered accusations by township representatives that the SA judicial system tended to favour employers against the workers.

"The Zamdela community thus took a stand that action should be taken," the Sasol Strike Support Co-ordinating Committee said in a statement announcing the boycott. (1/3/91)

The boycott was intended to "force" white businesses in Sasolburg to pressure Sasol One and Natref to reinstate the workers, it said.

Sasol spokesman Jan Krynauw said the company did not wish to comment on the boycott. — Sapa

Philips workers protest against dismissal

By Shareen Singh (152)

Dismissed Philips SA workers yesterday demonstrated outside the company's head office in Randburg and at its Martindale, Johannesburg, plant demanding

an end to retrenchments

The company employed sub-contracting companies to take on work in three departments, which resulted in the retrenchment of about a 100 workers, it was disclosed yesterday

A further 54 production line workers were retrenched at the company's Wadeville plant

Fedics, XPS and Armed Response had taken over the services of canteen, transport and security respectively

Stew 7/3/91
A spokesman for the National Union of Metalworkers, Omar Parker, said that if the company instituted proper training programmes for its internal staff to be more efficient, it would not require outside services

Call for March 21 stayaway

Sowetan
5/3/91
152

THE Azanian People's Organisation has called for a national stayaway on March 21 to commemorate Heroes' Day.

Announcing the planned action at a Press conference in Durban yesterday, Azapo national president Mr Pandelani Nefolovhodwe said it would exclude schoolchildren and students

A statement issued by Azapo publicity secretary Mr Strim Moodley called on "other members of the liberation movement" to join in the stayaway and to take part in a consultative conference Azapo is holding later this year

Nefolovhodwe said only genuine liberation organisations would be invited and "puppets",

such as homeland leaders, would be excluded.

Moodley said the stayaway call was part of Azapo's ongoing programme of action aimed at "unseating the illegal and illegitimate Nationalist Party regime, the takeover of power by black people and their drawing up of a democratic constitution through a constituent assembly"

It aimed to spread the message of peace and goodwill among blacks, to initiate, at grassroots level, the demand for a united front of the liberation organisations, and to "remember all those black soldiers who died in the struggle for liberation"

Exiles should be free to return to their country unconditionally, the statement said

It called on exiles to

"reject the indemnity forms that are being circulated by the regime"

There were still seven Azapo members imprisoned on Robben Island and about 100 others held in other prisons including Poitlsmoor, Diepkloof and Maritzburg, Moodley said

The statement added "Azapo demands that Walvis Bay be handed back to its rightful owners, the Namibian people and the Namibian Government.

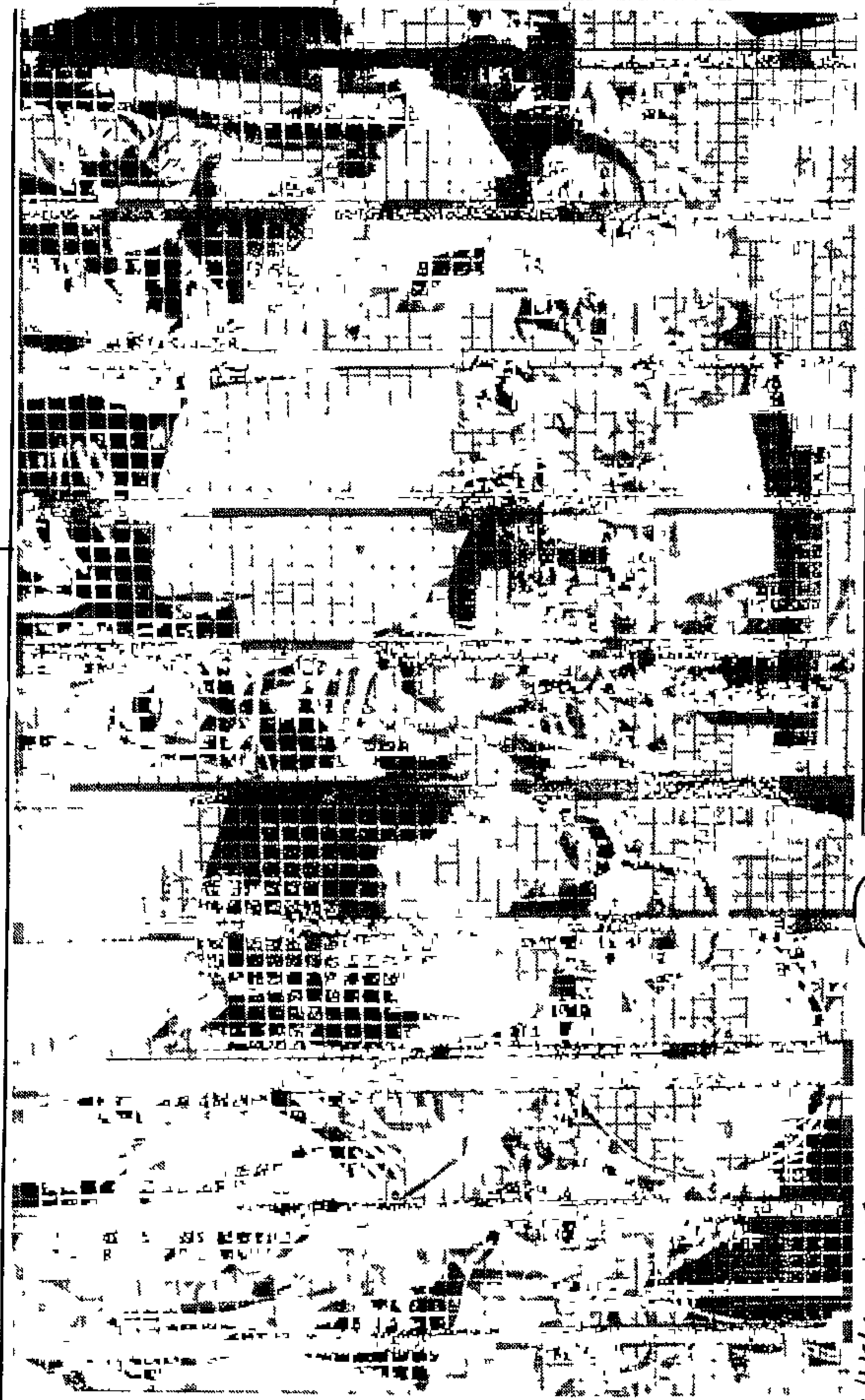
"The Nationalist regime has no legal claim to Walvis Bay and must, therefore, relinquish its hold on that part of the country

"If Azapo were to come to power, it would immediately hand Walvis Bay to the Namibian people" - Sapa

Strikers

Placard-carrying Delmas Milling employees demonstrate inside the company's premises yesterday during a strike by more than 900 workers. The strike in Randfontein took a new turn yesterday when management allegedly "smuggled" delivery trucks, manned by white scabs, out of the plant. Pic by Mbuseni Zulu *Saxo* 7/3/91.

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Wildcat strike finds favour with Eastern Cape workers

Special Correspondent

4/11/91
152
C/Pren
10/3/91

THE Eastern Cape is the area of South Africa hardest hit by strikes and labour unrest precisely because it is highly politicised and its workforce militant.

During a recent national stayaway organised by the ANC and Cosatu, businesses in the Eastern Cape were worst affected and most factories brought to a standstill.

Large car manufacturers in the Eastern Cape and their suppliers are most affected by the disruptions.

The National Union of Metal Workers (Numsa) met recently to formulate demands for this year's wage negotiations in the metal and car industries.

Should this year's negotiations be similar to negotiations of the past, it will mean car manufacturers will have to prepare themselves for an extremely uncertain period during which production will be repeatedly disrupted and profits negatively affected.

The Labour Relations Unit at the University of Port Elizabeth investigated the nature and dynamics of strikes in the Eastern Cape, and released a number of findings.

While the main cause of strikes in other parts of the country is mainly differences over wages, in the Eastern Cape it revolves around disciplinary matters and dismissals.

Research by the Unit shows that 29 percent of all strikes were caused by dismissals and disciplinary matters, while only 16 percent were caused by wage disputes.

According to the unit the majority of strikes in the Eastern Cape were a transgression of statutory and non-statutory procedures about which employers and employees had agreed.

Research has shown that most strikes are caused by breaking recognition agreements, which form the basis for the relationship between employers and trade unions.

These findings explain much of the labour unrest at the Mercedes Benz plant in East London and Volkswagen plant in Uitenhage as well as the actions taken by management.

The management of both concerns insisted that Numsa undertake not to break agreements on procedures any longer.

The finding of the labour consultants – that trade union leaders have become more sophisticated in their negotiations but still have little understanding of their implications – is reflected in the attitude of Eastern Cape workers.

Judy Parfitt, a lecturer at the Labour Relations Unit at UPE, said research has shown that workers prefer illegal action to legal strike action.

"Only nine percent of the 127 strikes in 1989 took place according to prescribed procedures, while the rules were ignored in 85 percent of the strikes. Strikes were called before the statutory channels for solving disputes were fully utilised," she said.

The Labour Relations Unit found that workers in the Eastern Cape don't take prescribed procedures into consideration.

As things stand, employers in the Eastern Cape might be correct to ask if it is worth negotiating procedures with trade unions when such agreements are being ignored.

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5/04 12/3/91

Absenteeism follows Alexandra violence

INDUSTRIAL areas surrounding Alexandra reported widespread absenteeism yesterday after weekend violence in the township

A random survey of companies in the Wynberg area showed attendance varied between zero and 100%.

Companies which reported partial work attendance or a total stayaway from

VERA VON LIERES

work included the Wynberg Group, Wynberg Brake & Clutch Centre and Wynberg Bearing Centre.

A spokesman for Dan Perkins Toyota Wynberg said although all employees had reported for work, the company was sending staff home early.

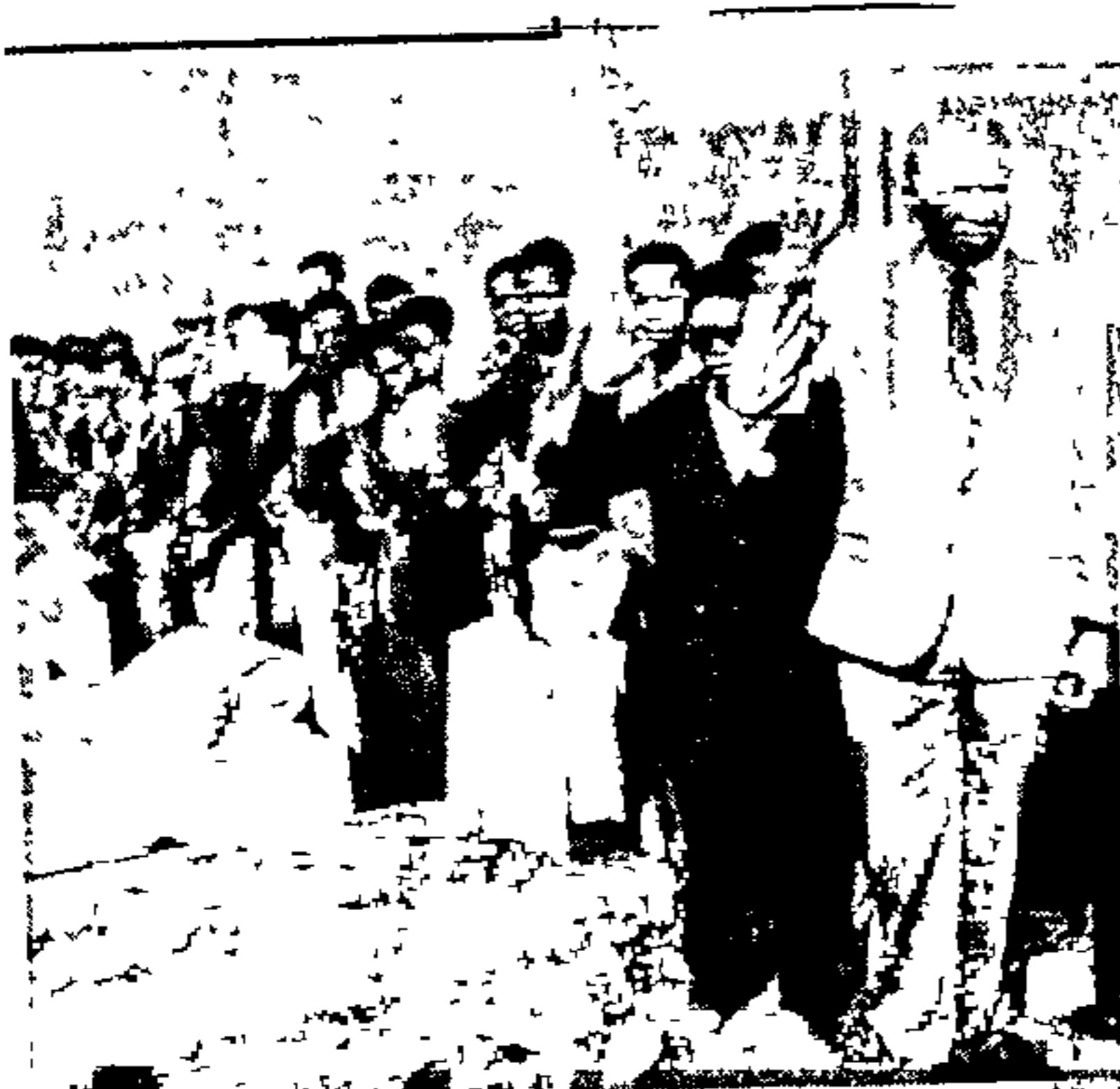
Management was work-

ing out contingency plans for today, he added.

Other companies in the area to report a 100% staff attendance were Wynberg Auto Services, Wynberg Exhaust & Accessories and Wynberg Motor Trimmers

A spokesman for Wynberg Exhaust & Accessories said yesterday the company had also decided to send staff home early.

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SHARPEVILLE GRAVES . . . The president of the PAC, Mr Clarence Makwetu, and followers at the graves of some of those killed at the Sharpeville massacre in 1960. Picture. REUTERS

Slovo: Seeds of our victory were sown

SHARPEVILLE. — Mr Joe Slovo, general secretary of the SA Communist Party and senior ANC member, spoke briefly at Heroes' Day in Sharpeville township, outside Vereeniging, before rain washed out the ANC rally.

"We all know that when the people's . . . real history is written, the name Sharpeville will, more than any other name, symbolise the beginning and the end of race rule in this country," Mr Slovo said to wild applause.

More than 2 000 people attended the ANC rally at the township's George Thabe Stadium.

"Although Sharpeville was a defeat, it was in Sharpeville that the seeds of our coming victory were planted," Mr Slovo added.

"Sharpeville taught us that it was no longer possible to struggle in the old ways." Another "language" had to be found in response to the government. "A language which they would understand. And that was the language of the AK-47." — Sapa

11 hurt as cops break up street demos

By CHRIS BATEMAN

AT LEAST 11 people were injured when police fired teargas, shotguns and rubber bullets in Mfuleni, near Blue Downs, and Langa yesterday to disperse crowds commemorating the Sharpeville killings.

In Khayelitsha at least two vehicles were burnt out and several stoned, including one belonging to the Lingeletu West Town Council.

At Mfuleni, hundreds of singing residents gathered in the township's main road just before 8am. Police gave them two minutes to disperse before firing teargas.

A 20-year-old woman, Ms Patricia Majalesa, of Main Road, Mfuleni, was hit on the head by a rubber bullet and laid a complaint of assault with intent to do grievous bodily harm.

Police said the complaint was being investigated.

PAC man stoned

In Langa, a PAC crowd of several hundred on their way to clean the graves of three Langa residents killed on March 21, 1960, was confronted by police about 9.30am.

Police fired teargas and rubber bullets twice in attempts to disperse the crowd.

The ceremony went ahead and police did not intervene when they returned and entered the local Methodist Church hall. However, teargas was fired again after the service.

A PAC executive member from Port Elizabeth, Mr Moki Cekisani, on his way to the ceremony, said he narrowly escaped injury when Mfuleni youths stoned his bakkie, smashing all windows in the cab.

Staff at the Langa Day Clinic said 10 people were treated for rubber-bullet wounds and discharged before 1pm.

A police spokeswoman said four people were arrested in 10 incidents in Khayelitsha, Mfuleni and Langa. One had a swelling in his side, allegedly from a rubber bullet. She was unaware of other injuries.

Security workers in national protest

South 14/3-20/3/91

By Waghied Misbach

SECURITY workers will stage nationwide marches in protest against the controversial Security Officers Act.

Workers are demanding that the Act be scrapped and say they will not register by the April 1 deadline.

According to a statement by the Transport and General Workers Union (TGWU), workers face prosecution if they do not register by the stipulated deadline.

Marches are expected to take place throughout the country on Friday. In Cape Town, security workers will stage a march in the city centre, a TGWU spokesperson said on Wednesday.

Scrapped

The spokesperson said the workers wanted to establish an industrial council and have wage determination scrapped.

Workers are refusing to be fingerprinted and pay a registration fee of R35 and the annual fee of R70.

TGWU assistant general secretary, Mr Randall Howard, said from the union's Johannesburg head office the workers were also protesting against state involvement in the industry.

"Any regulation of the industry should be negotiated between the employers and the workers," he said.

The workers have also demanded to meet the Minister of Law and Order, Mr Adrian Vlok.

At the time of going to press, their employers association could not be reached for comment.

Disgruntled security workers to march

THOUSANDS of security workers will stage marches in major centres today to call for an end to compulsory registration for security guards and for the creation of an industrial council system.

Transport and General Workers' Union (TGWU) spokesman Kally Forrest said yesterday permission had been granted for marches in Johannesburg,

VERA VON LIERES

Port Elizabeth, Cape Town, Durban and Maritzburg.

She said neither employers nor Law and Order Minister Adriaan Vlok had responded to union demands.

Workers are protesting against regulations requiring them to pay R70 in annual registration fees, and the compulsory fingerprinting of all guards.

152 The union said recently the registration was "a violation of human rights" and that it saw the Security Officers Act as an attempt to "make security guards into para-policemen".

The registration date was postponed to April 1 after union opposition.

A memorandum to be presented to Vlok today outlines workers' rejection of the Act.

Some calls for Sharpeville Day stayaway

THE ANC had not called for a general work stayaway on March 21, Sharpeville Day, but the day would mark the launch of the organisation's signature campaign, an ANC spokesman said yesterday ¹⁵² 6/24/91 19/7/91

However, the eastern Transvaal regions of the ANC and Cosatu have called for a "blanket stayaway" of workers and the Pan Africanist Students Organisation (Paso) has called for a class boycott

In a joint statement, the eastern Transvaal regions of the ANC and Cosatu said they intended to hold more than than 50 rallies throughout the region

TIM COHEN

Paso said in a statement that the class boycott should involve "all institutions of learning" but warned students and scholars not to "take advantage" of this call

Paso said students and scholars should return to classes on March 22

Against the general trend, the United Workers Union of SA called on workers to go to work on March 21

Sapa reports the PWV region of the ANC will hold three rallies to commemorate Sharpeville Day

News in Brief

CM1-Tin 15 2/13/91 *(52)*
Metpol dispute settled

JOHANNESBURG. — Hundreds of striking Metropolitan Life (Metpol) workers are expected to return to work within days after the SA Commercial, Catering and Allied Workers' Union and management reached an agreement on the dispute over bargaining units.

CVT Postal workers
go on strike

13
152

JOHANNESBURG. — About 4 000 postal workers here have embarked on a strike following a deadlock in negotiations on wages and conditions of service with Post and Telecommunication (P & T) management, the postal workers' union said yesterday.

According to P & T Workers' Association (Potwa) spokesman Mr. Pat Nhlapo, negotiations deadlocked on Wednesday. — Sapa

Life insurers' 5-week ~~strike~~ strike (152) may end

AN agreement ending a five-week strike by Metropolitan Life employees could be clinched next Monday after "satisfactory" talks last week, according to a union spokesman.

The company and the SA Commercial Catering and Allied Workers Union (Saccawu) had scheduled a meeting for next Monday, said Saccawu member Mr Leslie Appolis.

He declined to divulge details of an interim settlement reached on Friday. *Sowetan 19/3/91*

Unit

About 1 000 Metropolitan Life staffers remained on strike for a single national bargaining unit, he said.

Company spokesman Mr Phil Solomon was not immediately available for comment. - *Sapa*

Cape Times 21/3/91 152

Movements remember Sharpeville

Staff Reporter

TODAY is Sharpeville Day — but this year there has been only one call for a national work stayaway.

Although a March 21 national stayaway call became something of a tradition during the 1980s, this year only the Azanian People's Organisation (Azapo) has called one. The organisation will hold rallies all over the country, except in the Western Cape.

Cape Town Chamber of Commerce had a "fairly straightforward point of view" on Sharpeville Day, said spokesman Mr Charl Adams.

He said the chamber's position was "no work, no pay, no discipline" This meant that workers should not be paid if they are absent, but that disciplinary steps should not be taken except in cases of "malicious" worker

actions.

The ANC is to hold a march in Atlantis this morning, to protest at "evictions, water and electricity cuts and high crime and unemployment rates". The organisation will also hold commemoration services at the Church of Resuscitation Hall in Bonteheuvel and the Retreat Community Centre Western Cape ANC president Mr Christmas Tinto said yesterday that there was "no stayaway call".

The co-ordinator of the PAC in the Western Cape, Mr Barney Desai, also said his organisation had not called for a stayaway, because it was "not necessary".

"Over the years this day has become recognised for what it is," Mr Desai said.

The PAC will hold a rally at the Lentegur Civic Centre at 1.30pm today, Mr Desai added.

Sit-in protest

21/3/77
ABOUT 200 members of the Food and Beverage Workers Union are staging a sit-in strike at African Products in Germiston.

Sowetan
The protest is against the sacking of a colleague, union official Mr Goba Ndhlovu said

He said the sit-in had been going on for more than a week.

152

Cops warn on Sharpeville Day intimidation

By IKE MOTSAPI

POLICE will be out in full force today to protect people wanting to go to work.

Colonel Jack de Vries, head of the liaison division of the Soweto police, last night warned that the police would ensure that law and order was maintained as thousands of people countrywide commemorated the 31st anniversary of the March 21 1960 Sharpeville shootings. *Sowetan 21/3/91*

De Vries warned that intimidation would not be tolerated.

He said: "I want to assure people who use trains to go to work not to be afraid to use them today.

"Police are going to make sure that people carrying weapons are not allowed to board trains today."

ER Post Office workers on strike

WORKERS at the Alberton Post Office have been on strike since Tuesday, demanding the removal of a senior official, whom they accuse of arrogant and racist behaviour towards black staff.

In a statement yesterday, the workers accused the Post Office management of being reluctant to take steps to redress the issue.

The workers, members of the Post and Telecommunications Workers Association, had also called on management to scrap all alleged racist practices at the Post Office. - Sapa.

Boycott by squatters

GRAHAMSTOWN resembled a ghost town early yesterday as a three-day-old consumer boycott sparked by a squatter controversy began to make its mark. *Sowetan 21/3/91*

Most of the city's stores were deserted at the start of the day but filled 'up' as the day progressed,

mainly with white shoppers.

However, Grahamstown Chamber of Commerce president Mr Bobby Wynne said it was still premature to gauge the success of the economic siege because "mid-month trading figures are generally low".

Stayaways mark Sharpeville Day (152)

Staff Reporters
and Sapa

Star
22/3/91

Limited violence, stayaways, church services and speeches marked the commemoration throughout the country yesterday of the 1960 Sharpeville massacre

Sixty-nine people were killed in 1960 when police fired on a crowd in the Vaal Triangle township during a demonstration organised by the Pan Africanist Congress

Yesterday, "Heroes Day" was observed by tens of thousands of black South Africans

Police public relations officer Major Reg Crewe reported sporadic incidents of stone-throwing in Langa near Cape Town, at Duncan Village near East London and at the Ritchie township in the northern Cape

"Otherwise it has been re-

latively quiet. Generally speaking, people have either stayed at home peacefully or attended rallies without causing any incidents," Major Crewe said

Classes ground to a halt in Soweto and Alexandra, near Johannesburg, as thousands of pupils streamed to rallies and services

The Department of Education and Training said pupils had left voluntarily to attend rallies at various centres and there was no intimidation

In Bloemfontein and at Botshabelo, there was a major stayaway and schools closed for the day.

Many workers, however, made their own way to offices and factories after rocks were used to block off roads in local townships.

By far the largest stayaway took place in the

eastern Cape, which saw total absenteeism

A 95 percent stayaway was claimed by Cosatu and ANC-affiliated bodies in Embalenhle township at Secunda in the eastern Transvaal

Five people were treated for injuries at Cape Town's Langa Day Hospital after police dispersed a group of people on their way to the cemetery for a service

The universities of Cape Town and the Western Cape were closed but it was a normal day at the University of Stellenbosch

Only rector Wilhe Scholtz and a colleague turned up at the Good Hope College of Education in Khayelitsha, the only teachers' training college for blacks in the western Cape.

● More reports — Page 3

Sharpeville Day stayaway heeded

Bl Day 22/3/91 152

SHARPEVILLE Day disrupted industry countrywide yesterday with the largest absentee levels being reported in the western Cape

Steel and Engineering Industries Federation of SA (Seifsa) said the stayaway was best supported in Port Elizabeth and the Border region, where member companies said 100% of workers did not report for work

In Natal, Seifsa-affiliated companies reported absenteeism of more than 30%, while Transvaal companies had a 22% stayaway but companies in the Free State reported total worker attendance

The employer body said most employers in the eastern Cape had reached agreement with local trade unions to regard March 21 as a paid holiday and substitute it for another public holiday

In the Transvaal a Pick 'n Pay spokesman said branches had reported absenteeism levels between 80% and 90%

Anglo American spokesman James Duncan said of Anglo's gold and uranium division, only the East Rand Gold Company was affected.

However, he said Arnot colliery near Middelburg and Anglo's major industrial operation, Highveld Steel near Witbank, had been affected significantly by the stayaway

He emphasised this was not a group perspective

Shell spokesman Roderick Bothman said yesterday the stayaway was best supported in the eastern Cape and Natal region, where 13%

**VERA VON LIERES
and WILSON ZWANE**

and 11% of workers respectively did not report to work

In the Transvaal and Free State absenteeism had varied between 1% and 2%

Transport service companies reported low passenger flows

A Putco spokesman said his company's operations dropped to nil at Ekangala, in the northeastern Transvaal, while the next worst-hit area was Edenvale, near Johannesburg, where a 4% driver turnout ferried a mere 1% of the normal passenger load

He added that between 50% and 85% of normal loads were transported from the East Rand townships of Vosloorus and Katlehong to various destinations. In Greater Soweto (Soweto, Meadowlands and Diepmeadow) driver turnout was 75%

Transnet spokesman Jan Bredenkamp said Spoornet did not suffer any great losses as only between 14% and 16% of their customers did not use the service

Solly Mkhize of the SA Black Taxi Association (Sabta) said taxi patrons had come to ranks in a trickle

"Pretoria is hardest hit but the situation in the East Rand areas of Springs, Brakpan and Benoni is confused. Most of the taxis only began moving between 8am and 9am

"Commuters there seem to be confused as to whether there is a stayaway or not. They are coming to the ranks in a trickle," Mkhize said

Marches mark Sharpeville Day

Cape Times 22/3/91
11/8/5
152

SHARPEVILLE. — Thousands of people staged mass rallies, marches and strikes yesterday to mark the anniversary of the worst massacre by police of anti-apartheid protesters in South African history, the fatal 1960 shooting of 69 people in Sharpeville township

The African National Congress, Pan Africanist Congress and other groups led rallies and processions in at least 35 cities and townships across the country. "Many thousands participated," an ANC statement said.

Police reported that events were mostly peaceful

They said unknown attackers threw a petrol bomb and stones at buses in southern Natal, but could not confirm reports that the buses were heading for a

Sharpeville Day rally.

There was a widely divergent response from the shopfloor, with employers reporting "pitifully low" to normal attendance

In the absence of a formal call for a stayaway by the two major trade union federations, absenteeism mostly rested on the initiative of individual unions

Eastern Cape and Border engineering factories were hit by a 100% stayaway, with support plunging to 31% in Natal and 22% in Transvaal, the Steel and Engineering Industries Federation of South Africa reported

In the Western Cape, clothing factories stood idle as some 54 000 workers had the day off by prior agreement with the SA Clothing and Textile Workers' Union.

In many cases, employers and unions had negotiated March 21

as a paid holiday.

In Sharpeville, the PAC organised a re-enactment of the shootings, for hundreds of supporters in a community hall close to the site of the massacre

Some 3 000 ANC followers gathered in a nearby stadium to hear a speech by leader of the SA Communist Party Mr Joe Slovo

Teargas was fired in Kwamagxaki, Port Elizabeth, to disperse a crowd of about 500 people who were on the way to Uitenhage to attend a memorial service

About 10 000 people attended a gathering in Tumahole, Parys, an ANC spokesman claimed, and were dispersed by police firing teagas

Classes ground to a halt in Soweto and Alexandra as thousands of pupils streamed to rallies and services. — Own Correspondent Sapa, UPI

CAL-
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BB
12
VPE

Benz strike dismissals 'fair'

JOHANNESBURG. —

An arbitration exercise arising from last year's sit-in and strike at Mercedes-Benz has upheld the dismissal of 521 former employees.

Mercedes said yesterday that the arbitration had found the dismissal of employees who occupied the manufacturing plant in East London was fair.

Independent arbitrator Mr Chris Albertyn found that employees occupying the plant had been guilty of misconduct and that the company's decision to dismiss them was fair.

Mercedes workers' sacking fair

By Shareen Singh ^{SPV} 22/3/91

The dismissal of 521 employees who occupied the Mercedes-Benz plant during a strike last year was fair, according to an arbitration award (15) (15)

Mercedes-Benz management dismissed the workers after they had occupied the com-

pany's manufacturing plant in East London between August 16 and September 2 during a lengthy illegal strike which cost the company millions (152)

The arbitrator found that the employees who occupied the plant had been guilty of misconduct and that the company's decision to dismiss them was fair. He ruled that the employees

were in breach of agreed collective procedures and that their conduct was not conducive to a continuing employment relationship.

The methods used by the workers to achieve their demands were illegitimate in defiance of their union and in violation of a Supreme Court order, the arbitrator found.

Major gains for workers from 'destructive' unions

Business Day Reporter

SA LOST more man-days due to industrial action over the last five years than during the previous 75 years, says industrial relations researcher Duncan Innes.

Writing in the Innes Labour Brief, he said this could be interpreted as evidence that unions had played a purely destructive role in SA's economic life.

However, if union actions had damaged the economy, they had also brought considerable financial benefits to black workers. Employment had fallen significantly over the last five years, while 1.4-million new workseekers entered the labour market.

Innes said many commentators had argued that "rising wages place too big a financial burden on companies, which are then forced to retrench"

He said, however, a situation of falling employment was hardly favourable for trade union activity.

Unions functioned best in an expanding economic environment as recessionary conditions generally weakened their bargaining positions.

The continuation and even intensification of conflict in management-union relations could only make an already bad situation worse.

Certain key phases detectable in the evolution of black unionism suggested 1990 could prove to be an important turning point — ushering in a more constructive era in employer-union relations

Innes said perhaps the most significant indication of this shift emerged out of the struggle waged around the Labour Relations Amendment Act (LRAA).

The unions' dual strategy of rendering aspects of the Act unworkable while simultaneously opening discussions with employers around their grievances eventually produced the agreement now serving as the basis for the forthcoming legislative changes.

The most significant aspect about government's decision to enact new legislation based on this agreement was that it represented "the first real example of a tripartite approach to labour legislation involving all racial groups on a representative basis".

If future political legislation could be based on a similar model of tripartite agreements "we may even be able to express a degree of optimism for the future of our country", Innes said.

Pay awards high as strikes taper off

152

SITimes 24/3/91

WAGE settlements in industry remain high even though the strike rate is falling in the first quarter of this year compared with the similar time in 1990.

Andrew Levy & Associates (AL&A) says that from November to the end of February wage increases averaged 17,2% — ahead of the inflation rate.

But in the first quarter of this year only about 180 000 mandays will be lost to strikes compared with about 550 000 in the similar time last year — a decline of 67%.

The first quarter is traditionally quiet for labour relations, largely because most pay negotiations take place later in the year.

In the first quarter of 1989 about 140 000 mandays were lost and in 1988 about 84 000

But last year the release of Nelson Mandela and the unbanning of various political parties occurred in the first quarter — and industrial relations, among other issues, were thrown into turmoil because of heightened political activity.

Thus the lower first-quarter strike rate is not necessarily a signal that this year's rate will be low. There is uncertainty about whether last year's 4-million mandays lost will be exceeded.

FSA-Contact consultant Mike Beaumont believes there are contradictory factors at play in industrial relations. On the one hand workers' political expectations are rising and political groups could mobilise the support of unions.

But on the other hand concern about job security and the growing gap between union leadership and membership has to be taken into account.

The AL&A wage bargaining report says union expectations remain high because of the political situation and high inflation. Unions are taking a tough stand, disregarding management arguments about the poor economic climate.

An interesting pattern in bargaining is that fewer peripheral demands are being made

By ADRIAN HERSCH

After wages, job security is taking priority. Productivity bargaining is generally being avoided.

Unions are making lower opening claims than before, but this is a tactic more than an indication of lower expectations.

"Management will have to be prepared for tough negotiations in which small moves are made and therefore will have to plan every move with care," says the report.

Management has not won major concessions from unions, but counter-demands are being made, often at an early stage in negotiations. They include attempts to get unions to agree to measures which limit absenteeism.

Heels

Usually these agreements link absenteeism with the annual bonus, although unions are reluctant to sign anything which tampers with members' terms of employment. But a few companies have been successful — one agreement reduces the annual bonus "hour by hour" according to time lost by an individual's unauthorised absence.

AL&A expects an average settlement figure of between 16,5% and 16,9% this year. Researcher Erica Jankowitz says that since the release of the report many settlements of about 17% have been reached.

Some of the latest settlements, particularly among the larger and often multinational companies, have been for a 14% pay increase.

"Many were already paying a minimum wage above R1 000 a month. They dug their heels in around 14%, telling unions they are not getting sufficient return on such high pay. Despite go-slow action the unions gave in," says Miss Jankowitz.

In the February 1991 period 49% of settlements were reached after some form of industrial action.

(1) (a) (i) INJURED KILLED INJURED KILLED

(i)	(ii)	(b)	(c)
January 1991	—	—	—
—	1	1	SOUTH FIELD
—	1	1	BELLVILLE
—	1	—	CLEVELAND
—	1	—	PLUMSTEAD
—	1	—	WALSLEY
—	1	—	KLIPTOWN
—	1	—	REUNION
—	1	1	ELANDSFONTEIN
—	1	—	CROWN
—	1	1	CROWN
—	—	—	ROSSBURGH
—	—	—	MULDERSVLEI
—	—	—	STEENBERG
—	—	—	MAITLAND
—	—	—	ELSIES RIVER
—	—	—	RANDFONTEIN
—	—	—	SITUNDU HILLS
—	—	—	BENONI
6	13	1	6

Statistics from 1 April to 30 June 1990 are not available

(2) (a) and (b)

The safety situation on trains varies continually and it is therefore not practicable to furnish the information as requested by the Honourable Member. Additional personnel will, however, be appointed as and when necessary

(3) Security personnel are being utilized at stations and on trains in conjunction with the SA Police

Secondary schools: Latin

204 Mr D J DALLING asked the Minister of Education and Training

(a) How many secondary schools fall under his jurisdiction and (b) how many of these schools offer Latin as a matriculation course?

B549E

assistance to the Honourable Member, the following information was obtained from the Central Statistical Services for the period 1 July 1988 to 30 June 1989 and 1 July 1989 to 30 June 1990

Crimes against the human life and bodily security of a person (including culpable homicide, assault with intent to do grievous bodily harm, common assault and murder)	Number of persons 1988/89	Number of persons 1989/90
Crimes against the human life and bodily security of a person (including culpable homicide, assault with intent to do grievous bodily harm, common assault and murder)	42 702	50 187
Sentences imposed	13 189	12 762
Imprisonment (Not specified)	1988/89	1989/90
Corporal punishment	6 303	5 134
Fine	17 831	16 576
Sentences imposed	42 702	50 187
Imprisonment (Not specified)	13 189	12 762
Corporal punishment	11 686	11 744
Fine	522	616
Imprisonment (Not specified)	57 741	58 305
Suspended sentence	13 386	13 854

Certain crimes: sentences

214 Mr L FUCHS asked the Minister of Justice

For each of the crimes of (a) culpable homicide, (b) assault with intent to do grievous bodily harm, (c) common assault and (d) theft, how many persons (i) were sentenced to (aa) a fine, (bb) corporal punishment, (cc) imprisonment for less than two years, (dd) imprisonment for less than 10 years but more than two years, and (ee) imprisonment for longer than 10 years, and (ii) received suspended sentences, in 1989 and 1990, respectively?

The MINISTER OF JUSTICE

The required information is not readily available in the Department. In an effort to be of

Each province: convictions

215 Mr L FUCHS asked the Minister of Justice

(1) How many persons were convicted of (a) murder, (b) culpable homicide, (c) rape, (d) assault with intent to do grievous bodily harm, (e) common assault and (f) theft in each province in 1989 and 1990, respectively,

(2) how many of the above persons were members of the (a) White, (b) Coloured, (c) Indian and (d) Black race group?

The MINISTER OF JUSTICE

The information is not readily available in the Department. In an effort to be of assistance to the Honourable Member,

the following information was obtained from the Central Statistical Services

Crimes	Persons 1988-30/6/89	Persons 1989-30/6/90
(a) Murder	2 696	4 721
(b) Culpable homicide	3 689	3 585
(c) Rape (attempted rape included)	5 160	4 990
(d) Assault with intent to do grievous bodily harm	50 188	45 897
(e) Common assault	41 325	37 438
(f) Theft	83 736	85 298

(2) The information is not readily available, because the statistics are no longer kept separately for each race group

Strikes: man-days lost

227 Mr A GERBER asked the Minister of Manpower

How many man-days were lost as a result of strikes in the Republic in 1986, 1987, 1988, 1989 and 1990, respectively?

The MINISTER OF MANPOWER

1986 = 1 308 958
1987 = 5 825 231
1988 = 914 388
1989 = 1 238 686
1990 = 2 973 921

Note

The figures for 1989 and 1990 are for the period 1 November until 31 October of the following year, while for 1986, 1987 and 1988 it is for the period 1 January until 31 December

Own Affairs

Hormone herbicides

44 Mr P C CRONJÉ asked the Minister of Agricultural Development

(1) Whether it has been brought to his attention and/or that of his Department that physiologically active levels of certain hormone herbicides, the names of which have been furnished to the Minister's Department for the purpose of his reply, have been found in the air, rain-water and

CME 7048 27/3/91 (152) 203

Ikapa strike: Workers back

MORE THAN 1 000 Ikapa Town Council workers returned to work yesterday after staging a day-long strike in protest against the payment date of their salaries. Their return followed negotiations between the South African Municipal Workers' Union and the council, the union said.

The workers apparently believed the council had retreated from its usual practice of paying them earlier so that they could make arrangements for the Easter weekend. No comment could be obtained from the council. — Sapa

Cap. Trip. 27/3/91 (142)
Metpol to meet strikers

METROPOLITAN Life and representatives of its striking workforce are to meet in Johannesburg today to discuss aspects of a draft agreement reached at talks with the South African Commercial, Catering and Allied Workers' Union about 10 days ago.

Drowning

leads to

boycott

**Outcry
over
death of
unionist**

Sowetan
27/3/91

152

By IKE MOTSAPI and
WALTER LUKHULENI

THE drowning of a Groblersdal unionist led yesterday to a work stayaway and boycott of white shops, resulting in the complete disruption of services in the town.

The protest actions were called by the South African Commercial Catering and Allied Workers Union.

Mr Petrus Boy Njoma drowned last Tuesday, allegedly after being pushed into the Olifants River by a white colleague at Wanda Furnishers

Police were yesterday busy trying to retrieve his body from the river but without success

Tense

Lieutenant Oosteval van Niekerk, liaison officer for the eastern Transvaal police, said no arrest had yet been made and that police were investigating a charge of culpable homicide

Mr Mathabatha Seema, regional organiser for Saccawu, told *Sowetan* yesterday that all the town's black workers participated in the stayaway and the town was tense

Seema said workers had vowed to return to work only after Njoma's body was recovered

He said: "The mood of the blacks here can be described in one word - outrage"

Mr Mikie Viljoen, regional

● To Page 2

Fury over drowning of black

27/3/91

and invited his two black colleagues to go on a fishing expedition at the Olifants River

"On arrival at the river he asked them to join him for a swim.

"The two refused because they could not swim

"He then swam alone. After the swim he got out of the water and started drinking.

"He then asked Njoma if any fish had been caught Njoma said something was tugging at the line and that he (the white man) should investigate

"After checking the line, the white man pushed Njoma into the river and continued to drink.

"Njoma's other co-worker went to report the matter to the police."

Saccawu accused the police of "dilly-dallying" in arresting the man

From Page 1

manager for Wanda Furnishers in Groblersdal, said his entire workforce had stayed away from work yesterday.

Mr Kaizer Thibedi, assistant general secretary of Saccawu, said a worker who had been present when the incident occurred reported the matter to the police.

Thibedi said "Our information is that the three men went out to collect money owed to the store

"After they had contacted some clients, the white man, who had his fishing rods with him, bought liquor

HOPE



Goldberg with the Oscar she
ig actress in the movie *Ghost*
Awards in Los Angeles this
the second black woman to
The first was Hattie McDaniel
9, also as best supporting ac-
ne *With the Wind*. See Page 13.



ONE HUNDRED YEARS!

Made in South Africa and
Liggett & Myers Tobacco Co

Drowning of unionist causes work stayaway

Star 27/3/71.

(152)

Own Correspondent

The drowning of a Groblersdal trade unionist led to a work stayaway and boycott of white shops yesterday, resulting in disruption of services in the town

The protest actions were called by the South African Commercial, Catering and Allied Workers' Union (Saccawu)

Petrus Boy Njoma drowned yesterday. It has been claimed he was pushed into the Olifants River by a white

His body has not yet been recovered

Lieutenant Oosteval van Niekerk, liaison officer for the Eastern Transvaal police, said no arrest had yet been made

Police were investigating a charge of culpable homicide

Mathabatha Seema regional organiser for Saccawu, said all the town's black workers participated in the stayaway

Mr Seema said workers had vowed to return to work only after Mr Njoma's body was recovered

"The mood of the blacks here can be described in one word — outrage," he said

Mikie Viljoen, regional manager for Wanda Furnishers in Groblersdal said his entire workforce had stayed away from work yesterday

Kaizer Thibedi, assistant general secretary of Saccawu, said a worker who had been present when the incident occurred reported the matter to the police

Mr Thibedi said the union's information was that three men — a white and two blacks — went out to collect money owed to a store

After they had contacted some clients, the white man invited his two black colleagues to go on a fishing expedition, at the river where Mr Njoma drowned

...mediately recognise the
r a neutral force to take over
trol of the country during this
e stage in our history," the
ent said

...and crews, which currently cost in the
region of between R2 500 and R5 500 a
month

The new satellite-based system calcu-
lates the exact geographical location of a
vehicle based on data received from orbit-

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Attempt to overcome obstacles to resolving Metropolitan strike

VERA VON LIERES

METROPOLITAN Life management
and representatives of the SA Com-
mercial, Catering & Allied Workers
Union (Saccawu) meet in Johannes-
burg today in a bid to overcome ob-
stacles to ending the strike over bar-
gaining units, Saccawu official
Stanley Mngomezulu said yesterday.

The strike is more than a month
old Metropolitan Life spokesman
Phil Solomon confirmed the meeting.

The union said at a Press confer-
ence yesterday the parties had drawn
up a draft agreement 10 days ago and
that the main issue over bargaining
units had been resolved.

However, the union had raised
other "outstanding issues", critical to
facilitating members' return to work.
These included the reinstatement
of dismissed workers, the opening of
closed branches, outstanding Fe-
bruary salaries to be paid to
members, company loans for
members, and requests that manage-

ment withdraw charges against
members of intimidation.

The parties agreed that details of
the agreement would only be re-
leased once issues had been finalised.

The union claimed yesterday that
police, together with a senior man-
agement member, dispersed and
evicted members holding a meeting
at the Metropolitan Soweto branch
this week.

Saccawu condemned the incident,
saying it was not in the interest of a
joint settlement.

Solomon said yesterday workers
had been evicted in terms of inter-
dicts served several weeks ago.

He said the company had had con-
tinuous contact with the union over
the past weeks. Minor issues concern-
ing the draft agreement were still
being evaluated and discussed.



Insurance strike is set to end this week

THE strike by hundreds of Metropolitan Life workers is expected to end this week

Company spokesman Mr Phil Solomon said management and the South African Commercial, Catering and Allied Workers Union would meet to discuss and sign the draft agreement drawn up last week

The contents of the agreement could not be disclosed until it had been

approved by both parties, he said

A union spokesman confirmed that workers were prepared to end the strike after the agreement had been finalised

Scores of workers embarked on the strike on February 6 over a single bargaining unit

The union claims more than 1 000 workers are on strike, while Metropolitan says about 700 are involved

Several branches, especially in Natal and the Transvaal, were forced to close down because of the strike

Solomon said certain branches in Soweto and Transkei were still closed

The company insisted that field workers and administrative workers have different bargaining units while the union demanded one unit for both groups - *Sowetan Correspondent*

152
Sowetan 27/3/91

Cape work stoppage ends (152)

■ More than 1 000 workers of Ikapa Town Council — covering Cape Town's black townships — went back to work on Tuesday after a day-long strike over the payment date of their salaries. The strike, allegedly sparked by a council retreat from its normal practice of paying workers early before the Easter weekend, was suspended while the South African Municipal Workers' Union (Samwu) considered a council proposal. *W/Man/ 28/13 | -4/4/91*
Reports from Weekly Mail staff, Sapa



NO HOLIDAY: Striking Ikapa workers outside the council's offices this week

Ikapa workers in wildcat strike

^{South 28/3 - 3/4/71}
ABOUT 1 000 municipal workers in three African townships in Cape Town went on a one-day wildcat strike this week in protest against the late payment of salaries

The delay has resulted in many workers missing their annual Easter return to their families in the homelands. On Monday, the Ikapa Town Council workers, which services Langa, Nyanga and Guguletu, gathered outside the council offices

Mr Mafola Jezile, a worker at the Ikapa

for 10 years, said he would now miss his annual visit to his wife and seven children in Transkei (152) (180)

Workers also accused the council of racism in their job appointments

Mr Irish Solani said a white security worker was paid R2 332 and only required a minimum of Standard 6, while a black administrative worker was required to have a minimum of matric or Standard 8, but was paid only R805

The town council was not available for comment at the time of going to press

Winnipeg, 28.5-4/4/91
Saccawu's Sidney Mingohezulu said
the company had agreed to one forum
for field and indoor staff, subject to the
proviso that for a 12-month period,
separate strike ballots would be held in
the event of industrial action. (152)

Metropolitan strike goes on

■ Metropolitan Life workers were continuing their seven-week strike early this week — despite management's accession to the demand for a single bargaining forum in the company.

This was because demands arising from the strike itself had not been settled, the South African Commercial, Catering and Allied Workers' Union (Saccawu) said at a Johannesburg press conference. About 1 000 workers went on strike countrywide.

Outstanding demands included the reinstatement of 15 fired workers, the reopening of a branch at Lebowakgomo, the payment of strikers' February wage and a management approach to police to drop charges against strikers.

Labour action upsurge 'expected after quiet time'

B/124 2/4/91 152
 VERA VON LIERES

THE FIRST quarter of 1991 saw a dramatic decrease in strike action with only 180 000 man days lost compared with more than 550 000 last year, industrial relations consultants Andrew Levy and Associates reported at the weekend

However, the consultants anticipated growing unrest as negotiations progressed towards a new constitution

This, combined with the traditional round of wage talks, was expected to have a major impact on the incidence of industrial action in the coming months

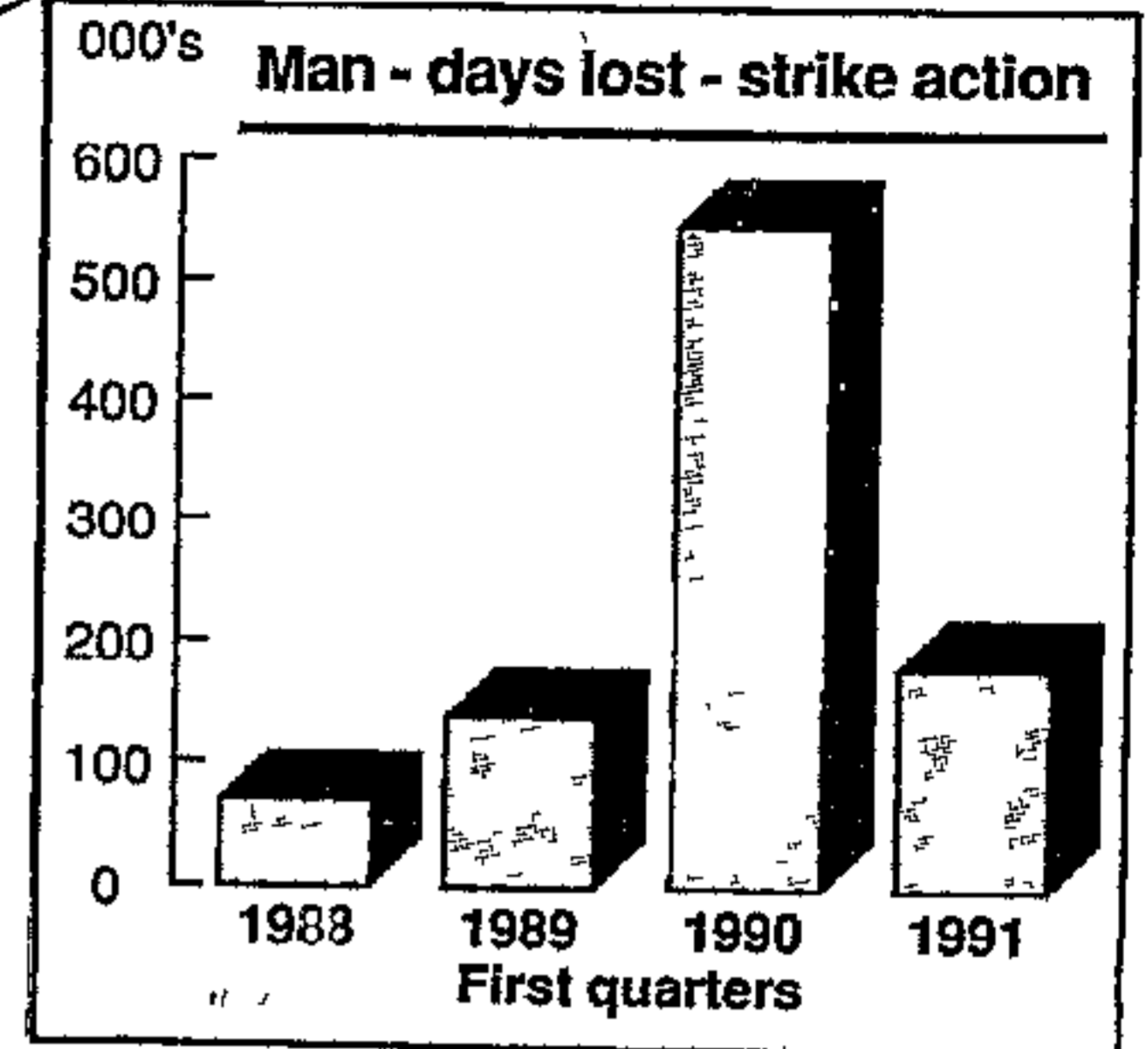
The report said the most active unions this year in terms of the number of strikes were the National Education, Health and Allied Workers' Union (29,2%), the Transport and General Workers' Union (20,8%), and the Food and Allied Workers' Union (12,5%) In terms of man-days lost, the National Union of Metalworkers led the field with 26,3%, followed by the National Education, Health and Allied Work-

ers' Union (23,4%) and the SA Commercial, Catering and Allied Workers' Union (16,4%)

Comparing its results on the first quarter of this year with the same period last year, the consultants said it was generally accepted that for the first quarter of a year, 1990 was atypical in terms of strike action

Reasons for this included startling political developments which raised expectations and worker militancy, and the 1989 Sats strike — involving about 26 000 workers — which continued until the end of January 1990 Also, numerous large wage strikes involving the Paper, Printing, Wood and Allied Workers' Union and Mondi and Sappi tended to inflate the figure

Disregarding the first quarter of 1990, there had been a steady increase in strike action since 1988



Graphic FIONA KRISCH Source ANDREW LEVY & ASSOCIATES

Big decrease reported in strike action

152
start 2/4/91

By Shareen Singh

There was a dramatic decrease in strike action in the first quarter of 1991, with a little more than 180 000 man-days lost compared to the high of about 600 000 for the same period last year, an industrial relations concern has revealed

Andrew Levy and Associates said, however, that, barring last year, there had been a steady upward movement in strike action since 1988, with the first quarter of this year reflecting this trend. In 1989, 140 000 mandays were lost and in 1988, 70 000.

It was generally accepted that the first quarter of last year was atypical in terms of strike action, the company said.

Startling political developments which raised expectations and worker militancy, combined with the 1989 railway workers' strike involving

26 000 workers which ran into January last year, and a number of large wage strikes, tended to inflate the 1990 figure.

Growing unrest was anticipated as negotiations for a new constitution progressed, coinciding with major wage negotiations. This was expected to impact heavily on the incidence of industrial action in coming months.

The unions responsible for most man-days lost were

- National Union of Metalworkers — 26,3 per cent
- National Education, Health and Allied Workers' Union — 23,4 per cent
- South African Commercial, Catering and Allied Workers' Union — 16,4 per cent
- South African Clothing and Textile Workers' Union — 9,6 per cent
- Teachers' Association of South Africa — 7,6 per cent

Two longest running strikes in the first quarter were at Metropolitan Life (35 days) and SA Nylon Spinners (17 days)

Unions continue to grow stronger

~~152~~

152

Sowetan 3/4/91

A QUARTER of South Africa's work force belonged to a trade union and last year took part in 946 strikes, the Department of Manpower said in its 1990 annual report tabled in Parliament.

The number of registered trade unions had remained constant in recent years and totalled 209 at the end of 1990

The report said the upward trend in trade union membership continued during 1990. The growth rate for 1990 was 4,8 percent, compared with 11 percent for 1989

On October 31 last year, 2 458 712 employees belonged to registered trade unions, and an estimated 352 000 employees were in the 41 unregistered trade unions the Department was aware of

"There are 2 810 712 trade union members, constituting about 25,7

percent of the total economically active population"

The report said 13 trade unions applied for registration last year. Some of the applications were still pending, and none had been refused

The registration of 12 trade unions was cancelled because they had ceased to function owing to a lack of interest by members or because they had amalgamated with other unions

Strikes

A total of 948 strikes took place in the 12 months ending October 31 last year, the report said, resulting in a loss of almost 2,97 million man-days.

"This is the highest incidence of strikes since 1987"

Nearly 351 000 workers were involved in the strikes, compared with 178 000 the previous year

In 80 cases more than

1 000 workers took part in strikes. The average duration of a strike was 8,5 days

The Department said 321 strikes lasted for one day or less, while 214 lasted for longer than 14 days. The biggest loss in man days - 53 percent - occurred in the manufacturing industry

Grievances over wages and related matters caused nearly half of the strikes.

Two new employers' organisations were registered last year, while the registration of 17 employers organisations was cancelled because of a lack of interest on the part of members of be-

cause they merged with other employers organisations

At the end of 1990 there were 237 registered employers organisations.

At the end of 1990 there were 20 registered federations, 10 for employers and 10 for trade unions - Sowetan Correspondent



C

Rubber bullets used on 1 200 estate strikers

By MATHATHA
TSEDU

SEVEN striking farm-workers were seriously injured when police fired rubber bullets and used sjamboks on about 1 200 people at Sapekoe Tea Estate near Tzaneen on Monday.

A spokesman for the National Union of Farm-workers, Mr Simon Mahasha, said the workers were yesterday teargassed by police while marching to the union office in the town, a distance of about 30km.

Police spokesman Lieutenant Cas Jones said police had fired rubber bullets to disperse workers who were refusing to leave the compound on the estate.

He said he was not aware that teargas had been fired at workers yesterday morning.

Mahasha said the injured people, mostly women, were treated at Kgapanne Hospital.

He said some had been transferred to Ritavi Hospital yesterday when their conditions deteriorated.

The workers downed tools last Wednesday in protest against alleged harassment of union members by management.

Management has refused to comment on the strike, saying all responsible officials were not available.

Mahasha said the workers, who were stay-

ing in the compound, had been evicted and were now destitute.

Union officials were until late yesterday trying to find accommodation for them at churches in Nkowankowa township, about 50km from the estate.

Mahasha said the workers, who earn a minimum of R108 a month, had recently joined the union.

Hearing 152

They had alleged that management had been questioning union members about union activities.

The matter came to a head last Tuesday when Mr Peter Rambau was summoned to a hearing.

The other workers stopped work, and insisted that the hearing be conducted in the presence of all workers or that management disclose the reason for the hearing.

When management refused, the workers downed tools, Mahasha said.

The company has dismissed all the workers and company officials had been "forcing" workers to sign dismissal forms on Monday when police fired rubber bullets and sjambokked them, Mahasha said.

Metropolitan Life meets Saccawu in new bid to end strike

VERA VON LIERES

METROPOLITAN Life and the SA Commercial, Catering and Allied Workers' Union (Saccawu) met in Johannesburg yesterday in another attempt to resolve the nearly two-month-old dispute over bargaining units

The strike, demanding one single national bargaining unit for commission and salaried employees, has dragged on since February 6

Metropolitan insists commission and salaried employees are separate identifiable groups and collective bargaining should occur in two bargaining units

The parties reached agreement to end the strike in the middle of last month. Saccawu refused to sign the agreement until "outstanding issues" relating to workers' return to work were sorted out. This led to the establishment of a draft agreement late last month.

Saccawu spokesman Important Mkhize said yesterday once the agreement was signed, the parties would decide on a date for workers to return to work.

The achievement of a single bargaining unit, once finalised, would "symbolise a significant victory for Metropolitan workers, Saccawu and Cosatu as a whole"

Metropolitan's public relations head Phil Solomon confirmed a draft agreement was reached.

He said the company hoped the agreement would be finalised at the meeting. At the time of going to press the outcome of the meeting was not yet known.

The union is demanding that:

- Final agreement be reached on one single bargaining unit for both commission and salaried workers,
- In workplaces where membership is 30% and more union officials have access to company workplaces and shop stewards be recognised,
- Shop stewards handle worker problems and grievances within the company and
- Negotiations on substantive issues such as wages and working conditions start next week in a joint forum for both indoor and outdoor staff.

Public sector leads the way in labour disputes

WMA 5/4-11/4/91
By DREW FORREST

THE public sector remains South Africa's labour relations storm centre, show strike statistics for the first quarter of 1991 compiled by Andrew Levy and Associates

The report reveals that the National Education, Health and Allied Workers' Union and the Post and Telecommunications Workers' Association together accounted for 37,5 percent of all strikes, Nohawu was the most strike-prone union (29 percent of strikes) as well as accounting for 23 percent of mandays lost through strike action

In the first half of last year, public sector strikes accounted for more than 40 percent of lost mandays. The National Manpower Commission's 1990 report, recently tabled in parliament, confirms the trend, noting a dramatic rise in public sector labour conflict last year.

Commenting, Levy and Associates' Brian Allen said this reflected the "immaturity" of public sector labour relations and the fact that the Congress of South African Trade Unions had targeted the sector as a key facet of its Labour Relations Act campaign.

In addition, wage pressures in a poorly paid sector were straining against state budgetary constraints.

The Levy report notes a dramatic downturn in general strike damage

(152)
this year compared with the equivalent period of 1990 — lost mandays fell from 600 000 to 180 000 — but stresses that last year was atypical, with the rail strike and high expectations as a result of political change distorting the picture

The NMC records a more than two-fold increase in mandays lost through strikes in 1989 and 1990 respectively — from 1,2-million to 3-million.

Allen said that if one discounted the abnormal 1990 figure, strike action had shown a steady upward trend since 1988, when fewer than 100 000 mandays were lost.

Continuing retrenchments against the backdrop of a Cosatu push on job security, mounting unrest linked to the constitutional process and wage talks in key sectors — particularly metal — were likely to fuel labour dissidence in the months ahead, he predicted.

The Levy report suggests a high level of militancy in the metal sector, despite massive retrenchments. National Union of Metalworkers' strikes accounted for most lost mandays — 25 percent of total

Allen also stressed the abnormally high level of industrial action other than strikes. In February, strikes accounted for only 7,9 percent of wage-related action, with the most widespread alternative being overtime bans.

Take action over scabs, says union

Sowetan 11/4/91

(152)



THE National Workers Union of South Africa has called on blacks around Pretoria to identify and isolate scab labourers employed at the strike-hit Vanadium Metal Corporation in Bophuthatswana.

A spokesman for the union, Mr Tseko Ngalo, told a Press briefing on Tuesday that the scab workers should be isolated because they had "taken striking workers' jobs".

More than 360 Vametco workers have been on strike since last year over demands for better wages and healthy working conditions.

Dr Gomolemo Mokae, a medical practitioner and senior member of the Azanian Peoples Organisation, said workers at Vametco, which is based at Mothotlung township, Bophuthatswana, were often exposed to potential health risks.

Vametco was a sister company to the Union Carbide factory of Bophal, India, which suffered a horrific explosion several years ago, he said.

Ngalo said Vametco workers were exposed to the same dangers that were faced by workers at the Bophal plant.

One of the striking workers, Mr Johannes Mokoena, displayed burn marks on his right foot. He claimed he was injured by chemicals at Vametco.

The US Government also came under fire for using a technicality to avoid assisting the striking workers -

Sapa.



Waste-Tech threatens interdict, says union

MANAGEMENT of industrial waste company Waste-Tech had threatened to interdict union members from intimidating temporary workers, Transport and General Workers' Union (TGWU) information officer Kally Forrest said yesterday

Forrest said the company claimed yesterday striking workers were intimidating temporary employees at its Rietfontein depot. By interdicting, the company would ensure business as usual, she said. She said the union viewed

VERA VON LIERES

the company's threat to interdict as "extremely provocative" in view of the fact that it was employing casual staff. In addition, 600 workers had embarked on a countrywide legal strike, and had followed correct procedures.

Waste-Tech director Peter Swait was unable to comment on the matter yesterday.

Forrest said talks between the parties deadlocked last week and further meetings had not yet been set up.

Arbitration 'not an alternative to strikes'

10/4/91

152

VERA VON LIERES

WAGE arbitration should not be viewed as an alternative to strike action. It was a justifiable, equitable means of resolving disputes, Andrew Levy of labour consultants Levy and Associates said yesterday.

He told delegates at a wage arbitration symposium in Sandton the right to strike was a fundamental right in any workers' bill of rights, and arbitration should not be seen as a means of avoiding a strike.

Criticisms of arbitration were that it drove parties to adopt extreme positions, and that it was a correct method only for disputes of rights such as dismissals, not disputes of interest, which included wage disputes.

In national disputes such as last year's OK Bazaars strike and those in which social costs were vast, wage arbitration tended to be favourable for employers.

International arbitration studies

showed that UK arbitrators tended to settle closer to employers' positions than unions' demands. Unions were more reluctant to go along with arbitration than employers.

SA Clothing and Textile Workers' Union (Sactwu) general secretary John Copelyn said it was easy to dismiss wage arbitration because of "uncertain costs that could flow from the award". However, employers should genuinely sum up the potential costs of losing the arbitration award and the cost of strike action.

For arbitration to become more acceptable, unions and employers had to agree on basic principles and a method of improving the quality of bargaining had to be established.

Independent Mediation Service of SA (IMMSA) director Charles Nupen

said it was vital to hear and dispose of disputes in which relations between management and labour were at stake as soon as possible. Statistics showed that dispute resolutions through arbitration were far less lengthy than Industrial Court action. Arbitration depended on parties adopting a "more collaborative" attitude with each other.

Levy and Associates' Pat Stone said it appeared employers were concerned with the way in which arbitrators had handled certain issues. Trade unions shared employers' suspicion of handing something as subjective and complex as the wage bargaining process to a third party until they had confidence in the system.

Wage bargaining was viewed as a disruptive process. If arbitration could force parties to be more constructive in collective bargaining, it had an important role to play in SA.

Strike is to end

A FINAL agreement ending a nine-week strike by more than 1 000 Metropolitan Life workers was due to be signed in Cape Town yesterday. (S) (S2)

Metlife representative Mr Noel Breakey said a delegation from the South African Commercial, Catering and Allied Workers Union would meet company officials at their head office in Cape Town *Swetam 9/4/91*

More than 1 000 members of Saccawu stopped work on February 6, demanding a single bargaining unit for commissioned and salaried staff.

"Following discussions at a meeting between Metropolitan Life and Saccawu on April 4, we are pleased to announce that agreement has been reached," Breakey said - *Sapa*

Academic hospitals: statistics

260 Miss M SMUTS asked the Minister of National Health *Hansard 15/4/91*

- (1) How many academic hospitals are there in South Africa,
- (2) what percentage of the (a) total number of hospital beds in South Africa, (b) number of (i) in-patients and (ii) out-patients treated and (c) total national health budget does each of these hospitals account for,
- (3) whether her Department has statistics on the number of magnetic resonance scanners in use in South Africa, if so, how many such scanners were in use in the (a) public and (b) private health sector as at the latest specified date for which statistics are available?

B687E

The MINISTER OF NATIONAL HEALTH

	(a)	(b)	(c)
(1) 14,			
(2)		(i) (ii)	
Groote Schuur	2,45	1,80	4,53
Tygerberg	3,28	1,63	1,73
Pelonomi	2,12	0,75	1,92
Universitas	0,78	0,42	0,25
National	0,41	0,21	0,06
King Edward VIII	3,31	1,80	3,55
Baragwanath	5,18	2,45	1,79
Coronation	1,03	0,60	1,00
Ga-Rankuwa	3,38	1,28	1,07
HF Verwoerd	1,66	0,69	2,91
Hilbrow	1,37	0,51	1,12
JG Strijdom	0,86	0,20	0,48
Johannesburg	1,62	0,74	2,97
Katalong	2,13	1,19	1,49

Children: places of safety

261 Mr R M BURROWS asked the Minister of National Health *Hansard 15/4/91*

- (1) (a) How many places of safety other than police cells and prisons were there in South Africa for children of each race group, and (b) what was the total number of children who (i) could be accommo-

HOUSE OF ASSEMBLY

Divorce cases: guardianship/custody of children

280 Mr A J LEON asked the Minister of Justice

- How many (a) wives and (b) husbands were given (i) guardianship and (ii) custody of their children in divorce cases during each of the latest specified five years for which information is available?

B744E

The MINISTER OF JUSTICE

The required information is not readily available in the Department. To obtain the information all court records pertaining to divorce cases will have to be examined, which is not economically feasible.

Infanticide

288 Mr L FUCHS asked the Minister of Justice

- (1) Whether any (a) men, (b) women, (c) mothers and (d) fathers were (i) charged with, (ii) taken to court for and (iii) sentenced for infanticide during the latest specified period of 12 months for which information is available, if so,
- (2) (a) how many in each case and (b) how many of the (i) men, (ii) women, (iii) mothers and (iv) fathers so sentenced were certified insane?

Hansard 15/4/91 B758E

The MINISTER OF JUSTICE

The required information is not readily available in the Department. In an effort to be of assistance to the honourable member, the following information for the period 1 July 1989 to 30 June 1990 was obtained from the Central Statistical Service

	Male	Female	Total
Prosecuted for infanticide	24	6	30
Convicted of infanticide	17	5	22

Murder of spouses charged

289 Mr L FUCHS asked the Minister of Justice

- (1) How many (a) men and (b) women charged with murdering their spouses were convicted of (i) murder and (ii) culpable homicide during the latest specified 12-month period for which information is available,

HOUSE OF ASSEMBLY

- (2) whether any such (a) men and (b) women were found not guilty as a result of diminished responsibility, if so, how many in each case?

B759E

The MINISTER OF JUSTICE

The required information is not readily available in the Department. To obtain the information all court records pertaining to the crimes concerned will have to be examined, which is not economically feasible.

Legal abortions

290 Dr Z J DE BEER asked the Minister of National Health *Hansard 15/4/91*

- (1) Whether any applications for legal abortions were made to her Department in 1989 and 1990, respectively, if so, how many (a) such applications were made and (b) legal abortions were performed as a result,
- (2) how many of these legal abortions were authorized in respect of (a) statutory rape, (b) rape and (c) incest?

B765E

The MINISTER OF NATIONAL HEALTH

- (1) (a) Applications for legal abortions are not made to this Department. Applications are being referred to the Superintendents of the relevant hospitals and
- (b) 960 in 1988/90
868 in 1989/90,
- (2) in respect of section 3(12)(d) of the Abortion and Sterilization Act, 1975 where rape or incest is involved, 34 legal abortions in 1988/89 and 70 in 1989/90 were performed. There is no distinction between (a) statutory rape, (b) rape and (c) incest in the available data

Crimes: persons sentenced

292 Mr L FUCHS asked the Minister of Justice

- For each of the crimes of (a) murder, (b) rape, (c) car theft and (d) assault with intent to do grievous bodily harm, how many persons were sentenced to (i) a fine, (ii) corporal punishment, (iii) imprisonment for less than two years, (iv) imprisonment for two to four years,

HOUSE OF ASSEMBLY

Agreement ends Saccawu strike

(S2) VERA VON LIERES (S2)

METROPOLITAN Life and the SA Commercial, Catering and Allied Workers' Union (Saccawu) reached an agreement on Friday which will end the more than two-month-old dispute over bargaining units.

Several hundred striking Metropolitan workers countrywide are expected to return to work early this week after a final agreement is signed today.

A Metropolitan spokesman said the final agreement would be signed today, when a Saccawu delegation meets company officials at Metropolitan's head office in Cape Town.

The parties reached agreement to end the strike last month. However, Saccawu refused to sign the agreement until "outstanding issues" relating to workers' return to work had been sorted out. *Monday 8/11/91*

Metropolitan said at the weekend it was unable to release details of the agreement before it was signed.

It is understood the parties have agreed collective bargaining should occur in one bargaining unit, provided the interests of both indoor and outdoor staff are protected.

Metropolitan's public relations head Phil Solomon said yesterday a final date for workers' return to work would be set today. Saccawu spokesmen were unavailable for comment.

Union protests against exclusion from court

THE Cosatu-affiliated Paper, Printing, Wood and Allied Workers' Union (Ppwawu) yesterday embarked on lunch-time demonstrations countrywide against its exclusion from the industrial council

A Ppwawu official, who declined to be named, said that, nationwide, several thousand workers protested against a refusal by the Industrial Council for the Furniture Manufacturing Industry to incorporate Ppwawu into any of its regional councils. The spokesman said yesterday's demon-

610 am 15/4/91
VERA VON LIERES

strations had been planned at furniture industries countrywide (152) (MS)

The protests would culminate in a national march on Saturday

A spokesman for Parker Knoll in Industria, Johannesburg, confirmed there had been lunch-time demonstrations involving about 150 Ppwawu members

However, she said, it was likely that Ppwawu would be accepted into the council this year

Post Office workers hold one-day stoppage

MORE than 3 000 Post Office workers yesterday embarked on a national one-day work stoppage to support demands for a R1 300 minimum monthly wage

The action coincided with national wage negotiations between the Post and Telecommunications Workers' Union (Potwa), the SA Posts and Telecommunications Employees' Association (Saptea) and the Post Office, which started in Pretoria yesterday.

Potwa assistant general secretary Sizwe Matshikiza said workers were protesting against "foregone" expectations by the Post Office that the union would accept its current wage offer

He said the Post Office had, in its recent budget, set aside R318m for improving service benefits and wages, which would not meet Potwa's demand for a R1 300 minimum monthly living wage

Matshikiza said yesterday's one day

stoppage was part of a campaign for a living wage of R1 300. The union is also fighting commercialisation and privatisation of the Post Office

The Post Office said in a statement management met Potwa and Saptea representatives yesterday to discuss the distribution of the R318m

However, the parties failed to reach agreement

The statement said a further meeting would take place after consultation with Public Enterprises and Economic Co-Ordination Minister Dawie de Villiers

The next meeting would centre on the implementation date of wage increases and a "possible" increase in the R318m

The Post Office said services were "virtually unaffected" by the strike, which had most support in the Transvaal

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Blow 1514 91
VERA VON LIERES

LABOUR

HUNDREDS of thousands of workers are to take to the streets on June 15 in countrywide marches to press for a constituent assembly and the incorporation of worker rights in a future constitution

Workers plan June 15 marches countrywide

The marches, spearheaded by the Congress of South African Trade Unions, will be a climax of Cosatu's constitutional campaign. They were announced at a Cosatu press briefing last week.

Mass mobilisation around the constituent assembly demand is already underway through a countrywide signature drive by Cosatu and its allies, the African National Congress and the South African Communist Party.

Cosatu's Neil Coleman said the marches would bring together two streams of political action — an alliance campaign for an assembly and interim government and Cosatu's own push for constitutionally guaranteed worker rights.

Also released at the briefing was a document listing Cosatu's constitutional demands, which has inexplicably provoked a press kerfuffle.

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Marches on June 15 planned by the Congress of South African Trade Unions will bring together the alliance campaign's political demands and the federation's push for constitutionally guaranteed worker rights.

By DREW FORREST

Cosatu's constitutional platform was essentially hammered out at its Workers' Charter conference last year, and the document, adopted at the federation's campaigns conference a month ago, was publicised at the time. As well as demanding a constituent



Neil Coleman ... no implied ultimatum assembly, the document calls for a "broad patriotic front" to ensure anti-

apartheid unity, an interim government to enable the assembly to meet in "an atmosphere of relative peace and fairness", and an all-party congress to plan a constituent assembly.

The federation's constitutional demands fall under four headings: union independence from the state, political parties and employers, accountable government; a democratically planned economy, and gender equality.

Specific proposals include media free of state control, access to state information, the right to a referendum on unpopular laws and the entrenchment of worker rights, even under a state of emergency.

Coleman stressed that, although the demands would be taken to the ANC for endorsement, there was no implied

ultimatum or "warning". They would also be canvassed in the patriotic front.

However, union concerns over lack of ANC consultation with members and unions, and fears that the constitutional process may prove less than democratic, clearly persist.

Recently Cosatu's textile affiliate, the South African Clothing and Textile Workers' Union, placed countrywide newspaper advertisements criticising the ANC for not consulting it on a consumer boycott over the constituent assembly demand (*The Weekly Mail* April 5-11).

Coleman also commented that Cosatu's emphasis had shifted away from its workers' charter campaign. "Workers are saying 'It's all very well talking about rights, but unless we have a democratic constitution they'll be a pipe-dream'."

A full charter would not be adopted at Cosatu's July national congress. However, a draft would go forward to a union summit on worker rights, also involving the National Council of Trade Unions and non-aligned unions, later this year.

157491

Tea estate strikers 'desperately need clothes, medicine'

THE 1200 Sapekoe Tea Estate strikers evicted from their Tzaneen compound two weeks ago desperately need medication and clothing

General Secretary of the Community Health Awareness Programme (CHAP) Dr Simon Mashilo said this on Saturday after visiting the Makoti village hall where the workers are being housed by the union.

Mashilo said all the workers had flu as a result of the lack of warmth in the hall where they stay.

Sowetan visited Makoti last week and found most of the workers coughing. They sleep on a cement floor and have

By MATHATA TSEDU

very little clothing

National Council of Trade Unions official Mr Motswalo Mazenda Mahasha said the workers were evicted from their compound on Easter Monday after a strike over allegations of harassment of union members.

Mahasha said the union last week filed an application in the Pretoria Supreme Court for the reinstatement of the workers.

A decision is pending.

Readers wishing to make contributions should telephone Groothoek Hospital on (01529) 43132

Post workers plan further protest action

VERA VON LIERES

POST Office workers will embark on nationwide protests today to coincide with the tabling of legislation to commercialise the Post Office.

Posts and Telecommunications Workers' Association (Potwa) assistant general secretary Sizwe Matshikiza said thousands of workers would demonstrate and stage sit-ins at post offices across SA.

A Post Office spokesman said the Bill would commercialise the Post Office by providing for the separate management of the capital intensive communication sector and the labour intensive mail services.

Potwa recently said government had no mandate to introduce the Bill, which it views as leading to privatisation.

The union's campaigns coordinator Floyd Mashele said the only way to oppose the move was through mass worker action.

Several thousand workers embarked on one-day national work stoppages on Monday to coincide with wage negotiations between the Post Office, the SA Posts and Telecommunications Employees' Association and Potwa.

The parties failed to reach agreement and talks will continue.

Postal workers embark on countrywide pay strike

By Stan Hlophe and Sapa

Star 16/4/91

had been brief, with services virtually unaffected

More than 6 000 Post and Telecommunications Workers Association (Potwa) members yesterday embarked on a nationwide strike, demanding a R500 across-the-board increase and minimum salaries of R1 300

Potwa spokesman Floyd Mashele said that SA Post and Telecommunications (SAPT) management had responded to their demands by saying their budget could cater for only R318 million to be divided among the entire workforce

Mr Mashele said the union's actions would be intensified tomorrow when the Post Office Amendment Bill is presented in Parliament

According to the SAPT, only 3 600 workers around the country stopped work yesterday, the majority on the Witwatersrand. In many cases the stoppages

The SAPT confirmed that talks between itself, Potwa and the SA Posts and Telecommunications Employees Association would continue soon, after consultation with Minister of Public Enterprise Dawie de Villiers on the implementation date of salary increases and a possible increase in the R318 million available for service-benefit improvements

Mr Mashele said the department appeared to be stalling for time until the SAPT had been divided into two companies

"The SAPT said we could then present our demands to the separate companies. Our union completely rejects the SAPT's linking of our living wage demand with the Post Office Amendment Bill and the separation of the SAPT into two companies," he said

Staff Reporter

ABOUT 1 000 posts and telecommunication workers in the Western Cape stopped work yesterday in support of a demand for a R1 300 minimum monthly salary, a union spokesman said.

According to the Post and Telecommunications Workers' Association (Potwa) and the Western Cape technical branch of the Postal Employees' Association of SA (Peasa) the salary increase was to have been implemented on April 1 and not July 1.

The workers are demanding a R1 300 minimum wage with an across-the-board increase of R500.

In a joint statement unionists said they were against the Department of Posts and Telecommunication's commer-

Call Times 16/4/91
Post and telecom workers down tools

cialising process as it was hampering worker interests.

"The department is talking of investing the money now allocated for salaries and distributing it over a nine-month period.

"They do not mention the amount of money they are going to save between April and July from lower rates of overtime, bonuses, pensions, etc, paid to workers, compared to the rates if the increases were implemented in April," the

statement said.

The day-long work stoppage is part of a national stoppage.

A spokesman for the postal department in Cape Town, Mr Andre Joubert, said only 50 workers at Khayelitsha, Langa, Nyanga, Guguletu, Mbekweni and Lingeletu had stopped work.

A department spokesman in Pretoria said workers had downed tools for only three hours.

The postal department said 3 600 workers had downed tools countrywide.

● Sapa reported from Johannesburg yesterday that no agreement had been reached in wage negotiations between the SA Posts and Telecommunications department and trade unions in the postal sector.

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17/4
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Cape offices taken over by striking employees

By SHARON SOROUR
Labour Reporter

WORKERS at Waste-Tech — on strike for nearly two weeks over wages — occupied administrative offices of the Bellville waste removal company

More than 700 workers, members of the Transport and General Workers' Union, are on strike in Cape Town, Port Elizabeth, East London, Durban, Johannesburg and Pretoria after negotiations failed.

Last night about half the 100 striking Cape Town workers occupied the offices, union organiser Mr Basil Laattoe said

Management negotiated with union officials and shop stewards as workers refused to leave the offices until certain demands had been met.

Mr Laattoe said the strikers demanded an explanation from one of the shop stewards and about 20 workers who were not striking and that all trucks be parked on the premises.

He said the company's vehicles, valued at R7-million, were not being parked on the premises because of the risk of damage.

PO workers hold sit-ins against Bill

Star 17/4/91

By Paula Fray

The mass-action campaign launched by the Post and Telecommunications Workers Association (Potwa) began in earnest last night when workers began a sit-in at about five regional Post Office headquarters countrywide.

Potwa spokesman Floyd Mashele said five officials walked into the Johannesburg regional office in Joubert Park late yesterday afternoon to stage a sit-in until today. Workers were also engaged in sit-ins in Natal, the eastern Cape, Pretoria and on the East Rand.

The protests coincide with the tabling in Parliament of the Post Office Amendment Bill today. Mr Mashele warned that if the workers were ignored, the actions would mount.

The draft Bill provides for the splitting of the current South African Post and Telecommunications in two State-owned companies.

The union is demanding the

scrapping of the Bill and the stopping of privatisation in the industry. Once the Bill is halted, they also wish to meet the Minister to discuss the issue, Mr Mashele said.

If these demands were not met, intensified protest action could include up to 22 000 Potwa members countrywide.

"We fail to understand why there is such a rush to put through this Bill," he said.

Referring to possible use of police to evict workers embarking on the sit-in action, Mr Mashele said police involvement would only worsen the situation.

During a speech in Pretoria, the senior general manager, operations, of Postal Services, Willem van Rooyen, said the more business-oriented approach of the restructured department would contribute in making Postal Services an efficient business enterprise with a high quality of service.

SA Post and Telecommunications could not be contacted for further comment late last night.

Strike continues

THE nationwide strike by 800 members of the Transport and General Workers Union at Waste-Tech entered its second week yesterday with the union and management still deadlocked over wage increases and work conditions. *Sowetan - 18/4/91*

Management at Waste-Tech has threatened to charge the union for intimidation against its temporary work staff in the Johannesburg depot. *(152)*

A union spokesman said they would investigate the alleged incidents but also said the company's actions were "provocative".

The union spokesman said the company had failed to respond to the union's proposals to end the impasse, instead employing "scab labourers" to undermine the union.

Protests will go on, warn PO workers

By Shareen Singh

Star
18/4/91

Countrywide protest actions by postal workers yesterday would continue indefinitely if the Post Offices Amendment Bill was passed in Parliament

This warning was issued by the Post and Telecommunications Workers Association (Potwa) whose members embarked on sit-ins, go-slows and demonstrations to protest against the Bill and in support of higher wages

The Post Office Amendment Bill, which was being debated in Parliament last night, would split the Posts and Telecommunications Department into two State-owned companies

Potwa objected to this, saying it was the first step towards privatisation

The union demanded that Minister of Public Enterprise Dr Dawie de Villiers halts the implementation of the Bill and consult union officials

Regarding wage increases, the union rejected the Department of Post and Telecommunications budget of R318 million and its wage proposals which would amount to a 13 percent increase

Union spokesman Floyd Mahsele said the budget for wages was too small considering the R695 million profit the department had made last year

Potwa, jointly with two other unions, demanded a minimum wage of R1 300 and an across-the-board increase of R500

Post and Telecommunications human resources general manager Peter Senekal said he had sent a revised proposal on wages to Minister de Villiers and was awaiting a response

Labour action disrupts postal services

^{8/Day 19/4/91}
POSTAL services countrywide were disrupted yesterday as more than 1 000 Post Office workers held sit-in demonstrations demanding higher wages and the repeal of the Post Office Amendment Bill

A Post Office spokesman said services delayed included the installation of new telephones and telephone repairs, but that the situation was "not at all serious"

The Post and Telecommunications Workers' Association (Potwa) has

~~152~~ (152)
VERA VON LIERES

threatened to step up labour action if the Bill is passed by Parliament, as is expected either today or next week

Workers, all members of Potwa, are demanding the immediate scrapping of the Bill, which will split the Post Office into two state-owned corporations

They have also demanded a minimum R1 300 monthly wage and a R500 across-the-board increase

6/Dec 19/49 (152)

Two strikes on the Rand

VERA VON LIERES
and DARIUS SANAI

ABOUT 1 400 workers began strike action on the Witwatersrand yesterday in two separate disputes

An SAB Chamdor branch spokesman said 700 weekly paid employees had embarked on an illegal strike. And Boksburg's Pick 'n Pay Hyperama closed after 700 workers began striking over what they claimed was a case of racial bias.

Food and Beverage Workers' Union spokesman Goba Ndhlovu said SAB workers were striking over general conditions of employment and dismissals

Pick 'n Pay personnel director Rene de Wit said the Boksburg dispute had originated over allegations that a white employee and a black employee had been treated differently after being accused of shoplifting. The black was suspended pending an inquiry, while the white was still working

The SA Commercial Catering and Allied Workers' Union said yesterday it was considering becoming involved in the strike.

Growing industrial unrest seen for SA as negotiations proceed

By SHARON SOROUR
Labour Reporter

LABOUR experts anticipate growing industrial unrest as negotiations progress towards a new constitution, according to a report in IR Data

The labour affairs journal, published by Andrew Levy and Associates, said while there was a sharp decrease in strike action in the first quarter of 1991 compared with last year, it was "generally accepted" that the first quarter of 1990 was atypical in terms of strike action.

"Combined with startling political developments which raised expectations and worker militancy, the 1989 South African Transport Services strike involving some 26 000 workers overran until the end of January 1990

INFLATED FIGURES

Also, "a number of large wage strikes involving the Paper, Printing, Wood and Allied Workers Union (Ppwawu), Mondi and Sappi tended to inflate figures", the journal said.

About 180 000 man-days were lost in the first quarter of 1991 compared to the high of 550 000 during the same period in 1990

"If we disregard the exception of the first quarter of 1990, we can see that there has been a steady upward movement in strike action since 1988, with

the first quarter of this year reflecting the trend.

"We are anticipating growing unrest as negotiations progress towards a new constitution and this, combined with the fact that the traditional wage round coincides, is expected to impact heavily on the incidence of industrial action"

Two of the longest strikes in the first quarter of this year were between Metropolitan Life and Saccawu (35 days) and S A Nylon Spinners and Sactwu (17 days) — both of which involved scores of Cape workers

Unions most active during the first three months of this year in terms of the number of strikes were the National Education, Health and Allied Workers' Union (Nehawu) at 29,2 percent followed by the Transport and General Workers' Union (TGWU) at 20,8 percent, the Food and Allied Workers' Union (Fawu) at 12,5 percent, the Post and Telecommunications Workers' Association (Potwa) — and the S A Clothing and Textile Workers' Union (Sactwu) — both at 8,3 percent and the S A Commercial, Catering and Allied Workers' Union (Saccawu) at 4,2 percent.

In terms of man-days lost because work stoppages or "go-slows" the National Union of Metalworkers of S A (Numsa) led the pack at 26,3 percent, followed by Nehawu at 23,4 percent

Aug 22/4/91

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We will still encourage strikes Naidoo

By LEN KALANE

11 Nov 24/12/91

SOUTH Africa's black labour movements, having survived the tough apartheid era, will face a totally different ball game in the new South Africa.

City Press spoke to leaders of Cosatu and Nactu, the largest union federations in the country, and it is apparent the unions will still flex their political muscle in a new South Africa.

Assistant general secretary of the Cosatu-affiliated National Union of Mineworkers (NUM), Marcel Golding, said: "In the absence of political organisations prior to February 2 last year, the oppressed people had no alternative voice in the country to express their political aspirations. We fulfilled this role."

And will they continue to do so in the new South Africa?

"Yes of course," says Cosatu general secretary Jay Naidoo. "We have been fighting for the workers' right to take strike action and when the need arises in the new South Africa we will still encourage them to do so. In fact this right should form part of the new constitution."

Nactu general secretary Cunningham

Ngcukana said the shedding of their political role would be a mistake - which had happened elsewhere in Africa.

"We are definitely not going to repeat that mistake here. We will retain our political posture."

But Naidoo said the labour movement's political role in a new South Africa needed to be re-defined.

"The emphasis in a post-apartheid South Africa would be on matters that directly affect the economic interests of our membership, but we also intend taking action to safeguard the interests of our members on political issues."

To what extent will labour movements influence political decisions?

"The trade union movement must play a more direct role in decision-making. For instance, we must have a say in the restructuring of the economy at a national level," said Naidoo.

"Even if we have a democratic government, people outside the government's political structures must continue to play a role in the democratic decision-making process."

Ngcukana agrees, saying it is imperative the trade union movement plays a role in constitutional development.

"Whether we do this directly or by engag-

ing the liberation movements in discussion to put across the demands of the trade union movement will be determined by how the constitution evolves," he said.

In Nactu's case it will depend on what type of political economy the new South Africa pursues.

"If the economy remains capitalist we will continue to fight for its dismantling to a socialist one, irrespective of whether the government is African or not," said Ngcukana.

He said Nactu would strive to influence decisions taken by government for as long as the trade union movement avoided becoming "an appendage" of political parties in power.

Naidoo added there were still debates within Cosatu on whether a new government should legislate a minimum wage rate, or whether this should be left to bargaining structures.

"New South Africa or not, we will continue to encourage workers to engage in strike action for the right to a living wage. It will therefore be in the interests of everybody for the post-apartheid government to address socio-economic problems - the legacy of apartheid."

Cunningham Ngcukana: politics to stay

Jay Naidoo: emphasis on economic rights.

Saccawu members arrested

■ More than 20 striking SA Commercial Catering and Allied Workers' Union (Saccawu) members were arrested in East London this week while picketing outside the Metropolitan Life insurance company. (152)

About 125 workers started a sleep-in strike in the city last week as part of Saccawu's national demand for a centralised bargaining unit in the company. UIM out 22/2 - 28/2/91

The workers were later removed in terms of a supreme court order. Around 2 000 workers countrywide are on strike.

A police spokesman said 25 picketers were arrested for "not complying with the court order" and would appear in court this week.

Strikes at mills halt ~~maize~~ maize meal deliveries

Star 22/2/91
By Willie Mashau

THOHOYANDOU — Strikes by workers at three milling companies have brought deliveries of maize meal in the Zoutpansberg district and parts of Venda to a halt.

The strike started on Monday when workers at two Zoutpansberg milling companies and Louis Trichardt roller mills gathered at one of the mills to demand the recognition of a workers' union. Police arrived and teargassed them, according to the Louis Trichardt chairman of the Food and Allied Workers Union (Fawu), Wilson Ramuagel.

Louis Trichardt police confirmed the incident

In a letter handed to the Brenner families, who own the mills, workers demanded:

- Reinstatement of dismissed workers who had joined Fawu.
- A pension fund.
- Better working conditions and the implementation of workers' compensation funds.
- Overtime allowances and an end to forcing drivers with code 8 licences to drive extra-heavy-duty trucks
- An increase in the present minimum of R265 a month.

The manager of the mills, W F Ludick, yesterday refused to talk to The Star.

17-day Nylon Spinners strike ends in agreement

By SHARON SOROUR
Labour Reporter

THE 17-day strike over wages at SA Nylon Spinners in Bellville South ended this week with workers being awarded a R176 across-the-board monthly increase

According to a joint statement by the company and the South African Clothing and Textile Workers' Union (Sactwu), the two parties settled at the weekend

The union dropped its demands for a R200 a month across-the-board-increase and the company increased its offer from R172 — a 14,5 percent increase on last year's wages — to R176 a month

BACK TO WORK

About 800 workers returned to work on Monday

They went on strike on February 1 after more than 84 percent of the workforce voted in favour of taking industrial action during a ballot about three weeks ago

Negotiations to resolve the dispute were conducted in a constructive and sincere manner, the statement said

"Both parties have stressed their commitment to ensure the sound relationship between them is not detrimentally affected by the legal industrial action"

Every effort would now be made to restore production as soon as possible

The strike led to a costly partial shutdown of the plant but about 50 percent of the employees were working and a certain level of production was being maintained, company managing director Mr Peter Boxall said

Negotiations between the two parties started in November and deadlocked at a conciliation board meeting on January 22

● Numsa — the National Union of Metalworkers of SA — will discuss trade union and workers' rights in the new South Africa at its annual bargaining conference at the weekend

The conference in Johannesburg will discuss and decide on national bargaining demands in the union's four sectors the engineering, iron, steel and metallurgical industries, the auto assembly industry, the motor industry and the tyre and rubber industry

Economic and socio-political issues affecting the bargaining environment will also be dealt with at the conference

"It is Numsa's view that business in this country has conclusively demonstrated that it is not competent to run and control this economy and that labour has a major role to play in the reconstruction of the South African economy. Numsa's bargaining demands will be seen in this light," the union said in a statement

Strikers win increase

WORKERS who staged a 17-day pay strike at SA Nylon Spinners in Bellville South were awarded a R176 across-the-board monthly increase — R24 less than they demanded.

Settlement of the dispute was confirmed in a joint statement by the company and the SA Clothing and Textile Workers' Union yesterday. The statement stressed that both sides were committed to avoiding further industrial disputes.

Following talks at the weekend, about 800 strikers returned to work on Monday morning. — Sapa

Taxi Strike

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21/4/11

From Page 1

yesterday afternoon.

The taxi rank may be temporarily reopened, sources said.

The city's director of public relations, Mr Jan Bezuidenhout, confirmed the rank might be opened pending a meeting between the council and other parties.

The parties met on Tuesday afternoon and after discussing the request to reopen the rank, promised to give a report back today.

Several businesses were seriously affected by the strike as thousands of commuters could not go to work.

Large numbers of people travelled by trains and buses and many were late for work.

Taxi drivers complained that the new taxi rank at Dr Savage Road was too small and had insufficient facilities such as toilets.

They said they believed the closure of the bigger Bloed Street rank was "a racist decision intended to harm our business".

Taxi Strike hits city

152
21/4/11

By MONK NIKOMO

THOUSANDS of Pretoria commuters were stranded and most businesses disrupted as the taxi strike, which started in Mamelodi on Monday, spread to other areas yesterday morning.

Drivers decided not to operate between Pretoria and the city's black townships in protest against the closure of the Bloed Street taxi rank on Sunday.

The decision to close the rank was negotiated by the Pretoria United Taxi Association and the Pretoria City Council, commuters claimed.

The strike started in Mamelodi on Monday and spread to Soshanguve and Atteridgeville yesterday morning where thousands of people were seen lining the streets.

A meeting to resolve the crisis was due to be held between council officials, representatives of the Southern Africa Black Taxi Association and Puta

On Page 2



Driving their message home . striking Metropolitan Life employees staged a motorcade protest outside the Johannesburg Stock Exchange yesterday.
Picture Alf Kumalo

We want ^{stew 21/2/91} single body, say Metlife employees

By Guy Jepson

Striking Metropolitan Life employees staged a mobile picket outside the Johannesburg Stock Exchange at lunchtime yesterday demanding the establishment of a single bargaining committee

Members of the South African Commercial Catering and Allied Worker's Union (Saccawu) drove about 20 cars — spray-painted with slogans — up and down Diagonal Street for about half an hour. They then moved off to Metropolitan Life's regional office in Fox Street to continue the picket.

An estimated countrywide total of between 700 and 1 000 Saccawu members employed by the insurance giant have been on strike over the issue since February 7.

A union spokesman said the dispute was declared when it became apparent that the company was "not prepared to budge" on the question of the establishment of a single negotiating committee to represent employees.

"Metropolitan Life wants us to approach them in two units — one for indoor staff and one for field staff. We want unity — we are all employees of Metropolitan, that's why we feel we need one bargaining unit."

He said union members intended to carry on until their demands had been met.

Approached for comment yesterday, Metropolitan Life public relations head, Phil Solomon, said: "On the one hand we have commercial staff who, for example, don't have fixed working hours and then we have salaried staff who do. That is why we would like to have two bargaining units."

Metropolitan Life assistant general manager of human resources, Noel Breakey claimed that employees who wished to go to work were being intimidated into staying away.

"Metropolitan wants to see a solution to the dispute and trusts that negotiations will continue," he added.

Strike 'intimidation' worries Metpol

By SHARON SOROUR
Labour Reporter

METROPOLITAN Life is concerned about the "wave of intimidation" taking place at strike-torn branches throughout the country

"We are aware that many of our employees who wish to go to work are being forced to stay away," said company spokesman Mr Noel Breakey

Hundreds of workers, mostly members of the South African Commercial, Catering and Allied Workers' Union, have been on strike over a single bargaining unit since February 6

21/2/91
While the company has said 600 people are involved, the union estimates the figure to be closer to 1 200 workers

Mr Breakey said the rights of employees who did not agree with the union were not being respected

He said "In spite of the fact that Metropolitan has acknowledged the strike, the behaviour of some of the striking employees and union members is not in keeping with the spirit of negotiation"

The two parties could not agree on strike rules, he said

Attempts to resolve the dispute through mediation and at conciliation-board level failed last month

The dispute revolved around the collective bargaining structure at Metropolitan the company has insisted that indoor staff and field staff are two separate groups which should have separate bargaining units

The union argues that this will divide the workforce and weaken the union's bargaining power

But Mr Breakey said yesterday the company wanted to resolve the dispute

Warning to health workers – patients' lives at risk

Staff Reporter

(152)

Striking health workers at Natalspruit Hospital were yesterday given an ultimatum to return to work by the Transvaal Provincial Administration (TPA), which warned that patients could die because of the strike

A TPA spokesman said

seriously ill patients had to be discharged early, and patients were not getting the medical care they needed

The ultimatum was given to the interim shop stewards' committee and the National Education, Health and Allied Workers' Union (Nehawu) yesterday after five days of negotiations. The method of inves-

tigating workers' grievances is still being negotiated

The TPA said Nehawu rejected three proposals including the appointment of a magistrate to hear grievances

Negotiations on these issues would continue today, said the TPA. Nehawu could not be reached for comment last night or this morning

ster 19/2/91

Metpol strike still unresolved

ARBU
19/2/91

Labour Reporter

HUNDREDS of Metropolitan Life workers at branches throughout the country are still on strike and there is no sign of a settlement

Company spokesman Mr Noel Breakey said the situation had not changed since last week but Metropolitan would not take disciplinary action immediately

The workers, members of the South African Commercial, Catering and Allied Workers' Union (Saccawu), downed tools on February 6 in support of a single bargaining unit for all employees

NEW DEVELOPMENT

The company has said about 700 workers are involved, but the union estimates the figure to be closer to 1 200.

In a new development strikers sent a letter to University of Zululand rector Professor A C Nkabinde — a company director — asking him about his position on the strike

Branch managers in the Eastern Cape, Natal and the Northern Transvaal expressed support for the strike at a meeting in Durban last night, said union spokesman Mr Leshe Apollis

The two parties had not set a date for further negotiations.

Over the past two weeks the company obtained court interdicts restraining strikers from occupying the company's premises at offices including those in Cape Town, Pretoria, Durban and Umtata.

Business was disrupted, with branches closing until workers left the premises

To sell anything from A to Zee phone

400 workers at Lesedi Clinic strike over pay

ABOUT 400 workers, including nurses, went on strike at Soweto's Lesedi Clinic early yesterday morning in support of a demand for higher wages, a union leader said.

A spokesman for the clinic said the stoppage was illegal and accused the National Education, Health and Allied Workers' Union of negotiating in bad faith.

The strikers gathered

outside the clinic about 6.45am, singing and dancing. Mr Alfred Motsa, a Nehawu spokesman, said the strike would go on until demands for a R950 minimum wage and reinstatement of several dismissed nurses had been met. *Sowetan 15/2/91*

Dispute

"Workers are not at their posts this morning," said Mr J Neshehe, manager of the clinic yesterday.

"We are still trying to find out what is happening." *(S2)*

Neshehe said the clinic was not in dispute with the workers, saying negotiations which began in November were still in progress.

"I can't divulge contents of confidential negotiations with the union. If they (union) divulge, they're negotiating in bad faith. It's an illegal work stoppage," he said. - *Sapa.*

Natalspruit hospital crippled by strike

By BULI SIWANI

NATALSPRUIT Hospital on the East Rand has been crippled for nearly a week, after the entire black workforce went on strike on Tuesday

The workers – including several nurses, clerks and cleaners – downed tools on Tuesday following an incident the day before when a worker was shot by security guards

Hospital worker Dan Nyawo – who is also a spokesman for the National Education, Health and Allied Workers Union – said the latest action has its roots in a 1987 strike *CP news 17/2/91*

After the strike was resolved workers were promised unconditional re-employment, he said

“However, whenever we apply for housing loans and promotions, there is always victimisation of shop stewards and other workers who led the 1987 strike”

Nyawo said he tried to point out the seriousness of the situation to the authorities by staging a sit-in on Monday at the office of the hospital's secretary, H de Wet, but was locked in for six hours

When security staff were called in to evict him Isaac Mmotong was shot

Workers started their strike the following day.

Hospital authorities were not available for comment

(152)
star 15/2/91
**Eviction after
sit-in at office**

By Brendan Templeton

A large group of striking Metropolitan Life workers were yesterday evicted from the company's Soweto offices where they had held a sit-in since Monday.

Company public relations officer Phil Solomon said almost all workers had voluntarily vacated company premises when presented with the notices.

A spokesman for the South African Commercial, Catering and Allied Workers Union (Saccawu) said union officials were meeting to determine what further action they could take.

At the centre of the clash between Metropolitan and Saccawu is the struggle over the format that collective bargaining should take.

The union wants all workers to be included under one bargaining unit.

Jubilation as deadline moved

By Waghied Misbach (152)

STRIKING workers at a major textile company in Cape Town were in a jubilant mood this week when their company withdrew their deadline for workers to return to work or face dismissal.

More than 800 striking South African Nylon Spinners (Sans) workers had been given until this Thursday to return to work.

But on Wednesday afternoon, as Sans workers were preparing to apply to the Supreme Court to hoalt the dismissals, Sans management withdrew the ultimatum, it was announced in a lawyer's letter to the workers and the South African Clothing and Textile Worker's Union. The company has instead extended the deadline to February 28. *Soult 14/2-20/2/91*

The letter, read out to more than 500 workers at the Sactwu offices in Cape Town, also stated that workers who missed the new deadline would be allowed to reapply as new employees only.

Face saving

Union organiser Mr Andre Kriel dismissed the Sans letter as "face saving". He said the company had no right to dismiss workers and was merely trying to divide them.

The company this week mantained that 50 percent of the workforce had returned to work. The union disputed this figure.

The Sans workers' key demand is for a monthly increase of R200. The company has offered R172 across the board, a 14,5 percent increase on 1990 salaries.

The strike began on February 1 when pay talks collapsed at conciliation board level. A strike ballot resulted in a majority vote in favour of the strike. Demonstrations at the plant in Bellville continued this week.

Sans have maintained throughout the strike that the action would have "long-term repercussions" on the export trade and was "economically damaging" to those textile companies almost entirely dependent on Sans products.

Ward firing



RELIEF: Jubilant strikers hear the news that SA Nylon Spinner bosses had extended the deadline for the dismissal of workers.

PIC: YUNUS

EDUCATIONAL



Collingwood

300 strike over hospital shooting

By Brendan Templeton

152

About 300 nurses and workers went on strike at Natalspruit Hospital, Germiston, yesterday because a worker was shot by a hospital security guard on Monday.

The worker, Isaac Mmotong, was injured in the right foot when he and other workers tried to prevent hospital security from arresting a shop steward who had staged a sit-in at the hospital secretary's office.

Shop steward Daniel Nyao accused hospital authorities of blocking his application for a housing loan because he was an organiser for the National Education, Health and Allied Workers Union.

Services at the hospital had

not yet been affected because the strike had just started and some staff were still working, he said.

Union officials addressed patients earlier in the day and asked them to bear with the union, he added.

Striking staff gathered next to the hospital parking area yesterday and toy-toyed, carrying placards calling for the resignation of two officials they accused of blocking Mr Nyao's housing loan application.

"We have been calling for their dismissal for a long time, and now we are determined to get rid of them," Mr Nyao said.

Union membership was "very high", and strikers were determined to continue with the tools-down action until their de-

mands were met.

Strike demands include

- Dismissal of the two officials
- Termination of the hospital's contract with the Peaceforce Security firm which employs the guard involved in the shooting *stew 142191*
- Approval of housing loans for Mr Nyao and another union organiser
- The reopening of a case against a worker who was recently dismissed "without a proper hearing"

Hospital superintendent Dr Norman Kearns said he could not comment on the strike because negotiations were planned between the union and the Transvaal Provincial Administration.

Workers protest lay-offs at firm

MEMBERS of the South African Chemical Workers Union picketed the offices of Twins Pharmaceutical at Isando yesterday to protest the retrenchment of 174 workers. Sowetan 13/2/91

Sacwu spokesman Mr Humphery Ndaba said Twins Pharmaceutical had unilaterally retrenched workers without consulting the union despite an agreement reached with them on November 22 last year.

Ndaba said it was agreed that 20 percent of the staff would work short time - that is not work one day in a week rather than retrench any workers.

He said it was suprising that Twins employed 150 temporary workers in December without informing the union and yet they had said economic considerations was the reason for the retrenchments.

Twins allegedly retrenched the 174 workers on January 18 and the remaining workers embarked on a work stoppage to demand their re-instatement.

Company spokesmen were not available for comment. - Sapa.

Insurer's court order brings sit-in to end

152

Towler 13/2/91

**SOWETAN
Reporter**

A COURT battle is looming between Metropolitan Life and Saccawu after management evicted through an interdict 120 workers staging a sit-in strike at its Johannesburg office.

Union official Mr Stanley M Gomezulu said yesterday a Rand Supreme Court hearing was scheduled for March 5 when Saccawu would challenge the order.

The sit-in had lasted four days up to Monday night.

At the centre of the dispute - which affects more than 1 000 Metropolitan agents countrywide - is the refusal by management to accede to the union's demand for a single bargaining unit.

Dispute

In a statement issued yesterday, management said in its view commissioned and salaried employees were two identifiable groups, each with a set of differing working conditions.

Therefore, it said, collective bargaining should occur in two units.

Saccawu said the company's insistence on the two bargaining units was unacceptable and likely to divide workers.

The dispute which dates back to last August deepened after mediation talks on January 14 failed to resolve the matter with the workers subsequently voting for the strike and other forms of protest.

Metropolitan yesterday said it was still committed to negotiating the dispute.

Protesting nurses arrested

Sipam
1312/91 Own Correspondent

(152)

MARITZBURG — More than 100 nurses were arrested in the city centre yesterday for taking part in an illegal gathering while protesting against an SA Nursing Council disciplinary hearing in the city hall.

Police said 128 women nurses and 11 male nurses were arrested, given summonses and released.

The disciplinary committee agreed to postpone until April 17 the proceedings in respect of 18 of the 20 Edendale nurses facing charges of improper or disgraceful conduct in connection with strike action last year.

Two nurses were found guilty of disgraceful conduct and it was recommended that they be suspended for three months (conditionally suspended for six months).

Strikers arrested at Metropolitan Life head office

A GROUP of Metropolitan Life employees was arrested after a demonstration outside the company's Cape Town head office yesterday as the strike by several hundred workers approached its second week.

Several hundred Metropolitan employees, all members of the SA Commercial, Catering and Allied Workers' Union (Saccawu), have been on strike since last week over the company's refusal to accept union proposals for a single bargaining unit.

Metropolitan spokesman Phil Solomon yesterday confirmed police arrested "three or four" strikers

VERA VON LIERES

He said the company had not ordered the arrests, which took place because employees were allegedly standing in a restricted area.

He estimated that about 500 Saccawu members were on strike, although a union spokesman put the figure at more than 1 000 members.

In a statement, the company said a four-day sit-in by 120 workers at the regional offices in Johannesburg had ended after the Supreme Court granted an eviction order on Monday.

Metropolitan said it believed that

commissioned employees and salaried employees were separately identifiable groups (152)

Collective bargaining should therefore occur in two bargaining units.

Saccawu has demanded a single bargaining unit for commissioned staff and salaried employees, saying any other arrangement would be an attempt to divide workers.

Previous attempts to resolve the dispute through mediation and at a conciliation board had failed.

A Saccawu spokesman said workers yesterday staged a march to Metropolitan's regional offices in Durban.

16/12/1991

'Hospital guards shot worker'

By Abel Mabelane
East Rand Bureau

8700
13/2/91

152

East Rand Police are investigating the alleged shooting of a hospital employee by a security guard at the Natalspruit Hospital on Monday

Police liaison officer Captain Ida van Zweel said a former hospital employee staged a demonstration on the hospital premises and demanded to be re-employed

Two hospital security guards tried to remove him from the premises. There was a struggle and a shot went off, hitting the man in the leg

Captain van Zweel said she

was not aware of the police being summoned to the hospital

A shop steward of the National Education, Health and Allied Workers Union (Nehawu), who did not want to be identified, said the employee, Isaac Mmotong, was shot by one of the security guards when he went to the rescue of a colleague who was allegedly being assaulted by the guard

He said the trouble started when Dan Nyawo, an employee at the hospital, staged a sit-in in the office of a Mr de Wet and demanded promotion and a housing loan

"Mr de Wet locked Mr Nyawo in his office, but later returned with two white security guards. They ordered Mr Nyawo to leave but when he refused, one of the security guards allegedly pointed a gun at him"

He said Mr Mmotong was admitted to the hospital under police guard

The superintendent of the Natalspruit Hospital, Doctor Norman Kernes, could not be reached for comment this morning

Workers at the Natalspruit Hospital downed tools yesterday in protest against the alleged shooting

CPK
12/13/19
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Metlife takes court action

WORKERS at Metropolitan Life who belong to a union were yesterday forbidden to gather at the company's offices in Burg Street

In terms of an interim order granted to the company, members of the SA Commercial, Catering and Allied Workers Union may not occupy the offices, obstruct the entrances, affect company operations or interfere with any employee

They also may not organise any action at Metropolitan's offices or enter them unless to work

The union has until February 19 to reply

Supreme Court order to stop canteen sit-in

By JOHN VILJOEN
Supreme Court Reporter

13/2/91
A COAL merchant has obtained a Supreme Court interdict ordering 27 former employees dismissed for a "go-slow" to end a sit-in in the employees' canteen at his Maitland premises

In papers Mr Gerald Hoberman, a director of Cape Coal, said the 27 were dismissed on Monday after persisting with an illegal "go-slow" action which started last Friday

Their action was severely disrupting business, he said Cape Coal could be termed an essential service as it supplied hospitals and other institutions. A shortage of coal at hospitals could disrupt services and threaten patients' health

The 27 were found guilty at a disciplinary hearing of taking part in the go-slow and refusing to obey lawful instruction

On Wednesday they returned to the company premises, saying they were returning to work, but were told they were trespassing because they had been dismissed

They were asked several times to leave but refused to do so, Mr Hoberman said

The company's coal stacks needed to be continually sprayed with water to prevent pollution. No one was available for this task and a haze of coal dust was causing concern among Cape Town city council pollution officials

"Tension and emotions" were running high because of the workers' presence and "violence could break out at any moment", he said

The 27 could intimidate the rest of the workforce and the safety of new workers hired could not be guaranteed

Yesterday, Mr Justice H L Berman granted a temporary interdict ordering the 27 off the premises, preventing them from disrupting the company's business or harassing or molesting any of the company's employees or customers

They have until March 5 to show why the order should not be made permanent

● An insurance company has obtained an interim Supreme Court interdict to prevent striking staff from staging a sit-in at its Cape Town premises

Metropolitan Life Ltd obtained the order yesterday against the South African Commercial, Catering and Allied Workers Union and those gathered at its premises at 38 Wale Street, 33 Church Street and Burg Street

In terms of the order, the strikers are restrained from gathering on or occupying the premises, or from obstructing access to or egress from the buildings

They are further restrained from unlawfully interfering with or obstructing the normal operation of Metropolitan Life's business

Mr Justice H L Berman presided

Bus strike hits commuters

Argus 13/12/91 (152)

By SHARON SOROUR
Labour Reporter

FOR the first time in 75 years defiant bus drivers and other City Tramways workers — prevented by labour legislation of the right to take industrial action — are on a wildcat wage strike.

Because bus operations are regarded as an essential service by law the seven day strike is illegal.

But more than 1,300 workers have downed tools ignoring two urgent court interdicts from the Supreme and Industrial courts barring them from occupying company premises while on strike and ordering them back to work.

There have often been work stoppages at City Tramways but this is the third time in five months that workers have plunged Cape Town's bus service into chaos, stranding and inconveniencing thousands of commuters.

Although the two transport workers' unions — the Transport and General Workers' Union (TGWU) and the Transport and Omnibus Workers' Union (Towa) — are united in their fight for improved wages, this was not the case last year.

Illegal

A summering battle for majority status and bargaining power between the two rivals led to a one-day work stoppage by hundreds of TGWU members in August.

Workers were demanding a ballot to test Cosatu-affiliate TGWU's claim that it represented the majority of workers instead of the Towa, the negotiating union affiliated to the National Council of Trade Unions (Nactu).

Company executive director Mr Barry Gie rejected the stoppage as unprocedural, unjustifiable and illegal.

He dismissed the allegation by TGWU that the stoppage was connected to a dispute over management's recognition of the union as a gross distortion of the facts.

Documentary evidence put forward by the union to justify its claim that it represented the majority of workers failed to do so and the union conceded it did not have majority support. Under these circumstances there were no grounds for holding a ballot.

Workers returned to work the next day but negotiations with management continued. A ballot was eventually held at certain depots with tension mounting between the unions. However, TGWU failed to prove their majority and Towa remained the negotiating union.

24 HOURS

would have a grossly negative effect and disadvantage passengers who were mainly from the poorer parts of the community.

With the company losing about R300,000 a day in revenue he also warned workers that if their demands were met the company would not be able to continue its business in the present structure.

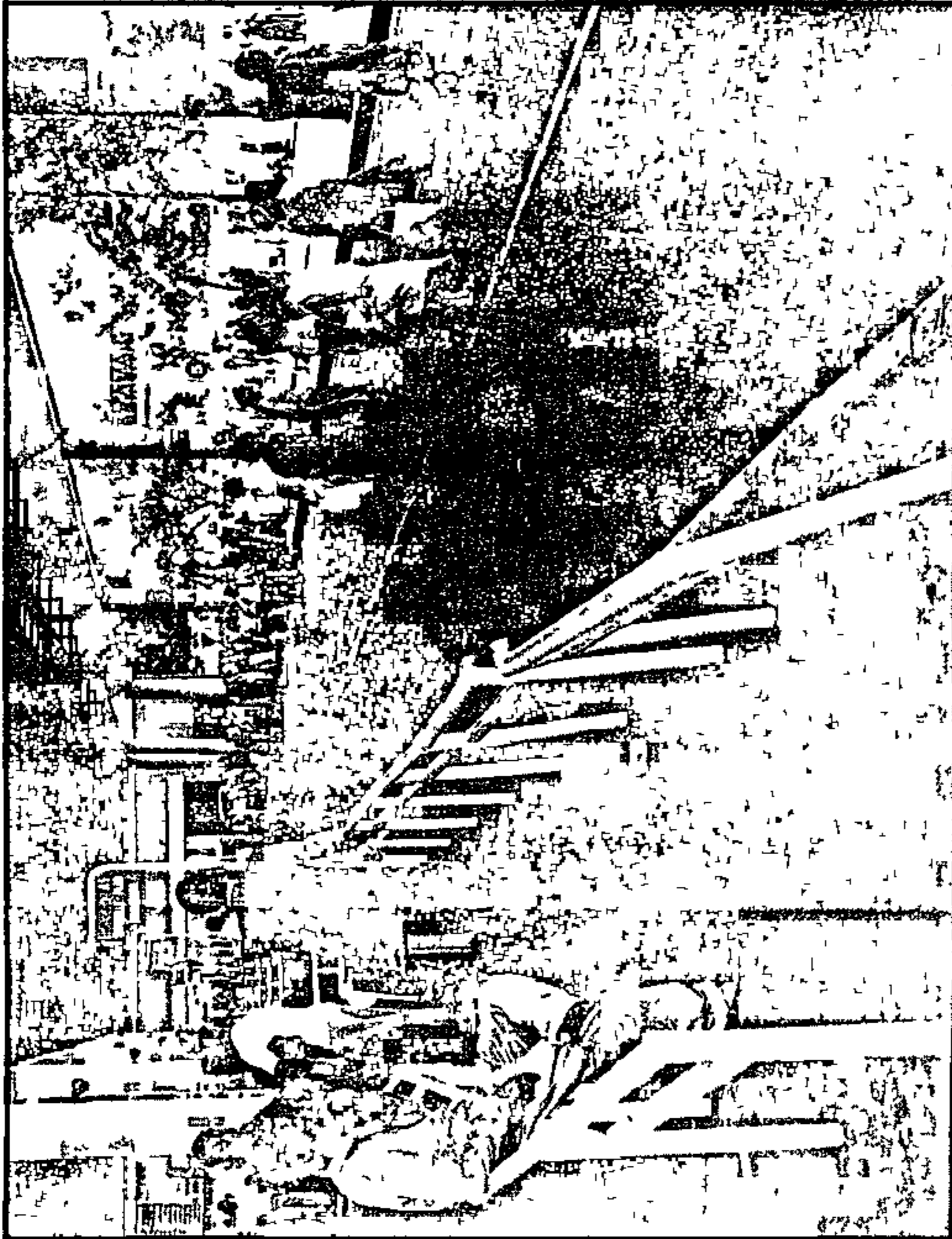
Industrial relations consultants believe the strike has highlighted the question of the right to strike. The question of essential services needs to be re-addressed.

Some industrial relations experts believe the problem in South Africa is that the right to strike has been used in the past as a legitimate tool.

According to a Cape Town labour consultant if people are given the right to strike they will be forced to follow certain procedures.

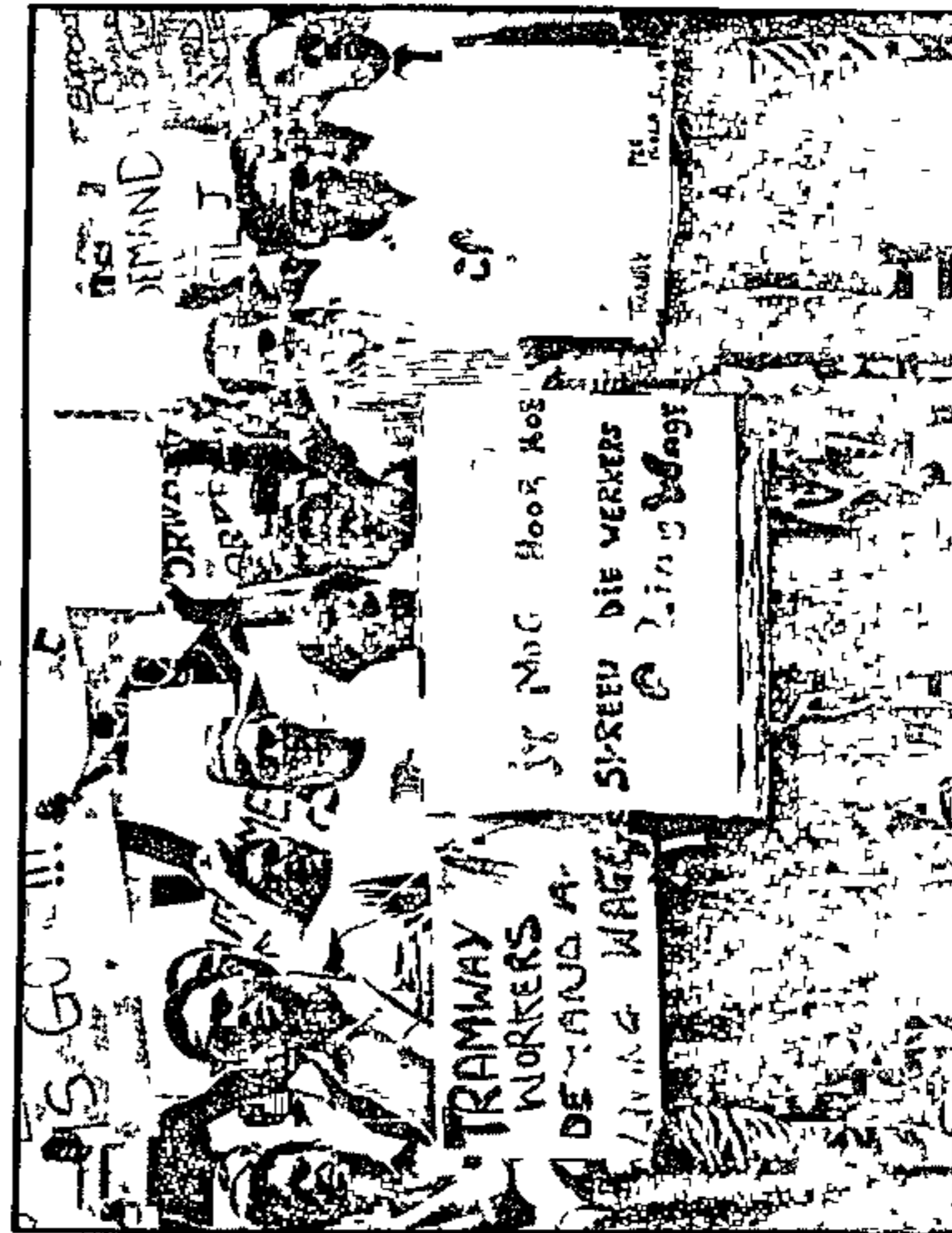
"Unions in South Africa are becoming more responsible especially when it comes to wage negotiations," he said.

"But there is a very strong argument for workers who deliver an essential service to the public not taking strike action — but other remedies should be provided."



Picture: ROY WIGLEY The Argus

DESERTED The Golden Acre bus terminus (above) is deserted on the sixth day of the wildcat strike by City Tramways drivers. Below: stranded bus commuters wait for taxis at the Strand Street rank.



BUS DRIVERS MARCH Posters carried by City Tramways bus drivers on 7 March to the company head office, in protest against the company's demands which...

Sacked men ordered off premises

CM 10/18 13/2/91
152 *10/18*
~~Supreme Court Reporter~~
The Supreme Court yesterday ordered 27 sacked Cape Coal labourers to leave the company's premises in Maitland

An interim order restrained the men, members of the S A Commercial, Catering and Allied Workers' Union, from disrupting Cape Coal's business operations in any way, or inciting or encouraging others to do so

They were dismissed after a disciplinary hearing found them guilty of participating in a "go-slow", and for refusing to obey a lawful instruction

However yesterday morning the men returned to the premises and refused to leave, Cape Coal director Mr Gerald Hoberman said

The return date is March 5

Star 14/2/91
**More demos
by workers
at Reef
hospitals**

By Brendan Templeton

Demonstrations at several Reef hospitals continued yesterday. They called for the retraction of disciplinary measures planned against nurses who struck last year.

Minister of Health Dr Rina Venter entered the controversy supporting the decision by the South African Nursing Council (SANC) to take disciplinary steps.

The lunchtime protests by general workers, and at some centres by nurses, were at the Johannesburg, Hillbrow, Natal, and Far East Rand hospitals, said the National Education, Health and Allied Workers Union (Nehawu).

The Transvaal Provincial Administration confirmed the demos, but said services were not disrupted because of the small numbers who took part.

Nehawu national organiser Monde Mditshwa said the union would meet political organisations and other Cosatu unions to discuss supportive action.

Downed tools

Nehawu is incensed by the SANC's decision, because provincial authorities agreed at the end of last year's strikes that no action would be taken against nurses who downed tools.

Dr Venter said in her statement that the SANC had "a responsibility to look after patients".

"One of the cornerstones on which the new South Africa is to be built is the maintenance of definite values and standards.

"The nurse who puts the interests of her patients first cannot allow her services to be interrupted by political activities."

● About 150 nurses from KwaZulu and Natal provincial hospitals marched through central Durban yesterday to protest over the disciplinary proceedings against some of their colleagues.

1 000 picket insurance firm's offices

87w (2/2/91)
By Shareen Singh

Insurance workers on strike at Metropolitan Life yesterday picketed company offices nationally to support their demand for a single bargaining unit for all workers

About 1 000 insurance consultants, administrative staff and cleaners went on strike last Thursday

Attempts to resolve the dispute through mediation and conciliation board had failed

Company spokesman Noel Breakey said Metropolitan Life's indoor staff — administrative employees and cleaners — and its consultants who were field staff, had different working conditions. The company believed collective bargaining should be in two units.

Field staff do not get a basic salary and work on a commission basis. It would not be viable to have a single bargaining unit for all workers, he said

The South African Commercial Catering and Allied Workers' Union (Saccawu) argued that its members comprised both field staff and indoor staff.

Having two bargaining units would divide the workforce and weaken the union's bargaining power, a spokesman said.

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12/2/91

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Company sets nylon strikers ultimatum

STRIKING SA Nylon Spinners' workers faced dismissal if they did not end their strike by Thursday, the company warned yesterday

About 900 workers at the Bellville South plant started a legal strike on February 1, demanding a R200-a-month increase.

SA Clothing and Textile Workers Union (Sactwu) members had been told that the strike could not be allowed to continue indefinitely, the company said

It was damaging not only to SANS, but also to textile companies dependent on its products.

"Further damage to export orders will also have severe long-term repercussions," the company said.

Sactwu spokesman Mr Ronald Bernickow confirmed the ultimatum, but said workers would continue striking.

The company had started hiring and training temporary labour, he added. — Sapa

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12/2/71
Mossgas strike talks

152
Staff Reporter *12/2*

REPRESENTATIVES of more than 12 000 striking construction workers at the giant Mossgas refinery at Mossel Bay met management yesterday in an attempt to resolve the strike

Spokesman Mr Bimba Mangqabashana said the workers — all members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) and the National Union of Mineworkers of SA (Numsa) — went on strike on Friday in support of dismissed colleagues

11/11/71
11/11/71

Staff seals exits in office sit-in

CA+TWK 12/2/91

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ABOUT 40 insurance agents and clerks tried to occupy the Metropolitan Life offices in Burg Street last night, trapping managers inside the building for at least 1½ hours.

The managers, who had hastily locked the garage doors and main entrance to keep workers out earlier in the day, were unable to get their cars out of the garage and were forced to leave by a side entrance.

SA Commercial, Catering and Allied Workers' Union spokesman Mr Goodman Socikwa said the managers would not open the garage doors because they feared workers would storm the building. But workers would not give up the idea of occupying the building and the strike would continue today.

Some 2 500 clerks and insurance agents yesterday held sit-ins countrywide and in Transkei, occupying the offices overnight, said Mr Socikwa.

He said the workers declared an industrial dispute on Wednesday when management refused to agree to have one centralised bargaining unit.

The head of the company's public relations department, Mr Phil Solomon, said management agreed to centralised bargaining but wanted the system of one for commissioned workers (agents) and another for salaried workers (clerks) to remain.

He said employment conditions and salaries differed for commissioned staff and salaried workers.

Workers try to occupy life insurance offices in city

Labour Reporter

12/2/91

THERE was a strong police presence outside Metropolitan Life's head office today as striking workers tried to occupy the company's Church Street building

entrances, preventing employees from entering the building. Police arrived about 8.30am

The workers, mostly Saccawu members, dispersed some two hours later

At least three people were arrested, including SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Mr Goodman Socikwa

Company spokesman Mr Phil Solomon said the dispute revolved around the collective bargaining structure

About 100 workers — part of a 1,500-strong nationwide strike in support of a single national bargaining unit — gathered outside the Burg Street entrance about 3pm yesterday

Metropolitan Life regarded its indoor staff, administrative workers and cleaners — and field staff, who were consultants, as two separate groups of employees each having different working conditions

But Metropolitan locked the garage doors and the main entrance to prevent the strikers from staging a sleep-in. Several managers who were trapped inside the building last night had to leave by a side entrance and call a taxi

He said "The company believes that collective bargaining should occur in two bargaining units, one for field staff and one for indoor staff"

The strikers gathered outside the building about 6am and blocked the

But while the union insisted on one bargaining unit for all its members, Metropolitan was only prepared to recognise Saccawu as the bargaining agent for field staff, he said

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Dismissal looms for strikers

By SHARON SOROUR
Labour Reporter

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16/2/91

STRIKING SA Nylon Spinners workers will be dismissed by the company unless they abandon their wage demands and return to work by Thursday

Company managing director Mr Peter Boxall said in a statement the workers were notified by management yesterday that the 11-day strike could not be allowed to continue indefinitely

He said workers would be dismissed unless they abandoned their demands for wages and conditions of service for 1991 and reported for duty by February 14

Urgent interdict

But the South African Clothing and Textile Union (Sactwu) is to apply for an urgent Supreme Court interdict today restraining the company from dismissing the workers, union national media officer Mr Ronald Bernickow said

Workers at the Bellville South plant went on strike on February 1 after about 900 workers — more than 84 percent of the workforce — voted in favour of taking strike action during a ballot about two weeks ago.

Management has refused to increase its final wage offer of a R172 monthly across-the-board increase, which is a 14,5 percent increase on last year's wages

Workers are demanding an across-the-board increase of R200 a month plus an annual bonus of four weeks' wages for all employees in the bargaining unit, Mr Bernickow said

Mr Boxall said the strike had led to a costly partial shutdown of the plant

He said "The impact on the continuous process operation of the company is not only economically damaging to its business but also to textile companies which are almost entirely dependent on our products"

Export orders

Further damage to export orders would also have "severe" long-term repercussions, Mr Boxall said

About 50 percent of the employees were working and the company was maintaining a certain level of production, he said

Negotiations between the two parties started in November and deadlocked at a conciliation board meeting in January

The strikers had magisterial permission to hold protest marches daily in the Sacks Circle area in Bellville South and 24-hour pickets, Mr Bernickow said

Transport stoppage: 85 workers dismissed

By SHARON SOROLUB
Labour Reporter

EIGHTY-FIVE Jowell's Cape Transport workers in Springbok, Namaqualand, have been fired after a work stoppage in solidarity with striking workers dismissed in Cape Town last week

The Springbok drivers and other workers — members of the Transport and General Workers' Union — downed tools two days after 147 Cape Town workers on a wildcat strike over wages were fired after ignoring an ultimatum by management to return to work

Union regional secretary Mr Nic Henwood confirmed the dismissals but could not comment on the dispute because of an agreement with management

SUPPORT ACTION

According to union organiser in Springbok Mr Ronnie Robinson, the dismissed workers were to meet today to discuss

support action with other organisations

Workers were fired in spite of an undertaking by management not to dismiss any strikers before negotiations with the union, he claimed

Mr Fred Potgieter, general manager of the Springbok depot, declined to comment

A spokesman for the dismissed workers said the company had offered to re-employ 53 workers in Springbok and 103 in Cape Town

He said the company had cited economic losses as the reason for the selective re-employment

Workers marched down Montague Drive in Montague Gardens yesterday and picketed outside the company's premises, Mr Henwood said

One of the dismissed workers said they were demanding a wage increase of about 30 percent while management was offering 7,5 percent

Lawyers to fight for farm workers

Labour Reporter AR645 12/2/91

LAWYERS are to fight in the Industrial Court for the reinstatement of 38 seasonal farm labourers dismissed from two Villiersdorp packing sheds after a two-day stayaway

Twenty workers from Villiersdorp Uie Verpakkers and 18 from Gunter's Packing Shed were dismissed after taking part in a march to the municipality last week to protest against shack demolitions on empty municipal land near Nuwedorp township

According to the workers' legal representative, Mr Roger Chennels, the case would be heard in the Industrial Court before the end of this month

A dispute had been declared between the employers and the workers, he said.

Mr Chennels said "The question is whether co-operative packing shed workers, who are seasonal workers, are entitled to protection from the Industrial Court

"We believe that they were unfairly dismissed and are entitled to protection. If we get them reinstated, we will be giving protection to seasonal farm labourers for the first time"

The workers, who were employed for about eight months a year, earned between R50 and R75 a week, Mr Chennels said

Mr Das-Maree, the owner of Villiersdorp Uie Verpakkers, said "The workers were dismissed for not coming to work for two days last week. Other labourers have been employed because the packing shed and production operation must carry on"

He said workers knew they would be dismissed if they stayed away from work

Minibus taxi owners reaping benefits

17/6/45
12/2/91
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By JACQUELYN SWARTZ
Staff Reporter

MINIBUS taxi owners have reaped benefits of thousands of rands as a result of the bus strike — now in its sixth day

Many of the members of the Western Cape branch of the South African Black Taxi Association which represents the owners of 3 500 taxis have reported increases of 35 percent in business since Tramway workers went on strike last week

This results in an average of R70 more a day for taxis operating from areas such as Mitchell's Plain, Hanover Park and Retreat

According to Mr Basil Nagel, provincial chairman of the South African Black Taxi Association, Western Cape, this increase falls short of the expected hike of 100 percent

A strain is, however, being placed on taxi services

"We definitely can't cope This is an unusual situation We don't know how long the strike is going to last and can only do our best"

LONGER HOURS

He said that since the taxis were forbidden by law to overload, the only answer was to work longer hours

Here he called for co-operation from the public

"If people are used to taking a bus at a certain time, they should leave earlier now that there are no busses, and a limited amount of taxis

"I believe that commuters can play a part so that we can provide them with a service under these difficult circumstances."

Mr Nagel said this was 'a "fantastic" opportunity for taxi drivers to prove themselves to the commuters

"People are inclined to paint all drivers with the same brush If one driver was bad they think that all drivers are bad This should be a good public relations exercise," he said. "If we have this increase now, show me a reason why we should not maintain it"

Mr Nagel said commuters did not have to worry about a fares hike in light of the strike

"I don't think there is any justification to put up fares We want to provide a service, not exploit the situation"

Strikers sit-in at Met Life

CAPE TOWN — Metropolitan Life employees on the Rand spent Thursday night in their offices as a widespread sit-in over bargaining forums entered its third day yesterday

Company representatives met a delegation from the SA Commercial, Catering and Allied Workers Union for nine hours on Thursday night, but failed to end the deadlock, said Saccawu spokesman Mr Boyboy Giba

Non-union members had joined the dispute and more than 1 500 insurance and office staff nationwide were on strike, he claimed. — Sapa

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Nylon workers in city march

CAPE TOWN — Strikers from the SA Nylon Spinners' plant in Bellville South marched through central Cape Town yesterday morning.

About 600 workers, some carrying placards demanding a R200 wage hike, took part in the march from District Six, SA Clothing and Textile Workers' Union spokesman Mr Ronald Bernickow said.

The parties remain deadlocked as the legal strike approaches its second week.

The company, a major supplier of synthetic yarns and materials, has offered a R172 increase on the monthly wage — Sapa

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Gas project hit by strike

ALL work at the Mossgas refinery site in Mossel Bay came to a standstill yesterday, when thousands of construction workers went on strike.

A Mossgas spokesman confirmed the strike yesterday, but did not know the exact reason for the action. However, it is believed that the strike is in sympathy with 230 workers who were fired yesterday morning.

It is not known exactly how many workers are taking part in the strike, but there are 12 500 people involved in the construction work.

Last year, the building project was interrupted by several strikes — Sapa

Workers challenge DP chairman

W/Mail 8/2-1412191
By GLENDA DANIELS
DEMOCRATIC Party national chairman David Gant is at the sharp end of an industrial court case in which he is accused of unfairly dismissing strikers and "hiding behind" controversial provisions of the Labour Relations Act.

The case has been brought by 20 of 420 workers dismissed after a three-day wage strike last year at the Lourensford Estate near Somerset West, of which Gant is managing director. The estate is a combined farm and sawmill.

One of their complaints is that Gant would not negotiate with an elected worker committee called the "ANC Committee".

It has been reported that the farm manager refused to convey workers' demands to Gant unless they changed the committee's name.

Commenting on the strike Gant said, "I decided to dismiss the 420 workers on the basis of the continued strike, the

fact that they had taken the law into their own hands and on account of intimidatory practices."

Gant later reinstated 60 of the strikers.

According to lawyers, Gant has argued that as farmworkers, the strikers fall outside the scope of the LRA and are not entitled to seek relief in the industrial court.

The workers maintain that in terms of various court decisions they are factory employees and therefore covered by the Act.

The workers have argued that the dismissals are unfair in that no specific charges were put to them, no inquiry was held and they were not given the chance to examine witnesses.

The DP has supported the Saccola Accord between unions and employers, which recognises the right of all workers to protection under labour law. The case has been postponed.

Is the stayaway a weapon best held in reserve?

W/mailed 8/21-14/2/91

LAST week's national stayaway is a crucial pointer of the more effective functioning of the alliance between the labour movement and the African National Congress — but has raised questions about the stayaway weapon under rapidly shifting political conditions

The most successful general strike by black labour on a purely constitutional demand — it recalls the strike for a national convention in the early Sixties — it is viewed as "new and significant"

"This was not over a bread-and-butter issue or an immediate problem, like violence," commented *SA Labour Bulletin* editor Karl von Holdt. "It was over an abstract issue — future negotiations that will structure our national life"

Observers also believe the action has virtually set the seal on ANC policy on a one person, one vote constituent assembly to draft a new constitution, an unequivocal demand of the Congress of South African Trade Unions (Cosatu) and the South African Communist Party

"It's fast reaching the point where it's non-negotiable," said one source.

Called essentially over the constituent assembly demand, the stayaway marked the start of the alliance's campaign of mass action this year.

Timed to coincide with the opening of parliament, it was designed to wrest the political initiative from the government

In the scale of the response, the stayaway was undoubtedly less impressive than many of its predecessors. The decision on the form of action was left to Cosatu's regional structures, and a full work stoppage was adopted only in the Eastern Cape and Border regions, a traditional ANC stronghold, the Witwatersrand region and Klerksdorp and Stilfontein

Inkatha-ANC moves on political violence clearly underlay a decision not to launch stayaway action in Natal.

Organisational weakness appears to have been decisive in areas such as the

The stayaway called for last Friday was a qualified success for the labour/ANC/SACP alliance. It showed workers are willing to rally behind non-labour issues but raised questions about the directions this form of mass action should take

By DREW FORREST

Free State and Western Cape, historically unresponsive to stayaway calls, but unionists stress that the march on parliament was the main thrust in Cape Town

Employers concede that the Eastern Cape/Border stayaway was almost 100 percent effective

On the Reef, the turnout was more patchy — Cosatu estimates a 60 percent response, and employers believe Pretoria and the Vaal were hardest hit.

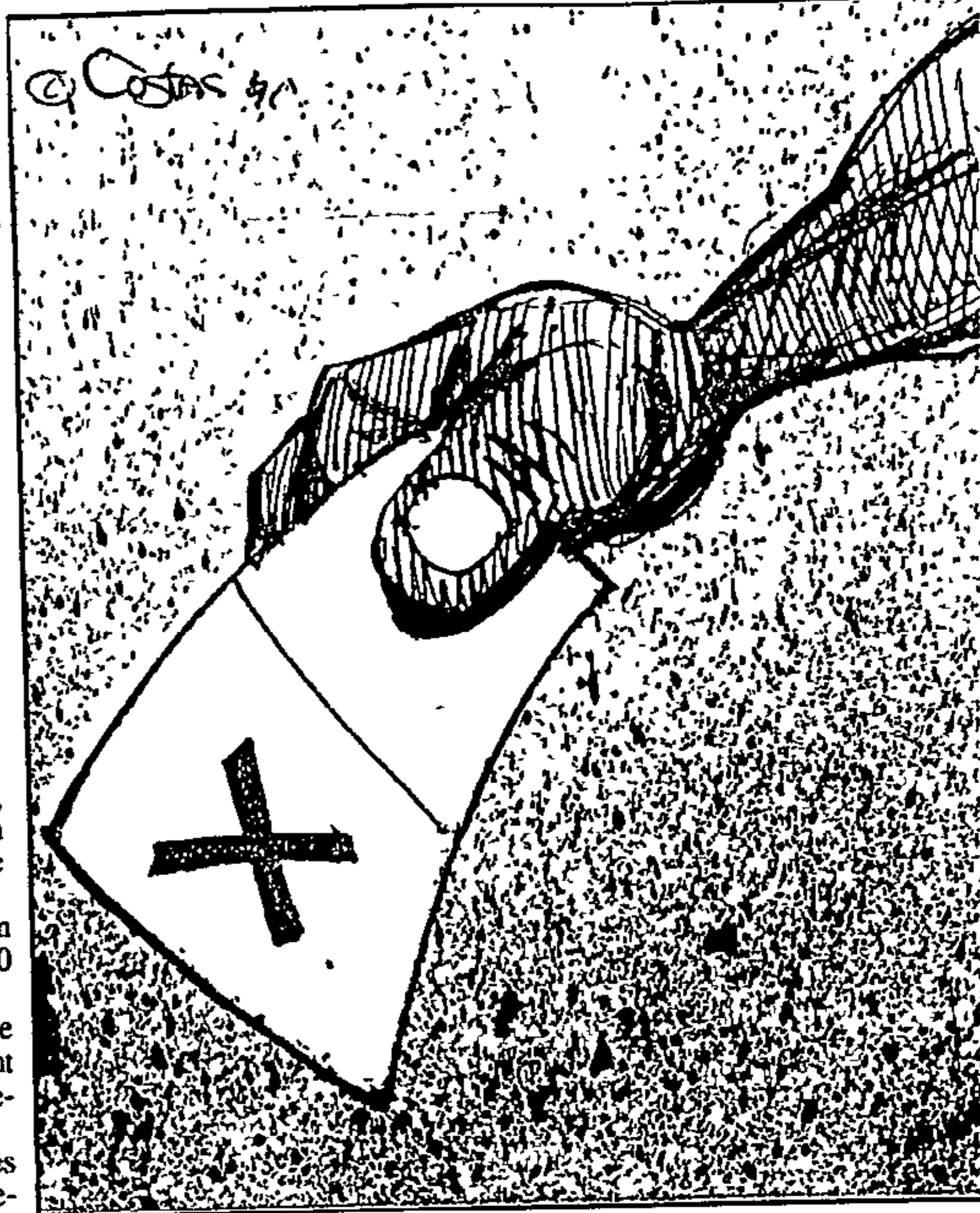
The Steel and Engineering Industries Federation estimates the national response in the metal sector at 41 percent, or 187 000 workers, as against 60 percent in the Natal violence stayaway last year.

Possible factors in this were the fact that February 1 was a payday, and the short notice — less than two weeks — to workers

Sam Shiloa, the vice-chairman of Cosatu's Witwatersrand region, said the region endorsed the stayaway and communicated this to shop stewards only days before it was due

But unionists stress that other forms of action were widespread. Marches or rallies took place in Kimberley, Umtata, Bloemfontein, Nelspruit, Phalaborwa, Tzaneen, Durban and elsewhere, while permission to march was refused in Empangeni, Welkom, six Northern Transvaal towns and five towns in the Western Transvaal

The scale of the action points to improved alliance co-ordination on the ground. But it also reflects the growing national impact on alliance politics of labour, and possibly the SACP, which



feared last year that some ANC leaders were wavering on the constituent assembly demand

Internal pressure has also been crucial. "The rank-and-file militancy at the ANC's December consultative conference was a nasty shock to some of the more glib, diplomatic leadership figures," was one comment.

Cosatu's Information Digest reveals that at an alliance executive meeting on January 27, it was stressed that the ANC's proposed all-party conference (APC) "could discuss the setting up of transitional mechanisms, such as the interim government, but could not substitute for a constituent assembly".

This is highly significant. Answering questions after his January 8 announcement, ANC deputy president Nelson Mandela said that if parties were so mandated, the APC could be transformed into an interim government, constituent assembly, or both.

Despite its qualified success, some unionists have misgivings about the

stayaway — doubts are known to have been voiced at national level with some Cosatu affiliates.

"There's a sense that the alliance has shot its bolt — where does the campaign go from here, how does it peak?" one source asked.

Stressing that the wisdom of a simple stay-at-home had been debated with the unions since the 1988 Labour Relations Act stayaway, he argued that a general strike on the complex constituent assembly issue made little sense, less coupled with "awareness-raising events such as rallies".

Von Holdt sees the stayaway as a setback from last year's threatened mass action on the LRA, dropped after government concessions.

"As a shift from the stayaway as a protest to the tactical use of the weapon in negotiations, last year's move was a watershed," he commented.

"Should stayaway action not have been held in reserve for when real negotiations on the constitution are under way?"

Hospital anger mounts

LUNCH-TIME hospital protests escalated across the country this week as nurses and general workers voiced anger at disciplinary action which their colleagues face. 152

Pickets were held at the Johannesburg, Hillbrow, Tembisa, Natalspruit, Baragwanath, Westfort, Kalafong and Far East Rand hospitals on the Reef, at Settler's Hospital in Grahamstown, and Prince Emshieni and Edenvale hospitals in Natal. w/Man 5/2-14/2/91

The SA Nursing Council (SANC) has called over 60 nurses before a disciplinary committee for their participation in last year's hospital strikes. This, says the National Education, Health and Allied Workers Union is contrary to the strike agreement, but the SANC has adopted a hard-line stance and threatened to summons more nurses.

Wielding placards which read: "Black racist matrons, join us" and "Step down SANC, we want an interim council", protesters at Hillbrow Hospital rebuked the SANC for being "toothless".

Teachers in strike

152

AN estimated 9 000 Indian teachers countrywide went on strike this week in protest against a R73 million cut-back in education, retrenchments, increased teaching time and overcrowding.

By embarking on the "strike action", it was clear that the teachers were on a collision course with the House of Delegates.

The Teachers Association of South Africa said it would prolong its teacher sit-in protest action indefinitely while the HoD called on teachers to return to the classrooms, and threatened legal action if they refused to do so.

By late yesterday neither side

appeared to be budging from its stated position

The protest has already resulted in police action against a group of 20 pupils and six teachers from two Phoenix schools who were detained for more than an hour for staging a placard demonstration

Police spokesman Lieutenant Bala Naidoo said the 26 were detained for taking part in an "illegal march"

Mr Logan Naidoo, acting chief-director of education (control), confirmed the HoD was looking at the legality of the teacher protests as well as certain circulars sent to teachers by Tasa.

Naidoo, who had a meeting with some principals on Monday,

also warned about the danger of taking such decisions.

The protest by teachers was triggered by the HoD's controversial Circular 2 of 1991, which "aims at rationalising the staffing position at schools and colleges for 1991"

The circular calls for, among other things, an increase in the number of teaching hours of all educators and drastic increases in the pupil population per classroom which could lead to retrenchments and redundancies of teachers

The circular, combined with an earlier R73 million cutback in education, raised fears of a decline in education standards and led to Tasa's call for the chalks-down campaign

Throughout the duration of the sit-in, teachers will not conduct any extra-curricular and co-curricular activities.

Although no teaching will take place, Tasa has asked teachers to remain in the classrooms with their pupils.

The protest action has been widely supported by Natal teachers

More than 100 teachers from various Indian schools stopped work for two hours on Friday and staged a sit-in at Clairwood Secondary.

They noted that "teachers in Indian schools were generally passive but their present rebelliousness had arisen from an intolerable situation."

Strikers dismissed

MORE than 300 workers at a major transport company have been dismissed after they went on strike this week demanding a wage increase.

Workers at the Jowell's Cape Transport company in Montague Gardens, Cape Town, are demanding a minimum of R350 (present wage R236) for drivers, R250 (present wage about R100) for labourers and R250 (present wage R150) for workshop personnel.

They refused the company's offer of a seven and a half percent across-the-board increase.

The workers are also demanding to be reinstated

Jowell's managing director, Mr David Pieters, confirmed on Wednesday that the workers had been dismissed.

"We gave them an ultimatum to return to work yesterday. When they did not, they dismissed themselves," Pieters said.

South 7/2 - 13/2/91

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Costly shutdown

MORE than 900 textile workers at South African Nylon Spinners (SANS) have vowed to continue their strike until the management accedes to their demand for a monthly wage increase of R200.

The company has offered a R172 across-the-board increase

SANS workers in Bellville South are planning a march in the centre of Cape Town on Friday to highlight their grievances. *Suite 112 - 13/2/91*

The South African Clothing and Textile Workers Union (Sactwu) confirmed that an application was made for permission to march

This week, the workers staged demonstrations outside their factory

The strike began last month when wage talks collapsed at Conciliation Board level

A subsequent strike ballot resulted in a majority vote in favour of the strike, with more than 80 percent in favour of the action.

The company's public relations officer, Ms Tessa Cerqueiro, confirmed that the dispute was still deadlocked after the two parties met on Wednesday

Cerqueiro said the strike was "economically damaging" to the plant.

A statement released by SANS confirmed that workers in other shifts had joined the strike, resulting in a costly partial shutdown at the plant

Only 35 percent of the workforce had reported for duty, SANS said

Teachers in strike

152

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Stayway shuts door on Reef pensioners

SOWETO and Alexandra pensioners will not receive their pension payouts today, a spokesman of the Transvaal Provincial Administration said yesterday. 152

He said the reason for this was the national work stayaway called for today to mark the first stage of the ANC's "mass action" campaign. *Sowetan 1/2/91*
 "We wish to bring to the attention of

all pensioners in these areas that attempts would be made to pay them on Monday, February 4," he said.

Other payments will take place as follows: Witwatersrand region: Delmas and Benoni (February 1), Tokoza, Vosloorus and Ratanda (February 4), Vanderbijlpark (February 1), Randfontein office (February 1), Kagiso and Mohlakeng (February 4). In the Pretoria region, no payments would be made today. Pensions will be paid as follows: Erasmus, Bulfontein, Rust de Winter, Mooiplaas, Kameeldrift and Bon Accord/Pyramid (February 14) and Skeerpoort, Alma and Bokfontein (February 15).

Pay day might hit stayaway

Business Day Reporter

SUPPORT for today's ANC-led stayaway in various parts of the country could be undermined by the fact that it falls on a Friday — pay day for many employees.

The ANC has urged supporters in the PWV, eastern Cape and Border to stay away from work today as part of its mass action campaign for an interim government and a constituent assembly.

Mass marches will also be held in centres across SA

Today's action will be supported by the PAC and Azapo, while Inkatha has rejected the campaign.

Most workers interviewed in an informal survey yesterday said it would be difficult for them to ignore their pay packets by not going to work today.

Seifsa CE Brian Angus said the fact that

the action fell on a pay day would have "some effect" on the stayaway, but that this could not be quantified

He added Seifsa had recommended its members consider disciplinary action against absent workers, which could range from warning letters to dismissal.

Shopkeepers said the PWV stayaway could have a detrimental effect on retail turnover as it fell on the first day of the month, normally a top shopping day.

Meanwhile Sapa reports Law and Order Minister Adriaan Vlok last night made an 11th hour appeal to the ANC to call off marches for which permission had not been granted — more than half of those of

□ To Page 2

Action

which police knew

Permission was refused for marches in at least five Northern Transvaal towns and Witbank. The ANC said the Northern Transvaal marches would go ahead

Vlok warned that illegal marches could lead to serious confrontation with police.

The ANC Youth League said refusal to grant some marches was bound to lead to confrontation today and in the future

Archbishop Desmond Tutu said last night bishops and deans of the Anglican Church would join today's mass march on Parliament. He said the march's demands were "very much in line with the church's

position"

The Cape Town march will be led by ANC internal leader Walter Sisulu

Gerald Reilly reports that 6 000 ANC and PAC supporters are expected to march in Pretoria today

Permission for today's march on the Union Buildings was granted yesterday by the Pretoria City Council and the city's chief magistrate.

Meanwhile, the Anti-Apartheid Movement yesterday announced that parallel demonstrations would be staged in London, Denmark, Finland, France, Germany, Greece, the US and Japan. — Sapa

□ From Page 1

Nurses face disciplinary procedure for strike action

By PORTIA MAURICE (152)

NURSING sister Sheila Brokenshaw woke up on January 2 to an officious letter in the post. She was to be charged by the South African Nursing Council for "improper and disgraceful conduct", because she joined the strike at Johannesburg Hospital on May 8 and 9 last year.

Brokenshaw is the only Transvaal nurse to have been summonsed to appear before the council's disciplinary committee. She is also the only white member of the National Education, Health and Allied Workers' Union (Nehawu), which spearheaded the strike in all areas but the Cape.

Eight months pregnant and on maternity leave from the Garden City Clinic, Brokenshaw worked in a children's ward at Johannesburg Hospital during the strike.

Her case, along with those of more than 60 other nurses charged for industrial action across the country, has brought into focus the apartheid mentality which prevails in South Africa's health care establishment, despite apparent liberalisation.

The nursing council's move has put it on a collision course with Nehawu, which says disciplinary action runs contrary to the strike agreement.

At Settlers Hospital in Grahamstown, 52 nurses have been charged with offences relating to a three-hour work stoppage on April 19 1990, and at Natal's Prince Emswami and Edenvale hospitals an as yet undetermined number of nurses with a strike there in October. If they are found guilty, their registration may be withdrawn.

Brokenshaw said this week although she was angry about the charge, she viewed it as an opportunity to unite progressive health organisations in protest action.

"I am angry, not so much because they've picked on me but because it's really an attack on the union. There has been a lot of competition between progressive organisations in the health sector though, and this campaign may present an opportunity to build unity.

"The health authorities always argue that 'the patient comes first'. But we are taught in our training that health care is multi-dimensional. If the workers who are part of the team caring for the patient are starving, they cannot do their job and are more likely to become patients themselves."

She fully identified with the demands of the strike for desegregation, higher wages and an end to privatisation — "these aren't just 'worker issues'" — and thinks it essential to break down the traditional distinction made between health care professionals and non-medical workers.

Just after the strike, she says, the SANC and SA Nursing Association brought out a pamphlet saying that "nurses are professionals, not workers". "They are always trying to create divisions," she says.

Brokenshaw was the only nurse at her hospital to join the strike, and she says there were ample staff on duty in her ward when she left. There is one other Nehawu member at the hospital.

"No one feels happy about the casualties, but we have to consider the long-term effects of corrupt health care. Many people don't even get to hospital and die at home, although many wards are still empty at provincial hospitals."

This is not Brokenshaw's first run-in with health authorities because of her outspoken stance and union involvement.

After completing a microbiology degree, she joined a laboratory at Baragwanath Hospital in 1980 and, after supporting the struggle of other nurses who had been refused study leave and turning down an offer to become laboratory supervisor, she was forced to resign.

In 1986 she was detained in solitary confinement for six weeks and, while at college three years later, Brokenshaw was disciplined for reporting discrimination at an East Rand hospital to the press.

These incidents, she says may have added up to the present case. She fears losing her registration, especially with a baby on the way, but is convinced she acted in the interests of better health care for all.

●Nehawu Johannesburg branch organiser Khumbu Magudulela said this week the union would launch a protest campaign with lunch-time pickets outside various hospitals on Monday, to demand that the

Employees lose R7m

CAT Tires 5/2/91
Own Correspondent *152* *189*

JOHANNESBURG — Employees in the steel and engineering sector lost about R7m in wages as a result of Friday's work stayaway, according to Seifsa spokesman Hendrik van den Heever

He said there was a average 41% absenteeism rate in the industry

Stayaway hits hardest in F. Cape

Star 2/2/91

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EASTERN Cape businesses were hardest hit by yesterday's nationwide stayaway action, with most factory production lines brought to a standstill, but the response elsewhere varied and was in places non-existent.

The action was organised by the African National Congress, with support from the Pan Africanist Congress and the Azanian People's Organisation. Eastern Cape workers joined the protest despite a warning of "no work no pay" from businesses.

Most Eastern Cape school-rooms were empty and hundreds of Port Elizabeth children left their classrooms to march behind the flags of the liberation movements — seen moving shoulder to shoulder together

through the city for the first time.

The Port Elizabeth municipality said 2 800 of its employees had absented themselves, but contingency plans had been made so essential services were still operating. Major transport company Spoornet reported a 40 percent attendance by black workers.

East London employers also struggled with a 99 percent stayaway figure, and 75 percent of workers stayed away in Uitenhage.

The SA Chamber of Business reported that the mass action had a negligible effect in the Durban-Pinetown area.

A crowd of about 8 000 marched through Durban but

NORMAN CHANDLER, ESMARE VAN DER MERWE and SAPA

most dispersed after half an hour and there were no incidents.

Natal is the home ground of the Inkatha Freedom Party, which opposes "mass action" as a form of protest against apartheid.

A smaller crowd of 4 000 handed over a memorandum of grievances to police representatives in Bloemfontein. Many who did not attend work were reportedly stranded because of lack of transport.

Chamber of Mines spokesman Peter Bunkel said there had

been no significant stayaway at any of the chamber's member gold or coal mines, several of which are in the Free State.

Between 15 000 and 20 000 people grouped for the country's biggest march, in Cape Town, where ANC internal leader Walter Sisulu and PAC president Clarence Makwetu called for a constituent assembly and the shutting down of Parliament. A memo to this effect — similar to that delivered to authorities all over the country — was presented.

Several senior Democratic Party MPs — including Jan van Eck, Jannie Momberg, Jasper Walsh and Pierre Cronje — participated in the march. Tight discipline, as was nota-

bly the case in Durban and Bloemfontein, also kept the large crowd in check there.

Despite the size of the crowd, however, worker attendance figures in the city were only slightly down.

According to ANC spokeswoman Gill Marcus, the stayaway call enjoyed 50 percent to 60 percent success in Johannesburg, with Pretoria figures higher.

Soweto train passengers, it was confirmed, streamed into the city yesterday morning, and were at least 70 percent full, but major bus operator Putco reported a substantial decline in numbers.

● TO PAGE 2.

P.T.O.

Management firm as spinners strike goes on

Labour Reporter

AS the strike over wages by about 65 percent of the South African Nylon Spinners workforce enters its fifth day, management has refused to increase its 14,5 percent offer.

Employees at the Bellville South plant struck on February 1 after about 900 workers — over 84 percent — voted in favour of striking in a ballot last week

Management met officials from the South African Clothing and Textile Workers' Union (Sactwu) yesterday for extensive talks but refused to move on their offer of a R172 monthly across-the-board increase

NEGOTIATING

Company public relations officer Ms Tessa Cerqueiro said the parties failed to reach an agreement after spending most of the day negotiating

"The dispute has not been resolved and the strike continues," she said.

The union is demanding a across-the-board increase of R200 a month plus an annual bonus of four weeks' wages for all employees in the bargaining unit, union local organiser Mr André Kriel said

Company managing director Mr Peter Boxall said this week that the strike had led to a costly partial shutdown of the plant

Wage negotiations started in November and reached deadlock at a conciliation board meeting on January 22.

● More than 100 Jowell's Cape Transport workers on a three-day wildcat strike have been dismissed after ignoring an ultimatum from management to return to work

Transport and General Workers' Union spokesman Mr Nic Henwood declined to comment on the dispute but confirmed that the workers were dismissed after ignoring the ultimatum to return to work by 4pm on Tuesday

Wage negotiations between the two parties deadlocked in January.

Workers apparently chose not to wait for the 30-day period to lapse before having a conciliation board meeting or mediation to resolve the dispute

One of the dismissed workers said they were demanding a wage increase of about 30 percent while management was offering 7,5 percent.

Sit-ins start over collective bargaining

Labour Reporter

METROPOLITAN Life employees throughout the country have started industrial action over the collective bargaining structure between the company and the Commercial, Catering and Allied Workers' Union.

Company spokesman Mr Noel Breakey said workers at some branches — mostly on the Reef — started sit-ins yesterday

The dispute revolved around the collective bargaining structure.

Metropolitan Life viewed field staff and indoor staff as separate, identifiable groups of employees, each with a set of different working conditions.

"It is therefore the company's opinion that collective bargaining should occur in two bargaining units, one for field staff and one for indoor staff.

"The union on the other hand insists on one bargaining unit for all its members at Metropolitan Life, irrespective of whether they are indoor staff or field staff," Mr Breakey said

He said attempts to resolve the dispute through mediation and at a conciliation board had failed

But negotiations would continue in spite of the industrial action and the company's business would also continue, he said

The union could not be reached for comment

100 transport workers
down tools over wages

Labour Reporter

ABOUT 100 Jowell's Cape Transport workers in
Montague Gardens have downed tools over wages

Company managing director Mr Dave Peters
confirmed that the work stoppage began yesterday
and said drivers, workshop and other general em-
ployees were involved.

He declined to comment on their grievances.
The Transport and General Workers' Union
could not be reached for comment

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Partial shutdown of plant as strike bites

By SHARON SOROUR
Labour Reporter

THE strike by about 65 percent of the South African Nylon Spinners workforce has led to a costly partial shutdown of the Bellville South plant

Managing director Mr Peter Boxall said a group of workers went on strike last Friday and other groups on subsequent shifts had supported them.

"The company runs a continuous process operation and the strike has resulted in a costly partial shutdown which is economically damaging," Mr Boxall said.

The company had been able to maintain a certain level of production.

Strikers had been barred from the site and production areas because of the threat of intermittent strikes

Mr Boxall said "Because of the nature of the continuous production process, the company cannot allow a stop-start operation"

The strikers, members of the South African Clothing and Textile Workers' Union (Sactwu), are demanding a R200 across-the-board monthly increase and an annual bonus of four weeks' wages for all employees in the bargaining unit, said union spokesman Mr André Kriel

R172 OFFER

The management's final offer is an across-the-board monthly increase of R172 plus four weeks' Christmas bonus for all employees

Mr Boxall said the total company offer was a 14,5 percent increase on 1990 wages

"Examples of wages offered for 1991 are a minimum monthly wage of R1 105 for unskilled employees working day shifts and R1 509,68 a month for a shift operator with seven years' service," Mr Boxall said

Negotiations on wages and working conditions started in November and reached a deadlock at a conciliation board meeting on January 22

Strike ballot proceedings were completed last week with more than 84 percent of the workers who voted opting to strike, Mr Kriel said

Stayaway cost workers R7m in wages Seifsa

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b/dan 5/2/91
EMPLOYEES in the steel and engineering sector lost about R7m in wages as a result of Friday's work stayaway, Seifsa spokesman Hendrik van den Heever said yesterday.

He said there was an average 41% absenteeism rate in the industry.

The stayaway was best supported in the eastern Cape and the Border region where between 90% and 100% of workers did not report to work, employer organisations said

In Port Elizabeth, all Seifsa-affiliated companies shut down, while East London companies reported absenteeism of more than 90%, Van den Heever said

In the Transvaal, Wadeville was hardest hit by the stayaway

Van den Heever said most employers intended to apply a no-work, no-pay policy. It seemed unlikely that employers would employ further disciplinary measures

Sacob spokesman Gerrie Bezuidenhout said the stayaway had received a mixed measure of support in the PWV area, with Pretoria being the most affected

He said there was total attendance in some regions of the Reef, while in other areas no workers at all had clocked in

This was largely because only certain

VERA VON LIERES

trade unions had supported the stayaway, Bezuidenhout said

In Durban and Cape Town the stayaway received only minimal support, he said.

The ANC did not call for a stayaway in these areas. Formal stayaway calls were made only in the PWV, Border and eastern Cape and in certain western Transvaal towns

Bezuidenhout said that although most Sacob affiliated employers had indicated they would apply a strict no-work no-pay policy, it seemed that some employers were planning stricter measures

Effective

Cosatu information officer Neil Coleman said yesterday the stayaway response had been extensive

Absenteeism had varied between 70% and 80% in the whole of the PWV area and had been higher on the East Rand than on the West Rand. The stayaway had also been effective in Klerksdorp and Stilfontein, except on local mines, he said

Although Cosatu was waiting for further information, it appeared that employers were taking a no-work no-pay response.

Stayaway biggest on E Rand

Staff Reporters *SAW* 1/2/91

There was a mixed response on the Reef today for the joint African National Congress/Pan Africanist Congress call for a huge work stayaway to back demands for a constituent assembly.

Trains to Johannesburg from East Rand townships carried few passengers this morning, but many Sowetans went to work as usual.

A Spoornet spokesman said Soweto trains were 70 percent full, while East Rand trains were 10 percent full.

Two of the most prominent symbols of the present parliamentary system — the

Union Buildings in Pretoria and the Houses of Parliament in Cape Town — have been targeted for marches headed by prominent ANC and PAC leaders later today.

The Ministry of Law and Order has warned that participation in illegal marches could lead to conflict between protesters and police.

Organisers expected thousands of people countrywide to take to the streets in protest marches later today in support of demands for the establishment of a constituent assembly.

Law and Order Minister Adriaan Vlok said by last night "permission had not been sought or granted for

more than half of the planned marches of which police have knowledge".

Towns which have banned marches are Potgietersrus, Louis Trichardt, Tzaneen, Phalaborwa, Middelburg, Witbank, Ermelo and Groblersdal. (152)

Permission was also refused in Klerksdorp when the town council demanded a R100 000 public indemnity policy from the local ANC office if the march was to be held.

The ANC was unable to come up with the money. In Middelburg, activists have sworn they will go ahead with their planned

● To Page 2

Work stayaway hits East Rand hardest

SAW 1/2/91

● From Page 152

March in defiance of its banning.

The call for the marches and stayaways have been met with condemnation from business organisations and a call by Inkatha for people to ignore the PWV stayaway.

The South African Communist Party, the trade union federations Cosatu and Nactu and the Civic Associations of Southern Transvaal have come out in support of Constituent Assembly Day.

Today the streets of Johannesburg were markedly quieter but far from deserted as a result of the stayaway call.

There were fewer people on the streets than usual and taxi drivers reported loading just less than half the passengers they usually bring to town.

Taximen said business was slow for a Friday, when practically everyone came in because it was payday.

"We are also very busy bringing in shoppers at the month's end, but this was not the case today," said one.

There were fewer taxis and street vendors. Most of the tables and stalls used by vendors around Hoek Street were deserted.

The usual activity at building sites was muted because few building workers appeared to have reported for work.

Buses from the townships were also half empty and fewer buses ran.

Many shops near the station, usually well patronised by black shoppers, were still shuttered well after 8 am.

In the Pretoria townships of Soshanguve, Mabopane and Winterveld, few residents ap-

peared to have heeded the stayaway call and most went in to work this morning.

Primary schools in Soshanguve reported good attendance and buses in Alledridgeville ran as normal.

However, a number obviously did heed the stayaway call, with very few black taxis running in central Pretoria today and Putco buses few and far between.

There were some passengers on services from KwaNdebele in Brown Street, from where the march on the Union Buildings is to take place later today, there was little activity early today.

The stayaway appeared more effective on the East Rand, where many township residents stayed away from work today.

In Tembisa, many people did not go to work. Railway stations were empty and only a few taxis operated.

A joint rally by the ANC and PAC was to be held at the Melalareng stadium later in the day. In Kaledong, a heavy police presence was reported.

No taxis operated in Vosloorus, but Putco buses were reported to be carrying commuters to town.

The situation in Tokoza was reported to be quiet and only a few people were seen going to work.

In the Eastern Transvaal towns of Middelburg and Witbank the power, coal mining and steel industries reported a 100 percent workforce.

Industry spokesmen believed the protest marches in the townships planned for later today would not go ahead as most township residents were at work.

Mixed response on Reef to work stayaway call

The Argus Correspondents
JOHANNESBURG.
 There was a mixed response on the Reef today for the joint ANC-PAC call for a massive work stayaway to back demands for a constituent assembly

Trains to Johannesburg from East Rand townships carried few passengers this morning, but many Sowetans went to work as usual

A Spoornet spokesman said Soweto trains were 70 percent full, while East Rand trains were 10 percent full

Warning

Meanwhile the Ministry of Law and Order warned that people who took part in illegal marches during today's ANC/PAC mass action and stayaway campaign that it could lead to conflict between protesters and police

Organisers expected thousands of people countrywide to take to the streets in protest marches in support of demands for the establishment of a constituent assembly

Law and Order Minister Mr Adriaan Vlok said that by last night "permission had not been sought or granted for more than half of the planned marches of which police have knowledge"

Towns which have banned marches are Potgietersrus, Louis Trichardt, Tzaneen, Phalaborwa, Middelburg, Witbank, Ermelo and Groblersdal

Permission was also given the thumbs-down in Klerksdorp when the town council demanded a R100 000 public indemnity policy from the local ANC office if the march was to be held

The ANC was unable to come up with the money and, even though it complied with other conditions, permission was refused

In Middelburg, activists have sworn they will go ahead with their planned march in defiance of its banning

The call for the marches and stayaways have been met with condemnation from business organisations and a counter-call by Inkatha for people to ignore the PWV stayaway

The SA Communist Party, the trade union federations Co-

satu and Nactu and the Civic Associations of Southern Transvaal have come out in support of Constituent Assembly Day

Today the streets of Johannesburg were markedly quieter, but far from deserted

Taxi drivers reported loading just under half the usual passengers

Taximen said business was very slow for a Friday when practically everyone came in because of payday

"We are also busy bringing in shoppers at the month's end but this was not the case today," said one

Fewer buses

Buses from the townships were also half-empty and fewer buses were running

In the Pretoria townships of Soshanguve, Mabopane and

Winterveld few residents appeared to have heeded the stayaway call and most went in to work this morning

Primary schools in Soshanguve reported good attendance and buses in Atteridgeville ran as normal

However, a number did heed the stayaway call, with very few black taxis running in central Pretoria today while Putco buses were scarce

In Brown Street, from where the march on the Union Build-

ings is to take place, there was little early activity

The stayaway appeared more effective on the East Rand, where many township residents stayed away from work

In Tembisa many people did not go to work Railway stations were empty and few taxis operated

A joint rally by the ANC and PAC was to be held at the Mehlareng stadium later today.

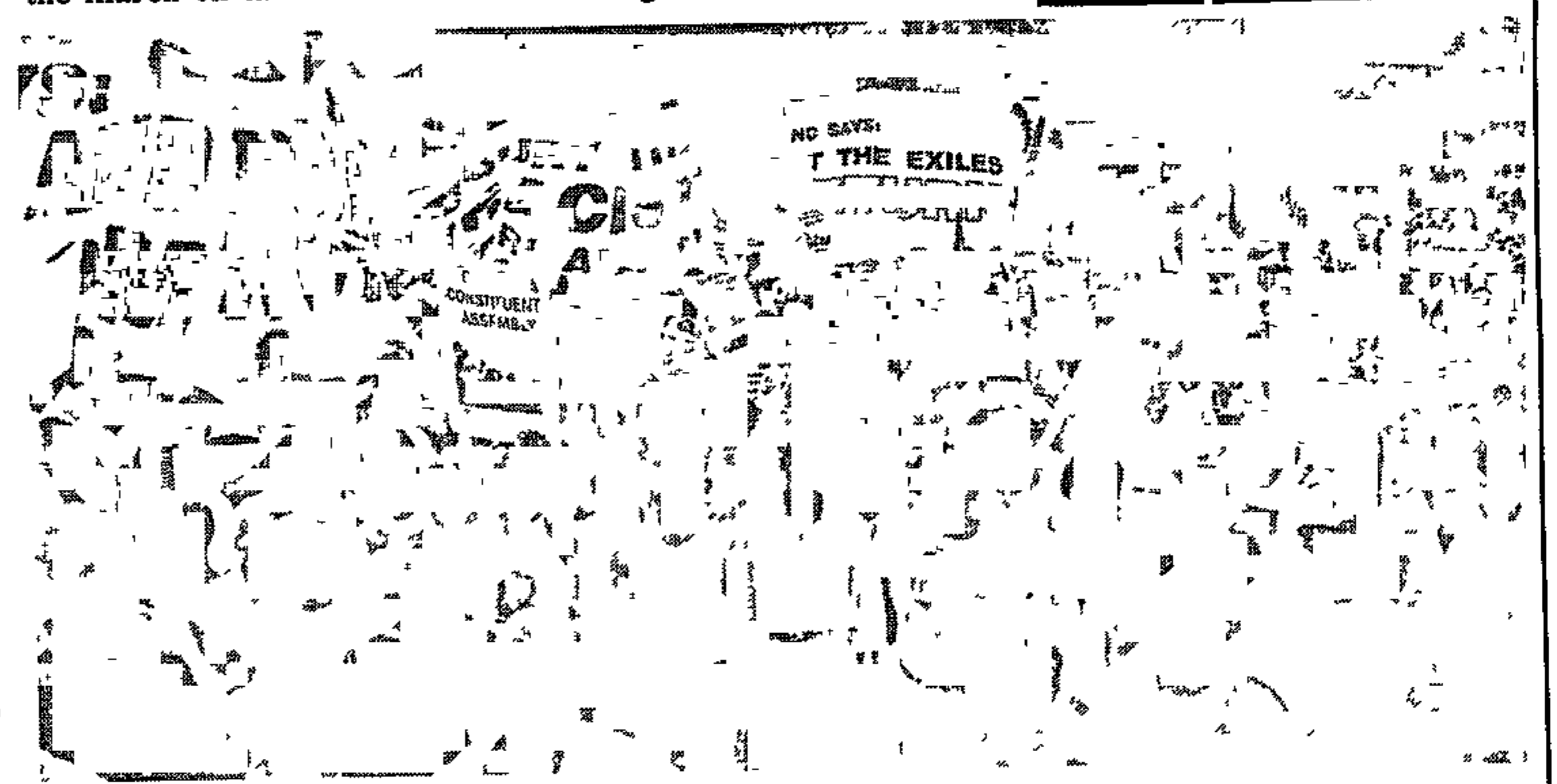
In Katlehong a heavy police presence was reported Police patrolled the township while a few taxis were seen carrying people to work

No taxis operated in Vosloorus but Putco buses were reported to be carrying commuters to town

The situation in Thokoza was reported to be quiet and few people were going to work

In the Eastern Transvaal towns of Middelburg and Witbank the power, coal mining and steel industries reported a 100 percent workforce

In Natal, the African National Congress message that there would be protest marches only in Natal today and no stayaway appeared to have filtered through to ANC supporters at grassroots level



MARCHING CROWD: Part of the crowd of an estimated 15 000 protesters walk up Strand Street on their way to Parliament to present a petition calling for a constituent assembly.

Picture: BRENTON GEACH, The Argus

and that inadequate body performed. Teachers were allowed to con- same grandstand, although n was in place to stop the rom mixing. pment and stretchers were while emergency vehicles andby inside the grounds sION recommended that responsible for punishing misbehaved at games, al- aid there was no fool-proof this could be enforced incident was not part of a nd towards increasing soc- n nster Kobie Coetsee an- than two weeks ago that a t would be held to investi- ey deaths, but did not say begin the recommendations would d into the NSL constitution.

Teachers want R600m more

GERALD REILLY

PRETORIA — SA's 180 000 teachers are seeking increases which could add an extra R600m to next month's Budget.

The Teachers Federal Council (TFC) — the body representing teachers of all race groups — yesterday declined to comment on its salary demands. However, a senior educationist said it was expected increases would at least match inflation.

The total teachers' pay bill for the current financial year is estimated at R4bn.

The TFC, according to a spokesman, has submitted "detailed input" on the pay issue to National Education Minister Louis Pienaar *6/2/91*

Teachers, along with all other exchequer personnel, received a 10% non-pensionable allowance in April last year. Along with the rest of the public sector, teachers have

demanding this be incorporated into basic earnings

Teachers received a further 12% increase from March 1 following months of negotiations with government. This was meant to bring teachers' salaries in line with those of other public sector workers with comparable qualifications.

Teacher resignations, informed sources said, were still causing serious concern.

Transvaal Teachers' Association president Ron Yule said the shortage of highly qualified high school teachers, particularly in maths and science, was causing concern.

But other education authorities said resignations could decline this year because of the recession and lack of well-paid work in the private sector.

Strike action sparks nurses' protest

TANIA LEVY

NURSES demonstrated at several Transvaal provincial hospitals yesterday in protest at disciplinary action against staff who took part in strike action last year

The Transvaal Provincial Administration (TPA) and National Health and Allied Workers' Union said demonstrations took place at Baragwanath, Tembisa, Hillbrow, Johannesburg and other hospitals

Sapa reports a placard demonstration was staged at Umlazi's Prince Mshiyeni Hospital, near Durban

Another will be held at Durban's King Edward Hospital tomorrow

Nehawu Johannesburg branch organiser Bongani Tsumo said nurses at Johannes-

burg, Prince Mshiyeni and Settlers' (Grahamstown) hospitals had been told last week they would have to appear in front of an SA Nursing Council (SANC) disciplinary committee. All had taken part in strikes last year. The SANC said the nurses would be charged with unprofessional conduct.

A TPA spokesman said the province had agreed not to act against the strikers.

SANC deputy registrar David Harmse confirmed that 35 nurses from Natal's Edendale and Prince Mshiyeni hospitals had been called before a disciplinary committee, which would sit next week.

Criticism of church role draws fire

Business Day Reporter

SA INSTITUTE of Race Relations executive director John Kane-Berman was criticised yesterday for saying that some church leaders had helped to legitimise violence as an instrument of liberation.

SACC general secretary the Rev Frank Chikane said in a statement the council was "disgusted" by his "vicious and unwarranted attack on the churches".

The ANC Youth League accused the institute of misrepresentation, one-sided research and sweeping generalisations

The league said Kane-Berman's reference to the 1987 endorsement by church leaders of armed struggle could not be equated with the current township violence

They were responding to recent remarks by Kane-Berman that township residents were "reaping a whirlwind of violence that the churches helped sow"

PEANUTS

By Charles Schulz



SA INSTITUTE OF RACE RELATIONS



Dancing demonstration Hillbrow Hospital workers toy-toy at a lunchtime protest calling for an end to disciplinary measures against nurses who took part in last year's strike
Picture Ken Oosterbroek

(152)
Nov 6/2/91
Nurses use lunch break to protest

By Brendan Templeton

Nurses and general workers at four Reef hospitals yesterday held demonstrations protesting at disciplinary action being taken against nurses who took part in strikes last year.

Some placard-wielding protesters warned that their lunchtime protests could be lengthened — from 9 am to 2 pm — if the authorities did not relent.

But the SA Nursing Council (SANC) yesterday reiterated its determination to go ahead with disciplinary steps.

Transvaal Provincial Administration liaison services director Piet Wilken said protesters had been allowed to do anything they want during lunchtime. Services were not disrupted, he said.

Yesterday's protests at the Johannesburg, Hillbrow, Baragwanath and Tembisa hospitals were the start of a threatened nationwide campaign by the National Education Health and Allied Workers Union (Nehawu) which claimed that hospital authorities had reneged on last year's strike agreement.

A Nehawu spokesman distanced the union from the workers warning that demonstrations would be lengthened and said the union was at present taking pains to ensure that protests took place during their members' free time.

At the end of last year's strike, hospital authorities and the union agreed there would be no disciplinary steps taken against nurses who went on strike.

But the SANC said it was not party to the agreement. Nurses from Princess Mshieni and Edenvale hospitals in Natal, Settlers Hospital in Grahamstown and Johannesburg Hospital were then charged with deserting their posts and endangering patients' lives.

Asked whether the SANC intended proceeding with disciplinary action, deputy registrar DJ Harmse said "At this stage, yes."

A Nehawu spokesman said today the protests would continue every lunchtime until the SANC gave in.

Mandela opts out of march as ANC's call for stayaway intensifies

By Day 3/11/91

EMPLOYER organisations yesterday condemned the ANC's call for a work stayaway today in the PWV, eastern Cape and Border.

The PAC, Azapo and the PAC-aligned labour federation Nactu yesterday came out in support of the stayaway as well as mass marches on Parliament and in other centres around the country.

However an Inkatha spokesman opposed the stayaway — just a day after high-level peace talks between Inkatha and the ANC, Cosatu and the SA Communist Party are also urging members to support the stayaway.

ANC deputy president Nelson Mandela would not be leading the march on Parliament as previously announced, an ANC spokesman said. He said Mandela would not be able to deliver the keynote address. It would be inadvisable for a 73-year-old to maintain the "hectic" schedule Mandela had followed this week.

The march is designed to press demands for a constituent assembly and to coincide with the official parliamentary opening by President F W de Klerk. The ANC also announced that stayaways would be called in the eastern Cape and Border, while marches would take place in

THEO RAWANA, WILSON ZWANE and TIM COHEN

20 centres around the country. Business organisations warned the stayaway would have serious consequences for the country's economy.

A Sacob spokesman said the chamber had advised members to adopt a no-work, no-pay policy as the country could ill afford the stayaway.

Selisa said its members should seriously consider taking disciplinary action against workers who observed the stayaway call. The PAC and Azapo said in a joint state-

ment that although they would support the march, they would not submit any memoranda as they were convinced the "white parliament cannot liberate us".

Inkatha Youth Brigade Transvaal leader Themba Khoza said his party condemned the ANC's strategy of mass action as "provocative, serving only to fan the flames of violence and intimidation".

"The IFP demands that the ANC and PAC leadership issue a public statement nationwide guaranteeing that no intimidation in the form of threats, physical violence, harassment or street barricades, will be directed at those members of the

community who refuse to take part in protest action and want to go to work."

ANC spokesman Gill Marcus said nobody would be intimidated into honouring the stayaway and participating in the marches.

ANC internal leader Walter Sisulu will lead the Cape Town march in place of Mandela.

SACP general secretary Joe Slovo and UDF co-president Albertina Sisulu will replace Sisulu at the head of a mass march in Pretoria.

● Picture Page 2
● Comment Page 6

Cosatu backs local stayaway

VERA VON LIERES

THE PWV faces a major work stayaway on Friday after Cosatu decided at the weekend to back the ANC's call for mass action planned between February and the April 30 deadline set by the ANC for the removal of all obstacles to negotiations, he said.

Sapa reports Cosatu's Witwatersrand region called for a regional stayaway on February 1 — the opening of Parliament — in support of its demands for an interim government and a constituent assembly. Friday's stayaway is part of a campaign the ANC predicts will be its biggest yet.

A spokesman for the committee said yesterday the call was in support of the ANC's plans for a stayaway on the same day. Nelson Mandela will lead a mass march on Parliament while President FW de Klerk delivers the opening speech. Protest marches will also be held in other centres.

Further action was being

Ignore call for stayaway, urges Inkatha

152

Star 3/11/91

By Brendan Templeton

Calls by the ANC and the PAC for mass action and a huge stayaway in the PWV area tomorrow were criticised by Inkatha and employers yesterday.

Inkatha urged people not to participate, if possible. Its Transvaal leader, Themba Khoza, said the stayaway call was provocative, and was made unilaterally and without a mandate.

The ANC should issue a statement guaranteeing the safety of workers who did not heed the stayaway.

The United Workers' Union of South Africa (Uwusa) has called on all members to go to work tomorrow.

Uwusa said yesterday that it believed in negotiations and peaceful change.

Most employers and employer bodies expressed concern about the effect of the stayaway on the economy and workers.

The stayaway has been called by the ANC, Cosatu and their affiliates to coincide with the opening of Parliament, and to demand that the Government fulfil all the terms of the Pretoria and Groote Schuur Minutes. They call it "Constituent Assembly Day".

Health workers have been excluded from the stayaway.

The Steel and Engineering Industries Federation of South Africa said it recommended to its members in the metal industry that they give "serious consideration to taking disciplinary

action" against absent workers.

The South African Chamber of Business and the South African Consultative Committee on Labour Affairs (Saccola) said the stayaway was in breach of the Cosatu-Nactu-Saccola accord of last year.

Most companies indicated they would follow a line of no work, no pay tomorrow.

Barlow Rand spokesman Ken Ironsides said the group could not see how the stayaway would promote the "cause which people allegedly believe in".

OK Bazaars spokesman Gavin Brown said the company was "disappointed" at the stayaway.

Iscor managing director Willem van Wyk said any actions which caused instability were to be regretted.

Escom corporate public relations advisor Johan du Plessis said the actions would have a detrimental effect on the economy.

JCI public relations officer Anne Dones said, judging from previous stayaway calls, the company did not expect its mines to be affected.

Metro Stores human relations director Piet Strydom said Cosatu had not been in proper contact with its workers, many of whom were unsure if a stayaway had been called.

● Sapa reports that Deputy Minister of Law and Order Johan Scheepers said last night where intimidation came to the attention of the police, the strongest possible action would be taken to ensure people were afforded freedom of choice.

Employers slam call for big stayaway

By SHARON SOROUR
Labour Reporter

BUSINESS and employer bodies have condemned the massive national stayaway by workers planned for tomorrow as "something South Africa can ill afford"

In a statement the South African Chamber of Business (Sacob) expressed concern about the serious negative conse-

quences the stayaway could have on the economy and on workers

The national stayaway has been called by the ANC, the PAC and trade union federations Cosatu and Nactu to highlight the demand for an interim government and a constituent assembly

"Sacob has recommended to its members that in the event of a stayaway, the policy of 'no

work, no pay' be applied," the statement said

Where disciplinary action was taken, it should be done in terms of established procedures

"If time off is requested by workers to attend meetings, marches or similar activities, this should be dealt with in accordance with agreements or arrangements with the trade union or employees concerned"

Sacob, the Steel and Engineering Industries Federation of South Africa (Seifsa), and Saccola — the South African Consultative Committee on Labour Affairs — said they were "disappointed" that Cosatu supported a national work stayaway as this was "completely contrary to the spirit of the labour accord reached between Saccola, Cosatu, Nactu and the Minister of Manpower Mr Eli Louw last year"

'Economic pressures'

Seifsa had recommended that management in the metal and engineering industries should "seriously consider" taking disciplinary action in the event of a stayaway

"Seifsa believes that such action is totally unwarranted and is extremely unfortunate in view of the considerable economic pressures facing the country and the industry at present," the federation said in a statement

Most companies in the PWV area — where the stayaway is likely to have most effect — indicated that they would follow a line of "no work, no pay" for workers who did not go to work tomorrow.

Strike over 'conniving'

DURBAN — An undisclosed number of people have stopped work at KIC manufacturers at Isithebe, near Mandini in Natal, allegedly because the company hired Inkatha members who were placed by a local consultancy *Cap. 7-13 29/1/91*

The workers stopped work on Tuesday last week and continued their action yesterday

According to one striker, the workers believed the company was conniving with Inkatha because it employed them, leaving other people who were waiting at the gate, looking for work.

A consultancy spokesman said people who claimed that the consultancy was placing Inkatha members only were ill-informed — Sapa

CAPT Kemp 29/1/81
**Cosatu calls
for stayaway**

JOHANNESBURG
The Witwatersrand region of the Congress of South African Trade Unions (Cosatu) has called for a national stayaway on February 1, the day of the opening of parliament

The stayaway was in support of demands for an interim government and a constituent assembly, regional vice-chairman Mr Sam Shilowa told a press conference yesterday, and in support of a planned ANC stayaway on the same day

He hoped other organisations would support the action — Sapa

Cosatu calls national stayaway for Friday

Sowetan 29/1/91

~~SOWETA~~

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By IKE MOTSAPI

A NATIONAL work stayaway has been called for this Friday - the opening of Parliament - to mark the first stage of the ANC's "mass action" campaign against apartheid.

Cosatu, an affiliate of the ANC, appealed to all people who are "dreaming for a just society" to join the stayaway.

Also on Friday, ANC deputy president Mr. Nelson Mandela will lead the organisation's members in a march to the Parliament buildings in Cape Town to demand that President FW de Klerk and his Cabinet step down in favour of an interim government.

Mandela will demand that the Government agrees to hold elections for a constituent assembly which will draw up a constitution for a new South Africa.

Cosatu has called for:

- * An interim government;
- * A constituent assembly;
- * The unconditional release of all political prisoners and the return of exiles;
- * The scrapping of all security legislation and an end to all political trials; and

* An end to violence.

In view of Friday's stayaway, it is no day to celebrate. For this reason *Sowetan* has decided that the special supplement which would have been published on Friday to celebrate our 10th birthday will now be published on Friday February 8. Don't miss it in *Sowetan* on Friday next week.

In a statement released after a Press conference in Johannesburg yesterday Cosatu said it had noted with great concern the reluctance of the "South African Government to remove the obstacle towards negotiation".

Responsibility

The statement said: "The De Klerk regime is a creation of apartheid. It does not enjoy the confidence and support of our people.

"Such a Government cannot be trusted with the responsibility of managing the transition to a new democratic society. What is required is an interim government.

"The latter will create the necessary climate for a constituent assembly elected on a one-person one-vote basis," the statement added.

Political hopes boosted strike spirit

Spaw 28/1/91

152

MID major political developments last year, trade unions, after a two-year lull in strike action, leapt into a scenario of mass spontaneous uprising with higher expectations and renewed shop-floor confidence in challenging employers.

The February unbanning of the ANC, PAC and SACP and the release of Nelson Mandela ushered in a militant mood and a strong spirit of optimism. Mass marches, rallies, stayaways and demonstrations were seen in every province.

It was in this euphoric climate, coupled with mass political mobilisation, that worker expectations increased and, consequently, industrial action escalated.

Evidently, workers believed they would have more bargaining power in a less repressive climate, thus becoming more assertive on the shop-floor and reviving Cosatu's living-wage campaign, which seemed to have subsided.

The length of strikes at OK Bazaars, Southern Sun, Nampak and Zebedella Citrus Estate (between 40 and 87 days) bore testimony to workers' confidence and militancy.

Nactu's National Union of Wine, Spirit and Allied Workers, with no previous strike history, held out for 34 days in a national wage strike.

Workers in the public sector and parastatals too, though not well organised, joined the strike wave.

Thousands of teachers took to the streets in a significant demonstration which forced the Government to grant teachers' unions some recognition and opened negotiations on such matters as salary scales and job security.

Hospitals, post offices, municipalities and railways were hit by major strikes.

Attempts to include public sector employees in the Labour Relations Act added impetus to their actions.

Some unionists say the high level of industrial action was also due to Cosatu's move away from the centre stage of politics — a role it had assumed when political organisations were banned in 1988.

While the political changes may have raised expectations of a post-apartheid dividend, employers argued that the average 14.5 percent inflation rate and a declining economy made union wage demands "ridiculously high."

Four million 'man-days' were lost last year as a consequence of strike action alone — a 25 percent increase over 1989. SHAREEN SINGH looks at the context in which industrial action took place.

Disciplinarily high."

Despite hardened management attitudes, soaring retrenchments and a poor economic climate, union militancy was not crushed.

But towards the latter part of last year, violence on the Reef severely affected the union movement. With their lives at stake, union members were forced to engage in a more urgent battle to defend themselves, over and above their wage struggle.

Clashes in the community had spread to the shop-floor, effectively weakening union strategies.

Several strikes had been aborted as union members became the targets of warring factions. In Sebokeng, 19 members from

the National Union of Metalworkers were killed. They were on strike at the time at Union Steel Corporation. Several Iscor workers were also killed shortly before the union had planned to go on a legal wage strike.

Cosatu accused employers of using the violence to crush workers' militancy.

The federation had to focus much of its attention on the violence and on defending its members.

A marked increase in violence between strikers and non-strikers, or scabs, was also a major problem with unions once again attacking employers for ignoring their warning of the dangers of employing "scab" labour.

Touching on this issue, Cosatu's Workers Charter Conference in November agreed that a new constitution should include a demand for no dismissals and no "scabs" during procedural strikes.

A significant development last year was the Cabinet's acceptance of the Cosatu/Nactu/Saccola (CNS) accord on the Labour Relations Act (LRA). The labour federations and the employer body accepted this as

a victory after more than two years of campaigning for changes to the LRA.

But for Cosatu and Nactu the campaign around the LRA does not end here. The federations say many other worker-rights battles still have to be won: in particular, trade union rights for all workers and the extension of labour legislation to the bantustan homelands. Although the CNS accord makes provision for civil servants, domestic workers and farm workers, the Government is still resisting this.

Also significant was the federations participation in the National Manpower Commission — a definite shift in their firm position against participating in state structures. Labour consultants believe this has set a precedent for future relations between government structures and the federations.

With well over 70 000 workers retrenched last year and massive retrenchments in the pipeline this year, unions will focus attention on job security, improved retrenchment packages, training, restructuring of companies and disclosure of company figures. □

Strikes cost SA 4-m in man-days

By Shareen Singh

More than four million "man-days" were lost to the economy last year because of strikes, compared with 3,09 million in 1989, an industrial relations consulting company reports

The annual report of Andrew Levy and Associates said 63,3 percent of strikes were over wages, 11,8 percent over discipline and grievance procedures, 3,9 percent over dismissals, 2,8 percent over union recognition and retrenchment, and 16,6 percent over other issues

Nearly 1,2 million "man-days" were lost during the first half of this year, which was almost treble the amount for the same period in 1989 (A man-day is a measure of the work one person does in a day)

There had been a dramatic increase in strike action in the public sector, with schools, hospitals and local authorities accounting for 24,8 percent of man-days lost as against 1,8 percent in 1989

The report said a significant feature in 1990 was intensified strike action in small business, reflecting a change in unions' focus to firms employing fewer than 200 potential members

In most cases, smaller employers had less expertise, less experience and less tolerance in the area of industrial relations. These factors led to a potential for increased industrial action

In 1990 the number of strikes involving 200 or fewer employees represented just under 40 percent of all strike activity, compared with just under 32 percent in 1989

● Political hope
boosts strikes — Page 13

Strike action increasing in building industry

By Frank Jeans *SAW*

25/11/91
The increase in strike action within the building industry is seen as having a direct link to trade union and worker perceptions that the changes in the South African political arena, particularly the unbanning of the ANC, are favourable to securing better wages

This view comes through clearly in the annual report of the Master Builders Association (Witwatersrand), which adds. "Regrettably, this attitude is without any corresponding willingness in general for improvements in productivity"

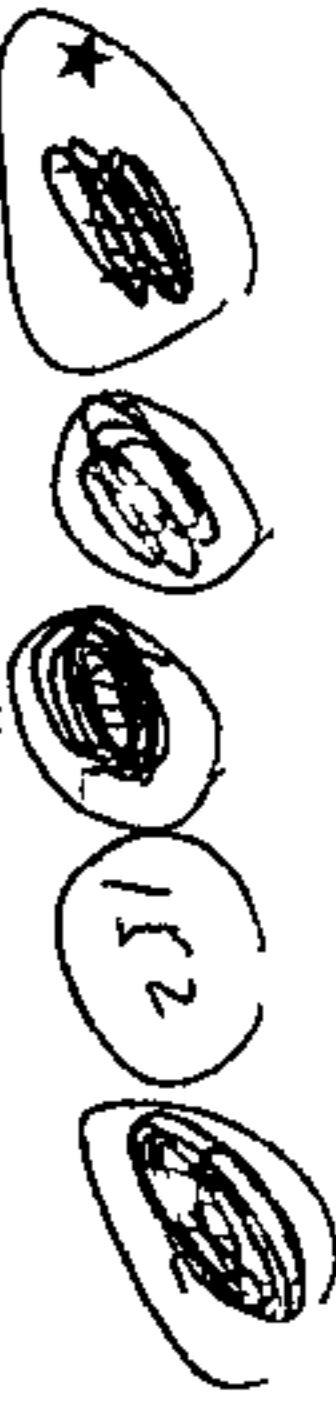
The result of the dramatic rise in strikes and work stoppages last year was a loss of more than three million man-days compared with two million for 1989

Projecting the 1990 figure into this year, the MBA says this could result in 1140 strikes which would be 33 per cent more than in 1989

"The obvious downturn in the economy is seriously affecting employment opportunities," says the report, "and while quality skilled and semi-skilled workers are still in demand, the reverse is the case for unskilled workers where the unemployment situation is worsening by the month"

day, January 10 1994

Appl. Trunk



ANC rally cost Benz R6m

Own Correspondent

EAST LONDON. — Millions of rands in production were lost this week when most of the 3 500-strong workforce at the Mercedes-Benz SA manufacturing plant here left work to attend an ANC rally, a company spokeswoman said yesterday.

Production was suspended on Tuesday afternoon for about three hours when employees unilaterally left to attend an Mdantsane rally marking the 79th anniversary of the ANC.

MBSA spokeswoman Miss Rene Kilian said from the company's headquarters in Pretoria that the estimated loss for the period production was suspended was R6 million.

Production at the plant returned to normal yesterday when workers returned to work.

She said negotiations would start with the National Union of Metal Workers (Numsa) today on the workers' conduct on Tuesday. Discussions would take place "in accordance with the agreed collective procedure existing between the company and those representing Numsa."

"While recognising the importance of the occasion, Mercedes management made it clear to the shop stewards (on Monday) why the company could not grant their request for a suspension of production," she said.

"The Mercedes management stated that while the company was committed to constructively contributing to the socio-economic development of a true

democratic, non-racial South Africa, it is not a political organisation and cannot accommodate the wishes of one political party above the other."

She added that as the suspension of production is contrary to agreed procedure, the company is considering a no-work-no-pay policy.

Mercedes Benz has reportedly also criticised the ANC for holding a rally on a working day without prior consultation on the effect it would have on business operations in the region.

Numsa general secretary Mr Moses Mäyekišö said the MBSA management should understand the obligations of their workers to their political organisations and urged them not to adopt the no-work-no-pay policy.

Numsa backs men's Mercedes walkout

Star 11/11/91
EAST LONDON — The National Union of Metalworkers (Numsa) leadership has backed members who walked out of the Mercedes-Benz factory in East London on Tuesday to attend an ANC rally.

Mercedes-Benz recorded its concern to Numsa officials about the walkout by union members at the plant.

At an estimated cost of R6 million, production was suspended after workers left the premises without permission to attend the ANC's 79th anniversary celebrations.

The general secretary of Numsa, Moses Mayekiso, said on Tuesday the workers' action did not go against any agreement with the manufacturer.

ANC supporters, he said, "had the right to at-

tend the rally of the party they supported"

It was the first time in 30 years that ANC supporters could openly celebrate the founding day of their organisation and they did not choose the day to fall on a weekday.

This was the ANC's response to the walkout, he said.

The company had questioned an ANC rally on a working day.

ANC spokesperson Gill Marcus said there should have been some recognition by the company for the significance of the day for the workers.

"Generally speaking, our policy is not to be disruptive to working routines, and most rallies take place over weekends, but in the calendar of the people there are certain significant dates when rallies would be attended, like June 16 and August 9." — Sapa

11/6/91 (152)

Metal union backing for R6-m ANC rally walkout

EAST LONDON — The National Union of Metalworkers (Numsa) leadership has backed members who walked out of the Mercedes-Benz South Africa plant in East London on Tuesday to attend an African National Congress rally

Mercedes this week recorded its concern about the walkout to Numsa officials

Production was suspended at an estimated R6-million cost after workers left the premises without permission to attend the ANC's 79th birthday celebrations in Mdantsane

Numsa general secretary, Mr Moses Mayekiso, said the workers' action did not go against the terms of any agreement with the motor manufacturer

He said ANC supporters had the right to attend the rally of the party they supported

It was the first time in 30 years that ANC supporters could openly cel-

ebate the founding day of their organisation — and they did not choose that the day fell on a weekday.

This was the ANC's response to the walkout.

Mercedes had earlier questioned why the ANC had held a political rally on a working day

ANC spokeswoman Miss Gill Marcus said there should have been some recognition on the company's part for the significance of the day.

"Generally speaking our policy is not to be disruptive to working routines, and most rallies take place over weekends, but in the calendar of the people there are certain significant dates when rallies would be attended, like June 16, December 16 and August 9"

She said the organisation did not choose that these dates fell on weekdays and that working relations should be discussed between workers and union. — Sapa

300 fired for refusing overtime

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AT LEAST 300 workers at Unitrans (Reef) were dismissed last week for allegedly refusing to work compulsory overtime.

Transport and Allied Workers Union official Mr M Ramela said the workers were dismissed last Monday following a three-day strike in protest against demands that they work an extra 46 hours a week

He said they were sacked after the strike that began on January 4.

The overtime issue had been simmering since December last year when it was introduced.

Dispute

Workers were expected to work over and above a 40-hour week, he said

Workers ran into trouble with the company in December when 17 were dismissed for refusing to work the overtime, Ramela said.

By IKE MOTSAPI

The dispute was later resolved and the workers reinstated.

"But management singled out three workers they claimed were inciting others not to work overtime.

Protest

"It was made clear to the union that the three workers were going to be dismissed.

"Other workers protested over the alleged intimidation of the three, who they saw as their representatives.

"When management tried to fire them the 300 went on strike," Ramela said.

All those who went on strike were dismissed.

Unitrans (Reef) MD Mr Dave Chalmers has declined to comment on the allegations.

17/1/91
Soweto



300 fired for refusing overtime



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All those who went on strike were dismissed
Unitrans (Reef) MD Mr Dave Chalmers has declined to comment on the allegations.

17/1/91
Some for



Tension over rail protests

Staff Reporter

Tension is rising between Spoornet and railway workers in several Northern Transvaal towns where early morning demonstrations have been held since Monday against the dismissal of a union member.

South African Railway and Harbour Workers Union (Sarh-wu) spokesman Johan Beaurain claimed the worker, shop steward Samuel Molokomme, was victimised by his supervisor

over a sustained period and then dismissed.

Sarh-wu claims 3 000 workers are involved in the protests, but this has been denied by Spoornet management.

"The number is only 300 — we don't even have close to 3 000 workers in the whole region," Spoornet industrial relations manager Marius Butler said

Mr Molokomme was legally dismissed due to a bad service record, he added.

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25/1/91

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Natal health workers concerned over council probe into strike action

The Argus Correspondent

DURBAN — Nurses and workers at Prince Mshiyeni Memorial Hospital are concerned that the Nursing Council will hold a disciplinary inquiry in February regarding their involvement in a strike last September

Disciplinary inquiries of strikes in Maritzburg's Edendale and Grahamstown's Settlers Hospitals will also take place during the year

Spokesman for the National Education Health and Allied Workers' Union Mr Themba Nxumalo said yesterday that when the strike was resolved, the Kwazulu Department of Health and Prince Mshiyeni hospital workers reached an agreement that no disciplinary action would be taken against them

The department had gone against their word when they allowed the council to continue with the hearing, Mr Nxumalo said

'VICTIMISATION'

Deputy secretary for the Kwazulu Ministry of Health, Mr Phillip Putter, said management and the hospital workers agreed that no striker would be subjected to either victimisation or disciplinary action — be it arbitrary transfers, suspensions or unfair dismissals

"As far as an inquiry is concerned we do not have any authority to intervene in the Nursing Council's decision

"The council is a statutory body which controls the interests of the public and promotes health standards. Therefore, nurses are expected to follow the council's rules," Mr Putter said

'UNETHICAL'

Legal assistant of the Nursing Council Miss Annelie Van Zyl said the strike at Prince Mshiyeni was not only illegal in terms of the Nursing Act but unethical as well

"The hospital workers were on duty and did not have any permission to go on strike leaving patients unattended to," she said

Miss Van Zyl said the nurses and workers who went on strike laid themselves open to disciplinary action by the Nursing Council

"The council is obviously concerned when health services are affected," she said



CLIFTON BEAUTY: Sally C who turned heads in the N



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ANC rally halts car production

Own Correspondent

EAST LONDON. — Production was suspended at the Mercedes Benz plant here yesterday afternoon after workers, in defiance of management, left the plant en masse to attend an ANC rally in Mdantsane marking the 79th birthday of the movement.

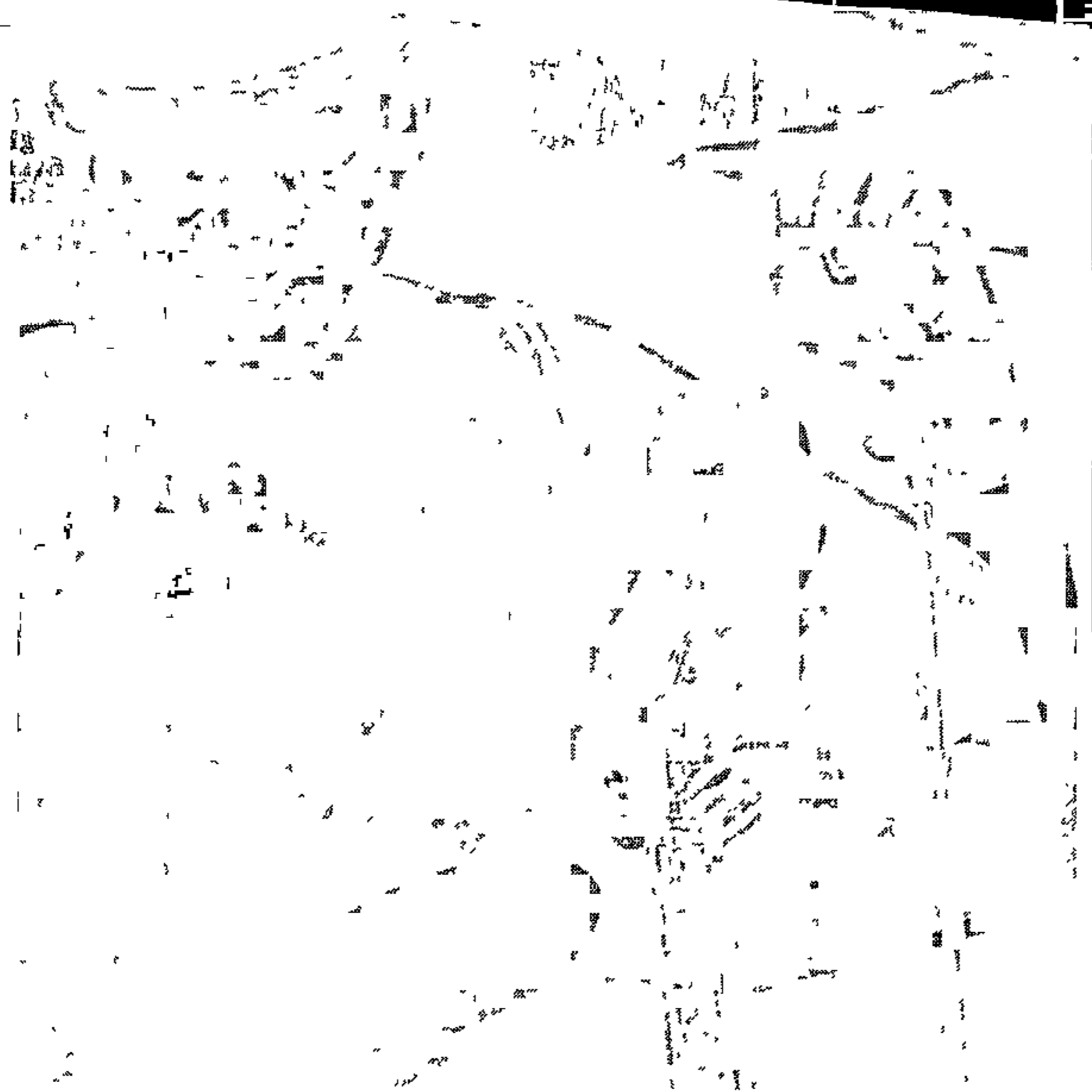
Waving ANC and South African Congress Party banners, the workers toyi-toyed up Fleet Street.

A company spokesman, Mrs Wendy Hoffman, said last night that employees had unilaterally left their work stations, contrary to agreed procedures.

She said the company was disappointed the ANC had chosen to hold the rally on a working day without any prior consultation on the effect it would have on business operations in the region.

IND. REL. - STRIKES - 1991

MAY - AUGUST.



HIGH NOTE ... Jazz musician Robbie Jansen entertains the crowd at Athlone Stadium beneath a working-class banner

Picture STEWART COLMAN

May Day 'no' to govt peace plan

CAL. TIME 2/5/91 *152*

JOHANNESBURG — At May Day rallies around the country yesterday, Cosatu and ANC leaders reiterated their rejection of the government's proposed peace summit

● ANC secretary-general Mr Alfred Nzo told 3 500 people at a Soweto rally that the government's proposal was an attempt to "divert attention" from the demands on ending violence contained in the movement's ultimatum

"The government wants to maintain its alliance with the Inkatha Freedom Party, at the expense of the loss of innocent lives, by allowing Inkatha supporters to carry dangerous weapons in front of the police," Mr Nzo charged

Cosatu vice-president Mr John Gomomo told the same rally that workers should demand an end to PAYE deductions from their wages

He alleged that tax deductions from workers' wages were used by the government to pay the perpetrators of violence, including the CCB, the Askaris and Battalion 32

Mr Gomomo also urged the ANC not to drop the campaigns of "mass action", which he said had forced the government to the negotiating table

He said it was time the movement translated its 1991 programme for mass action into more concrete steps

● Tens of thousands of people at the Dan Queque stadium at Zwilwe near Port Elizabeth heard Cosatu secretary-general Mr Jay Naidoo reject the government's proposed peace summit. He further warned that the govern-

ment's failure to remove obstacles to negotiations by April 30 could halt the peace process in South Africa

"The ANC, Cosatu and SACP alliance will not allow people with blood on their hands to call them for peace discussions," he warned

President F W de Klerk should take "strong action against certain army and police force members for spearheading the current violence", he said

The Cosatu, ANC and SACP alliance will meet next week to assess progress made by the government and decide on their response

The possibility that such a meeting would urge ANC to suspend talks with the government had not been ruled out, Mr Naidoo warned

No incidents

"We are prepared to enter into negotiations with the Government, but not over coffins of our people, who are being ruthlessly murdered on a daily basis"

● Thousands of supporters of the Inkatha Freedom Party (IFP) — many of them bearing "traditional weapons" — yesterday held a May Day rally at the George Goch soccer stadium near Johannesburg. Police said the rally passed without incident

● Almost 2 000 people attended a Cosatu May Day rally at Curries Fountain in Durban yesterday. Rallies were also held in Maritzburg, Vryheid, Ladysmith, Kokstad and Port Shepstone

Union slams fake letter

By IKE MOTSAPI

315191.
FAKE pamphlets have been issued in the letterheads of the Transport and General Workers Union urging striking Bophuthatswana Transport Holdings workers to return to work.

The union's information officer, Ms Kelly Forrest, said the TGWU was shocked to discover the fake pamphlets.

The pamphlet claims workers "want to continue working and feeding for our families like everybody else"

Objective

"Having noted these facts the TGWU finds itself shrouded in clouds of uncertainty about the ultimate objective of the current bus boycott as more than 3 500 of its members may lose their jobs."

Forrest called on the striking workers and the residents to ignore the call as it did not come from the union

Meanwhile, Azapo has condemned the actions of certain media which it said tried to undermine the Odi residents' boycott of BTH buses

White PO workers in sit-in

By Shareen Singh

Star 28/5/71

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Clear racial divisions emerged at the Randburg Post Office yesterday when white employees staged a sit-in strike after a white technician was seconded to another job because black workers wanted him fired. South African Post and Telecommunications (SAPT) spokesman Juliana Nel said 20 white workers from the Telecom section embarked on a sit-in because they were unhappy with the manner in which management, under pressure from black workers, dealt with the grievance. Members from the militant Postal and Telecommunications Workers Association (Potwa) engaged in a sit-in strike on Thursday, demand-

ing the dismissal of a technician whom they accused of being racist and arrogant.

Management compromised by transferring the technician to another depot, Potwa said.

The white workers who were involved in the protest action were not members of any one particular union.

● Potwa is planning a two-day nationwide strike by postal workers on June 12 and 13 to protest against the SAPT's 6 to 15,8 percent wage offer, which was a final Cabinet decision.

Go-slows are also continuing at several depots in Natal and on the Witwatersrand.

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Support Vametco strikers, says Mokae

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Sowetan 27/5/91

By MOKGADI PELA

AN Azapo official has called for the community to support striking workers at Vametco, a vanadium-extracting plant near Brits which exposes its workers to serious health risks.

Dr Gomolemo Mokae was addressing about 2 000 mourners in Garankuwa at the funeral of National Workers Union of South Africa member Ahimus Secletsı who was killed in a car accident last week.

He said Azapo constantly received complaints from workers that they suffered chest pains and listlessness as a result of contact with the mineral.

Vametco workers, on strike since September last year, demand the recognition of Nausa and to be provided with protective clothing in line with interna-

tionally accepted standards.

Mokae said the black community should support the Vametco workers in their plight

He praised Secletsı for "refusing to collaborate with management".

"Anti-collaborationism is a valued principle of the black consciousness movement. For us Ramodike, Mangope and Holomisa are the same because we know they have sinned against our people," he said.

"However, a lot of Judases are still working at Vametco and refuse to identify themselves with the 400 Nausa members on strike."

UWC hit by wage strike

Staff Reporter

THE University of the Western Cape United Workers' Union—representing non-academic workers—went on strike yesterday, bringing the campus almost to a standstill.

However, a UWC source said essential services would be maintained and the June examinations would not be affected.

The strikers are demanding a salary increase of 18% and a hike in housing subsidies.

8 ET 25/5/91

Sit-in PO workers charged

By Shareen Singh

Some 92 postal and telecommunications workers were charged in the Kempton Park Magistrate's Court yesterday for trespassing over their sleep-in at the Kempton Park post office

But the workers left the court saying it would not stop their action from continuing, said a Postal and Telecommunications Workers Association (Potwa) spokesman

Nationwide sit-ins are planned for next week and a two-day national stayaway next month

A lengthy strike was also imminent, said Potwa

The actions were precipitated by Minister of Public Enterprise Dawie de Villiers' final decision on wages for workers.

The Minister told Potwa this week that the wage offer which would raise minimum wages to R851,25 a month was final

A spokesman for the South African Post and Telecommunications Department, (SAPT) said sleep-in demonstrations had taken place at 12 depots this week and go-slows were taking place at some depots in Natal and on the Witwatersrand.

SAPT had taken a decision not to discipline any of the workers who were involved in the actions, including those charged with trespassing

THE TIMES

SUPPORT RIGHT TO STRIKE

By SHARON CHETTY

A NEW nursing body which recognises the right of members to take industrial action, including strikes, was formed yesterday.

The Transvaal Nurses' Forum was launched in Johannesburg in opposition to the SA Nursing Council, — which has a predominantly white membership — and the SA Nursing Association.

It will campaign for nurses to be recognised as "workers" with full trade union rights.

Among the issues the forum will tackle immediately are racial discrimination in the profession, unsatisfactory working conditions and the right to strike.

It will also encourage nurses in other provinces to form similar groups.

Spokesman, Mondli Gungurelel said nurses had "wide-ranging" grievances against SANA and its governing body, SANC.

Pressure

"Every nurse is required by law to join SANA. But, while SANA has a membership of around 160,000, its track record shows it has not been truly representative."

"Working conditions and promotion prospects for black nurses still leave much to be desired."

The forum's first action will be to pressurise SANC, through protests and mass marches, to cancel disciplinary hearings for more than 100 nurses who took part in strikes last year over working conditions and salaries.

The hearings are set for the end of June and the protests will begin next week.

Mr Gungurelel said discussions were still being held on whether or not the forum would become a fully-fledged trade union.

It also had the option of working with other groups representing health sector workers, he said.

Plessey protests (152)

■ About 250 workers at Plessey SA in
W/mail 24/5-29/5/91

W/mail 24/5-29/5/91 (152)
Cape Town stopped work this week to
protest against the planned retrench-
ment of 68 colleagues, says Nactu's
Metal and Electrical Workers' Union.

A union spokesman said the company
had not given a satisfactory explana-
tion of the need to retrench.

Retrenchment walkout at factory to end today

Labour Reporter

150
ARGUS 23/5/91
ABOUT 250 Plessey SA Ltd workers in Retreat are set to return to work today after a two-day work stoppage to protest against proposed retrenchments.

The workers, members of the Metal and Electrical Workers' Union of SA (Mewusa), downed tools on Tuesday, union spokesman Mr Ben Petersen said

The union accused the company of "putting profits before people" and said Plessey had refused to provide the union with "reasonable" information on the need to retrench 68 semi-skilled and unskilled workers

Workers occupied the staff canteen on Tuesday and were given an ultimatum to return to work by 11am today or face dismissal

Mr Petersen said the workers would comply with the ultimatum but stressed "this will not solve the workers' dissatisfaction".

"There will be a lot of conflict around management's decision to retrench

"The union believes that companies

like Plessey must be more sensitive to workers' needs and not contribute to the growing unemployment problem," Mr Petersen said

The electronics factory was a major employer in the area and the retrenchments would affect community life in Retreat.

Company spokesman Mr Kevin Alborough confirmed the work stoppage and said workers could down tools for 48 hours before being dismissed in terms of the Recognition Agreement between the company and the union

Mr Alborough said of the 68 workers whose services would be terminated, about 14 had volunteered to be made redundant or to take early retirement. About 54 were involuntary retrenchments.

Workers accuse Iscor of racism

HUNDREDS of workers marched on Iscor steelworks yesterday, accusing the company of intimidating the black workforce

The workers, all members of the National Union of Metalworkers of South Africa, chanted and toy-toyed opposite Iscor's Pretoria headquarters, a "key strategic" industry in terms of security legislation

Demand

Numsa's regional organiser, Mr Herman Ntlatleng, told Iscor's human resources manager, Mr Johan Prinsloo, the workers had come to a conclusion that the steel corporation was oppressing black workers

The workers also demanded that Iscor suspend planned retrenchments pending a meeting with the union.

A memorandum was handed to Iscor management, demanding the reinstatement of workers

who were dismissed following a stayaway early this year, and the nullification of warning letters served on other employees

Protest

The memorandum also demanded that Iscor should not act against workers participating in yesterday's protest

The corporation was asked to respond to the memorandum within 30 days

The hour-long march started at Iscor's plant in Pretoria West and proceeded towards the corporation's head office in the background of the Voortrekker Monument south of the city

Alert

Earlier at the plant, armed Iscor security forces wearing protective helmets stood on alert, backed outside the premises by members of the police riot squad

There were no violent incidents - Sapa.

152
Stayaway
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still on cards
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By Brendan Templeton

Zulu King Goodwill Zwelithini's agreement to a ban on cultural weapons is unlikely to change the decision by the ANC and its affiliates to hold a two-day stayaway soon.

A spokesman for the Congress of South African Trade Unions yesterday said the cultural weapons debate had been "blown out of proportion" as the call for the ban was only one of the demands made to the Government.

Cosatu's national executive committee would meet next week to determine a date for the stayaway, he said.

Retrenchments spark Plessey strike

(152) CT 22/5/91

ABOUT 250 Plessey SA workers downed tools yesterday in protest against plans by the electronics manufacturer to retrench 68 workers at a factory in Retreat. The workers, represented by the Metal and Electrical Workers' Union (Mewusa), decided yesterday to continue the work stoppage until Plessey agreed to stop retrenchment procedures and negotiate alternative arrangements with Mewusa.

They are claiming that Plessey "unilaterally" implemented the retrenchment procedures without consulting with Mewusa. The procedures were agreed to only by radio, television and electronics unions, Mewusa spokesman Mr Ben Petersen said yesterday. The workers are also demanding a change in the management negotiating team because of allegations of victimisation, he said. Plessey's personnel director,

Mr Kevin Alborough, confirmed the work stoppage yesterday and said the workers were involved in illegal industrial action. He said Plessey planned to go ahead with the retrenchment of about 53 people tomorrow. A further 15 workers had volunteered to take early retirement. He said Plessey had met Mewusa for most of yesterday but had not managed to resolve the work stoppage.

796 illegal strikers arrested (152)

POLICE arrested 796 workers for striking illegally last year, Manpower Minister Eh Louw said yesterday, in reply to tabled questions. *Blom 21/5/91*

The police were also called out to the scene of 936 labour disputes, work stoppages and strikes in 1990

Political boycotts 'forced on blacks'

Star 20/5/91

EAST LONDON — A third of black adults in urban areas had in the past year been forced to take part in a consumer boycott or stayaway — a high figure given the repeated claim that people participated voluntarily.

This was said by the executive director of the SA Institute of Race Relations, John Kane-Berman, in his address at the graduation ceremony of the East London division of Rhodes University on Saturday.

Research by the institute revealed that two thirds of urban black people claiming to support Azapo or Inkatha or even the National Party said threats had been used against them, their families or property, to stop them paying rent or service charges or for electricity.

Four out of every five who supported Azapo or Inkatha claimed to have been forced to take part in boycotts and stayaways.

Coercion

Mr Kane-Berman said "I suspect that a large part of the explanation for the violence in many areas is that it is a backlash against this type of coercion."

The so-called third force widely blamed for township violence was, he suspected, the backlash by ordinary people against the use of coercion to enforce consumer and rent boycotts or stayaways.

"No end to the coercion, no end to the backlash, no end to the violence," he said.

Coercion to enforce boycotts and stayaways was only the tip of the iceberg, he said. The iceberg was a reign of terror.

Mr Kane-Berman said his original speech had focused on economic issues, but he had

changed his topic to address violence, as everyone had an "urgent responsibility to reflect deeply about violence and to help find ways of ridding the country of this terrible scourge".

Between September 1984 and the end of April, political violence had claimed more than 10 000 lives.

Mr Kane-Berman said one of the underlying causes of the violence was the growing education/employment gap. Just as the state had started spending more money on black secondary schooling, the rate of GDP growth had dropped dramatically and the tragic situation had occurred where the education system was churning out more and more matriculants but the economy needed fewer and fewer of them.

Mr Kane-Berman said one of the things keeping growth down and unemployment up was international financial sanctions. He suggested that an immediate call by leaders of all political persuasions for an end to sanctions was one of the things that would help bring an end to violence.

He said short-term action to alleviate the situation could include

- Disarmament. People should not be allowed to carry lethal weapons such as pangas, knives and axes to political meetings. However, weapons of this type accounted for only 18 percent of those used in attacks, while firearms and explosives accounted for 50 percent.

While it was difficult to identify the type of firearms most frequently used in attacks, the institute's analysis of violent incidents had shown AK-47s, followed by shotguns, were used most often.

Necklacing and burning accounted for nearly 10 percent of all deaths since the violence had

begun 6½ years ago. This year, the institute had counted 24 necklace murders.

- The problem of police credibility would have to be addressed. The past had yielded too many incidents of shootings in the back, deaths in detention and allegations of collusion or incitement for these to be dismissed.

- Strategies that led to violence must be abandoned. As long as organisations remained committed to bringing about the collapse of black local authorities and homeland administrations, so long would the violence continue in South Africa.

Mr Kane-Berman said the political temperature of the country would have to be lowered to bring an end to violence.

Tolerance

He said part of the tragedy of the violence was that it was taking place in a society which had demonstrated its capacity to change without violence.

He cited examples such as the pass laws being repealed and home ownership rights being conceded to black people. The tradition of English-speaking universities being a haven of tolerance in an intolerant society should be re-awakened.

It would be a great day in South Africa when political speakers of different persuasions were given a platform at both English and Afrikaans-speaking universities, he said.

Addressing the graduands, Mr Kane-Berman said: "International experience shows that education ultimately benefits an economy more than rich natural resources, so the addition of a campus to the educational resources of this city is an important milestone in the history not only of the Eastern Cape, but also of South Africa." — Sapa

1505

MONDAY, 20 MAY 1991

1506

HOUSE OF ASSEMBLY


Rape: charges/arrests

QUESTIONS

Indicates translated version

For written reply

General Affairs

283 Mr B B GOODALL asked the Minister of Law and Order  How many (a) Black, (b) White (c) Coloured and (d) Indian men were (i) arrested for and (ii) charged with rape during the latest specified 12-month period for which information is available?

SAP: labour disputes/work stoppages/strikes

B747E

199 Mr P H P GASTROW asked the Minister of Law and Order  152

In how many instances were the South African Police called to the scene of (a) labour disputes, (b) work stoppages and (c) strikes in 1990?

The MINISTER OF LAW AND ORDER

B520E

(a) 241

(b) 67

(c) 628

Illegal strikes: arrests

245 Mr P H P GASTROW asked the Minister of Law and Order  152

How many workers were arrested for striking illegally in 1990?

B633E

The MINISTER OF LAW AND ORDER

796 persons

SAP: staff composition

258 Mr P J GROENEWALD asked the Minister of Law and Order 

What was the staff composition, expressed as percentages, of the South African Police in respect of (a) Whites, (b) Blacks, (c) Coloureds and (d) Indians in 1988, 1989 and 1990, respectively?

B683E

The MINISTER OF LAW AND ORDER

	1988	1989	1990
(a)	44,96	43,47	42,61
(b)	44,23	45,83	46,30
(c)	7,61	7,45	7,75
(d)	3,20	3,25	3,34


Statistics of cases brought before court in 1990 are as follows

(a)	Black males	11 646 cases
(b)	White males	497 cases
(c) and (d)	Coloured and Indian males	52 cases

Statistically, no differentiation is made between Coloured and Indian men

As regards convictions for rape, I refer the hon member to the answer by the hon Minister of Justice on 27 March 1991 to written question no 215 in the House of Assembly

Children's homes: statistics

318 Mr M J ELLIS asked the Minister of National Health 

(a) How many children's homes are there for each population group in each province of the Republic, (b) what are their names, (c) how many children can be accommodated in each and (d) in respect of what date is this information furnished?

B828E

Worker stayaway boosts four-week boycott

The workers' stayaway in Krugersdorp, called yesterday in support of victims of the Swanieville squatter camp massacre, has intensified the effects of the consumer boycott staged for almost four weeks by residents of Kagiso and Munsieville.

While thousands gathered at the Kagiso town hall for the massacre victims' commemora-

Philip Zoio and Brian Sokutu

tion service, shopkeepers in Krugersdorp complained of poor business and serious cash flow problems.

The boycott is in protest against the Conservative Party town council's refusal to authorise a march into the town planned for April 6

Meanwhile, a spokesman for the Legal Resources Centre says the council will not evict Swanieville squatters accommodated at the Azaadville Civic Centre.

About 547 people, including children, sought refuge at the hall after Sunday's pre-dawn impi raid on the squatter camp. At least 27 people died in the attack and 30 were injured.

16/01/91

20
152



(152) (154)
**Vlok's son joins
picket protest** (154)

CAPE TOWN — Riaan Vlok (24), son of Law and Order Minister Adriaan Vlok, yesterday stood shoulder to shoulder with black trade unionists in a protest outside Dorbyl Marine.

The picket was organised by the National Union of Metalworkers of SA (Numsa). *SAP*

He would not be interviewed, but agreed to show his Numsa membership card 1715191.

A colleague said Mr Vlok joined Dorbyl three years ago as an apprentice and had been a union member since.

Numsa and 13 other unions in the engineering sector are currently locked in pay talks with the Steel and Engineering Industries Federation of SA.

The fifth and provisionally final meeting between the parties is set for Tuesday — Sapa

(15) CT 17/5/91

Sit-in at Hout Bay plant

ABOUT 60 workers at Speciality Products in Hout Bay staged a sit-in yesterday in protest against the dismissal of a senior shop steward, the fired worker, Ms Emily Marcus claimed Fawu, the union involved, was not available for comment

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SACP general secretary Joe Slovo speaks in Kagiso yesterday. Picture CATHERINE ROSS

Stayaway cramps Krugersdorp trade

Business Day 17/5/91 (152)
WILSON ZWANE

BUSINESS came to a near standstill in Krugersdorp yesterday when workers observed a stayaway call by the Kagiso Residents' Organisation (KRO) to commemorate victims of last Sunday's killings in Swanieville.

Krugersdorp Chamber of Commerce and Industries president Marshall Fourie said the stayaway was 70% effective

"The town is quiet today (yesterday) and according to the information we have received from our members a major portion of their black workforce did not turn up for work," he said.

Fourie added yesterday's stayaway "exacerbated" the woes of the local businessmen suffering the effects of a consumer boycott which began four weeks ago

Krugersdorp businesses canvassed by Business Day reported worker absenteeism of between 7% and 90%

A Pick 'n Pay spokesman said 90% of their Kagiso workforce did not turn up for work while a Checkers spokesman said absenteeism rate at their four branches ranged from 7% to 55%.

Businesses in Chamdor — an industrial area on the outskirts of Kagiso — reported low attendance percentages

Police reported 10 arrests and one injury yesterday in the western Transvaal township of Tshing, where residents voted to impose a consumer boycott on Venters-

dorp, Sapa reports.

The boycott resulted from last Saturday's attack by right-wingers on the nearby Goedgevonden squatter camp.

Although township residents earlier had reported that khaki-clad members of the Afrikaner Weerstandsbeweging were present when police raided Tshing at about 1 40pm, police said these allegations "cannot be confirmed as there is no evidence of their involvement in these incidents"

Operation Masakhane for the Homeless reported 13 people were wounded in the township during the day but police reported only one injured man — with birdshot wounds — who was arrested and charged with public violence.

On Wednesday at least six people died and 64 were arrested, police confirmed

At Kagiso three women were hacked and stabbed to death, and a delivery vehicle was badly damaged when petrol-bombed.

At Thokoza, near Germiston, police found the body of a man who had been shot.

Two men were hacked and stabbed to death at Gamalake, near Port Shepstone One man was arrested

In Cape Town, police arrested 39 people who had staged an illegal placard demonstration in the CBD Police said the group had ignored a warning to disperse



Workers call for sweet boycott

152
255

South 1615-2215191

THE Food and Allied Workers Union (Fawu) has called for the boycott of Cadbury products as a national strike at its factories enters its seventh week.

Wage negotiations between the union and management collapsed last month with no shift in Cadbury's offer of an 85 cents across the board increase and the union's demand of an increase of R1.50 an hour.

she told him so loudly that
from his daughter on her birthday.
Kohan had a visit on Robben Isla



152
Timber workers
continue strike

South 16/5-22/5/91
ABOUT 600 workers at Knysna's Thesen company have vowed to continue their three-week strike which followed dissatisfaction with high medical aid tariffs.

The workers, who are members of the Paper, Print, Wood and Allied Workers' Union, are demanding that the rates be reduced and that they be represented on the medical aid scheme.

A spokesperson for the company said the scheme and rates were part of a negotiated agreement that had been fixed for the year.

Slaughter sparks stayaway

Workers

hit back

Sowetan 16/5/91

152

RESIDENTS of Krugersdorp townships will stage a one-day stayaway today to protest against last weekend's massacre of 28 people at the Swanieville squatter camp near Kagiso.

The Kagiso Residents Organisation said the stayaway had received the support of several political organisations and trade unions, including the Pan Africanist Congress, Azapo and the Congress of South African Trade Unions.

By NKOPANE MAKOBANE

A commemoration service for massacre victims will be held at 11am today at the Kagiso community hall.

It will be addressed by ANC deputy president Mr Nelson Mandela, South Africa Communist Party leader Mr Joe Slovo and trade unionist Mr Moses Mayekiso.

Death toll

Last Sunday, hostel dwellers attacked the squatters, who were living on land owned by Krugersdorp businessman Mr Sarel Swanepoel.

KRO publicity spokeswoman Miss

Nomvula Mokonyane said the Government was responsible for providing accommodation for people whose houses were destroyed in the attack.

She said the death toll had risen to 50 on Tuesday, but police yesterday insisted no more than 27 had been killed.

Another body was found in the squatter camp on Tuesday, but police did not link it to the massacre, a police spokesman said.

About 600 squatters who fled the area have been housed at the Indian community's Azaadville Civic Centre, while others have been given shelter at

● To Page 2

Massacre aftermath

Sowetan 16/5/91

152

From Page 1

the Kagiso Methodist Church.

On Monday, the Conservative Party-controlled Krugersdorp Town Council ordered the squatters to leave the Azaadville centre

The municipality said it was concerned about the "indefinite" housing of the refugees at the centre, which fell under its jurisdiction

The KRO has threatened to embark on mass action against the council if the refugees are evicted

The homeless families were given a reprieve ear-

ly this week after the ANC approached the Ministry of Law and Order to intervene. Police persuaded the council to allow the families to stay at the centre until tomorrow.

The council would not say what action was planned if the squatters refused to leave the centre after tomorrow

Mr Ronnie Mamoepa, the ANC spokesman in the PWV region, said early this week that survivors were prepared to return to their homes on condition that police assured them of a 24-hour security.

A big crowd and media representatives gathered outside the Rand Supreme Court yesterday as Winnie Mandela left the bail to six years in jail.

Strong support for Ventersdorp stayaway

THE Western Transvaal town of Ventersdorp was reportedly deserted yesterday, the second day of a work stayaway by residents of Tshing township, with another black stayaway scheduled to start at Krugersdorp tomorrow

While the three-day Ventersdorp stayaway is a reaction to an attack by right-wingers on squatters at Goedgevonden farm on Saturday, the Krugersdorp stayaway is to protest against Sunday's massacre of 27 people by an alleged Zulu impi in Swaneville squatter camp

A memorial service for the dead would be held at the Kagiso community hall at 11 am tomorrow

51 Day (57579)
A trader said yesterday Ventersdorp looked like a ghost town. Another store manager who reported a 70% drop in business added there had been "quite a bit of intimidation".

However, police said they had not received any reports of intimidation.

A Ventersdorp town council spokesman denied there had been any boycott.

Operation Masakhane for the Homeless spokesman Basheer Lorgat maintained the stayaway in Ventersdorp was "100% successful".

A decision on the stayaway and a possible consumer boycott would be taken today, he said.

The KRO's Mokonyane said

charges of murder could not be limited to the six people arrested in connection with the Swaneville attack, "but the whole 900 Zulu impi must be charged with common purpose".

She said the KRO had threatened the council with mass action if Swaneville refugees were evicted from a council building in Azaadville.

Police yesterday reported two people killed in the latest political violence in the 24 hours to late Monday night, including another man found hacked to death at Swaneville. The second victim was stabbed and hacked to death at Bomela in Port Shepstone.

● See Page 5

Ppwawu takes on Knysna mill (152)

■ The Paper, Printing Wood and Allied Workers Union is nose to nose with yet another Barlow Rand company — the Thesen sawmill in Knysna.

Six hundred Thesen workers have been on legal strike since April 15 over alleged high tariffs and lack of representation on a medical aid scheme introduced by the company. They are demanding an end to deductions. Ppwawu said the Knysna community had launched a consumer boycott in support of the strikers. *W/Mant 10/5-16/5/97*

Reports from Weekly Mail staff

Sit-in strike at Metro group (SL)

■ Ten thousand SA Commercial Catering and Allied Workers' Union members took part in the one-day sit-in strike over retrenchments in the Metro group last Friday, the union says.

In a statement handed to Tradegro and Sankorp, strikers demanded the reversal of the 900 retrenchments and negotiations with Saccawu over restructuring. They also demanded no job cuts by the Premier group, poised to take a majority stake in Metro. Talks between the union and Tradegro chief Donald Masson are understood to have been scheduled for Wednesday. *W. Man* 16/5-16/5/91

Kelloggs workers find gates shut

By Shareen Singh 3/5/91

About 60 Kelloggs employees were locked out from the company's plant near Springs when they returned to work yesterday after staying at home on May Day, a shop steward said.

The steward, who did not want to be named, said management told workers on Tuesday that if they stayed away from work on May Day they should stay out for the rest of the week.

When workers arrived

at work yesterday, the gates were locked and they were not allowed in.

"We could not understand their attitude because May Day was a legitimate public holiday," the shop steward said.

Managing director Peter Horokins said May 2 and 3 were part of annual paid leave for most of the employees. The sales administration, warehousing, distribution and maintenance departments were working normally and Kelloggs would resume full pro-

duction on Monday.

Workers were advised about the paid leave through bulletin boards on March 20 and reconfirmed through their shop stewards on April 30, Mr Horokins said.

A Food and Allied Workers Union spokesman said management had decided for the workers when they should take leave. Shop stewards had told management they did not want two days leave after May Day, but management had imposed it.

Strike threat at Metro

Winnipeg 2/5-915/91
A FURTHER 695 jobs are to be shed by the Metro group, sparking union demands for a say in restructuring and threats of a group-wide, one-day sit-in strike if the demand is not met

Nine thousand SA Commercial, Catering and Allied Workers' Union members would strike today if talks yesterday with Metro's holding company, Tradegro, failed to yield results, Saccawu warned. Affected would be Metro Cash and Carry, Frasers, Greenstein and Rosen, Trade Centre and Fairways outlets nationwide

More than 200 workers have already been axed, and the union traces this to a Sanlam/Tradegro restructuring exercise culminating in the deal giving the Premier group control of Metro

Both Premier and Sanlam are told to meet the demands, which include a moratorium on job cuts and reinstatement of retrenched. But the focus is significantly wider — like Cosatu's mine and metal unions, Saccawu is seeking an enhanced union role in reshaping its industry

A Saccawu statement said it wanted full consultation on restructuring, which should be linked to Cosatu's goal of growth through redistribution and encompass training, literacy development and job creation. Little effort had been made to consult, it complained. "We are now entering a new order . . . and the modus operandi of conglomerates like Sanlam will no longer be tolerated"

On strike 152

By KAMAL SINGH

Sowden 3/5/91

MORE than 400 workers at local branches of the stationery-manufacturing giant, Waltons, are on strike following a wage dispute.

The Paper, Printing, Wood and Allied Workers Union said yesterday its members at various branches demanded a 21 percent across-the-board annual increase but management had offered only 16 percent.

Holiday? It's just for the communists!

By JENNIFER POGRUND

NOT many of South Africa's workers would forego a hard-earned holiday sleep-in — but for Hennie Scholtz and John Foster it was a matter of principle

On Workers' Day, while their work comrades were taking it easy, the two technicians were hard at work at Apron Sales, a refrigeration company in the outskirts of Johannesburg.

Amid the silence of the dormant Johannesburg Produce Market, where not one other company was operating, *The Weekly Mail* met them while they beavered away with spray-paint canisters

"This is a stand I am taking against communistic holidays. If the ANC comes to power we will have a communistic country — this is my protest," Scholtz explained

Conservative Party loyalists, the men were rallying to the call by Brakpan CP leader Frank le Roux for whites to put in a full day's work on the "Marxist-inspired" holiday.

315-915191
Their protest appeared sincere — despite the fact that their boss, Andrew McQueen, is an ardent right-winger

152
"They have their May Day parade in Moscow today," McQueen told us, "and this government has thrown in the towel and capitulated to the ANC's demands. Now more public holidays are foisted on us, so that we can all share the expense."

Foster, who fixes and sprays fridges, believes he is doing his bit for the cause. "I am making a point so that other whites can see, that by working today, the ANC cannot tell me what to do, and they cannot stop me."

Emphasised Scholtz: "We are a white country where whites should be in charge. At the moment the ANC is busy taking over, and I don't support it at all"

Scholtz and Foster knew of only one other CP supporter who had reported for work — Scholtz's wife, who was running the CP's Maraisburg office

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Metro faces sit-in strike by thousands of unionists today

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315191

VERA VON LIERES

152

THOUSANDS of SA Commercial, Catering and Allied Workers' Union (Saccawu) members employed by Tradegro subsidiary Metro will undertake a one-day sit-in strike today to back demands on retrenchments

Saccawu spokesman Jeremy Daphne said yesterday Tradegro CE Donald Masson had elaborated on restructuring developments within the Tradegro group at a meeting with the union yesterday. He had agreed to relay union demands to Tradegro holding company Sankorp and respond to demands by early next week

The union has demanded that the company reverse a decision to retrench 216 workers and withdraw a notice to retrench a further 695, that the company negotiate with the union over restructuring, and that the company stop all cost-cutting retrenchments

A Saccawu spokesman said the meeting had been convened to conduct negotiations for 216 workers already retrenched. Union negotiations had subsequently decided to suspend negotiations with the company

The spokesman said Metro had conducted retrenchments "piecemeal" since October last year, and charged that the company had taken advantage of the union.

Cadbury workers back at work after 7 weeks

ARGUS 29/5/91

By SHARON SOROUR
Labour Reporter

HUNDREDS of Cadbury workers nationwide go back to work this week after a seven-week strike over wages and conditions

About 405 members of the Food and Allied Workers' Union (Fawu) have been on strike, including more than 200 Cape workers, at factories in Port Elizabeth, East London, Johannesburg, Pretoria, Durban and Bloemfontein

According to a union spokesman, the Cape Town plant was the only one of Cadbury's seven factories not involved in the industrial action

Workers started returning to work this week after management and the union settled the dispute

During wage negotiations, the union lowered its initial wage demand of an hourly, across-the-board increase of R3,50 to R1,50, which amounts to a weekly increase of about R66

Management increased their opening offer of a 50 cents an hour increase across-the-board to 75 cents

The two parties settled at an hourly, across-the-board increase of 98 cents, which amounts to an increase of R43 a week, the spokesman said

Ppwawu sit-ins 152

■ The Paper, Printing, Wood and Allied Workers' Union staged sit-ins at the offices of the Natal and Transvaal furniture industrial councils this week to demand council membership.

Further nationwide action was planned on the issue, warned Ppwawu general secretary Sipho Kubheka, adding that five workers had been arrested for trespassing after the Natal sit-in.

Nactu's National Union of Furniture and Allied Workers, the industry's majority union, is currently the only party to councils nationwide and enjoys closed-shop protection.

Ppwawu's bid to join the Transvaal council has been held up for several years on technical grounds. Natal council secretary Johan Olivier said a working group had been set up to probe the union's application for membership.

W.M. 7/6-13/6/91
Reports by Weekly Mail staff

Raquel Welch at 50 can still easily turn heads

Airport workers threaten to strike

By Shareen Singh

Star 7/6/91

Services at Jan Smuts Airport could be severely disrupted or come to a standstill today because of a strike threatened by about 2 000 mostly white workers.

According to Salstaff, which represents administrative workers in Transnet, its members are unhappy about South African Airways' refusal to abide by agreed service conditions

Workers have decided to stay away from their posts this afternoon.

This could cause chaos as the threatened action will involve workers from administration as well as workers who handle and load luggage

Salstaff president John Benwell said SAA had refused to pay overtime allowances and service allowances to workers in higher grades This had been agreed

to by the union and management in the negotiating forum, the Labour Council

Workers who in the past had kept the wheels going when militant unions embarked on strikes, were angered at this refusal, he said

Workers decided that they would not be loyal to a company that did not fulfil its promises, Mr Benwell said.

SAA could not be contacted at the time of going to press

270 152



Most Tumahole workers join protest stayaway

JOHANNESBURG. — Most the workers of Tumahole, outside Parys in the Orange Free State, joined a one-day stayaway yesterday to protest against a three-week-old water cut-off to the township.

"There is a very successful stayaway here today," a spokesman for the Tumahole Town Council said. "Almost none of Tumahole's work force went to work."

The council maintains water was cut off because residents refused to pay service fees. Tumahole Civic Association members alleged on Tuesday that previous cut-offs had resulted in the deaths of at least 30 children and three adults since last December. — Sapa

cr 6/6/91

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Strike intensifies 152

MORE than 120 Food and Allied Workers' Union (Fawu) members yesterday intensified their strike at Tongaat Foods subsidiary Funa Foods in Springs in support of demands for higher wages and improved service conditions

A Fawu spokesman yesterday said members had embarked on a legal strike on Monday after four months of negotiations had broken down. He said the company had replaced the strikers with temporary workers armed with guns and traditional weapons.

Union members had been threatened by these temporary employees, the spokesman claimed. Tongaat Food spokesman Rex Glanville yesterday denied the allegations.

16/12/79
10 24 6/26/93

Sit-in spreads nationwide

152
VERA VON LIERES

MORE than 3 000 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members would demonstrate nationwide today to push the Furniture Industrial Council to meet demands for centralised bargaining, the union said yesterday

Union spokesman Jacob Kgakane said workers in the Transvaal and Natal began a sit-in campaign earlier this week to back demands for centralised bargaining in the industry. Protest action would begin in East London today

The sit-ins were sparked by the council's failure to respond to a memorandum delivered in April

Ppwawu said a working committee for the council in Natal yesterday requested until early next month to respond to members' demands. The Johannesburg council is expected to meet today to consider demands

A spokesman for the council in Johannesburg yesterday confirmed that sit-ins had taken place

Over 400 Mwasa members strike

Sowetan 4/6/91

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1523

MORE than 400 members of the Media Workers Association of South Africa in Pietersburg went on strike yesterday demanding housing

The workers, employed by the Chinese-owned Sakkor Manufacturing, have been staying in shacks and makeshift housing on the company premises for several years

The Pietersburg Town Council has given them

By MATHATHA TSEDU

until Friday to vacate the premises, a union official, Mr Albert Makgoba, said.

Housing

Makgoba said management had refused to look into alternative housing for the workers, some of whom start work at midnight in the 24-hour operation of the company.

All senior company

officials were said to be consulting lawyers yesterday but ultimatums were issued to strikers to either return to work or be fired

The workers are demanding communal housing in Seshego, transport to and from work and stop order facilities for union subscriptions Makgoba said some of the workers earned R192 a month

The workers are demanding that the minimum wage be raised to R700, if the company refuses to provide housing

There have been fears among whites in Pietersburg that the settlement of the workers on the premises could be the beginning of a squatting problem

Conservative Party councillor, Mr Koos Kemp, last week threatened "a repeat of Ventersdorp" if they were not removed by last Friday.

By JOHANNES NGCOBO

Airport workers strike over May Day firing

MORE than 3 000 Jan Smuts Airport workers affiliated to the South African Railways and Harbours Workers union (Sarhwu) downed tools on Wednesday

The strikers demanded the immediate reinstatement of a colleague who was dismissed for being absent on Workers' Day

Benjamin Nyashe was called by management to an inquiry on May 2 to explain why he was not at

work on the first Workers' Day officially celebrated in South Africa.

The inquiry dismissed him allegedly because he did not ask for permission to be absent from work.

Nyashe is a member of Sarhwu and chairman of Cosatu's Thembisa branch

Jan Smuts Airport

manager Irvin le Roux confirmed Wednesday's work stoppage, but said only 600 workers were involved and "not 3 000 as reported"

Le Roux said Nyashe was "given a warning for once being absent from work without permission long before his May Day absence".

APress 21/6/91

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UWC strike 'has been suspended'

FEROZA MILLER

Tygerberg Bureau

THE strike by about 500 non-academic staff at the University of the Western Cape has been suspended and negotiations will take place in the next few days, a university spokesman said

The week-long strike started when the UWC United Workers Union demanded a 28 percent increase or a minimum increase of R370 a month

Management's final offer was a 10 percent increase or R160 more a month

Students caused chaos on campus when they looted the central dining hall after canteen facilities were suspended.

After a meeting between management and the union, rector Professor Jakes Gerwel told journalists that UWC was committed to paying its workers "a living wage", but it was not a profit-making institution

"We are paying better minimum wages than other institutions, but we have a limited amount of money available"

Professor Gerwel said the looting was a poor reflection on the institution

He said the university had to budget for a R2,5 million deficit and that universities were "badly funded" by the government

"Since 1989 the State has disregarded the growth factor, the fact that UWC was growing not only in numbers but in a social sense

"Bad funding and attending to resources are an increasing problem"

He said the minimum wage paid to workers at UWC was R1 236 a month

Last year non-academic staff were given a 17 percent increase

Professor Gerwel said the union had not "explored all avenues" to try to resolve the dispute, but management was committed to finding a solution

Yesterday students held a mass meeting to discuss the "crisis situation"

● Examination dates at the university will not be changed despite the strike, the university senate executive committee has decided

Students should continue to prepare for examinations to the original schedule, the university said

Because of the strike, 7 000 students demanded a postponement "due to the effect of the strike" on them

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August 1/6/91

Workers to suspend UWC strike

(152) (152) CT 30/5/91

Staff Reporters

UWC workers have agreed to suspend their six-day strike after an undertaking from the Rector, Professor Jakes Gerwel, that future negotiations would not be "a futile exercise", union spokesman Mr Romeo Maasdorp said last night.

UWC was plunged into chaos on Friday when wage negotiations deadlocked and non-academic staff stopped work.

Mr Maasdorp, spokesman for the United Workers' Union of UWC, said they had met Prof Gerwel last night in an attempt to resolve the situation.

"We then agreed to suspend the strike and continue negotiations, on condition that the decision is ratified by workers today," he said.

Earlier yesterday the union said it had agreed to reduce its wage demand to "no less than the rate of inflation" — calculated at 15% a year — if the administration allowed it more say in the decision-making process and the allocation of its budget.

About 200 students looted the student cafeteria on Monday night after the canteen had ceased to function for three days.

● Meanwhile, the registrar of finance and services, Mr André de Wet, said a portion of the Cape Times report yesterday had been incorrect in stating that students had not received their special allowance to buy food on Monday.

Ppwawu sit-ins 152 1967

■ The Paper, Printing, Wood and Allied Workers' Union staged sit-ins at the offices of the Natal and Transvaal furniture industrial councils this week to demand council membership.

Further nationwide action was planned on the issue, warned Ppwawu general secretary Siphon Kubheka, adding that five workers had been arrested for trespassing after the Natal sit-in.

Nactu's National Union of Furniture and Allied Workers, the industry's majority union, is currently the only party to councils nationwide and enjoys closed-shop protection.

Ppwawu's bid to join the Transvaal council has been held up for several years on technical grounds. Natal council secretary Johan Olivier said a working group had been set up to probe the union's application for membership.

W/Ment 1/6-13/6/91
Reports by Weekly Mail staff

Railmen strike over dismissals

6/10/91 31/7/91
PRETORIA — More than 15 000 railway workers in the northern Transvaal went on strike yesterday after the recent dismissal of 50 workers

SA Railway and Harbour Workers' Union (Sarhwu) branch shop stewards yesterday presented a memorandum of demands to Spoornet's regional manager, Wynand Burger

Sarhwu spokesman Meshack Baloyi said workers would continue their strike until they received a positive response "If needs be, we will embark on several protest actions, including a march"

Demands include the reinstatement of dismissed workers, including five in Pietersburg and the union's first regional white member, Karel Niewoudt, the with-

(152) (248)
drawal of disciplinary charges against striking workers at Naboomspruit; the resignation of three white Spoornet employees, a living wage by the end of August, no police harassment of workers, and the reinstatement of demoted workers

Meanwhile, Spoornet officials in the Northern Transvaal region yesterday invited Sarhwu officials to discuss certain demands presented earlier in the day

Spoornet labour relations manager Dawie Luttig said Sarhwu was invited to the meeting today to discuss demands which sparked off a regional strike.

"We are more than prepared to discuss most of the points in the demands and we are waiting for a response from officials of the union," Luttig said — Sapa

Railway artisans begin strike

John Miller

31/7/71

Transnet artisans and semi-skilled workers belonging to the Artisan Staff Association began a countrywide strike today.

A spokesman for the 15 000-strong association said reports were coming in from Johannesburg, Pretoria, Durban and the Cape but he was unable to say how

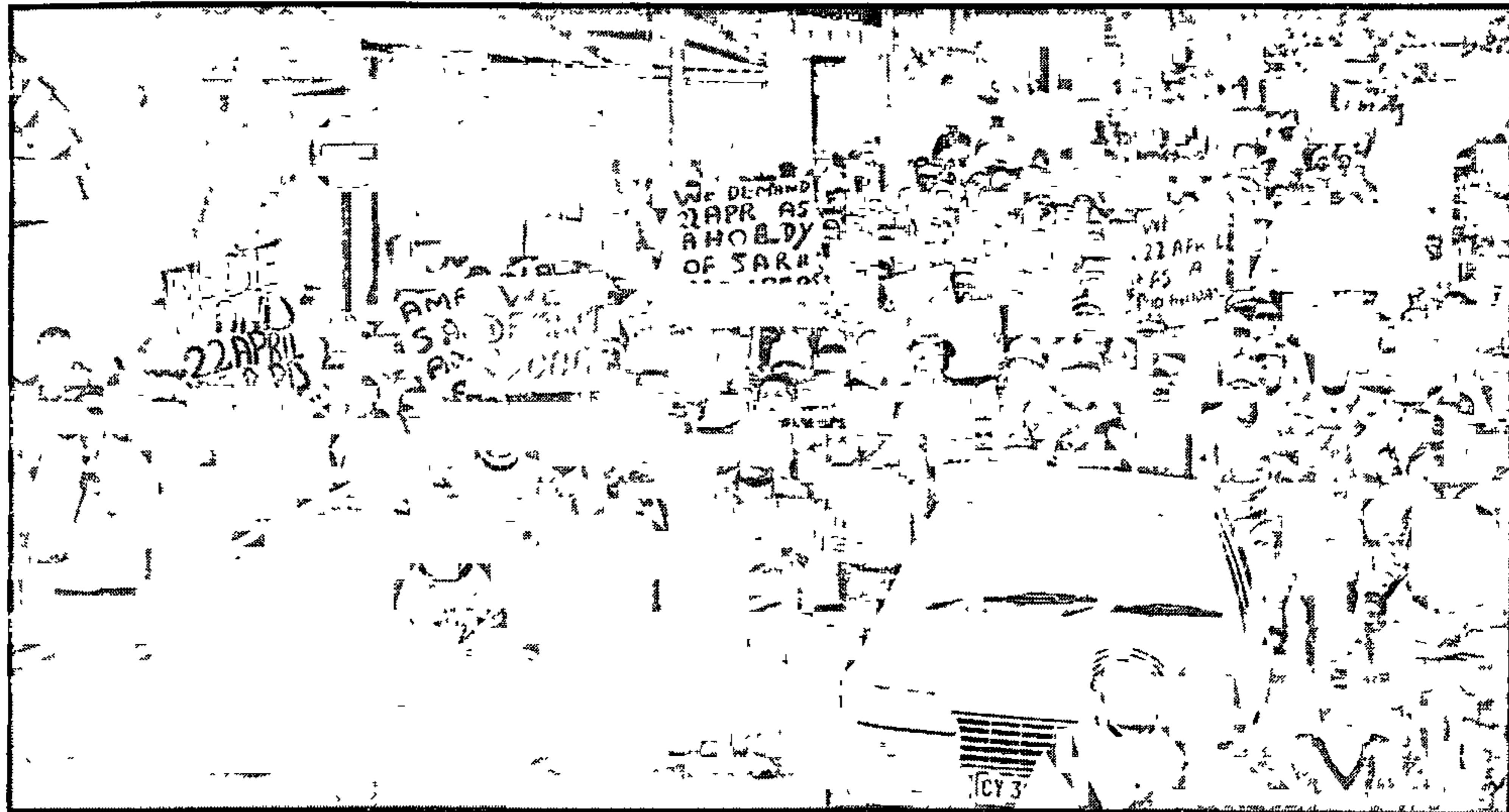
many people had downed tools

The artisans and semi-skilled workers are responsible for the maintenance of rolling stock and buildings throughout the country.

The action, the spokesman said, follows unsuccessful negotiations with management over wages and rationalisation policies

Today's strike follows ongoing similar action by members of the South African Railway Harbour Workers Union in the Northern Transvaal which today spread to Kudupark in Pretoria.

A Spoornet spokesman said today they were unable to say how widespread the strike action was and if it had affected any services



Picture ROY WIGLEY, The Argus

TRAIN STRAIN: Thousands of Spoornet strikers march to the Paul Sauer building to hand over a list of demands to Mr Manie Engelbrecht, regional manager of labour relations

152 ARG 1/8/91

Transnet union hits at race policy

SORCHA VASEY
Staff Reporter

DISCRIMINATION still exists in Transnet, say South African Railway and Harbour Workers Union members

About 4 000 striking employees marched to the Spoornet headquarters in the Paul Sauer building yesterday to hand over a list of demands

Conductors and general workers joined the strike in sympathy with the barrier staff. The barrier staff started

striking on Monday

"It's not only the wage issue. We reject the new uniform because it implies equality where none exists," Mr Daniel van Wyk, vice-chairman of Sarhwu Cape Town branch, said

"White conductors get R2 700 and coloureds get R2 290 maximum. We do the same job, so why not the same pay," asked Mr van Wyk

Mr Manie Engelbrecht, Spoornet labour relations manager, accepted the letters of

demands from Mr Ramalane, a union representative

"Sarhwu is now recognised as the official union nationally and wage negotiations started today," said Mr Engelbrecht

Mr Moses Nkani, a shop steward, said "We want the company to prove they are trustworthy. I am happy the union is recognised because we have been struggling for years"

After singing Nkosi Sikelele Afrika the crowd dispersed. There were no incidents



Numsa delegates meet to discuss strikes

By DREW FORREST

WIMCO 21/6 - 27/6/91. (152)

ELEVEN hundred delegates of the Congress of South African Trade Unions' largest affiliate — the National Union of Metalworkers — meet for the union's national congress this weekend against the stormy backdrop of threatened strikes in all sectors it organises.

Delegates will decide whether to launch strike ballots in the engineering, vehicle assembly and tyre sectors, where central pay talks have ended in deadlock.

In the motor industry a dispute meeting is pending, while mediation is underway in the giant metal industries. Settlement in both seems remote.

The congress is to be addressed by, among others, African National Congress deputy president Nelson Mandela; United Autoworkers of America president Owen Bieber and Albert Schunk, international secretary of Germany's 3,7-million-strong IG Metall. In addition to constitutional issues, it will focus on:

● "Destroying apartheid and building democracy", including the functioning of Cosatu's alliance with the ANC and South African Communist Party, the "two hats" issue and the demand for a constituent assembly

● Cosatu and Numsa proposals for economic restructuring.

● The weakness of Numsa structures, and how to redress it.

Numsa sees the congress less as a framer of definitive policy than part of a process of policy and organisational development. Debates will be set out in the general secretary's report and delegates will be asked to adopt broad platforms on major themes.

The weakness of Numsa structures is undoubtedly the product of rapid growth — the union now has 286 000 members, more than double the 1987 figure, and 65 offices.

Organising secretary Bernie Fanaroff told a press conference this week the union had been especially successful in recruiting and winning recognition in the homelands, and that many small engineering firms had been organised in areas such as the Free State.

Central bargaining forums were under negotiation in the two largest homelands, he revealed.

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15% rise for UWC workers

(SV) Staff Reporter

UWC workers will be given an increase of 15% on existing wages or R250 a month, whichever is greater, with effect from January 1 this year, according to a joint statement yesterday by the university and the UWC United Workers' Union.

This comes after a recent strike, suspended at the end of last month. About 500 workers went on a six-day strike last month after UWC rejected the union demand of a 28% increase or R370 a month. Management's offer was 10% or R180 a month.

or another

CR 21/6/91

UWC workers win R250 a month rise

By SHARON SOROUR, Labour Reporter

UNIVERSITY of the Western Cape workers have won a pensionable increase of 15 percent on existing wages, or R250 more a month, in terms of an agreement between management and the UWC United Workers' Union

The parties issued a joint statement to "correct any incorrect or misleading information disseminated by either party" on events surrounding wage negotiations

The increase comes into effect from January 1. Hundreds of workers downed tools at the end of May over wages and conditions of service

In terms of the settlement, the university could not increase the housing subsidy beyond current levels and agreed to consider increasing it in July if the university deficit had been eliminated, said the statement

Negotiation with the union regarding it being represented on the university's decision-making bodies, and the democratisation of all departments, would start in July

Other matters "of mutual importance" to be discussed included

- Introducing measures to enhance employee productivity and output,
- Implementing control measures to reduce losses in the food services, and
- Identifying categories of employment to be designated as "essential services" and ways to accommodate these during union activities, excluding strike action

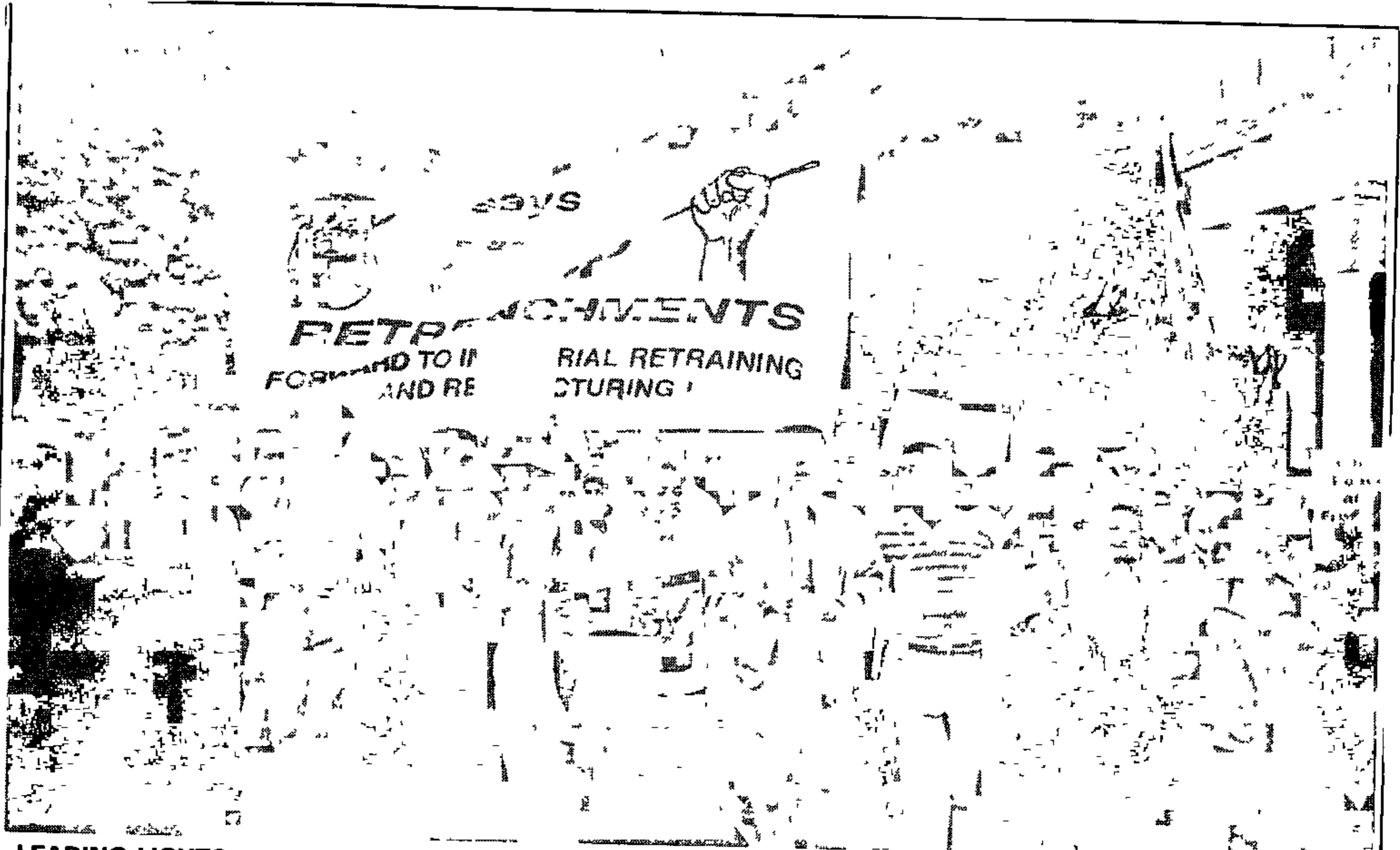
The union undertook to resume negotiations to conclude the recognition agreement between the parties

Two matters would be referred to arbitration, including conditions of employment especially relating to transport and meal benefits

ARGUS 21/6/91

Victim's parents want





LEADING LIGHTS . . . Prominent trade unionists and SACP members were in the front line of Saturday's ANC march through Cape Town demanding "Jobs, peace and freedom now" The marchers in the front row included Mr Jay Naidoo of Cosatu, Mr John Ernstzen, Western Cape leader of the SA Municipal Workers' Union, SACP leader Ms Cheryl Carolus and unionist Mr Alan Roberts

Picture BENNY GOOL

40 000 attend rally to mark Soweto Day

JOHANNESBURG. — Almost 40 000 ANC, Cosatu and SA Communist Party supporters converged on the FNB stadium near Soweto yesterday for the climax of two days of countrywide demonstrations marking the 15th anniversary of the 1976 Soweto uprising

The ANC, the PAC, Inkatha and other organisations staged rallies and prayer services in Soweto and other centres yesterday

Despite the demonstrations, police reported no unrest-related deaths by late yesterday.

Speaking at the Soweto rally, Mr Nelson Mandela hailed the youth of the country for their contribution to the struggle against apartheid and called the June 16 Soweto revolt a landmark in the campaign for black political rights.

"Today we commemorate one more turning point in the history of our struggle of liberation, a day when the youth took their future in their own hands.

"By their (the youths') heroism, their courage and determination they had provided dramatic evidence that apartheid was doomed," the ANC leader said

Police, faced with a mounting uprising in 1976, responded with gunfire, killing more than 600 people and provoking world condemnation

Mr Mandela said the failed instruction in schools in Afrikaans was designed to inculcate in the minds of the black people that they were inferior and ensure "white domination forever".

About 1 000 people yesterday attended a commemoration service at Soweto's Regina Mundi Church organised by Black Consciousness organisations, including Azapo and the Black Consciousness Movement.

Hundreds of Inkatha supporters toyi-toyed through Soweto streets on their way to services, while police maintained a high profile



SOWETO RALLY . Mr Nelson Mandela and his wife Winnie at the ANC rally at FNB Stadium in Soweto

Order against Mwasa strikers

So wetan 17/6/71

SAKKOR Manufacturing in Pietersburg was last week granted a temporary order by the Pretoria Industrial Court against the Media Workers' Association of SA preventing strikers from intimidating other workers.

The interim order is expected to be finalised on Wednesday next week.

Workers at the Chinese-owned plant, which manufactures and prints paper and plastic containers, went on strike last Monday after being told they could no longer live on the company's premises. They had also demanded higher wages.

The workers, who earn a minimum of R192 a month, demand a R518 across-the-board increase.

The company has said it cannot afford the increases.

Mwasa spokesman Mr Albert Makgoba denied any members were involved in intimidation.

-Sapa

Jan Smuts
workers end
stayaway

JOHANNESBURG. —
Striking South African
Railway and Harbour
Workers Union mem-
bers in the southern
Transvaal will return to
work today, ending their
two-week stoppage at
Jan Smuts Airport.

They reached an
agreement with airways
authorities yesterday to
resolve an industrial
dispute.

SARHWU and SAA
said both parties had
fully accepted an agree-
ment to end the work
stoppage.

The details will re-
main confidential.

They also did not re-
veal the reasons for the
dispute. — Sapa

Cape Gate order 'was to prevent illegal acts'

By SHARON SOROUR
Labour Reporter

CAPE Gate, Fence and Wire Works in Parow has "denied in the strongest possible terms" it brought a Supreme Court interdict against hundreds of employees on a wage strike as a tactic to undermine the industrial action.

The company said the order was applied for and granted to prevent the employees "perpetrating unlawful or illegal acts" during the strike, which began on June 4.

The company's statement followed a report in *The Argus* in which Metal and Electrical Workers' Union (Mewusa) spokesman Mr Ben Petersen slammed the company for "trying to have workers jailed" by alleging strikers assaulted casual workers this week.

The company's statement said. "The order was applied for and granted to prevent employees on strike from perpetrating unlawful and illegal acts during the currency of the strike. The management of Cape Gate deny in the strongest possible terms that the order was sought or granted on the basis of untrue or half-true allegations (as alleged by Mr Petersen), or that it was applied for in an attempt to undermine the strike or with a view to jail employees on strike."

"The management of Cape Gate deny having invoked the assistance of the police to arrest strikers outside the factory or elsewhere and is not aware of any arrest being made."

On the background to the dispute, the statement said an offer was made to increase the hourly wage rate, which was increased by 18 percent with effect from July 1, by another 10 percent for May and June 1991.

This was coupled with an offer to increase the hourly wage rate, which was being negotiated at industrial council level, by 1 percent from June 1, 1991 until June 30, 1992. The offer was rejected by the union.

It said striking employees, through picketing and other means, prevented anyone from entering or leaving the company's premises from June 4 to June 6.

It said employees who chose to work were intimidated and threatened with unlawful action — which included threats of serious assault.

"A number of employees were assaulted by employees on strike and had to have medical attention."

It was against this background that the company applied to the Supreme Court for an urgent interdict on June 6. A temporary order was issued, which applied until a restraint order, returnable on July 17, was issued on June 7.

The order was served on June 10 and copies were made available to striking employees.

New power cuts loom in township

Sowetan 12/6/91

By MONK NKOMO

THE Pretoria City Council yesterday warned it might cut off electricity to Atteridgeville again next month unless residents paid new tariffs ranging between R75 and R190.

A spokesman for the council said the management committee was due to meet on July 16 to review the situation.

Power supply to the township was discontinued on May 13 after the Atteridgeville Council failed to pay arrears

totalling R800 000 to the Pretoria Council

Electricity was restored last Thursday following discussions between local administrator Dr Ernie Jacobson and "an interim committee representing broad-based community organisations", the Pretoria Council said.

A spokesman for the Pretoria Council yesterday warned that "a strong possibility exists that the power will be discontinued again next month if

residents do not pay the proposed new tariffs"

A large number of residents who attended a meeting convened by the Atteridgeville/Saulsville Residents Organisation on Sunday resolved to ignore the new tariffs and to continue paying the R50 monthly flat rate.

Crisis

The Pretoria Council had said the R50 flat rate was not enough to pay for administrative costs and sewerage in the township.

"let alone electricity"

Atteridgeville acting town clerk Mr Daan Mouton expressed concern about the rent crisis and said large numbers of residents were still not paying the R50 flat rate.

The arrangement signed by Asro and the administrator in January for the payment of R50 a house is due to expire at the end of this month.

Asro chairman Mr Reeves Mabisi asked residents at Sunday's meeting to determine how much they wished to pay from July.

Stayaway protest plan by students

By MATHATHA TSEDU

THE South African National Students Congress has declared a week of action against Gazankulu Chief Minister Professor Hudson Ntsanwisi in protest against the closure of Tivumbeni College.

Sansco's Northern Transvaal chairman Mr Robinson Ramaite said yesterday the organisation had decided that Friday would be marked by a stayaway and marches at all tertiary institutions in the region.

Tivumbeni was closed indefinitely in March following class boycotts to demand that Ntsanwisi relinquish his post as chancellor of the college and for the recognition of the constitution of the students representative council.

Sansco has tried several times to pressurise the Gazankulu government to reopen the college.

A delegation that staged a sit-in at the offices of the department of education in April was frog-marched out by police.

Strike threat by steel workers

STEEL and engineering employers are forcing trade unions into a strike, the Metal and Electrical Workers Union of South Africa said on Monday.

"If we are not able to reach an agreement I believe we are heading for a crisis," Mewusa general-secretary Mr Tommy Oliphant said in a statement, referring to deadlocked pay talks.

Trade unions and employers' representatives who are involved in national wage negotiations in the industry were

due to attend a dispute meeting in Johannesburg yesterday.

The 12 unions facing the Steel and Engineering Industries Federation of South Africa in the talks have declared a dispute with the employer grouping, Oliphant said.

Metal industry talks deadlocked on May 29, despite unions having drastically reduced their demands, he said.

Seifsa had refused to amend its wage offer, despite Mewusa reducing its across-the-board demand to R1,30 an hour, Oliphant said - Sapa

Strike threat by steel workers

Sowetan 12/6/91
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Threatened airport strike put on hold

Staff 8/6/91,
AIRPORT administrative and ground staff have agreed not to strike or disrupt airline services ~~270~~ (152)

South African Airways management and Salstaff members reached this interim agreement at discussions on staff grievances yesterday afternoon, said SAA spokesman Zelda Roux

Salstaff representatives and SAA management will meet again on Monday to discuss other outstanding issues

● The South African Railways and Harbour Workers Union will continue its strike until a demand to have dismissed shop steward Benjamin Nyashe reinstated, is met, a union spokesman said yesterday — Sapa

Huge strike at airport averted

152
CT 8/6/91

JOHANNESBURG — A massive strike by South African Airways check-in personnel at Jan Smuts Airport was averted at the eleventh hour yesterday.

About 2 000 Jan Smuts Airport personnel threatened to disrupt airline services yesterday if SAA management did not abide by service conditions.

The group of mostly white Salstaff workers, who have been keeping services going in the absence of striking members of the South African Railway and Harbour Workers' Union, met SAA management yesterday afternoon to discuss grievances.

Salstaff president Mr John Benwell said SAA had refused to pay overtime and service allowances to the administrative and ground staff, who have been handling and loading luggage in the absence of SARHWU members.

Some 380 SARHWU members have been on strike since last week in sympathy with senior shop steward Mr Benjamin Nyashe, who was dismissed for not reporting for duty on Workers Day (May 31).

The SARHWU also demanded the dismissal of a Natalspruit supervisor, whom they accuse of "blatant racism".

Last night SAA spokeswoman Ms Zelda Roux said Salstaff members agreed not to strike or disrupt airline services in any way.

"There is no question of a strike at this stage, nor will services be disrupted in any way," she said.

Salstaff representatives and SAA management will meet again on Monday to discuss other outstanding issues.

Meanwhile, the SARHWU will continue its strike until its demands are met, a union spokesman said.

— Sapa

Rise in minibus taxi commuters

GERALD REILLY

PRETORIA — The minibus taxi industry's share of commuter traffic rose sharply at the expense of other modes of transport between 1987 and last year, a Department of Transport study has found.

The survey, by the department's Directorate of Transport Systems Planning, established that minibuses' share of the total commuter market increased from 29% in 1987 to 44% in 1990 — an increase of 51%.

The most dramatic increases were in the East Rand (274%), East London (248%), Cape Town (38,2%) and Port Elizabeth (31%). Train transport declined from 21% of the total in 1987 to 16% in 1990.

The survey shows the shift towards minibuses was partly due to an outbreak of attacks on commuters shortly before the latest survey was conducted in October last year.

The 24% loss in train traffic was most pronounced in Durban (87%), Port Elizabeth (40%), Cape Town (37%) and the East Rand (27%).

At the same time state-subsidised passengers — travelling by train and bus — last year declined from 50% of all commuters to 40%.

The survey also shows the most transport important modes — train, bus and taxis — slightly increased their share of the market.

The survey said the main sources of dissatisfaction with public transport last year were growing crime on trains, perceived high bus fares and the frequency of taxi accidents.

Stayaway could claim 200 jobs

AT LEAST 200 workers living in the East Rand township of Duduza could be fired for heeding a stayaway called by a local civic organisation last week, Nigel Chamber of Business chairman Bernard Fitton said yesterday.

Fitton said representatives of 20 businesses held an emergency meeting yesterday at which they discussed a call in a letter sent by the Duduza Civic Association to the chamber for "leniency" on workers who heeded the stayaway.

There were indications that companies would abide by their industrial procedures.

Warning

"All but one of the companies represented at the meeting indicated their companies would give due warnings according to their industrial procedures," Fitton said.

"In cases where employees had been warned three times for the same offence, they will be fired." One company not affiliated to the chamber said it would stick to its "dismissal without warning" policy.

"That means about 200 people could be fired," Fitton said. He declined to name the company. He said there were no plans as yet to hold discussions with the civic as-

WILSON ZWANE

sociation. "But in the letter in which the civic asked employers to be lenient on the workers, it stated it would, in future, talk to employers first before engaging in similar actions," he said.

The association could not be reached for comment yesterday. The stayaway was called in retaliation against Duduza town council's decision to impound the property of rent-defaulter. The action began on Monday last week and ended on Friday after the town council returned the property of the four residents.

Meanwhile, THEO RAWANA reports that Daveyton residents, threatened by a power cut over a R5m rent and services debt, will stage a half-day stayaway today.

Daveyton interim committee chairman James Ngubo said Eskom, which was owed R2m by the township of 250 000 people, had written him a letter threatening to cut electricity if tomorrow's talks between the council, the interim committee, the Daveyton town council and the Transvaal Provincial Administration did not yield a solution.

He said residents were paying an agreed R70 monthly flat rate, but the council was not paying Eskom.



Ria Oomen Ruitjen, the Netherlands representative in the European People's Party delegation, with Foreign Minister Pk Botha after their meeting yesterday. Picture: ROBERT BOTHA

European politicians' visit 'important'

PRETORIA — Government considered the visit to SA by the European People's Party delegation important, Foreign Affairs Minister Pk Botha said at a news conference yesterday after talks with the delegates.

The delegation, which also met President F W de Klerk earlier yesterday, was here to observe, discuss and to meet members of government, he said.

The EPP represents a compilation of European Christian Democratic parties.

Botha said he had told them where government stood in the negotiation process. Delegation spokesman Ria Oomen Ruitjen said she appreciated the "open way" in which Botha had discussed the problems which government was trying to resolve.

She said anything which happened which threatened to destroy the process of negotiation was a source of concern to the EPP. She said Botha had assured them government would continue to fight apartheid and wanted a real democratic SA — Sapa

Spoornet surprised by strike

~~152~~
152
Sowetan
31/7/91

SPOORNET workers in the Northern Transvaal yesterday embarked on a strike following the dismissal of 45 workers.

The workers, members of the South African Railways and Harbour Workers' Union (Sarhwu), are demanding the reinstatement of the workers who were dismissed in Pretoria.

"The arbitration award was that Spoornet had followed a fair procedure in the dismissals," said organiser Meshack Baloyi.

Spoornet spokesman said the strike had come as a "big surprise" as both parties had agreed the arbitration award would be final and binding

Demand

"Their current demand for the reinstatement of these workers is contrary to the arbitration agreement to which Sarhwu's general secretary Mr Martin Sebakwane was a party"

The recognition agreement between Sarhwu and Spoornet also stipulated that problems of this

nature should be resolved through discussion and negotiation.

A letter was being drafted by Spoornet to the union inviting them to the negotiating table

"This is an unfair action from their side and we had no prior warning"

The spokesman said no formal demands had yet been tabled and the situation was being monitored

Sarhwu was due to present a memorandum of their demands to Spoornet in Pretoria yesterday -
Sapa

Strike in car trade stopped

Saeteru 31/7/91.

~~11/11/91~~
152

THE most costly strike in the local auto assembly industry was partially suspended yesterday.

This comes in the wake of the meeting of employers and the National Union of Metalworkers of South Africa in Port Elizabeth.

Numsa last Thursday agreed to suspend the strike, which started last Monday, pending the outcome of yesterday's talks.

Several plants remained closed yesterday, with sporadic attendance by up to 30 000 workers who were reported to have been on strike over pay and job security.

The strike had cost up to R300 million in lost production, according to employers represented by the auto assembly industry's National Bargaining Forum.

Some companies closed their operations yesterday because of incomplete attendance.

Among these were Toyota in Durban, which shut down its Prospecton assembly plant. No workers reported for duty at the Mobeni stamping division, said company personnel and industrial relations group director Mr Theo van der Bergh.

According to industry sources, the Delta plant in Port Elizabeth had also been shut down and Samcor at Rosslyn, Pretoria, had reportedly sent its workforce home.

At Volkswagen in Uitenhage, workers held a meeting on the company premises, but the majority of the 6000-strong workforce went home afterwards, said a company spokesman.

Production was kept up at the BMW plant in Rosslyn, according to

sources, and Mercedes-Benz spokesperson Ms Wendy Hoffman said the East London assembly plant and Pinetown's parts division were operational yesterday.

Numsa members also reported for work at the Nissan plant at Rosslyn, according to sources.

Pay and union calls for a blanket moratorium on retrenchments remained the main stumbling blocks to a settlement.

Numsa is demanding a R1,20 across-the-board increase on hourly wages, a drop in 30 cents on its opening claim.

Van den Bergh warned that wage negotiations at national level could only resume once all vehicle manufacturers were back in production.

Hoffman said Mercedes-Benz had sustained production at the East London plant throughout last week. - Sapa.

Motor strike resolution under threat

152 (1991)
ET 31/7/91

Own Correspondent

JOHANNESBURG — Thousands of National Union of Metalworkers (Numsa) members reported for work yesterday, but the week-long motor strike dragged on at a number of companies.

Fears were expressed yesterday that the failure by thousands of strikers to return to work could scuttle attempts to resolve the dispute.

The National Association of Automobile Manufacturers of SA (Naamsa) said this week that resolving the strike was subject to normal production being resumed at all assembly plants by yesterday.

Naamsa and Numsa representatives were meeting yesterday in the latest effort to resolve the dispute.

Production was resumed at the Nissan and BMW plants in Rosslyn and Mercedes-Benz's Pinetown parts division yesterday. Volkswagen's 6 000-strong workforce and 70% of Samcor's employees reported for work, but production was not resumed.

Toyota industrial relations director Mr Theo van den Bergh warned that wage negotiations at national level could resume only when all vehicle manufacturers were back in production.

He said a number of employees reported for work yesterday at the Prospecton plant near Durban, but no

employees reported at the group's stamping division at Mobeni.

He said Toyota could not resume production unless all company divisions were fully manned and operational.

"Numsa gave a written undertaking that its members would return to work on the first shift on Monday July 29. This did not happen and Numsa gave a further undertaking that employees would return to work this morning (Tuesday)."

Delta's main plant in Port Elizabeth remained shut, and no production has been scheduled until Numsa provides an assurance that the strike has ended.

Delta public affairs director Mr George Stegmann said Delta could not schedule its operations on a start-stop basis, and therefore could not accept Numsa's ambiguous stand on suspending strike action and reserving an intention to resume strike action if the wage dispute was not resolved.

"If Numsa and its members are offering to merely suspend their strike action, then it is unacceptable to the company."

Numsa last week agreed to suspend the strike, pending the outcome of yesterday's meeting.

Union spokesman Mr Les Kettledas said earlier in the week that agreement still had to be reached over wages and a moratorium on retrenchments.



Car, tyre strikers return to work

By Shareen Singh ^{Star} 30/7/91

Some 25 000 workers in the car and tyre industry are to resume work today after a week-long national strike, pending further talks between employers and their union.

The National Union of Metalworkers (Numsa) and motor companies had arranged to meet today in a last-ditch attempt to reach a wage settlement and end the strike, which had brought production to a standstill.

Numsa spokesman Les Kettleas said workers had agreed to return to work pending further talks with employers on the union's revised demands.

The union had initially demanded an across-the-board increase of R1,50 an hour which was based on a 15 percent inflation rate and the impact of value added tax, but in a bid to reach settlement, workers had agreed to lower their demand

to R1,30, Mr Kettleas said.

Numsa still held on to its demand for a moratorium on retrenchments but made some concessions in this area.

If employers halt retrenchments, Numsa would accept changes to working hours and agree to temporary layoffs, he said.

At the time of deadlock, employers had offered an across-the-board increase of R1 an hour.

In a statement yesterday, National Association of Automobile Manufacturers of South Africa president Spencer Sterling said that by agreeing to meet the union, employers did not want to create expectations that further concessions would be granted beyond the employers' final offer.

He added that the success of today's meeting would depend on good-faith bargaining on the part of both parties and the taking into account of current economic circumstances.

X-ray workers on strike at Bara

Star 30/7/9
Medical Reporter

Radiographers working the night shift at Baragwanath Hospital were set to refuse to work for the second night running last night due to dissatisfaction over working conditions and remuneration, the hospital said yesterday.

Anette Clear of Baragwanath said on Sunday that arrangements were made to transfer patients requiring x-raying to nearby hospitals.

A radiographer, who asked not to be named, at one of these hospitals said radiographers were striking because of "bad conditions of service, bad working conditions and low salaries".

"I would also like to go on strike, but I will probably be fired. The Baragwanath radiographers would probably not because there is no one to take their places. Many of us leave the public sector for private practice," she said.

Following previous negotiations, further negotiations took place at Baragwanath Hospital between the chief superintendent Dr Chris van den Heever and a delegation of radiographers, Mrs Clear said. The outcome will be made known later.

She said only the night shift was involved. It was not clear why day staff were at their posts yesterday.

All-out effort to end strike

152

Sowetan
30/7/91



THE country's biggest trade union goes into critical negotiations with employers today in a last-ditch attempt to resolve the longest and most costly car and tyre industry strike in South Africa.

The industry's future, measures to improve productivity and job security, and to make cars more affordable for South Africans, would come under the spotlight, the National Union of Metalworkers said.

Numsa national negotiator Mr Les Kettleidas said the union, which represents striking workers at tyre and vehicle assembly plants across the country, would meet employers today in an attempt to resolve the situation.

As part of a compromise, the 28 000 striking workers would return to work today and normal production was expected to resume for the first time since the industrial action began last Monday on the strength of a 56 percent strike ballot.

There was no production yesterday at the affected plants, which include Delta, Samcor, Firestone and Gentyre in Port Elizabeth and Volkswagen in Uitenhage.

The National Association of Automobile Manufacturers said it would comment only after today's meeting with Numsa.

"The object of this meeting is to settle the dispute," Kettleidas said. - Sapa

Critical talks today on huge SA strike

152

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CT 30/7/91

PORT ELIZABETH — The country's biggest trade union goes into critical negotiations with employers today in a last-ditch attempt to resolve the longest and most costly car-and-tyre-industry strike in South Africa

The future of the industry, measures to improve productivity and job security and steps to make cars more affordable for South Africans will be under the spotlight, the National Union of Metalworkers (Numsa) said

Numsa national negotiator Mr Les Kettledas said as part of a compromise the 28 000 striking workers would return to work today and normal production was expected to resume for the first time since the industrial action began last Monday on the strength of a 56% strike ballot — Sapa

7

Bid to end motor industry strike resumes

152 142
ARL 30/7/91

SHARON SOROUR
Labour Reporter

NEGOTIATIONS to resolve the wage strike by about 30 000 motor and tyre industry workers, which is costing R60-million a day in lost revenue and millions more in lost wages, resume today.

Employers, represented by the National Association of Automobile Manufacturers of S A (Naamsa), are set to meet officials from the National Union of Metalworkers of S A (Numsa) in a bid to end the eight-day industrial action.

According to association chairman Mr Nic Vermeulen 33 000 workers out of a workforce in the industry of 38 000 have downed tools.

Workers were demanding a cost of living increase which catered for inflation and VAT, while employers were offering less than inflation, chief union negotiator Mr Les Kettleidas said.

They had dropped their wage demands from a R1,50 hourly increase to R1,20, he said.

Employers were offering a R1 across-the-board hourly increase which was a 15,2 percent rise on the minimum rates and 12,4 percent up on industry averages, said association president Mr Spencer Stirling.

Union officials said the talks today would centre on the future of the industry, measures to improve productivity and job security and ways to make cars more affordable.

Mr Kettleidas said the object of the meeting was to resolve the dispute. Workers would return to work today as part of a compromise reached with employers.

Mr Kettleidas said: "We see the discussions in a serious light and the issue must be resolved. If not, the strike will continue, but we certainly don't want it to go on indefinitely."

Plants affected by the strike included Delta, Samcor, Firestone and Gentyre in Port Elizabeth, Volkswagen in Uitenhage, BMW and Nissan in Rosslyn, Pretoria, Toyota at Prospecton and Jacobs in Durban — the country's biggest car seller — and Mercedes in Pinetown.

Cosatu set to 'mobilise' for general strike

(152) *Biday 29/7/91*
COSATU's 1,25-million members set the stage at the weekend for a general strike in response to the Inkatha funding scandal

The announcement came at the end of Cosatu's fourth national congress at Nasrec, Johannesburg.

The congress — marked by a strong display of political unity, a reassertion of trade union independence and frank admissions of organisational weaknesses — called for a summit of anti-apartheid organisations to map out a programme to force government to resign in favour of an interim government

Addressing a news briefing at the end of the three-day congress on Saturday, Co-

VERA VON LIERES

satu general secretary Jay Naidoo said the 14-union federation would mobilise for a general strike

Employers would be approached to stop paying Paye tax on behalf of workers and a mass campaign to boycott all taxes, including VAT, was in the offing

A separate Cosatu statement said this strategy would continue until "we are satisfied that our money is no longer being used to kill workers and their families"

Detailed plans for the general strike will be drawn up by Cosatu's central executive committee

Cosatu accused some employers of complicity in covert operations and said business should make public any links between it and "forces of violence"

Evidence of employer involvement in covert activities would be disclosed at a later stage

Naidoo said negotiations on a new constitution had to be reviewed urgently in the light of the latest Inkathagate revelations

Important resolutions taken by the 2 460 delegates included

The adoption of an AIDS policy enabling Cosatu and other organisations to take

To Page 2

Cosatu

Biday 29/7/91
practical steps to combat the pandemic,

The establishment of a scheme to provide accommodation for families and individuals, including upgrading of hostels,

A conference to review the sanctions issue will be organised by Cosatu and other organisations

Cosatu reiterates its commitment to a democratic socialist system with a democratically planned economy focusing on workers' interests Economic policy would be finalised at a special conference,

Current peace initiatives to end the violence were endorsed and the congress reiterated the right of workers to establish self-defence committees,

The commitment to the ANC and SA Communist Party alliance was reaffirmed Practical steps to ensure the convening of a Patriotic Front with other liberation movements were also planned,

There should be union independence under a new government, with a workers' charter to guarantee workers' rights, including the right to strike,

On the "two hats debate", the congress resolved that no person could occupy more than one full-time position, but union members and leaders not employed full-time by

From Page 1
the union were free to become members or leaders of any political organisations,

The role to be adopted by Cosatu in the negotiation process will be finalised by the central executive committee in October, and

Separate unions are to be established for the public sector and farmworkers Efforts will also be made to form a single union federation incorporating Nactu and other trade unions

Following the congress's decision to bar full-time workers from multiple leadership posts, Cosatu's deputy general secretary Sydney Mufumadi stood down because of his election to the ANC's national working committee

Numsa's John Gomomo beat Cosatu vice-president Chris Dlamini in the election for the presidency Dlamini was then re-elected vice-president Both are members of the SACP internal leadership group

Jay Naidoo was re-elected general secretary Mufumadi was succeeded by Transport and General Workers' Union president Sam Shilowa

● Picture Page 3

Cosatu plans tax revolt and strike

Star 29/7/91

The Congress of South African Trade Unions has reaffirmed its independence, while calling for an intensification of the drive to unseat the Government in alliance with the ANC and the SA Communist Party

The country's largest labour federation also plans to mobilise towards a general strike and a withholding of tax payments in the wake of the "Inkathagate" scandal

The congress, held at Nasrec outside Johannesburg, resolved that it supported the independence of mass organisations and trade unions from the Government and political parties.

Committed

However, the congress, which is Cosatu's highest policy-making body, committed the organisation to the tripartite alliance with the SACP and ANC.

It gave all but paid, full-time Cosatu office-bearers the go-ahead to join and take leadership positions in political organisations.

Delegates also resolved to call for a summit of anti-apartheid organisations to press for the Government's resignation in the wake of Inkathagate.

The federation planned to hold a summit of anti-apartheid organisations in the first week of September to discuss a programme of action for the Government's resignation, general-secretary Jay Naidoo told a press conference

Delegates decided that Cosatu would urge employers not to

pay PAYE tax, to pressure the Government into ending covert funding and complicity in violence. Affiliate unions could launch an anti-VAT campaign

Delegates identified violence as the main obstacle to negotiations and resolved that Cosatu had to play a leading role in the peace process.

Other resolutions included

- The development of a programme of economic restructuring leading to an interim high-wage/low-cost economy and, eventually, socialism
 - Sanctions should stay until democratic transition was certain, but Cosatu called for a conference to review economic tactics and their replacement with an investment code
 - A bill of workers' rights should be included in the ANC constitution
 - Affiliation to the Organisation of African Trade Union Unity
 - The strengthening of ties with other union federations in southern Africa and the southern hemisphere.
 - Cosatu's executive committee was instructed to draft a programme for a union of farm workers
- Second vice-president John Gomo was elected Cosatu president and first vice-president Chris Dlamini retained his position. Godfrey Ollifant took over as second vice-president.
- Jay Naidoo was voted for a fourth consecutive term as general-secretary, with Sam Shilowa as his assistant. Ronald Mofokeng was elected national treasurer. — Sapa.

REVOLIT OM TsaX

CT-29/7/91

Cosatu call as FW prepares reply

THE Congress of South African Trade Unions (Cosatu) is to mobilise for a nationwide general strike over the Inkatha-funding scandal.

Yesterday Cosatu general secretary Mr Jay Naidoo said employers would also be approached to stop paying PAYE tax on behalf of workers while a mass campaign to boycott all taxes including VAT was also on the cards. A separate Cosatu statement said this strategy would continue until we are satisfied that our money is no longer being used to kill workers and their families.

The move by Cosatu was announced after the union's fourth congress in Johannesburg as the focus shifts to tomorrow's official response by the government on the secret funding controversy.

President F W de Klerk is expected to announce changes in the control and supervision of secret funding, but no cabinet heads are expected to roll.

The Ministers of Law and Order and Defence, Mr Adrian Vlok and General Magnus Malan both said over the weekend that they would not resign because of the controversy. Mr De Klerk is also unlikely to fire them.

Instead, he is expected to reiterate that both ministers and the government officials not only operated within the law, as approved by Parliament but also in terms of government policy at the time.

He is also likely to emphasise that the secret funds were established in the pre-February 2, 1990 era and were necessary to fight sanctions.

But he is expected to announce an end to secret funding of organisations like the Inkatha Freedom Party and

the United Workers Union of South Africa (Uwusa).

Addressing a news briefing at the end of the three-day Cosatu congress, Mr Naidoo said detailed plans for the general strike will be drawn up by Cosatu's central executive committee.

ANC pressure

He said negotiations on a new constitution had to be reviewed urgently in the light of the latest Inkathagate revelations.

In further developments yesterday the ANC turned up the pressure warning that negotiations have been seriously endangered.

In a statement the ANC SACP and Cosatu said senior government officials reaction to the situation had been evasive and they seemed not to understand the extent to which they had endangered a peaceful resolution to South Africa's problems.

"Our people will be watching De Klerk's performance very carefully. De Klerk will be judged in terms of his response to the demands which have been made by a wide range of forces the alliance statement said.

The demands include the dismissal of Mr Vlok and General Malan, a multi-party commission to investigate government involvement in violence and the secret funding of political activity, and the public dismantling of all SAP and SADF special counter-insurgency forces.

Dr Andries Treurnicht announced yesterday that his Conservative Party is to ask the advocate general to investigate the government's slush fund activities.

We will also be requesting the advocate-general to investigate all other covert projects funded with public monies since 1986, he said — Sapa Own Correspondents and Political Staff

C/pres 28/7/91

Business as usual for strikers

GRAHAMSTOWN prison officials suspended for striking are still at their posts after a Supreme Court decision overturned the ruling of an internal disciplinary board

28/7/91
The board last year suspended 28 members of the Police and Prisons Civil Rights Union (Popcru) who had gone on strike over claims of discrimination

However, last month the Grahamstown Supreme Court ordered the

Commissioner of Prisons to appoint another officer to preside over a disciplinary hearing, on the grounds that the person heading the inquiry, Major D Truter, was biased.

According to the Department of Correctional Services, no new presiding officer had yet been appointed and the warders were still at work.

The Grahamstown Prison warders went on a two-day strike early last year to highlight demands

made by the national executive of the union.

These centred around what Popcru regarded as injustices brought about through discrimination by prison officials

At the start of the inquiry, which began in June last year, Popcru's counsel applied for Truter, head of the personnel department in Port Elizabeth, to recuse himself because there was reason to believe he was biased

They said Truter was

one of the people whose conduct gave rise to the warders' strike and that no white officer in the prisons service was qualified to preside at the inquiry

The judge said this demand would not cause administrative or other difficulties and ordered the Commissioner of Prisons to appoint another officer to the case

The Commissioner of Prisons was also ordered to pay Popcru's costs

ANA

Arg 27/7/91
Numsa to return

DURBAN — The vehicle manufacturing industry hopes normal production will resume on Monday following a proposal by the National Union of Metalworkers of SA (Numsa) for parties to meet again next week

More than 33 000 workers stopped work after Numsa had voted by 56 percent in favour of industrial action after a breakdown in wage negotiations last week. — Weekend Argus Correspondent

(152)

(148)



Auto strike: Tuesday ⁽¹⁵²⁾ suspension

JOHANNESBURG — The five-day auto and tyre industry strike will continue on Monday but will be provisionally suspended on Tuesday when the National Union of Metalworkers of SA meets employers, Numsa negotiator Mr Les Kettledas said today. CA 2/17/91

"We will attempt to resolve the dispute on Tuesday, when workers will go back to work. If a satisfactory settlement cannot be reached, they reserve their right to continue their action," he said.

Mr Kettledas was reacting to reports that workers had decided to end the strike today.

Numsa has agreed to lower its hourly wage increase demand from R1,50 to R1,20, considerably closer to the employers' offer of R1 across the board — Sapa

152

R60-m car strike 'to be settled soon'

By Brendan Templeton *Star*

The car industry's R60 million-a-day nationwide strike involving about 22 000 workers is to end soon, a reliable management source said last night

The National Union of Metalworkers (Numsa) had lowered its original demand of an extra R1,50 an hour across-the-board to R1,20

It had also indicated interest in management's offer of a conditional moratorium on retrenchments. A meeting is scheduled for next week.

"The union requested a meet-

26/7/91
ing with the employers to discuss a counter-proposal by the union, and I think that amounts to a basic acceptance of the employers' offer on the retrenchment moratorium, with the proviso that the conditions be reviewed," the source said.

Companies affected by the strike are M.A.N. Truck and Mercedes-Benz in Pinetown, BMW in Pretoria and Midrand, Delta Motors, Nissan and Samcor in Port Elizabeth and Pretoria, and all Toyota plants.

The industry is reported to be losing R60 million a day.

Call for 'drastic action' over Duduza stayaway

DRASTIC action would be taken against workers who had honoured the stayaway called by the Duduza Civic Association, Nigel Chamber of Commerce and Industries chairman Bernard Fitton warned yesterday.

Fitton said the stayaway, which enters its fifth day today, was wreaking havoc on businesses in the East Rand town.

"About 80% of the Duduza workforce has not been turning up since the stayaway began and industries' production has dropped by as much as 50%," he said.

Fitton said his chamber would recommend that its affiliates take "very drastic" action against their employees when they returned to

~~152~~
WILSON ZWANE
Business Day 26/7/91
work. Businesses canvassed yesterday acknowledged the stayaway was affecting them.

OK Bazaars manager Dirk Kotze said his store's turnover was down by at least 20%.

Checkers said it would only assess the impact of the stayaway today.

The stayaway was called by the civic association in retaliation for the Duduza Town Council's decision to impound property of rent defaulters.

At a mass meeting this week Duduza residents resolved to continue a work stayaway until the council had returned the impounded property

A spokesman for the civic association claimed the stayaway was 100% effective.

"Apart from demanding the return of the four comrades' goods, we are also demanding the recognition of a rent agreement between itself and the Transvaal Provincial Administration and the resignation of local councillors," the spokesman said.

In terms of the agreement which was reached last year, households with electricity are to pay R50 a month while households without electricity and shackdwellers are to pay R20 and R10 respectively.

The Duduza Town Council could not be contacted yesterday

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Cheques in payment of interest will be posted in Johannesburg on or about 28 August 1991

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Johannesburg
26 July 1991



AMPROS 018/DSC

Guns for Inkatha: Coetsee meets attorney-general

Business Day Reporter

NATAL Attorney-General Mike Imber met Justice Minister Kobie Coetsee yesterday after receiving a report on a police investigation into allegations that Maritzburg security police bought guns for Inkatha.

Some of the weapons were allegedly used in political murders in Natal.

The police report was ordered by a Natal judge after court evidence about the purchase of 24 revolvers from a Maritzburg gun shop. Evidence in the case was that the weapons had been given to Inkatha members.

DP MP for Greytown Pierre Cronje said two of the weapons had been ballistically linked to political murders.

Police said last night no decision had been taken regarding the suspension of the security policeman who allegedly bought the weapons.

Suggestions of security police involvement in the purchase of the weapons emerged in January during the trial of Inkatha gunman Stembiso Dumakude, who was sentenced to life imprisonment for killing four people and wounding four others on March 5 1989.

Dumakude, who four days after his initial attack injured several more people in a petrol bomb attack on a night vigil for the dead, allegedly used one of the weapons bought from a King's Sports shop.

Store manager Tony Wessels said yesterday that late in 1987 the shop was asked to supply the guns. Three or four men later paid cash for the weapons. Most of the guns were collected by black men over the next year.

CAN ALL 60 HOME! "now be able to get the 'real'...

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Numsa to end strike if wage talks reopen

8/10cm
26/7/91
MORE than 24 000 striking vehicle assembly workers would return to work on Monday if employers agree to reopen wage negotiations, the National Union of Metalworkers (Numsa) said yesterday

The union dropped its wage demand from R1,50 to R1,20c an hour as the strike entered its fourth day yesterday

However, a motor industry source said last night employers would insist that striking workers return to work before further talks could take place

BMW spokesman Dave Kirby confirmed yesterday Numsa had requested a meeting with employers on Monday to reopen discussions on wages and a moratorium on

26/7/91
VERA VON LIERES
and MARC HASENFUSS

retrenchments in the industry (152)

Kirby said Numsa had informed employers that their offer of a moratorium was acceptable provided certain conditions were dropped.

He said employers hoped to reply to the union by last night Numsa's modified wage demand was still a long way from the employers' offer, he said However, the most important question was now that of setting a date for a meeting

Vehicle manufacturers are offering an

□ To Page 2

Strike 8/10cm 26/7/91

across the-board wage increase of R1 an hour

Numsa national negotiator Les Kettle-das said yesterday the union had put forward proposals in a serious effort to normalise the current situation

He said workers would return to work on Monday if employers responded positively to Numsa's proposal for a meeting.

Numsa was concerned by reports that employers at some plants were offering better increases than others. Kettle-das said any improved wage offer had to be

made at the bargaining forum level

Union recommendations to end the strike had been accepted by Numsa members yesterday

The National Association of Automobile Manufacturers of SA (Naamsa) said this week it was essential that Numsa and employers evolve a joint commitment to improved productivity and cost containment.

It is understood the strike action has cost the industry almost R60m a day in lost turnover

(152) □ From Page 1

30 000 out as strike sweeps car factories

By DREW FORREST

UP to 30 000 workers are now on strike countrywide at all major car manufacturers, after industrial action spread to the giant Volkswagen plant in Uitenhage on Wednesday.

In what may be South Africa's first cross-sector strikes by the same union — in this case, the National Union of Metalworkers — about 3 500 tyre workers also downed tools on Monday at General Tyre and Firestone Tycon, the other employer party to the bargaining forum, is not affected.

In crisis talks on Wednesday, Numsa's national strike committee in the auto sector, comprising shop stewards from all plants, adopted a set of recommendations for settlement to be referred to the union's membership. If accepted, these would be forward-

ed to employers, said Numsa national organiser Les Kettleas.

He complained that some auto employers, notably Toyota, were acting "improperly" by offering plant-level increases to induce strikers to return to work. "Offers should be made inside the central bargaining forum," he insisted.

In both sectors, Numsa's last publicised wage demand was for a R1,50-an-hour or 25 percent, whichever is higher.

Auto bosses have offered R1 across the board, representing 15 percent on minima and 12,4 percent on industry averages, while at the last round of talks, tyre companies revised their previous R1,10 proposal to a phased offer of R1,05 from July and another 10c from December.

Numsa complains that both offers represent a cut in real wages, adding that the looming implementation of VAT — which it believes will raise the living costs of the lowest paid by five percent — is a "critical consideration".

Equally central to the dispute are union proposals on job security and job creation, including demands for an unconditional retrenchment moratorium.

In the auto industry, Kettleas confirmed, employers had offered a moratorium, but had tied it to a number of conditions, including the achievement of monthly production schedules. It would also not apply in the case of partial or total plant closures or sales. Some progress had also been made

in tyre negotiations on training and job security, Kettleas said. The national strike committee in the sector would meet towards the weekend to assess the situation.

Meanwhile, two other key Numsa industries are also teetering on the edge of confrontation. Strikes in the engineering and motor industries potentially involve half a million workers.

In engineering, mediation aimed at breaking a protracted wage deadlock is scheduled to restart on Monday. And in motor, where industrial council talks start later than in other Numsa sectors, the South African Motor Industry Employers' Association has repeated its call for a wage freeze until August next year, Numsa says.

Strike threat at FNB over 'closed shop'

Weekly Mail Reporter *w/mant*

2017-11-8/91

FIRST NATIONAL BANK may face strike action, according to the South African Commercial, Catering and Allied Workers' Union. The bank is coming under fire for refusing to recognise Saccawu, for encouraging new staff to join sweetheart unions and for alleged racist practices.

"FNB may face strike action after a conciliation board failed to resolve a dispute with Saccawu. The union is planning to hold a strike ballot on August 7 and 8," the union says.

Saccawu alleged that the bank was running an illegal closed shop by only dealing with the South African Society for Bank Officials (Sasbo). FNB general manager Colin Hunt admitted that the bank only dealt with this union.

He said: "Sasbo is representative of employees and the bank has been engaged in collective bargaining with them for more than 70 years."

Employees of the bank who have joined Saccawu have also raised objections to alleged racism in employment, promotion and training practices. They also object to discipline without representation and victimisation of shop stewards.

Hunt refutes these allegations, saying: "FNB has a proven track record of practising equal opportunity."

Saccawu also alleges that the bank has given the Inkatha linked federation, Uwusa, representation without membership — a claim which the bank refuted.

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Weekly Mail Reporter *w/mant*
26/7-1/8/91

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Strike (152) Star 25/7/91 costing R60-m (18/9) a day

The countrywide strike in the motor industry, which entered its third day yesterday, was costing the industry about R60 million a day, National Association of Automobile Manufacturers president Spencer Sterling said yesterday.

The situation in the motor industry "is very severe and the South African economy is in a bad shape", he said.

He predicted there could be "a reduction in the level of employment" if the strike by about 12 000 workers continued indefinitely.

"We are waiting for a response from the National Union of Metalworkers of South Africa which we will evaluate," Mr Sterling said.

Numsa national negotiator Les Kettle said the union was currently "busy with discussions on the matter".

Companies affected by the strike are Man Truck and Mercedes-Benz in Pinetown, BMW in Pretoria and Midrand, Delta Motors, Nissan and Samcor in Port Elizabeth and Pretoria, and all Toyota plants.

The union has demanded a R1,50 an hour across-the-board increase — Staff Reporter

FNB faces strike

THE SA Commercial, Catering and Allied Workers Union is planning a strike ballot in early August after the collapse of talks with First National Bank. (152)

Saccawu general secretary Mr Papi Kganare said yesterday a conciliation board earlier this month failed to resolve a dispute over union recognition at FNB in Johannesburg

"FNB is refusing to recognise Saccawu even for representation of its members in grievance and disciplinary matters. Access by union officials is being denied," Kganare said.

The union charged that FNB was encouraging new staff to join the South African Society for Bank Officials. Sowetan 25/7/91

"The latter practice has amounted to an illegal closed shop," Kganare said.

FNB's general manager (personnel) Mr Colin Hunt was expected to respond to the union's claim later yesterday, his secretary said - Sapa

Warning as car workers' strike enters day two

CAPE TOWN — Up to 18 000 auto assembly workers refused to work for a second day yesterday as employers condemned their strike as unprocedural and jeopardising offers on job security.

Assembly plants in major centres such as Port Elizabeth, Durban and Rosslyn remained strike-bound yesterday, said National Union of Metalworkers of SA negotiator Les Kettleidas

About 4 000 Numsa members at Nissan's Rosslyn plant were locked out yesterday, according to unconfirmed reports, and 3 000 Mercedes-Benz workers in East London were set to join the strike, he said.

Mr Kettleidas denied accusations by the National Association of Automobile Manufacturers of SA (Naamsa) that the strike was unprocedural

The parties had held the scheduled number of dispute meetings, the union had declared a dispute with Naamsa on June 6; and a strike ballot, with more than 50 percent backing for industrial action, had followed, he said

Numsa members were still demanding a cost-of-living increase which catered for inflation and VAT, but employers were offering less than inflation, said Mr Kettleidas

He said the employers' offer ranged between 12,5 percent on the top grades and 13,3 percent at the bottom

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"As a percentage of the actual rate of pay, the increases are below the inflation rate," said Mr Kettleidas

Naamsa president Spencer Stirling said yesterday the employer offer of a R1 across-the-board increase represented a 15,2 percent rise on the minimum rates and 12,4 percent on industry averages

"Including fringe benefit costs, the average packet enjoyed by workers amounts to some R2 120 a month," he said

It was absolutely essential for unions and employers to evolve a joint commitment to improved productivity and containment of costs if the industry were to protect existing jobs and remain competitive in international markets, Mr Stirling said.

He urged Numsa, as a matter of urgency, to review its position in regard to the strike. A failure to do so could jeopardise thousands of jobs.

Employers had made an amended final offer to include a conditional moratorium on retrenchments, effective for the period of the agreement.

He said the current unprocedural action at various assembly plants was totally unacceptable and could result in employers withdrawing their offer on the retrenchment moratorium

The continued strikes could lead to the employers party to the negotiations to reconsider their future role and participation in the industry's national bargaining forum. — Sapa.

Protest march, mass stayaway planned

By Helen Grange
Pretoria Bureau

1521 27

A march on August 7, followed by a stayaway on August 19, has been planned by Cosatu, the ANC and SACP in Pretoria to protest against the latest police-funding scandal, among other issues

The actions, announced by Cosatu's northern Transvaal region, will affect only Pretoria. Cosatu's northern Transvaal general-secretary Donsie Khumalo said yesterday the march

would start in Brown Street, Pretoria, at 1 pm and petitions would be handed to the following concerns

- Pretoria Central police station in protest against the secret funding of Inkatha and its trade union wing, Uwusa
- The United States Embassy in protest against the lifting of sanctions and the implicit recognition of Bophuthatswana
- The Department of Manpower in protest against the "transference of moneys to Bophuthatswana for Unemployment In-

surance Fund payment to unemployed workers who never receive such benefits"

- SADF offices in protest against the alleged killings of workers on trains

The stayaway on August 19 was in protest against the Bophuthatswana government reneging on an agreement with Cosatu to allow its affiliates to operate in the territory, Mr Khumalo said.

Cosatu also demanded the release of all political prisoners held in Bophuthatswana



Vehicle industry jobs at risk

6/10 day 24/7/91
VEHICLE assembly employers have warned that the strike by 21 000 members of the National Union of Metalworkers (Numsa), which entered its second day yesterday, has put thousands of jobs at risk.

Employers labelled the countrywide strike "unprocedural and irresponsible."

Numsa national negotiator Les Kettle-das confirmed that strike action had spread to most major vehicle assembly plants in Pretoria, Port Elizabeth, Durban and East London.

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling said industrial action at vehicle assembly plants could jeopardise thousands of jobs in the industry.

He urged Numsa to review its position as "the time had arrived for economic industry realities and employee expectations to come to terms with each other".

The strike could result in employers

MARC HASENFUSS
and VERA VON LIERES

withdrawing an offer concerning a moratorium on retrenchments, and might prompt employers to reconsider participation in the National Bargaining Forum.

Kettle-das denied accusations that the strike was unprocedural, saying the parties had held a number of dispute meetings. Numsa had declared a dispute on June 7 and gained more than 50% support for industrial action through a ballot.

Sterling said that against the background of the downturn in the vehicle market, employers and employees would pay dearly for industrial action.

Numsa is demanding a R1,50 an hour across-the-board increase. Kettle-das said employers' offers ranged between 12,5% for top grades and 13% at the bottom.

Numsa this week warned of serious con-

□ To Page 2

Jobs

6/10 day 24/7/91
flict in the motor industry if employers continued to insist on freezing wages until August 1992. Although a second dispute meeting was scheduled for August 9, employers showed "little willingness to look for any settlement", the union said.

Motor manufacturers affected by strike action included the Port Elizabeth and Pretoria branches of Nissan and Samcor, Toyota assembly plants countrywide, Man truck plants in Pinetown, Delta Motors in Port Elizabeth, the Pinetown branch of Mercedes-Benz and the BMW plant in Rosslyn, near Pretoria.

A Delta spokesman said production at its Port Elizabeth plant was suspended until tomorrow after workers "engaged in illegal industrial action" yesterday.

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Mercedes-Benz SA spokeswoman Wendy Hoffman said yesterday production was normal at the company's East London plant. However, about 180 workers at the company's Pinetown parts division were on strike.

A Volkswagen spokesman said production at the Uitenhage plant was running at full capacity yesterday, but felt the situation could change at any moment.

In the tyre sector, more than 3 000 workers had downed tools at Gentyre and Firestone plants in Port Elizabeth, Kettle-das said. No industrial action was reported at Tycon, Port Elizabeth, where shop stewards were scheduled to report to members on wage talks yesterday, a Tycon spokesman said.

9 000 (152) motor ~~(152)~~ ^{Sowetan} workers ^{24/7/91} on strike

AT LEAST 9 000 motor industry workers in Pretoria's Rosslyn and Waltloo have downed tools as the National Union of Metalworkers of SA started an industry-wide strike over pay.

Police were called to Nissan, Truckmakers and Theo Mobile in Rosslyn yesterday after shop stewards apparently locked gates to the factories, following strike action by workers at Toyota assembly plants in Durban and Johannesburg.

Workers

At Samcor in Waltloo, about 3 000 workers have been on strike since Monday while 6 000 Nissan workers in Rosslyn downed tools yesterday afternoon.

Workers at BMW in Rosslyn were locked in a shopfloor meeting early yesterday to decide whether to follow suit.

About 1 000 singing and toyi-toying workers picketed the entrance to Nissan in Rosslyn yesterday while riot police kept a close watch, but no incidents were reported.

A Nissan spokesman said the entire workforce - about 6 000 workers - at the Nissan Rosslyn plant had downed tools yesterday afternoon.

Talks

He said pay talks with Numsa had broken down because shop stewards had "not presented themselves for meetings".

The strikes come less than a week after Numsa announced 56,47 percent shopfloor backing for industrial action.

About 5 000 workers at Toyota assembly plants in Durban and Johannesburg downed tools yesterday - *Sowetan Correspondent*

Wednesday, July 24 1991

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Workers on strike warned by bosses

Own Correspondents

JOHANNESBURG — Vehicle assembly employers have warned that the strike by 21 000 members of the National Union of Metalworkers (Numsa), which entered its second day yesterday, has put thousands of jobs at risk.

Employers labelled the countrywide strike "unprocedural and irresponsible".

Numsa national negotiator Mr Les Kettledas confirmed that strike action had spread to most major vehicle assembly plants in Pretoria, Port Elizabeth, Durban and East London.

National Association of Automobile Manufacturers of SA (Naamsa) president Mr Spencer Sterling said industrial action at vehicle assembly plants could jeopardise thousands of jobs in

the industry.

He urged Numsa to review its position as "the time had arrived for economic industry realities and employee expectations to come to terms with each other".

The strike could result in employers withdrawing an offer concerning a moratorium on retrenchments, and might prompt employers to reconsider participation in the National Bargaining Forum.

Denied

Mr Kettledas denied accusations that the strike was unprocedural, saying the parties had held a number of dispute meetings. Numsa had declared a dispute on June 7 and gained more than 50% support for industrial action through a ballot.

Mr Sterling said that against the background of the downturn in the vehicle market, employers

and employees would pay dearly for industrial action.

Numsa is demanding a R1,50-an-hour across-the-board increase. Mr Kettledas said employers' offers ranged between 12,5% for top grades and 13% at the bottom.

Numsa this week warned of serious conflict in the motor industry if employers continued to insist on freezing wages till August 1992. Although a second dispute meeting was scheduled for August 9, employers showed "little willingness to look for any settlement", the union said.

Motor manufacturers affected by strike action included the Port Elizabeth and Pretoria branches of Nissan and Samcor Toyota assembly plants countrywide, MAN truck plants in Pinetown, Delta Motors in Port Elizabeth, the Pinetown branch of Mercedes Benz and the BMW plant in Rosslyn, near Pretoria.



WAGE MEETING . . A worker holds aloft a mock rifle during yesterday's meeting between Transport and General Workers' Union representatives and UCT administration on catering staff dissatisfaction over wages. Two hundred workers participated in the strike

Picture RICHARD BELL

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Fewer working days lost through industrial action

SHARON SOROUR
Labour Reporter

STRIKE action levelled off sharply in the first half of 1991 with the loss of 375 000 working days compared with the 1,2 million lost in the first half of 1990, I R Data reports

This was less than the 463 864 working days lost during the same period in 1989 but more than 1988's figure of 229 614

The labour affairs journal said factors which had contributed to the downward trend included

- Unions were concerned about job security and less likely to resort to industrial action as the economy was in the grip of a prolonged recession and unemployment was reaching alarming levels

- The pressure on the trade union movement to be the standard bearer for political change had been lifted.

In terms of working days lost to the economy between January and June, the unions most often involved were the National, Education, Health and Allied Workers' Union (Nehawu) at 22,5 percent, fol-

lowed by the S A Commercial, Catering and Allied Workers' Union (Saccawu) at 14,7 percent, the National Union of Metalworkers of S A (Numsa) at 13 percent, the Food and Allied Workers' Union (Fawu) at 12,3 percent, the Paper, Printing, Wood and Allied Workers' Union (PPWAWU) at 8,3 percent and the Transport and General Workers Union (TGWU) at 7,8 percent.

Wages were still the dominant trigger of industrial action followed by dismissal, grievance and discipline and retrenchment and recognition

"During periods of large-scale unemployment and retrenchment any threat to job security becomes an emotive issue and dismissals are being contested strongly

"This is reflected in the number of strikes over dismissals (14 percent) compared with 1,7 percent in the first half of 1990."

The attitude of employers over issues like stayaways had hardened and there had been a noticeable increase in militancy towards employers both in collective and individual situations

Arlet 24/7/91

152

Epping Market workers return

SHARON SOROUR
Labour Reporter

ACC 24/7/91
152

HUNDREDS of Epping Market workers have returned to work, ending a month-long wage strike.

About 250 workers, members of the Food and Allied Workers' Union (Fawu), downed tools on June 25

According to a union spokesman workers agreed to refer the dispute to mediation

Workers were demanding a weekly, across-the-board increase of R40 on the minimum monthly wage of R115.

Employers were offering a R15 weekly increase.

The return-to-work coincided with the city council enforcing a Supreme Court interdict barring the strikers from entering the premises

The workers were employed by 10 market agents, not the council, but the market was owned by the council, said council public relations officer Mr Ted Doman

While the council was not involved in the dispute, it had complaints from and was criticised by market-users for displaying an "over-tolerant" attitude towards the strikers.

The interdict was obtained because of the "unreasonable behaviour" of strikers, he said

21 000 vehicle, tyre workers on strike

Star 23/7/91

152

More than 21 000 workers in South African vehicle assembly and tyre manufacturing plants stopped work yesterday in rejection of employers' offers on wages and working conditions, says the National Union of Metalworkers of South Africa (Numsa)

An estimated 18 000 workers on vehicle assembly lines and about 3 500 in tyre factories joined the legal strike, said Bernie Fanaroff, Numsa national secretary for organising

The union warned of serious conflict in the motor industry if employers insisted on enforcing a wage freeze until August 1992, but said useful progress had been made in mediation to resolve the deadlock in metal industry talks

Yesterday's strike followed balloting which showed that 56,47 per cent of auto workers in the union and 71,3 per cent in the tyre industry backed industrial action

Mr Fanaroff said work had stopped at two Toyota plants in Durban, the

Mercedes-Benz and MAN plants in Pinetown, a Nissan plant in Pretoria and two Samcor plants in Pretoria and Port Elizabeth, where the Delta plant also came out on strike

In a statement to Sapa, the automobile manufacturers said they remained hopeful of a resolution to the dispute.

A spokesman said negotiations had reached a delicate stage and employers remained hopeful that the dispute would be resolved without further disruption of production and the resultant threats to the livelihood and job security of workers

He said given the adverse conditions under which the industry was operating, they could not consider wage increase beyond their final offer of R1 an hour across-the-board increase.

Employers, however, had made an amended final offer which embodied significant concession in the form of a moratorium on retrenchments in the industry — Sapa.

21 000 car, tyre sector workers strike

MORE than 21 000 workers in the vehicle assembly and tyre sectors went on strike yesterday to support demands for increased pay and job security

National Union of Metalworkers (Numsa) negotiator Les Kettledas said more than 18 000 workers at most vehicle assembly plants in major centres went on strike yesterday. Employees at the BMW plant in Rosslyn near Pretoria were not yet on strike as they worked a four-day week, and were only to return to work today, he said

Mercedes-Benz management allegedly refused to allow East London union members to hold report-back meetings on progress made in wage talks

8/Day 23/7/91

VERA VON LIERES

Kettledas was unable to specify which plants had been affected by strikes, but other manufacturers believed to have been affected included Volkswagen, Samcor and Nissan.

Sapa reports Toyota confirmed yesterday that about 5 000 workers at assembly plants in Durban and Johannesburg had downed tools

No incidents were reported and workers left the affected premises, Toyota group personnel and industrial relations director Theo van den Bergh said.

Meanwhile, in the tyre sector, another

□ To Page 2

Strike

3 500 workers went on strike yesterday. This followed a special Industrial Council meeting last week intended to avert industrial action

The workers are striking at Goodyear and Firestone, while those at Tycon are expected to down tools this week

Kettledas said vehicle assembly employers failed to improve their wage offer at last week's meeting. The offer amounted to a wage cut for workers. Employers also failed to agree to demands for job security and a moratorium on retrenchments in the industry

Tyre sector employers increased their wage offer by less than 1% at an Industrial Council meeting last week. Kettledas said this failed to take account of the current rate of inflation and the introduction of VAT later this year

Kettledas said Numsa was willing to meet employers in an effort to settle the disputes

Numsa last week reported that most tyre and vehicle workers favoured strike action

□ Strike action in the metal industry was averted last week after a three-day mediation session between the Steel and Engineering Industries Federation (Seifsa), Numsa and other metal unions

Independent Mediation Services of SA mediator John Brand said yesterday the parties had agreed to go back to their constituencies for a mandate to continue mediation on July 29

Brand said considerable progress had been made in mediation, which started last month. But differences on wages continued to stand in the way of a settlement

From Page 1

Strikers ⁽¹⁵²⁾ barred from Epping ^{23/7/91}

SHARON SOROUR
Labour Reporter

THE City Council has enforced a Supreme Court interdict barring hundreds of striking Epping market workers from entering the premises until they resume their duties.

The 30-day legal strike over wages by members of the Food and Allied Workers' Union (Fawu) began on June 25.

Council public relations officer Mr Ted Doman said in a statement the "unacceptable behaviour" of the strikers had forced it to seek and obtain the interdict.

The workers were employed by 10 market agents, not the council, but the market and its facilities were owned by the council.

Mr Doman said farmers, suppliers and buyers had brought their own workers to the market to handle produce since the strike began.

These workers had been "intimidated and threatened" by the strikers and had been accosted and prevented from loading, he said.

"The strikers apparently see the loading of produce by farmers and buyers themselves as strike-breaking action and have, therefore, sought to disrupt the operations," Mr Doman said.

The council was not directly involved in the wage dispute and had "endeavoured" to retain a "neutral stance" in the negotiations between the union and employers.

Union branch secretary Mr William Thomas said workers rejected management's wage offer of a R15 a week increase on the present minimum weekly wage of R115.

The union was demanding a weekly across-the-board increase of R40, he said.

Epping market strikers evicted

CT 20/7/91

Staff Reporter

(152)

THE city council yesterday had striking workers evicted from the municipal-owned Epping Fresh Produce Market, by enforcing a court interdict against them, a council spokesman said.

The workers are employed by 10 agents operating at the market and have been striking for 26 days, after negotiations between the Food and Allied Workers' Union (FAWU) and employers broke down.

The agents act for farmers who use the market to ensure a good flow of produce to the Peninsula.

Although the council had not been directly involved in the wage dispute, court action was taken against the strikers when they "intimidated and threatened" scab labour brought in by farmers to off-load produce, the spokesman said.

The striking workers will be allowed back on the premises only once the dispute had been settled, the spokesman said.

Sleep-in at Beacon (152)

■ About 4 000 workers demanding centralised bargaining at three plants of Beacon Sweets downed tools and embarked on a sleep-in at the company's depots last Thursday, according to the Food and Allied Workers' Union (Fawu). The strike was still in progress this week. *Mail 19/7-25/7/91.*

Worst hit was Beacon's Durban plant, where 2 500 workers are involved. The firm's Port Elizabeth and Ndabeni, Cape Town, depots were also affected.

The action has brought production and distribution to a complete halt.

Fawu shop steward in Port Elizabeth, Freddy Makoki, said a strike ballot held last Wednesday produced a 100 percent vote in favour of industrial action after the deadlock.

Beacon managing director B Riebeck said the company agreed workers could sleep-in at the various depots and its plant in Durban provided "it did not affect the security at the centres, the place was kept clean and workers were well behaved".

Fawu said the company was gearing up for industrial court action.

Unions on edge of giant strike across 3 sectors

W/Ment 19/7-25/7/91
By DREW FORREST

THREE key industrial sectors teetered on the brink of ignition this week, after ballots which could precipitate South Africa's first co-ordinated cross-sectoral strikes.

The National Union of Metalworkers reported that 71 percent of 4 220 eligible workers in the tyre sector and 56 percent of 23 993 eligible workers in the vehicle assembly industry had voted for strike action.

On the basis of the results, national shop steward councils in both sectors endorsed a recommendation of industrial action. Pay — Numsa wants a R1,50 an hour increase in both industries — and job security are the key flashpoints.

Yesterday Numsa officials were locked in last-ditch talks aimed at averting confrontation with auto assembly bosses. Similar talks with tyre employers were also scheduled for yesterday.

Workers have also balloted in the giant metal and engineering industries, but at the time of writing Numsa had released no overall result.

A local union official told our Port Elizabeth correspondent that 86 percent of Eastern Cape metalworkers had voted for strike action. It is unclear whether this is a percentage of votes cast or eligible workers.

Employer sources say they believe Numsa has failed to secure enough votes and intends balloting more metal plants. The outcome in the PWV area — the heartland of the industry — will be critical.

Gruelling mediation between the Steel and Engineering Industries Federation (Seifsa), Numsa and other metal unions resumed on Wednesday.

Pay is again at issue but Numsa complained in a statement that employers had also refused to agree to a "basic programme of restructuring for the metal industries" and were seeking to restructure by forcing down real wages. This suggests that non-wage concessions may hold the key.

Sowetan 19/7/91

Strike looms in car, tyre industry

CAR assembly plants and tyre manufacturers are headed towards industrial action next week if national talks on wages and service conditions were not settled by today.

"We nonetheless seriously hope to settle outstanding issues, specifically wages and a moratorium on retrenchments," said Mr Les Kettleidas, national secretary for collective bargaining in the National Union of Metalworkers of South Africa

Numsa and auto assembly industry employers met on Wednesday and talks in the tyre industry resumed yesterday

Strike ballot results this week revealed the union has majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Setisa yesterday.

Kettleidas said motor assembly employers had not moved on their offer of a R1 across-the-board increase. Numsa demanded R1,50 or 20 percent, whichever was the higher.

Its pay claims were based on a cost of living increase no lower than 15 percent. - Sapa

2 500 Beacon workers end their week-long strike (152)

Own Correspondent CT 19/7/91

DURBAN — The week-long strike involving about 2 500 workers at Beacon Sweets and Chocolates here has ended with the company and the Food and Allied Workers' Union reaching an agreement, a statement from the company said yesterday.

The union agreed to withdraw from industrial action and the company agreed that it would withdraw an interdict that had been issued against the union and the workers.

The statement did not say if the issue over which the two parties went into dispute — centralised bargaining — had been resolved.

However, a Port Elizabeth union spokesman, Mr Freddie Makoki, said yesterday that the company had agreed in principle to centralised bargaining.

The workers would probably return to work on Monday, he said.

Strike ends on a sweet note

SHARON SOROUR (152)
Labour Reporter (19/7/91)

THE nationwide strike by more than 3 000 employees at Beacon Sweets and Chocolates has ended.

The company said negotiations between management and the Food and Allied Workers Union (Fawu) had been concluded.

"It was agreed that the union withdraw from industrial action," the company said.

Both parties also agreed the company would withdraw the interdict issued this week against both the union and employees.

Workers downed tools over a central bargaining dispute, said union media officer Mr Mansoor Jaffer.

More than 50 Cape Town workers at the Ndabeni/Maitland depot were involved, as well as 27 workers at the Port Elizabeth and East London depots and about 2 500 at their factory in Durban.

Union spokesman Mr Freddie Makoki said the company had agreed "in principle" to centralised bargaining with the union.

Mr Makoki said wages and conditions of service of Durban workers would be negotiated at plant level. Negotiations at company depots in Port Elizabeth and Cape Town would be conducted jointly.

Bid to end rail strike

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TALKS between Spoornet and the South African Railways and Harbour Workers Union to end the strike by about 1 100 workers in the Northern Transvaal continued yesterday. *Sowetan 18/7/91*

A Spoornet spokesman said union representatives had failed to turn up for meetings on two occasions.

Black workers have been on strike since the beginning of the month demanding the reinstatement of a dismissed white colleague. --Sapa--

Star 17/7/91 (152)

Rail strike continues

A strike by railway workers at 18 Transvaal stations including Warmbaths and Lous Trichardt in the north and Letsitele in the east is continuing, following the failure of negotiations planned for the weekend

44-day strike ends as dispute goes to court

152

ARG 17/7/91

SHARON SOROUR
Labour Reporter

HUNDREDS of Parow employees at Cape Gate, Fence and Wire Works go back to work today, ending a 44-day strike

More than 200 hourly paid workers, members of the Metal and Electrical Workers' Union (Mewusa), downed tools on June 4 over wages

The workers, who earn a minimum of R4,80 an hour, have lost hundreds of thousands of rands in unpaid wages

Union spokesman Mr Brian Williams said workers decided to return because the dispute which led to the strike was being referred to the Industrial Court

Company managing director Mr Robert Kaplan confirmed workers were expected back at work

He said the company would take disciplinary action against "a minority" of the strikers but

it would not be collective action

The industrial action has been characterised by conflict

On June 6 the company applied for an urgent Supreme Court interdict to prevent strikers from perpetrating unlawful and illegal acts during the strike

Cape Gate said several employees who chose to work were intimidated and threatened

"A number of employees were assaulted by strikers and had to have medical attention," the company said

Cape Gate also denied "in the strongest possible terms" it brought the interdict against the workers as a tactic to undermine the strike

The strike arose when workers accused the company of reneging on the recognition agreement between the two parties

"The parties have a recognition agreement which provides for the company to pay supplementary wage increases over and above the Industrial Council negotiated increases for 1990 Cape Gate offered to only pay 10 percent supplementary increases from May 1 1991 and demanded it be given the right to subtract this 10 percent from workers' wages from July 1 1991 This is clearly in breach of the recognition agreement," said union spokesman Mr Ben Petersen

But Cape Gate said it made an offer to increase the hourly wage rate, which was increased by 18 percent with effect from July 1, by a further 10 percent for May and June 1991

This was coupled with an offer to increase the hourly wage rate, being negotiated at Industrial Council level, by one percent from June 1 1991 until June 30 1992 The offer was rejected by the union

Sweet strike carries on

APR 17/7/91

SHARON SOROUR
Labour Reporter

(152)

THE nationwide strike by more than 3 000 workers at Beacon Sweets and Chocolates has entered its seventh day

The workers, members of the Food and Allied Workers' Union (Fawu), downed tools over a central bargaining dispute, said union media officer Mr Mansoor Jaffer

Management wanted to negotiate at plant level but workers wanted bargaining to take place at national level

More than 50 Cape Town workers at the Ndabeni, Maitland, depot were involved, together with 27 workers staging

a sleep-in at the Port Elizabeth depot, he said

"Workers are also sleeping-in at the only factory which is in Durban and those in East London have joined the strike"

The union declared a dispute at the end of June. A conciliation board hearing ended in deadlock and workers then held a strike ballot.

About 95 Cape Town workers voted to strike, said union organiser Mr Dennis Makati

A company spokesman was not available for comment

● Hundreds of union members at the Epping Market are still on strike, Mr Jaffer said

The workers rejected an offer by market agents to increase the minimum weekly wage of R115 by R15, said branch secretary Mr William Thomas. The union was demanding a weekly across-the-board increase of R40, one week's annual bonus and a long-service award

Mr Thomas said the minimum weekly wage of R130 fell "dismally" below the supplemented living level of R191,13 a week determined by the Central Statistical Services

A spokesman for the Association of Market Agents could not be reached for comment

Talks to go on, but metal strike looms

By Shareen Singh

Star 16/7/91

finished counting votes

Mediation in the metal industry wage talks is set to continue tomorrow, but both employers and union were preparing for industrial action

The 280 000-strong National Union of Metalworkers (Numsa) had balloted its members for a national strike but had not yet

The Steel and Engineering Industries Federation (Seifsa) was in the process of balloting its members for an industry-wide lockout if workers embarked on industrial action

Results of the ballots could be expected later this week, the parties said

Mediation in the wage dis-

pute started a few weeks ago and some progress had been made, according to Seifsa

After report-backs to their constituencies, the parties were mandated by their members to continue mediation

At the deadlock, Numsa was demanding an across-the-board hourly increase of R1,50 and Seifsa was offering 48c to 86c

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Stayaway threat in Vaal Triangle

VEREENIGING — The Vaal Triangle has been threatened with a work stayaway and consumer boycott in retaliation for the murder of a family in Boipatong last week

Calls for such action were made during the funeral service of Mrs Constance Sotsu, her daughter Margaret Sotsu and her four-year-old grandson Goodwill Sotsu at the Boipatong stadium near Vereeniging yesterday. The three were killed in a petrol-bomb attack on their home.

About 5 000 ANC supporters attended the ceremony.

The incident had caused widespread anger and fear in the Vaal Triangle region, said several speakers at the funeral.

Singled out for their anger were the inmates of the Kwamadala hostel near the Iskor complex near Vereeniging. Residents believe Zulu-speaking vigilantes living there are behind the murders.

Mrs Maria Majapelo, of the ANC Women's League in the Vaal Triangle, said their region had a tragic history of violence which had led to many mass funerals.

"After these last three deaths, all of us are saying that we have had enough. All those owners of Vereeniging shops will have to pay a high price for these three people lying in front of us today."

The regional secretary of the local Cosatu branch, Mr Zwelinzuma Vavi, said the community "places these three deaths squarely on the shoulders of Iskor and the SA Police. The latter were asked to protect the lives of Ernest Sotsu and his family."

"We believe this violence to be instigated from the hostel near us, whose inmates work at Iskor."

Mr Vavi said Cosatu headquarters would be asked to issue a call for a mass stayaway.

ANC national executive council members Mrs Winnie Mandela and Mr Chris Hanu were due to be at the funeral, but had not shown up by 1pm.

NEC members Mr Ronnie Kasrils and Ms Gill Marcus were present.

A strong police contingent patrolled outside the stadium but the crowd was peaceful and there were no incidents.

— Sapa 27/15/79

(152)
CT 15/7/91

Railways strike continues

PIETERSBURG. — More than 4 000 black workers were still on strike here on Saturday, 12 days after they walked out in an attempt to win back the job of a white colleague who was fired for alleged heavy smoking.

Mr Martin Sebakwane, general secretary of the SA Railways and Harbours Workers' Union, said on Saturday that union members would stay on strike until Mr Karel Niewoudt was reinstated.

Mr Niewoudt, the first white man to join a black trade union in the Northern Transvaal region, lost his job earlier this month, triggering the strike. — Sapa

Rail workers strike in support of fired white worker

Northern Transvaal Bureau

PIETERSBURG — An estimated 4 000 black SA Railway and Harbours Workers Union (Sarhwu) members in the northern Transvaal have gone

on strike in support of a white colleague fired by Transnet after it was discovered he was an epileptic and a "confirmed dagga smoker". Union spokesman Daniel Sethosa said Karel Niewoudt

was Sarhwu's only white member. However, he believed other white Transnet employees were prepared to join the union if it won Mr Niewoudt's case.

port officials and the union continued yesterday in Nylostroom in an effort to end strike action, although Transnet has claimed that Sarhwu's demands are not related to Mr Niewoudt's dismissal.

11/11/91
152

Rail strike - battle on

ABOUT 4 000 black South African Railway and Harbour Workers' Union members in Pietersburg are on strike following the dismissal of a white colleague. (230)

Sarhwi Northern Transvaal official Mr Daniel Sethosa said the strike would continue until Mr Karel Niewoudt was reinstated. (152)

Transnet spokesman Mr Johan Hugo said Niewoudt was dismissed because he was a heavy smoker and this made him unfit for the job. - Sapa

A SURGE of industrial action sparked mostly by pay demands has hit the Western Cape, with strikes breaking out in Namaqualand diamond mines, Cape Town's vegetable market and a major petrol refinery. Strike fever is slowly rising in the region's engineering industry as the National Union of Metalworkers of SA start balloting its 8 000 members in local plants. In the same sector, over 300 members of the

Industrial action (152) surges in W Cape

Nactu-affiliated Metal and Electrical Workers Union of SA at Cape Gate, Parow, on Friday entered the second month of a legal strike. At least three Namaqualand diamond diggings owned by Trans Hex Mining were still gripped in a four-day le-

gal strike over wages by the end of the week.

The affected mines were at Hondeklipbaai, Baken and Reuning, said Trans Hex executive chairman Francois Hoffman.

At Cape Town's Epping Market, about 250 members of the Food

and Allied Workers Union still refused to work after starting a legal strike for more pay on June 25.

About 200 workers at the Caltex refinery in Milnerton were fired by Babcock-Triplejay on Wednesday after ignoring repeated warnings to end a two-day wildcat strike.

Numsa has also declared in-house disputes with ADE and Cape Town Iron and Steel Works — Sapa.

~~COSATU~~
~~threat~~
~~on court~~
Ciprien
717191
hearing

By **JOHANNES NGCOBO**
and **THEMBA KHUMALO**

COSATU has threatened to stage a five-day national stayaway next week if the trial of its leadership currently being heard in Johannesburg is not ended before the federation's congress later this month

The threat was made by Cosatu information officer Neil Coleman on Thursday after police had arrested 90 protesters outside the Johannesburg Magistrate's Court

They were protesting against the trial of four Cosatu leaders on charges of assault and kidnapping

The accused are Cosatu general secretary Jay Naidoo, assistant general secretary Sydney Mufamadi, National Union of Metal Workers of South Africa general secretary Moses Mayekiso, and Cosatu employee Baba Schalk

The four are charged with the kidnapping and assault of Constable Monde Maleka whom they suspected of being a spy

They allegedly held him at Cosatu's Johannesburg offices in August and continually assaulted him

All those arrested on Thursday were released hours later on their own recognisances after the police had warned them to appear in court on August 28. Alternatively, they could pay R300 admission of guilt fines

Coleman told newsmen outside the court that Cosatu's four-day congress was scheduled to start on July 24. Because of the prolonged hearing there was a danger of the trialists not being able to attend

Coleman claimed his federation had received messages of support from overseas and local trade unions and political organisations

Metal workers to strike?

A NATIONWIDE strike ballot over wages began this week among the 300 000 members of the National Union of Metal Workers of South Africa

Numsa demanded a R2-an-hour pay increase to kick off the 1991/92 wage talks with the employers' body, the Steel and Engineering Industries Federation of South Africa (Seifsa)

The demand was later changed to R1,50-an-hour for all grades

Three rounds of mediation held last week culminated in some agreements which are not being disclosed, but the parties have so far failed to agree on pay increases

However, consensus has been reached on social benefits, such as a training scheme

The present Seifsa offer to all the unions involved in wage negotiations is a R1,01c increase for grade A workers and 53 cents for grade H workers

If the unions accept the offer, Grade A workers will get R10,36 an hour

Grade H workers, lowest paid in the industry at R4,18c an hour, will get R4,66

Numsa's strike ballot is expected to continue until July 16. In terms of the agreements reached by unions with various companies last year, they can strike any time from now

Workers have welcomed Num-

sa's national strike balloting Workers at Rufflette in Kempton Park said they were not prepared to accept any offer below what the union was demanding

Other unions involved are the Steel Engineering and Allied Workers' Union of South Africa, with a paid-up membership of 20 700 and the Metal and Electrical Workers' Union whose paid-up membership is 30 000

Both Mewusa and Seawusa are affiliated to the National Council of Trade Unions (Nactu)

Seawusa general secretary Colin Kotu said "At the beginning of wage talks we demanded a R7-an-hour increase across the board. It was reduced to R1,50 and presently it is R1 for all grades

"We are not moving down any more

"We are going to hold report-back meetings with workers from this weekend and will seek a new mandate regarding Seifsa's wage proposals"

Kotu said his union would hold discussions with Mewusa to develop a common approach

Mewusa general secretary Tom Oliphant said report-back meetings with members had begun

"So far our members have shown some concern with regard to strike action. However, they are discussing what form of action they can take to pressurise Seifsa," he said

Oliphant said that at the beginning of wage talks the union demanded an increase of R1,50-an-hour for all grades and later this was reduced to R1,20

Head of the Seifsa communications department, Vander Veevers, said his organisation was only prepared to offer R1,01 for grade A workers and 53 cents for workers in grade H

A well-placed source who participated in the mediation process said "Seifsa is prepared to agree to an implementation date of July 1 provided

■ There is no strike action before July 31,

■ Full agreement is reached between all parties by July 31, and

■ All unions agree to set off any increases granted by employers after July 1

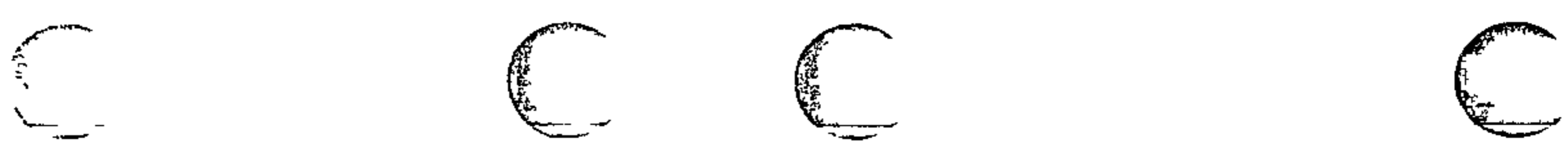
Numsa has put its foot down, according to national organiser Veli Mjuyako

"We have made it clear to the mediator that we will mobilise our members for a strike if Seifsa does not improve its offer," he said

He added that Numsa's national industrial council - which comprises representatives of workers in the engineering, tyre, and motor-vehicle assembly sectors - would meet on July 16 to assess the strike ballot

Parties involved in the wage talks with Seifsa will meet the following day - CP Correspondent

7/17/91
CIP news



STRIKING DECLINE

Recession, lay-offs and the steep rise in unemployment are among the reasons for a considerable drop in strike activity this year. The less militant trend is perhaps best reflected in the recent path-breaking, profit-linked wage agreement between the mineworkers' union NUM and Ergo. This is expected to be extended to nearly all gold mines (*Current Affairs* June 21)

Labour consultant Andrew Levy & Associates says about 375 000 man-days were lost in the first six months of the year, compared with 1,2m in the first half of 1990.

The figure for the same period in 1989 was nearly 465 000, though in 1988 fewer man-days (230 000) were lost. Political change at national level — and the fact that pressure on trade unions to act as a protest vanguard has largely eased — are also important factors.

Job security has now become a major issue

in union demands. Strikes related to dismissals have risen to 14% of all actions, compared with only 1,7% in the first half of 1990.

Wages are, as usual, the main strike trigger, responsible for 49% of strikes, down on 64% the previous June, followed by dismissal (14%), grievance and discipline (12%); and lay-offs and recognition (7% compared to 0,8% this time last year).

Employers' tougher stance on stayaways, for example, is being matched by workers' attitudes hardening collectively and individually over dismissals.

A continuing feature in industrial relations is the growing union call for central bargaining.

This was the main issue in one of the longest strikes of the period, 43 days, by the Commercial, Catering & Allied Workers' Union at Metropolitan Life.

The longest strike, by the Food & Allied Workers' Union at Cadbury Schweppes, was 45 days.

The most active Cosatu unions in terms of man-days lost were health workers (22,5%), commercial and catering (15%), the metalworkers' union Numsa, which is now in dispute with the metal industry (13%); food and allied (12%), paper and packaging (8%); and transport and general (8%).

The public sector has had growing labour action as part of Cosatu's organising drive in this area.

It bore 31% of total man-days lost compared with 24% for all of 1990 and a mere 1% in 1989.

More union pragmatism as recession deepens

By DREW FORREST

FALLING pay settlement levels, shorter bargaining and fewer wage strikes signal greater union pragmatism in the face of recession and job insecurity

This is the message of Andrew Levy and Associates' latest *Bargainers' Bulletin*, which shows that the average level of settlement between February and June this year was 16,7 percent of payroll. The 1990 figure was 17,4 percent and the 1988 figure 17,9 percent

The consultancy's latest strike report estimates that 375 000 mandays were lost through strikes in the first half of the year, compared with 1,2-million in 1990. The strike toll is also down on 1989. *WMail* 5/7-11/7/91

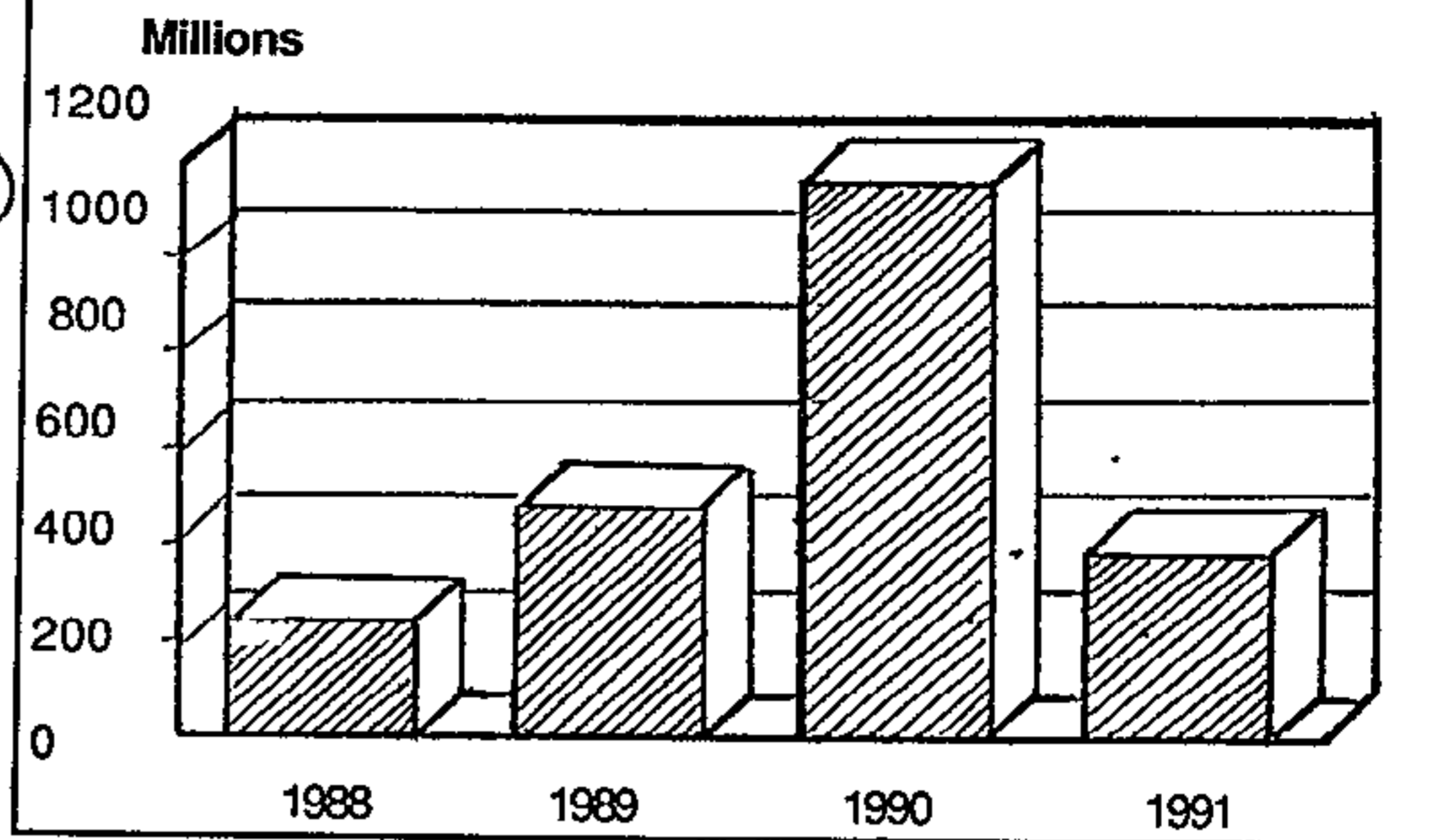
It also reveals that although pay is still the main strike trigger, at 48,8 percent of total, it is less significant than last year, when it accounted for 63 percent of strikes.

Other key pointers in the bulletin that unions are drawing in their horns are

- Lower settlements in sectors worst hit by recession — between 10 to 14 percent in the banking and financial services sector, for example.

- Lower union pay claims. The average this year has been 43,6 percent (50,9 percent last year and 86,3 percent in 1989)

NUMBER OF MANDAYS LOST THROUGH STRIKES Comparison January 1 - June 30 1988/89/90/91



- A sharp drop in the time required for settlement — 63 days this year (82 days in 1990)

- Less industrial action during pay talks — 43,6 percent this year (52,4 percent in 1990)

The strike report also reveals that job security is a mounting worker concern. 14 percent of strikes in the first half of this year were over dismissals, as against 1,7 percent last year.

The public sector, a Congress of South African Trade Unions organising target, remains highly strike-prone, accounting for 31 percent of mandays lost this year, as compared with only one percent in 1989. Cosatu's health affiliate, the National Health and Allied Workers' Union was involved in most strikes (15,4 percent of total)

Final interdict against strikers

Staff Reporter

(S2) ARG 4/7/91
AN urgent interdict against 90 workers at Highlands House old-age home in Gardens has been made final against 48 of them

The order was granted by Mr Justice J J Fagan in the Supreme Court, Cape Town, on Tuesday

The interdict against the "shop stewards committee of workers

employed at Highlands House" and 90 workers was granted on June 5, restraining them from taking part in an unlawful strike or from instigating or inciting any other workers to strike over a dispute which had not been the subject of a conciliation board hearing

The workers were ordered to pay the costs of the action

Star 2/7/91

Metalworkers begin strike vote

By Shareen Singh (S2)

The 280 000-strong National Union of Metalworkers (Numsa) yesterday started balloting its members for a nationwide strike

Annual wage talks between Numsa and the Steel Engineering Industries Federation (Seifsa) were referred to mediation after the parties reached deadlock a few weeks ago

No agreement was reached, and the parties were reporting back to

their members on the outcome

The union is demanding an increase of R1,50 across the board against Seifsa's offer of between 48 and 86c an hour

Numsa is also in dispute with the motor industry over its refusal to make a wage offer at annual wage talks, and the union rejects the proposal to postpone talks until September

Numsa accused employers of not granting increases agreed upon last year, and claimed that employers were tak-

ing advantage of the situation because they did not feel legally bound to pay the new wage rates

The delay by the Department of Manpower in gazetting the wage agreement sparked off demonstrations outside Manpower offices in Pretoria and Cape Town yesterday

The department has agreed to set up a joint committee with employer and union representatives to address the delay in gazetting the agreement

Hotel's strikers

'rejected inquiry'

By Shareen Singh

Sun International management said yesterday that striking workers at Venda Sun had rejected an inquiry into an alleged racial incident that began their strike.

Workers stopped work last Thursday, demanding the dismissal of the head housekeeper who allegedly referred to blacks as "kaffirs".

Sun International human resources director R Rimmer said Venda Sun management had started an inquiry into the allegation, but the workers stopped work in the midst of the inquiry.

It would be unreasonable for workers to expect management to dismiss an employee who had not yet been found guilty, Mr Rimmer said.

Procedures

According to an agreement with the Allied Workers' Union, procedures have to be followed before a worker accused of misconduct can be dismissed or suspended, he said.

The management has informed the workers that their strike is illegal and contrary to the recognition agreement with their union.

The company has hired temporary workers and services at the hotel has not been affected, Mr Rimmer said.

The Allied Workers' Union could not be contacted at the time of going to press.

Surge of strikes over dismissals

Monday 2/7/91

(152)



AS THE economic downturn continues and large-scale unemployment and retrenchment loom, dismissals are being strongly contested, labour consultancy Andrew Levy and Associates says in its six-monthly strike report

The consultancy says the number of strikes due to dismissals has increased dramatically. In the first half of last year, 1,7% of all strikes were due to dismissals. The figure rose to 14% in the first half of this year.

Aggressively

The increase, combined with a hardening of attitudes on the part of employers over issues such as stayaways, has been accompanied by a noticeable increase in the level of employee militancy both in collective and individual situations, the report says.

Individual dismissals will be challenged far more aggressively in future, it says.

The call for centralised bargaining has become a strong campaign issue for many unions and was reflected in the SA Commercial, Catering and Allied Workers' Union (Saccawu) strike at Metropolitan Life which went on for nearly two months earlier this year.

VERA VON LIERES

Wages continue to be the main strike trigger (48,8%), followed by dismissal (14%), grievance and discipline (11,5%) and retrenchment and recognition (7,4%).

The most active unions in terms of man-days lost were Cosatu's National Education, Health and Allied Workers' Union (22,5%), Saccawu (14,7%) and the National Union of Metalworkers of SA (13%).

The consultancy also reports that strike action in the first half of the year dropped substantially.

About 375 000 man-days were lost in the first six months of the year, compared with 1,2-million for the same period in 1990.

This is less than the 463 864 man-days recorded in 1989 but up on the 229 614 in 1988.

With the economy in a prolonged recession and unemployment reaching alarming levels, unions are concerned about the job security of their members and less likely to resort to industrial action, the consultants' report says.

In addition, rapid changes on the political front have taken pressure off the trade union movement "as the standard bearer for political change".

Unions 'fighting to keep jobs'

Own Correspondent

JOHANNESBURG — Dismissals are being strongly contested as large-scale unemployment and retrenchment loom, Andrew Levy and Associates say, in their six-monthly strike report.

The labour consultancy says the number of strikes called in response to dismissals has risen dramatically. In the first half of last year, 1,7% of all strikes were called over to dismissals. This year, the figure has risen to 14%.

The rise, combined with a hardening of employer attitudes, has been accompanied by greater employee militancy, the report says.

Wages continue to be the main strike trigger (48,8%), followed by dismissal (14%), grievance and discipline (11,5%), and retrenchment and recognition (7,4%).

The most active unions in terms of man-days lost were Cosatu's National, Education, Health and Allied Workers Union (22,5%), Saccawu (14,7%), and the National Union of Metalworkers of SA (13%).

However, overall strike action dropped in the first half of the year. About 375 000 man-days were lost in the first six months of the year, compared with 1,2 million in the same period last year.

The reason for this decline, the report says, is that with unemployment reaching alarming levels, unions are concerned about their members' job security and are less inclined to resort to industrial action.

Employees need to be consulted on rationalisation

B 1024 28/6/91

STRIKE action related to retrenchments is increasing. Preliminary figures show that retrenchments in the second quarter of this year were an issue in 16% of all strikes compared with a negligible amount last quarter and 2% in the comparable quarter last year.

Reorganisation and retrenchments are complex exercises. They are concerned with job security, continued viability of businesses, endeavours to sustain relationships and ensuring that the processes meet minimum statutory requirements. These goals are at times incompatible and can escalate conflict unless correctly handled.

Cosatu is currently preparing an economic policy. Among its tentative proposals are that job losses and job creation should become a national issue, and that Cosatu should be involved in discussions with government and employer federation Saccoca on the issue.

Cosatu also contends that retrenchments cannot be seen in isolation of SA's current economic position. It is considering suggesting a freeze or moratorium on retrench-

ments and a halt to privatisation and rationalisation which it believes lead directly to job losses.

Employees have already felt the impact of these draft policies with demands that retrenchment be handled centrally within groups of companies or even at industrial councils. There is a prospect of mass action by workers in protest against job losses.

There is also likely to be increased difficulty in achieving consensus on potential retrenchments. Severance packages may have to include training and other help to enable retrenched workers to get other jobs.

Employers also face the difficulty of improving their competitiveness in a declining economy, and potential exposure to international competition. They continually have to look at productivity and the quality of products and services, as well as rationalisation of their businesses.

International business trends and the introduction of fair labour practices in SA have resulted in new value systems being adopted which cause businesses to move away from a paternalistic attitude towards employees in favour of seeking to devel-

MIKE BEAUMONT

Autocratic management styles are giving way to participation and involvement of employees, particularly in decisions which directly affect them. When faced with potential retrenchment it is understandable that employees question company values.

At the same time economic realities cannot be discounted and difficult decisions about manning levels will need to be addressed. Employers should take steps to demonstrate that they have a caring attitude.

This should include continual communication with employees about business developments to help build understanding of the company's economic circumstances, sustained and visible cost-cutting throughout the organisation, including executive positions and costs; and approaching a potential retrenchment on a problem-solving basis such as stressing the

need to reduce labour costs by a given percentage.

Engaging employees about the underlying problem and corporate objectives will give them the feeling that they are potentially able to influence the solutions and not be faced with a predetermined choice of events.

Labour law is continually eroding management prerogative regarding reorganisation and retrenchments. Management discretion, by and large, remains intact where this reorganisation is concerned with a change of shareholding.

However, as soon as the reorganisation affects the identity of the employer, and terms, conditions and potential retrenchments, then the employer is generally obliged to engage with the employees or their representatives before decisions are made and implemented.

Consultation gives employees the opportunity to explore alternatives and influence the outcome. Where the anticipated change is a permanent alteration, for example in markets, the alternatives will be limited. Where the changes are cyclical or

seasonal then the range of alternatives such as short time, lay-offs and job rotation would become more real possibilities. Recently the Industrial Court has confirmed that job-sharing must be considered as an alternative to retrenchment.

It is fairly settled law that in most cases retrenched employees will be entitled to severance pay.

Preserving corporate culture, satisfying legal norms and maintaining good industrial relations practices obliges the parties to focus on the processes which precede any possible retrenchment. The increased interest of trade unions in job losses and job creation represents a potential common ground with employees which can be seen as a way of reducing rather than escalating conflict in the workplace.

Retrenchments, particularly where they are perceived to have been imposed, can seriously scar future relationships. A problem solving approach can build reciprocity into the relationship.

□ Beaumont is managing executive, industrial relations at FSA-Contact (Pty) Ltd.

Sowetan 27/6/91.

Violence ~~27/6~~ warning ~~48~~

THE Inkatha-linked United Workers Union of South Africa yesterday warned that planned industrial action by the National Metalworkers Union of SA would promote violence.

Uwusa issued the warning in reaction to Numsa's strike ballot, which is being conducted among about 130 000 workers following a deadlock in wage negotiations with the Steel, Engineering and Iron Federation of South Africa.

Uwusa spokesman Mr DR Sennakgomo said the union was not opposed to the strike ballot provided those not in favour of the action were not "disturbed". - Sapa.

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27/6/91
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Strikers at SAB plant resume work

By Shareen Singh

152
26/6/11

Strikers at South African Breweries' Denver plant returned to work last night after an agreement was reached between their union and SAB management to refer their dispute to arbitration.

The strike, which started last week over the dismissal of a driver, affected deliveries in Johannesburg.

The Food and Allied Workers' Union (Fawu) said the driver had been unfairly dismissed. His truck was short of six cases of beer because the delivery crew had taken bottles from those cases and used them to fill up incompletely filled cases.

The machine that packed bottles into cases often missed one or two and the delivery crew usually ensured that the cases were full for bottle stores.

The driver, in any case, had nothing to do with the missing cases of beer because he did not offload the truck, Fawu said.

SAB management said this week the driver had been dismissed for "unauthorised use of a company vehicle and removal of company property".

300 postmen call off strike

A STRIKE by about 300 members of the Post and Telecommunications Workers Association employed at the Menlyn Yard Post Office in Pretoria ended yesterday after agreement was reached with management

A spokesman for Potwa said workers decided to end the strike after their demand for the reinstatement of dismissed colleagues was met. The week-long strike was in support of 23 sacked colleagues.

"We made management aware of the mistake they committed in carrying out retrenchments.

"We said dismissing people for taking part in trade union activities was in violation of the working contract existing between them and management," the spokesman said.

A Telecommunications Department spokesman refused to discuss the matter with *Sowetan*.

Sowetan 25/6/91

SAB strike hits liquor outlets

152

Star 25/6/91
By Shareen Singh

An illegal strike by 267 South African Breweries' employees was affecting deliveries, according to some liquor stores

The strike by weekly paid members of the Food and Allied Workers' Union, (Fawu), started last Tuesday, and many liquor stores that needed to replenish their stocks since then, have had to make their own arrangements to collect liquor from the SAB's Denver plant

Cushion

One liquor store owner said it was chaotic at the depot and people had had to queue for up to three hours to collect their orders

But SAB said it was doing everything possible to cushion the effects of the strike

SAB Public Affairs manager Adrian Botha said the company had employed temporary labour and the delivery service would now be operating more or less normally.

The strike was started as a protest against management's dismissal of a driver for "unauthorised use of a vehicle and removal of company property"

This followed an incident in which six cases of beer had apparently disappeared in transit and the company, after investigating the matter, dismissed a driver

Mr Botha pointed out that the company had followed all the procedures before dismissing the worker

SAB and the union were holding talks to try to resolve the problem

The union could not be contacted for comment

Million blacks were 'forced' to join protests

STimes 23/6/91
MORE than one-million black township residents were "intimidated and coerced" into taking part in consumer and rent boycotts and stayaways in the past year

And at least eight people died every day in politically-related violence this year, according to *Fast Facts*, an SA Institute of Race Relations journal

To monitor intimidation among urban blacks, the institute commissioned a market research firm to survey 905 adults in Cape Town, Port Elizabeth, East London, Durban, Bloemfontein, Pretoria, Vanderbijlpark, Vereeniging and the East and West Rand

Forced

The research by Market and Opinion Surveys in late February and early March reveals that "hundreds of thousands of urban blacks were forced to take part in consumer and rent boycotts and work stayaways"

The publication says "One in five people who were supporters of the ANC, UDF or SACP said

By SHARON CHETTY

they had been forced to take part in consumer boycotts, whereas four out of every five Inkatha Freedom Party or Azapo supporters said they had been forced"

A similar pattern emerged for stayaways — about a quarter of ANC/UDF/SACP supporters said they had been threatened while 80 percent of either Inkatha or Azapo supporters had been threatened or had their families or property threatened to ensure that they complied with stayaways

About one-fifth of ANC/UDF/SACP supporters claimed they were threatened during rent and services boycotts while two-thirds of NP supporters, two-thirds of Azapo supporters and 70 percent of Inkatha supporters were victims of these threats

The survey covered metropolitan areas with a black population of 5,6-million people over the age of 15.

If the findings were tak-

en as a representative sample, the institute said, it could be assumed that about 1,75-million metropolitan black people experienced coercion or intimidation in the past year

However, the institute found that the average 8,1 deaths a day from January to May was lower than last year's average 9,5 for the same period while the daily fatality rate for the whole of last year was 10

In a provincial breakdown, 252 (43 percent) of South Africa's unrest incidents were recorded in the PWV area, 34 (six percent) in the rest of the Transvaal and 174 (30 percent) in Natal from January 1 to April 30

Firearms

The Eastern and Northern Cape had the lowest number of unrest incidents where 22 (four percent) and 20 (three percent) respectively were recorded.

Firearms — including AK-47s, shotguns, rifles and pistols — were the most commonly used weapons in attacks (27,9 percent) while petrol bombs, hand grenades, limpet and land mines and arson were responsible for 22,2 percent of attacks

The survey found that axes, pangas, knives, garden forks, screwdrivers, iron pipes, sticks and other unspecified sharp objects were used in 17,6 percent of attacks while 13 percent of attacks were with stones and 3,5 percent were by the necklace method

...gave... yesterday with
but Mr Kenine Qashasa struggled to keep

SA motor industry dispute: Talks stall

R ATTEMPTS to resolve the eight-day dispute in the motor industry stalled yesterday when employers withdrew from talks with the National Union of Metal Workers of SA

A spokesman for the employers said Numsa's failure to keep its assurance that normal production would be resumed was the main reason for the breakdown (S2) (S2) CT1/8/9

● Full report — Page 2

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Rail strike spreads as whites join

~~152~~

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Soweto
1/8/91

THOUSANDS of white Spoornet workers went on strike yesterday throughout the country, joining their black colleagues.

Black Spoornet workers in the Northern Transvaal have been on strike since the beginning of July, while production in the motor industry is still below normal following a hitch in negotiations between employers and the National Union of Metalworkers of SA (Numsa)

Spoornet spokesman Ms Marita Knoetze confirmed that members of the all-white Artisans' Staff Association (ASA) went on strike.

She could not confirm the number of workers involved in the strike, but said it was affecting Spoornet's operations throughout the country

ASA members said the strike was the result of unhappiness about proposed rationalisations in Spoornet, which would result in job differentiation and lower pay for some workers

Staff Reporter

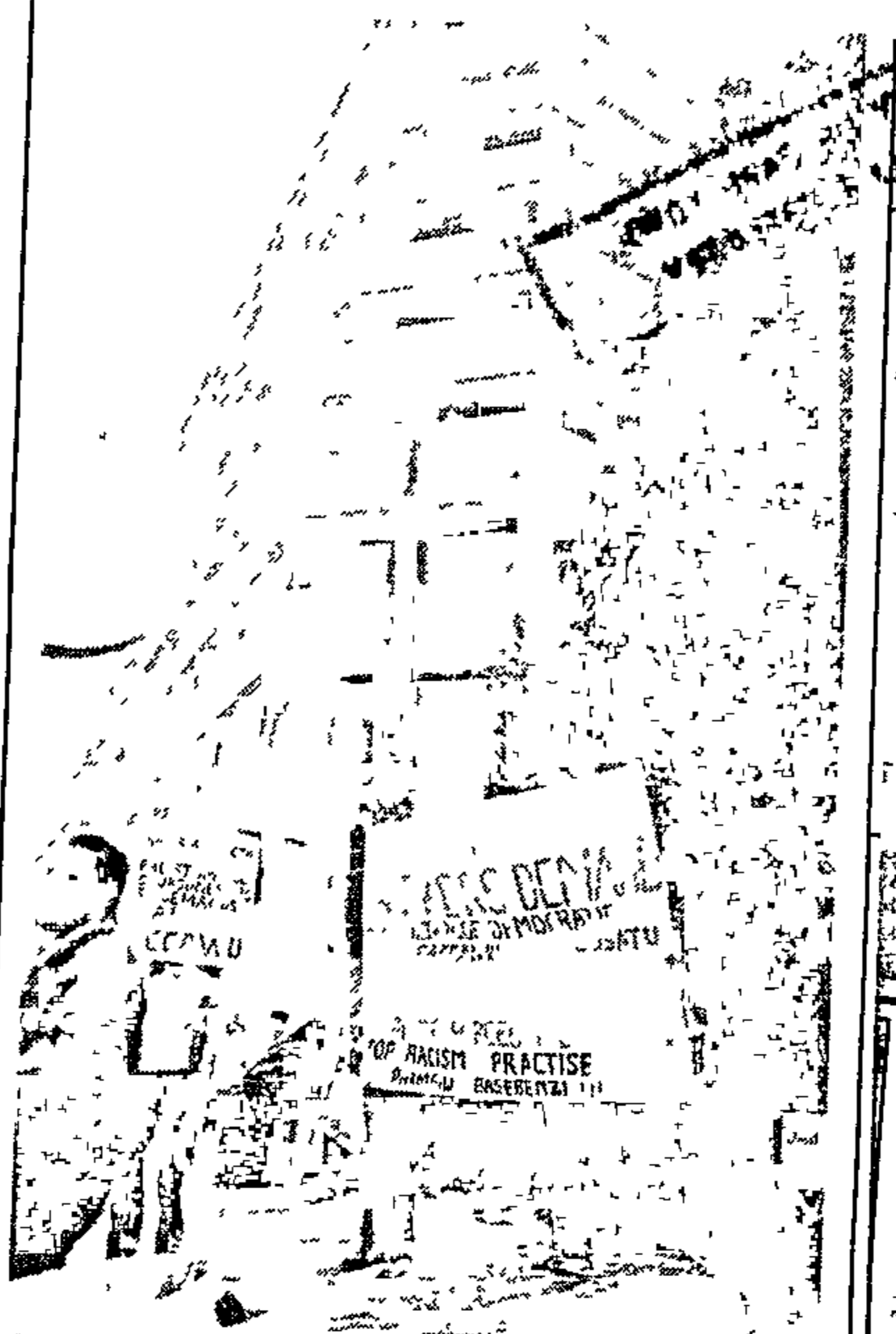
There is also unhappiness about disciplinary steps taken against ASA members following "labour unrest" in some areas

About 1 700 black Spoornet workers have been on strike since the beginning of July at 18 stations in the Northern Transvaal region

The workers - including shunters, loading staff and general labourers - yesterday presented a list of demands to the Spoornet regional office in Pretoria

Knoetze said the strike had had a "minimal" effect on Spoornet's operations in the region so far. School pupils had been employed during the school holidays to handle some of the tasks of striking workers.

Spoornet had invited the workers to meet management yesterday to discuss their demands, but had had no response so far, she added



Part of the group of FNB employees picketing outside the JSE yesterday.

Picture ROBERT BOTHA

Protest over 'FNB racism'

A GROUP of about 50 black First National Bank employees yesterday picketed the JSE during lunchtime to demand improved working conditions and an end to alleged racism at the bank.

The organisers, the FNB Workers' Committee, alleged job reservation still existed, black advancement was not what it should be, and that racism was still prevalent in employment and training opportunities.

FNB spokesman L J Moll dismissed the allegations, saying FNB was known to provide equal opportunities and pay.

He added FNB had, on several occasions, held discussions with the Workers' Committee and that any legitimate grievances or queries would be taken up — Sapa

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Car makers get tough as strike

Star 1/8/91

Major car manufacturers are closing their plants and pulling out of negotiations pending guarantees that strikers will go back to work

The closing of plants comes amid accusations that thousands of workers broke their commitment to end an eight-day strike yesterday.

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling called on

the National Union of Metalworkers of SA (Numsa) to take urgent steps to ensure the early resumption of full production in the industry, which had suffered daily losses of up to R60 million

Only three of the country's seven main vehicle manufacturers managed to sustain full production yesterday, according to sources

Naamsa was due to meet in Johannesburg later today to chart a course of action in a dispute which has virtually

paralysed the industry since last Monday

About 25 000 Numsa members downed tools in support of wage demands and calls for a blanket moratorium on retrenchments. Numsa also represents about 3 000 tyre industry workers in the eastern Cape who have also been on strike since last Monday

Mr Sterling said Naamsa had suspended talks because of the union's inability to adhere to its assurance that

normal production would resume yesterday

Numsa negotiator Les Kettleidas said many workers could not go back to work because of interference by employers

Mr Kettleidas said Toyota SA had closed its Prospecton plant to returning strikers in Durban for a second day yesterday because workers at the Mobeni stamping division had refused to work. The company had not attended yesterday's talks,

making it impossible for the union to negotiate, he said

Theo van den Bergh, Toyota SA group director for personnel and industrial relations, said illegal strike action at Mobeni had continued despite assurances from Numsa that production would have resumed from Monday, July 29

Mr Kettleidas said Volkswagen management in Uitenhage had told workers it would not be paying more than the R1 hourly increase

drags on

offered by the National Bargaining Forum (NBF), and had claimed that talks between Numsa and Naamsa had been cancelled

In Pretoria, Samcor has followed the lead of other major motor manufacturers by closing its plants and pulling out of negotiations with Numsa. This follows similar action by the Delta Motor Corporation on Monday

Both manufacturers have pulled out of the NBF's nego-

tations with Numsa, as has Toyota SA, thus raising the spectre of a prolonged strike by motor industry workers

Numsa provisionally suspended the industrywide strike on Monday in an effort to resolve the deadlock in negotiations about pay demands. However, workers at Toyota, Delta, Volkswagen and Samcor plants failed to return to work. — Staff Reporter, Own Correspondent, Sapa

Transnet unions claim 18 000 workers on strike

MORE than 18 000 Transnet workers went on strike yesterday across the country over two separate disputes, it was claimed

The SA Railway and Harbour Workers' Union (Sarhwu) said yesterday about 4 000 members joined the month-long strike by 1 500 northern Transvaal railway workers over the recent dismissal of 45 workers by Transnet

And more than 14 000 members of the mainly white Artisan Staff Organisation (ASO) failed to report at work stations across SA yesterday because of a dispute over rationalisation plans by Transnet

Sarhwu spokesman Vanguard Mkosana said yester-

DARIUS SANAI

day he expected several thousand more workers in Pretoria to join the strike by the end of the week

He claimed the strike was already affecting Transnet services

Transnet spokesman Dawie Luttig put the figure of Sarhwu members on strike in Pretoria at 1 400 and said 1 200 were on strike in the northern Transvaal

Transnet national spokesman Jan Bredenkamp said yesterday the ASO had called a strike over Transnet's rationalisation plans, but that the two sides would meet today to discuss the matter

Striking workers expected to return today

CT 1/8/91

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PRETORIA — Spoornet confirmed yesterday that white railway workers had gone on strike nationally but said they were expected to return to work today.

Spoornet labour relations manager Mr Dawie Luttig said that Artisans' Staff Association members were aggrieved about the posts structure, and this would be discussed at a national level soon.

He confirmed that 2 500 South African Railways and Harbours Workers' Union (Sarhwu) workers were on strike in the Pretoria region and 1 100 in the far northern Transvaal.

These workers had been invited to discuss their grievances, he said, and at the same time wage negotiations were in process with Sarhwu in Johannesburg.

A Sarhwu spokesman put the number of strikers at roughly 5 000. They struck to back up their demand for the reinstatement of "expelled" workers, he said.

The Sarhwu spokesman said that whites were now joining Sarhwu in their thousands. "It is high time that we have one trade union," he said.

Informal co-operation with the ASA was taking place on the shop floor, he said.

● Most post and telecommunications workers will be covered by the Labour Relations Act from October 1, the Post and Telecommunications Workers' Association said in a statement yesterday.

Potwa would continue, however, to fight against the division of post and telecommunications and privatisation — Sapa

FNB workers in protest

JOHANNESBURG. — About 50 black First National Bank employees yesterday picketed outside the Johannesburg Stock Exchange during lunch-time to demand improved working conditions and an end to alleged racism at the bank.

Organisers of the FNB Workers' Committee, alleged that job reservation still exists, black advancement is not what it should be and that racism is still prevalent in employment and training opportunities.

— Sapa

ET 118/91

At last Spoornet recognises union

By RAMOTENA MABOTE

IN AN about turn, Spoornet announced yesterday at its Cape Town offices that it would recognise the South African Railways and Harbours Workers' Union (Sarhvu) when more than 2 000 workers marched on their offices to demand an end to racial discrimination.

Workers are also demanding pay increases up to 100% for ungraded workers, from a minimum R900 to R1 800.

Spoornet has previously refused to recognise Sarhvu despite the crippling national strike in 1989 during which 22 000 workers downed tools.

Spoornet drew heavy criticism from a broad front during the strike for non-recognition of the union. Yesterday, Sarhvu workers were met by Mr Manie Engelbrecht, manager labour relations for Spoornet, and given a letter recognising the union nationally.

Only the Southern Natal region of Sarhvu had been recognised by Transnet.

Mr Engelbrecht said Transnet was meeting the national executive committee of Sarhvu in Johannesburg, for the annual wage negotiations and to discuss the workers' demands.



TIME OUT . . . Workers take time to have a snack during yesterday's march by members of the SA Railways and Harbours Workers' Union. The marchers were demanding an end to racial discrimination.

Picture HAROLD KING



PIC YUNUS MOHAMED

UCT workers demand to be heard

ABOUT 400 University of Cape Town workers marched to the administration block during a work stoppage this week that lasted for two days. Workers banged on the administration's doors, demanding to be heard. One of the workers said:

Soult 1/8-7/8/91
"We are demanding a R500 across the board increase and their offer is a ridiculous R60"

Transport and General Workers Union (T&GWU) organiser Mr Harold Harvey blamed the "long negotiation process" on the univer-

sity's negotiating team

UCT registrar Mr Hugh Amoore said the workers' action fell outside the existing recognition agreement

Workers resumed work on Wednesday, pending the outcome of negotiations on Friday.



Strike hits Transnet

(152) 

South 1/8 - 7/8/91

By Thoraya Pandey

MORE than 15 000 Transnet workers, including many whites, have downed tools following the dismissal of 54 workers, according to Mr Vanguard Mkosana, the media officer of the SA Railway and Harbour Workers Union (Sahrwu)

A Transnet spokesperson, Mr Johan Bredekamp, confirmed the strike. He said about 3 000 workers were involved in the action.

Mkosana said the 54 workers were dismissed because they could not meet their production demands

"This sparked off the strike that has now spread to nearly the entire Northern Transvaal," he said.

Sahrwu also put forward a national demand for the reinstatement of a white worker, Mr Karel Niewoudt, who was dismissed eight months ago

"Karel is the sole breadwinner in the family and was dismissed because he's a sickly person. We refuse to accept this type of treatment," he said.

Bredekamp said Karel Niewoudt had not exposed his illness when applying for the job.

"He is unable to do work assigned to him."

Meanwhile, workers in the Western Cape marched to Transnet's regional headquarters on Wednesday to present wage demands to management

"More than 3 500 workers supported the march, including the conservative Coloured Staff Association," a Sahrwu spokesperson said.



STOP INCREASES: More than 20 000 Sahrwu members this week marched to Spoornet offices in Braamfontein, Johannesburg. PIC. DYNAMIC IMAGES



Confusion over Numsa strike

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South
1/8-7/8/91.

THE motor industry was still in chaos on Thursday, despite an agreement earlier this week between the National Union of Metal Workers of South Africa (Numsa) and vehicle manufacturers for workers to resume work.

According to Numsa's chief negotiator, Mr Les Kettleidas, workers at the Toyota plant in Durban were locked out when they arrived at work on Tuesday.

Numsa and vehicle manufacturers held ongoing talks this week, Toyota was the only company absent.

Kettleidas said the foreman at Volkswagen told workers their demand for a R1 an hour across-the-board increase had not been met.

The strike, by 25 000 workers, has lasted a week and cost R60 million a day. Meanwhile, the strike in the tyre industry, by 4 000 workers, remains unchanged and no date for further negotiations has been set.

300 workers down tools at hospital

ABOUT 300 general workers at Garankuwa Hospital downed tools yesterday amid allegations of maladministration in the personnel and salary departments.

The workers said the decision to go on strike was reached at a meeting on Wednesday. They said it was likely that the nursing staff would also join the strike.

The workers, who are all members of the National Education,

By ALINAH DUBE
and IKE MOTSAPI

Health and Allied Workers Union, are demanding the dismissal of a Mr P Motshwene and the reshuffling of staff in the personnel and salary departments.

Motshwene, a personnel officer, is accused of placing people he dislikes in "unfavourable positions". It is also alleged that he favours certain individuals at the expense of others.

The superintendent of the hospital, Dr JJ Crous, yesterday confirmed the work stoppage.

He agreed that workers were unhappy about the two departments and the personnel officer. He said the matter was being discussed with worker representatives.

At Leratong Hospital in Krugersdorp, a strike by more than 1 000 workers was averted this week after an urgent meeting

between the hospital's management and worker representatives was convened.

The two parties agreed that workers should return while a solution to their problems was being sought.

Ms Maleine Meyer, public relations officer of the Transvaal Provincial Administration in Pretoria, yesterday confirmed the strike had been resolved. She said the TPA would look into the workers' grievances.

Liquidation of timeshare lodge might be averted

CAPE TOWN — The threatened provisional liquidation of timeshare resort Kruger Park Lodge could be averted if negotiations with an international partner were successful, Pretoria developer Willem Bester said yesterday.

A court application for the provisional liquidation of the resort was opposed and is due to come before the court again in about two weeks' time.

It is believed R8m will be injected into the R16m resort and that the 1 000 timeshare owners, owed R2,4m, will not lose anything of their investment.

The resort apparently ran into cash flow difficulties due to lower than expected sales, and could not proceed with the development.

The problems with Kruger Park Lodge bring to four the number of resorts which have experienced financial difficulties recently. Seafields in Durban, Mavula Lodge and Halyards in Port Alfred and Sudwala also had problems.

Timeshare exchange organisation Resorts Condominium International (RCI) hosted a function yesterday to celebrate the achievement of 100 000 SA members. MD Steve Griessel said these four prob-

lematic resorts represented a small proportion of SA's 148 resorts.

He said that 1991 was the worst year for the industry in terms of public perceptions, but new timeshare sales this year had not been as bad as forecast.

Liquidations were not the real issue facing the timeshare industry, Griessel said. The real issue was the unethical marketing techniques operating on the fringes. The five major players which sold 80% of the timeshare in SA had high ethical standards, he said.

RCI had decided to enforce the Timeshare Institute of SA (Tisa) code of ethics on all its resort clients whether they were members of Tisa or not, and they would face disaffiliation if the Tisa code was broken.

Griessel believed the industry was maturing and consolidating into fewer, bigger players.

An exciting deal to be announced in a couple of months' time would be fundamental to the future of the industry, he said.

Unionists deny murder charges

FIVE National Union of Metalworkers (Numsa) members and a man they allegedly paid to help intimidate non-striking colleagues at Haggie Rand in 1989 pleaded not guilty to five counts of murder in the Rand Supreme Court yesterday.

Shop stewards chairman Richard Khazamula Ngobeni, 38, and workers representatives Jeffrey Siphon Mtshali, 34, Malvert Ngubane, 40, Malan Khumalo, 42, and Samuel Kgoshuekgolo Malepo, 39, also pleaded not guilty to nine counts of attempted murder, two counts of arson and one count each of unlawful possession of firearms and ammunition.

The alleged "hitman" Joseph Mdumiseni Bhengu, 25, also pleaded not guilty to the same charges.

Their trial is a sequel to a strike at Haggie Rand during October 1989.

All five Numsa members were employed by the company and were dismissed during the strike.

It is alleged they and others employed Bhengu after deciding to intimidate work-

ers into joining the strike.

Two firearms were also allegedly acquired for that purpose.

The State alleges that under the leadership of Ngobeni and Khumalo, certain non-strikers were identified as targets for intimidation and acts of violence.

The alleged murder of five non-strikers, the attempted murder of nine others, as well as petrol bomb attacks on the homes of two employees, occurred at various places on the Witwatersrand from November 1989 to April last year.

Prosecution counsel Chris van Vuuren said the State would lead evidence in support of charges of a conspiracy among the accused to intimidate non-strikers.

He said the state would also lead evidence by Haggie Rand personnel to explain events at the factory at the time of the strike.

The trial continues today.

LINDA ENSOR

SUSAN RUSSELL

Fm 2/8/91

COSATU STRIKE THREAT

Cocking the trigger

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Significantly, Cosatu has set no date for its threatened general strike — ostensibly in response to the Inkatha funding scandal. This would be determined, Cosatu vice-president Chris Dlamini told the FM, "after consultation with our allies" (A meeting of the tripartite alliance was held last Sunday to discuss "Inkathagate").

However, the funding debacle presented Cosatu with another opportunity to ratchet up pressure on government. It did so over two related political demands framed by the ANC-Cosatu-Communist Party alliance when Cosatu held its fourth annual congress.

The demands — in a sense nothing new — are for a halt to the violence and the setting up of an interim government. The latter, which is separate from Cosatu's call for a constituent assembly, is now being presented as crucial to tackling the violence. Its absence, therefore, could be construed as an "obstacle" to negotiations.

Dlamini explained that an escalation of violence could be the trigger for industrial action. "There's no guarantee that there will not be a strike in the coming month." He said a lot would depend on what President F W

Fm 2/8/91

de Klerk had to say in his statement on the affair, due as the FM went to press.

According to Dlamini, the strike call was motivated from the conference floor in the light of the secret funding of Inkatha. It was felt that "as long as the National Party is in power there would be no peace in SA, as our money was being used to kill our members. An interim government is now a must and members felt that a programme to move towards a general strike was needed if government is not prepared to accept an interim government."

In order to reduce the chances of a strike, said Dlamini, he'd be looking for the following in De Klerk's announcement: "Purge some of the Ministers involved (in the secret funding), accede to our demand for an interim government and indicate when the multi-party conference would take place, expose all covert funding of organisations, and stop the funding of special force bodies like Askaris, the CCB and Battalion 32."

Meanwhile, a week-long consumer boycott of "white shops in general and big business in particular" got off to a poor start in Johannesburg this week. The boycott, called by the PWV region of the tripartite alliance, was apparently planned two months ago to give effect to the ANC's May 9 "ultimatum" which had among its six demands the resignation of the then Ministers of Defence and Law & Order, Magnus Malan and Adriaan Vlok. Inkathagate evidently provided added justification for the boycott, which on Tuesday did not seem to catch on. The SA Chamber of Business said it had no reports of members affected.

"Mass action" involving boycotts and so on are, of course, part of the ANC alliance strategy. However, based on early response to the PWV boycott call, for example, it is a weapon that could be devalued if invoked at every turn. This is a warning that Nelson Mandela himself issued in his inaugural speech as ANC president.

There had been many forms of mass action in the past two years of the ANC's history, said Mandela, "so much so that our labour organisations have had to warn us that we must not just resort to mass action every time we get angry, but that the question must be carefully examined because of the downturn in the economy and the high level of unemployment."

Motor strike talks to resume today

(152)
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ARG 2/8/91

SHARON SOROUR
Labour Reporter and Sapa

NEGOTIATIONS to end a crippling 10-day nationwide strike in the vehicle assembly industry, costing the sector hundreds of millions of rands in lost turnover and wages, are set to resume today.

The talks in Port Elizabeth between the National Union of Metalworkers (Numsa) and seven employers affiliated to the National Association of Automobile Manufacturers of SA (Naamsa) were suspended yesterday when employers pulled out pending a guarantee from the union that strikers would go back to work.

More than 30 000 workers downed tools on July 22 over a deadlock in National Bargaining Forum (NBF) negotiations

on wages and job security.

According to union spokesman Mr Les Kettledas the talks would resume today.

In a statement association president Mr Spencer Sterling said employers suspended negotiations with the union because "illegal industrial action" was continuing at assembly plants.

"The inability of Numsa to adhere to its assurances that normal production would be resumed at all assembly plants was the prime reason for the breakdown in the deliberations of the NBF," Mr Sterling said.

Chief executives of motor vehicle assembly plants met in Johannesburg yesterday to "determine an appropriate course of action to be followed by employers with the objective of resolving the current dispute in the industry".

Mr Sterling called on the union to "take urgent steps to ensure the early resumption of full normal production in the industry" to avoid an escalation of the dispute.

Mr Kettledas said Numsa had notice of today's meeting and would attend with the aim of "exploring all possibilities to end the stand-off over wages and job security".

"As far as we are concerned, the meeting is on. We will approach it with the objective of dealing with the issues central to the dispute, which were demands for a R1,20 an hour across-the-board increase and a moratorium on retrenchments," Mr Kettledas said.

Employers were offering a R1 an hour increase.

Mr Sterling said of the seven main auto assemblers only Mercedes-Benz had escaped a shutdown yesterday.

D-Day for motor strike

(152) Star 2/8/91 (18/355)
By Shareen Singh
and Shirley Woodgate

Final talks to end a strike by 25 000 auto-assembly workers — which has already cost motor manufacturers more than R500 million — will resume today, and employers were yesterday planning drastic action if workers did not return to their jobs.

Sources in the motor industry indicated that the seven companies involved in the dispute were considering an industry-wide lockout, or court interdicts, if normal production had not resumed by Monday.

Employers urged the National Union of Metalworkers to end the strike, which is costing in excess of R60 million a day.

With the exception of Mercedes-Benz, all other motor companies have shut down production.

Two meetings this week to end the strike failed.

Numsa spokesman Les Kettledas said employers refused to discuss the issues that sparked off the strike until normal production was resumed.

He said he hoped that employers would attend today's meeting with the intention of resuming wage talks rather than focusing on whether workers had returned.

"In the final analysis it is the resolution of these issues that would determine whether the strike ends," he said.

Central to the dispute is Numsa's R1,20-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have so far offered only R1 an hour.

Threats

"Our demand for a 16 per cent increase would just about match inflation, and would only enable people to keep up with the cost of living," Mr Kettledas said.

In the light of Nissan's retrenchment of 1 200 workers this year and threats from other motor companies that more than 2 000 workers could lose their jobs, workers were hell-bent on their demand for a moratorium on retrenchments, he said.

There were alternatives to retrenchments — temporary shutdowns and shorter working hours — which the union would be prepared to accept, but these could be discussed only when employers halted retrenchments.

The nine-day strike has already filtered through to vehicle dealers and service stations, who have warned that a continued stayaway will hit hard.

Certain new car models are unobtainable as they had not come off the production line, and vehicle spares — considered an ongoing problem — are becoming increasingly difficult to obtain.

One spokesman in the motor retailing industry said the business had been slightly affected.

Since the strike coincided with a general downturn in the economy and a drop in car sales, there had been a build-up in stock at many factories which were using the strike period to get rid of surplus vehicles, he said.

However, he added that a prolonged strike would severely disrupt the sales and service sector.

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P.T.O

Employers ponder motor strike options

2/8/91 • From Page 12/8/91

Another spokesman said the small Citi Golf models were hard to obtain and Volkswagen workshops were now drawing from excess stock for spares

Most strikers interviewed by The Star at Samcor and Nissan plants in Pretoria favoured the strike, but expressed concern at the backlog in production which they said could result in them being forced to work overtime against their will

Workers at Samcor complained about shop stewards

who told workers to return to work on Tuesday and the next day told them to resume the strike because management had not responded favourably

Although the interviewed majority would not reveal how much they earned, they told The Star that they earned "peanuts" and their union's demand for an increase of R1,20 an hour was reasonable. Some wanted an increase of R1,50 an hour.

Some said they were prepared to return to work only if management could agree to a R1,30 increase — retrospective

to July 1 — with another 20c after the introduction of VAT

Some workers were against the strike, but would go along with the wishes of the majority

A mother of three said most of her colleagues were opposed to the strike as they were the sole breadwinners

"I admit that we need the increase, but we are not prepared to work the mandatory overtime which would follow immediately after the strike. The greater part of overtime money, in any event, would go to the tax man"

Final bid to end R300m motor industry strike

Monday 2/8/91

MARC HASENFUSS

THE National Union of Metalworkers (Numsa) and vehicle assembly employers will make a last ditch attempt today to resolve the motor industry strike which by yesterday had left only Mercedes-Benz operating at full capacity

The strike has cost more than R300m in lost turnover and could cut the supply of new cars this year

Sapa reports that Numsa national secretary Les Kettle said a meeting had been scheduled for 9 30am between the union and vehicle manufacturers

Chief executives of vehicle assembly plants met in Johannesburg yesterday to determine a course of action to resolve the nine-day strike. Details of the meeting were not released last night

Nissan and BMW workers downed tools yesterday and rejoined strike after production was resumed at both Rosslyn plants this week. An estimated 25 000 Numsa members were on strike this week

Strikes also continued at Toyota, Delta, Volkswagen and Samcor

Workers at BMW and Volkswagen reported for work but left both plants after holding short meetings, spokesmen said

A Volkswagen spokesman said no production was scheduled for today and workers would hold a meeting on Monday morning to decide whether to return to work

Only Mercedes-Benz's plants at East London and Pinetown remained at full production, a company spokesman said

Renewed bid to end auto pay deadlock

(152) (152) 2/28/91

TALKS to end a nine-day strike which has cost the auto assembly industry well over R300 million in lost turnover and wages are to resume in Port Elizabeth today, a senior union spokesman said

Mr Les Kettleidas, the National Union of Metalworkers of South Africa's national secretary for organising, said a meeting between the union and auto manufacturers had been arranged for 9 30am

The president of the National Association of Automobile Manufacturers of SA, Mr Spencer Sterling, said that of the seven main auto assemblers only Mercedes-Benz had escaped a shutdown yesterday as industrial action tied down an estimated 25 000 workers at six other companies

Workers at Nissan's Rosslyn plant met on the company premises yesterday, but had not resumed their duties by midday, sources confirmed.

Toyota, Delta and Volkswagen have been affected by industrial action or suspended production since Monday

The SA Motor Corporation (Samecor) closed its plants at Silverton, Pretoria, and Port Elizabeth on Wednesday when workers failed to resume work.

A strike at Nissan and BMW plants was suspended on Tuesday

Naamsa suspended discussions with the union on Wednesday, saying it would reopen talks only if workers resumed their duties

Meanwhile, the managing directors of the seven companies party to the auto industry's National Bargaining Forum met in Johannesburg yesterday to formulate strategies to end the dispute

Mr Kettleidas, however, said Numsa had received notice of today's meeting and would attend it with the aim of exploring all possibilities to end the stand-off over wages and job security

"As far as we are concerned, the meeting is on tomorrow," he said

He had received reports that workers at BMW and Nissan were prepared to return to work today — Sapa

Motor industry hit by strike as negotiations fail

AS the motor industry talks deadlocked this week, the strike inflicted heavy costs on motor manufacturers.

The two week-old strike — involving about 25 000 workers — is the costliest in the industry's history. With daily production losses of about R60-million, employers by Thursday were estimated to have lost more than R500-million in turnover since the strike began last Monday.

Mercedes Benz SA was the only motor manufacturer in full production by Thursday.

The union is demanding an across the board increase of R1,20 an hour, a moratorium on retrenchments and talks on the effects of value added tax. Employers are offering between R1,00 across the board.

Talks between National Association of Automobile Manufacturers of South Africa (Naamsa) and the National Union of Metalworkers of South Africa (Numsa) broke down on Tuesday after Numsa's failure to get workers back to work.

Naamsa president Spencer Sterling claims the union reneged on its undertaking at last Thursday's talks to normalise production by Tuesday.

Although talks are due to resume on Friday, Sterling has said employers will not negotiate until all manufacturers are back in full production.

On Wednesday about 30 percent of workers, mainly at Toyota's Durban plant and at Volkswagen's Uitenhage plant, did not come to work.

Numsa spokesman Les Kettledas blamed employers for the return to work confusion.

"Confusion surrounding the return to work was largely created by employers not understanding their own position," he said. "They proposed Wednesday as a date for the first meeting. Tuesday was agreed on as a compromise."

At the time of going to press the chief executives of Naamsa's seven affiliates were locked in a meeting in Johannesburg to map out strategies to counter the strike.

This damaging strike comes at a time of crisis in the industry. Sales are low and some manufacturers have big stockpiles. This has been advanced as a reason for manufacturers' tough stance in their dealings with the union.

Toyota industrial relations director Theo van de Bergh says present downturn in the motor industry will cushion the damage caused by the strike.

"The industry is not too upset because many companies are overstocked as it is," Van de Bergh said.

Production at Toyota has been set back by 450 cars a day.

Van de Bergh pointed out that allied industries such as components makers would also be badly affected by the strike.

About 3 000 tyre industry workers are out on strike.



Strike Force ... Striking drivers from Sun Couriers whoop it up outside the **152** company's head office. The workers, up in arms over retrenchments and pay, had earlier caused a traffic jam by parking their vehicles on the R24 near Jan Smuts Airport. They were dispersed by police and traffic officers. Photo: GUY ADAMS

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Auto strike end in sight

THE paralysing 10-day strike in the auto assembly industry could be over by Tuesday, Mr Spencer Sterling, president of the National Association of Automobile Manufacturers of SA (Naamsa), said yesterday.

Naamsa and the National Union of Metalworkers of SA (Numsa) were still locked in negotiations yesterday.

Differences on wages and job security remained the chief obstacles to a settlement.

Industry sources say Numsa could accept a compromise on wages in exchange for concessions on its demand for a moratorium on retrenchments — Sapa

Mediator for car dispute

Sar 3/8/91

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PAULA FRAY and SAPA

AN all-day maráthon negotiation session yesterday failed to end the 10-day strike which has crippled the motor industry. Now an independent mediator is to be called in

Hopes were high that last night's meeting would reach consensus as the National Union of Metalworkers (Numsa) and employers attempted to hammer out an agreement

The meeting, the third this week, began at 9 30am in a Port Elizabeth hotel and ended just before 10pm

"It's been a long day We've tried all sorts of things .. we agreed to go into mediation tomorrow at 2 pm," said NBF chairman Dave Kirby This would continue until an agreement was reached, he added

Charles Nupen of the Independent Mediation Service of South Africa was proposed by Numsa, he said

The nationwide strike by about 25 000 workers is estimated to be costing more than R60 million a day.

Chief executives of the seven car manufacturers party to the industry's bargaining forum opted to meet Numsa after caucusing in Johannesburg on Thursday. Industry sources were hopeful of a positive outcome to the talks

"The good news is they're still talking," said National Association of Automobile Manufacturers' president Spencer Sterling. "There is a concerted effort on both sides to hammer out an agreement."

Central to the dispute are Numsa's R1,20-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT Employers had offered R1 an hour.

Several manufacturers reported improved attendance yesterday

Strikers lose R26m

S/Times (Bus Times) 4/8/91

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By DON ROBERTSON

WORKERS were the losers in the motor industry strike.

It is estimated that they lost R26-million in wages and will have to work 18 months to recover the additional 15c an hour they won through striking.

They initially demanded an increase of R1,20 an hour. Motor companies offered R1. The settlement was R1,15.

Manufacturers, who lost about R800-million in turnover, hope to make it up before the end of the year.

The industry's latest car sales estimate for the year of 206 000 units is 2 000 down on the previous forecast. Poor

demand and unavailability of stock are the main reasons for this reduction.

Car sales for July, which were not affected by the strike, were 12% down on July last and 10% lower than in June.

The cost of the negotiations was about R500 000, which could be reflected in the price of cars in future, say some manufacturers.

Manufacturers, while not claiming a victory, say their strong stand against the unions was forced on them by economic realities in a declining market.

Labour turns up the heat

By THEMBA KHUMALO

COUNTRYWIDE strikes by thousands of workers are having a serious effect on the commercial, railway and motor industries

In the past four weeks more than 40 000 workers have resorted to wildcat strikes after disagreement between managements and union delegations over improved working conditions and higher salaries

Agreements

However, several packages have been signed between negotiating parties in various big industries

At present 30 000 workers in the motor industry are on strike countrywide. The action started last month at the Toyota assembly plant in Rosslyn near Pretoria over wage increments. The strike later spread to Volkswagen in Uitenhage in the Eastern Cape - generally regarded as the stronghold of the National Union of Metalworkers of South Africa (Numsa).

A spokesman for the Rosslyn plant said the strike has cost the company millions in turnover.

As the action entered its third week, manufacturers began closing plants and pulling out of negotiations. Toyota closed its Prospecton plant, while Samcor and Delta closed their Pretoria plants.

Numsa had assured managements that the strikes would end on Monday in a bid to break the negotiations deadlock, but by late this week workers had not returned to work.

About 1 000 railway workers - mostly members of the South African Railway and Harbour Workers Union (Sarwu), are striking to demand the reinstatement of colleagues who they say were unfairly dismissed after they had been involved in a fight. The strikers are also demanding the reinstatement of Karel Niewoudt, the only white Sarwu member to be fired - allegedly for smoking dagga while on duty.

They were this week

Big deals are struck but the rumbles continue

joined by 15 000 members of the Transnet Artisan Staff Association following the collapse of negotiations between the artisans and management over wages and retrenchments

In the medical field, at least 8 000 medical research employees and members of the National Education and Health Allied Workers Union (Nehawu), went on strike after wage talks deadlocked.

On Thursday they were joined by 300 general workers at GaRankuwa Hospital outside Pretoria over allegations of maladministration.

On Tuesday about 350 University of Zululand employees downed tools to demand a 10 percent across-the-board increase.

Meanwhile, the two largest South African unions, Numsa and NUM, signed crucial wage agreements in Johannesburg this week.

After two months of intensive bargaining, NUM and the Chamber of Mines signed a profit-linked package on Wednesday while Numsa and the Steel and Engineering Industries Federation of South Africa (Seifsa) signed theirs on Tuesday.

Standstill

Black education is set to come to a standstill on Wednesday when thousands of members of the South African Democratic Teachers' Union (Sadtu) take to the streets to protest against "the authorities' intransigence" over the black education crisis.

Sadtu has appealed to the community not to see their planned action as "another insensitive political gesture" which was a waste of time for the pupils.

Numsa protests 152

SEVERAL hundred National Union of Metalworkers of South Africa members on Saturday marched to the offices of the SA Motor Industrial Council in central Pretoria to protest the refusal of employers to grant an increase of R2 an hour across the board

Sowetan 5/8/91

Unionists threatened violence, court told

Star 5/11/89
By Susan Smuts

National Union of Metal workers (Numsa) shop stewards threatened violent action if Haggie Rand did not enforce a ban on overtime, a production manager told the Rand Supreme Court on Friday.

JC du Plessis said he had been told at a meeting on October 18 1989 that if he did not stop workers doing overtime, he could expect a 'second Germiston' — an allusion to another Haggie Rand factory where five workers died in a conflict.

He was giving evidence in a trial in which five Numsa workers, and a man they are claimed to have hired to intimidate union members, have pleaded not guilty to five charges of murder, nine of attempted murder, two of arson, and a charge of illegal possession of arms and ammunition.

Richard Khamamula Ngobeni (38), Jeffrey Siphon Mtshali (34), Malvert Ngubane (40), Malan Khumalo (42) and Samuel Kgoshiekgolo Malepo (39) allegedly hired Joseph Mdumiseni Bhengu (25) to intimidate workers into joining an illegal strike.

Mr du Plessis said that during the meeting on October 18, union officials demanded that the management enforce the union's ban on overtime.

Pay deduction

Haggie Rand personnel manager David Redelinghuys told Mr Justice B R du Plessis that a report-back meeting between shop stewards and workers appeared "tense, with some workers wanting to work and others trying to prevent them."

The strike was sparked by management's decision to deduct pay after the report-back meeting ran overtime by 90 minutes.

When the workers at the wire mill realised that their wages were to be docked for the time spent at the meeting, they asked for further meetings with management. In response to a management restriction on the number in the delegation, workers downed tools and occupied managers' offices.

Management issued ultimatums, but dismissed the workers later that day when they failed to respond. The night shift workers asked for meetings to discuss the dismissals, then also downed tools. Ultimatums were again issued, and the workers were dismissed.

The next day, management offered to re-employ dismissed workers. On October 25 workers again occupied offices, said Mr Redelinghuys.

Dismissed workers living in Haggie's hostel were evicted, and Numsa demanded reinstatement, rather than re-employment, from the company.

Pod is report at Port

5

Court told of 'threat of violence during strike'

Blaney 5/8/91

(152)

A NATIONAL Union of Metalworkers (Numsa) shop steward threatened that there could be violence during a strike at Haggie Rand Ltd in 1989 if workers' demands were not met, the Rand Supreme Court was told on Friday

Factory production manager "JC" du Plessis was giving evidence at the trial of five Numsa members and a sixth man they allegedly hired to intimidate non-strikers

Numsa shop steward chairman at Haggie Rand, Richard Ngobeni, 38, and workers' representatives Jeffrey Siphon Mtshali, 34, Malvert Ngubane, 40, Malan Khumalo, 42, and Samuel Kgoshiekholo Malepo, 39, pleaded not guilty to murdering five non-striking colleagues and attempting to murder nine others

The man allegedly hired to assist in the violent in-

SUSAN RUSSELL

timidation of non-strikers, Joseph Mdumiseni Bhengu, 25, also pleaded not guilty to the charges

All six also pleaded not guilty to two counts of arson for allegedly petrol-bombing the homes of two other non-striking Haggie Rand employees. They also pleaded not guilty to two further charges of unlawful possession of firearms and ammunition

The alleged offences took place at various places on the Witwatersrand over several months from November 1989 to April last year

All five Numsa members were employed by Haggie Rand and were dismissed during the strike, which began in October 1989 after the company refused to adhere to an overtime ban imposed by the union

It is alleged they and others decided to use violence to intimidate non-strikers into joining the strike. Bhengu was allegedly recruited and two firearms obtained

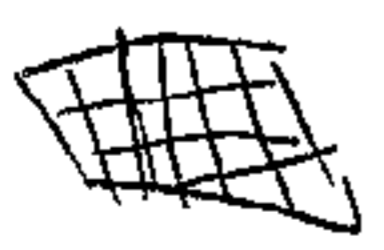
On Friday Du Plessis described discussions he had with Ngobeni and other workers' representatives after the strike began

He said Ngobeni told him he should not ignore a possibility of "another Germiston" if workers demands were not met

Du Plessis said this was a reference to earlier clashes between workers at the company's Germiston plant which had left a number of employees dead

He had understood Ngobeni's statement to be a threat and was not happy about it

The trial continues before Mr Justice du Plessis and two assessors today



CT 6/8/91

Strike bares some patients

Staff Reporter (S2)

A STRIKE at a laundry depot in Pinelands that supplies Groote Schuur Hospital has left some patients without blankets

Mrs Thelma Hartnady, of Rondebosch, said last night that her 75-year-old father and three other patients in his ward were spending the night without blankets

A hospital spokesperson last night confirmed that workers at the depot were on strike but said that, although some patients did not have blankets, they were not uncomfortable

Motor trade strike likely to end today

MOTOR industry plants were out of operation yesterday as mediation talks between management and union representatives continued. (152)

A major labour dispute, which has cost the industry R60 000 a day over 12 days of striking, has now ended in mediation talks. *Sowetan 6/8/91*

Previous efforts between management and members of the National Union of Metalworkers of South Africa failed on Friday.

Yesterday, six out of seven motor plants were closed.

According to National Association of Automobile Manufacturers of SA president Spencer Sterling the strike may be over by today.

Central to the dispute is Numsa's R1,20 an hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have offered R1 an hour. - *Sowetan Correspondent*

Spoornet and union to discuss strike

5/Day 6/8/91
SPOORNET management and the SA Railway and Harbour Workers' Union (Sarhwu) will meet today to try to resolve the strike by about 5 000 railway workers in Pretoria and the northern Transvaal

Sarhwu general secretary Martin Sebekoane said yesterday the number on strike had swelled to more than 6 000 since last week

The strike was sparked more than a month ago by dismissals of Sarhwu members, compulsory transfers and the closure of Autonet depots

The union is also demanding that a

ISZ
national recognition agreement, signed last November, be implemented in the northern Transvaal

Sebekoane said the parties met last Friday but deadlocked over the union's demand for the resignation of several northern Transvaal labour relations managers who allegedly inhibited direct negotiations between line managers and workers.

Spoornet spokesman Tienie van den Bergh said yesterday the parties were unable to agree on the reinsta-

tement of dismissed workers and the dismissal of the managers

He said dismissals had been dealt with recently in two arbitration cases which had been awarded to Spoornet. Sarhwu agreed that the arbitrator's decision would be binding on both parties and now appeared reluctant to accept the decision

Other union demands centred on the inclusion of farmworkers in the Labour Relations Act and racism in the workplace

Spoornet had agreed to a union proposal for another meeting today

VERA VON LIERES

Strike talks set to continue

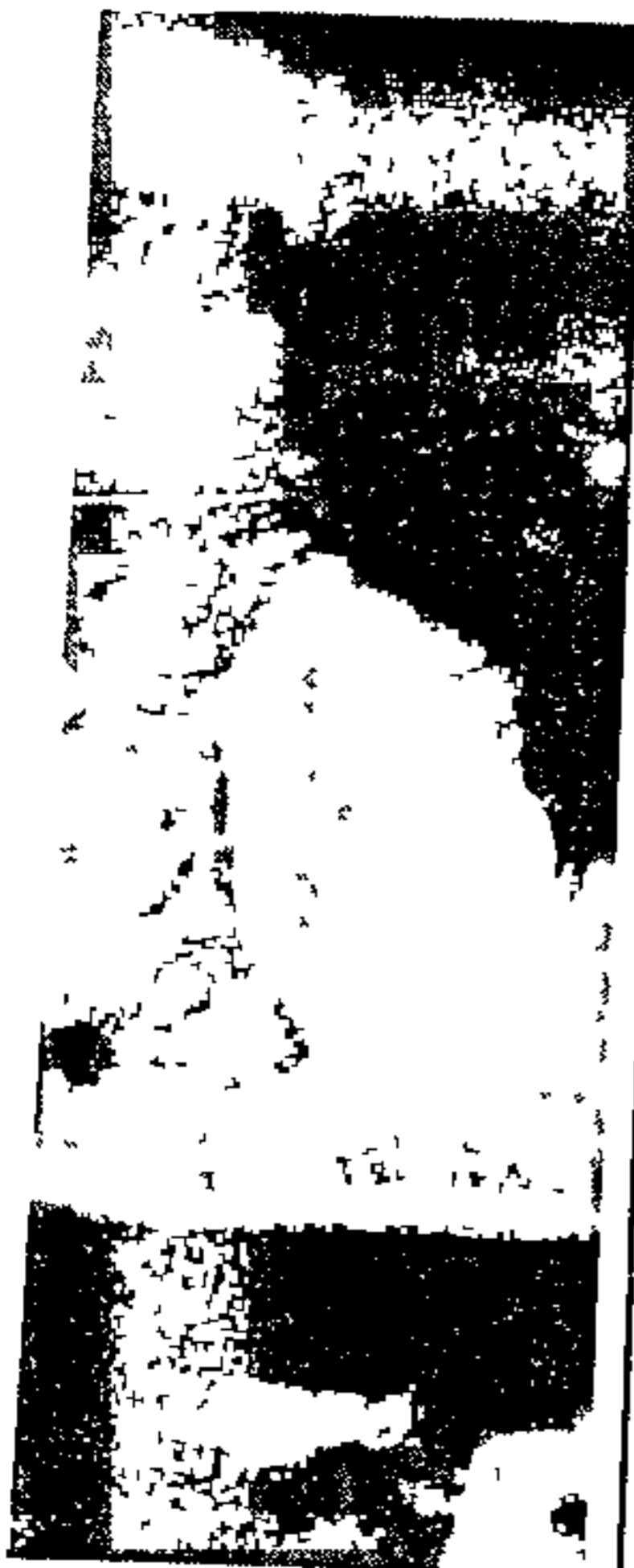
JOHANNESBURG — Long mediation to resolve the costly 11-day vehicle assembly strike continued in Port Elizabeth yesterday without any clear sign of resolution. CT 6/8/91

Late yesterday the talks — affecting 24 000 workers — were set to continue today.

Strike action crippled most vehicle assembly lines in various centres yesterday — Sapa

152

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Picture AP

Colgate strike?

JOHANNESBURG — The Chemical Workers' Industrial Union said yesterday it would ballot its members at Colgate-Palmolive on strike action, following a deadlock in wage talks (152)

Boerestaat boss slams tourism

Own Correspondent ET 7/8/91

DURBAN. — Tourism is the greatest contributor to prostitution, sexually transmitted diseases, Aids and lower morals, according to Boerestaat Party leader Mr Robert van Tonder.

Reacting to Fedhasa's annual conference on tourism here, he said in a statement his party strongly objected to the "misuse and contamination" of the natural beauty of the Transvaal by "foreigners".

The "Boer" nation benefited little from tourism.

The Kruger National Park had not been created for Americans and Japanese, but to be enjoyed by the "Boer nation", he claimed.

The present situation, where admission to and accommodation in the park had become too expensive for his people, would be changed drastically in a proposed "Boer homeland", Mr Van Tonder said. — Sapa

'Education is the only Aids vaccine'

Own Correspondent ET 7/8/91

DURBAN — There is only one vaccine against Aids, and that is education

Speaking at the Fedhasa national congress here yesterday, Professor Rubin Sher of the South African Institute for Medical Research said people had to learn to practise "safer sex"

"There is no such thing as safe sex — all people can be taught is to practice safer sex, and to move from promiscuity to monogamy," he said

Speaking on Aids in the Workplace, Prof Sher said discrimination against HIV-positive employees was "unacceptable"

"Pre-employment testing should not be undertaken," he said, adding that it would merely be a waste of money, money which would be better spent on in-company information programmes on Aids prevention

Discrimination against Aids carriers in the workplace was "totally unjustifiable", and an infected worker should be judged only on his mental and physical capabilities

Interdict against security boss

THE managing director of a Cape Town security firm who allegedly threatened employees with a gun has been interdicted by the Supreme Court following an urgent application by the Transport and General Workers Union

Mr Justice CT Howie issued the order against Mr James Michael Rentzke and Table Bay Security Patrols on Monday night.

The application was not opposed, the union's attorney said — Sapa

Tourist robbed in city garage

A CANADIAN tourist was robbed of an 18-carat gold watch worth R30 000 and R2 700 in cash when he was held up in the Golden Acre parking arcade on Monday afternoon, a police spokesman said yesterday

The spokesman said Mr James Dunnett, 42, from Toronto, was climbing into a car on the J level when the men threatened him with cut-throat razors and robbed him.

'Integrate aliens', Clase urges

Political Staff ET 7/8/91

NO values belonged exclusively to white people, and nowhere in the world was race the criterion for admission to schools, the retiring Minister of Education and Culture in the House of Assembly, Mr Piet Clase, said last night

The government had already given notice that racial exclusivity would no longer be acceptable, he told a meeting of the Suid-Afrikaanse Onderwys Unie branch in Oudtshoorn

Mr Clase, criticised for his approach to the racial integration of schools, strongly supported the opening of schools He stressed, however, that they should remain part of community life

"Let us get some perspective. Over the years we have allowed children from other cultures into our schools.

"There are thousands of Portuguese, Greek, Jewish, Chinese and other alien children in our classrooms," he said ET 7/8/91

Hope for resolving auto strike

ET 7/8/91 152

Own Correspondent

JOHANNESBURG — Car assembly employers and the National Union of Metalworkers (Numsa) yesterday achieved a breakthrough in the 12-day-old national strike after employers tabled revised offers on wages and a moratorium on retrenchments

Numsa will start polling members on employers' revised offer today and employers are hopeful full production will resume tomorrow

Vehicle assemblers have been losing about 1 500 production units daily in strike action which has crippled production at the assembly plants of Toyota, Nissan, Delta, BMW, Samcor and Volkswagen

Numsa senior negotiator Mr Les Kettleidas said yesterday the breakthrough was reached after 40 hours of mediation which started at the weekend. Parties had agreed to call in Independent Mediation Services of SA director Mr Charles Nupen

Employers were offering hourly across-the-board wage increases of R1 when the parties deadlocked in the middle of last month. Numsa lowered its opening demand of R1.50 to R1.20 when negotiations resumed in Port Elizabeth last week. The union was also demanding an unconditional moratorium on retrenchments

PE stayaway to mark riot anniversary

THOUSANDS of people in Port Elizabeth's northern areas yesterday marked the first anniversary of the riots there with a stayaway. Some 49 people lost their lives in a week of rioting in Port Elizabeth and Uitenhage a year ago.

The area was quiet yesterday except for hundreds of schoolchildren who filled the streets. Very few attended school. Police kept a low profile but the riot squad was monitoring the situation, said police spokes-

man Caplan Pieter van Straaten. On Monday night a number of shopkeepers, who were among the worst hit in last year's rioting, were seen to be clearing their premises of goods in anticipation of trouble. However, only a few isolated reports of stone-throwing and road barricades were received by early yesterday.

Thousands of people were to march from the Windvogel bus terminus yesterday morning to the Chatty rent office to commemorate last year's

unrest. From the rent office the marchers were to proceed to Greenville Primary School which was severely damaged in the riots. Buses in the area were running almost empty yesterday.

"Apart from the safety factor, the stayaway left us without half our drivers," a spokesman for Algoa Bus Company said. The spokesman said they had decided to stay clear of the Helenvale area after drivers found a

number of barricades set up there shortly after 5am. "Otherwise the buses are running and providing everything is back to normal tomorrow we will be running our full service," he said.

The Midland Chamber of Industry was busy assessing the extent of the stayaway. Several thousands of people were, however, believed to have stayed at home - Sapa

Sowetan 18/9

152



Step 7/18/91

Accord ends 2-week car workers' strike

(152)

By Helen Grange
Pretoria Bureau

The car manufacturing industry is expected to be back in full production tomorrow after an agreement to end the crippling two-week strike was made by employers and unions at 4 am yesterday.

The agreement between the National Association of Automobile Manufacturers of SA (Naamsa) and the National Union of Metalworkers of SA (Numsa) came after three days of mediation.

Details of the agreement on wages have not been released.

Naamsa and Numsa consulted members at

all seven car plants later yesterday, and expected to report back on the reaction to the offers today.

It is understood employers made improved offers on wage increases and dealt with a demand for a moratorium on retrenchments — two core issues of the dispute.

The car industry almost came to a halt during the strike — losing up to R60 million a day in turnover.

In a last-ditch attempt to resolve the dispute on Friday, parties turned to mediation.

Numsa was pressing for a R1,20 increase on hourly rates and called for a blanket moratorium on retrenchments.

Toyota plants in Durban back on line

152 ~~152~~
AEG 7/8/91

Tentative accord in motor industry

The Argus Correspondent

DURBAN — Toyota's Mobeni and Prospecton plants here were back in production today

This follows a tentative agreement reached yesterday between motor assembly industry employers and the National Union of Metalworkers of South Africa

But the agreement has still to be ratified by most of Numsa's members at various plants countrywide

A Toyota spokesman confirmed today the company's plants were back in production

He said although the final outcome of the agreement would only be announced late today, Toyota workers' representatives had indicated yes-

terday that normal duties would be resumed from today

A detailed statement would be released later today

Mr Les Kettleidas, Numsa's secretary for collective bargaining, said yesterday that employers had tabled offers in respect of wage rises and a moratorium on retrenchments — two key issues of the dispute

He said Numsa's bargaining committee members had reported back to members in plants yesterday and would continue to do this today

The report-backs were expected to be completed today and Numsa would formally indicate its reaction to the employers resulting from the 40-hour mediation

Mr Nico Vermeulen, director

of the National Association of Automobile Manufacturers of South Africa, said yesterday it was hoped the outcome of mediation would be known today. A more detailed statement would be issued today.

About 25 000 Numsa members at seven companies countrywide took part in the country's most crippling and expensive strike.

The strike has cost car manufacturers more than R500-million in loss of revenue

Mr Charles Nupen of the Independent Mediation Service of SA, assisted by Mr Mark Anstey, managed to bring the parties to a tentative agreement yesterday after trying since Saturday.

A Numsa spokesman was not available for comment today

Blom 7/8/91

Colgate workers to vote on strike

~~VERA~~ VERA VON LIERES (152)

THE Chemical Workers' Industrial Union (CWIU) announced yesterday it would ballot its 330 members at Colgate-Palmolive in Boksburg on strike action next week following a deadlock in wage negotiations.

Shop steward Dusty Ngwane told a news briefing yesterday conciliation board and mediation meetings over the past two months had failed to resolve the wage dispute.

The union was demanding a 16% wage increase while the company's final offer amounted to 12% — less than the current inflation rate.

The union also claimed Colgate was union-bashing by employing temporary workers without union consultation and unilaterally granting wage increases to operators.

Colgate-Palmolive human resources manager Walter Skosana said the company was willing to enter into further negotiations. He denied the union-bashing claims.

Car strike ends after 13 days

PORT ELIZABETH — The first national strike in the country's motor vehicle assembly industry ended yesterday after 13 days, said National Union of Metalworkers of South Africa spokesman Mr Les Kettleidas

The estimated 25 000 Numsa members who downed tools on July 22 are expected to go back to work today

Wage increases were pegged at R1.15 an hour for unskilled workers. Skilled staff were awarded increases of R1 80 an hour, or 13.5%, whichever was the higher

The agreement between Numsa and the National Association of Automobile Manufacturers of SA was accepted by the union membership following report-backs by union negotiators on Tuesday and yesterday

Wage increases would be backdated to the first pay week of July, Mr Kettleidas said

Key aspects of the deal, struck on

Tuesday after three days of continuous mediation, included an interim moratorium on retrenchment and landmark agreement for a joint management-union industry training board

The parties also committed themselves to the long-term growth and viability of the industry and to the protection of jobs, said Mr Kettleidas

It was accepted that employers and the state would fund community-based childcare facilities

"It is believed that this agreement lays the foundation and heralds a new era in the collective bargaining relationship with employers in the automobile industry," Mr Kettleidas said

The strike, which embroiled most of the seven auto manufacturers party to the industry's National Bargaining Forum, tied down production for 13 days and cost the sector an estimated R800 million in losses

Strike action was focused in plants in the Eastern Cape, Durban and Pretoria — Sapa

VAT: Cosatu call for wage rise

Own Correspondent

JOHANNESBURG — Cosatu is to demand an immediate 5% wage increase for all workers to compensate for the inflationary effects of VAT

The campaign would be backed by strike action if necessary, Cosatu told employer federation Saccola at a meeting on Tuesday. Cosatu wants interim wage increases from the day after VAT is introduced on September 30

Cosatu official Ms Lisa Seftel said yesterday that the organisation was seeking urgent negotiations with Finance Minister Mr Barend du Plessis on proposed changes to the VAT structure

She said Cosatu was angry at Mr Du Plessis, as he had failed to meet a July 16 undertaking to respond to Cosatu submissions for union subscriptions to be zero-rated

Cosatu unions will refuse to pay VAT on subscriptions. Cosatu has argued that unions are entitled to the same treatment as political parties.

152
CT8/8/91

Motor trade strike ends

THE first national strike in the country's motor assembly industry ended after 13 days yesterday, said National Union of Mineworkers of South Africa spokesman Mr Les Kettleidas

The estimated 25 000 Numsa members who had downed tools since July 22 were expected to go back to work today, he said

Workers are to be given wage increases ranging between R1,15 an hour for unskilled workers and R1,80 an hour or 13,5 percent, whichever is the highest, for skilled workers

The agreement between Numsa and the National Association of Automobile Manufacturers of SA was accepted by the union membership following reports by union negotiators on Tuesday and yesterday.

Wage increases would be back-dated to the first pay week of July, said Kettleidas.

The parties committed themselves to the long-term growth and viability of the industry - Sapa.

Sowetan 8/8/91

Car workers to return to plants

SHARON SOROUR
Labour Reporter and Sapa

Aug 8/91

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448

TENS of thousands of motor industry workers are expected back at work today after agreement was reached to end the crippling 13-day nationwide strike which cost an estimated R800 million in lost turnover.

More than 25 000 workers — members of the National Union of Metalworkers of S A (Numsa) — downed tools on July 22 over wages

The agreement follows three days of mediation in Port Elizabeth to break the deadlock between the union and most of the seven employers party to the National Bargaining Forum and represented by the National Association of Automobile Manufacturers of S A (Naamsa)

Union national secretary for collective bargaining Mr Les Kettleidas said the agreement between was accepted by workers following report-backs from the plants


Confirming the strike had ended, Mr Kettleidas said workers won wage increases which ranged from R1,15 an hour for unskilled workers and R1,80, or 13,5 percent, whichever was the higher for skilled staff

Postal workers
stage sit-ins (52)

ABOUT 1 000 postal workers at engineering depots in Philippi and at Worcester staged sit-in demonstrations yesterday in protest against a new job evaluation system, said a city spokesman for the Post and Telecommunication Workers' Association

The spokesman said workers were upset as they had not been consulted about the new grading system — Sapa

Fuel workers to strike?

152


^{South 8/8 - 14/8/91}
WORKERS at three major oil companies are likely to down tools after talks with the Chemical Workers Industrial (CWIU) ended in deadlock.

Strike ballots were held at more than 65 depots of BP, Caltex and Total and results received so far from the Western Cape, Orange Free State, Natal and Border indicate support for

a strike

A union official said results from the Transvaal and Northern Cape would be received by Friday when a final decision would be taken on further action

Workers are demanding wage increases, centralised bargaining and job security





ON THE MARCH: Teachers during their march on parliament

Teachers take to the streets

152

ABOUT 1 000 members of the South African Democratic Teachers' Union (Sadtu) this week legally marched to Parliament

Sadtu officials Ms Vivienne Carelse and Ms Lynnette Faragher handed a memorandum demanding recognition for the union to Captain Fred Conradie of the President's office.

Carelse demanded to see a senior

government official and not a policeman, to which Conradie said he was the only person at Tuynhuys as parliament was no longer in session

He assured Carelse that he was assigned to receive the memorandum which was to be faxed immediately to Pretoria

She said it was "highly suspect" for a policeman to receive a memoran-

dum on behalf of the government

The march was part of Sadtu's "action campaign" to gain recognition

● In Johannesburg about 5 000 teachers marched to the Department of Education and Training (DET) offices in Braamfontein after holding a two-hour meeting at the Johannesburg City Hall

C

Auto strike resolved

THE National Union of Metalworkers of SA (Numsa) has agreed to make up production lost during the 13-day auto industry strike by some 25 000 of its members, the National Association of Automobile Manufacturers of SA (Naamsa) said yesterday

Naamsa president Mr Spencer Stirling said the parties agreed on a commitment to the long-term growth of the industry, achieving production schedules and recovering lost production

The agreement guaranteed across-the-board wage increases of R1,15, backdated to the first week of July

Employers had promised a moratorium on retrenchments in the industry for the duration of the agreement, which expires on June 30 next year — Sapa

Keeping SA's motor industry revving up

HIDDEN trade-offs rather than bloody-mindedness probably helped vehicle manufacturers sit out the longest strike in the industry's history, a leading industrial relations consultant suggested on Thursday

The multi-million rand industrial tussle also, however, pointed to a maturing relationship between unions and employers cooperation replacing confrontation, restructuring displacing resistance

Mr Gavin Young was asked to comment on the 13-day strike which saw industry bosses lose about R800-million in turnover and only settle after 40 hours of gruelling mediation and stop-start talks

Why did employers appear prepared to weather a costly stand-off while conceding considerable concessions on key union demands only after a debilitating strike and warning of heavy losses to all parties?

Why did Mercedes-Benz (SA) escape almost scott-free from industrial action while other plants ground to a standstill for almost three weeks, losing vast sums of money?

The picture which emerges is blurred — yet the strike in the auto assembly sector reveals insights into a range of forces, interests and trends which are helping to shape and mature industrial relations in South Africa

There were no clear winners, but, as Volkswagen (SA) human resources director Mr Brian Harris commented yesterday "The agreement is a good compromise between the needs of the workers and industry's needs for increased productivity

"It is now up to both management and the unions to turn this historic agreement into a living document, not just another piece of paper"

Tuesday's agreement was preceded by 25 000 members of the National Union of Metalworkers of SA strangling production lines of top auto manufacturers for more than two weeks. Most returned to work on Thursday.

Workers were awarded R1,15, or about 14 per cent, on the lowest hourly wages.

It also saw the country's largest trade union clinching a landmark deal linking job security to industrial restructuring and the long-term growth of the industry.

"The strike was an absolute aberration — it went against the trend of all other strike action this year. Strike action has probably been at its lowest in the past six to seven years," said Mr Young

Underlying relative union placidness has been an "economy in tailspin" — which, ironically, appeared to have been precisely the reason why many vehicle assemblers may have accepted the strike as a blessing in disguise, according to Mr Young

Workers' demands for a cost-of-living increase and guarantees of no retrenchments in the troubled industry were clear incentives to brave flexing their industrial muscle — but was it worth the risk of being fired?

Whether it was known to the union or not, employers could afford the strike — hence, maybe, the lack of counter-industrial action through interdicts, lockouts and even dismissals

"Because of the poor economy, new car sales have been falling like a lead balloon," said Mr Young "It's my impression that most motor industry employers were quite relaxed about the strike — that is why they were not interested in a quick settlement

"They saved between two and three weeks' wages, and some producers were sitting with hundreds and thousands of unsold vehicles

"Others who had new models ready to enter the market were probably set back, but generally employers were not overly anxious"

A recessionary economy had buffeted unions into a strike-shy mode, where job protection and consolidation of existing gains enjoyed priority over actions which could cost thousands their jobs, eroding union power bases

The metal industry was shedding over 2 000 jobs a month by the first quarter this year, a clear factor contributing to Numsa's 113 000 members in the sector choosing not to go on strike this year

"Nobody ever seriously believed that the union would go on strike in the metal industry," said Mr Young.

But they did in automobile assembly plants.

Alternatively, on the question of job security, did the National Association of Automobile Manufacturers of SA eventually buckle on the issue of union demands for a moratorium on retrenchments?

Not really, argued Mr Young "No concessions were really needed on retrenchments — they'd already been completed.

"Employers probably find current manning levels to be quite adequate. It could have been a far greater fight if Numsa had tabled the moratorium demand six to 12 months ago.

"The retrenchment process has, however, been effectively completed."

Under the new agreement, employers guaranteed not to retrench workers until June 30 next year if Numsa ensured production schedules were met without interference by unprocedural industrial action.

"With regard to joint initiatives on industrial planning, we are seeing a move away from confrontational to cooperative bargaining," said Mr Young

Call for Blatu to dissolve

W/Mand 9/8-15/8/91
By PAUL STOBER

THE dissolution of the Black Trade Union (Blatu) is a central demand of striking South African Railway and Harbour Workers' Union members in the Northern Transvaal

Sarhwu members accuse the National Council of Trade Unions' affiliate, whose members are not on strike, of being a sweetheart union, a charge dismissed as "unsubstantiated" by Blatu official Moses Matsemela.

Between 5 000 and 8 000 workers have been on strike in the region for four weeks. Management says services have been "slightly affected"

Tension between the two unions reached new heights this week when about 50 Blatu members marched to Sarhwu offices in Pretoria and accused the strikers of intimidation. Sarhwu officials allege Blatu members arrived in Transnet trucks, showing the Nactu union is colluding with management to weaken the strike

Numsa strike 'hurt the lower-paid'

152



REC 10/8/91

JOHANNESBURG. — The damaging motor industry strike which was settled this week has gained more for some of Numsa's members than others, say industry observers

And those that gained the least in terms of the wage settlement are the lowest-paid workers

Transport specialist at Econometrix, Mr Tony Twine, estimates that those now receiving the minimum R1,15-an-hour wage would have had to work

DAVID CUMMING

Weekend Argus
Correspondent

for three-and-a-half months to make up wages lost during the strike, assuming the settlement had not been made retrospective.

By contrast, the higher-skilled workers, who would typically include shop stewards, would make up the backlog far quicker

The strike also followed historic patterns in terms of its duration. One observer believes this has to do with pay patterns

in the industry.

He says there is some delay between the time work is done and payments are made

Thus on the first Friday of a strike, a full pay packet awaits the worker

The same applies on the second but on the third there is nothing

This means that there is a strong incentive to limit strike periods to no more than two-and-a-half weeks to ensure that workers have at least some pay at the end of the third week

Rail strike enters 5th week

By THEMBA KHUMALO

THE strike by 5 000 railway workers, who are also members of the South African Railways and Harbours Workers Union (Sarwhu), is entering its fifth week without any solution in sight.

The strike, which affects about 10 stations from Pretoria up to Louis Trichardt in the northern Transvaal, has forced Spoornet to employ scabs to keep the wheel rolling while the two parties try to find a solution to the problem.

Marieta Knoetze,

spokesman for Spoornet in Pretoria, has described some of the workers' demands as "impossible".

Among their demands is the inclusion of farm-workers in the Labour Relations Act and the expulsion of a Spoornet labour relations manager.

They have also demanded an end to racism, which they allege the company is practising against black employees.

Knoetze said Spoornet had on several occasions invited a Sarwhu delegation to discuss the impasse, but added they

made demands that went beyond the jurisdiction of management.

Since the strike started at least 56 workers have been dismissed at Lydenburg for refusing to meet management's deadline to return to work.

The strike action was sparked off by the dismissal of Karel Niewoudt, a white Sarwhu member who was allegedly found smoking dagga during working hours. Five other employees were fired after they were involved in a fight while at work.

Car workers (152)
end their strike
Apr 11/8/91
By THEMBA KHUMALO

THE two-week strike by thousands of motor manufacturing industry workers ended this week

The National Union of Metalworkers of South Africa (Numsa) agreed to a minimum R1,15 an hour wage increase for all workers

The strikers, all members of Numsa, returned to work on Thursday after a wildcat strike which cost the car companies about R800 000-million in lost turnover

'Time off to assault strikers'

CP Correspondent ~~2/18~~

TRANSNET'S black employees' strike in Pretoria this week took a dramatic turn when strikers claimed that management gave non-strikers time off work to assault them (152)

Obed Moremi, a storeman of Goedespoort depot at Pretoria, said non-strikers driving Transnet vehicles on Monday and Tuesday were seen abducting striking colleagues (152)

Those abducted later claimed they had been assaulted. Among them are Gibson Letswalo, Isiah Modiba, Richard Mashiloane and Johannes Masilela. All have laid assault charges at Pretoria Central Police Station.

Transnet Northern Transvaal spokesman MP van der Berg said "Transnet is a reasonable organisation and does not see itself providing transport to its employees to abduct other workers."

"We have received the information and we are going to bring disciplinary action against those involved."

Stayaway cripples Vaal Triangle firms

ster 13/8/91

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By Melody McDougall
Vereeniging Bureau

Most businesses and industries in the Vaal Triangle have been hard hit by a two-day stayaway which began yesterday

Police reported sporadic incidents of violence in Vaal townships yesterday

A week-old consumer boycott against white-owned shops is also being enforced

Apart from Iscor's Vanderbijlpark plant, where 80 percent of the workforce reported for work, most other major industries appeared to be hard hit by the stayaway with less than 30 percent of workers reporting for work.

At Vereeniging Hospital, about 38 percent of the workforce did not report for duty. Half of the staff at Vanderbijlpark Hospital stayed away.

A police spokesman said the latest incidents of unrest included stonings and a petrol bomb attack at the municipal offices in Sharpeville. No damage was caused.

He said SAP members used rubber bullets to disperse a group of about 20 people who stoned vehicles near the post office in Sebokeng's Zone 11 yesterday afternoon.

Adams Road, in Evaton, was reported to be barricaded with rocks.

A group of about 200 people were dispersed with teargas after stoning cars on the Vereeniging-Sharpeville road.

At Eatonside, near De Deur, a train was stoned.

Police said that no injuries were reported during the day and no arrests have been made in connection with any of the incidents.

Police said the townships were quiet by late yesterday afternoon.

The stayaway is being organised by the ANC and other political organisations, whose demands include:

- The immediate reconnection of the electricity supply to local townships
- The closure of the Kwamadelala Hostel near Sebokeng
- An end to on-going violence in the area
- A constituent assembly and interim government
- The release of all political prisoners and amnesty for exiles

A spokesman for Inkatha Freedom Party's Vaal Triangle branch, Arthur van Vuuren, alleged that residents reported to the IFP offices in Vereeniging yesterday lodging complaints ranging from being beaten and threatened with death to having their overalls and train tickets destroyed because they wanted to go to work.

Strikers in ⁽¹⁵²⁾ protest at ⁽²⁶⁸⁾ grade system

By Shareen Singh ^{Star} 13/8/91

Black and white telecommunications employees began work stoppages yesterday in protest against management's implementation of the Paterson grading system.

According to the Post and Telecommunications Workers Association (Potwa), the strike involved thousands of workers countrywide, but the South African Posts and Telecommunications Department (SAPT) said only two plants were involved — Lenasia and Power Park near Orlando.

Potwa claimed the Paterson system, which was introduced recently, was being used to promote some workers to senior ranks and demote others.

The union said information received from its members indicated that some workers had been demoted to lower grades and their salaries had been reduced by hundreds of rands.

Management's insistence on implementing a grading system which was not negotiated with employee representatives had angered all workers, black and white, and major industrial action was being planned.

Workers from the white staff associations had voluntarily joined the Potwa strike, the union claimed.

"We want management to halt the grading system and start fair negotiations with true worker representatives," Potwa spokesman Floyd Mashele said.

A spokesman for SAPT said management had implemented the new grading system — a combination of Paterson and TASK — for technical staff in order to improve their position and create more opportunities for promotion.

There were definitely no cases of workers being demoted or taking a drop in salary, the spokesman said.

Services had not been affected by the strike and relief staff were available should the strike continue, SAPT said.

Ongoing strike hits supply of new tyres (152)

By Helen Grange ^{Star}
Pretoria Bureau 13/8/91

A shortage of new tyres for certain passenger vehicles has resulted from an ongoing strike in the tyre industry, tyre companies said yesterday.

The three-week strike, coupled with the resumption of production in the car manufacturing industry last week after a lengthy work stoppage, means tyre companies are unable to meet the demand by car manufacturing plants which are working overtime to make up

for lost production.

Talks to end the strike have been referred to mediation following a meeting at the weekend between the New Tyre Manufacturers Association, the National Union of Mineworkers of South Africa and the South African Iron and Steel Workers Union.

The strike at Firestone, Gentyre Industries and Tyrecon — formerly Goodyear — began on July 22.

Dunlop is unaffected, and according to a spokesman, the

company is not experiencing any shortage.

"The Government's ~~not~~ permission to allow imported tyres into the country is killing the local industry, which is overstocked at the moment," the spokesman said.

However, Gentyre (General Tyres) and Tyrecon (Goodyear) have reported that there is a shortage of tyres for certain passenger vehicles while larger tyres are in good stock.

Industry sources maintained that tyre shortages were far from being critical.

⁽³⁸⁴⁾ Strikes at ⁽¹⁵²⁾
post offices
B/Inay 13/8/91
VERA VON LIERES

MORE than 350 workers at the Orlando East and Lenasia post offices went on strike yesterday to protest against a new employee grading system

Cosatu's Post and Telecommunications Workers' Association (Potwa) said it was "likely" the strike would spread nationally

Members of three postal unions have joined the dispute

Potwa assistant general secretary Sizwe Matshikiza said workers were dissatisfied with the new grading system and believed they had been unfairly demoted under the new system — effective from October 1

"Some have been demoted with the effect that their salaries have plummeted from, for example, R3 300 to R2 600"

Postal workers were also dissatisfied with the privatisation of the Post Office

A Post Office spokesman said yesterday that workers had been graded on the "Paterson" system, according to the maxim "the best person for the best job".

By yesterday afternoon, 374 workers had joined the strike, he said.

Mediators called in to resolve tyre strike

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SHARON SOROUR
Labour Reporter

NEGOTIATIONS to end the three-week nationwide strike by about 5 000 workers in the tyre industry are set to continue today.

Mediators from the Independent Mediation Services of South Africa (Imssa) have been called in to resolve a stalemate between workers and employers on retrenchments and wage increases

Hourly-paid workers at three companies — Tycon (formerly Goodyear), Gentyre Industries and Firestone — downed tools on July 22 over wages and working conditions

Employers, represented by the New Tyre Manufacturers' Employers' Association, met officials from two unions party to the talks — the National Union of Metalworkers of South Africa (Numsa) and the South African Iron and Steel Workers' Union — at the Tyre Industrial Council in Port Elizabeth on Sunday


Numsa spokesman Mr Les Kettledas said serious efforts were being made to resolve the strike.

Firestone spokesman Mr Phillip Nel said about 1 200 workers from the company were involved

He said workers were demanding a wage increase of R1,50 an hour. Employers were offering an increase of R1,15 an hour

This was split into the higher of R1,05 or 13 percent now and an extra 10c in December linked to productivity

Postal
workers
go on strike



JOHANNESBURG. — Thousands of post and telecommunications workers started countrywide work stoppages yesterday to protest against management's new employee grading system

Mr Sizwe Matshikiza, assistant general secretary of the Post and Telecommunications Workers' Association, said the work stoppages were occasioned by the new so-called Patterson Task grading system for employees

He said management's insistence on using the highly unpopular system, which from October will be used to promote or demote workers, has caused considerable tension among postal workers. — Sapa

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Tyre sector talks: mediators called in

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VERA VON LIERES

DEADLOCKED talks in the tyre manufacturing industry, which have led to a three-week strike by about 5 000 workers, were referred to mediation yesterday after a meeting between employers and unions at the weekend.

National Union of Metalworkers of SA (Numsa) chief negotiator Les Kettledas said mediation started yesterday morning in an effort to end the strike over pay and job security at three tyre plants in the Port Elizabeth area.

This followed a meeting between the New Tyre Manufacturers Employers' Association Numsa and the SA Iron and Steel Workers Union on Sunday.

Moratorium

Kettledas said the strikes at Firestone, Gentyre Industries and Tycon — formerly Goodyear — started on July 22.

"Wages and a moratorium on retrenchments are central to the resolution of the strike. The parties have made sufficient progress on the Numsa demand on training, and settlement is possible on that issue," Kettledas said.

However, talks on Sunday ended in a stalemate on the question of a moratorium

on retrenchments and wage increases. Numsa entered wage negotiations earlier this year with a demand for an hourly, across-the-board increase of R2 or 25% — whichever was the greater — and the retention of the current R5,50 minimum.

The Independent Mediation Service of SA (Imssa) had been approached for a third time in the past month to help resolve the dispute. Last week, Imssa director Charles Nupen was active in achieving settlement in the vehicle assembly industry. Imssa also assisted metal industry employers and unions to an agreement at the end of last month.

Sapa reports that New Tyre Manufacturers Employers Association chairman Bill Vos confirmed yesterday that employers, Numsa and the SA Iron and Steel Workers had reached stalemate over wages and job security.

The association called a special meeting of the Port Elizabeth-based tyre industrial council on Sunday, where it was decided to refer the dispute to mediation, he said.

Numsa represents about 5 000 striking workers out of a total workforce of 8 000, he added.

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Vaal, ER are hit by stayaways

SEVERAL Vaal and East Rand townships were yesterday hit by stayaways observed by thousands of workers and pupils.

A two-day stayaway at six Vaal townships started on Monday and continued yesterday with incidents of stone-throwing and teargassing.

A large meeting was held in Wattville yesterday to coincide with a one-day stayaway at the East Rand township.

Townships affected by the stayaway in the Vaal included Sebokeng, Sharpeville, Evaton, Boipatong and Bophelong.

The Vaal stayaway had been called to demand the closure of KwaMadala hostel.

Other demands included a call for a halt to the fighting, which has

BY DON SEOKANE and ISAAC MOLEDI

Sowetan 14/8/91

claimed more than 200 lives in the area.

Sebokeng's main streets were barricaded with stones and drums. Passing police vehicles were pulled with stones and police replied by firing teargas.

Police

Police spokesman Captain Piet van Deventer said there were sporadic incidents of stone-throwing and police had to use teargas and rubber bullets.

"In Boipatong there were five reported incidents and four in Sebokeng," he said. No arrests were made and the police have no record of injuries.

Meanwhile, Wattville residents yesterday resolved to continue

paying a R50 flat rate unless a joint meeting of Daveyton and Wattville councils tomorrow produced positive results.

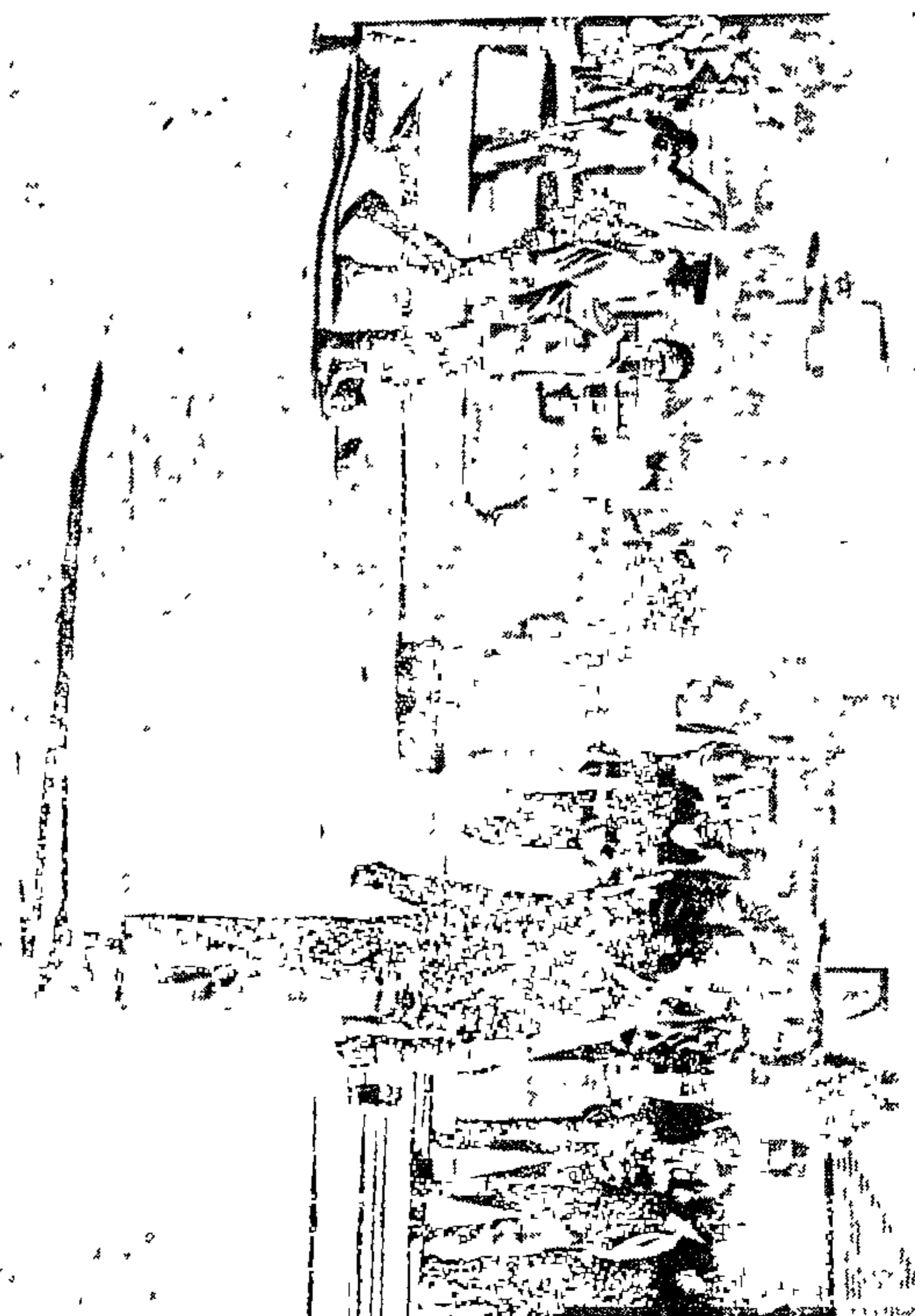
Residents are demanding that rent arrears be scrapped and that houses should be handed over to tenants. They also demand that both the townships' control be handled by Benoni City Council.

The chairman of Wattville Concerned Residents Committee, Mr Abbe Nyalunga, told more than 2 000 Wattville residents that his organisation was committed to the scrapping of the township council.

He said his organisation was not against the Benoni council proposal of an average payment of R81,54 for water, sewerage, electricity and refuse removal "as long as their demands are met".

Burning tyres and stones barricaded Sebokeng's main streets while youth lined streets and danced the toyi-toyi during the last day of a two-day stayaway in the Vaal yesterday.

PIG LEN KUMALO



Death toll in Alex fighting now at 23

A TOTAL of 23 people have been killed and 53 injured since violence broke out between Zulu hostel dwellers and squatters in Alexandra on Saturday, police said yesterday

Police and SADF reinforcements had been sent to the township in a bid to keep fighting factions apart and to monitor the situation, Witwatersrand police spokesman Capt Eugene Opperman said

Attacked

The Pretoria police liaison directorate said most of the dead had been shot. Of the injured, 25 had been shot, 26 hacked or stabbed and two treated for burns

The directorate said SAP members had been attacked 23 times, but did not say how many policemen had been injured

"The SAP deplores the unnecessary loss of life and damage to property and will not hesitate to take action against those who are responsible for these senseless attacks," the directorate said

WILSON ZWANE

Opperman said Alexandra was quiet yesterday and there had been no fresh outbreaks of violence

An official of the Alexandra ANC branch said a news conference would be held at which the violence "would be put into perspective"

He did, however, say his organisation had received reports that some of the people involved in the violence had been white gunmen

"Our people tell us that although these gunmen wore balaclavas, it was evident from their hands, eyes and the way they spoke English, that they were white"

Alexandra Civic Organisation official Richard Mdakane this week alleged that the attacks were launched by "hostel vigilantes who are directly or indirectly linked to Inkatha"

Inkatha has denied the allegation saying it was "typical of the bankrupt politics of the civics"

Groups meet to evaluate stayaway

POLITICAL groupings, including the ANC, would meet today to evaluate the effects of the two-day stayaway which ended in the Vaal Triangle yesterday, Vaal Civic Association chairman Malik Madise said

Madise said the stayaway — called by the association, the local branches of the ANC, Cosatu, Nactu, Azapo and the PAC — was more than 50% effective

Businesses canvassed yesterday said they had suffered

SA Breweries' (Vereemiging depot) manager Andre le Roux said no disciplinary

WILSON ZWANE

action would be taken against any worker for honouring the stayaway, but a "no work, no pay policy" would be enforced

Le Roux said the depot had minimised the effects of the stayaway by stepping up production last Friday, and turnover had dropped 15% to 20%

Iscor said only 20% and 10% of its black work force stayed away on Monday and yesterday respectively

A Vanderbijlpark Sakekammer spokesman said the stayaway and the week-long consumer boycott in the area was crippling busi-

nesses. He said his organisation had a long-standing policy of "no work, no pay"

Madise said townships in the Vaal Triangle were quiet yesterday following sporadic incidents of violence on Monday

The stayaway and the consumer boycott were called to demand the immediate reconnection of electricity to the townships in the Vaal Triangle, the closure of Sebokeng's Kwamadala Hostel, an end to the violence, the need for a constituent assembly and an interim government, and the release of all political prisoners

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14/8/91

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Postal strike ⁽¹⁵²⁾ set to ^{start 15/8/91} intensify

By Shareen Singh

Thousands of telecommunications workers downed tools yesterday in protest at the Paterson grading system implemented by postal authorities.

A spokesman for the militant Post and Telecommunications Workers Association (Potwa), Floyd Mashele, said the strike affected about 40 Witwatersrand, Cape Town, and northern Transvaal depots.

Some 2 000 workers held a demonstration in Pretoria yesterday and discussed ways of intensifying the action, Mr Mashele said.

Workers in other parts of the country were expected to join the strike this week, he added.

Potwa demanded that the South African Posts and Telecommunications Department (SAPT) start negotiations on a grading system suitable to employees.

There was strong dissatisfaction among workers, including white workers, many of whom had joined the strike, Mr Mashele said.

Workers had complained that the Paterson system was unfair as some workers had been downgraded with a substantial drop in their salaries.

Furthermore, "they implemented the system unilaterally without proper negotiations with the union", he said.

SAPT could not be contacted at the time of going to press yesterday, but a statement released earlier this week ensured the public that services would not be disrupted.

Some staff members had been promoted after an evaluation — there were definitely no cases of workers being demoted or taking a drop in salary, SAPT management said.

The grading system was explained to the unions, and they were involved from the early stages of discussions on the system, but they did not indicate they were unhappy, SAPT added.

Delayed ballots hold up strike

South 15/8 - 21/8/91

By Thoraya Pandy (152)

A DELAY in receiving strike ballots from the Transvaal has resulted in workers at Caltex reversing a decision taken about two weeks ago to embark on national strike action in the petroleum sector.

According to Mr Martin Jansen, an organiser of the Chemical Industrial Workers Union (CWIU), Caltex workers became "despondent" and decided not to resort to strike action.

He said more than 1 000 workers in the Western Cape, Natal and Border at other plants were expected to join the strike this week.

In a statement released, the company reiterated its refusal to central bargaining because of its unpreparedness to "sacrifice its independence and flexibility to negotiate in the company's best interest." Total refused to comment.

Numsa holds strike ballot at Bosal

THE National Union of Metalworkers of South Africa started balloting its members at plants belonging to Belgian multinational Bosal Afrika yesterday

The union is in dispute over wages and demands that the company commit itself to national instead of plant level bargaining, Numsa northern Transvaal regional organiser Mr David Modimoeng said yesterday

"Our members could go on strike by August 26, depending on the outcome of the ballot," said Modimoeng.

Balloting was preceded by mediation on August 5 and 6

Bosal Afrika personnel manager Mr Solly Legong, was not immediately available for comment.

Modimoeng said the union demanded that Bosal Afrika join the metal industry National Bargaining Forum by affiliating to an employer association like the Steel and Engineering Industries' Federation of South Africa

Workers also demanded a R1,15 across-the-board increase on hourly rates, against the company offer of 85 cents, he said.

Numsa further demanded the company pay for shop stewards' accommodation and airfare when they attended national meetings.

The company has been called on to grant March 21 - Sharpeville Day - as a paid public holiday. The company insisted that this be swapped with December 16, or that employees work in the lost hours

The strike poll at plants in Durban, Uitenhage, Krugersdorp, Mount Edgecombe, Pretoria and Cape Town was being supervised by the Independent Mediation Services of South Africa, he added. - Sapa

Workers off (152)

BLACK workers in Bloemfontein yesterday failed to turn up for work in line with a stayaway call by the Mangaung Civic Association.

Sowetan 16/8/91
The civic called for the stayaway to coincide with the court appearance of four residents charged with trespassing. *Sapa*



152 (152) (152)
Star 16/8/91
**Strike over
wages hits
3 oil giants**

By Shareen Singh

Three petroleum companies have been hit by nationwide legal strikes at more than 30 depots

Chemical Workers Industrial Union (CWIU) spokesman Martin Jansen said the strike by about 1 000 workers at Caltex, BP and Total Oil had started at two depots in the western Cape on Tuesday and spread to other depots yesterday

Workers are demanding monthly rises ranging from R250 to R320 (20 to 25 percent), a centralised bargaining forum for all oil companies, and a moratorium on retrenchments and contract labour

"Having separate negotiations at the different oil companies does not make much sense as there is strong co-operation among the companies on marketing and strategies in dealing with the union," Mr Jansen said

Separate wage negotiation was time-consuming and impractical, he added. The union had recently started wage talks with Shell, and the same demands had been tabled

Workers at the Milnerton plant of BP in Cape Town had held a "successful demonstration" and blocked the entrance to the plant, Mr Jansen said

Caltex Oil spokesman Mike Maxwell said the firm had offered fair and competitive increases including an across-the-board raise of R200, or 13,2 percent, whichever was greater.

Regarding industry bargaining, Mr Maxwell said Caltex was not prepared to sacrifice its independence and flexibility to negotiate what was in the best interests of employees and the company

Total refused to confirm the strike.

scars will take longer to heal

Not only did the strike occur at a time when the industry is in the depths of a drawn-out market recession, but there is more than a suspicion among some employers that the strike was a carefully timed flexing of union muscle

They point out that the build up to the strike began soon after Numsa finally forced employers to bow to central industry bargaining. When, in May, Delta Motor Corp became the last assembler to join the National Bargaining Forum (NBF), the time was ripe for action, it has been suggested

The effects of the strike have been felt not only in the assembly industry, but also among motor components suppliers, some of whom have faced closure. Turnover losses among assemblers amounts to about R800m — but at least some of that should be recouped once production losses have been made up. Unions have agreed to overtime to make up the production deficit

In terms of the mediated agreement, which runs to June 1992, not only must unions ensure that their members make up lost production and meet ongoing production schedules, but they must also be prepared to negotiate shift patterns to secure "competitiveness" on local and foreign contracts

If not, the moratorium on industry retrenchments (contained in the package) could be in jeopardy. A clause in the agreement states that repeated failure to meet production targets through "unprocedural industrial action" will entitle an employer to scrap the moratorium

Nor is there any guarantee workers won't be put on short time or unpaid leave, or even be temporarily laid off. Employers say all these are acceptable means of avoiding retrenchment.

Talks to end another motor industry strike continued this week. The strike by workers at tyre manufacturers has not yet affected car and truck companies, which had ample stocks before the strike began. As the *FM* went to press, negotiators were optimistic that the dispute would be over this week ■

MOTOR INDUSTRY STRIKE

Wild card

~~152~~ (152) ~~152~~
FM 16/8/91 ~~152~~

The National Union of Metalworkers (Numsa) may appear to hold most of the aces in its dealings with the motor industry, but it also has a wild card — Mercedes-Benz

The unpredictability of its members at Mercedes' East London plant once again nonplussed the union during the recent two-week motor industry strike

Last year, Mercedes workers went on strike because they didn't want the company to be part of the central industry bargaining process. This time they carried on working while everyone else walked out

Mercedes workers turned down union demands that they join the strike, say industry sources. One reason could be that last year's protracted industrial action threatened to jeopardise the company's continued presence in SA

"They would have nothing to do with it," says a senior negotiator in the latest industry dispute. "They'd had enough of strikes and told their shop stewards to get lost." Management won't comment on how it escaped another costly shutdown, beyond saying that "the majority of workers wanted to work, and so they did"

But if Numsa had cause for disappointment, so did vehicle assemblers. The long-term financial and production effects of this strike will be limited, but the psychological

Tyre strike: Parties revise proposals

SHARON SOROUR
Labour Reporter



ARG 16/8/91

Industries and Firestone downed tools on July 22.

EMPLOYERS and unions embroiled in the three-week nationwide tyre industry strike have given revised proposals to their constituencies.

The parties agreed to mediation at a special industrial council meeting in Port Elizabeth at the weekend

Mediation aimed at settling the dispute ended after nearly 15 hours of negotiating early this week

About 5 000 hourly-paid workers at Tycon (formerly Goodyear), Gentyre

The dispute between the New Tyre Manufacturers' Association and the National Union of Metalworkers of S A with the S A Iron and Steel Workers' Union — centred on wages and a moratorium on retrenchments

Independent Mediation Services of SA mediator Mr Mark Anstey said both parties were reporting back on wages, job grading, a moratorium on retrenchments, training and the viability of the industry.

75% of jobs from small firms

PORT ELIZABETH — The small business sector generated 75% of new jobs in SA, said Port Elizabeth Small Business Development Corporation manager George Marriner in a statement yesterday

As more than 85% of all business enterprises in SA could be considered small, with total assets of about R2m, this was not surprising, he said

"Forty percent of overall economic activity in SA can be accredited to small-scale enterprises in both the formal and informal sectors

"Small businesses are a low-cost means of providing employment and are an efficient way to utilise resources in the economy" — Sapa

Venter and union agree strikes are 'undesirable'

THE National Education Health and Allied Workers' Union (Nehawu) said yesterday it had held "positive talks" with Health Minister Rina Venter over a number of health issues, among them the lack of proper consultation in the sector

Nehawu national organiser Monde Mditshwa said the parties met yesterday to discuss a number of issues, including the question of disciplinary action taken by the SA Nursing Council

VERA VON LIERES

after the May 1990 nurses' strike

"The axe is still hanging over the nurses' heads," Mditshwa said

Disciplinary action by the Nursing Council would hamper the relationship between the authorities and the union and the rendering of services

Mditshwa said the parties agreed strikes in the health sector were not desirable. Nehawu gave assurances it was in no way compromising services, but said legitimate grievances gave rise to the 1990 strike. These had not yet been resolved

The parties are expected to issue a joint statement next week

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LABOUR

By FERIAL HAFFAJEE

A NATIONAL strike is looming in the posts and telecommunications sector over the introduction of a new grading system

The campaign, which began on Monday, also signals imminent unity for black and white unions organising in this sector

The unions involved are the South African Post and Telecommunications Employees' Association (Saptea), Post and Telecommunications Workers' Association (Potwa), South African Telecommunications Association (Sata) and Post Office Employees' Association of South Africa (Peasa)

At a meeting in Pretoria on Wednesday, Potwa president Kgaps Mosunkutu said the unions would meet to

w/mail 16/8 - 22/8/91 (152)

Strike looms at Post Office

forge a common approach to the new system

And Potwa assistant general secretary Sizwe Matshikiza warned of "fully fledged strike action that will have serious repercussions on the country's communication system"

Mass meetings will be held next Wednesday and will culminate in marches to regional offices of the Department of Post and Telecommunications

Already work stoppages have taken place in Johannesburg and the Northern Transvaal and 2 000 Potwa mem-

bers held a protest meeting in Pretoria on Wednesday

Controversy surrounds the implementation of the new grading system. Management says it creates more opportunity for promotion while unions claim workers have been demoted and been subject to salary cuts as a result.

Unions also complain that the system has been instituted without consultation and want management to delay introduction of the new scheme pending further discussions with unions

Posts and Telecommunications representative Amanda Singleton says the new system was implemented "to improve the position of technical staff"

The department did not deny that some workers had been demoted but claimed no workers had had their salaries cut.

Striking petrol workers march on companies

152

ARC 17/8/91

SHARON SOROUR
Labour Reporter

STRIKING placard-bearing petroleum workers from BP, Caltex and Total marched on their firm's headquarters to voice their demands.

Chemical Workers' Industrial Union (CWIU) members, downed tools this week over wage, job security and centralised bargaining, joining about 1 000 others in the Transvaal, Free State and Eastern Cape.

The union claimed the strike had "severely affected fuel and gas supplies in the country" with companies resorting to the assistance of contractors.

However, Caltex spokesman Mr Mike Maxwell said production and deliveries had not been disrupted.

Police monitored proceedings as workers gathered in front of Caltex House in DF Malan Street yesterday, chanting: "Meet our demands".

Workers, who obtained municipal and magisterial permission for the march, peered at Caltex management through the building's glass doors.

Most were holding placards with slogans like "Caltex supports Inkatha?", "The white rabbit is dying" and "Let the workers share the profits".

They then marched up Hertzog Boulevard and the Heeren-gracht to BP Centre on Thi-

bault Square where they accused management of allowing them to go hungry.

Caltex workers have been picketing outside the Milnerton refinery this week, joining workers at nine Free State and Transvaal depots.

The firm was offering workers a monthly rise of 16 percent on payroll, which consisted of a R200 across-the-board increase or a 13 percent increase, whichever was bigger.

The balance was taken up under an "equalisation to the rate for job formula" which had been agreed with the union, plus a service allowance offer of R2,50 a month for every year of service up to 25 years, said Mr Maxwell.

Workers were demanding an increase of 25 percent.

Mr Maxwell said the firm would not bargain with other companies and sacrifice its independence and flexibility "to negotiate what is in the best interests of its employees and the company".

BP spokesman Mrs Pam Jooste said the company was offering workers a monthly increase of 10 percent to higher-paid workers while lower-paid workers would get a 16 percent monthly increase.

The union said BP workers were demanding a 21 percent rise. Total workers were demanding a 25 percent increase.

Health workers protest

By SERUTHU SERUTHU

HEALTH workers at the Pelonomi Hospital in Mangaung near Bloemfontein marched through the streets there this week to deliver a memorandum demanding the resignation of mayor Mohau Gilbert Motloun.

Motloun recently joined the National Party.

The memorandum, issued by the Bloemfontein branch of the National Education Health and Allied Workers' Union, was endorsed by Cosatu, the ANC, Cosas and the Mangaung Civic Association. It was addressed to the principal medical superintendent of the hospital and the Provincial Administration (OFS).

The memorandum said the workers noted "with utmost concern that Motloun, employed by Pelonomi Hospital, is part of the crisis existing in the community."

They said he was part of the "machinery that continues to evict residents from their homes"

Second wave in industrial relations

S/Times (Bus/T) 18/3/91

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SWEEPING changes to laws governing strikes and lock-outs are envisaged in a newly consolidated Labour Relations Act (LRA).

The contentious proposals come during the "second wave" of change in industrial relations.

National Manpower Commission (NMC) technical committee member Willem le Roux says the draft envisages that workers on strike will not be liable to dismissal under certain conditions

They include where there is no misconduct, where jobs have not been made redundant because of the strike; and where its continuation is not "undesirable"

An "undesirable" strike includes conditions where company property is threatened, where the viability of the company is in jeopardy or if violence or threats occur

Protection from dismissal would also depend on whether the strike is "permissible" This depends on such factors as whether industrial laws or agreements are adhered to and correct strike procedures have been followed

A final draft is to be prepared when representations from all parties have been heard Trade unions are expected to want greater protection from dismissal than proposed

Nick Wiehahn, of the University of SA, sees the State's role continuously decreasing

By **ADRIAN HERSCH**

in labour relations in the second wave of change

He predicts that negotiations will increasingly involve affirmative action and equal opportunities in training, social responsibility and advancement for blacks and women

Labour lawyer Halton Cheadle says union influence will be "invasive" in many areas, including politics.

"But it will not be revolutionary — the tendency will be to social democracy"

Optimistic

In the second wave of change a large degree of consensus is being reached between capital and labour at national level This includes the Saccola, Cosatu, Nactu talks, Cosatu's participation in the NMC and the recent mining summit

At centralised bargaining level the role of industrial councils is expanding to include training, decisions on investment and all aspects of government policy affecting industry

Professor Cheadle predicts there will be movement to co-determination, such as exists in Germany and Sweden, at plant level

Professor Wiehahn is optimistic about developments in the second wave and sees SA's becoming more acceptable in the international labour scene

Oil workers strike ⁽¹⁵²⁾


ABOUT 1 000 employees of BP, Caltex and Total have gone on strike to support demands for wage increases of between 21% and 25%, job security and centralised bargaining for the petroleum industry. The companies offer between 9% and 19%.

An industry source says offers for most jobs exceed the inflation rate. The offer for the lowest-paid job is a 16% increase to R1 445 a month.

In addition one company subsidises its employees' home loans to bring interest rates down to an effective 4%. It pays for group life assurance amounting to 26 times gross monthly salary of each employee and has a subsidised pension and medical aid scheme.

The trade union says workers are particularly angry about the multinationals investing millions in upgrading refineries, marketing networks and improving their images.

Ignore bogus calls - civic

152


Sowetan
19/8/91

THE Vaal Civic Association and Cosatu's western Transvaal region yesterday distanced themselves from pamphlets calling for a weeklong stayaway in the Vaal Triangle.

Thousands of pamphlets have mysteriously appeared in the Sharpeville,

Boipatong, Bophelong, Evaton and Sebokeng townships calling for the stayaway to begin today

However, VCA spokesman Paul Sithole categorically denied his organisation's involvement in such protest action

"We strongly distance ourselves from such action. We have no knowl-

edge whatsoever of such action. It is clear this is the work of agent provocateurs," said Sithole

Cosatu also rejected the call

"We are perturbed by this turn of sinister slandering

"We call on all the people of the Vaal to ig-

nore this dirty piece of deceit. We will make investigations into this anonymous pamphlet," said the regional secretary, Ben Nhlapo

The ANC's Sebokeng branch also condemned the pamphlet and a spokesman said yesterday members were not aware of any planned stayaway action - *Sapa*

~~3~~ Tyre strike (152)

15/04/91 19/8/91
in Cape ends

CAPE TOWN — A month-long strike by up to 8 000 eastern Cape tyre and rubber workers ended on Friday, said National Union of Metalworkers of SA negotiator Gavin Hartford

Workers would return to their plants today after being awarded cost-of-living increases, one year's moratorium on retrenchments and a deal on industry training. This was confirmed by the New Tyre Manufacturers Employers' Association

Hartford said workers on the lowest grades were given a R1,20, or 21%, across-the-board increase on the minimum hourly rate. Those on the highest grade received a 15% raise

A joint employer-union training board will be set up by end-November — Sapa

Workers locked out

Sowetan
20/8/91
152

CALTEX Oil yesterday locked out striking workers at depots in Durban and Germiston as the Chemical Workers Industrial Union stepped up its protest for improved working conditions

A spokesman in the union's Cape Town office, Mr Martin Jansen, said about 60 CWIU members had been locked out at the Island View depot in Durban, and 70 at Alrode, Germiston

More than 1 000 CWIU members were on strike at Caltex Oil, BP and Total, he said

Meanwhile, BP announced it had improved its wage offer at a meeting with the union on Friday, Jansen said

Increase demanded

Strikers demanded increases of between 21 and 25 percent, job security and centralised bargaining

Jansen said BP offered a minimum guaranteed increase of 13 percent, up from its original proposal of 10 percent. Bottom rates would be increased by 16 to 16,3 percent

The union and BP will meet again in Johannesburg today

The strike started at BP's Milnerton depot in Cape Town last Tuesday

A spokesman for BP said the company was offering a monthly increase of 16,3 percent on the payroll. This guaranteed that no employee would receive an increase of less than R200 or 13,2 percent.- Sapa

Mwasa to march 152

Sowetan 20/8/91
By IKE MOTSAPI

MEDIA Workers Association of South Africa members are to march on the Chinese Embassy in Pretoria next week to highlight the plight of the 419 workers dismissed by a Taiwanese company.

The sacking of the 419 last week by Sakkor Manufacturers in Pietersburg caused an uproar with Azapo demanding their immediate and unconditional reinstatement

Owners of the company

are two Taiwanese brothers, Mr Jack Fang and Mr Jason Fang

Mr Albert Makgoba, the northern Transvaal regional administrative officer of Mwasa, said an application for a permit to march on that day has already being made to the chief magistrate in Pretoria.

Makgoba said "We have notified the embassy

about our intentions and they have responded positively"

Ms Linda Wang, an official in the Chinese Embassy in Pretoria, yesterday said. "We received a briefing regarding the matter through Sapa last week and we approached Mwasa because it concerns us

Meanwhile Azapo has condemned the owners of the company Jack Fang declined to comment yesterday

CT 20/8/91 (152)

White union strikes deal

MORE than 40 000 predominantly white members of the Council of Mining Unions (CMU) and three officials' associations have struck a wage deal modelled on the NUM-Chamber agreement signed at the end of July

Reports by Staff Reporter Own Correspondent, Sapa Reuter AP and UPI

Caltex locks out strikers at two depots

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~~152~~
STRIKING petroleum workers were locked out at Caltex Oil (SA) depots in Durban and Germiston yesterday as their national strike entered its third day, union officials said *10 am 20/8/91*

Chemical Workers' Industrial Union (CWIU) spokesman Martin Jansen said about 100 workers were locked out at the Island View depot in Durban and at Alrode in Germiston

More than 1 000 union members have downed tools.

A Caltex Oil (SA) spokesman said the

VERA VON LIERES

company believed that, technically, its activities did not constitute a lock-out.

"Employees who are prepared to work, and to sign an undertaking to that effect, are being allowed into company premises to carry out their normal duties," a company statement said

Nevertheless, the company was perfectly entitled to lock-out union members as all statutory dispute resolution mechanisms had been exhausted

(152) CT 20/8/71
Caltex locks out 1 000

CALTEX OIL (SA) locked out striking employees at depots in Durban and Germiston yesterday as about 1 000 members of the Chemical Workers Industrial Union kept up their protest for improved conditions of service

Court curbs Numsa actions

AN ELANDSFONTEIN company has won an interdict against the National Union of Metalworkers of South Africa preventing its members from promoting strikes or work stoppages

More than 400 Numsa members employed by Brollo Africa, a steel piping manufacturer, crowded into a courtroom of the Industrial Court in

Pretoria yesterday to hear the outcome of an action brought by their employers

The workers had been bussed into the city to listen to a dispute between Brollo Africa and Numsa over wage negotiations

A representative of Brollo Africa said the company was successful in obtaining an interdict

Sowetan 21/8/91
He said the company had sought the interdict after Numsa members had engaged in 15 work stoppages since early July

"The company had no alternative but to approach the Industrial Court for relief after all other avenues had been exhausted," the spokesman said.

A representative of the

152
Kempton Park branch of Numsa, Mr Mongezi Maphuthi, said the workers were demanding a minimum wage of R6 an hour and an increase of R2 an hour.

The company this year asked Numsa to submit its wage demands to management for the first time, Maphuthi said. - *Sowetan Correspondent*

Strike 'will not disrupt tyre supplies'

B/Doc 21/8/91

152

THE month-long strike by 8 000 workers at eastern Cape tyre plants would not cause new tyre supply shortages or leave the industry more vulnerable to the influx of imported

MARC HASENFUSS

tyres, tyre industry sources said yesterday

Strike action, which ended last week, disrupted production at Gentyre and Firestone plants in Port Elizabeth and the Tycon (formerly Goodyear) plant in Uitenhage. Dunlop, which is not party to the National Bargaining Forum, was not affected

Sources said that demand for new car, truck and industrial vehicle tyres had declined in line with the slump in new vehicle market

Tyre Manufacturers Conference chairman Gert Fischer said the inventory position of most tyre manufacturers was sufficient to fill orders from existing stock in the short-term

Tyre industry sources said the strike action would result only in minor shortages in certain tyre makes

One source said the in-

dustry was overstocked and the work stoppages benefited tyre makers in that excessive stock levels could be reduced

Limited production was maintained at most plants throughout the strike and groups used small production runs to bolster stock levels in tyre ranges that were in short supply

This would prevent cheaper imported tyres from gaining a firm grip on SA's tyre market

← ←
B Com. - 2:00pm
Electronics

Workers at courier firm go on strike

ARG 21/8/91
Labour Reporter

(152)

HUNDREDS of workers country-wide are on strike at Sun Couriers

More than 600 members of the Transport and General Workers' Union downed tools yesterday, a union spokesman said

About 70 Western Cape workers at Airport Industria were involved, she said.

Wage negotiations ended in dispute with workers demanding an across-the-board increase of R250 a month. The company was offering a R160-a month across-the-board increase, the union said

Workers were also demanding that drivers, classified as grade A3 workers, get R1 300 a month. The company was offering R1 150

"Another point is grade 4 workers (supervisors). The union is demanding they be paid a monthly salary of R2 000 while the company is offering R1 300," she said

900 workers down tools at AECI plant

PRETORIA — About 900 chemical workers at AECI Bophuthatswana, near Mogwase, are on strike over wages and working conditions, union and management spokesmen said yesterday

Chemical Workers' Industrial Union branch secretary Jackie Masemola said the workers had been out since August 15.

Management and the union had been involved in negotiations during the past two months, but had failed to reach an agreement *BIP 21/8/77*

He said the union demanded a minimum monthly wage of R1 075 which was in line with most AECI plants and a R200 across-

the-board increase, while the company offered a minimum of R942,80 a month

He alleged that the company was shielding behind the "terrible" working conditions and low wages in the homeland to justify its refusal to accede to union demands

AECI spokesman Andre Botha issued a statement last night saying the strike followed a deadlock in wage negotiations

"Company management also confirms that mediation as an appropriate means of solving the dispute is being considered," he said — Sapa

2

Oil strikers in 'sleep-in'

VERA VON LIERES

THE Chemical Workers' Industrial Union (CWIU) national strike involving three major petroleum companies entered its fourth day yesterday, with union members engaging in a "sleep-in" and placard demonstrations. Workers slept overnight at a BP (SA) Cape Town depot on Monday in a protest action as part of the strike by about 1 000 workers.

A union spokesman said yesterday about 1 000 members were still striking for improved wages and conditions of service at BP (SA), Total (SA), and Caltex Oil (SA).

Workers are demanding increases of between 21% and 25%, job security and centralised bargaining in the petroleum industry.

A Caltex spokesman said yesterday the situation was unchanged since Monday. About 300 workers were striking at 12 Caltex depots, mainly in the Transvaal but also the Northern OFS and Natal. *Blom 21/8/91*

A BP spokesman yesterday confirmed the "sleep-in". She said the company was offering a monthly rise of 16,3% on payroll. Total declined to comment.

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Star 22/8/91

Union members picket petrol firms in Jo'burg

By Abel Mushi

About 200 members of the Chemical Workers Industrial Union (CWIU) picketed outside the Johannesburg headquarters of three major petroleum firms yesterday.

The workers — from depots and refineries in the PWV area — marched on the headquarters of Total in Braamfontein, BP in Parktown and Caltex in Rosebank.

They were demanding an across-the-board wage increase of between 20 and 28 percent, job security and the formation of a centralised national bargaining forum of all the major petroleum companies to discuss workers' problems with the union.

"We are not submitting any lists of grievances as the companies already have our demands," said CWIU

Transvaal education officer John Appolos, adding that the pickets were meant to highlight the workers' plight and that CWIU workers country-wide had been on strike since last Wednesday.

● About 600 workers belonging to Cosatu held a picket outside Sun-couriers in Bedfordview yesterday to demand a R250-a-month across-the-board increase.

5 000 postal workers in protest march

6/000 22/8/91

VERA VON LIERES

by about 1 000 workers

(152)

MORE than 5 000 postal workers marched through Johannesburg yesterday to protest against the controversial Patterson grading system introduced recently by the Post Office, the union said yesterday

Posts and Telecommunications Workers' Association (Potwa) campaigns co-ordinator Floyd Mashele said black and white workers marched from the Central Methodist Church in town to the Joubert Park post office to hand over a memorandum to management

He said workers were demanding that the implementation of the grading system be halted immediately and management enter into genuine negotiations with the union. Talks would be aimed at developing a grading system acceptable to all workers. He said workers were complaining that evaluations were biased and gave preference to top managers. In

addition, marking officers were not properly trained to carry out evaluations and staff were placed at lower salary levels

Police yesterday confirmed the arrest of 27 people taking part in a placard demonstration at the Bosmon Street headquarters of the Post Office in Pretoria, Sapa reported.

A Potwa spokesman said the 27 union members were demonstrating against the new grading system

Mashele said Potwa was expecting Minister of Transport and Posts and Telecommunications Dr Piet Welgemoed to respond to the union's demands by today

In a separate development, strike-hit petroleum companies and the Chemical Workers' Industrial Union (CWIU) will meet this week in an effort to resolve the national strike

A CWIU spokesman said yesterday BP (SA) would meet the union today, while Caltex Oil (SA) and Total (SA) would meet the union tomorrow. The union claimed that BP (SA) applied for Supreme Court interdicts against workers picketing depots at Langlaagte in Johannesburg, Cape Town and East London

It said about 18 strikers at the Total (SA) East London depot were arrested this week after downing tools. About 50 workers at the largest Total (SA) depot in Island View joined the strike yesterday. CWIU members started striking last week in support of increased wages, job security and centralised bargaining

The CWIU also said in a statement yesterday it planned to ballot about 4 000 of its members at Sasol for strike action after annual negotiations deadlocked on Monday

Post workers march

■ Workers employed by the Department of Posts and Telecommunication marched in Johannesburg this week against a controversial grading system. They are demanding a halt to the implementation of the system, pending negotiations. Unions allege that the new grading system was never explained to workers and that marking officers were not properly trained.

152
16/8/1971
268
29/8/71
3

Strike stopped

PRETORIA. — An illegal strike by members of the South African Railways and Harbours Workers Union is to be called off following a Supreme Court order (152) (24)

TGWU workers down tools

Sowetan 23/8/91.

~~1/10/91~~
152

PRODUCTION came to a standstill when more than 1 000 workers employed by Sun Couriers at 18 depots all over the country downed tools over wages yesterday

The legal strike by members of the Transport and General Workers Union started at Sun Couriers' plant in Bedfordview and spread to other depots.

Ms Kelly Forrest, publicity secretary of TGWU, said the strike was agreed upon as a last resort after management

By IKE MOTSAPI

failed to agree to the democratic "rights of our members".

She said the workers have demanded an increase of R250 a month across the board.

There was a further demand that new black supervisors be paid the same R2 000 a month given to their white counterparts.

She said: "Black supervisors are paid about R1 500 a month while

their white counterparts earn R2 000.

"We felt this was a fair demand but management did not take us seriously."

Forrest said negotiations with Sun Couriers management started three months ago.

Meanwhile, management and union representatives were locked in talks late yesterday

Forrest said they were discussing a code of conduct for the strike.

Workers

locked (152)

out of (4/21)
so wefan

Alberton

23/8/91
factory

ABOUT 200 employees of Crown Cork Company on the East Rand were reportedly locked out of the factory yesterday.

The lockout followed a deadlock in wage negotiations between management and the National Union of Metalworkers of South Africa, a union member said.

Mr Israel Mabote of Numsa said the workers had been locked out about 4am. He also claimed police had been called to protect the premises.

Police

An East Rand police spokesman denied this when approached for comment

The company, at Alrode near Alberton, said it had no comment "at this stage as we are waiting for feedback from our employees and we do not recommend anything be published as the information is obviously one-sided".

"There has definitely been no police involvement," the company added - Sapa

Court halts railway strike

Pretoria
Correspondent

152 Star 23/8/91

Transnet has obtained a Pretoria Supreme Court order declaring unlawful the strike by South African Railways and Harbours Workers Union members

The union was also prohibited from organising any industrial action in any magisterial district in the country.

The order was granted yesterday by Mr Justice de Klerk after Sarhwu and the Black Trade Union of Transnet Ltd (Blatu) and Transnet had reached an agreement in the urgent application brought by Sarhwu

Sarhwu last week applied for an interdict against Blatu preventing the union's members from intimidating its striking members.

It also asked that Transnet be interdicted from assisting Blatu in assaulting Sarhwu members.

Sarhwu said it had embarked on the strike because of the dismissal of certain workers, but Blatu refused to join, and so conflict had erupted between the two unions.

The matter was postponed to yesterday, and Transnet in the meanwhile launched a successful counter-application asking that Sarhwu be interdicted from propagating the strike.

In court papers, Transnet denied claims that it was supporting Blatu in its alleged assaults on Sarhwu members

It said the only reason for the violence was because Sarhwu had chosen to embark on a strike, and if the court declared the strike illegal it would end the "root of all evil"

Postmen in sympathy strike

5/10am
23/8/91 VERA VON LIERES

152
ABOUT 35% of postmen in Pretoria took part in a stayaway yesterday in support of colleagues arrested during an "illegal meeting" earlier this week, the Post Office said

In a statement, the Post Office said a large number of postmen returned to work yesterday morning after a stayaway on Wednesday in sympathy with Telkom colleagues protesting against the implementation of a new grading system for technical personnel of Telkom SA

About half of Pretoria's postmen took part in a stayaway and a meeting organised on Wednesday by the Post and Telecommunication Workers' Association

Mail deliveries were disrupted, but efforts were being made to solve the problem, the Post Office said

□ Sapa reports that an illegal strike by members of the SA Railways and Harbours Workers' Union at Transnet premises in the Northern Transvaal is to be called off, following a Pretoria Supreme Court order

LABOUR

Sparks fly in petrol dispute

W/Week 23/8 - 29/8/91

FUELLED by interdicts, sleep-ins, pickets and the introduction of replacement labour, the strike which has disrupted the petroleum industry for the past two weeks went into negotiations yesterday

Nationally 1 000 BP, Caltex and Total workers are out on strike. Central demands are a 21 to 25 percent across-the-board increase, job security and centralised bargaining in the sector.

Caltex and BP are offering 13.2 percent increases across-the-board, which amounts to R200 at the bottom of the scale. In addition, BP is also offering a 16.6 percent rise to its lowest-paid workers which will take their wages to R1 445 a month.

On Monday, workers were locked out of depots in Johannesburg and Durban. And on Tuesday, an interdict was slapped on workers at BP's Cape Town terminal.

BP's management alleged interference with the company's operations. Workers were preventing the loading of vehicles and no bulk delivery vehicles were able to leave BP's premises, said the company.

BP believes this type of action could "disrupt essential services and flights and cause considerable public harm."

These claims contradict statements this week by the National Energy Council, which said the strike was not disrupting the supply of petrol.

BP workers in Johannesburg and East London have also been threatened with interdicts after bringing depots to a standstill.

A union representative warned that strike-breaking drivers posed a hazard to the public because drivers in the sector underwent special training. He pointed out that transporting petrol was dangerous. Investigations are being made into allegations that replacement drivers were mixing diesel and petrol in the depots.

The Congress of South African Trade Unions' call for centralised bargaining seeks to set industry-wide minimums and fair standards. It also allows unions and employers to make use of their most skilled negotiators and sets wages for the industry, thus preventing wage cuts, say unionists.

But Caltex said in a statement this week that it "is not prepared to sacrifice its independence and flexibility to negotiate what is in the best interests of its employees and the company."

Both BP and Total have signalled their willingness to discuss centralised bargaining.

Chemical Workers' Industrial Union (CWIU) representative Martin Jansen says the union's campaign for job security dovetails with Cosatu's campaign. In addition to a moratorium on retrenchments, the union is seeking

Wages, job security and centralised bargaining are at the heart of the petrol industry strike.
By FERIAL HAFFAJEE



Still pumping ... An attendant fills a motorist's drum at one of strike-hit BP's service stations. The petrol price goes up on Saturday
Photograph: GUY ADAMS

guarantees against contracting.

Jansen says the petroleum sector is prone to contracting — which results in a decline in working conditions and wage cuts. Contracting starts with catering and cleaning workers and eventually affects drivers.

The CWIU campaign also targets deregulation of the industry. The union believes that with the lifting of trade em-

bargoes on South Africa, petroleum will become more easily accessible and cheaper. Price barriers are also likely to be dropped and have negative effects on working conditions.

Unions point out that already the 80km radius for fuel deliveries has been dropped and rationalisation measures have meant drivers often work dangerously long shifts.

They also question the expensive upgrading and marketing programmes which petrol companies have undertaken.

Caltex has spent R300-million on upgrading its refinery, and Mobil and Shell have spent R450-million on their SA Petroleum Refinery.
* Workers' marches on the three petroleum houses' headquarters in Johannesburg yesterday were voluble about the companies' marketing campaigns. Placards protesting against Caltex's sports sponsorship said "Blacks boycott NSL-Caltex Colts games" and

"Caltex sponsors Abdul Bhamjee's bail"
BP's latest marketing campaign got short shrift when workers said "BP is going green while its workers are going starving"

Differing priorities

■ Priority mail may have to wait because of a strike at one of the country's major courier companies. The strike at 18 Sun Courier depots involves 1 000 workers who are demanding across-the-board increases of R250 a month. The company has offered R100.

At the Selby depot, the company has brought in the services of Transnam. A Transport and General Workers' Union representative said Transnam charges three to four times more than the going rate.

Reports from Weekly Mail staff

152

16/8/91
29/8/91
W/M staff

Faint, illegible text from the reverse side of the page, possibly bleed-through or a separate document.

Transnet strikers go into hiding

By Abel Mabelane
East Rand Bureau

Several striking members of the South African Railways and Harbour Workers Union (Sarhwu) in Witbank have gone into hiding after allegedly being threatened by right-wing employees and Transnet scab workers.

The striking employees, who all live in KwaGuqa township, claim that Transnet is aware of the intimidation and has done nothing to stop it.

The strike by the northern Transvaal branch of Sarhwu started on August 5 after workers demanded the reinstatement of retrenched union members.

Among those who have fled their homes is the regional chairman of the northern Transvaal branch of Sarhwu, Johannes Mokwena.

"We have run away from our homes because we fear for our lives.

"Scab workers help the right-wing employees of Transnet to attack us, and Transnet is aware of this intimidation but has done nothing to stop it," Mr Mokwena said.

Transnet public relations officer Morris Butler has denied the allegations. He said Transnet was not aware of the intimidation, adding that it did not condone violence from any of the parties.

Mr Butler said he was surprised that the matter had not been brought to the attention of the company during current negotiations with the union.

He said that if the allegations were true, the union members should have laid charges with the police.

NUM strike ballot begun

THE NUM said yesterday that it had started balloting its members at four De Beers diamond mines after workers rejected a revised company offer of 12.5% (152) CT 28/8/91

Sun strike now in week 2

A STRIKE by more than 740 workers at Sun Couriers, an express delivery service, entered its second week yesterday amid company claims of strike-related violence.

152 CT 28/8/91

~~Star~~ (152) ~~Star~~
**Bosal gets order
against strikers**

Star 29/8/91
Pretoria Correspondent

The National Union of Metalworkers of South Africa and striking employees of Bosal have been interdicted from inciting industrial action at several Transvaal plants

Bosal yesterday obtained an interim interdict after an urgent application in the Pretoria Supreme Court

The union and workers, who struck on Monday, were ordered by Mr Justice van der Merwe to show cause on September 9 why a final order declaring the strike unlawful, and restraining them from entering Bosal's premises, should not be made

Bosal executive director D G Renecke said in an affidavit that employees at the company's six Transvaal plants had started a strike which was part of a national action

The strike began peacefully, but protests were later organised and staff cars damaged

"I have received reports of intimidation of employees to participate in the strike action."

The dispute is over pay and procedures

Staff protest hotel cutbacks

Sowetan 29/8/91

152

By IKE MOTSAPI

an 800 members of the South African Commercial, Catering and Allied Workers Union marched through the streets of Johannesburg yesterday to protest against impending retrenchments at the Braamfontein Hotel.

At least 56 black workers have been threatened with retrenchment at the hotel.

Saccawa organiser Mr Ernest Masia said management's action was unfair because it was taken when wage negotiations between the union and the company were continuing.

Yesterday's march started at 11am at the hotel and proceeded to Heerengracht Building in De Korte Street, which houses the headquarters of the hotel, Braamco CC.

Police and traffic officers followed the

marchers, who sang and danced as they wound their way through the streets towards the building.

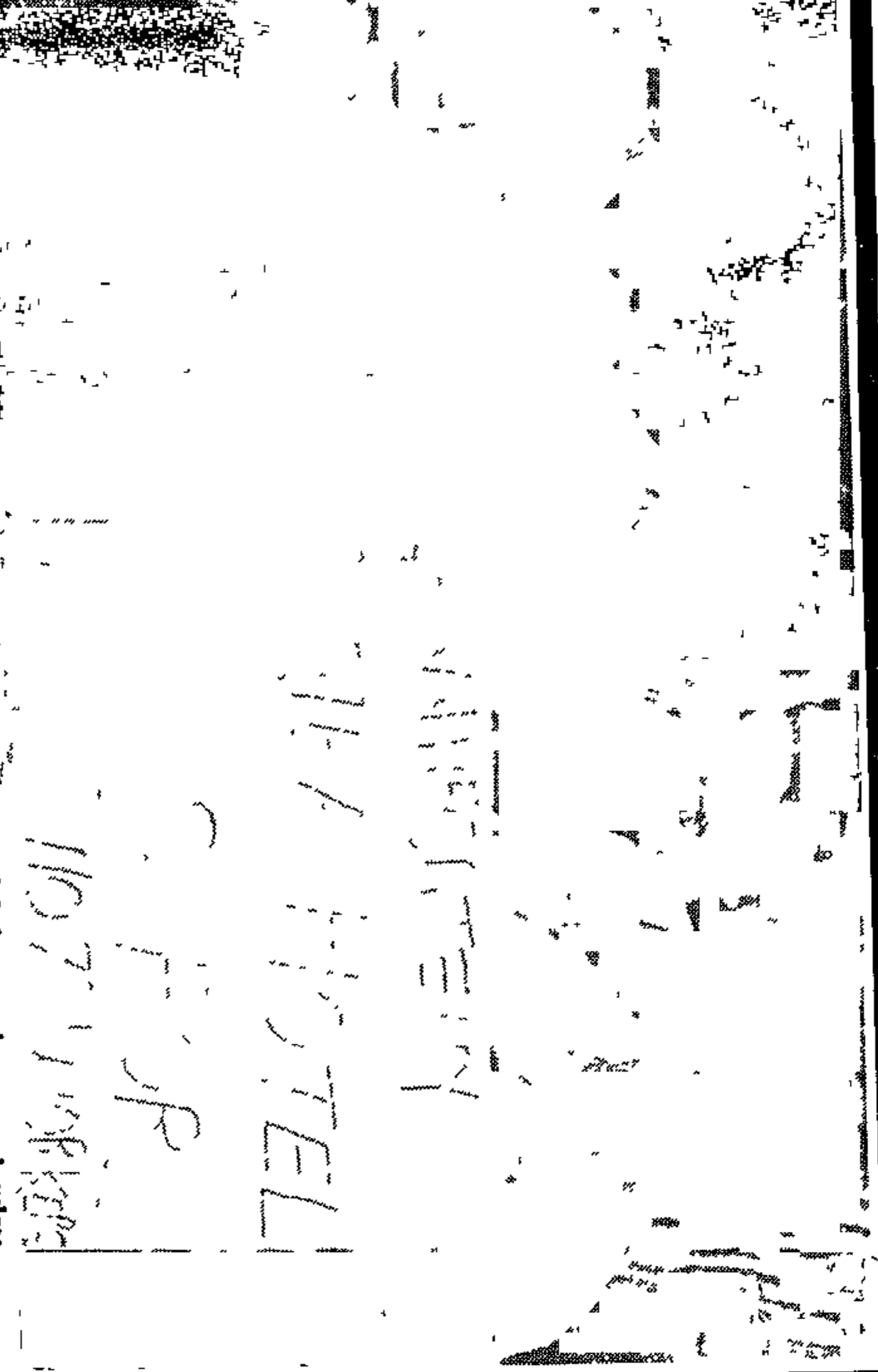
Traffic came to a standstill and groups of people stood at street corners to watch the march.

At Heerengracht Building the marchers milled at the entrance and demanded to see Mr TPB Davies, the managing director.

Davies was not available. He was reported to be in Cape Town.

He was, however, represented by another director, Mr MD Silverman, who was presented with a memorandum detailing the workers' grievances.

Part of the hotel workers who marched through the streets of Johannesburg yesterday



Pic PAT SEBOKO

Long hours spark firemen's protest (152)

CLIVE SAWYER *ARC* 29/8/91
Municipal Reporter

MORE than 200 off-duty Cape Town City Council firemen paraded in the Civic Centre today demanding compensation for their long working hours.

A special meeting of the council executive committee was called soon after the smartly uniformed firemen lined up near the cash hall.

A spokesman said the firemen would wait outside the fifth floor Exco offices while negotiations between Exco, the SA Association of Municipal Employees, the SA Municipal Workers Union and fire brigade representatives were in progress.

The average tour of duty of a Cape Town fireman was 72 hours, while other council staff were granted a 43-hour working week earlier this year, a fire brigade spokesman said.

The protesting firemen who stood quietly, ranged from ordinary fire fighters to commissioned officers.

A petition of 265 signatures will be given to Exco at the special meeting.

The spokesman for the protesters said all fire services were fully-staffed and the city was in no danger.

Deadly mix-up denied



CT29/9/11

CLAIMS by the Chemical Workers' Industrial Union that "scab" labour had caused life-threatening contamination of some products were yesterday denied by pharmaceutical manufacturers Johnson and Johnson.

Company spokesman Mr Wayne Munro rejected as unsubstantiated and completely untrue union charges about the alleged "mix-up of products" at Janssen Pharmaceutica in Midrand. He said all safety practices had been followed.

Union organiser Mr Meshack Ravuku said "Immediately after a strike settlement was reached on Friday, Janssen Pharmaceutica engaged scabs over the weekend who caused life-threatening contamination of products"

— Sapa

Sun Courier talks go on

South 29/8-4/9/91

152

STRIKING workers at Sun Courier in Epping have agreed not to interfere with the company's operations after management reinstated 17 workers who had earlier been dismissed for preventing vehicles from moving in and out of the plant.

The strike, involving 1 000 workers and 18 depots nationally, is now in its second week.

Workers are demanding a salary increase of R250 across the board and parity in salaries for white and black trainee supervisors.

Bosal strike declared unlawful

A NATIONAL strike at six plants of Bosal Afrika was declared unlawful, following an urgent application in the Pretoria Supreme Court

The National Union of Metalworkers of SA was also interdicted from inciting Bosal workers to strike

Numsa and striking Bosal employees, who have been restrained from entering Bosal premises for any reason other than their normal duties, have until September 9 to supply reasons why a final order should not be granted

Sowetan 30/8/91

Bosal workers have been on strike since August 26 after the breakdown of wage negotiations between their employers and Numsa.

Bosal maintained the strike was illegal and that Numsa had not complied with the provisions of the Labour Relations Act. Numsa maintained the strike was lawful and that the majority of Bosal's employees had balloted in favour of a national strike

(152) (152)

Bosal's executive director, Mr DG Renecke, said in papers supporting the application on Wednesday he had received reports of intimidation of employees in terms of which they were being coerced to participate in the strike

He said the stoppage was causing his company irreparable harm and a loss of approximately R300,000 every day

Normal production was not possible because temporary workers were also being intimidated - *Sapa*

Allowance increase offered to firemen

APC 30/8/91
152

CLIVE SAWYER
Municipal Reporter

THE City Council executive committee has offered an increased standby allowance to firemen following a Civic Centre protest and emergency talks

Exco, representatives of the brigade, the Association of Municipal Employees and the Municipal Workers Union agreed to meet on Wednesday to discuss the offer

At present, firemen are paid 5 percent of their monthly salary as a standby allowance

During a three-hour meeting yesterday, they demanded 28 percent to which Exco responded with an undisclosed counter-offer

Grievances are focused on long working hours. A brigade spokesman said the average tour of duty for a Cape Town fireman was 72 hours, and firemen's family lives were badly disrupted

A petition with 265 signatures was tabled at the meeting

Exco chairman Mr Richard Friedlander, who with his committee and senior council officials met firemen's representatives, described the 28 percent demand as unreasonable

He did not believe it would be in the general interest to disclose the council counter-offer

There was a "reasonable spirit" during discussions, he said

During yesterday's meeting, about 120 off-duty firemen lined the corridors outside the fifth floor executive meeting

Commissioned officers who took part in the protest kept order, telling the smartly uniformed firefighters to keep quiet and not to drop litter on the council premises.

BP, Total (152)
strike stopped

STRIKING workers at BP (SA) and Total (SA) have suspended their two-week action, pending the outcome of mediation set to start on Monday, Chemical Workers Industrial Union spokesman Mr Martin Jansen said yesterday

The union signed a wage agreement with Caltex Oil (SA) yesterday after the company imposed a lockout against strikers on Wednesday, he added — Sapa

NUMSA, 30/8 - 5/9/91

Numsa holds strike ballot at Iscor (52)

■ The National Union of Metalworkers of South Africa (Numsa) is balloting its 12 000 members at Iscor on a possible strike and should complete this today.

Numsa's national organiser at Iscor this week said balloting should have been over by last week. But management's failure to give the union adequate space and time to ballot workers at the Vanderbijlpark branch had created the delay.

Iscor is remaining steely in its wage offer of about 10 percent but will have to make an offer of at least 13,5 percent before the union will negotiate.

Motor strike (S2)

DURBAN — Toyota workers downed tools again yesterday — just three weeks after a nationwide strike, which cost the industry R800 million was resolved

This latest stoppage forced the giant Pro-specton-based plant to shut down — Sapa



Firemen want fair pay for ¹⁵² tough jobs _{CT 3/8/90}

By WILLEM STEENKAMP
CITY COUNCIL firemen
said yesterday their
wage dispute with the
municipality centred
solely on "honest and
fair" remuneration for
their arduous jobs

In an interview at the
Central Fire Station in
Roeland Street, the fire-
men also claimed they
were being discriminat-
ed against in terms of
hourly remuneration for
council employees

They said that in addi-
tion to a 9am to 5pm
working day, they had to
complete a "stand-
down" period until 9am
the next day. Lunch hour
was also regarded as
stand-down time

Counting this, they
worked a 72-hour week
— but were paid only 5%
of their hourly rate for
the stand-down time

Every seven weeks,
they said, they worked a
"donkey week" — where
their working time esca-
lated to 96 hours

The firemen said that
during stand-down time
they did not leave the
station, and performed
other tasks

They complained that
they were being "dis-
criminated against" be-
cause they were not af-
fected by the council's
recent reduction of the
working week from 46
hours to 43½ hours

They also claimed the
council was "breaking
the law" as legislation
stipulated a 56-hour
maximum week

READY . . . Firemen Russel Anderton, top, Stephen Boshoff, Gregory Prins and Cedric Steyn of the Central Fire Station in Roeland Street. Although agitating for better pay, the firemen have decided not to strike and remain ready for emergencies

Picture BENNY GOOL

INDUSTRIAL RELATIONS - STRIKES

1991

SEPT. — OCT.

Walk-out at Toyota

S Times 11/9/91 (Business)

TOYOTA has been hit by a strike — three weeks after a protracted stoppage and immediately after new Phase Six local-content requirements. Its plant at Prospecton near Durban closed on Friday when paint-shop workers walked out in an "unprocedural" stoppage about overtime. (152)

The company claims this contravenes an agreement with the National Union of Metalworkers which ended a previous strike.

Pact puts an end to Caltex depot strikes

WILSON ZWANE

WORKERS at Caltex Oil (SA) depots are expected to return to work today following an agreement between the Chemical Workers' Industrial Union (CWIU) and Caltex Oil (SA) on wages and terms and conditions of employment.

CWIU spokesman Martin Jansen said at the weekend the agreement was reached on Friday afternoon after the petrol company had imposed a lockout on striking workers two days previously.

Jansen said mediation between his union and two other petrol companies — BP and Total — would begin today.

"The strike action at these companies was suspended on Wednesday pending the outcome of mediation," he said.

Agreement

About 1 000 Caltex workers downed their tools 13 days ago in a legal strike for higher wages, job security and centralised bargaining.

Caltex Oil (SA) said in a statement at the weekend CWIU shift workers at its depots were expected to return to work today following the agreement between it and CWIU.

Workers at the Cape Town refinery were due to return to work on Friday night, Caltex said.

Caltex said the union accepted its final offer of a 16% increase.

The union also accepted Caltex's position on centralised bargaining and agreed that plant level negotiations would continue, Caltex said.

The CWIU also agreed to submit proposals on job security to the petrol company.

Caltex (152)
ET 2/9/91
workers
end strike

JOHANNESBURG —
Workers at Caltex Oil
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day.

Violence-hit firm resumes operation

WILSON ZWANE

LANGEBERG Corporation and Canning's Boksburg factory, which closed down last week following violence which left seven people dead, is back in operation

Langeberg spokesman Dev du Toit said at the weekend the factory was operating "at a reasonable rate" on Friday after more than 70% of the workers reported for work

The factory stopped operating on Wednesday after workers belonging to the Cosatu-affiliated Food and Allied Workers' Union (Fawu) said they feared for their lives

At least seven people were killed and two seriously injured when fighting broke out between members of Fawu and Inkatha-supporting United Workers' Union of SA (Uwusa) more than two weeks ago

Du Toit said Langeberg management had agreed to let the workers stay away until discussions on security between it and Fawu had been concluded

But the workers had been told that they were free to come to work if they chose to do so, Du Toit said, adding "that is exactly what happened on Friday"

Langeberg management and Fawu were, however, still working on security measures, he said

Fawu's Ernest Buthelezi said the clashes began after Langeberg management dismissed Uwusa workers

Uwusa spokesman Duke Sennakgomo said his union would soon negotiate the reinstatement of its members

6/10/91 2/9/91

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2 000 Pepkor workers begin strike over pay

MORE than 2 000 workers at Pep and Ackermans' stores countrywide have been on a pay strike since Saturday, the SA Commercial, Catering, and Allied Workers' Union (Saccawu) said yesterday

Saccawu assistant general secretary Kaiser Thibedi said in a statement a conciliation board meeting late last month failed to resolve the dispute

Workers are demanding an across-the-board increase of R150 and a minimum monthly wage of R700. The union also wants annual bonuses of up to 75% of monthly salary and the company to commit itself to negotiating non-wage issues after the signing of a 1991 agreement

Saccawu said employers were offering a R139 across-the-board increase for workers with at least one year service and a

minimum salary of R650 for employees with one or more year of service. Employers were also offering annual bonuses of 50% of monthly salary

Thibedi said the companies had not agreed to negotiate secondary issues including a parental rights agreement, medical aid and a national provident fund scheme

"Pepkor is one of the richest retail companies and yet it pays the lowest wage rates among the retail giants," Thibedi said. He said management's refusal to meet workers' legitimate demands had provoked the strike

Pepkor management could not be reached for comment yesterday

VERA VON LIERES

Transport workers to get retirement benefits

THOUSANDS of road transport workers stand to benefit from a new provident fund, recently agreed to after protracted negotiations between employers and four trade unions

Witwatersrand Motor Transport Industrial Council spokesman A M Serrano said yesterday the fund would provide retirement benefits to workers employed by about 350 businesses in the Witwaters-

VERA VON LIERES

rand area. Serrano said in a statement new employees who joined those businesses would automatically become members of the fund. Existing employees had 12 months to decide whether to join

Another 200 hauliers and cartage concerns in the Witwatersrand which did not have staff retirement arrangements would have

the option of joining the industry's "umbrella fund"

Accumulated retirement benefits in the fund would not be affected by job changes within the industry," Serrano said

Unions party to the agreement are the Transport and General Workers Union, Motor Transport Union, the SA Transport Workers' Union and the Professional Transport Workers' Union of SA

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B/day 3/9/91

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Pep Stores workers on strike

Sowetan 3/9/91
MORE than 2 000 workers at Pep and Ackermans Stores have been on strike for more pay since Saturday, the SA Commercial, Catering and Allied Workers Union said yesterday

Workers are demanding a R700 minimum monthly salary and a R150 across-the-board increase, Saccawu assistant general secre-

tary Mr Karzer Thibedi said
The strike followed a Conciliation Board meeting on July 31 which failed to resolve the dispute

The union also demanded an annual bonus of 75 percent of the monthly salary and that the companies commit themselves to negotiate non-wage issues once the 1991 agreement

was signed

Thibedi said the employers were offering R139 across-the-board for all employees with more than a year's service

A minimum salary of R650 was being offered to all employees with more than one year's service, plus an annual bonus of 50 percent of the monthly salary

The companies had not agreed to negotiate secondary issues such as parental rights, medical aid and a national provident fund

Thibedi said "Pepkor is one of the richest retail companies and yet it pays the lowest wage rates among the retail giants

"Management's arrogant and paternalistic atti-

tude and their refusal to meet workers' legitimate demands has provoked the strike. Our members have now accepted the inevitable as provoked by their bosses"

Pepkor spokesman Mr George Stander was not immediately available for comment - *South African Press Association*

8/Day 3/9/91

Production of Toyotas disrupted by walkout

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MARC HASENFUSS

WILDCAT strike action, which has disrupted production at Toyota's Prospecton plant near Durban, entered its second day yesterday.

Workers in Toyota's paint shop staged a walkout on Friday following an overtime disagreement.

Production lost so far has been estimated to be in the region of 850 vehicles.

Toyota industrial relations director Theo van den Berg said paint shop workers were requested to continue production after technical problems prevented further work in the plant's other production divisions.

However, paint shop workers declined to resume production after employees in the affected divisions were sent home on Thursday.

Van den Berg confirmed that production was not resumed yesterday, but said it was hoped that full production would be resumed today.

A Toyota marketing spokesman estimated that work stoppages at Prospecton would cause a loss of about 430 production units a day.

This has serious implications for Toyota, which had just started to recoup lost production after the

damaging two-week strike action which ended last month.

Toyota is SA's largest vehicle manufacturer, and with a share of close to 30% of the total new vehicle market, production stoppages could create supply bottlenecks in certain of its best-selling passenger and light commercial vehicle models.

Moratorium

The strike action seems to contravene the landmark agreement reached between employers and the National Union of Metal Workers (Nurmsa) after strike action hit almost all manufacturers in the industry last month.

According to the agreement, a moratorium on retrenchments would be entrenched for the period of the agreement provided production targets were met.

However, repeated failure to achieve targets would entitle motor manufacturers to withdraw the moratorium.

Official spokesmen for the union could not be reached for comment yesterday.

**700 given ¹⁵²
ultimatum**

^{Sowetan 3/9/91}
MORE than 700 workers on strike at Sun Couriers in Cape Town have until 8am today to report for duty or be fired, managing director Mr Anthony Sallsbury said yesterday.
- Sapa.



Out on strike . . . but the recent spate of stayaways is part of a predictable pattern, say several commentators.

Why strike action is booming

THE PAST two months have seen a dramatic increase in strike action compared to the first half of the year

According to Andrew Levy and Associates, there were 375 000 workdays lost in the first six months of the year — and more than 600 000 in the past two months

But this is no cause for great alarm, say some labour commentators, because major strikes normally take place during this time of the year

Brian Allen, director of Andrew Levy and Associates, pointed out that the third quarter of the year was usually characterised by increased strike action because it was the wage-bargaining season for most sectors

However, this "traditional peak" was still not comparable to last year, when 2,2 million workdays were lost in the first nine months

Mr Allen believes the upsurge will subside over the next few weeks and that strikes that do occur will be in the smaller sectors where negotiations are in progress or have not begun

Patrick Deale, a director of SPA Consultants, has similar views, but he pointed out that apart from the major wage strikes in the motor and tyre

More than 600 000 days have been lost in the past two months because of industrial action, reflecting a major upsurge in strike activity.

SHAREEN SINGH reports.

industries, which account for the most number of workdays lost, there were significant strikes over other issues

Centralised bargaining, job security and retrenchments were also major strike triggers. But because of the economic climate and ever-increasing threat of job losses, workers were more cautious than last year about striking

Determined

In line with Cosatu's campaign for centralised bargaining, unions — particularly in the chemical industry and the commercial catering sector, where there are no industrial councils — were making a more determined push on this demand, Mr Deale said

Stuart Pennington, another SPA Consultants director, believes the upswing in industrial action is due only partly to major wage negotiations taking place in this period

The other reason was that

Cosatu took a bit of a knock at the ANC congress in July, in that its leadership was given no major role to play in the organisation's executive committee or national working committee

This had to a large extent relieved Cosatu of its political role, giving it space to consolidate as a working-class organisation concentrating on worker issues

Now that there was a greater certainty about Cosatu's role, shop-floor issues would once again be taken up with added fervour, he said

According to his assessment, Mr Pennington said, strike action, rather than declining, was likely to continue increasing

However, the tight economic climate and fear of job losses may be a harnessing factor in beating last year's figures

Cosatu officials said the increase in strike action showed a determination by workers to

continue their fight for job security, centralised bargaining and a living wage, particularly in the light of VAT

Campaigns on these issues had been reinforced at its July congress, and bosses were shortsighted if they believed workers had pushed aside their demands because of threats of dismissal

Strikes in the postal sector over the implementation of a grading system without consultation, and on mines in Bophuthatswana over union recognition, gave a clear indication that workers were being deprived of basic trade union rights, a Cosatu official said

Stayaway

Mass action was being planned on the question of VAT, and there could be a mass stayaway if there were no co-operation from the Government, Cosatu said

According to Independent Mediation Services of South Africa, many strikes had been curtailed because of the willingness of managements and unions to resort to mediation and arbitration in resolving disputes

There appeared to be a marked trend in moving towards co-operation rather than confrontation □



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Star
3/9/91

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152

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There appeared to be a marked trend in moving towards co-operation rather than confrontation □

Increase in strike action — what the experts say

MORE than 600 000 mandays were lost in the past two months due to industrial action, reflecting a major upsurge in strike activity. Some labour experts say the upsurge is normal and will decline in the next few weeks. Others predict an increase in strike action. Argus Correspondent SHAREEN SINGH reports.

THE past two months have seen a big increase in strike action compared to the first and second quarters of this year. According to Andrew Levy and Associates there were 375 000 mandays lost in the first six months of this year, and more than 600 000 mandays in the past two months.

But this was no cause for great alarm, according to some labour commentators, because major strikes normally took place during this time of the year.

Mr Brian Allen, director of Andrew Levy and Associates, pointed out that the third quarter of the year was usually characterised by increased strike action because it was the wage bargaining season for most sectors.

Major national wage negotiations at industrial council level fell in this period. Hence strike action over wages and working conditions in the current period was in line with industrial relations trend and its "traditional peak", he said.

However, this peak in industrial action was still not comparable to last year where 2,2 million mandays were lost in the first nine months, he said.

He believed the upsurge would subside over the next

few weeks and strikes that do take place after that would be in the smaller sectors where negotiations were in progress or had not yet started, he said.

Mr Patrick Deale, director of SPA Consultants held similar views, but he pointed out that apart from the major wages strikes in the motor and tyre industries which accounted for most of the mandays lost, there were significant strikes over other issues.

Centralised bargaining, job security and retrenchments were also major strike triggers. However, due to the economic climate and the ever increasing threat of job losses, workers were more cautious than last year about going on strike, hence the decline in industrial action since last year.

In line with the Cosatu campaign for centralised bargaining, unions, particularly in the chemical industry and the commercial catering sector where there were no industrial councils, were making a more determined push on this demand which was being tabled at wage negotiations, Mr Deale said.

Mr Stuart Pennington, another SPA Consultants director believed the upswing in industrial action was only

partly due to major wage negotiations taking place in this period.

The other reason was that Cosatu had taken a bit of a knock at the ANC congress in July, in that its leadership was given no major role to play in the ANC's executive committee or national working committee.

This had to a large extent relieved the federation of its political role, giving it the space to consolidate itself as a working class organisation concentrating on worker issues — hence the resurgence of worker militancy shortly after the ANC congress, Mr Pennington said.

Now there was a greater certainty about Cosatu's role and shop floor issues would once again be taken up with added fervour.

According to his assessment, strike action rather than declining, was likely to continue increasing or remain at the current level.

However, the tight economic climate and fear of job losses might be a harnessing factor in beating last year's strike figures, he said.

Cosatu officials said the increase in strike action showed a determination by workers to continue their fight for job security, centra-

lised bargaining and a living wage, particularly in the light of the government's imposition of VAT which "clearly the majority of people were against".

The federation's campaigns on these issues were reinforced at its July congress and bosses were shortsighted if they believed workers had pushed aside these demands because of their threat to dismiss employees, Cosatu said.

Strikes in the postal sector over the implementation of a grading system without consultation, and on mines in Bophuthatswana over union recognition, gave a clear indication that workers were being deprived of basic trade union rights, a Cosatu official said.

Industrial action over these issues, which trade unions have highlighted over the years, would continue and might escalate depending on the attitude of the bosses, Cosatu said.

According to the Independent Mediation Services of South Africa (Immsa), many strikes had been curtailed because of the willingness of managements and unions to resort to mediation and arbitration in resolving disputes.

Immsa conducted about 80 mediations last month.

Workers boycott night shift

CLERKS and porters at Kalafong Hospital near Pretoria are boycotting night shift because the hospital is allegedly refusing to pay them night shift allowances

The boycott started on Monday when all the night shift staff reported for work at the same time as the day shift workers.

The workers, all of whom are members of the National Education, Health and Allied Workers Union, claimed that the nursing staff and cleaners were being paid night shift allowances.

"We, too, demand that we be paid the same allowance as the other night shift workers," said a spokesman for the boycotters.

The boycott action was confirmed on Tuesday by the hospital superintendent, Dr B Nieuwoudt, who said the matter was being investigated at high level.

Nieuwoudt said patient care was not affected

Workers met the hospital management yesterday afternoon to present their demands

They were told the demands would be forwarded to head office

Workers said they would continue to report for work in the morning and knock off the same time as day shift clerks and porters, if their demand was not met.

Their spokesman said the casualty, maternity and admission departments were the most affected. - Sapa.



Worker hurt
^{Star}
in human-chain
^{5/9/91}
demonstration

By Stan Hlophe (152)

A factory worker was slightly injured in Johannesburg yesterday after she was allegedly knocked down by a police car when thousands of workers took to the streets in a "human-chain" demonstration to protest against VAT and to air their demands for industrial restructuring.

The countrywide lunch-hour action was organised by the South African Clothing and Textile Workers Union.

Sactwu organiser Hendrik Toli said the injury was reported to the police. He said one demonstrator had been dismissed after the protest and the union would take up the matter with his employer.

Police liaison officer Captain Eugene Opperman said the accident was not reported to the police.

In Johannesburg, chanting and ululating Sactwu members formed a chain from the city centre to Doornfontein.

The demonstrators, mainly women, held placards and sported T-shirts saying "We want jobs" and "No retrenchments, no short time, no VAT".

60 go on strike in Epping

Staff Reporter

(152)

ARG 6/9/91

SIXTY workers at Warehousing & Direct Mailing (Pty) Ltd in Epping have gone on a legal strike after a wage dispute

Last week workers, who want R650 a month as opposed to an offer of R600, voted to strike on Monday, said an SA Commercial Catering and Allied Workers' Union spokesman

The company has offered 13 paid holidays, 20 days' leave, a two-week Christmas bonus, a monthly wage of R600, an annual increase of not less than 14 percent, a 40-hour week and a 15 percent increase in allowances

Pepkor strike closes stores

(172) cr 6/9/99
THE Pepkor Group was forced to close at least two stores by yesterday as a wage strike by more than 1 000 members of the SA Commercial, Catering and Allied Workers' Union entered day four.

About 250 Pepkor Stores and Ackermans outlets were affected by an illegal strike, Pepkor human-resources director Mr Piet Brand said.

Unionists put the number of strikers at 2 000. The union wants a R150 across-the-board increase for all members and a R700 minimum wage. The company is offering R139 across-the-board and a R650 minimum. — Sapa

Protest is biggest yet

C/P res 8/9/91.

C/P res 8/9/91.

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~~152~~

By DICK USHER

AT LEAST 136 000 workers from 1 400 factories in 73 areas took part in the SA Clothing and Textile Workers' Union (Sactwu) "human chain", in Cape Town this week, making it by far the biggest protest staged in South Africa by a single trade union.

The protest reflects deeply-felt worker concerns about factory closures, retrenchments and short-time working, which the union estimates have seen about 10 000 jobs disappear in the past 12 months.

Besides protesting over the job losses, workers were calling attention to the imminent introduction of VAT and to the union's demand for national forums at which industry-wide problems can be dealt with.

Sactwu assistant general secretary Ebrahim Patel said there were two roots to the problem - inconsistent government policies and inconsistent attitudes from employers.

Patel said apartheid

policy had resulted in a poor climate for investment, which in turn led to limited industrial growth and job creation.

In addition, the government's structural adjustment policy had resulted in substantial job losses in the textile industry. But it had now decided to reverse this policy, which would also cause further job losses.

The structural adjustment policy had permitted manufacturers to import cheap textiles, provided the goods made from them were exported. This had lost local textile jobs which would not be restored easily.

But reversing the policy now meant that clothing employers would be unable to fulfil export orders, and would have to lay off workers.

"And employers themselves have inconsistent approaches to finding a solution," he said.

"Either they want more protection, or they want free trade - but you can't have both.

"Sactwu wants to restructure the industry in co-operation with employers.

"But this has to be done on a national basis, involving all stakeholders in the industry - not as a series of ad-hoc actions by employers."

Sactwu is currently involved in discussions with clothing employers at a national forum and is trying to create a similar body with textile employers.

But clothing employers in the Western Cape, the most important section of the industry, have so far refused to enter the forum. In the textile industry the union held discussions with employers last week from which it hopes progress will be made.

"What we are looking for are training programmes structured on a national basis in which the union will have an important voice in deciding policy and a stronger emphasis on exports," said Patel.

Education and training were at the heart of creating a more efficient and productive industry, he said, while raising the level of exports required increased investment.

2 000 picket Edgars stores

Sowetan 9/9/91

MORE than 2 000 members of the South African Commercial Catering and Allied Workers Union have downed tools countrywide to demand a wage increase and better working conditions

The strike, which started on Friday, has affected operations at four major Edgars stores and warehouses in Durban, Johannesburg and Cape Town

The strike demands cover workers in the homelands

By SELLO
MOTLHABAKWE

The union demands an across-the-board wage increase, a R1 100 minimum monthly wage, a 13th cheque and the recognition of March 21 and June 16 as paid holidays.

Harassed

Workers picketing Edgars stores in Rustenburg claim they were harassed by police.

Epping strikers return to work

SHARON SOROUR (152)
Labour Reporter 19/9/91

MORE than half the striking workforce of Warehousing and Direct Mailing (Pty) Ltd in Epping has gone back to work

Management and the SA Commercial, Catering and Allied Workers' Union (Saccawu) reached a settlement this week, ending a two-week strike

About 60 union members downed tools on September 3 over wages and conditions of service

The "compromise" agreement satisfied both parties and workers returned to work yesterday, said company joint managing director Mr Rusty Clement

The agreement came after about 60 workers occupied the company's boardroom to "express their rejection

of management's latest wage offer" after negotiations between the two parties, said union spokesman Mr Bevil Lucas

Further negotiations were then held "to clarify certain misconceptions" that had arisen, Mr Clement said

Mr Clement said the company had not suffered any production loss as "piece-rate" workers rather than "casual" workers were employed to maintain production

The parties had "in principle" agreed on a 40-hour work week, a total of 13 paid public holidays including June 16 and Sharpeville Day, maternity leave and provision for a death benefit of R800, increases in shift and meal allowances to accommodate inflation and four weeks' annual leave

Unions, business and police in bid to halt East Rand violence

~~152~~ 152 VERON LIERES ~~152~~

COSATU said yesterday it would meet business leaders and police to try to halt a spate of violence against its members on the East Rand

Cosatu Witwatersrand co-ordinator Alfred Woodington said the decision was taken at a meeting last week between the labour federation and the Germiston Chamber of Commerce and Industry, aimed at addressing the deteriorating situation in the area

The parties committed themselves to maintaining good industrial relations and to strive for peace, while recognising that violence could destabilise the area

They also agreed to include in the talks Sacob, the SAP, small business organisations, including the Golden Walk Traders Association, the Germiston Independent Traders and other trade union groupings, he said

A tentative date for the meeting has been set for September 19 *Monday 10/9/91*

Cosatu strongly condemned an early morning attack yesterday on workers travelling between Kathlehong and Wadeville railway stations, Woodington said

Meanwhile, Pepkor Group human resources director Piet Brand said yesterday a resurgence of violence in East Rand townships at the weekend had hampered efforts to reopen three strike-bound stores in the Pepkor Group, Sapa reports

About 1 500 workers at 282 Pep Stores and Ackermans outlets have been on strike since Saturday

R10200 10/9/91

Edgars strike spreads

LABOUR action and picket demonstrations continued outside three major fashion stores yesterday as workers demanded across-the-board wage hikes.

Workers at five more Edgars centres joined a countrywide strike, bringing to 40 the number of Edgars stores affected. Jet Stores and Sales House are also affected.

Edgars group human resources executive Don Findlay said the company had faxed the SA Commercial, Catering and Allied Workers' Union in an attempt to establish the bona fides of the union's ballot and the legitimacy of the strike, which he said was illegal.

Saccawu officials were not available for comment.

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x

300 Cape pie staff threaten action

SHARON SOROUR
Labour Reporter

(152)

ARG 10/9/91

INDUSTRIAL action looms in the food sector following the deadlock in wage negotiations affecting 800 workers at Mama's Pies factories in Cape Town, Johannesburg and Durban.

About 300 Western Cape workers at the Maitland factory will join other Food and Allied Workers' Union (Fawu) members today in reporting back to officials on their plan of action, said union organiser Mr Ernest Theron

Mr Theron said this could include strike action, demonstrations, marches and overtime bans, in accor-

dance with the Recognition Agreement between the union and employers of Premier Food Industries.

He said, "We have chosen not to take the dispute to the Industrial Court, but to challenge the company through the Recognition Agreement which allows the union to take any action it chooses, including strike action"

The union was demanding a 15,9 percent increase on the minimum weekly wage, which was R196 at the moment, Mr Theron said

The company was offering a weekly wage increase of eight percent

Edgars strike enters 3rd day

(152)

ARG 10/9/91

SHARON SOROUR
Labour Reporter

THE wage strike by hundreds of Edgars, Jet and Sales House workers throughout the country has entered its third day.

Members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) downed tools on September 6 over wages and conditions of service.

However, the number of workers involved remained another point of dispute.

According to union spokesman Mr Joey Kersi, more than 2 000 workers were on strike, including about 500 in the Western Cape.

This was disputed by Edgars group human resources executive Mr Don Findlay who maintained only 800 workers, including 38 in the Western Cape, were involved in the industrial action.

Mr Kersi said there had been no contact between the two parties since the strike began and if "management wants to negotiate, we are free to do so".

Mr Findlay said only one Western Cape Edgars branch had been affected, namely the Adderley Street branch, and the supplying warehouse.

Wage negotiations deadlocked in July, said union official Mr James Ngwenya.

The union was demanding a monthly across-the-board increase of R200, a 13th cheque for workers with five years' service, improvement of the existing provident fund and "parental rights" for workers.

Mr Findlay said the union refused to accept management's offer of a monthly R180 across-the-board increase for the first six months until November, which would be increased to R200 for the next six months.

This was an average monthly increase of R190, or 18 per cent with workers on the minimum scale getting a 21,2 per cent increase, Mr Findlay said.

Management's offer also included a minimum starting salary of R850 a month for new employees and a 13th cheque for workers with six years' service. This had previously been seven years.

NEWS IN BRIEF

Spoornet protest (52)

TENS of thousands of Spoornet workers took part in country-wide demonstrations yesterday to support demands for a minimum monthly wage of R1 500

Union spokesmen said SA Railway and Harbour Workers' Union members slowed production at many Spoornet operations. A Spoornet spokesman said productivity had been maintained

19/9/91

TH Unionists hold sit-in at Spoornet

By Shareen Singh (152) (7)

PRIEST IN
REV D N
TEL

Eighteen unionists occupied Spoornet's head office in Cape Town last night, after a demonstration by thousands of rail workers countrywide to support a demand for better pay

The 18, who are members of the regional executive committee of the South African Railway and Harbour Workers Union (Sarhwu), were determined not to leave the offices until some progress had been made in wage negotiations

But a senior Spoornet employee said last night that management was in the process of

getting a court interdict to evict the unionists

Sarhwu spokesman Vanguard Mkosana said more than 30 000 workers had taken part in protests at work to force management to meet wage demands. Some workers had marched to Transnet offices with a memorandum of demands

Transnet's offer of a minimum wage of R900 for general workers and an 11,5 percent increase for graded workers was unacceptable, Mr Mkosana said.

"Management said to us that their offer was all they could afford in this economic climate. We want to see this for our-

elves by examining their financial statements, but they refused to make these available to the union," Mr Mkosana said

Sarhwu had demanded a 20 percent increase for graded workers and a minimum wage of R1 100 for general workers

The union claimed Transnet was not processing stop orders at some work places, especially those of white workers who had joined Sarhwu

Negotiations are due to continue today and tomorrow. Transnet management could not be reached at the time of going to press.

HIP

Stev 11/9/91

Cleaners, guards in city demo

By Stan-Hiophe

Anglo American Property Services security and cleaning staff downed their whistles, brushes and brooms and took part in a three-hour picket outside the company's Diagonal Street premises in Johannesburg yesterday.

The action by about 200 employees was in protest against the dismissal of four colleagues and alleged racial discrimination by a security chief, Sam de Wet.

Other demands include the dismissal of Mr de Wet and an end to alleged harassment and abuse of staff.

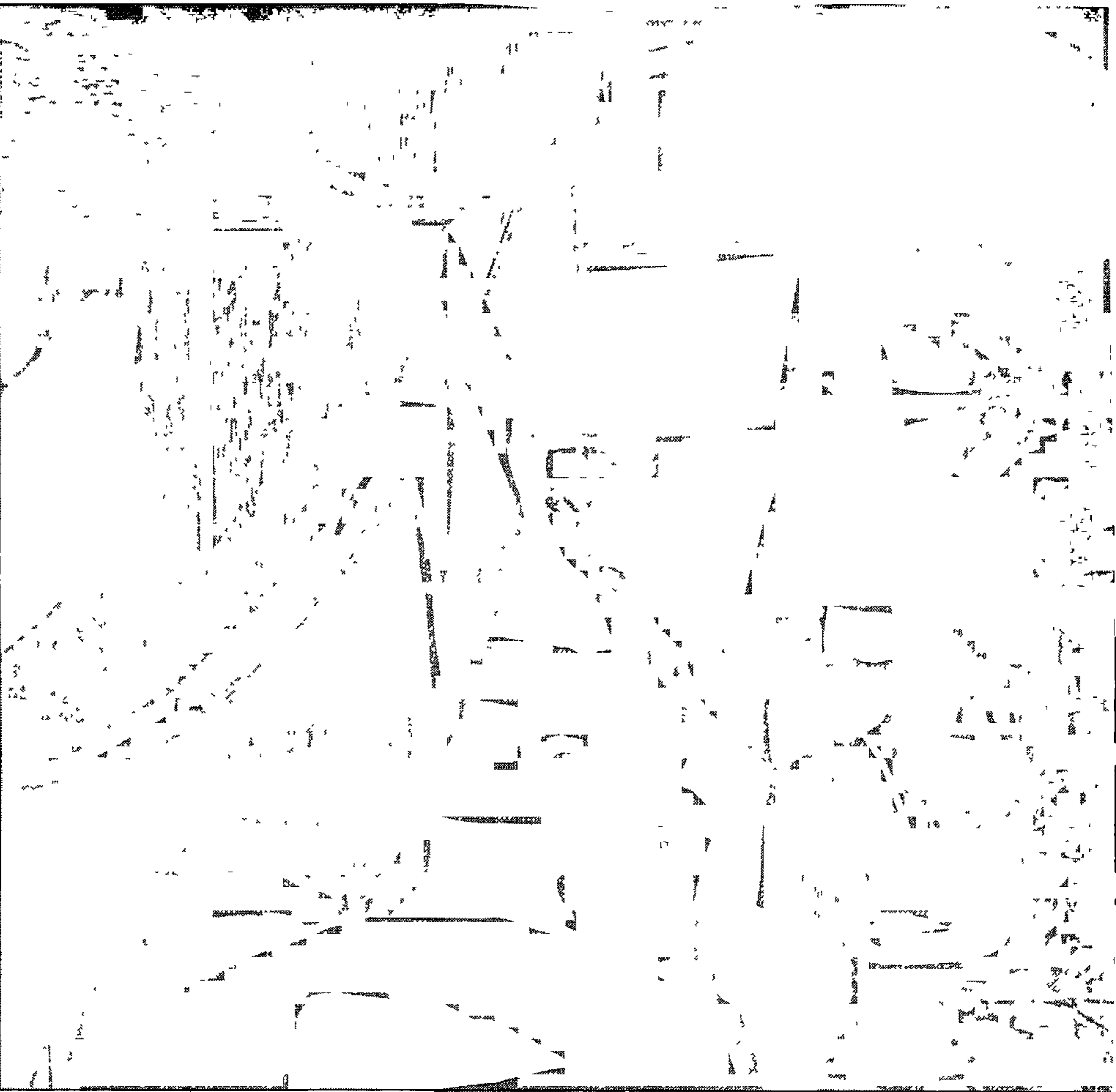
The main entrance to the company building was partially blocked by the picketers, who held aloft placards some of which read "Away with De Wet", "Stop oppressing the security", "De Wet, go back to John Vorster Square and SAP!" and "Reinstatate our colleagues".

Later, the workers were addressed by the regional organiser of the National Union of Mineworkers, Daniel Makhubu, and human resource manager P R Farina, who gave an assurance that their grievances would be attended to.

However, Mr Farina warned the workers not to embark on a strike before submitting their grievances to management.

He added that management understood that the staff had genuine grievances, but these should be addressed through proper channels.

Mr Makhubu then asked staff to suspend their protest action pending the outcome of talks between the union and management which began yesterday afternoon.



Damp end to demo . . . security guards place placards in a fountain outside the Anglo American Property Services headquarters during a protest by security and cleaning staff

Picture Ken Oosterbroek

Mail firm strikers hold out for R150 extra ⁽¹⁵²⁾

SHARON SOROUR
Labour Reporter

THE wage strike by more than half the Epping workforce of Warehousing and Direct Mailing went into its eighth day today

About 60 members of the South African Commercial, Catering and Allied Workers' Union (Saccawu) downed tools on September 2 demanding higher wages and better conditions of service, said union organiser Mr Bevil Lucas

Workers wanted an increase of R150 a month for all employees, he said

According to the company's joint managing director, Mr Rusty Clement, management was offering the greater of a minimum wage of R600 or a 14 percent increase

He said production had not been affected as casual workers had been employed.

Mr Clement said the parties had "in principle" agreed on

- A 40-hour work week,
- Thirteen paid public holidays including June 16 and Sharpeville Day,
- Maternity leave and a death benefit of R800;
- Increases in shift and meal allowances to allow for inflation, and,

● Four weeks annual leave.

Mr Lucas said workers demonstrated outside the Reader's Digest building in Strand Street yesterday because they were former Digest employees.

"Warehousing and Direct Mailing used to be the Reader's Digest distribution centre, but when disinvestment took place the division was sold to local buyers," Mr Lucas said.

The workers had lost pension and medical aid benefits when the company was sold and some with more than 15 years' service were forced to accept lower wages, Mr Lucas said.

Mr Clement said while there was a perception the company was part of Reader's Digest, Warehousing and Direct Mailing was autonomous

He said the strike was being conducted in a "responsible fashion" Workers were allowed to picket and congregate on the company premises

Mediation to resolve the dispute had failed and the two parties had no plans at the moment to negotiate.

● Union members at Edgars, Jet and Sales House stores nationwide are also still on strike over wages and conditions of service

Strike to continue ¹⁵²

Sowetan 12/9/91
By IKE MOTSAPI

THE 13-day-old strike by 2 000 members of the South African Commercial, Catering and Allied Workers Union at Pep and Ackermans stores continues with no end in sight

And Saccawu yesterday warned that the strike "will take a long time to resolve because management was taking a dangerous intransigent stand"

Saccawu assistant general secretary Mr Kaizer Thibedi said "Our members met in different regions last week and resolved to intensify the strike until management sees reason to enter into serious negotiations with the union

"We know that the company is already losing thousands and thousands of rands of sales because of intensive picketing by our members. In some stores there is virtually no business

"Saccawu will use very legitimate weapons in the hands of labour to pressurise the company to accede to its demands"

Issuing of pamphlets

Thibedi said the key to the success of the strike was "heavy picketing and issuing of pamphlets"

"Management will find itself forced to enter into early and meaningful negotiations to avert a catastrophic situation," he added

Over 4 000 retail staff on strike

By Shareen Singh

The retail sector has been hit with major strikes involving more than 4 000 workers at stores owned by the Pepkor and Edgars groups nationally

At Ackermans and Pep stores some 2 000 workers were in the tenth day of their wage strike, the South African Commercial Catering and Allied Workers Union said yesterday. Eight stores had been closed, according to the union.

Saccawu spokesman Kaizer Thibedi said the union had demanded an across-the-board increase of R150 and a minimum wage of R700. The current minimum wage was R520.

A Pepkor spokesman said 307 stores had been affected by the strike by 1 620 workers, but the numbers were growing daily.

The company's wage offer of 20,1 percent at Pep stores and 17,3 percent at Ackermans were well above other settlements this year, he said.

More than 2 000 Edgars group workers at Sales House, Edgars, Jet stores and Express stores were in the fifth day of their strike yesterday.

Workers had demanded a monthly minimum wage of R1 000 and R200 across the board. The minimum wage was R700.

Also central to the Edgars group dispute was the union's demand for March 21 and June 16 as paid holidays.

"Most companies organised by Saccawu have agreed to grant these two days as paid holidays and it is not an issue any more," Mr Thibedi said.

The strikes had been marked by widespread picketing and demonstrations.

In Natal, about 1 000 Fedics group workers had been on a wage strike since last week and at City Deep in Johannesburg some 500 workers at Freshmark fruit and vegetable company had been locked out by management after they refused to accept a final wage offer.

Major national strikes were brewing at Ellerines and City Lodge where Saccawu was balloting its members following a wage deadlock.

The union had more than 4 000 members at Ellerines and about 2 000 at City Lodge, Mr Thibedi said.

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Sarhwu man freed

Trade unionist Bongani Sibisi, a member of the South African Railway and Harbour Workers Union, was released from jail on parole on Monday after serving two years of his eight-year sentence for murder. He was among 18 Sarhwu members arrested in 1987, tried in 1988 and sentenced in 1989 after a long strike. He faced several charges, including murder, after the 1987 strike when four "scabs" were abducted and killed.

~~152~~ 152

Mailing-firm workers still out on strike over wages

SHARON SOROUR
Labour Reporter

(152)
12/9/91
MORE than half the workforce of Warehousing and Direct Mailing (Pty) Ltd in Epping are still on a wage strike

About 60 members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) downed tools on September 3 over wages and conditions of service.

The action was preceded by a 'go-slow', according to company joint managing director Mr Rusty Clement

The company had not experienced any production loss as

"piece-rate" workers rather than casual workers were being employed to maintain production, he said

"Because of the fluctuating workload inherent in much of our business, we periodically 'top-up' our workforce in order to meet deadlines," he said

According to union spokesman Mr Bevil Lucas, workers were demanding an increase of R150 a month for all employees

Mr Clement said management was offering a minimum wage of R600 or a 14 percent increase, whichever was greater

17 arrests but Eveready works as usual

The Argus Correspondent

PORT ELIZABETH — It was work as usual today at Eveready after police arrested 17 employees when they barred two senior staff members from leaving the company's offices yesterday (182)

Police said workers prevented the director, Mr Barry Lane, and industrial relations manager Mr Hein Els from leaving. Aug 29/91

A woman and 16 men are to be charged with intimidation. The company was involved in a strike at the same time as workers were on strike in the motor industry.

An agreement was later signed between the company and union officials

Apparently some workers were not happy with the agreement signed between the National Union of Metal Workers of South Africa and the company.

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Thousands quit shop counters in pay strikes

SHARON SOROUR (152) Labour Reporter ARG 13/10/91

THOUSANDS of retail store workers are on wage strikes and action is brewing in the hotel sector

Members of the SA Catering, Commercial and Allied Workers' Union are on strike at Pep, Ackermans — owned by Pepkor — and Edgars group stores, Jet and Sales House and Edgars

National strikes were also imminent at Ellerines and City Lodge over wages and at the Metro Group and Southern Suns over retrenchments, a union spokesman said

Pepkor workers downed tools on August 31 after wage negotiations deadlocked, said group human resources director Mr Piet Brand

He said the union was demanding a R150 across-the-board monthly increase, a minimum salary of R700 and a

Christmas bonus of 75 percent of the monthly salary

Pepkor was offering a monthly across-the-board increase of R139 for workers with more than a year's service employed by February 28, a R700 monthly minimum wage and R650 minimum monthly wage for new employees, Mr Brand said

Union members at Edgars stores countrywide downed tools on September 6

While the union said more than 2 000 workers were involved, human resources executive Mr Don Findlay said fewer than 1 000 were out.

Edgars workers were demanding a monthly across-the-board increase of R200 and a 13th cheque after five years' service. They are being offered a R180 rise for the first six months until November, increasing to R200 for the next six months

Crisis talks halt railway strike

By DREW FORREST

THE trauma of a second railway strike in a year was temporarily averted this week in crisis talks between Transnet and the South African Railway and Harbour Workers Union (Sarhwu)

Both sides agreed to meet in a fortnight after exploring ways of breaking the wage deadlock, possibly through a productivity agreement, management sources said after all-day talks on Wednesday

It appears that the union leadership — perhaps recalling the horrors of the last strike, in which 30 people died and R40-million damage was caused to railway property — is keen to avoid strike action.

But surging militancy on the ground may yet force the dispute to a head. On Tuesday between 18 000 and 50 000 workers staged a one-day countrywide stoppage as a show of strength in advance of negotiations

In Cape Town, Sapa reports, about 2 000 singing and ululating Sarhwu members — marched with banners and placards to hand

over memoranda at Transnet's headquarters on the Foreshore. (270) (152)

Seventeen unionists also staged a sit-in at Spoornet's Cape Town offices.

Sources said management was girding its loins for battle, having resolved that it would not shift from its final offer of a R900 minimum wage and 11.5 percent across the board. On Wednesday, Sarhwu stood fast on a demand for R1 100 — the current minimum is R750 — and 20 percent.

Since winning national recognition in July, Sarhwu has been negotiating for all its 38 000 paid-up members. Transnet recognised the union only in respect of southern Natal after last year's bloody strike.

"Sarhwu's demands are unrealistic in the current economic climate," said Transnet industrial relations executive Vic Van Vuuren.

"We are running at a loss but have managed to avoid retrenching because of the social impact. A big wage award might force us to reconsider this policy."

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APRIL 2 1991

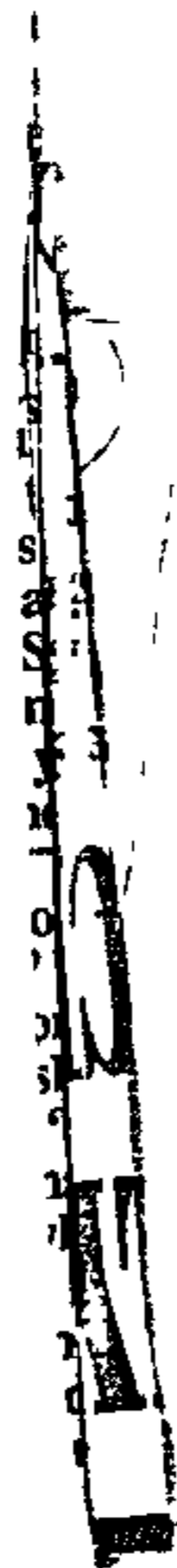
Saccawu strike goes on

■ About 3 000 South African Commercial, Catering and Allied Workers Union members remained on strike over wages this week at 282 Pep Stores and Ackerman's outlets and 40 Edgars shops countrywide. *w/maul*

Support for both strikes is scattered: five Pep/Ackermans stores have been closed and all Edgars outlets are continuing to operate. *1319-1919191*

Management is claiming the Edgars strike is illegal, as the ballot failed to secure sufficient support. The parties are not that widely separated: the union demands a R200 across-the-board increase, while management has offered R180 and a further R20 after six months. *SS 152 24*

Saccawu's Kaizer Thibedi said there was little prospect of immediate settlement in the 10-day Pep/Ackerman's strike, which is concentrated in the Transvaal. Management said its offer of a 20,1 percent rise at Pep and 17,3 percent at Ackermans was "well above other settlements this year".



Workers, hit man 'killed 5'

By MARTIN NTSOELONGO

CHILLING evidence of how five scabs were gunned down in cold blood was heard in the Rand Supreme Court this week.

The murders follow an illegal strike allegedly initiated by members of the National Union of Metalworkers of South Africa (Numsa) at Haggie Rand, Cleveland, in October 1989.

Appearing before judge Dr Plessis and two assessors are Richard Khazamula Ngobeni, 38, Jeffrey Siph Mtshali, 34, Malvert Ngubane, 40, Malan Khumalo, 42, Joseph Mdumiseni Bhengu, 24, and Samuel Kgosiek-golo Malepo, 39.

The accused pleaded not guilty to five counts of murder, nine attempted murders and two of arson. The State alleges five of them were employed by Haggie Rand, while Bhengu was a hired hit man.

A State witness, who may not be named, said he was ordered by Ngobeni and Khumalo to hunt down scabs. The State alleges that on November

24, 1989, Khumalo and Bhengu attempted to kill Abel Matsapo near the Haggie Rand Jupiter Hostel.

It further alleges that on December 6, 1989, Ngubane, Khumalo and Bhengu attempted to murder Johannes Mabaso.

On January 27 last year, Ngubane and Khumalo allegedly shot dead Samuel Ntshuntsha and attempted to kill Lawrence Maseko and Abram Mbatha.

On March 28, Khumalo, Bhengu and Malepo allegedly shot dead Bernard Marakane in Katlehong.

On April 3 last year, Khumalo and Bhengu allegedly shot dead Dugmore Bongani April in Thembisa.

Fourteen days later Mtshali and Khumalo allegedly shot dead Meshack Bhekuyise Mabizela. The next night Mtshali and Khumalo allegedly attempted to shoot dead Ehas Ntsibanyoni.

Last April, Ngobeni, Khumalo and Malepo allegedly shot dead James Mokoena Mothokoa.

Call for stayaway blasted

Sowetan 16/9/91
THE ANC, Cosatu and the Civics Association of Southern Transvaal have called for a two-day work stayaway from today to protest against the violence in black townships

This comes less than 48 hours after the signing of the National Peace Accord on Saturday, in which the organisations were involved

The work stayaway, called for the PWV

By **IKE MOTSAPI** and **MONK NKOMO**

region, "was also necessitated by the unwillingness of the State, some employers and various local authorities to take decisive action", according to Ronnie Mamoepa of the ANC's PWV region.

Azapo and the PAC have expressed reservations about the stayaway
ANC spokesman Mr

Saki Macozoma said yesterday that the organisation did not see any contradiction between the signing of the peace accord and the proposed stayaway "The stayaway will go ahead as planned"

"The ANC accepts responsibility to provide leadership to the people as the situation demands.

"However, the ANC attaches great importance to local initiatives when it

comes to responses to various crises, particularly the crisis of violence," he said

But police have warned that such actions "were not needed at this stage because a lot of ground work for peace has been made"

Police public relations spokesman Colonel Johan Mostert called on people to "adhere to the law"

He said. "I call on responsible law-abiding citizens to refrain from taking part in illegal actions"

Azapo official Mr Don Nkadimeng said his organisation was not consulted on the matter

PAC spokesman Mr Fortesque Mtinkulu appealed to the ANC and its affiliates not to "intimidate or harass our members when going around their daily business"

"We are shocked by these inconsistencies, especially after the signing of the peace accord by the National Party, ANC and Inkatha," he said.

Stayaway call fails

By Peter Davies

16/9/91

The two-day workers' stayaway on the Witwatersrand called for today and tomorrow by ANC aligned organisations appears to be having limited effect

The Congress of South African Trade Unions (Cosatu) and the Civic Associations of the Southern Transvaal (CAST) have called for a stayaway to protest against the Government's alleged unwillingness to halt the latest township violence.

A spokesman for Putco transport said early morning buses ferrying workers "were carrying normal loads".

He said in some cases buses were fuller than usual and some buses "couldn't cope with the volume of commuters".

The spokesman attributed the increase to passengers afraid of

being caught in the violence plaguing train services

A spokesman for Spoornet said there was "no noticeable reduction" in passenger numbers on trains from the Soweto area, and said that trains from East Rand townships were running "as normal".

The public relations officer of a leading retail chain said both permanent and casual staff were "trickling in as normal" and added many employees were "unaware that a stayaway had been called".

A spokesman for Baragwanath Hospital in Soweto said there "was no noticeable absenteeism among staff," and workers were "turning up in their usual numbers".

A Witwatersrand police spokesman said today there had been no reports of unrest related to the stayaway call

Edgars goes to court for ruling on national strike

B | Day 17/9/91

VERA VON LIERES

EDGARS had applied to the industrial court for a ruling on the legality of a strike by more than 1 300 SA Commercial, Catering and Allied Workers Union (Saccawu) members, group human resources executive Don Findlay said yesterday

Findlay said the national strike had entered its second week yesterday and 54 out of 364 Edgars stores were affected by strike action which included picketing

Saccawu national organiser Paul Kashe said yesterday the union would oppose the action, which would be heard on Wednesday

He said the countrywide strike by 2 000 Saccawu members in the Pepkor Group entered its third week yesterday. Strike action at Pep Stores and Ackermans included picketing, pamphleteering and sit-ins. Saccawu claimed eight stores had been closed

as a result of picketing.

Pep human resources director Piet Brand said yesterday 270 Pep Stores shops, a warehouse and 53 Ackermans shops had been drawn into the strike by Friday. About 1 357 Pep Stores workers and 333 Ackermans workers were involved

"No stores are closed at present," Brand said

He said management still regarded the strike as illegal and claimed the majority of union members had not voted "yes" for industrial action. While management did not want to make an issue out of this, it had told the union that "we reserve our rights in this regard"

Wage demands are central to both disputes. Workers in the Pepkor Group are demanding a R700 month-

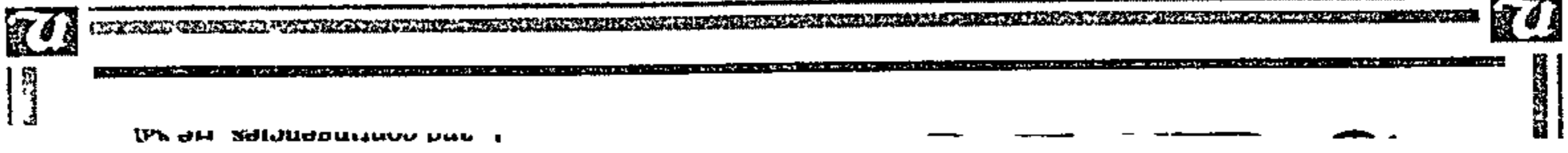
ly minimum plus a R150 across-the-board increase for its members. Brand said workers at Pep and Ackermans had been offered increases of 20.1% and 17.3% respectively

At Edgars, Saccawu is demanding a R200 across-the-board increase for its members. The company has offered R180 across-the-board which will rise by R20 after six months.

The union said 100 workers had been arrested at Pep Stores and Ackermans on charges of picketing by yesterday

Saccawu assistant general secretary Kaiser Thibedi said yesterday the union was ready to resume negotiations with managements of Edgars Group and Pep/Ackermans stores as soon as possible, Sapa reports

Thibedi told a news conference that union members proposed further mediation between management and the union at a meeting on Sunday



Nurses want right to strike

TANIA LEVY (152)

THE SA Nursing Council wants the ban on strikes by nurses to be lifted

At a council meeting in Kimberley yesterday president Prof Wilma Kotze said the executive committee believed that the ban should be allowed to lapse.

She said the council would still be empowered to conduct disciplinary hearings when nurses left patients unattended without authorisation *Bloay*

Such behaviour would always be considered a transgression of professional ethics, said Kotze.

But "emphasis should be on nurses' own professional conscience instead of external control and prohibition," she said *17/9/91*.

The recommendations for amendments to the Nursing Act will be debated by the full council and forwarded to government

Meyer lashes out at CP threats to hijack SADF

Bloay 17/9/91 BILLY PADDOCK ~~152~~

DEFENCE Minister Roelf Meyer yesterday lashed out at the CP and said he would not tolerate the party trying to hijack or exploit the political sentiments of members of the SADF

He said the CP had not only indicated at its Transvaal congress at the weekend that it intended to hijack the SADF, but also stated its intention to exploit political sentiments of members for revolutionary purposes

Reacting to threats from CP MP Koos van der Merwe, Meyer said "It is vital that the SADF should not be dragged into party political debate — the SADF is not a political football, but a professional national security force that must be aloof from politics at all levels and at all times."

He said members of the force who defied discipline and abused the SADF for political purposes "will be severely dealt with"

"Neither I nor the SADF will tolerate party political interference in any aspect of defence force activity I find Van der Merwe's remarks to be an insult to the professionalism and integrity of the SADF," Meyer said

He said he wanted to make it clear that contrary to Van der Merwe's statements, he had no intention of presiding over the demise of the SADF

"Similarly, I will not be dictated to by anyone on defence policy. The chief of the SADF, Gen Kat Liebenberg, and his senior officers are my chief advisers on policy matters. They have my complete confidence"

NS 9644

Call for stayaway on Reef goes unheeded

8/Day 17/9/91
A TWO-DAY stayaway, called by Cosatu, the ANC PWV region and the Civics Association of the Southern Transvaal (Cast), was widely ignored by township residents yesterday

ANC PWV spokesman Ronnie Mamoepa said yesterday the stayaway was intended for East Rand residents only and not for the whole PWV region

However, it would appear the stayaway failed on the East Rand as well as in other areas

Spoornet and Putco officials said their passenger loads were normal.

"There was no noticeable drop in the number of commuters," a Spoornet spokesman said

This comment was echoed by a spokesman for the bus company

The SA Chamber of Business did not even monitor the action

A Benoni Chamber of

Commerce spokesman said it had been a "normal" day in the East Rand town

Mamoepa said he did not have any information on how many people had stayed at home

"We are still awaiting reports from our zones."

The stayaway was apparently observed by Cosatu officials on the East Rand, as there was no response to repeated attempts to contact the Germiston offices

Cast officials also appeared not to be in their offices, as ringing telephones were left unanswered

The three organisations had called the stayaway yesterday and today to protest against the flare-up in violence which preceded Saturday's signing of the national peace accord. — Sapa

● Comment. Page 12

Workers ignore stayaway call ⁽¹⁵²⁾

Sowetan 17/9/91
THE two-day stayaway called on the East Rand by the African National Congress and the Congress of South African Trade Unions appears to have been widely ignored yesterday

A spokesman for Spoornet said there had been no noticeable drop in the number of train commuters yesterday morning

She added that no incidents had been reported

The Benoni Chamber of Commerce said it had not received any complaints from its members. The town appeared "normal", the chamber said

Figures for the stayaway were not immediately available from the South African Chamber of Business

A spokesman for the ANC on the PWV, Mr Ronnie Mamoepa, said he did not know how effective the stayaway was

He said signs were "positive" yesterday morning

Few heed call for two-day stayaway

By Kaizer Nyatumba (152)
Political Staff

There was confusion yesterday — even at the ANC's Johannesburg head office — over a call for a two-day stayaway.

Few people in the PWV heeded the call

It had been made by the Congress of South African Trade Unions (Wits region), the ANC (PWV region), and the Civic Association of the Southern Transvaal (CAST)

ANC spokesman Ronnie Mamoepa yesterday said the call was meant only for the East Rand, which was "the hardest hit by (last week's) violence"

No drop

In a joint statement on Friday, Cosatu, the ANC and CAST said they were totally committed to the peace accord that was to be signed on Saturday and did not see their action as being contradictory to the objective of the initiative.

Mr Mamoepa said the three organisations had called for the stayaway on the East Rand, and the Mshenguville Crisis Committee had called for a march in Soweto yesterday to protest against violence in the area.

Spoornet said there was no noticeable drop in the number of commuters on the East Rand yesterday morning

Similarly, the Benoni Chamber of Commerce said it had

Star 17/19/91.
had no complaints from members. The town seemed normal.

Today is the second day of the stayaway

ANC spokesman Saki Macozoma admitted there was confusion. Even people at the ANC's head office in Johannesburg were "not clear" about it.

Stayaways in the PWV this year have not met with much success

● The first, on February 1 to coincide with the opening of Parliament, had relatively little support in the PWV. It was called to demand a constituent assembly and to put pressure on Pretoria to fulfil agreements reached with the ANC

● On March 21, Azapo called for a national stayaway to commemorate Sharpeville Day. Most Reef and Pretoria residents ignored the call

● On May 6, the Mamelodi Civic Association called for a stayaway in the area to demand the resignation of town councillors. Thousands of Mamelodi residents reported for work.

Both Mr Macozoma and Mr Mamoepa said a number of factors could be responsible for a low response to stayaway calls, including insufficient consultation with community members and other organisations

Approached for comment yesterday, Anglo American spokesman Theresa Erasmus said the low responses showed employees were aware of the recession and the high levels of unemployment

● More reports: Pages 12 and 13.

We will strike until demands met — union

By Abel Mushi ^{Star} 17/9/91

Striking South African Commercial, Catering and Allied Workers' Union (Saccawu) workers at Pep-Ackermans and Edgars stores yesterday vowed to strike until their demands were met.

The strikes against the stores are in their second and third weeks respectively, and are centred on disputes over salaries and wages.

At a press conference in Johannesburg yesterday, Saccawu said about 2 000 Edgars workers were involved.

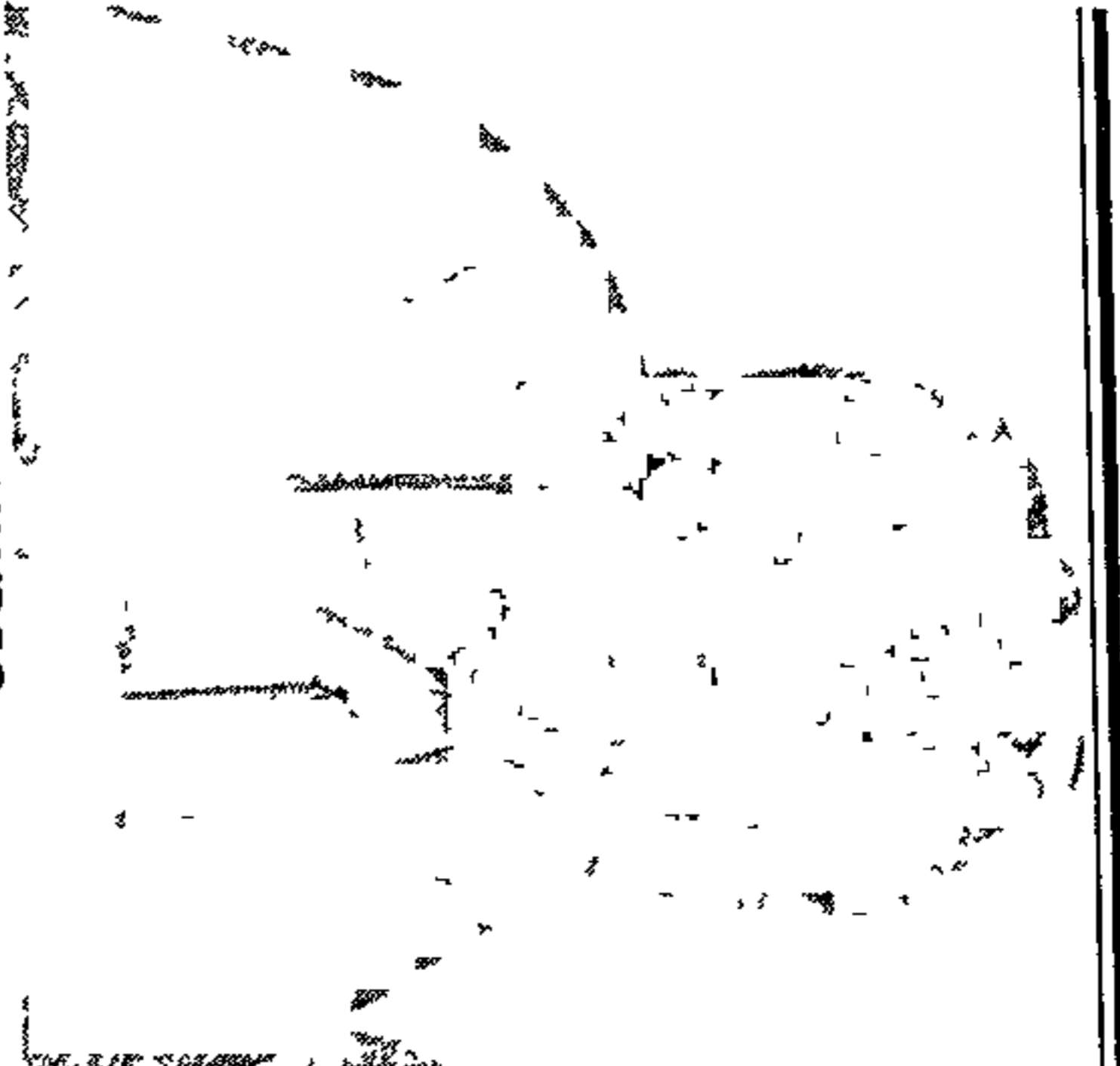
There were pickets at

152
selected Edgars stores at the weekend and some picketers were arrested in Germiston and released when union officials intervened.

Certain Pep-Ackermans stores were "losing thousands daily," and eight stores have been closed as a result of the strike, the union claimed.

Saccawu's assistant general secretary, Kaizer Thibedi, said about 100 Pep-Ackermans workers had so far been arrested.

According to Mr Thibedi, certain individuals had been working 30 years for the same company without a pension



JAY NAIDOO

Cosatu sit-in goes on

Sowetan 18/9/91

SAPA

A SIT-IN protest by disenfranchised SA Clothing and Textile Workers' Union officials at Cosatu's head office entered its fifth day yesterday without any circle end to the dispute in sight

Cosatu officials maintained their minimum-interference stance yesterday morning when questioned about the grievances of the sit-in protesters, who claim

that a number of their colleagues were unfairly dismissed by Sactwu "Our policy is not to interfere with the internal affairs of affiliates," Cosatu spokesman Neil Coleman said

He confirmed that the sit-in protest by between six and 14 people was continuing night and day in front of Cosatu's office door on the sixth floor of National Acceptance House in Johannesburg

The disenchanted group's spokesman, Ms Zumbi Hlongwane, on Monday insisted Cosatu, as the trade union federation to which Sactwu was affiliated, had a responsibility to resolve their grievances

She claimed Sactwu dismissed certain of its administrators and organisers in October last year

"Sactwu retrenched nationally They call it retrenchment, but they are playing around with words It is the unfair dismissal of union officials," she charged

Cosatu secretary general Jay Naidoo yesterday said the only way his organisation could help was to facilitate a meeting between Sactwu officials and the disenchanted group

Naidoo said such a meeting was due "shortly" but no date had been decided

He agreed Cosatu also had an obligation to ensure that the disenchanted group's grievances be addressed "if further steps are required" but this would happen only after the meeting



Urgent interdict against strikers

Sowetan 18/9/91
EDGARS is to seek an urgent interdict today to declare a nationwide strike by its employees illegal.

The hearing will take place in the Pretoria Industrial Court today at 10am.

Edgars employees, who are members of the South African Commercial Catering and Allied Workers Union, have been on strike over wages for the past three weeks.

Mr Don Findlay, human resources manager of Edgars, said they had already filed papers and also notified

(152) (E)
By IKE MOTSAPI

Saccawu of the action

Meanwhile, allegations of assaults, intimidation and harassments have been levelled against managements of Pep, Edgars and Ackermans.

Mr Kaizer Thibedi, general secretary of Saccawu, said the union has received reports that workers had been assaulted, arrested and harassed especially in the Tzaneen and Pietersburg areas.

He said "Some of our members in Pietersburg have had police dogs set

on them and been assaulted while conducting peaceful demonstrations outside shops.

"This attitude by management of these three stores confirms our belief that they are not prepared to work towards ending the strike," he said.

Mr Piet Brandt, management's spokesman for Pep and Ackermans stores, denied the allegations.

He said "I should know well about anything happening because I am party to, together with Thibedi, a team monitoring the situation on a day-to-day basis."

Cleaners shut Natal schools

By Shareen Singh

More than 200 schools and tertiary institutions in Natal have been shut or partially shut since last week due to a wage strike by about 7,000 cleaning staff. *152*

The strike has affected mainly Indian schools under the House of Delegates. *152*

According to the Transport and General Workers' Union (TGWU), the workers employed by sub-contracting companies have demanded that wage increases be negotiated with the TGWU rather than determined by the National Contract Cleaners' Association. *Star 18/1/77*

They are demanding a minimum wage of R1 000. *153*

Hospital looks for an end to strike

Sowetan 19/9/91
AS a strike by nightshift porters and admission clerks at Kalafong Hospital in Atteridgeville, near Pretoria continues for a third week, Transvaal Provincial Administration and hospital authorities are struggling for a resolution.

A TPA spokeswoman said hospital authorities were negotiating with strikers. She said negotiations last week were not fruitful. *(scribble) 152*

Porters and admission clerks went on strike to be paid nightshift allowances as they claimed other nightshift workers were.

The spokesman said patient care was not affected by the strike. - *Sapa.*

Chop houses show

Delmas ~~locks out~~ locks out 700 Fawu members

Sowetan 19/9/91.

By SELLO MOTLHABAKWE

ABOUT 700 members of the Food and Allied Workers Union employed by Delmas Milling Company in Randfontein were yesterday locked out by management following a wage dispute with the union.

A union spokesman said negotiations with management over an increased wage deal became deadlocked in April. The lockout was in response to a ballot held on Tuesday in favour of a strike.

The union is demanding a R42 across-the-board weekly wage or a 19 percent increase, whichever is greater.

Management has offered a R40 weekly wage increase for general workers, R45 for unspecified others and R55 for drivers. The union has rejected the offer.

Mr C Morland, manager of the company, confirmed that Fawu members were on strike. A statement said that the Food and Beverage Workers Union had accepted the management's offer of a 14 percent increase.

Casual workers have been hired to maintain production.



Marchers

152

hold up

Start 19/9/91

traffic

By Peter Davies

Congress of South African Trade Unions supporters turned Johannesburg city streets into a swaying, chanting sea of humanity yesterday during a protest march to voice opposition to the Government's implementation of VAT.

The march, which was peaceful and well organised, was marked by a heavy police presence and disrupted lunchtime traffic.

It began in Plein Street at noon and ended with the handing over of two memoranda to the station commander at John Vorster Square, Colonel A J Matthee.

One letter, addressed to the Minister of Law and Order, called for a speedy, decisive end to township violence which Civic Association of Southern Transvaal general secretary Moses Mayekiso said was now spilling over into the workplace.

The other letter, addressed to Finance Minister Barend du Plessis, registered the "poverty stricken and underprivileged workers' opposition" to the implementation of VAT.

Sam Shilowa, assistant general secretary of Cosatu, said the Government's insistence on implementing VAT would have a negative effect on the economy.

The secretary of Cosatu's Witwatersrand region, Amos Masondo, said that if the Government failed to "reconsider its stance", Cosatu would consider using the only power at its disposal.

"We don't have the power to vote the Government out. Our only power is to withhold labour."

Colourful banners turned the city centre streets into a multi-coloured stage.

"Veto VAT", "VAT on food and water kills" and "VAT — a national disaster" were some of the messages supporters had for the Government.

star 19/9/91

Lockout at Delmas Milling

By Thoraya Pandey

(152)

More than six hundred employees at Delmas Milling Company in Randfontein were yesterday denied access to the company's premises, just hours before embarking on legal strike action.

A spokesman for the company confirmed that members of the Food and Allied Workers Union (Fawu) had gone on strike.

"The strike is a culmination of months of difficult negotiations as a result of intransigence on the part of Fawu to accept our offer," the spokesman said.

The union is demand-

ing a R42 across the board increase and 19 percent for skilled workers. Delmas Milling's offer is R40 and 18 percent respectively.

Said the company's manager "Our total workforce of 900 is divided between the Food and Beverage Workers Union (FBWU) and Fawu, with FBWU having accepted this wage settlement." He said the industrial norm in the milling industry was in the region of 14 percent.

Dumisani Radebe of Fawu said the union had reduced its demand from R70 to R42. "Workers decided to hold a strike ballot after the company refused to meet our demands," Mr Radebe said.

Stayaways ⁽¹⁵²⁾ getting less ^{ARG A 1984} support, says consultant

The Argus Correspondent

JOHANNESBURG — A number of factors were responsible for the relatively low support given to calls for stayaways this year, says a leading industrial consultant, Mr Pat Stone.

He said the economic situation and the new political reality were some of the major reasons for weaker stayaways

Mr Stone, director of the Andrew Levy and Associates firm of industrial consultants, said the call for this week's two-day stayaway on the East Rand which went largely unheeded, had "the sting" taken from it by the signing of the National Peace Accord on Saturday

The call was made by the Congress of South African Trade Unions, the ANC and the Civic Association of the Southern Transvaal

Mr Stone said workers realised the country was going through a bad economic period and they wanted to safeguard their jobs.

Two other reasons for the weak stayaways this year, as given by Mr Stone, were

- Employers were becoming less tolerant of stayaways, often adopting the "no work, no pay" attitude and;

- Stayaway organisers were "enormously stretched" and had their hands full with political issues

Cleaners' strike disrupts classes

152 ~~24~~ ~~257~~ ~~268~~
 VERA VON LIERES

THE number of Natal schools affected by the more than week-long wage strike by about 7 000 cleaning staff rose to 300 yesterday, the Transport and General Workers Union (TGWU) said.

TGWU assistant general secretary Randall Howard said it was not yet clear how many schools had closed as a result of deteriorating health conditions.

The Phoenix area in Durban was the worst hit with about 64 schools severely affected. Other badly affected areas included Verulam and Chatsworth.

The strike, which started on September 5, has affected mainly Indian schools.

Howard said parent, teacher, and student bodies were pressing the House of Delegates to ensure workers were given decent wages.

The union said earlier this week some pupils were sent home because of the un-

healthy conditions, some had not attended classes for the past week and others attended morning classes only.

Workers — who are employed by subcontracting companies — are demanding a monthly minimum wage of R1 000. Companies affected by the strike include Sneller Cleaning Services and Supercare Cleaning.

Howard said the union was also campaigning for the establishment of an industrial council in the contract cleaning industry to ensure wage agreements were extended to the whole industry.

Monthly wages, currently set by the Wage Board, ranged between R400 and R500, he said.

A meeting with employers was expected next week.

Big business asked for aid

PATRICK BULGER

BIG business is to be approached to provide immediate relief for returning exiles, says National Coordinating Committee for the Return of SA Exiles (NCCR) executive member Moss Chikane.

Although he would not put a figure on the amount needed by the NCCR, ANC welfare department official Dali Mpofo has estimated that about R2m would cover the immediate needs of exiles who have already returned.

Chikane was speaking after a day-long meeting yesterday between the ANC, Azapo, a UN High Commissioner for Refugees (UNHCR) representative, and businessmen. The meeting was hosted by the Development Bank of SA.

Chikane said the meeting had helped develop an understanding of the constraints business faced in providing new jobs. He said it would be followed by more meetings.

PEANUTS

By Charles Schulz



W/M/AN 2019-26/9/91/152
Cleaners on wage strike (152)

■ More than 5 000 contract cleaners at Natal schools and universities are on a wage strike, according to the Transport and General Workers' Union.

The strike, affecting cleaners employed by Supercare, Sneller, Regent and Floor Line, have affected the Universities of Natal and Durban/Westville and schools in Verulam, Phoenix and Chatsworth falling under the House of Delegates.

At Durban/Westville, the administration had conceded a R178 increase to workers, the union said.

It added that had requested meetings both with the National Contract Cleaners Association and the regional director of manpower to discuss the workers' demands.

Cleaners' strike closes 120 schools in Natal (152)

ARC 21/9/91

Weekend Argus Correspondent
DURBAN — The protracted strike by cleaners at Indian schools, now entering its second week, has forced the Department of Indian Education and Culture to close more than 120 schools from Monday until October 7.

The cleaners who are employed by Sneller Services downed tools on September 9 and are demanding a minimum wage of R1 000.

Negotiations between union officials and Sneller management yesterday ended in a deadlock. A further meeting is scheduled for Wednesday.

The cleaners strike yesterday spread to several other schools in central Durban, Mer-

ebank and Chatsworth. Worst hit are schools in Phoenix, Tongaat and Stanger.

In some cases, cleaners who refused to join the strike were forced out of schools and ordered to join in yesterday.

The acting Chief Executive Director of Indian Education and Culture, Mr M Pillay confirmed he had instructed principals of schools affected by the strike to close from Monday until the beginning of the fourth term.

Rubbish has been piling up and toilets are blocked at a number of schools.

Mr Pillay said pupils' safety, unhygienic conditions and vandalism had led to his decision to close certain schools.

Sick leave costs man house

EMBALENHLE father-of-two Ben Masilela lost his job and his house after being accused by the Secunda Town Council of taking part in an illegal strike - while he was on sick leave

Masilela was this week waiting to be evicted from the house he owned when the Secunda Town Council strike started last May

After losing his job as a bricklayer because of accusations by the council that he "dismissed himself" by joining the strike, Masilela could not keep up his bond instalments and his house was repossessed

"I have nowhere to go. The bank told me they had instructed the police to evict me from my house, so I am just waiting for them to come," a desperate Masilela told City Press

He tried to get legal help to fight his dismissal, but by the time he came to City Press, a year and a half after the dismissal and on the point of losing his home, no progress had been made

Masilela first instructed Phalafala Legal Cost Assistance to help him get his job back

"By November I could

Readers' Hotline



READERS' HOTLINE

Helping you with your problems

□ PO Box 548
Kengray 2100

CP Press
22/9/91.

see they had done nothing to help me, so I went to another lawyer and paid R180, but still nothing happened"

Masilela instructed a firm of Secunda attorneys last November. The lawyers told City Press they were still corresponding with the Secunda council, but could not get adequate medical records to prove Masilela's case

City Press obtained Masilela's medical records, which showed he was admitted to Bethal Hospital on February 3 with a stomach stab wound

He was in hospital for three weeks, then treated by a Kinross doctor for a further three weeks because his wound became septic. He was declared

fit to return to work on March 21, two days after the strike started

"When I went back to work, the strike had already started. I was dismissed with all the others even though I was on sick leave when the strike started," Masilela said

The council alleges Masilela "dismissed himself" by striking and that he was not among those selected for re-employment because he had received four warnings between 1988 and 1990 about being late for work, taking unauthorised leave and not fulfilling his conditions of service

His lawyers have again taken up the dismissal with the town council

As a result of losing his job, Masilela could not keep up his house repayments and his bond account fell into arrears. The bank repossessed his house and resold it in January this year. The new owner has started eviction proceedings

"I lost my job over something which had nothing to do with me. Now I have lost my home as well. It is very wrong when things like this happen in our country," Masilela said

Derrick Minnie says his company has raised prices by an average of less than 10% and has not recovered increased costs

Mr Minnie says. "In some cases we have even reduced prices. Paper mills have passed through lower price in-

representative sample. Although we cannot disclose the figures supplied by respondents, we check them

"When there is an anomaly in a price, we check with the manufacturer. We also quote the last price he gave us on the new questionnaires."

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Strikes rampant in third quarter

S Times (Bus) 22/9/91

By ADRIAN HERSCH

(152)

STRIKE action this quarter has increased sharply compared with the first half of the year.

Andrew Levy & Associates says about 1.6-million mandays will be lost to strikes in this quarter compared with 375 000 for the first six months.

The figures refer to action over demands made at work. Stayaways or stoppages caused by VAT that may occur this week will not affect the calculation.

The total mandays lost to strikes in the first nine months of this year will be about 2-million — compared with 2.2-million for the same time last year.

Retail

Current wage strikes involving SA Commercial Catering and Allied Workers Union (Saccawu) members at Pep-Ackermans and Edgars Stores are part of a continuing trend in the retail sector.

Last year this sector accounted for the most mandays lost. The eight-week strike at OK Bazaars involving Saccawu members was the most prominent.

Most wage negotiations take place in the third quarter of the year which, to a large extent, explains the current surge in union action

Sit-in enters its 10th day

Soweto 23/9/91
A DAY-AND-NIGHT sit-in at the Congress of South African Trade Unions headquarters by about 10 disgruntled SA Clothing and Textile Workers Union members entered its 10th day yesterday.

A spokeswoman for the protesters, Ms Thoko Ntshingila, quoted Cosatu assistant general-secretary Mr Sam Shiloa as saying there would be a meeting between SACTWU, Cosatu and the protesters today.

Shiloa had said the protesters must delegate only three representatives for the meeting.

The protesters repeated their allegations and demands that the closed shop between SACTWU and Jason Michael factory at Nancefield near Soweto be abolished and that the

union's general secretary should renegotiate for their re-instatement.

The protesters were among 97 people retrenched at Jason Michael.

The trade union federation has repeatedly insisted the SACTWU dispute be resolved by the union itself.

SACTWU regional secretary Mr Robert Lagrange on Friday said the meeting had been arranged for today, but the protesters were no longer SACTWU members.

Jason Michael spokesman Mr Michael Jacobson said his company would not comment.

Meanwhile, 30-odd Sactwu members on Friday staged a lunchtime demonstration against their former colleagues.

- Sapa.

Mediators re-count Edgars ballot

THE Industrial Court called in the Independent Mediation Services of SA (Imssa) on Friday to re-count a strike ballot of Edgars workers

SA Commercial, Catering and Allied Workers' Union (Saccawu) national organiser Paul Kashe said an Industrial Court hearing on the legality of the national wage strike by about 2 000 Saccawu members had been postponed so that the ballot results could be checked

Kashe said both parties agreed on the re-count, which was conducted at the weekend

Edgars group human resources

3/Day 23/9/91
VERA VON LIERES

executive Don Findlay said the court's ruling on the legality of the strike would be heard this week, although a date had not yet been set. The company has put the number of strikers at more than 1 300

Kashe said management argued that the union had not achieved a 50 plus one percent vote in favour of the work stoppage

Saccawu is demanding a R200 across-the-board increase, while Edgars has offered R180, with an additional R20 after six months

Pupils join school cleaners in protest

8/12am 24/9/91

VERA VON LIERES

THOUSANDS of Indian pupils and school cleaners marched in Durban yesterday in a bid to end the two-week-old cleaners' strike which by yesterday had forced 120 schools to close.

House of Delegates' Education and Culture Department spokesman Shri Ma-

haraj said the schools had been forced to close because of a health hazard.

Yesterday's march was in support of the strike by about 7 000 cleaners, who are demanding a minimum monthly wage of R1 000. Maharaj said a 15-member

delegation representing teachers, parents and workers met House of Delegates officials yesterday afternoon.

152

Sapa reports that 16 representatives later started a sit-in at the House of Delegates's office after negotiations failed.

Public servants call for right to strike

GERALD REILLY

152

PRETORIA — The Public Servants' Association (PSA) signalled yesterday that it would campaign to have all rights contained in the Labour Relations Act, including the right to strike, extended to public service workers.

PSA president Johan van Wyk told the association's AGM the existing "toothless" negotiating mechanisms were obsolete and in need of urgent review.

Public sector workers needed a central negotiating structure and conciliation machinery and where these failed, they should have the right to compulsory arbitration, as well as the right to strike.

The PSA, he said, also wanted right of access to the Industrial Court.

Van Wyk urged government to commit itself to a three-year programme to restore the salaries of public servants to a "proper" level.

He said it had been formally agreed that collective bargaining legislation should be based on the Labour Relations Act.

Van Wyk appealed to government workers to be patient for a while longer while a breakthrough to legal collective bargaining was achieved.

He said public sector workers had lost faith in government's salary policy following the allocation of an unsatisfactory R1.9bn for public service increases.

He said the PSA was demanding government give it written guarantees that jobs and benefits would be retained in a new dispensation.

New deal reached for some firemen

(152) CT 24/9/91
CAPE TOWN City Council has reached agreement with one of the unions representing dissatisfied firemen — while the second union was yesterday still holding out

Three weeks ago about 130 off-duty firemen from both unions gathered in the main concourse of the Civic Centre to protest about the long hours they have to work

One of the union officials said they worked 72-hour weeks, which includes 12-hour "stand-down" periods during which firemen were required to remain at fire stations.

Council spokesman Mr Ted Doman said yesterday that the South African Association of Municipal Employees (SAAME) had accepted a new remuneration and conditions package offered by the council.

SAAME had accepted a deal in which members get more money in the short term, while having their "stand-down" hours reduced in the long term

The other union, the Cape Town branch of the SA Municipal Workers' Union (Samwu), was still holding out for more, he said

Negotiations with Samwu are continuing

Firm denies it locked staff out

Sowetan
25/9/91

THE Delmas Milling Company has denied that members of the Food and Allied Workers Union were locked out of the company's premises in Randfontein.

A statement issued by a spokesman for the company said although a number of workers demonstrated outside the company's premises last Wednesday, they had not been locked out. It said Fawu members had been asked to demonstrate outside the factory gates to prevent clashes.

Sowetan Reporter

The statement added that the Food Beverage Workers Union had not accepted a 14 percent wage increase as stated in earlier reports. The union had accepted an 18 percent wage offer, it said. Fourteen percent was the norm in the industry.

The situation was reported to be calm and production was unaffected. A spokesman for the union confirmed that the union had accepted an 18 percent wage offer from management.

Strikers plunge UCT into chaos

CT 25/9/91

152

By WILLEM STEENKAMP

THE University of Cape Town, due to start its end-of-year examinations in a month's time, was plunged into chaos yesterday after some 600 workers went on a legal strike over a three-month-old wage dispute

The Transport and General Workers' Union (TGWU) strikers and students later also broke down a security gate and smashed a glass door of the Bremner Building, the university's administration block, and occupied the building

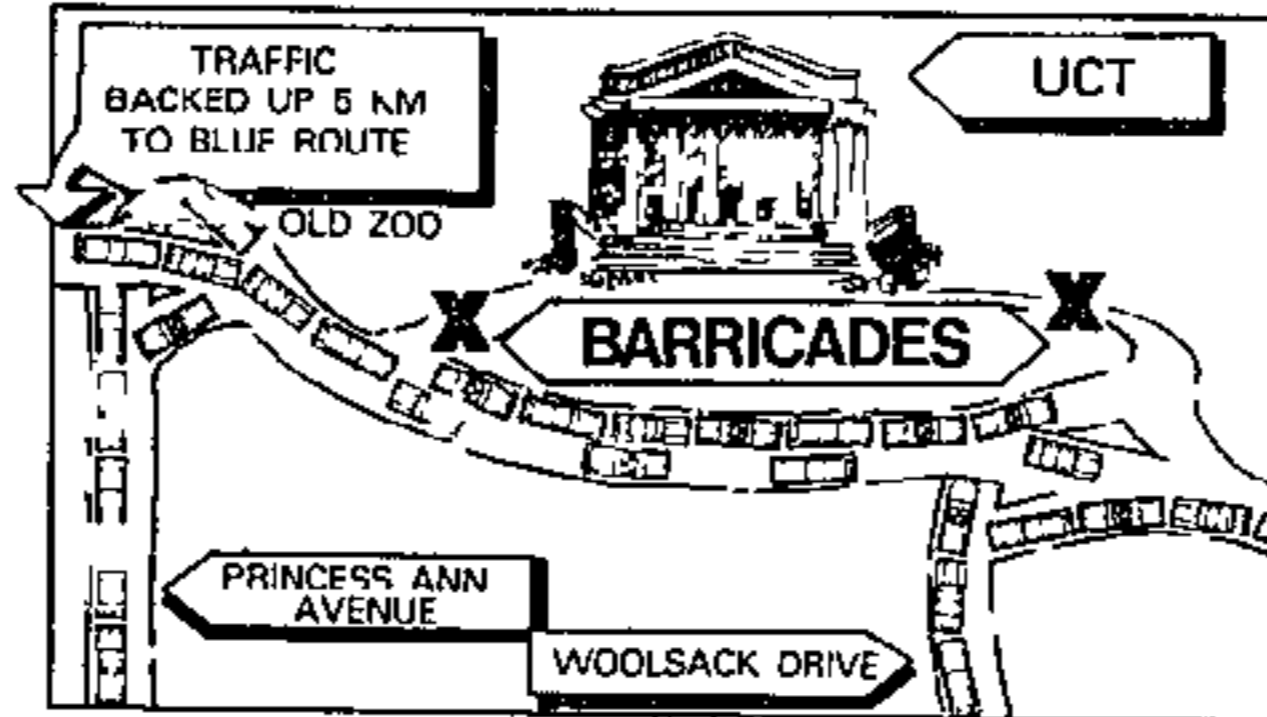
The strikers, who have rejected a 13,5% increase backdated to July 1, are demanding a R300 across-the-board increase backdated to April 1, a weekend off per month for residence kitchen workers, new quarters and rent control for live-in staff and six days' parental leave per year

They are also demanding that pay scales be moved up a notch, that ad hominum promotions and merit awards be scrapped and that Campus Control officers be placed in a different pay class

Campus canteens remained closed and no cleaning was done yesterday Upper Campus was strewn with litter The university provided residence students with R15 each in food money as no meals were prepared by kitchen staff

Lectures were also disrupted when the strikers barricaded the entrances to Upper Campus Traffic in Rhodes Drive, Princess Anne Ave, Woolsack Drive and Main Road was backed up for kilometres

After the unionists refused to remove



GRIDLOCK Traffic was backed up for kilometres along Rhodes Drive, Princess Ann Avenue, Woolsack Drive and Main Road after the UCT strike started yesterday

barricades following talks with police, vice-chancellor Dr Stuart Saunders and registrar Mr Hugh Amoore sought a Supreme Court interdict against them

The barricades were abandoned when the strikers were permitted to gather in Jameson Hall with a number of SA Students' Congress (Sasco) students

TGWU shop steward Mr Harald Harvey told the excited, chanting crowd that the strike would "teach UCT a lesson", and that workers were "sick and tired of being treated like children and animals"

Mr Duncan Sebifelo of Sasco read out an open letter to Dr Saunders, demanding "that the administration normalise the situation", and then appealed to the strikers to march with students to the Bremner Building to demand the food money

Once there, the toy-toying, chanting crowd found that worried-looking admini-

stration officials had barricaded themselves into the building when militants began an assault on a security gate The gate eventually broke and the protesters poured in, smashing a glass door

University officials refused to meet the protesters until they left the building but once they had moved outside, Dr Saunders and Mr Amoore left by a side entrance, leaving academic planning officer Mr John File and industrial planning committee chairman Professor Martin West to meet protesters

Mr Amoore last night had "no comment" on his leaving with Dr Saunders

Protesters decided to stage an all-night sit-in at the building but by 6 30pm they had all but disappeared from sight

● **RONNIE MORRIS** reports that in the Supreme Court yesterday Mr Justice WE Cooper granted an interim interdict against the union, Mr Harvey and colleagues Mr Leon Henkeman and Miss Wilhelmina Trout

In his evidence, Mr Amoore said he had arrived at the campus at 7 20am yesterday to find the north entrance barricaded by dirt bins and a combi He removed the bins but his request to Mr Henkeman to remove the vehicle was refused

At the south entrance a crowd, including Mr Harvey, had gathered and the entrance was barricaded with rocks which Mr Harvey refused to remove "until the workers' demands were met", Mr Amoore said

The court heard that the parties had been engaged in wage negotiations since June but had reached a deadlock

Ex-soldiers to replace strikers

CT 25/9/91. 152
FORMER soldiers from the crack 32 "Buffalo" Battalion have been hired to replace striking Fidelity Guards watchmen in the city, it was reliably learned yesterday

"Ninety-five percent of our staff are ex-military people," a company source said

The company had brought about 65 casual staff from Kimberley and Natal to Cape Town on Sunday to fill posts left vacant by striking watchmen, he said

"In an emergency — such as a strike — we are normally not too fussy about whom we hire," said the company official. But the company had a pool of former soldiers from which it could draw staff.

However, Transport and General Workers' Union organiser Mr Nic Henwood yesterday accused the company of being "highly irresponsible by employing workers with a controversial past in wars in Southern Africa"

The move would increase tensions instead of moving towards a settlement, he said

"The company is prepared to bring these people to Cape Town, house them and fit them out with uniforms, but says it cannot pay our members R30 a shift."

The casual employees were paid R26 a shift, 99 cents less than the company offer to the TGWU members, he said — Sapa

Strikers, UCT officials in talks over procedure

(152) AUG 25/9/91

DENNIS CRUYWAGEN
Staff Reporter

STRIKE and negotiation procedures were discussed by the University of Cape Town and the Transport and General Workers' Union after workers had temporarily occupied the Bremner Building on campus.

The wage strike at UCT yesterday was one of several incidents of industrial action in the Western Cape. Others included a lockout at Metalbox Blowmoulders in Epping, and a strike at Fidelity Guards in the city.

At UCT, TGWU representatives told the administration last night they had no mandate to take a decision on strike procedures and would have to report back to members.

"Whether or not the meeting was successful only time will tell," said UCT registrar Mr Hugh Amoore.

Damage to the Bremner Building was minimal, he said.

The university is to meet student leaders today to discuss the strike, which has left 2 500 residence students without canteen facilities.

Mr Amoore said the students were getting a daily allowance of R15 for food.

Eighty workers have been locked out of an Epping factory after a wage dispute.

Chemical Workers' Industrial Union spokesman Mr Colin Rani said the workers, who were locked out on Monday, would negotiate if Metalbox Blowmoulders reverted to their original offer of an hourly increase of 78 cents.

"They first offered us 78 cents an hour before dropping to 63c. We will negotiate and talk about mediation if they return to their first offer."

He said management locked out workers on Monday.

"Some workers were at the gates. No trucks went out. The company called in security guards at 7pm and they forced their way in."

He claimed "scab labour" had been recruited.

Yesterday guards from Security Force Services, who apparently had pump-action shotguns and handguns, were on the firm's premises.

Area manager Mr Kobus Heiberg said "Any company normally hires security guards to protect its premises."

He said Metalbox had "reluctantly" locked out workers after talks deadlocked.

● Fidelity Guards employees enter the third day of their wage strike today.

TGWU organiser Mr Nick Henwood said workers wanted a raise of R30 a shift compared to management's offer of R26,99 which would give them a minimum weekly wage of R120.

The company has denied Sapa reports that former members of the SADF's 32 Buffalo Battalion have been employed to replace striking workers.

● Yesterday the Industrial Court reserved judgment on the legality of a 19-day wage strike at Edgars Stores by members of the SA Commercial, Catering and Allied Workers Union.

Judgment on the company application for the strike to be declared unlawful was reserved for three days.

Nationwide strike for provident fund

152

Jan 25/19/91

By Shareen Singh

Workers in the commercial and catering sectors nationally took part in a one-hour work stoppage yesterday to force employers to meet their demand for an industry-wide provident fund.

A Pick 'n Pay spokesman said the demonstration was peaceful and widespread, affecting most stores in the chain.

However, nine workers out of a group of about 50 picketing outside Edgars were arrested and their union was trying to secure their release last night.

According to the South African Commercial, Catering and Allied Workers Union (Saccawu), employers were dragging their feet in negotiating a national provident fund for commercial and catering workers.

The union had tabled its provident fund proposals last year and a number of meetings had taken place between the employers and union officials, but little progress had been made, Saccawu said.

While negotiations were taking place, many companies were convert-

ing their pension funds into provident funds.

This convinced Saccawu that managements wanted individual company provident funds where workers would have no control over their money, instead of an industry fund which would be jointly administered by workers and management.

Workers demanded that commercial sector employers meet the union on October 3 and catering sector employers on October 4 to formally start provident fund negotiations.

Others demands included.

- Suspension of all retrenchments. Saccawu says OK Bazaars, Checkers and stores in the Tradegro Group had closed down a number of outlets resulting in job losses, and about 1000 jobs were threatened at Southern Suns hotels.
- The establishment of one national industrial council for the commercial sector and another for the catering sector.
- Companies to join Cosatu's battle in stopping the Government from implementing VAT on September 30.

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More than 500 members of the Transvaal Leather and Allied Trades Industrial Union yesterday took to the streets to protest against their "poor" salary increases. *Sowetan* 26/9/91 (152) Pic PAT SEBOKO

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Workers ¹⁵² fired after ^{work} stayaway

ABOUT 200 workers employed by Crown Cork in Alrode have been dismissed for participating in a two-day work stayaway last week ^{26/9/91}

The work stayaway was called to protest against the violence on the Reef

A spokesman for the workers said he and his colleagues heeded the stayaway call because "it is always not safe to go to work" during such an action

"We justified management about our fears hoping that they would understand our plight," the spokesman said

Mr Terry Terblanche, acting plant manager, said the dismissals were due to an illegal strike action and the employees' refusal to use the agreed laid-down dispute-settling procedures

Natal building firms hit by strike action

Sowetan 26/9/91

LABOUR strife has hit the Natal building industry following disagreement between employers and the workers over pension pay-outs on retrenchments.

Mr Bhekı Khumalo, general secretary of the Black Allied Workers' Union, of whom about 1000 members are on strike at three plants in Durban said yesterday that the union would be meeting other unions in the industry at the weekend to discuss this

Construction plants that were affected by the strike are LTA Construction, Acquila Construction and Acier-Beton Construction, he said.

Khumalo said there were widespread retrenchments in the building industry and workers were not paid their pension when they were retrenched.

Instead they were told to wait for periods of five years, he said

Strikers at Aquila Construction were

served with an Industrial Court order yesterday preventing them, among other things, from intimidating other workers, he said.

Workers had been dismissed at LTA Construction and Aquila Construction.

Khumalo said that the union would challenge the dismissals in court.

A spokesman for LTA Construction was not available for comment and a partner at Aquila, Mr G Reardon confirmed yesterday that they had fired all the workers as he could not make any sense of their demand.

Acier-Beton Construction's managing director, Mr Malcolm Lawton was not available for comment.

The strike by workers at Acier-Beton has delayed the finishing touches to the new R2,7-million junior primary school at Durban's Girl's College, which was to be officially opened on Old Girls' Day this Saturday.

3/10/64
26/9/64
26/9/64

Cleaning staff strike spreads across Durban

VERA VON MERES

BSB/Date 1964

THE more than two-week-old wage strike by about 3 200 Natal cleaning staff had spread to a large number of offices in and around Durban by yesterday, the Transport and General Workers' Union (TGWU) said (152)

TGWU southern Natal branch secretary Aron Ngema said a number of Natal companies employing contract cleaners had been affected by the strike (247) (287)

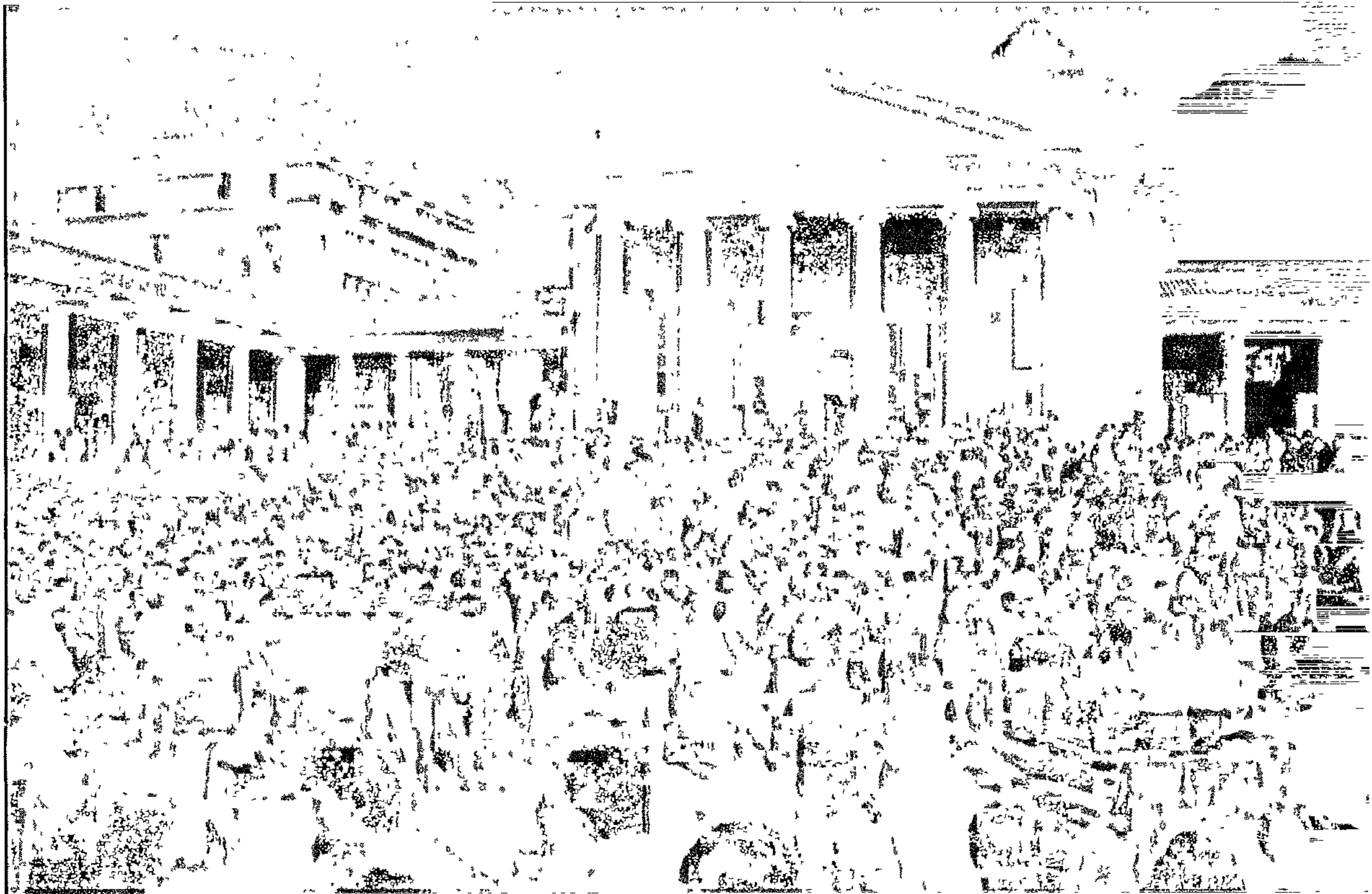
Ngema said an urgent meeting between representatives of the National Contract Cleaners' Association (NCCA) and union officials ended inconclusively yesterday.

He said employers had failed to make any substantive moves on the question of wages although they had agreed to address other union grievances (287)

Cleaning staff first downed tools at Natal schools on September 5, demanding a monthly minimum wage of R1 000. Monthly wages, set by the Wage Board, range between R400 and R500.

The strike, which was initially confined to Indian schools, has led to the closure of 120 schools because of health hazards.

A meeting today between the Education Crisis Committee and the House of Delegates Ministers' Council J N Reddy has been postponed, dashing hopes for an early end to the strike.



No class today . . . University of Cape Town students mill around on the Jameson Hall steps after being told the university had closed for the day

Strikers barricade roads, force UCT campus to close

CAPE TOWN — The strike-bound University of Cape Town (UCT) was closed yesterday after roads to the campus were blocked for a second day — sparking angry scenes between students wanting to attend lectures and supporters of striking workers

An estimated 14 000 students are affected, and the strike comes barely two weeks before end-of-year exams are to start, said Registrar Hugh Amoore

He told a press conference that he hoped the closure would be lifted by today, pending the outcome of separate talks with student leaders and representatives of the Transport and General Workers' Union (TGWU)

Union organiser Harald Har-

vey said the TGWU had been given a mandate to propose a resumption of talks

Up to 500 UCT workers — including kitchen staff, cleaners, gardeners, messengers and printers — struck on Tuesday to demand a R300-a-month across-the-board increase. It followed 2½ months of pay talks which ended in deadlock

Mr Amoore said the pending exams would not drive the university to reconsider its final offer of a R1 202 minimum wage. The offer represented a 19,7 percent increase in cash terms, while the union demanded a 26 percent increase

UCT also agreed to free medical aid

Commenting on the propos-

als, Mr Harvey said only 17 chars out of the 867 workers affected by the pay talks would be given the maximum 19 percent increase

He said 850 workers would receive 13,5 percent, "which is below inflation and well below the food inflation rate. Neither does it take VAT into account"

Mr Amoore said the university recognised workers' right to strike, but had been forced to apply for an interdict on Tuesday as it had a duty to keep the campus accessible to students and staff

The university authorities had given written permission for workers to gather on the campus, provided the demonstrations were peaceful and did

not interrupt the academic programme

Yesterday morning barricades were again built on access roads to the upper campus, said Mr Amoore

Marchers also broke down the front doors of the university administration block on Tuesday

Traffic was disrupted and a potentially explosive situation had developed between students who wanted to attend lectures, and others who manned the barricades, he said

UCT vice-chancellor Dr Stewart Saunders decided to close the university yesterday morning after meeting student leaders

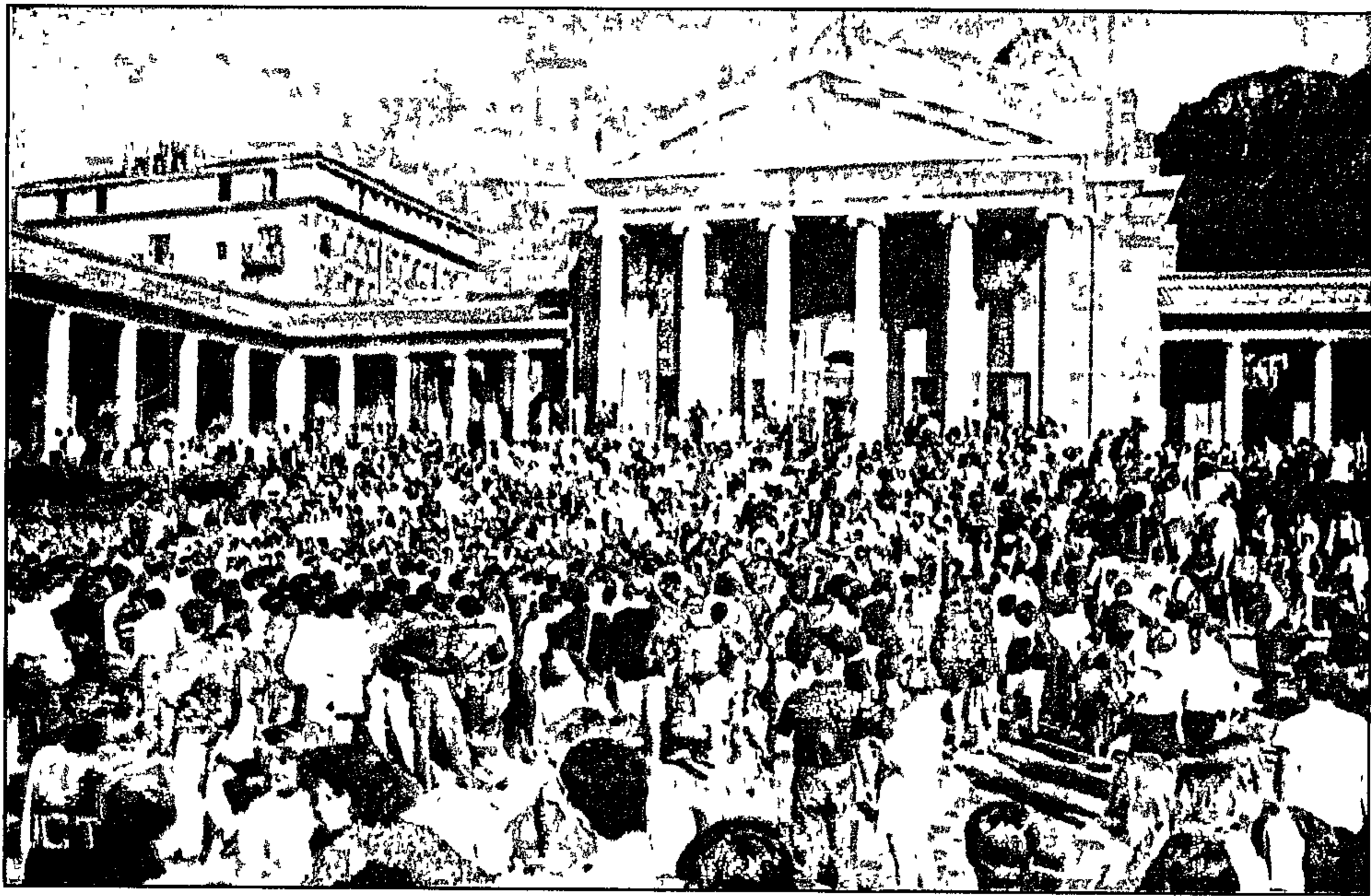
There had also been uncon-

firmed reports of vehicles ⁽¹⁵²⁾ ²⁸ ^{10/26} stoned from a bridge across Woolsack Drive yesterday

Asked about the union's attitude towards the disruption and damage, Mr Harvey said the strike was disruptive, adding "We will never distance ourselves from the actions of workers if decisions are taken democratically"

The campus appeared quiet yesterday with the remnants of makeshift barricades of dustbins, flower pots and logs scattered on several entrance routes

In another strike-related development, UCT deputy vice-chancellor Professor Martin West was shouted down at a meeting of students and strikers in the Jameson Hall — Sapa



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152 R26 26/9/91

UNIVERSITY IN STRAIGHT OF CRISIS

DENNIS CHUYWAGEN Staff Reporter

THE strikers at UCT are prepared to sit it out until their demands are met — even though the institution has a policy of "no work, no pay" say spokesmen for the 600 workers who downed tools two days ago.

Interviewed on a campus still bearing the scars of barricades and strewn with rubbish, Ms Willemina Trout, Mr Har-aid Harvey and Mr Reginald Japha, who form part of the workers' media committee, said such was the strikers' resolve and belief in their cause that they were prepared to suffer financially.

Support from students has also strengthened their commitment.

"Not all students support us in our struggle, others believe their studies are more important. Those who have supported us realise that education won't be possible without the workers at UCT," said Mr Harvey.

He added "We will force the university to meet our demands. They may put forward compromises, but the pressure on them to settle is growing and we are confident we'll win."

Support from students has also strengthened their commitment.

Transport and General Workers' Union, had not sanctioned this tactic.

"The decision to erect barricades was spontaneous. The union did not tell them to do it," said Mr Harvey.

Why disrupt traffic on campus? "Unlike other workplaces where if you down tools you stop production, workers can't do the same at UCT. That's why workers probably put up barricades, thinking it was the most effective way of showing what would happen if they withdrew labour," said Ms Willemina Trout.

WHAT THE STRIKERS SAY

Mr Harvey added "It's also an attempt to show UCT how serious and determined workers are. Now that they have seen it they will, perhaps, learn a lesson."

He described the reaction of the university community to the traffic obstacles as "mixed". Some people supported them, others were angry. UCT went to court on Tuesday to interdict workers.

Mr Japha said the move had not surprised the union. The court action, according to Mr Harvey, was a classical attempt to put the union on the defensive instead of addressing its demands.

He accused UCT of not having dealt in good faith with the union. "We indicated to management we would be meeting later in the day, but they went to court."

"They treat students differently. The university has not taken an interdict against students."

So far the police have not taken action against workers. But, Mr Harvey said, the union was on UCT to keep police off the campus. "This is a domestic issue which must be resolved without outside help."

WHAT THE UNIVERSITY SAYS

Mr Trout said, "There will be trouble if police take action on campus. This is also a test to see if UCT will call in police to help their struggle."

He said one reason underlying the strike was a demand by workers that UCT acknowledge and recognise their contribution to the university.

"They also want to be involved in decision-making. Workers are the only constituency on campus who do not have a voice here. Yet they, too, contribute to UCT."

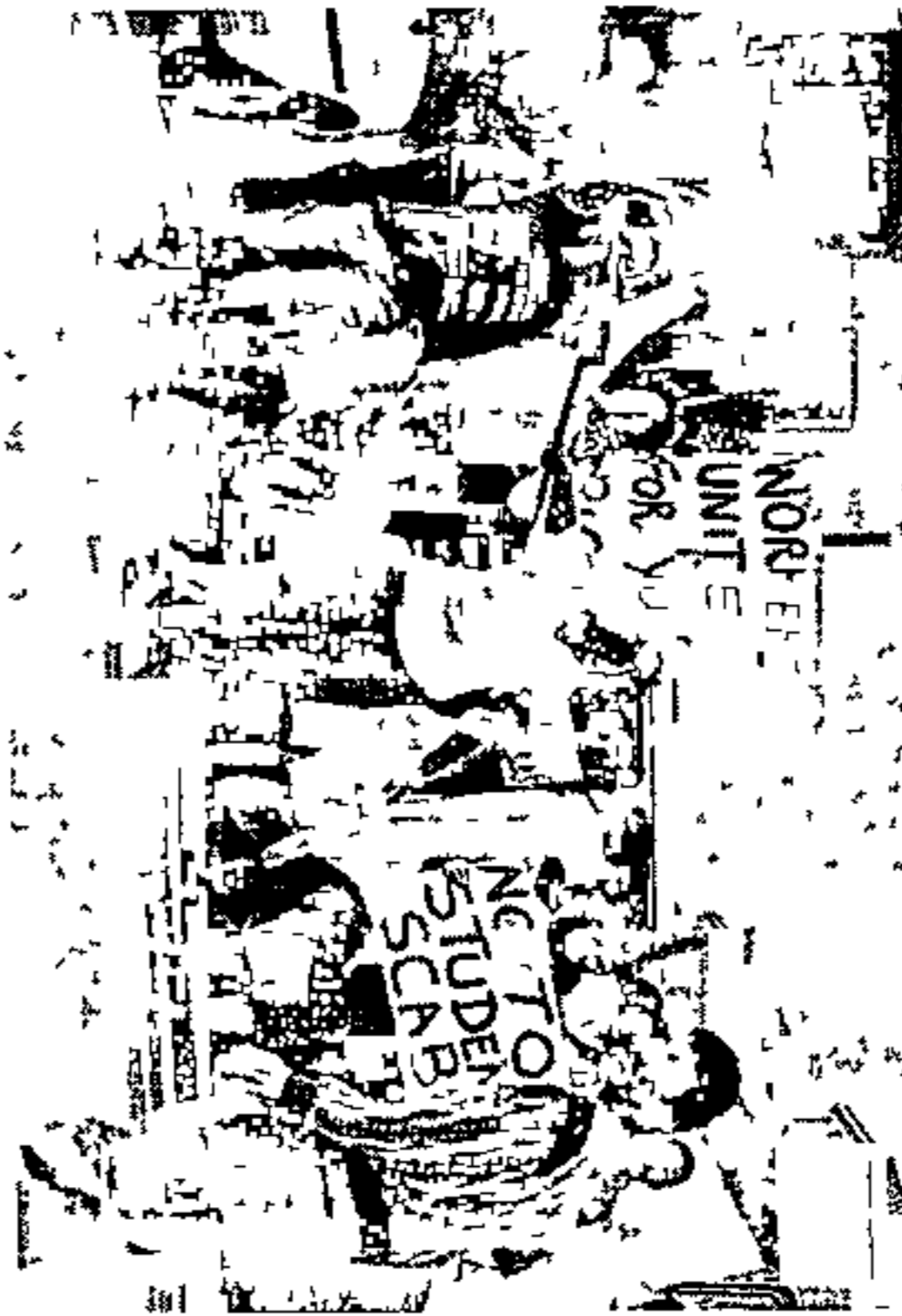
"UCT is not a liberal institution as far as workers are concerned. The university talks about reform, but there's no move towards reform. We want to be involved in decision-making."

WHAT THE STUDENTS SAY

of campus had been set up by Sasco students and not by striking workers.

Addressing a large gathering of students on the steps of Jameson Hall yesterday, a Sasco student leader claimed the student organisation had been responsible for forcing the closure of the university — a claim later denied by Mr Amooore.

The student leader, who refused to give his name, said the students would disrupt classes and put up barricades until the demands of the striking workers were met.



GIVE US MORE. Placard-wielding workers, who are on strike for the third day, march on the UCT campus.

WHAT THE STUDENTS SAY

HANS-PETER BAKKER Education Reporter

Although the barricades did not stop students from walking onto campus, they did block the traffic flow, effectively paralysing the university. On the first day of the strike classes were seriously disrupted and the second day saw the complete closure of the university.

Some students have come out in support of the striking workers, and in the barricading of the university, while others oppose the disruption of their study programmes.

Shortly before deciding on yesterday's closure UCT vice-chancellor Dr Stuart Saunders met a delegation of Sasco (South African Students Congress) leaders.

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"UCT is not a liberal institution as far as workers are concerned The university talks about reform, but there's no

move towards reform We want to be involved in decision-making

Workers were demanding the university take them seriously Mr Japtha said

"They laughed when we demanded an increase of R600 They did not understand that we need this increase if we are to survive economically and raise our children We've dropped our demands to R300; we are not prepared to accept less"

Other demands are that UCT scrap ad hominum promotions and merit awards because of favouritism,

Five days special parental leave to allow parents to enrol

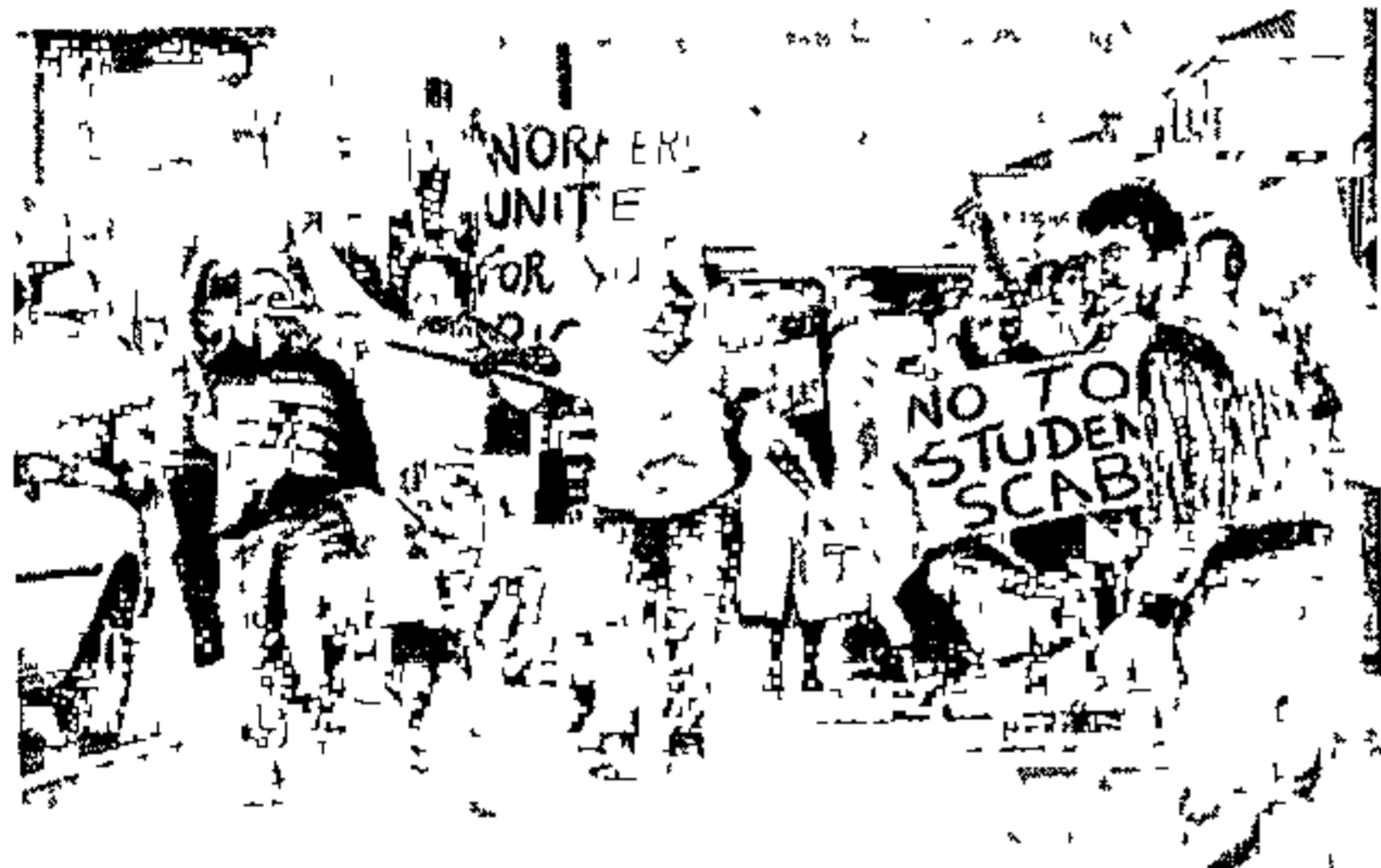
children at school or crèche or take them to a doctor when necessary, and

Kitchen staff working in the university's residence be given one weekend off a month

But another demand has crept in workers want UCT to dismiss industrial relations manager Miss Joy Fish

Mr Japtha said "She's unpopular and has caused us to lose confidence in the administration, UCT must dismiss her"

He said workers had carried a cardboard coffin yesterday "to show that the fish must be fried"



GIVE US MORE. Placard-wielding workers, who are on strike for the third day, march on the UCT campus

WHAT THE STUDENTS SAY

HANS-PETER BAKKER Education Reporter

STRIKE-BOUND University of Cape Town students face exams in less than a month and few can afford the university's closure

Although the barricades did not stop students from walking onto campus, they did block the traffic flow, effectively paralysing the university

On the first day of the strike classes were seriously disrupted and the second day saw the complete closure of the university

Some students have come out in support of the striking workers, and in the barricading of the university, while others oppose the disruption of their study programmes

Shortly before deciding on yesterday's closure UCT vice chancellor Dr Stuart Saunders met a delegation of Sasco (South African Students' Congress) leaders

Mr Hugh Amoore, UCT Registrar, said the students had indicated their support for the demands of the strikers and had warned Dr Saunders they would help the workers disrupt the activities of the university

Repeated attempts to talk to Sasco representatives were turned down on the basis that nobody had a "mandate" to talk to the Press

A campus control officer said the barricades at the northern entrances

of campus had been set up by Sasco students and not by striking workers

Addressing a large gathering of students on the steps of Jameson Hall yesterday, a Sasco student leader claimed the student organisation had been responsible for forcing the closure of the university — a claim later denied by Mr Amoore

The student leader, who refused to give his name, said the students would disrupt classes and put up barricades until the demands of the striking workers were met

Many students openly opposed the Sasco position, saying the recently formed student organisation did not represent the view of the majority of students

A post graduate student, who asked not to be named for fear of intimidation said he had managed to collect 75 signatures opposing the workers' action in only 10 minutes

Another student said the students had been advised to leave the campus yesterday "for their own safety"

"A lot of students are very irritated and annoyed by this If they put up barricades again we will take them down"

He said the impression was that all the students were involved in the chaos on campus "This is totally incorrect Many of us feel the university administration has once again capitulated to the threats of hooligans"

An SRC spokesman yesterday said the student council supported the right of the workers to strike.

"But we find the intimidation of students and the disruptions of lectures unacceptable"

WHAT THE UNIVERSITY SAYS

HANS-PETER BAKKER Education Reporter

THE University of Cape Town is battling to contain the chaos that has erupted on campus

The disruptions were initially caused by striking workers, but are already spilling over into further confrontations between student groups and between the university on one side and workers and some students on the other

On Tuesday the university obtained an urgent interdict, restraining the workers from erecting barricades and from disrupting the university operations

The interdict did not have the desired effect and the university was faced with a second day of chaos in which workers and students once again built barricades

The university then closed for the day

At a Press conference yesterday, a stern-faced Mr Hugh Amoore, the university Registrar, said "It is important to remember that we are dealing with an industrial relations dispute"

He said the university recognised the Transport and General Workers' Union (TGWU) as the "bargaining agent for the lowest three pay classes" which includes cleaners, kitchen staff and gardeners

On July 1 the union submitted 26 demands to the university The two negotiating teams have met many times since then and in the last three meetings an independent mediator was called in

The key reason for the deadlock which led to the strike action and the subsequent closure of the university revolves around salaries

Mr Amoore said the final offer was "fair and reasonable and what we can afford"

The union is asking for an additional R300 a month across-the-board salary increase This amounts to 26 percent on the av-

erage basic pay (R1 004) of workers in the affected pay classes

In addition the union wants free medical aid

The university has agreed to free medical aid and has offered a 13.5 percent general increase The minimum full time wage at UCT would then be R1 202 a month — an offer the union has rejected

The university does not have "unlimited funds available for wage and salary increases

A university statement says there are two main sources of funds — a government subsidy and student fees

The government subsidy is based on numbers of student and staff (academic and non-academic)

The subsidy is increased whenever civil servants get a salary increase and by the same percentage This year civil servants got a 10 percent salary increase and UCT's subsidy rose accordingly

The statement said the balance from any salary increase to UCT staff "must be found elsewhere"

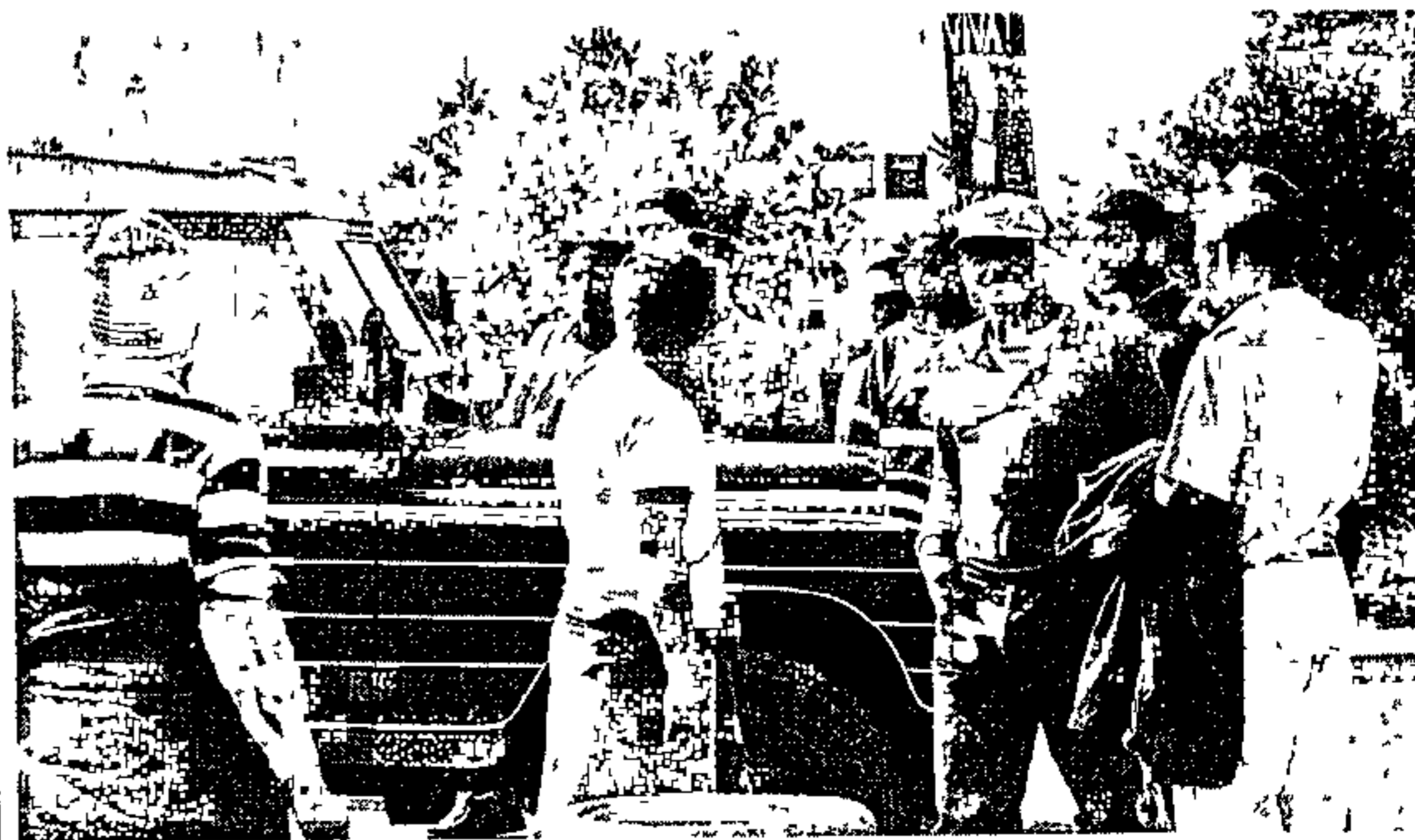
Student fees account for one third of UCT's funds but they are already high and there are limits to which these can be increased

The university also can reduce costs wherever possible, like the freezing of certain posts "And again there are limits without affecting the efficient running of the university

The policy of "no work, no pay" will apply during the strike and workers taking strike action stand to lose R50 a day

The university has assured striking workers that they would not be dismissed or disciplined

"However, strikers will not have licence to do anything Disciplinary action, for example, will be taken against any worker for malicious damage to UCT property, theft, assault intimidation



ROADBLOCK. Workers stop a vehicle at the entrance to UCT

Pictures OBED ZILWA, The Argus.

Campuses barricades

152 1991/09/26

PETROL BOMBS THROWN, BURNING TYRES BLOCK ROADS AROUND UCT

Staff Reporters

BURNING barricades were set up at the entrance to the University of Cape Town today as the three-day-old workers' strike turned ugly.

An academic's trousers caught fire and scuffles broke out between students, academics and workers.

The barricades and burning tyres caused a major peak hour traffic snarl-up near the campus for the third consecutive day.

Hold-ups at Union Avenue and Woolstack Drive caused a tailback which reduced traffic to a snail's pace in the southern suburbs stretching to Mulzenberg and as far as Simon's Town.

Allowed to walk

Traffic police tried desperately to reroute motorists around the campus as petrol bombs exploded at the entrances and set the campus on fire.

A spokesman said the entrance at Woolstack Drive remained closed while the situation fluctuated at the southern entrance at Union Avenue with rock barricades being removed and then replaced.

The demonstrators allowed students to walk on to campus but no vehicles were allowed through the barricades.

The university was open today after being closed yesterday.

The Transport and General Workers' Union met the university administration last night, but the dispute was not resolved.

Short scuffle

Union organiser Mr Harold Harvey said "It was not a very successful meeting and the strike will continue."

The trousers of Professor John Cartwright, Dean of the UCT Arts Faculty, caught fire when he tried to kick apart a barrier of tyres. After a short scuffle, he was taken away with his trousers on fire.

The flames were doused and he was not injured.

Dr Stuart Saunders, UCT vice-chancellor, defused a volatile situation which developed when a small group of white students wanted to force open a barricade.

Dr Saunders said "I agree with you chaps".

The union was entitled to strike if it wished, but Dr Saunders added "I believe our offer speaks for itself."

Students were also entitled to support the union, but "nobody is entitled to use coercion or violence to stop others from studying", Dr Saunders said.

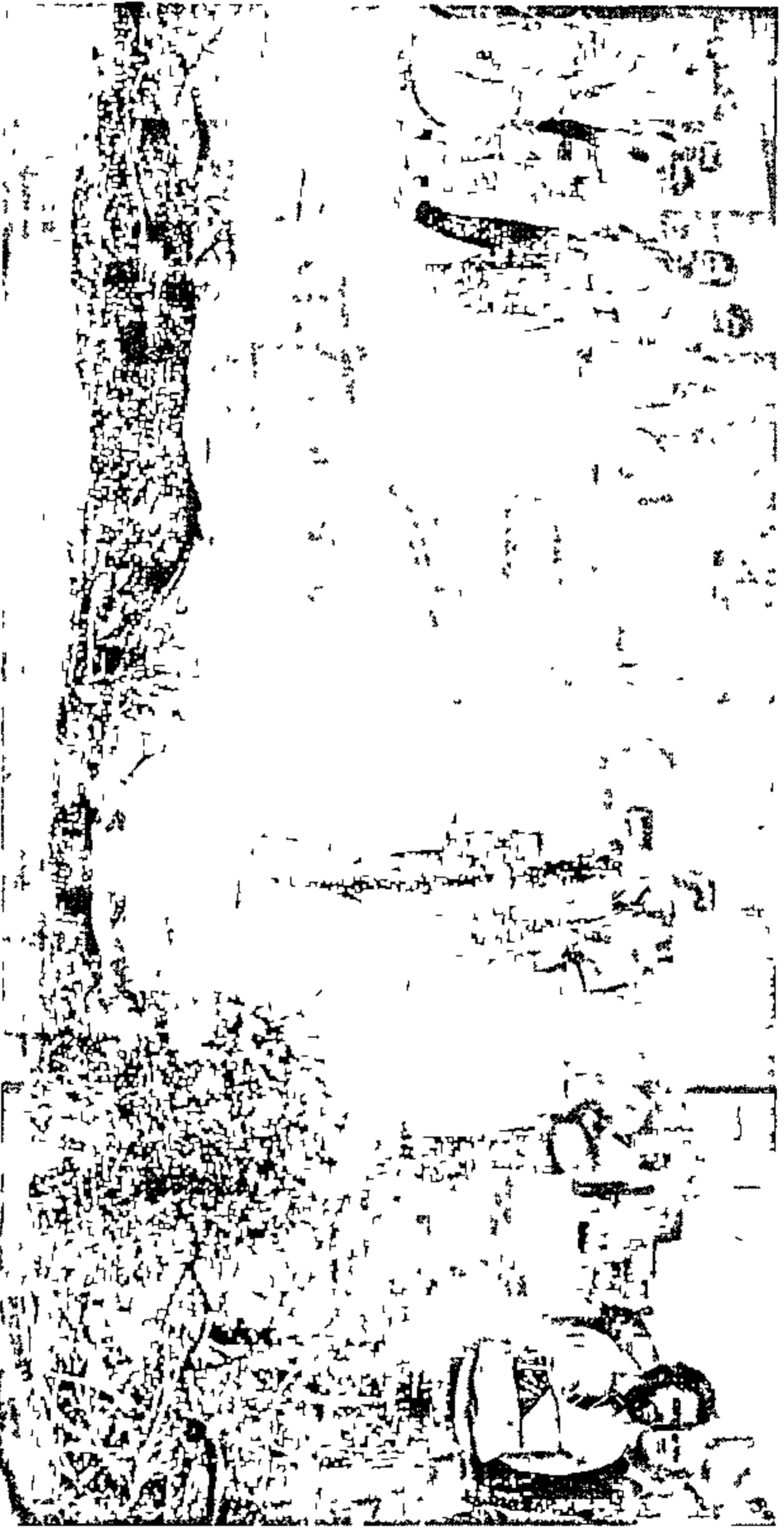
Tutu negotiating

After mediation by Archbishop Desmond Tutu, student barricades at UCT's northern and southern entrances were lifted.

Several hundred students then marched away singing and dancing.

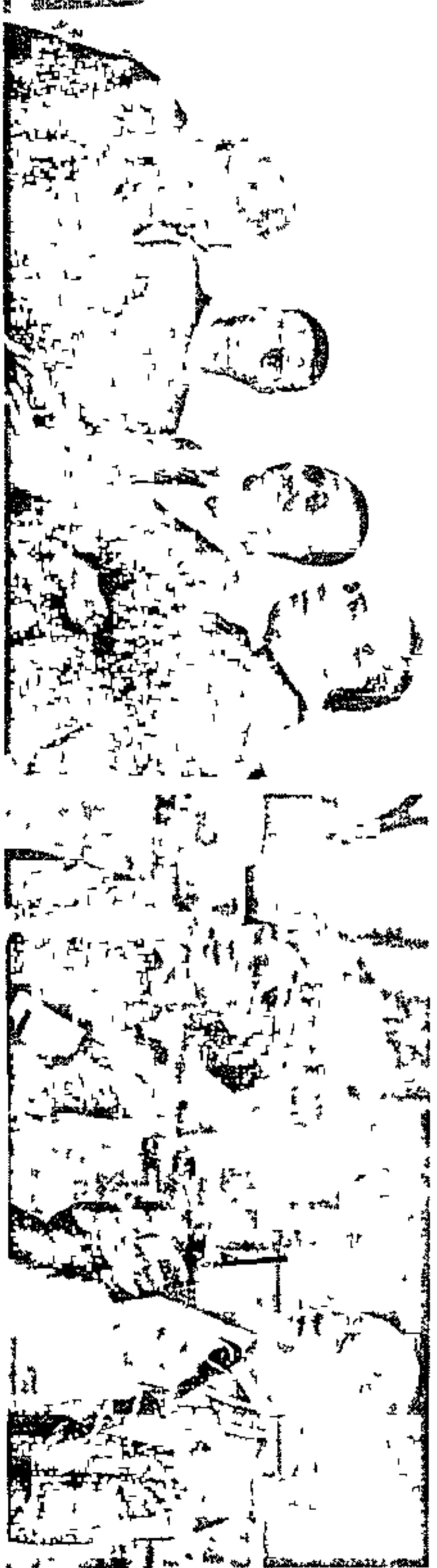
A university spokesman said the students had agreed to talks with university administration. He said talks would be held "soon".

After the students left the barricades campus control officers removed the still burning logs to allow traffic to flow.



BURNT BARRICADE: Students and lecturers at the University of Cape Town stand around a burnt barricade on the main campus today. Barricades were erected on the campus as a result of a worker strike at the university.

Picture: OSBED ZILWA, The Argus.



TUTU TALKS: Archbishop Desmond Tutu discusses the situation at UCT with workers.

ON THE SPOT: UCT vice-chancellor Dr Stuart Saunders monitors proceedings on campus.



Win a minibus

There's a super minibus to be won by an Argus reader.

A new clue in the Stick-a-Pic competition appears on page 2 today.

You could win a Toyota Hi-Ace GLX minibus worth R57 000 from Atkinson's Toyota!

There will be a new clue every publishing day, including Weekend Argus, until Saturday October 12.

SOUTHERN ARGUS

In Southern Argus today:

- Angry mothers pack meeting to discuss future of Constantia creche
- Celebrities sparkle at charity fashion show in southern suburbs
- Tips from Kirstenbosch experts on establishing an indigenous garden

Argus homes

You'll go *home* about the prizes on offer in our Homes magazine — there are wonderful plant containers to add glamour to your house or patio. Plus the programme for the spring garden and don't miss the story of a house in a tree.

Also today is the regular Maric Help-U series.

WEEKEND ARGUS

Coming up this weekend: *Argus* car plate fill-in World Cup rugby wall chart. Everything you need to know about the World Cup, which starts in Britain and France next Thursday.

Who plays who league tables. TV times. In Weekend Argus on Saturday (and Sunday).

Dunhill brings a new dimension of lightness to the gentle art of smoking

Presenting

Rescue flight by SA jet

Georgia set for civil war



PHONE IN POLL

PHILIST Soviet (nom) — Fe en nine times ahead. Mr Si

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After the students left the barricades, campus control officers removed the still burning logs to allow traffic through

The students marched through the litter strewn campus grounds. They stormed into lecture theatres forcing classes to stop and tests to be cancelled

Hooded students also tore open garbage bags and threw over garbage bins adding to the litter. Some students were sprayed with fire extinguishers.

At the UCT medical school, about 100 campus workers blocked the entrances The doors to the medical school were locked and slogans like "UCT is on strike" were painted on the walls

Chanting workers

The chanting placard-bearing workers at times disrupted the traffic and the police were called in

Some restaurants in Rosebank and Rondebosch are benefiting from the strike which has closed campus canteens feeding 2 500 students living in UCT's residences

A spokesman for a fast-food outlet said 35 per cent more customers, mainly students, were being served daily

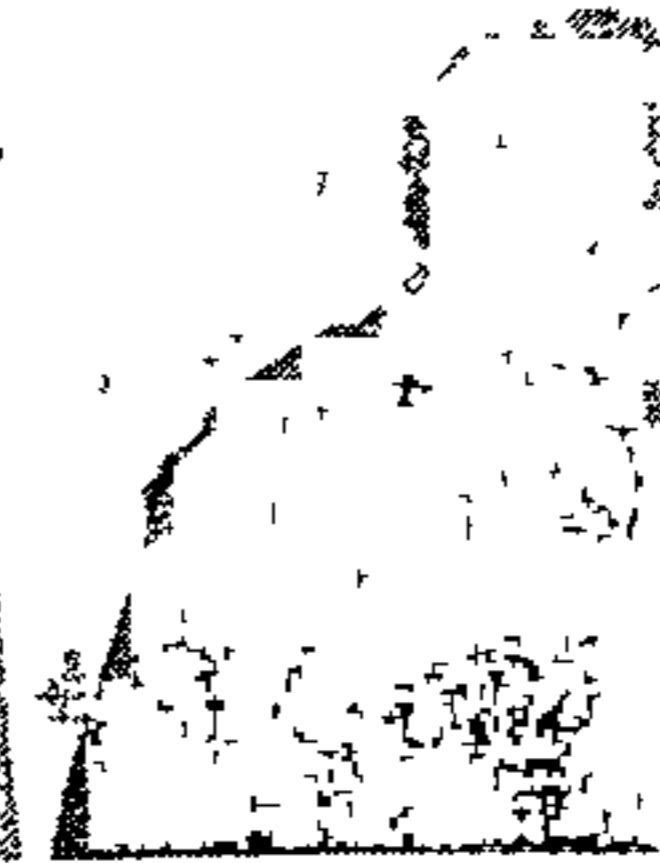
"Depending on time, they buy breakfast or burgers," the spokesman said

Police liaison officer Major Gys Boonzaaier said police had not been asked to take action, there had been no complaints and police were on campus yesterday in a monitoring capacity.

A transformer which blew up on campus had not been included in the unrest report and this suggested sabotage was not being considered as a cause

UCT registrar Mr Hugh Amoore said the incident was not strike-related.

BURNT BARRI the main camp



TUTU TALKS: Arch

Rescue flight by SA

MICHAEL MORRIS
Political Correspondent
and Sapa-Reuter

A SAFAIR Boeing 70 hannesburg early today cue South Africans at trapped in Zaire, now verge of anarchy with ing mobs pillaging sh

Most of the 18 South there will be airlift and the 175-seater is to return this afternoon

A skeleton diplomat to remain in the st capital, Kinshasa

The South African was launched as Fr

● How Mobutu's have fallen — p

Belgium sent more quell riots and stop t The United States that it would evacuate cans

The South African took refuge at the re the head of the diplo sion, Mr Herman when rioting broke tions were cramped limited

The situation in th

Wage row goes to council



ARG 26/9/91

DENNIS CRUYWAGEN
Staff Reporter

THE dispute over wages and working conditions between 200 workers and the Mount Nelson Hotel has been referred to the Industrial Council for further discussion next month

The general manager, Mr Nick Seewer, said hotels were having an economic crisis, yet the Mount Nelson had not retrenched staff

He hoped a "realistic wage agreement will keep things that way"

The Mount Nelson had offered the workers, all members of the South African Commercial, Catering and Allied Workers Union, an across-the-board monthly increase of the greater of R111 or 11 percent

This would have pushed the minimum wage of R720 for unskilled workers already employed to R831, and for new unskilled employees to R820

The union asked for a minimum across-the-board monthly salary of R1 000 and a full 13th cheque

Management's offer was equal to the inflation rate and was made in recognition of rising living costs affecting all.

Shop stewards and management had to take responsibility for job security

Mr Seewer added "This means keeping the company financially viable so that we can continue to provide secure employment for our staff"



IN DEEP THOUGHT: One of the striking workers sits on the barrier

Students blow hot and cold over strike

South 26/9 - 2/10/91
 A STUDENT assembly called to discuss the wage strike at UCT could not reach agreement on support action.

There seemed to be elements of a racial divide between some white student speakers who insisted that academic work continue as usual and asked whether academic fees would increase with the wage demands. These speakers were heckled by SASCO, Azanian Students' Congress (AZASCO) and Workers for a Socialist Azania (WOSA) members.

Later on Wednesday SRC member Ms Tanya Goldman said the SRC's position was that it supported the right of students to support the strike, but did not support intimidation.

Six hundred cleaning, gardening and kitchen staff workers crippled UCT downed tools for two days

this week, resulting in a collapse of essential services on the campus.

Chanting Transport and General Worker's Union (TGWU) members wearing red bandanas and union T-shirts blocked traffic with barricades and occupied the Bremner Administration Block. All kitchens and canteens were closed, and lectures were cancelled.

Barricades

A court interdict was issued late on Tuesday, restraining workers from blocking and occupying university property. On Wednesday morning, however, both the north and south entrances were blocked by barricades.

UCT registrar Mr Hugh Amoore said that the university reserved the right to act on the interdict, but as yet had decided not to take action.

UCT rector Dr Stuart Saunders, however, announced on Wednesday morning, after a meeting with stu-

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 dents from the SA Students' Congress (SASCO), that the campus would be closed because of the disruptions.

SASCO spokesperson Mr Duncan Sebifelo said that his organisation had agreed to support the workers' demands.

TGWU organiser Mr Harald Harvey said the workers were concerned about the interdict, but that they would continue strike action.

The strike action was taken after the administration and the TGWU reached deadlock on seven issues at their negotiations.

Senior shopsteward Ms Wilhelmina Trout said the union was demanding a R300 across-the-board increase, five-day parental leave with wage increases backdated to April 1. The workers have also demanded more say in the restructuring of the university.

UCT strike talks break down

CT 26/9/91
152

By WILLEM STEENKAMP
and RAMOTENA MABOTE

WAGE talks between the University of Cape Town and striking workers broke down last night with the university "under siege" for a second day running

Strike action by union members and students yesterday led to classes being cancelled and entrances to a littered campus being blocked.

Last night UCT registrar Mr Hugh Amoore said UCT had made a revised offer to strikers, including raising take-home pay for workers by reducing pensionable salary and increasing non-pensionable salary, but that Transport and General Workers' Union (TGWU) representatives had rejected the offer

The unionists stuck by their demand of a R300 across-the-board increase per month for workers

UCT's cleaning staff, who constitute most of the strikers, already earn more than double the wages paid to their counterparts at other universi-

ties and companies

Public Relations Officer of UCT Mr Kendall Jarvis said yesterday that the university was offering the majority of workers a 13,5% increase, but some workers would be eligible for increases of up to 19%.

Besides the increase UCT was also offering free medical aid for all the workers

At UCT yesterday no canteens were open and residence kitchens did not prepare food, while medical school personnel joined in the wage dispute

Traffic near the university was backed up for kilometres again in the morning after protesting SA Students' Congress (Sasco) students, who sympathise with the strikers, erected barricades at the entrances to Upper Campus and the off-ramps off Wool-sack Drive.

A university spokesman said yesterday afternoon that action would not be taken in terms of a court interdict

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PROFESSOR ON FIRE These pictures show how Professor John Cartwright, dean of the Faculty of Arts at UCT, caught alight while trying to remove burning barricades on the campus yesterday. From the left, he approaches the barricades, pulls one of the tyres and tries to kick it, but his trousers catch fire and he falls down attempting to put out the flames while colleagues come to his aid



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UCT backlashes

Anger over

campus chaos

By **WILLEM STEENKAMP, GUY OLIVER** and **IVOR CREWS**

UCT administrators and students closed ranks yesterday, in an angry backlash against students and workers at the centre of three days of disruption and terror on the campus

Boycotting students went on the rampage yesterday, breaking into lecture halls spraying lecturers and students with fire-extinguishers and forcing classes to end

Barricades burnt at campus entrances as the violence spilled over onto the medical campus where doctors and medical supplies were trapped in a barricaded building and staff cars were damaged. "We will keep the university open. UCT vice-chancellor Dr Stuart Saunders said last night. I do

not intend allowing a small group of people to close it."

Dr Saunders warned that students found responsible for erecting barricades and disrupting lectures would face severe disciplinary action.

He said violence and coercion were unacceptable and damage to property could not be permitted. The Students Representative Council also hit out at "certain disruptive groups and individuals" who were responsible for the violence.

"The SRC condemns the disruptions of lectures and the intimidation of students, but we support the rights of students to boycott lectures and the rights of others to attend lectures," said SRC spokesman Mr Christopher Barends.

Students and staff on campus yesterday also reacted angrily to the disruption.

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The meeting was attended by members of Azasco



21/9/91

WP'S CHANCES FOR THE BOK TEAM
See BACK PAGE

SA RESCUE MISSION TO ZAIRE HAILED
See PAGE 5



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DAILY LISTING — Page 11
STOCK PRICES — Page 13

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Student activists also suggested measures for self-defence against "reactionary forces" and an vowed an intensification of support for the striking workers.

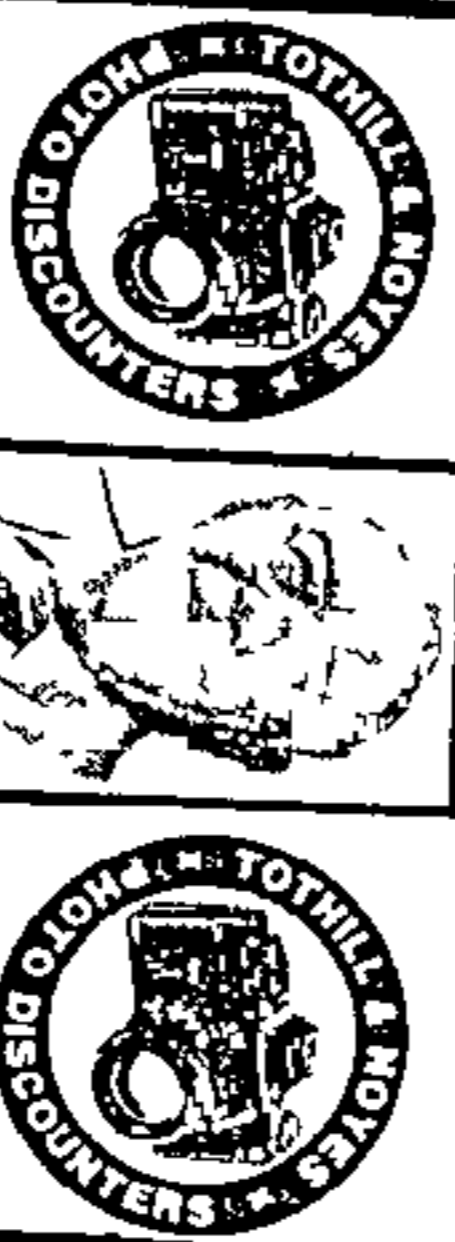
A speaker from the audience said the students should consider arming themselves "in self-defence" when disrupting lectures.

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Speaking on behalf of the SRC he called for lectures to be cancelled today, "as students' safety could not be guaranteed".

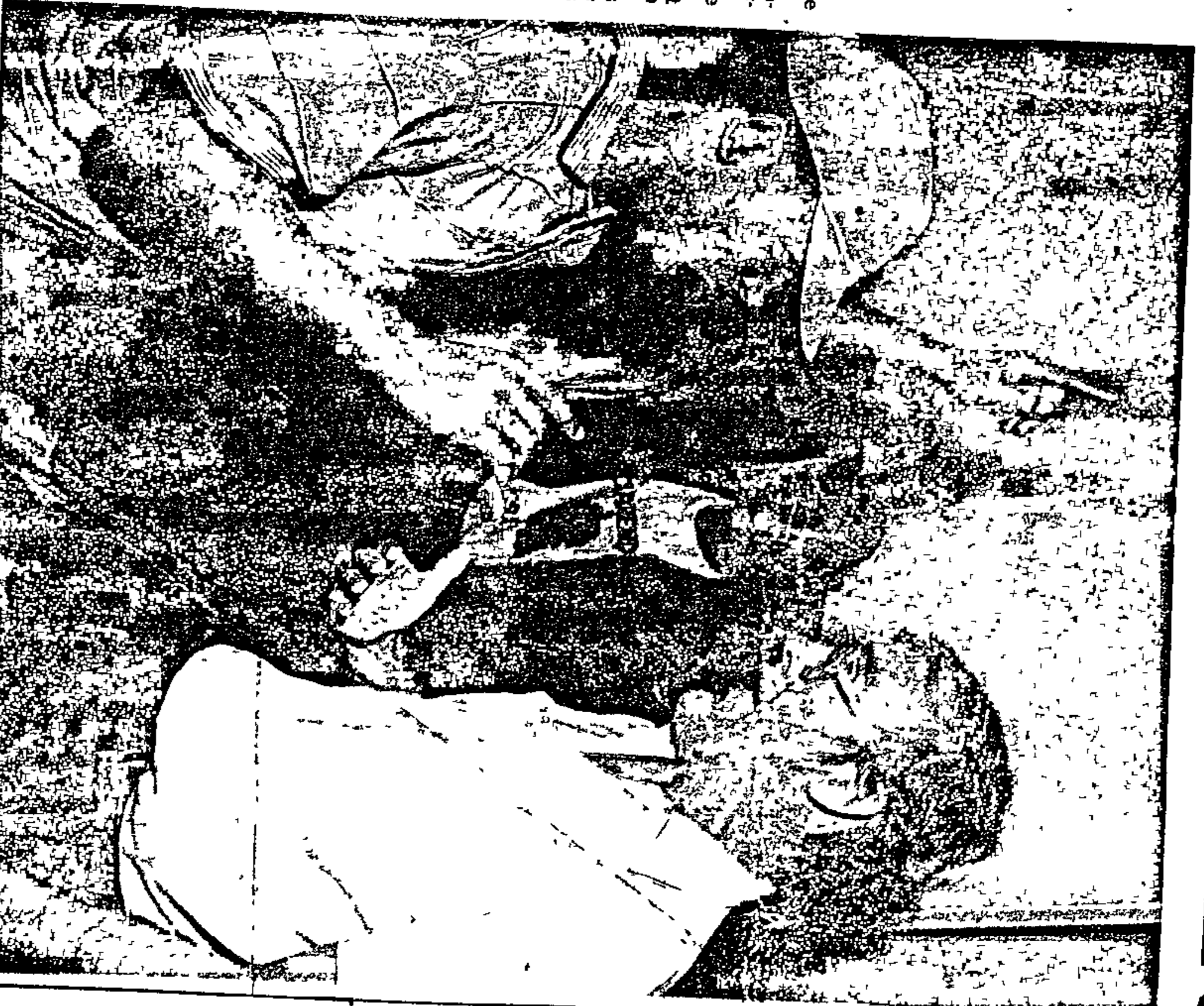
● Rector's letter to UCT — Page 6

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JVC GRAY GAMGORDER

ONLY
R9 000



SHOUTING MATCH A militant student and an UCT academic in heated argument in one of the university's lecture halls yesterday after the academic tried to dissuade students from disrupting classes

Picture BENNY GOOL

Saccawu pickets on VAT, retrenchments

■ Nationwide pickets this week highlighted the South African Commercial, Catering and Allied Workers' Union demands on Value-Added Tax and retrenchments. Demands for industry provident funds were also at issue.

In a statement, the union said it would demand an additional five percent wage increase from employers if VAT was implemented on Monday — "this increase should be effective from October 1 1991". Saccawu said employers had been involved in negotiations for national provident funds since last year but these had resulted in no meaningful action. W/Man 27/9 - 3/10/91

Many employers were merely converting their pension funds into provident funds, while others were establishing their own schemes.

Saccawu is demanding suspension of retrenchments, a national register of retrenchees and the phasing out of casual and contract employment.

Assistant general secretary Kaizer Thibedi said union members faced retrenchments at OK Bazaar, Tradegro and Checkers.

Strike brings beer production to a halt

Sowetan 27/9/91
PRODUCTION has come to a standstill at the United Breweries in Garankuwa following a strike by members of the Food and Allied Workers Union

The decision to down tools was taken after the dismissal of eight labourers last week, according to workers. The eight were allegedly fired for taking part in a go-slow strike.

Mr RW Childs, human resources director for South African Breweries, said the strike was unprocedural and the company was negotiating with the workers to leave the premises.

"The agreement between the company and Fawu provides for arbitration and we condemn the strike because it is unprocedural. However, negotiations are going on with

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By ALINAH DUBE

Fawu and worker representatives," Childs said.

There has been no production and deliveries have also been stalled since Tuesday. The company has also closed all facilities, including the canteen and clinic.

In circulars distributed among weekly paid workers, the UB warned strikers that they would not be allowed on company premises until they give an undertaking that they will abide with their conditions of employment.

"Employees are hereby warned that management may decide to sue employees for losses that the company suffers as a consequence of this industrial action," a statement said.



FROM DR PETER SKALNIK, SENIOR Lecturer in Social Anthropology (UCT).

I USUALLY do not write letters to you. Last time it was during the so-called "O'Brien Affair" in 1986. I tried then to warn you against the appeasement of blackmailers who were threatening to disrupt the running of our university. I never got your reply, but as an eyewitness to violence on the campus, I was able to testify to the commission of inquiry.

Today I would like again to condemn in strongest terms the violent acts on the campus and express misgivings concerning the handling of the problem by your administration.

Besides the apparent lack of resolution on the part of your administration *vis-a-vis* the perpetrators of violent disruptions, I wish to stress an even more important point.

The ever-growing demands for wage increases are, in my opinion, not so much related to the growing cost of living or to envy of the salary increases of other categories of UCT employees as they are related to your administration's willingness to raise wages irrespective of merit.

My observations during the years of my appointment at UCT reveal that while the number of workers in the service of the university grows, the amount of work done is diminishing. In that sense the workers are not un-

Academic plea to Saunders

CT 27/9/91
(152)

derpaid, but overpaid.

UCT's political economy reminds me more than anything else of the extensive economies of almost-defunct socialism. The workers are secure in their jobs, which they perform with the lack of enthusiasm and initiative typical of any socialist organisation.

It would be very instructive to carry out research on how many workers UCT really needs and how their labour intensity compares with that of similar employees elsewhere, especially in unsubsidised organisations.

I believe that UCT would very much profit from a demand for good-quality work from a fewer number of reasonably-paid workers, rather than the maintenance of a large establishment of *de facto* overpaid workers who then (ab)use their leisure for blackmailing your administration for higher wages.

Skalnik





STONER ... A student, with a rock in his hand, stand at a burning barricade at UCT yesterday.
Picture BENNY GOOL

Rector: UCT ready to talk

27/9/91
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THE vice-chancellor of UCT, Dr Stuart Saunders, yesterday sent the following letter, dealing with the situation on the campus, to members of the campus community:

MEMBERS of the Transport and General Workers Union in pay classes 1, 2 and 3 are on strike at UCT

The university is always ready to negotiate and details of the salary and benefit offer have been published. All I need to say is that the university's offer maintains our position as a leader among employers.

The minimum wage offered is R1 202 per month, plus a 13th cheque, plus free medical aid, plus a housing subsidy, plus other benefits.

Salary costs to UCT are a major reason for high refectory and residence fees.

Our salary and benefits package is unequalled in the university sector in South Africa and in almost every other sector. It is double what obtains on many campuses.

The members of the TGWU in payclasses 1, 2 and 3 have the right to go on strike and withhold their labour if they wish to do so, if they have exhausted all the procedures in our recognition prior to the strike. But they do not have the right to stop others from working or students from studying.

When the union told the university the result of the strike ballot, the union indicated it wished to have a meeting with the university to prevent a strike or to avoid undue prolonging of a strike. The university immediately agreed to a meeting which was to be held at 9.30am on Tuesday September 24.

The union did not come to the meeting. Earlier that morning they put up barricades on the roads to the campus and caused serious traffic disruption and a real risk of accidents. The university obtained a Supreme Court interdict against the union and some of its officials to prevent them from taking such action as would interfere with the legitimate activities on campus. The university has indicated in writing to the union that they have permission to be on campus and to hold meetings and protest gatherings with

posters, etc. provided that these activities do not disrupt the normal functioning of the university.

I want specifically to address the student role in these matters. On Wednesday September 25, some students erected barricades at the north and south entrances and exits to and from the campus. The university was closed for the day because there was a real danger of violence. Extensive discussions with the student leadership have been held. We have to try and ensure that the university can function and that those who want to work and learn can do so. The alternative is chaos and anarchy.

I also wish to address the question of violence. On Wednesday September 25 the university was closed because of a real threat of physical violence. This is a very serious matter. After exhausting the set procedures, union members in pay classes 1, 2 and 3 are allowed to strike if they wish to do so and students may give the union support, but no-one has the right to resort to physical violence, and violence among students was narrowly averted on Wednesday. At the same time, workers and all staff who wish to work and students who wish to study must be able to do so for the same democratic reasons that allow others to withhold their labour or stop studying if they wish to do so.

But physical violence and coercion are completely unacceptable and damage to property cannot be permitted.

The national accord against violence has recently been signed. The political, religious and other leadership of the country is calling on all South Africans to turn away from violence. At UCT we must also all reject violence, and I call on all members of the university community to do so and to resolve disputes peacefully and through negotiation and discussion.

The disruption of the academic work of the university has serious consequences for students. Examinations start on October 28. What time is lost now will have to be made up before that date. Examinations will not be postponed.

We hope and pray for a non-racial, non-sexist, democratic South Africa. Violence on and off the campus and the denial of the rights of others are not the way to achieve this goal.



PROFESSOR ON FIRE

These pictures show how Professor John Cartwright, dean of the Faculty of Arts at UCT, caught alight while trying to remove burning barricades on the campus yesterday. From the left, he approaches the barricades, pulls one of the tyres and tries to kick it, but his trousers catch fire and he falls down attempting to put out the flames while colleagues come to his aid



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UCT boacklash

Anger over campus chaos

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WP'S CHANCES FOR THE BOK TEAM
See BACK PAGE

SA RESCUE MISSION TO ZAIRE HAILED
See PAGE 5



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Anger Over

27/9/91

(152)

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● Rector's letter to UCT — Page 6

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ONLY R29 000

JWC GRAT GAMGORDER



SHOUTING MATCH A militant student and an UCT academic in heated argument in one of the university's lecture halls yesterday after the academic tried to dissuade students from disrupting classes. Picture BENNY GOOL

P.T.O.

UCT

CT 27/9/91
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Yesterday senior academics gathered on the campus early in the morning to try and peacefully persuade students not to barricade entrances to the campus and to allow lectures to proceed

Arts Faculty dean Professor John Cartwright was injured when his trousers caught fire while he was trying to kick aside a burning barricade

After being treated at Groote Schuur Hospital for burns to his legs, Prof Cartwright said from his home that kicking the barricade had been "quite a foolish thing to do"

Spraying

Soon afterwards a group of renegade students went on the rampage at UCT's Upper Campus, running through a number of buildings, disrupting classes and spraying students in lecture halls with fire extinguishers

In heated confrontations, staff members had tried to dissuade boycotting students from using fire hoses and disrupting classes, but were swept aside

Campus Control security officers, unarmed and hopelessly outnumbered, have been unable to prevent violent incidents from taking place

over the past three days and have stood and watched proceedings from a distance

A Campus Control spokesman said yesterday afternoon that officers had been told not to promote confrontation with protesters

By late morning, however, the situation had quietened appreciably. Hundreds of students milled around the plaza below Jameson Hall, and a few lectures resumed

At the medical school about 100 campus workers barricaded the entrance, preventing medical supplies from

entering and leaving the building

UCT registrar Mr Hugh Amoore said strikers had tried to occupy the medical school and had barricaded the complex next to Groote Schuur Hospital

"We regret to say that random damage occurred to property and vehicles. We have two confirmed cases of car windows being smashed

"The gates to the medical school parking lot were wired up and no doctors were able to get to the Red Cross (Children's) Hospital until the gates had been cut down

"Workers also refused to allow the free passage

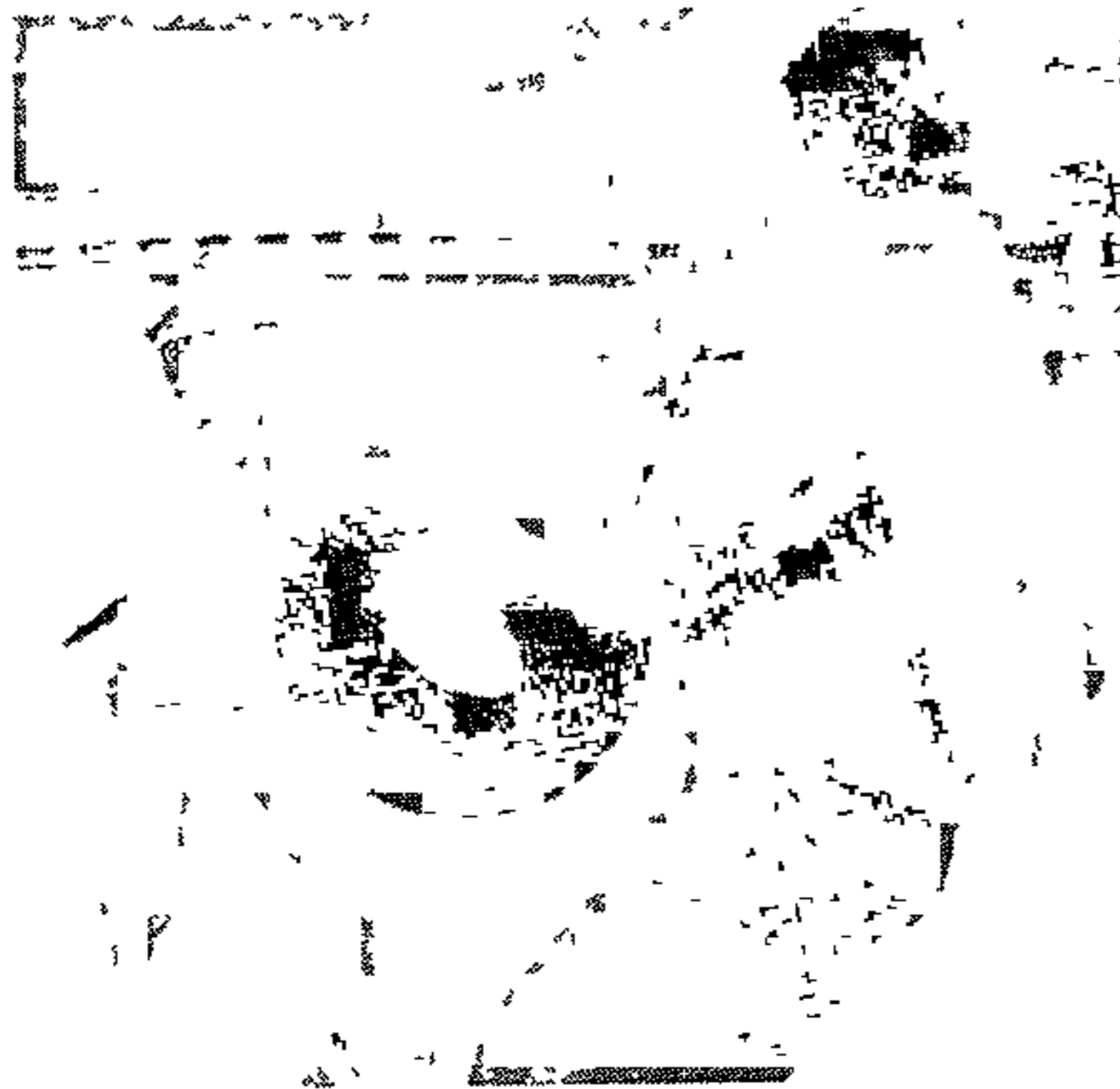
of blood and samples from the hospital to medical school laboratories. We told the trade union this was totally unacceptable. Eventually they agreed," said Mr Amoore

Union organiser Mr Harald Harvey said that after discussions with the Dean of Medicine, Professor JP van Niekerk, it had been decided that "essential supplies for patient care" would be allowed in

"The Action Committee had been given a mandate to work with someone appointed by the dean to decide what constitutes essential medical supplies," he said



RECEPTION. UCT vice-chancellor Dr Stuart Saunders and senior academics were on campus early yesterday morning to try to peacefully pre-empt protests by militant students and allow lectures to proceed unhindered. They were not successful



CONFRONTATIONS .. There were tussles at barricades between students and students, and students and UCT staff on the campus yesterday.

Cosatu Soweto sit-in 27/9/91 might resume

TEXTILE workers who held an 11-day sit-in protest at Cosatu's Johannesburg headquarters said yesterday a follow-up meeting had failed to resolve their grievances.

The protesters were part of 97 workers who were retrenched from Jason Michael clothing factory at Nancefield, near Soweto.

Dissatisfied with their Cosatu-affiliated union - the South African Clothing and Textile Workers Union - they occupied the Cosatu offices to press the umbrella union body to intervene in their dispute.

Spokesmen for protesters Ms Gloria Gwala and Mr Becket Makwati said Sactwu regional secretary Mr Robert Lagrange had told them those who had left the union to join the Textile and Allied Workers Union must resign and re-join Sactwu before they would negotiate their reinstatement.

"We are not prepared to be Sactwu members any more, we have had enough of it. Tomorrow we are telling them that we are not taking their conditions of resigning from Tawu," Makwati said.

Cosatu said yesterday that after the meeting on Monday the protesters had decided to end their sit-in -
Sapa

Hotel chain hit by strike

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Sowetan
27/11/91

MORE than 200 members of the South African Commercial, Catering and Allied Workers Union are on strike at seven City Lodge hotels nationwide

The strike was sparked by a deadlock in wage negotiations, officials of the hotel chain said

Increase

Union members are demanding an increase of R160 a month and a minimum wage of R980. They have also demanded transport to and from work

The company offered an increase of R115 a month or 13 per cent, whichever is the greater, with a minimum wage of R915. The company had also offered a transport allowance of R7 for all late-shift workers

Striking employees had to be removed from Sandown City Lodge when they tried to occupy guest areas - *Sapa*

Strikers cause chaos at UCT

STRIKING workers blocked entrances to the University of Cape Town's medical school yesterday as students barricaded access routes to the university in a third day of strike-related turbulence

Professor John

Soufan 27/9/91

Cartwright, Dean of the Faculty of Arts, suffered burns to his legs when trying to cross a flaming barricade on the campus. Other lecturers were apparently doused with fire hoses and sprayed with fire-extinguisher foam by students

At the medical school, about 1,5km away, strikers said they would join hospital workers in a planned protest against a visit by State President FW de Klerk to Groote Schuur Hospital yesterday

Professor JP van

Niekerk, Dean of the Medical School, said the strike was aimed at "hurting and causing chaos, and has achieved a measure of that"

Commenting, UCT spokesman Mr Kendal Jarvis confirmed that the movement of specimens from patients in the nearby hospital was being hampered by the strikers

"Doctors trying to go to the Red Cross Children's Hospital and other hospitals from the medical school have also been hindered from leaving. This is a very serious situation," he said

At the upper campus, Archbishop Desmond Tutu had intervened in a bid to lessen disruption by students supporting the strike

Transport and General Workers' Union organiser Ms Wilhelmina Trout said no workers were involved in disturbances on the upper campus yesterday

The upper campus was opened yesterday after being closed because of disruption on Wednesday, said Jarvis - Sapa

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Big increase in strikes over working conditions

152

Blowing 2719/91

STRIKES related to grievances over employment conditions increased significantly this year compared to 1990 and ranged from accusations of racism to objections to the introduction of job grading systems, say industrial relations consultants Andrew Levy and Associates

In the retail sector, union members went on strike earlier this year after a black and a white employee were allegedly treated differently following charges of shoplifting

Postal workers went on strike demanding the dismissal of a senior official, accused of arrogant and racist behaviour, and protested against the planned implementation of the Patterson grading system last month

VERA VON LIERES

This helped make grievances the trigger for 21,1% of strikes, up from last year's 14%

In its January to September 1991 strike report, Levy and Associates says strike action increased dramatically in the third quarter of the year, with the number of mandays lost approaching 2-million. A total of 375 000 mandays were lost in the first half of the year which was marked by a relative decline in strikes

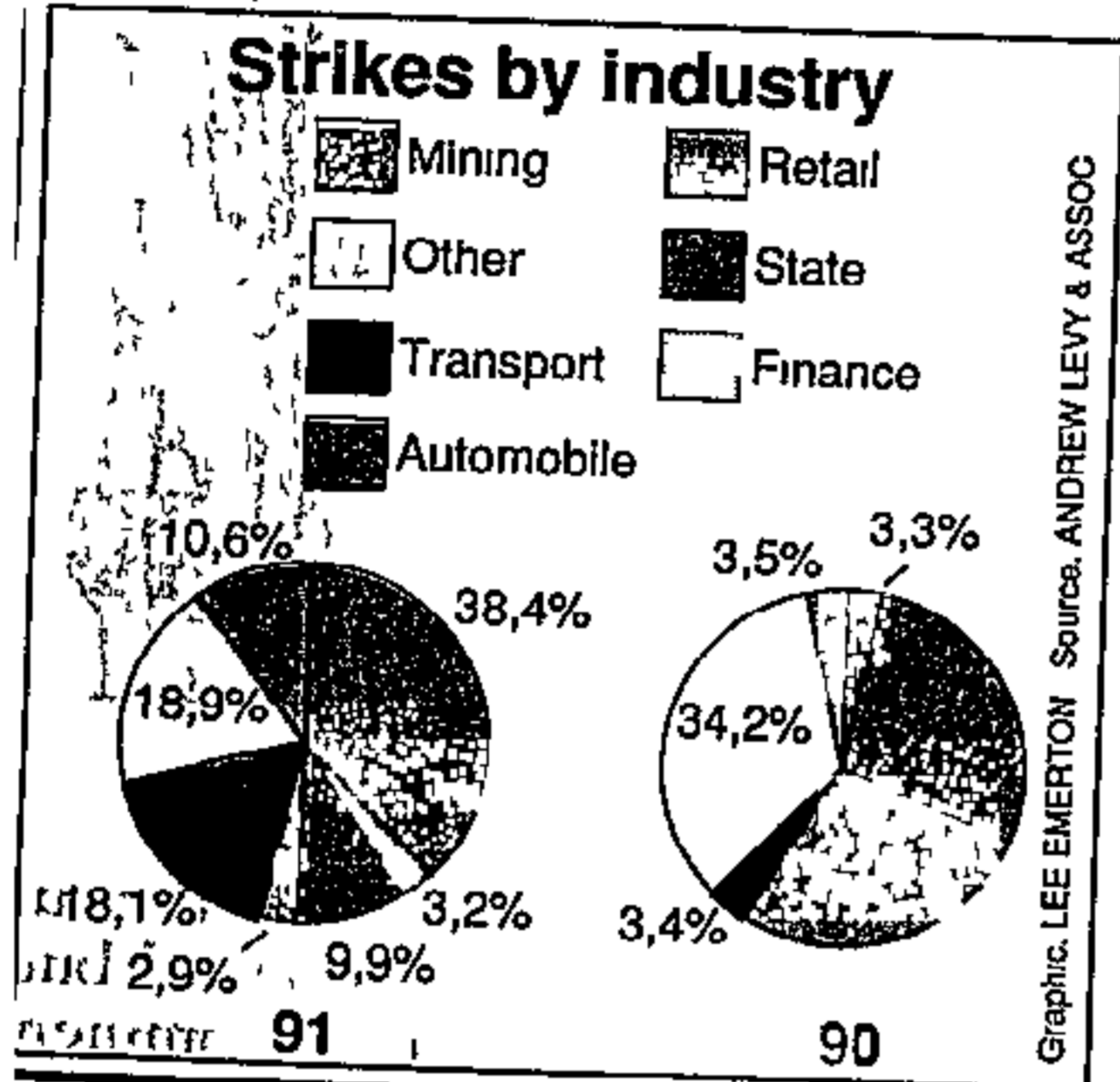
Wage strikes involving the National Union of Metalworkers (Numsa) and employers in the vehicle assembly and tyre sectors accounted for the loss of 325 000 and 160 000 man days, respectively. The dispute between the SA Railways and Harbours Workers' Union (Sarhwu) resulted in about 175 000 lost mandays

Once again wages were the main strike trigger, accounting for 62,7% of strikes, followed by grievances, dismissal and discipline (7,9%), recognition (6%), and retrenchment (1,3%)

The vehicle assembly sector accounted for 36,4% of strike action. This was followed by the transport sector (16,1%) where large-scale strikes involved Sarhwu and Transnet. The mining sector accounted for 10,6% of strikes

Strike action in the state (9,9%) and retail (2,9%) sectors decreased noticeably compared to last year

Numsa was the most active union in terms of mandays lost (42,8%), followed by Sarhwu (13,2%), NUM (10,6%), the National Health and Allied Workers' Union (6,5%) and Saccawu (6,0%)



Graphic: LEE EMERTON Source: ANDREW LEVY & ASSOC

Natal cleaners still on strike

DURBAN — The strike in Natal by about 8 000 cleaners which has closed 120 Indian schools continued yesterday after talks between union officials and the National Contract Cleaners' Association failed to resolve the dispute. ET 27/9/91

The Transport and General Workers' Union representative involved in negotiations said the NCCA was not prepared to discuss the union's wage demand at talks on Wednesday. (52)

Union, Sasco blame

UCT 28/9/91

Staff Reporter

THE union organising the strike at UCT and the South African Students' Congress (Sasco) yesterday blamed the university administration for the turmoil on the campus

Transport and General Workers Union organiser Mr Harald Harvey said bad faith by the UCT administration left union members angry and determined to continue their strike

He said the strikers' demands now included that no disciplinary action be taken against students or workers once the strike is settled

He acknowledged the student's action in the support of the first strike on campus in 150 years and said "We know the majority (of students) do not support us, but a significant minority does"

Issues which had not been resolved and were still on the table were the 17% increase back dated to April 1 and 13,5% for non-strikers

The administration's repackaged deal was constituted by lowering the pensionable component and raising its offer on take-home pay from 13,5% to 16,5%

Sasco said the way the administration handled the dispute with the union was responsible for the violence and disruption on campus

● A campus petition arranged by commerce students and signed by more than 350 students and lecturers yesterday objected to the administration's "unwillingness" to ensure that all fee-paying students could exercise the right to attend lectures



BARRICADE . . . Workers prepare a barricade at an entrance to UCT before students and lecturers arrived yesterday.

Picture BENNY GOOL

'Cancel classes in sympathy with workers'

SECOND-YEAR social science student Mr Lucky Montana said after a mass meeting at the UCT campus yesterday "I support the strike"

To express sympathy with the workers, he has not attended lectures since the action began

The disruption of lectures, he said, was a method "to get the message across"

But he believed it was not necessary to "engage in physical contact"

He said disruption was also aimed at "getting the Administration to cancel lectures so the strike could be addressed"

The cancellation of lectures would lead to a faster resolution of the industrial dispute which the Administration wanted to prolong, he said

"The demands of the workers cannot be addressed in this abnormal situation and that is why we want the cancellation of lectures"

Students were affected, especially those who lived in residences, where there was no food or cleaning services, Mr Montana said

He believed the Administration was exacerbating racial tensions to glean greater support from the majority of students, who were white

"My background is working class I am biased to the working class and understand the conditions of workers," he said

UCL stays open

UCL CT 28/9/91
152

Saunders is firm

By CHRIS BATEMAN and GUY OLIVER

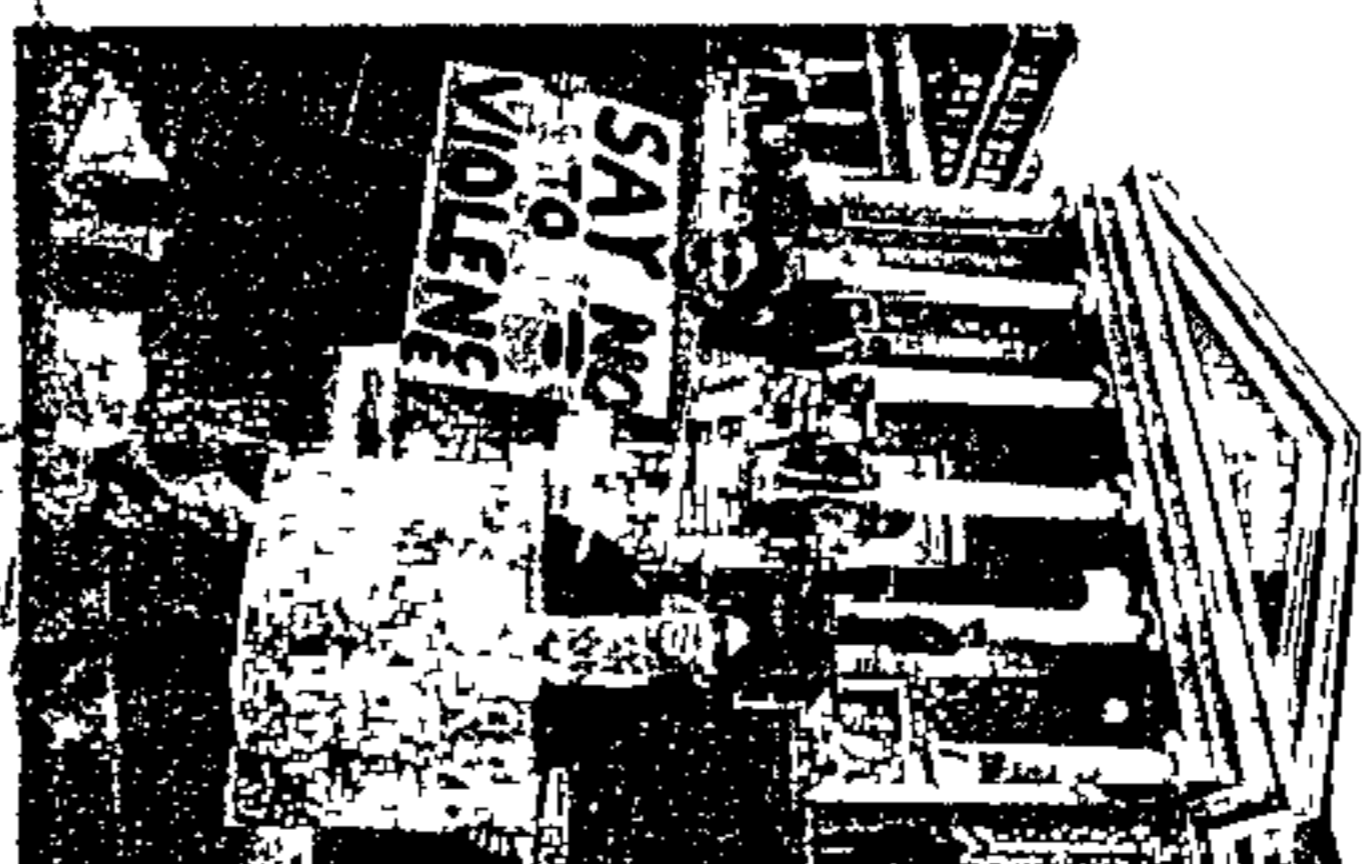
STUDENTS who disrupted lectures could be expelled, UCL administrators said yesterday in a hardline approach to the chaos on the strike-riven campus

Classes were disrupted for the fourth day running yesterday as students were split over whether to support the striking campus workers.

Speaking yesterday in reply to demands from workers and boycotting students that the campus close next week and no disciplinary measures be taken vice-chancellor Dr Stuart Saunders dug his heels in. The university would continue with lectures next week, he said.

A "small group" could not be allowed to bring an institution to a halt. He rejected unequivocally any notion that the university may not be allowed to discipline students who put up barricades and disrupted lectures — those who are identified will be disciplined.

UCL registrar Mr H. ... on the expulsion of offenders was a definite option". Dr Saunders said a small group of "not more than 40 or 50" students had disrupted lectures in defiance of the overwhelming majority who wanted to continue studies. In a day of high emotion on campus yesterday



BACKLASH ... Equine-frog, and medical students protest yesterday outside Jammie Hall against the disruption of lectures on campus by a few students and the UCL workers on strike. Picture: SENNY GOOL

● Strike supporters disrupted a high school netball tournament at the sports centre, and fire hoses were turned on at least two lecture theatres before lectures

● A violent confrontation between workers and placard-bearing students protesting against disruption and violence was narrowly averted, and SRC members intervened to prevent potential violence when South African Student Congress (Sasco) members interrupted lectures to put their views to students

● The Transport and General Workers Union said bad faith by the UCL administration had left union members angry and determined to continue their strike

He said the strike demands now included that no disciplinary action be taken against students who return to work once the strike was settled

● The SRC called on the administration to suspend lectures on Monday as "the safety of students is not assured and the situation is volatile"

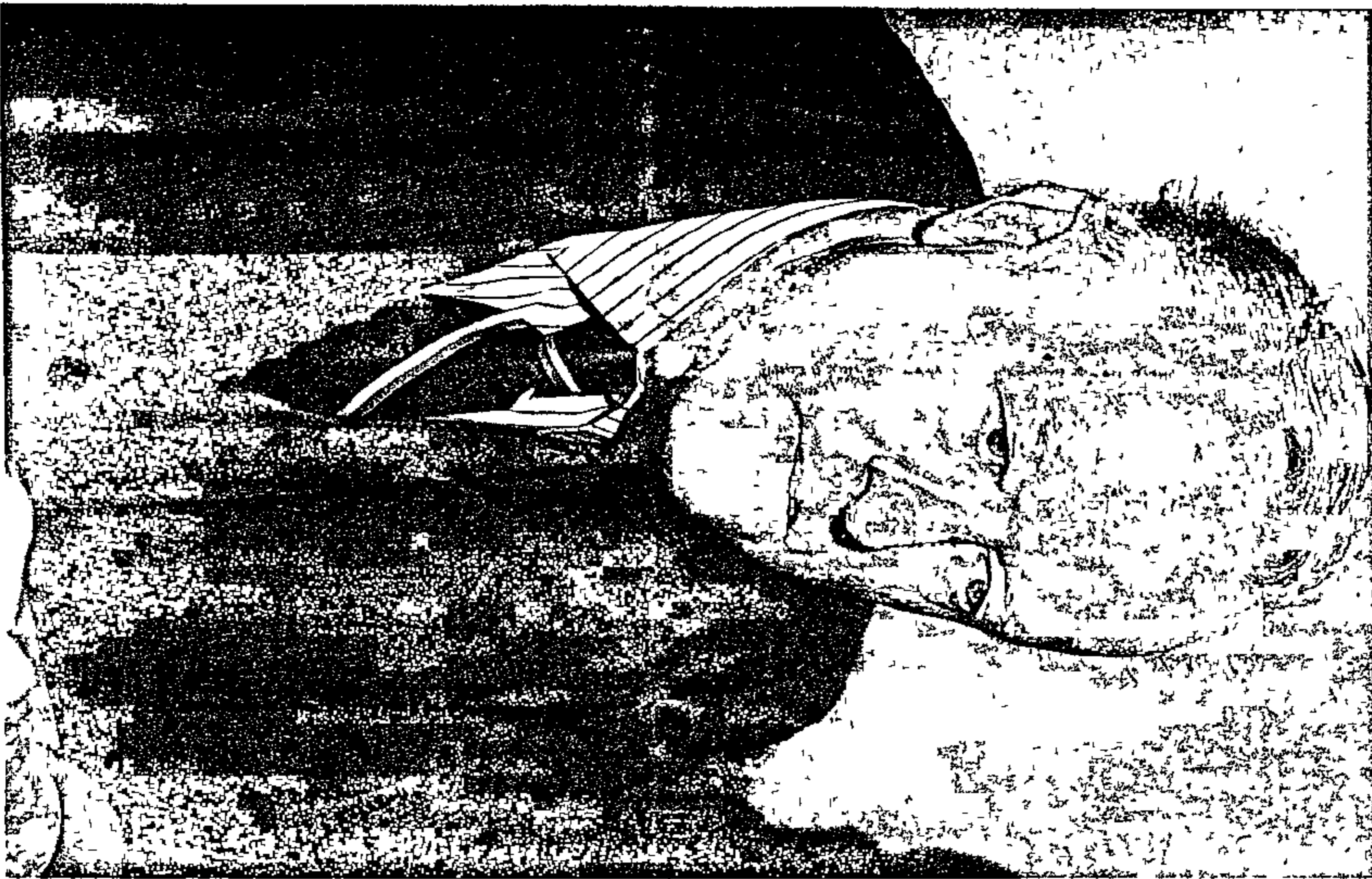
● Police said they were investigating six complaints — including four of assault — in connection with the strike

Police spokesman Captain Hendrik Opperman said police were keeping a low profile at the request of the vice-chancellor, but were monitoring the situation to prevent a spill-over from campus

Meanwhile on campus confrontation continued as boycotting students sought to close the campus — while others demanded their right to study

The bitter controversy over worker de-

To page 2



TOUGH STAND UCL won't give in to new demands by strikers and their student supporters. Dr Stuart Saunders tells reporters at a press conference, including Peter...

Judge Thomas: Senate to vote

WASHINGTON — The US Senate Judiciary Committee deadlocked seven to seven yesterday on Judge Clarence Thomas's nomination to the Supreme Court, and the appointment is to be sent to the full Senate for a final vote.

All six Republicans joined Democrat Mr Dennis DeConcini in voting for Mr Thomas, a conservative appeals court judge who would be the second black to sit on the high court.

The committee's seven other Democrats, including chairman Mr Joseph Biden, opposed him. Mr Biden, a Delaware Democrat announced earlier on the Senate floor that he would oppose Mr Thomas's elevation to the high court to fill the seat being vacated by Justice Thurgood Marshall.

Despite the tie vote in committee both Thomas opponents and proponents predicted that the nomination would be approved by the full Senate —

THE LIGHT CIGARETTE THAT REALLY SATISFIES

Rothmans

EXTRA

P.T.O.

Self-taught negotiator leads strike

The man leading the University of Cape Town's dead-locked strike is Transport and General Workers Union organiser Mr Harald Harvey — a self-taught industrial relations negotiator and former UCT industrial sociology honours student

Mr Harvey graduated from the university four years ago and has worked for the union since June 1990

He has no illusions about the post-strike scenario for workers at the university. Regardless of the outcome, he says, it will be "revenge"

His academic career was forged during the then president Mr P W Botha's state of emergency which hung heavy over a campus which subscribed to liberal notions of politics

But although the strike and ac-

tion around it have been lambasted by the "liberal press" whose "liberal sensibilities have been hurt", he was confident of victory in favour of the workers

His honours thesis centred on the union organisation of farm-workers in California. He is registered for a master's degree in industrial relations at the strife-torn university

UNIONIST
Harald Harvey

152 CT 28/9/91



UCT deadlock with strikers

JACQUELYN SWARTZ

Weekend Argus Reporter

THE strife-torn University of Cape Town remains deadlocked, with striking unionists and administration refusing to budge

A week of tension, interspersed with violence, has left the university community in disarray

Transport and General Workers' Union representatives left the most recent meeting, yesterday, after half an hour when the administration attempted to introduce strike rules for employees "taking part in industrial action" These include:

- No work, no pay
- No interference with people or vehicles on the campus
- "Peaceful and reasonable" demonstrations on campus are allowed
- Marches are allowed provided they do not pass through any university building
- No damage or threat to property of the university, its other employees or customers or suppliers

The university has said it will "sit it out" if necessary, but will not give in

Union representative Mr Harald Harvey said "The way in which they introduced the demands is obstructive to the settlement of this dispute"

"They can submit requests to negotiate the agreement and we will negotiate with them"

He said the university showed an "extremely destructive attitude" with this new demand

The union also refused to accept the administration's proposal to drop their other demands in return for a 17-per-

cent increase for all workers

The new-increase figures of 17 percent for strikers and 13,5 percent for non-strikers were presented by the union yesterday

The university is offering 16,5

The union has persisted in its demand of one weekend a month off for kitchen staff, no disciplinary action against students or workers and a backdate of salary increases to April

However, it dropped its demands for five days parental leave and for campus control to be placed in a separate pay class

Mr Harvey said the university was showing "bad faith" in attempting to restructure its offer by increasing "take-home" pay by reducing pension benefits

"They are taking with the one hand to give with the other"

Mr Harvey said it was "clear" the university did not want a settlement

With regard to student support, Mr Harvey said the union believed this to be a lot stronger than represented in the media

"We don't think the majority support us, but we believe it is a very significant minority that do," he said

At a university Press conference yesterday registrar Mr Hugh Amoore said the administration would not give in to the strike but would sit it out if necessary

Mr Amoore said he believed the demand for strike rules to be "fair and reasonable"

"Strike rules are simply reasonable rules of conduct I think it is perfectly acceptable to talk to a trade union about conduct during a strike"

He said the implementation of these rules would counteract disruptions on campus

Mr Amoore also said the university would not bow to union demands that students and staff involved in disruptions not be disciplined

Vice-chancellor Dr Stuart Saunders said "Students and workers who can be identified will be disciplined I think any reasonable person will think they should be disciplined"

Dr Saunders said classes would continue as normal on Monday and Tuesday next week in spite of a contrary decision by a group of about 200 students

He said he did not see how any institution could allow a small group "who represent nobody" to bring its activities to a halt

Dr Saunders said there were about 14 000 students on the UCT campus

"It is quite clear that the vast majority of students on this campus want their studies to continue uninterrupted"

Dr Saunders said many of the university's black students had approached the administration about wanting to continue lectures

Students had also had a placard demonstration yesterday protesting against violence during the strike

He expressed disapproval at the disruption of lectures by about 50 students and the erection of barricades yesterday

■ The union expressed disapproval about reports that the university was calling on ANC president Mr Nelson Mandela to defuse the situation.

□ **ACADEMIC FREEDOM:** Students at the strike-torn University of Cape Town discuss their demand for a return to normal studies with vice-chancellor, Dr Stuart Saunders.

ARG 28/9/91 152

CRUCIAL talks take place tomorrow between University of Cape Town administrators and campus workers in an attempt to resolve a five-day strike which has plunged the university into chaos on the eve of final exams.

"If the university does not meet our demands the strike will continue," said strike leader Harald Harvey, a former UCT industrial psychology lecturer

His defiant stand comes in the face of a threat by UCT vice-chancellor Dr Stuart Saunders that students who continue to disrupt lectures will be expelled

Striking workers supported by militant students brought the university to a standstill by erecting burning barricades on roads leading on to the campus

Angry

Throughout the week peak-hour morning traffic built up for several kilometres on the main road from the southern suburbs as traffic police diverted cars away from the barricaded campus. Police kept a low profile

Angry scuffles broke out between students who wanted to study and students protesting in support of the 600 striking Transport and General Workers' Union members

ANC president Nelson Mandela and Archbishop Desmond Tutu were approached to mediate as fears arose that tension was leading to racial polarisation at the university. Mr Mandela referred the matter to the ANC Western Cape regional committee

Lectures have been disrupted by students who invaded lecture rooms, spraying working students with foam and water from fire extinguishers. Some protesting students danced on desktops

Strikers and students

By EVELYN HOLTZHAUSEN and KURT SWART

broke down a security gate and smashed a glass door when they occupied the administration building on Tuesday

Arts faculty dean Professor John Cartwright suffered burns to his left leg when his trousers caught fire as he kicked at a burning tyre on Wednesday

The SA Students' Congress voiced concern at

violent incidents between students. The strike was causing divisions "along racial lines"

Dr Saunders said on Friday that the university would not allow "a small group of students" to disrupt activities

The union in turn appealed to students to put pressure on the university to settle the dispute

On Friday about 2 000

students decided on a two-day suspension of lectures in support of the strikers, starting tomorrow

Mr Harvey was emphatic that no workers had taken part in disrupting lectures

The strike began on Tuesday morning. That afternoon UCT administrators won a Supreme Court interdict restraining strikers from barricading the university entrances. The order was ignored

Antagonism over strike threatens to tear campus apart

■ Vat Alles Terug, people brand
Barend's controversial new tax

■ Strikes and protests can still
be averted, urge Cosatu leaders

VAT COUNTDOWN

By DERRICK LUTHAYI
29/1/91

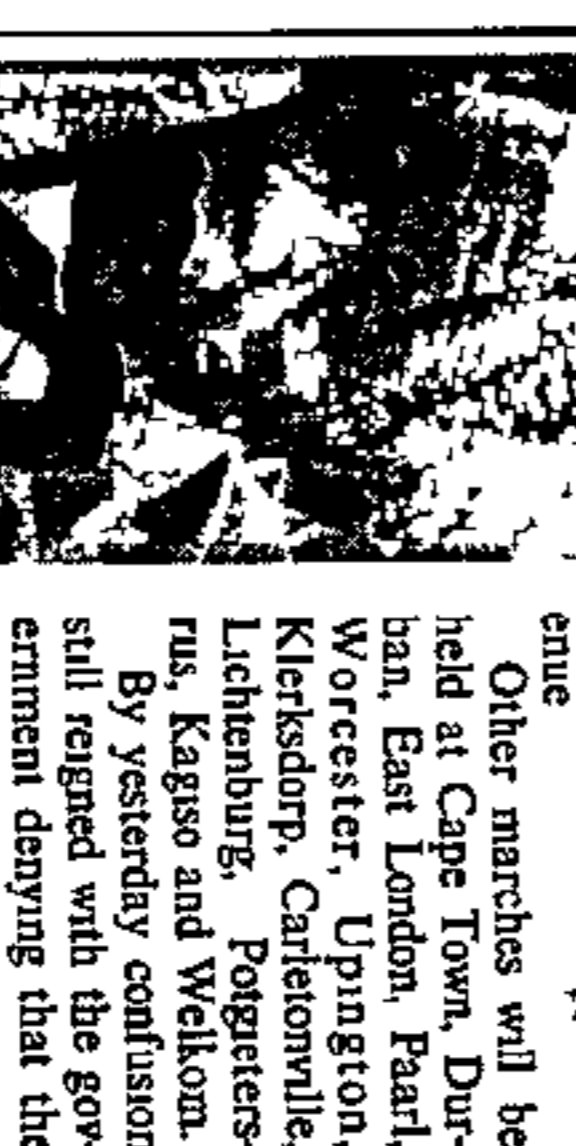
MASS action is set to accompany tomorrow's implementation of the controversial Value-Added Tax (VAT) which is replacing General Sales Tax (GST)

The introduction of VAT will be greeted by demonstrations and marches countrywide - and will be followed by a work stayaway in the first week of November

The biggest march is planned for Pretoria at 10am. It will be led by Cosatu officials from the corner of Brown and Van der Walt Streets to the headquarters of the Department of Finance. The Johannesburg march, organised by Saccawa, will start at noon from the corner of Plein and Wanderers Streets and will end at the Receiver of Revenue's offices in Rissik Street.

There will also be a picket at the Market Square in Port Elizabeth, opposite the offices of the Receiver of Revenue, by a local broad forum which consists of political organisations, church and business concerns. The group has threatened to embark on a consumer boycott if VAT goes ahead in its present form.

Cosatu, supported by the ANC, Azapo, PAC, Nactu and other organisations, will also march from the Vereeniging show-grounds to the local offices of the Receiver of Revenue.



Other marches will be held at Cape Town, Durban, East London, Paarl, Worcester, Uptington, Klerksdorp, Cartletonville, Lichtenburg, Potgietersrus, Kagiso and Welkom.

By yesterday confusion still reigned with the government denying that the new tax system was going to increase the cost of living as much as anticipated by organisations such as the VAT Co-ordinating Committee (Vatco).

Late yesterday A. K. Motsoeneng, Nelson Mandela held talks with Finance Minister Barend du Plessis in a bid to stall the implementation of VAT - which township folks have nicknamed "Vat Alles Terug".

Earlier in the week Vatecco spokesman Jay Naidoo said they were angered by the minister's "racist" concessions of further zero rating other foodstuffs such as chicken feet, ofal (mala mogodu), canned fish and bully beef.

"To us this is pure racism and an insult, because what it really means is that blacks do not eat meat. To rub salt into the wound the minister offered subsidies of about R50-million on food consumed by the very poor, and SADF and local councils assistance in running a poverty-relief programme.

"The minister knows very well that both organisations are not good friends of the people," Naidoo said. The Commissioner of the Inland Revenue has said that the 10



HORROR RELIVED... Frank Mukwathi at home with his mother, Johanna Lefoka. Right, Mukwathi recreates the ordeal in which a farmer bound him in chains before welding him to a workbench. He was then doused with petrol and set alight.

R40 000 'Not enough'
29/1/91

FRANK Mukwathi might soon be the richest person in the impoverished village of Tshumuni - but he doesn't know whether to laugh or cry.

This week Mukwathi, 14, was awarded R40 000 damages by a Messina magistrate after his ordeal at the hands of an enraged farmer, John Van Deventer.

Mukwathi was bound in chains which were welded to a work bench

His story hit the headlines throughout the country highlighting the plight of farm workers at the hands of their employers.

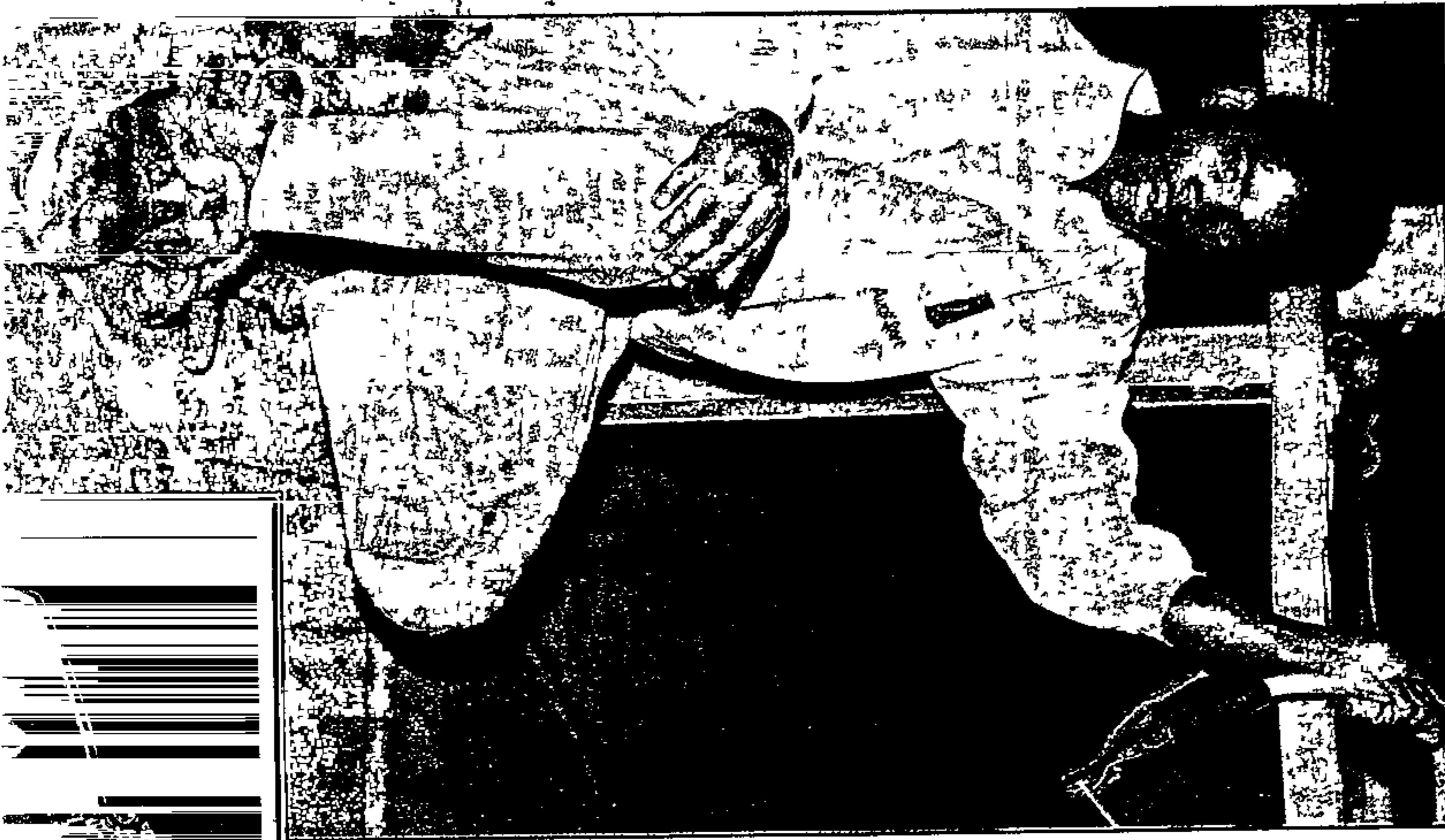
With a wan smile, Mukwathi told City Press the money was "okay, but not enough".

He said "It is better than nothing because that is the worst thing that ever happened to me". The court heard that although Van Deventer

manager of the farm, his only asset was his motor-cycle (4) (321)

In another apparently racist attack in Messina, a City Press team covering Frank's story was attacked without reason at a Messina hotel.

Reporter Monwabisi Nomadolo and photographer Siphe Mhlambi were assaulted for chatting to, and sharing a drink with, a white man





LAST TRY... Mandela yesterday urged Barend to stall VAT

the VAT Co-ordinating Committee (Vatcoco)

Late yesterday ANC president Nelson Mandela held talks with Finance Minister Barend du Plessis in a bid to stall the implementation of VAT - which township folks have nicknamed "Vat Alles Terug"

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"To rub salt into the wound the minister offered subsidies of about R50-million on food consumed by the very poor, and SADF and local councils assistance in running a poverty-relief programme.

"The minister knows very well that both organisations are not good friends of the people," Naidoo said.

The Commissioner of the Inland Revenue has added to the shockwaves by announcing that the 10 percent VAT would apply to rent and service charges.

The increase in rent and services charges adds a heavy load to the already financially burdened poor, the unemployed and pensioners. It is seen as another recipe for causing confrontation with local councils.

The increases come at a time when the debt-ridden townships face an ultimatum from Eskom to pay their debts or face further electricity cuts.

PAYE boycott threat

Cosatu, one of the 100 organisations which forms the coalition to fight VAT, said yesterday that besides the planned industrial action, its members would also boycott the Pay As You Earn (PAYE) tax system.

Cosatu deputy general secretary Sam Shilowa said VAT was affecting not only their members, but also the unemployed, pensioners and rural people. He demanded that employers grant at least a five percent salary and wages increase.

Shilowa said employers viewed the VAT row as a conflict between workers and the State, warning the issue could trigger industrial unrest. The November strike would be for two days, but there could be many more afterwards if there were no changes, he said.

"We believe that conflict is going to spill over to the shopfloor. Businesses will be caught in the crossfire," Shilowa said.

Cosatu deputy president Chris Dlamini said this was their last attempt to show they were committed to negotiations.

"We are prepared to ensure the issue is resolved without confrontation, but the government is not prepared to make a move. We say no taxation without representations," Dlamini said.

Cosatu treasurer Ronald Mofokeng said. "We believe that even at this late hour, the government may consider our demands. But if not, our programme of action continues."

Soweto Council public relations officer Mojalefa Moseki said the council was concerned about the new increases, as this would affect almost 500 000 unemployed people in the township.

"We had hoped the government would reconsider adding VAT to service charges, but we were shocked by a memorandum instructing us to add VAT in next month's accounts," he said.

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Masss action

● Protests to go ahead despite new deal

Over VAT

So ufer
30/9/91 (152)



NATIONWIDE demonstrations and marches against VAT are scheduled to take place today despite the Government's decision to zero-rate a number of foodstuffs for a limited period.

A statement issued by the Ministry of Finance yesterday said the reason to zero-rate other foodstuffs was to give VAT relief to the poor and unemployed until the

By **NKOPANE MAKOBANE** and Sapa

Food and nutrition development programme becomes fully operational and the cost-reducing benefits of VAT have filtered through to the consumer
The Co-ordinating Committee on VAT said yesterday, as part of the massive anti-VAT protest action, a

To Page 2

P.T.O



National anti-VAT campaign grows

From Page 1

March organised by Cosatu in Pretoria will leave from Van der Walt Street to the Ministry of Finance

This is expected to be the major march and will be led by the leadership of the Co-

Sowetan 30/9/91

R52

ordinating Committee
A march to the Receiver of Revenue has been planned for Johannesburg. Other marches will be held in Cape Town, East London and Vereeniging. A spokesman of Cosatu's Western Trans-

vaal branch called on all employers in Vereeniging to allow workers to take part. The march starts at 1pm at the Vaal Showgrounds. The offices of the Receiver of Revenue will be picketed in Port Elizabeth.

Durban and Klerksdorp. A picket has been organised outside the offices of the Department of Manpower in Carletonville. The mass action which begins today will culminate in a general strike in the first week of November.

The Minister of Finance Mr Barend du Plessis has said the Government was convinced that planned protest action could not be justified by speculative standpoints adopted by Cosatu and other groups. The following food-stuffs will be zero-rated for a period of six months ending March 31 1992, in addition to maize meal and brown bread which are zero-rated on a permanent basis.

The items are Samp, mealie-rice, whole mealies for human consumption, dried beans, including soya beans (both whole and in powdered form), lentils, fresh milk, canned pilchards for human con-

sumption and powdered milk and blends which are at present exempt from sales tax. VAT-related relief in respect of foodstuffs will, in terms of present volumes consumed, amount to the following figures: Maize meal and brown bread R500m a year. New food items mentioned above R200m for six months. A special R10m a year increase in social pension allowances as from October 1 1991 - R150m a year. The food and nutrition development programme mentioned earlier will be spending at least R220m until the end of this financial year. A further R500m will be provided for the continua-

tion of the programme in the 1992/93 financial year. Du Plessis has appealed to all South Africans to give VAT a fair chance and to do nothing to harm the economy at this "delicate stage of the economic upturn phase". Meanwhile, ANC president Mr Nelson Mandela yesterday said a showdown with the Government over VAT could affect negotiations in other areas and then there could be no guarantee that would happen. Speaking at a Press conference he said attempts would be made to ensure that negotiations remained on course, but if co-operation was not received, the ANC could not continue to believe in negotiations.

Edgars strike illegal - ruling

152 (22P) ~~1/20/91~~

Sundown 30/9/91

THE Industrial Court of South Africa has ruled that the on-going strike by the South African Commercial, Catering and Allied Workers Union at Edgars stores is unlawful.

The court found that Saccawu has not complied with the Labour Relations Act.

The ruling effectively restrains Saccawu from participating, encouraging, inciting, supporting, organising or in any way promoting the strike

Saccawu has issued a statement reaffirming its dispute with Edgars over wages and working conditions. The union said a general meeting would be held on Saturday to review its situation

Meanwhile, Black Consciousness student activists threw their weight behind striking workers at major department stores on Saturday, calling on the black community to withhold their buying power

The Azanian Student Convention pledged its "unflinching support" for workers at Edgars, Jet, Pep and Sales House, whose wage strike enters its fourth week on Monday

"Azasco calls on the entire black community and black students in particular to have nothing to do with these stores up until the strike is resolved in favour of our parents," urged Mr Siphso Mascko, the organisation's president, in a statement - *Sapa*

C

Court orders eviction of strikers

152
i-100
30/9/91

By ALINAH DUBE

UNITED Breweries have succeeded in their application for an interdict to evict employees staging a sit-in since Tuesday at the company's Garankuwa plant.

The order enabling the deputy sheriff to remove strikers from the company's premises should they refuse to leave was issued in the Mmabatho Supreme Court and served on the workers on Saturday.

Workers are also prohibited from entering the company's premises at any time "save for the purpose of working in the normal execution of their duties as employees of the brewery".

Protest

"The respondents are also restrained from harassing or in any way interfering with employees of the applicant or any person involved in or connected with the conduct of the applicant's business operations or any other person entering or leaving the premises," the order read.

Workers are protesting the dismissal of eight colleagues.

They were fired after a go-slow strike by members of the Food and Allied Workers Union.

A spokesman for the strikers said it was unfair the eight were dismissed for taking part in action which affected everybody in the plant.

Saunders calls for assembly on crisis

152

CT 30/9/91

By PETER DENNEHY

UCT vice-chancellor Dr Stuart Saunders has called a university assembly for today in a bid to defuse the crisis on campus

He announced this in a hardline statement early today in which he said some students could face expulsion

Disciplinary action would also be taken against students for building barricades and disrupting lectures last week, during a wage strike by about 500 unionised university workers which began on Tuesday

Students sympathising with the striking workers have called for the university to be closed today and tomorrow, but Dr Saunders has turned down their request

Instead, he has called a university assembly — to which all staff and students

have been invited — at Jameson Hall at lunchtime today

"Lectures will continue as scheduled this week," he said "We will continue to negotiate with the union if need be, we will see out this strike"

Those who had put up barricades, intimidated anyone, disrupted work or damaged property would have to face the consequences of their actions, Dr Saunders said

Discipline

The university could not pay the workers better wages than its present offer without putting up academic and residence fees and cafeteria prices

Workers would not be fired for striking, but those guilty of unlawful acts would be disciplined The Transport and General

Workers' Union had asked the university to guarantee that no disciplinary action would be taken against staff or students

"We cannot agree to this," Dr Saunders said

Cancelling lectures would not shorten the strike, he said The SA Students' Congress (Sasco) wanted the university closed because lecture halls were dirty and residences were in chaos, but much of the dirt had been put there by strikers or by "disrupting students", he said

Exams would go ahead as scheduled at the end of October, as the university was perfectly capable of printing exam papers even without the striking printers

Students would have only themselves to blame if they were not properly prepared, Dr Saunders said

Edgars strike ruled illegal

Own Correspondent

JOHANNESBURG. — The Industrial Court has declared the three-week strike by 1 300 Edgars-group workers illegal and has interdicted members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) from continuing it.

(52) cr 30/9/9
Edgars human-resources executive Mr Don Findlay said the company expected workers to return to work today.

He said the reasons for the judgment had not yet been disclosed in view of the urgency of the matter.

Sapa reports that Saccawu said it was still in dispute with Edgars over wages and conditions of service, despite the court order.

Edgars group strike illegal, Industrial Court declares

THE Industrial Court has declared the three-week strike by 1 300 Edgars group workers illegal and ordered members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) to stop taking part in it *Monday 30/9/91*

Edgars group human resources executive Don Findlay said that following Friday's court ruling the company expected workers to return to work today

He said the reasons for the judgment had not yet been disclosed in view of the urgency of the matter

These would be given at a later stage.

Edgars indicated two weeks ago that it was unhappy with the manner in which Saccawu had conducted a strike ballot

Sapa reports Saccawu said it was still in dispute with Edgars over wages and conditions of service, despite the court order

The strike also affects workers at Edgars subsidiaries Sales House and Jet stores

~~VERA~~ VERA VON LIERES

152

More than 1 300 Saccawu members have been on a three-week national strike, demanding a R200 across-the-board wage increase

The company has offered R180 across-the-board and an additional R20 after six months

About 54 of Edgars' 364 stores have been affected by strikes. Many strikers have set up pickets.

Meanwhile, Saccawu said mediation in the three-week long wage dispute with the Pepkor Group, was continuing

A seven-hour mediation meeting was adjourned on Friday after the parties failed to reach agreement.

Workers in the Pepkor Group are demanding a R700 monthly minimum wage and a R150 across-the-board increase

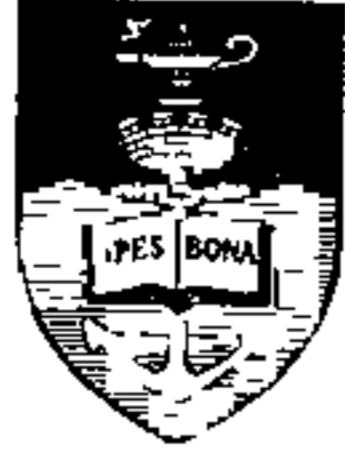
The company is offering a R139 across-the-board increase and a monthly minimum wage of R650

Mandela intervenes

CT 3019191
Own Correspondent

DURBAN — ANC president Mr Nelson Mandela has intervened in the crisis at Indian schools caused by a strike of cleaning staff which led to the closure of 120 schools due to unhygienic conditions.

A spokesman for the Education Crisis Committee — a body representing parents, teachers and pupils at the schools — said Mr Mandela had undertaken to take the matter up with the state president, Mr F W de Klerk. (152)



UCT STAYS OPEN



Assembly in Jameson Hall

at 12h45 today

CT 30/9/91



152

A strike, and the actions of a very small minority of students have caused disruption to the normal activities of UCT. In spite of these disruptions most activities took place as scheduled on Thursday and Friday. I, my deputies and the Deans are determined to ensure that the work of the university goes ahead this week. I know that we have the support of more than 14000 of our 14400 students and the great majority of staff. Lectures will continue, as scheduled, this week.

We will continue to negotiate with the trade union (TGWU). We believe that our offer is fair and reasonable. Our proposal is for a minimum monthly salary for unskilled workers (39,5 hours per week) of R1202 (a 19,7% increase), a salary of R842 per month for part-time (120 hours per month) chargs which with benefits may reach R1092 per month, a 16,5% increase in the cash component of all other salaries in the pay classes concerned. With this goes non-contributory medical aid, housing subsidies, low interest housing loans, 22 working days leave per year plus the period between Christmas and New Year. Because our offer is fair and generous, and much better than comparable salaries elsewhere in South Africa (double what is paid at many universities) I hope that the striking workers will return to work today.

I want to make clear that we will not tolerate the erection of barricades, the disruption of lectures or intimidation.

Those who have barricaded, intimidated others, disrupted the work of the campus or damaged property will have to face the consequences of their actions. We will take disciplinary action against students who built barricades or disrupted lectures last week. Anybody who builds further barricades, or disrupts lectures must know he or she faces the prospect of expulsion.

South Africa's leaders have called on all to turn away from violence. We as a university community must heed this call as much as everybody else. This applies to all members of our university. Barricades, intimidation and disruption have no place in the peace for which we all strive and for which we all yearn.

In order to give members of the university the opportunity to commit ourselves to this peace accord, and to give expression to it in the context of industrial unrest and disruption that we, as a university, have faced, I, with the support of other sectors in the university, have called a university assembly for the Jameson Hall for 12h45 today, Monday 30 September 1991. I invite all staff and all students to attend this important meeting.

S.J. Saunders
Vice-Chancellor

54 CT 30/9/91

20/9/91
Argus

Majority want to study

"WHAT the Students Say" (The Argus, September 27) on the UCT strike crisis contained a number of gaps Perhaps I could fill them in.

The SRC came out with a very clear position at our student assembly on September 26, namely to "state in the strongest terms our disapproval of the intimidation of students wishing to attend lectures, by students boycotting in support of the strike"

This position received widespread support, and the SRC fielded considerable debate before closing the assembly at the end of the lunch period — we were not "booed off the stage"

It was when the meeting was closed that the intolerant behaviour, which Sasco members and others had been showing throughout much of the meeting, erupted

Supporters of the boycott then proceeded to condemn the SRC for failing to support the strike — after their rowdy and intimidatory conduct had frightened off most students with other opinions

Students who say that the SRC is being "backboneless" by refusing to come out either for or against the demands of the strikers fail to understand what a representative council is Our job is to protect the rights of all students and to resolve conflict, taking a stand on the striker's demands would jeopardise both of these responsibilities

I for one will not resign from the SRC for refusing to support the strike. Nor will I be held hostage by any intolerant organisation or group of individuals

The SRC has been mediating at potential conflict areas at UCT, and protecting the students' rights to attend lectures This is part of the reason that there was no violence and a much reduced level of disruption on September 27

The fact is that the majority of students, black and white, wish to continue their studies, regardless of Sasco's demand that UCT be closed on September 30 and October 1

I urge students to attend lectures and, if faced with intrusions, to allow the boycotting students to state their case for five minutes, after which they should politely be asked to leave.

I give my assurance to students that I will strongly support disciplinary action against any students who use force or threats of force to disrupt university activities.

Intimidation has no place at UCT
COLIN DOUGLAS Students' Union UCT

How it happened . . .

AS UCT students we think the public should know what we think of the manner in which the strike has got out of hand Although we cannot presume to think or speak for the majority of students, we can speak from the general response of students we know.

The student support for the strike can be measured by the insignificant number of students that boycotted lectures Newspaper reports of the strike said UCT had been closed on Wednesday because of worker and student disruptions.

What newspapers did not say was that not all workers were striking and that only a very small portion of students supported or took part in this action.

On Thursday of the 13 000 students at UCT, a

Expulsion threat to UCT barricade burners

HANS-PETER BAKKER
Education Reporter

THE vice-chancellor of the University of Cape Town, Dr Stuart Saunders, has called a university assembly for 12 45pm today to confront those who paralysed much of the campus last week

In an advertisement in the Press today Dr Saunders said he and his deputies were "determined to ensure that the work of the university goes ahead this week

"I know that we have the support of more than 14 000 students and the great majority of staff"

The university would "not tolerate the erection of barricades, the disruption of lectures or intimidation

"Anybody who builds further barricades or disrupts lectures must know he or she faces the prospect of expulsion"

Student supporters of the 500 campus strikers have called for the university to be closed today and tomorrow

In an open letter to the university community, in The Argus, Dr Saunders says the administration considers its offer to the Transport and General Workers' Union "fair" and that it would "stand by it"

"We are prepared to negotiate re-packaging this offer, as we have shown in meetings with TGWU on Wednesday and Thursday of (last) week. If need be, we will see out this strike."

In the letter he said it was "worth noting that only 48 percent of the staff in the pay-classes affected voted to strike We cannot offer more because we would then have to put up our academic and residence fees to even higher levels than they are now and the prices in canteens would increase."

He said the workers who went on strike last week had already lost R200 for the four days off work

According to Dr Saunders, the TGWU has made fresh demands "It has asked us to guarantee that we will take no disciplinary action against students or staff, we cannot agree to this It has demand-

disrupt university activities
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What newspapers did not say was that not all workers were striking and that only a very small portion of students supported or took part in this action.

On Thursday, of the 13 000 students at UCT, a group of 300 students took part in demonstrations. Part of this group, maybe 40, split off at various times during the day to disrupt lectures and intimidate students

What follows is what we experienced during our lectures

The first disruption occurred at about 9 30am in the Mathematics building. A mob of about 40, mostly male, toy-toying students (and a few workers) entered our lecture theatre singing songs.

This mob danced on desks and scribbled messages such as "The workers declare war" on the blackboard. The lecturer's notes were torn up and thrown out of the classroom.

The blackboard was wiped clean of some of the lecturer's notes being used in the lecture. Chalk was thrown at the students. This carried on for about three minutes. We were told by some SRC members to remain passive. When the mob realised that their intimidation was receiving no response, they left.

What they were clearly looking for was retaliation. I'm still amazed that the lecturer managed to keep his cool. If we had retaliated things would have got ugly.

After this period the mob again entered the Maths building and students were requested to join the demonstration. A real "offer you cannot refuse". Students refused and demanded their right to attend lectures. They were told to 'get out'.

Then our democratic brothers hauled out the fire hoses and turned on the taps. The mob entered the lecture theatres and sprayed students and lecturers.

With 80 people in the corridor outside a lecture theatre students wanting to defend themselves from this violent attack would have placed themselves in danger. In other buildings refuse was thrown on the floor.

Freedom of speech and freedom of choice does not exist at UCT. It was butchered by a mob who, when they could not disrupt UCT by stayaways, resorted to physically disrupting lectures and intimidating students.

FOUR MUSKETEERS UCT

● More UCT letters, page 16.

"We are prepared to negotiate re-packaging this offer, as we have shown in meetings with TGWU on Wednesday and Thursday of (last) week. If need be, we will see out this strike."

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He said the workers who went on strike last week had already lost R200 for the four days off work.

According to Dr Saunders, the TGWU has made fresh demands. "It has asked us to guarantee that we will take no disciplinary action against students or staff, we cannot agree to this. It has demanded a 17 percent increase for striking workers and 13.5 percent for those not on strike. This is a disgraceful demand."

All was quiet at UCT this morning after four days of confrontation and disruption at the university last week. This week began with apparently normal university business.

Students were arriving unhindered and there was an absence of any militant students or workers at the entrances to the campus.

Ms Wilhelmina Trout of the Transport and General Workers' Union said the union had called for a workers' mass meeting in Jameson Hall this morning.

She said it was a report-back meeting after Friday's talks with the management.

The newly-elected regional ANC executive would discuss the strike at its first meeting, said ANC executive committee member Mr Reggie September at a Press conference last night.

But the matter "has to be resolved between workers and the university administration," he said at the University of the Western Cape.

The ANC was concerned about the violence on campus and had been assured by students that they, too, were "concerned about the violence."

LATEST

Soon after 9am a small group of UCT campus workers again gathered in front of the UCT sports hall to block incoming vehicles at the upper campus.

They allowed students and staff in but turned away university administration vehicles, delivery vans and buses. They did not build barricades but a handful of workers disrupted the traffic.



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The weather

Fine and warm

(Details — page 2)

Deal ending UCT strike in the offing

CAPE TOWN — A settlement has been reached between the University of Cape Town and striking members of its workforce, registrar Hugh Amoore said yesterday.

The deal would hopefully be signed today, ending a five-day strike which saw students building flaming barricades on the campus, disrupting lectures with firehoses, and strikers intimidating co-workers.

All workers in grades one to three would receive a 17 percent increase in the cash component of their salaries, backdated to July 1.

Workers were also awarded non-contributory medical aid. The new minimum monthly wage for fulltime staff would be R1 202.

Repackaging of the wage offer within the constraints of a fixed budget entailed reducing the pensionable component of the pay package, Mr Amoore said.

Commenting on the conduct of the strike, and media and public criticism of the use of force by strikers and students, Transport and General Workers Union organiser Harald Harvey said: "Wage negotiations and class struggle are not a tea party."

"If management expects workers to accept a cut in their real wages, they must expect workers to fight back."

The TGWU had assured the university that the strike was over, he said.

Strike rules and demands that kitchen workers be given off weekends would be negotiated later.

"We have reserved our rights about discipline. We stand by our position that no one will be disciplined for striking, but we will not tolerate barricades and disruption," said Mr Amoore.

UCT vice-chancellor Dr Stewart Saunders repeated his warning that the university would discipline those students found to be responsible for building barricades and disrupting lectures during the strike.

He said the SA Students Congress and the Students Representative Council had committed themselves to a code of conduct revealed at a university assembly at lunch-time yesterday.

The assembly was held to get a "clear call for peace and rejection of violence", said Dr Saunders, adding that he appealed to all university organisations to endorse the assembly statement.

Mr Harvey said the union would declare a dispute with UCT if the university pressed disciplinary charges against workers who had been on strike. — Sapa.

● Angry thousands take to the streets

● Watwatch flooded with protest calls

New prices stymie public

Star 1/10/91

152

Zaire still tense as Mobutu haggles

KINSHASA — President Mobutu Sese Seko and opposition leaders haggled yesterday on the share-out of key posts in a new crisis government.

Zaireans hope it will restore order to their vast country.

After a week of looting in which at least 117 people died, Mr Mobutu finally agreed at the weekend to give up some of the power he has wielded for more than a quarter of a century.

But his presidential guard continued to loot homes in Kinshasa on Sunday night, French military sources said.

Etienne Tshisekedi, a key opposition figure appointed as prime minister, told reporters that he would have real power — including control of the armed forces.

"I'm not going to be prime minister for a laugh. I'm the real prime minister, with all the responsibilities," he said.

Political sources yesterday said the negotiations on sharing out government posts started in an atmosphere of mistrust when Mr Tshisekedi arrived late — and then objected by the fact that the committee consisted of 13 people, because it was an unlucky number.

Mr Mobutu fired the army chief of staff at the weekend and replaced him with General Mahale Lijeko, a soldier with a distinguished military record.

But ordinary Zaireans are as suspicious of the main opposition leaders — most of whom have served Mr Mobu-



New VAT prices confuse consumers

From Page 1

Observed a stayaway call to protest against VAT on service charges. Residents marched to the Kagiso Town Council offices where a memorandum demanding the council's resignation and the zero-rating of services was presented.

More than 3 000 marchers in Vereeniging vowed to come out in support of any forms of ac-

tion called by Cosatu. The lunch-time march to the local Revenue offices was led by Cosatu, Nactu, ANC, PAC and Azapo leaders.

Placards bearing slogans such as "VAT kills, veto VAT" and "VAT robs the poor to give to the rich" were held high as the crowd marched through the streets in the city centre.

Staff Reporters

Confused consumers flooded Watwatch and The Star with complaints yesterday as the introduction of value-added tax was greeted by thousands of marching protesters around South Africa.

ANC executive member Ronnie Kasrils described the marches as the "first shot in the war against the inequitous VAT system."

At the main march in Pretoria, Cosatu secretary-general Jay Naidoo warned that the Co-ordinating Committee on VAT (CCV) would make the new tax system unworkable — the same way the Labour Relations Act was made unworkable.

Vatwatch chairman Professor Louise Tager said the first day of implementation was not as significant as the weeks which lay ahead. "The main task of Vatwatch has just begun."

Vatwatch received numerous complaints that prices had not been reduced but had, in fact, gone up. However, Vatwatch investigations showed that in many instances consumers were comparing new prices, which included VAT, with old prices which did not reflect GST.

Referring to complaints about newspaper prices, which were remaining stable or only being marginally reduced, Professor Tager emphasised that Vatwatch wanted to see not only a tax adjustment but a further reduction as a result of the tax credits which businesses would receive.



Taxing situation, part of the crowd which marched to the Johannesburg Receiver of Revenue's office.

Picture: Sean Woods

that bread had gone up by 20 percent, a parking garage fee had increased by more than 10 percent, and that VAT had been charged on pilchards — which were zero-rated on Sunday.

Meanwhile, marches to protest against the way in which VAT had been implemented brought lunch-time traffic in major cities to a standstill.

In Pretoria about 5 000 placard-wielding protesters marched to the Department of Finance where a memorandum was presented to chief director Trevor van Heerden.

The CCV memorandum, also presented to several representatives of the Receiver of Revenue during other marches, called for the zero-rating of basic foodstuffs, water, electricity, and prescribed medicines and medical services. Steps to ensure that the VAT system was not a further burden on the poor were also demanded.

Winnie Mandela told the Pretoria crowds that the

ANC was not against tax, "but we are against an immoral Government and the implementation of VAT on basic foodstuffs and medical care."

Speaking to the media, Mr Naidoo lashed out at the SABC for promoting the Government's views on VAT and undermining the CCV's anti VAT campaign.

"We demand the removal of the present hierarchy at the SABC," Mr Naidoo said.

Close to 10 000 people marched to the Johannesburg Receiver of Revenue offices as heavily armed riot police monitored the march.

Receiver of Revenue Kobus Stone was handed the CCV memorandum by Cosatu's Witwatersrand regional secretary, Amos Masondo.

Earlier, in a fiery speech, Mr Kasrils said yesterday's marches were "but the first shot in the war against VAT."

Mr Kasrils said VAT was a "system that, as in the Afrikaners word 'vat', takes from the poor and gives to the rich." He said ordinary South Africans were no longer prepared to accept "robbery, oppression and exploitation."

"So we say to De Klerk and Du Plessis, 'vat jou goeds en trek' (pack your things and leave)."

Sapa reports that a march by about 10 000 anti-VAT protesters in Cape Town ended in violence when a small number of marchers pelted police with bottles during a confrontation near the gates of Parliament.

March yearlings battled in vain to control groups of youths who raced ahead of the main body and repeatedly confronted police, chanting "One settler, one bullet!" Kringsdorp was virtually deserted yesterday as thousands of residents of nearby Munsieville township

● To Page 2

UCT strikers settle for 17%

152
ET/10/91

By RONNIE MORRIS

WORKERS on strike at the University of Cape Town yesterday afternoon called off their seven-day violence-marred action after gaining a 17% wage increase.

The university had previously resisted the increase and had said it regarded its offer of 13% as fair and reasonable.

Burning barricades which had disrupted university life since last week were set up on university access roads again yesterday before the agreement was reached.

The final deal fell significantly short of the union's initial demands but Mr Harald Harvey, a union organiser, said the union saw the settlement as a victory for the workers.

It was a pity that UCT had to force a strike to realise how serious the workers were, he said.

The breakthrough came yesterday afternoon shortly before Dr Stuart Saunders, Archbishop Desmond Tutu and Professor Charles Villa-Vicencio addressed about 2 000 staff and students in the Jameson Hall.

Discipline

Chanting workers and students, many of them holding placards, gathered outside the hall.

In spite of the settlement, UCT has maintained its stance that workers and students who were guilty of "unacceptable behaviour" — erecting burning barricades, disrupting lectures and intimidating students and staff — would be disciplined.

Yesterday morning at the north entrance to the university a van delivering pies was forced to turn around and crates of pies were stolen and strewn over the road. At least one worker carried a crate of pies to the Sports Centre where fellow strikers had gathered.

Branches were then strewn across the road, plastic crates piled on top and set alight. Tyres were later added. The flames were later put out by campus control personnel.

During the morning scores of cars were also ordered to turn back and buses were not allowed to enter the campus.

Late yesterday afternoon Mr Hugh Amoore, UCT Registrar, said it was hoped that the settlement would be signed by today.

Backdated increase

In terms of the settlement, all workers in grades one, two and three would receive a 17% increase in the cash component of their salaries which would be backdated to July 1. The university's pensionable contribution would accordingly be reduced, he said.

Workers were also awarded non-contributory medical aid while the minimum monthly wage for full-time staff was R1 202.

Strike rules and demands that kitchen staff be given time off at weekends would be negotiated at a later stage, Mr Amoore said.

Mr Harvey said the increase would mean that



FUEL TO THE FIRE A member of the striking Transport and General Workers' Union adds a stick to the burning barricade erected at the north entrance of the University of Cape Town yesterday morning. Pictures: BENNY GOOL.

Dad joins strikers for beer and pies

By GUY OLIVER

A RANDBURG father in Cape Town to enrol his son at UCT was not put off by burning barricades at university entrances yesterday — beer in hand, he joined the strikers for brunch.

Mr Frans Snyman, of Randburg, was greeted by a flaming barricade set by the striking Transport and General Workers' Union university workers.

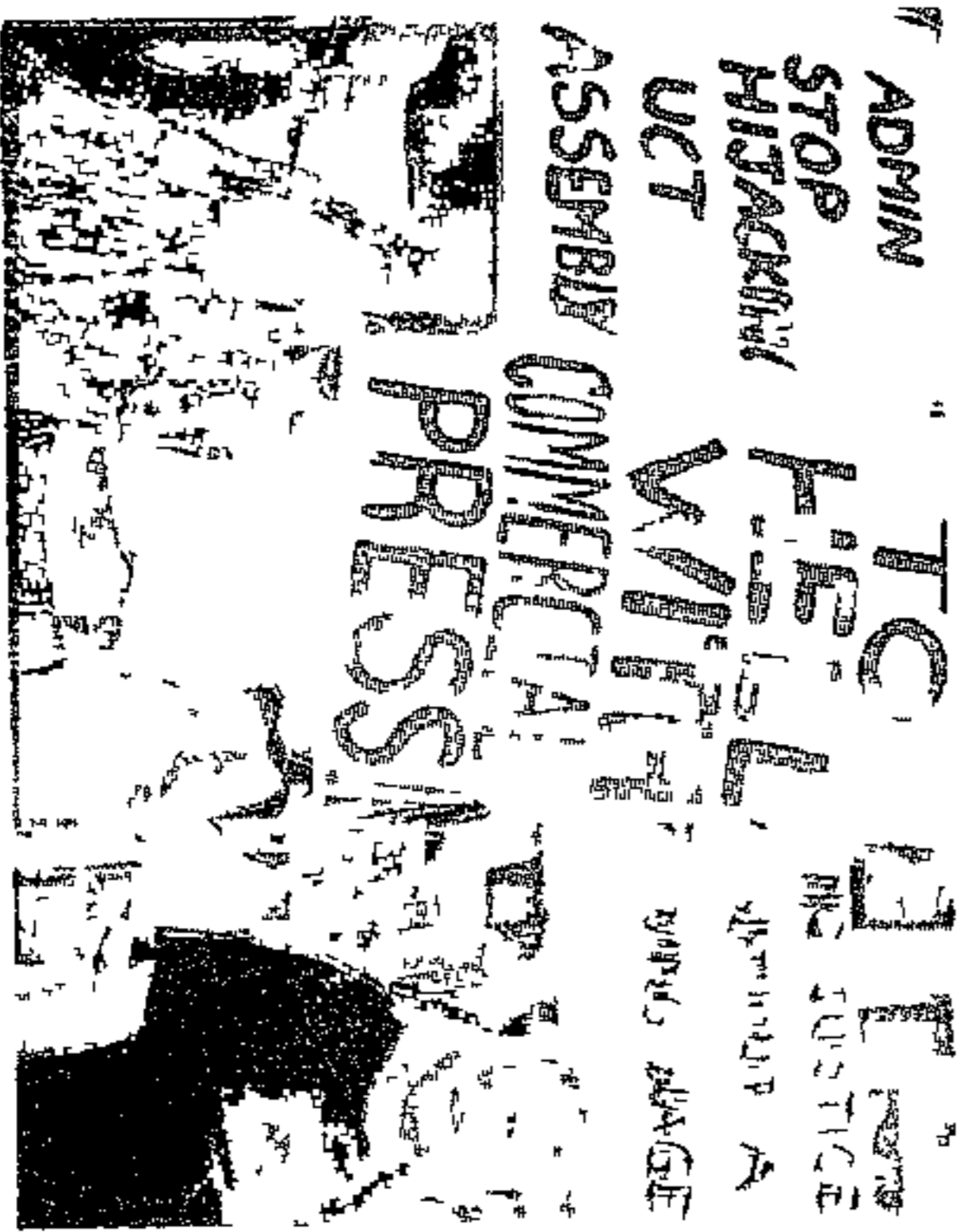
He told the Cape Times he was warned by security personnel not to enter the grounds for his own safety, but decided to continue so he could

register his son, Lourens, for a fine-arts degree.

Scattered around the barricade were pies dropped in an earlier tussle between Campus Control and strikers.

Mr Snyman chatted with the strikers and picked up a still sealed pie and warmed it on the flames.

As about three tyres were rolled on to the burning branches and thick black smoke swirled into the air, he said: "This sort of thing can of course get out of hand. After all, burning tyres are not environmentally friendly."



PLACARD DEMONSTRATION Members of the Transport and General Workers' Union and students protested outside Jameson Hall as a university Assembly was held inside yesterday.

From page 1

workers' take-home pay would increase by between R183 and R236 a month.

Regarding the decrease in the pensionable contribution, Mr Harvey said it was a case of the university administration giving with one hand and taking with the other.

Mr Amore said the university reserved its right to take disciplinary action and stood by earlier statements that people who have been guilty of unacceptable behaviour would have to take the consequences.

CT 11/29/91 Encouraged (152)

Dr Saunders said he would be calling on all university organisations to sign a commitment to peace. He was encouraged that the SRC and the South African Students' Congress (Sasco) had said they were against barricades and violence and had committed themselves to peace, Dr Saunders said.

A priority was to get on with the academic year and to make sure that students were adequately prepared for the end-of-the-year examinations.

Heads of departments would look into ways to help students who, because of the disruption, were unable to hand in assignments timeously.

For the university not to act against those who had committed "outrageous acts" would be irresponsible.

"I assure you there is no vendetta or victimisation what we are interested in is justice. People who acted in an intolerable manner cannot expect to be patted on the head," Dr Saunders said.

Earlier Dr Saunders said the Assembly had been called to reject violence, in any form. It was crucial that a centre of learning like UCT should be preserved.

Harmed the cause

"Violent acts will destroy the University of Cape Town and then another university and then another. We cannot allow that to happen."

Archbishop Tutu said what some of the workers had done had harmed their cause and alienated people. It was not right to disrupt classes, erect barricades and use violence.

Ms Dene Smuts, the constituency MP said after attending the university Assembly yesterday that the situation was being handled with "wisdom".

"Now that both the Assembly and Sasco have condemned violence and intimidation, that debate could be very fruitful for the rest of SA society which has only begun to deal with the same divisions," she said.

She praised Archbishop Tutu's contribution to defusing the crisis.

Professor Villa-Vicencio said that whatever disciplinary action the university intended taking should be seen to further the end of reconstruction and healing and not as an act of retribution for the sake of retribution.

It's down tools at Transnet

Southern 1/10/91

152

MEMBERS of South African Railways and Harbours Workers Union yesterday downed tools, demanding Transnet pay them a "living wage" of R1 100 a month.

The action came amid confusion about whether or not a wage settlement had been reached.

Union offices in Bloemfontein, the Transvaal and Kimberley confirmed members were tak-

ing part in industrial action to highlight demands for a living wage, but were unable to say how many people were involved in strike activity.

Strike

Transvaal union official Sandile Gxowa said members met on Saturday and decided strike action would start yesterday.

Transnet and the union started wage talks in June. According to Gxowa, the

union had initially demanded a minimum R1 500 monthly "living wage" and had dropped the demand to R1 300 and then R1 100.

"Now we are not prepared to move any more."

Transnet spokesman Mr Hennie Lourens confirmed industrial action by union members, but said settlement had been reached in wage talks on Sunday night.

He could not reveal

details of the settlement, adding he thought one of the reasons for yesterday's industrial action was that negotiators had not yet had time to report back on the settlement.

Senior union members could not be reached yesterday morning to obtain clarification.

A Sapa correspondent yesterday saw union members at a Transnet facility at Germiston refusing to work and singing freedom songs. - Sapa

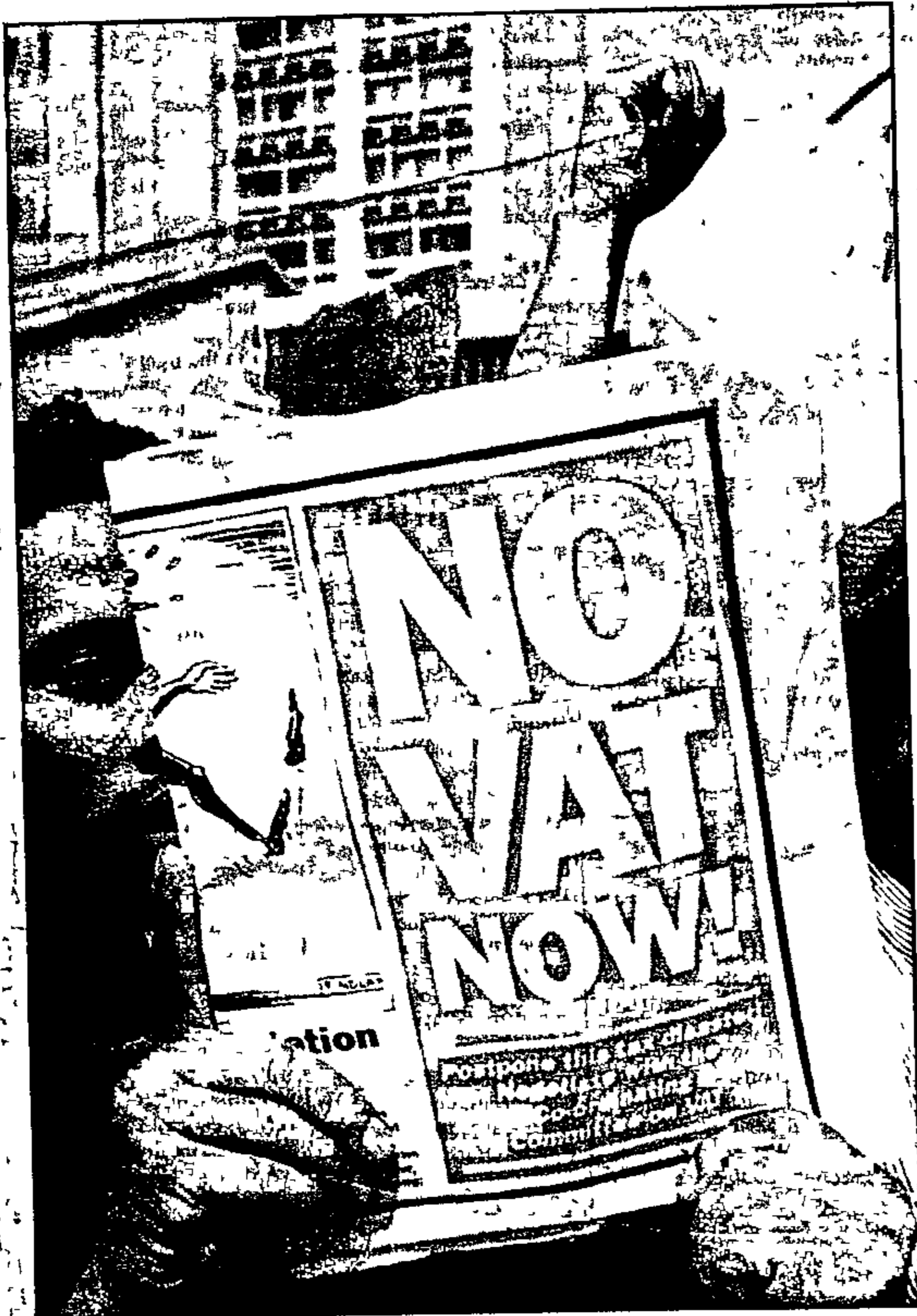
Showdown

Marchers held as violence erupts

over VAT

Sowetan 11/10/91

152



SAYING IT ALL: This anti-VAT protester's message was loud and clear during a march by trade unionists to the Receiver of Revenue's offices in Johannesburg. Pic JOE MOLEFE

THOUSANDS of workers throughout the country took to the streets yesterday to protest against the implementation of Value Added Tax.

In Cape Town a march by about 10 000 people ended in chaos when some of the marchers pelted police with bottles during a con-

Sowetan Reporters and Sapa

frontation near Parliament. According to the police, 75 Pan Africanist Congress supporters were arrested along the Grand Parade shortly before the organisation's march was due to start.

To page 2

Thousands protest against VAT

dent Mr Nelson Mandela, told people marching on Minister of Finance Mr Barend du Plessis' office "We cannot understand why an outgoing government can unilaterally implement VAT and pass other immoral laws on the majority of the people".

Earlier during the two-hour march, marshals battled in vain to control groups of youths who had raced ahead and repeatedly confronted police, chanting the PAC slogan "One settler, one bullet".

In Pretoria, Mrs Winnie Mandela, wife of African National Congress presi-

of the National Council of Trade Unions, Mr Amos Masondo of the Congress of South African Trade Unions, Mr Essop Pahad of the SA Communist Party, and Ms Dipuo Peters of the ANC Youth League, were among the leaders who presented a memorandum to a Government official. Kasrils said "VAT is robbing the poor. We are saying to the State Presi-

In East London about 1 000 people marched through the city centre to protest against VAT.

Mr Bernie Fanaroff, chairman of the Coordinating Committee on VAT, told Sowetan the protest was a victory for the workers.

SPE ADVE



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Wage agreement ends week-long UCT friction

152

LINDA ENSOR

B10aw
11/10/91

THE week-long strike by UCT workers which threatened to deeply divide the campus ended yesterday when strikers and university authorities agreed on wage increases

However, the administration has reserved its rights on disciplinary action against students and workers involved in intimidation, disruption of lectures and erecting burning barricades. No action will be taken against workers for going on strike.

Vice-Chancellor Stuart Saunders said in a speech at an assembly of staff and students yesterday the university "will have to deal firmly with those who have disrupted its activities during the past week" The students' representative council is demanding that students be consulted on any disciplinary action

Registrar Hugh Amoore said the agreement involved a restructuring of the original offer. The workers, represented by the Transport and General Workers' Union, demanded a R600 across-the-board increase, later dropping this to R300.

The wage increases will be backdated to July 1 and not to April as demanded by workers

Archbishop Desmond Tutu, in a speech to the university, stressed the need for a culture of tolerance in SA which recognised each person's right to follow his own path without undue interference.

Violence as PAC 'hijacks' march

DAVE LOURENS

11/10/91

TENS of thousands of protesters took part in anti-VAT marches and pickets in 15 towns and cities yesterday

A Cosatu and ANC march in Cape Town degenerated into chaos after it was allegedly "hijacked" by PAC supporters

Sapa reports that a section of the 10 000-strong crowd broke away, chanting the PAC slogan "one settler, one bullet", and pelted police with bottles. Police said a group of schoolchildren had been attacked and robbed

Marshals said it appeared PAC members tried to hijack the march after a PAC protest failed to get off the ground. Police arrested 75 PAC supporters at the Grand Parade before the protest

Cosatu information officer Neil Coleman strongly condemned violence at the Cape Town march, saying criminal elements had used it to attack people

About 6 000 people marched in Johannesburg and 5 000 in Pretoria. Both marches were peaceful

Yesterday's marches and pickets were the kick-off to a sustained nationwide campaign of mass action, which Cosatu has threatened could culminate in a national strike in November.

Marchers in most centres delivered to Receiver of Revenue offices a memorandum addressed to President F W de Klerk.

□ To Page 2

Violence

B10aw

11/10/91

(152)

~~320~~ ~~2215~~

□ From Page 1

It said the unilateral introduction of VAT could seriously jeopardise the process of negotiation and would bring hardship and suffering to millions

It called for the zero-rating of all basic foods, water and electricity, as well as medical services and medical supplies

The SA Black Taxi Association dis-

tanced itself from anti-VAT protests

GERALD REILLY reports that the Federation of Transnet Trade Unions and the Federation of Salaried Staff Associations, representing 400 000, workers said they were totally opposed to anti-VAT strikes

● Picture. Page 3

Sarhwi on strike (152)

MEMBERS of the SA Railways and Harbours Workers' Union (Sarhwi) yesterday downed tools, demanding a "living wage" of R1 100 a month from Transnet.

The action came amid confusion about whether a wage settlement had been reached. Sarhwi was unable to say how many members were involved in the strike.

B/pay 1/10/97

**UCT workers end (152)
strike, sign pay pact**

Workers at the University of Cape Town resumed their duties yesterday after a five-day strike, said UCT registrar Hugh Amoore. The Transport and General Workers Union and university representatives also signed a wage agreement.
Star 2/10/91.

Store strikers opt to return to work

Staff Reporter

Striking workers at Edgars, Jet Stores, Sales House and Express stores will resume work today after a resolution to suspend their strike, an official of the SA Commercial, Catering and Allied Workers Union (Saccawu) said yesterday

The resolution follows fears by workers that their jobs may be in jeopardy after a court order granted to the Edgars Group ruling the strike illegal

Edgars spokesman Don Findlay welcomed the decision, saying no

one really benefited from strike action

The court's findings were based on the fact that Saccawu had balloted employees who were not union members

Kaizer Thibedi of Saccawu made it clear that the strike had been suspended, not called off, and a new ballot would be taken if negotiations were unsuccessful

Saccawu is demanding a R200 across-the-board increase and a guaranteed 13th cheque

The company is offering R180 across the board and a 13th cheque after six years' service

Star 2/10/91

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SAP, labour unit 'still in contact'

B/day 2/10/91

THE kingpin behind a security police-funded labour relations group maintained contact with his controller after the late Law and Order Minister Hernus Kriel said his department had ended the contact, the Financial Mail reports today.

According to the article, Rand Afrikaans University academic and kingpin behind the Liaison Bureau for Labour Relations Services, Prof Kobus Slabbert, sent the bureau's latest "concept newsletter" to security policeman Maj Derick Botha on September 4.

Kriel said last week the cut-off date for his department's involvement in the secret project was July 31 — "with the exception of still-to-be finalised individual contracts".

The article alleges that all the bureau's staff were paid by the SAP's security branch, mainly in cash. Slabbert was allegedly paid R5 000 a month tax free, the article said.

The bureau was apparently launched with a R50 000 payment, supplemented at monthly intervals authorised by Botha.

Botha was named earlier this year as having supplied R1,5m in secret funds to

LINDEN BIRNS

Inkatha's union, Uwusa

According to the FM — which claims to have a copy of Slabbert's letter to Botha — Botha had replied to Slabbert, complimenting him on his "good exposition" of matters on the theme of affirmative action.

In another document written in August this year, Slabbert outlined the bureau's goals for the next year, saying he was devising a business strategy for the secret project, and new letterheads. He said he was planning a "think tank" with fellow RAU professor Naas Raubenheimer and Absa executive Petrus Claassen.

The FM reported Claassen was paid R40 000 by the bureau while Raubenheimer was paid R20 000. At a meeting in September last year it was agreed that Claassen should be paid R21 000 for a "Spoornet contract", the FM reported.

The article claims that at least R250 000 of the slush funds came from Lowald Enterprises — an organisation with a Pretoria bank account — and that according to a deposit slip, an F P R Botha (Botha's initials) paid more than R53 000 to the bureau on April 10 this year.

Flitestar to pay travel agents more

B/day 2/10/91

LINDEN BIRNS

TRAVEL agents selling tickets on SA's newest airline Flitestar will get 1% more commission than they receive for selling seats on SAA domestic flights.

Flitestar will enter the market with fares identical to SAA's current domestic tariffs.

However, travel agents will receive 8% commission on Flitestar tickets, compared with the 7% they get for SAA tickets.

In a statement yesterday Flitestar MD Jan Blake announced off-peak incentive discount fares ranging from 15% on business class tickets, 20% weekend discounts, 30% senior citizens discounts, a 25% youth fare for people between 12 and 21 years old and 20% spouse discounts.

He described the new commission structure as a breakthrough, as travel agents had asked for a revision of the structure "for years".

SAA spokesman Leon Els said the airline "took note" of Flitestar's revised commission structure. He could not say whether SAA would match or better it.

Flitestar's first service will be between Johannesburg and Cape Town. Services from Johannesburg to Durban and Port Elizabeth will begin on October 30 and a service between Cape Town and Durban in mid-January 1992.

Settlement 'will not cost UCT extra'

B/day 2/10/91

TANIA LEVY

PARENTS of students will not have to fork out extra money to cover the 17% across-the-board wage increase which ended a week-long strike by UCT general workers.

Vice-chancellor Stuart Saunders said yesterday the university would not have to find any more money than it had budgeted to

cover its original wage offer in July (152)

All that had happened was that the offer had been repackaged so that it was more acceptable to the Transport and General Workers' Union. The total cost would be the same.

In July UCT offered a 13,5% wage increase and

100% contribution to workers' medical aid subscriptions

This week's 17% across-the-board increase was made possible by diverting a part of employees' pensionable earnings into non-pensionable allowances.

Workers will also have to contribute a portion of their medical aid rates.

Strikers at Transnet reject settlement

TRANSNET and the SA Railway and Harbour Workers' Union (Sarihwu) have reached an agreement on wages and conditions of service, but 5 000 union members yesterday rejected the settlement *B/day 2/10/91*

The agreement — which covers 38 000 Transnet employees — was reached last weekend after protracted negotiations which started in June

Talks deadlocked last month and workers staged countrywide work stoppages

Sapa reports that more than 5 000 striking Sarihwu members in the Free State, Cape Town, Ladysmith and Kimberley yesterday vowed to continue the strike

Members were informed on Monday of the wage agreement, but were unhappy with the settlement and decided to continue striking

Transnet human resources manager Hennie

VERA VON LIERES

Lourens said the parties agreed on a monthly minimum wage of R900 and an across-the-board increase of 11,5%. Sarihwu initially asked for a R1 500 monthly minimum and a 40% across-the-board increase, he said

The parties also agreed on a productivity incentive scheme, in terms of which workers would be rewarded for regular attendance

Sarihwu assistant general secretary Johnny Potgieter said yesterday agreement had been reached on an attendance bonus, not linked to productivity, Sapa reports

Sarihwu general secretary Martin Sebakwane said Transnet managers had told employees of the agreement before union leaders could report back to their members

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Brewery workers on strike at Bop plant (152)

South African Breweries yesterday confirmed that workers at the United Breweries in Ga-Rankuwa, west of Pretoria, are currently engaged in a sit-in at the Bophuthatswana plant

Star 3/10/91.

49 are still in detention

Forty-nine people were being detained in SA, Bophuthatswana and Transkei, the Human Rights Commission said in a report yesterday. The statement said 39 people were detained in Bophuthatswana, nine in Transkei and one in SA from September 23-29. Seventeen detainees had been released by Transkei, the report said. It could not be established whether they had been charged or not.

A dusk to dawn curfew had been imposed on Thokoza, Vosloorus, Kaitshong, Tembisa, Soweto, Dobsonville, Meadowlands, Diepkloof and Alexandra.

There were 316 people on death row, 17 of whom the HRC considered to be political prisoners — Sapa

University head moves to end strike

DURBAN — Hopes of ending the four-week strike by more than 8 000 cleaners in Natal were boosted yesterday by the intervention of University of Natal vice-chancellor Prof James Leati.

Leati is to act as a facilitator to try to get negotiations back on track between the National Contract Cleaners' Association and the Transport and General Workers' Union (TGWU).

The parties have deadlocked over the TGWU's minimum wage demand of R1000 a month. The current minimum wage for contract cleaners set by the government is R509, following a 16% increase from October 1.

Leati met separately

with the Natal division of the cleaners' association and the TGWU on Tuesday in an attempt to get the parties to resume talks on the dispute, which has now spread to Maitzburg and is poised to start affecting other areas in Natal.

NCCA national chairman Rodney Fulson confirmed the meeting, adding the body would meet again on Thursday to decide on possible talks with the union.

A senior TGWU official representing strikers confirmed Leati's intervention.

and said a meeting between the union and the NCCA might take place this week. Meanwhile, 200 Natal Indian schools are now affected by the strike. However, pupils are on holiday and due to return on Monday.

The House of Delegates has delivered an ultimatum to its contractors, Sneller Services, to have the affected schools cleaned by Monday or face termination of the contract.

Sneller Services' chairman Lionel van Tonder

said the strike was unlawful. Dismissals might start over the next couple of days.

"Quite a few workers did return yesterday, but quite a few did not," he said.

The union has challenged the decision to dismiss workers, and said in a letter to Sneller Services that the strike was lawful. A TGWU official said the union was considering court action in order to prevent dismissals — Sapa

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under the rights offer



COIN Security Group

Sarhwu Cape strike continues

ABOUT 1 000 SA Railway and Harbour Workers' Union (Sarhwu) members remained on strike in Cape Town yesterday, while their fellow workers in other areas returned to work. Transnet spokesman Henrie Lourens said Sarhwu members went on strike on Monday in line with a union decision last week for a national strike

VERA VON LIERES

A wage agreement was signed on Sunday but workers continued their strike action, apparently unhappy with the R900 minimum wage and 11,5% increase. Sarhwu assistant general secretary Johnny Potgieter said union leaders would contact members this week to clarify the situation

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10/10/11

Edgars strike over wages ends as workers return

VERA VON LIERES

ABOUT 1 000 workers at 44 Edgars stores returned to work yesterday following a three-week wage strike, company human resources executive Don Findlay said yesterday. *B.10 am 3/10/91*

The national strike, which involved more than 1 300 SA Commercial, Catering and Allied Workers Union (Saccawu) members, was declared illegal by the Industrial Court in Pretoria last week.

Findlay said workers in Durban had returned to work on Monday. Toyi-toying workers at the Edgars distribution centre in Johannesburg disrupted work when they returned to their duties yesterday, he added.

He said the parties would meet today to discuss a number of issues arising out of the strike action. These included disciplinary action against workers involved in "unacceptable behaviour" during the strike, and the resumption of wage negotiations.

Saccawu national organiser Paul Kashe yesterday confirmed workers had returned to work.

The union earlier this week described as unfair the industrial court decision declaring its members' strike illegal.

Campus split as workers and admin claim victory

152

A CLOUD of bitterness has fallen on UCT amid conflicting claims of victory following a week of unprecedented chaos at the university

While workers and management seem to have settled the dispute for the time being, a huge chasm has opened up on campus

Professor Charles Villa-Vicencio accused the university administration of dragging its heels in dealing with the week-long Transport and General Workers Union strike settled on Monday

He said he was disturbed it took the administration so long to satisfy the demands of the workers.

"The tragedy is that it has taken the confrontation to bring some of us on the campus closer to the plight of the lower structures of workers," he said in his address to the University Assembly on Monday

This view was echoed by student organisations such as the SRC, the South African Student's Congress (Sasco), the Azanian Students Congress (Azasco), Workers Organisation for Socialist Action (Wosa) and the Democratic Student Association (DSA)

According to workers, UCT administration's deferential manner of dealing with the crisis lies at the heart of the conflict between students, workers and the administration.

They are unhappy that the vice-chancellor, Prof Stuart Saunders, and the registrar Mr Hugh Amoore, saw fit to call upon leaders like Mr Nelson Mandela and Archbishop Desmond Tutu to intervene.

Hostile

"The atmosphere throughout negotiations was very hostile. The workers saw the calling on black leaders like Mandela and September to intervene as a clear attempt by management to undermine the workers' legitimate demands," said TGWU organiser Mr Harald Harvey

He claims the long-term relationship between management and workers at the university has been severely eroded

Underpinning the large-scale resentment of low-paid workers at UCT has been the "high-handed" way in which the university's Industrial Management Committee has dealt with shop-stewards throughout the course of negotiations

"The industrial relations team was very obstructive. They demanded strike rules be placed in the recognition agreement in the middle of the strike and they wanted their right to employ scabs reserved."

Although most of the seven demands that led the union to embark on the strike action were not met in the settlement, the union sees the result as a victory

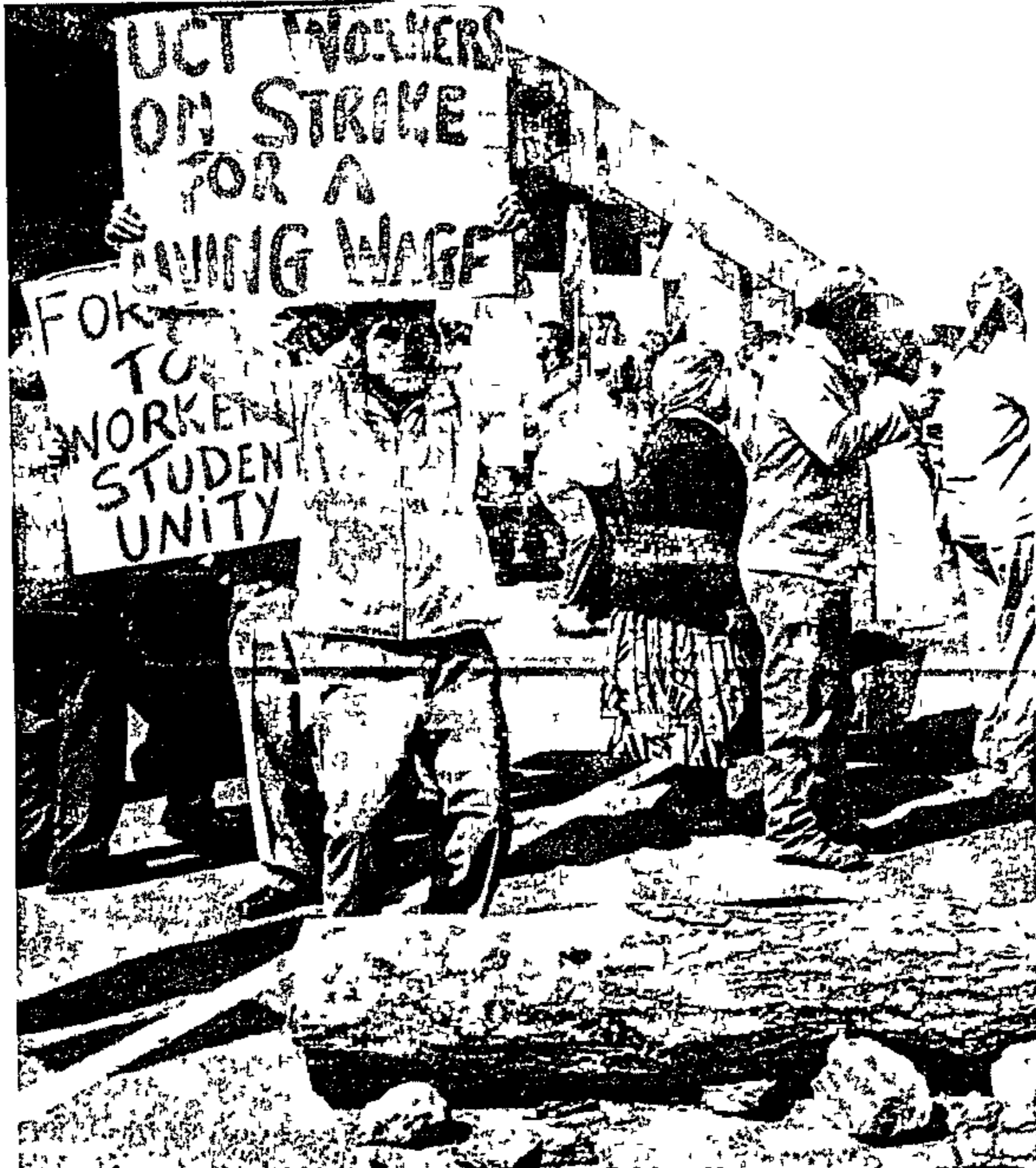
"The take-home pay increased above that which workers at other universities get when we combine the monetary victory with 100 percent medical coverage," says Harvey

The minimum wage has increased by 19 percent. Part-time chaffers, who work five hours a day for five days a week, had their salaries increased from R704 to R842. Full-time cleaners' and gardeners' salaries increased from R1 004 to R1 202. Salaries for workers in pay class 3 — cashiers and departmental assistants — have been increased from R1 388 to R1 624

Administration has conceded that

South
3/10 - 8/10/91

The University of Cape Town strike might be remembered as the first confrontation between militant workers and liberal academics in the Western Cape HEATHER ROBERTSON reports on developments which exposed the divisions at the one-time home of liberalism



PLACE OF ANGER: Protesters at UCT man a barricade on the campus this week

live-in staff may remain in occupancy in rooms until they are no longer employed by the university. This affects 27 kitchen workers the union claims the university tried to evict.

They have also agreed that workers can cook in their rooms and new accommodation will be provided at College House at Glen Residence.

Pregnant mothers have also now been allowed to stay in their rooms during their pregnancy and to keep their babies with them for up to one year

Ms Joy Fish, head of the university negotiating team, contradicts the union's claims of the strike being a major victory

"We have merely repackaged our original offer and we definitely see what happened as not mere withdrawal of labour or peaceful protest. The union acted irresponsibly"

Fish said UCT did make concessions with regards to live-in staff but this could have been negotiated in good faith.

"We have agreed to maintain those rooms. We thought the leak problem had been resolved but it seems heavy rains still cause a problem. We will be moving these staff to better accommodation within the next three months where they can have a common room and cooking facilities"

Fish said the university had not essentially changed its original offer to the workers

"As far as concessions made, the union has traded off pension benefits for higher take-home pay, which falls within the overall cost constraints we had prior to the strike."

She had been signalled by workers as one of the most recalcitrant negotiators and placards had called for her

dismissal

"I carried the mandate of the Industrial Relations Management Committee but obviously when you play a role you become a scapegoat."

Both the union and management agreed the question of worker representation on the university council is an unwieldy demand which would require broader consultation within the university community

But the union argues there is an autocratic approach to management.

A separate negotiating forum consisting of up to four union representatives and up to four management representatives will be established to deal with outstanding issues such as gradings, redeployment policy and procedures, worker participation in decision making and a weekend off for kitchen staff

By Henry Ludski

South 3/10-8/10/91 Strike over VAT looms

MASS protest may be rekindled in South Africa if this week's resistance to VAT is a pointer to the months ahead

Standing between the government and a national strike in a month's time are seven unmet demands of the Co-ordinating Committee on VAT.

The controversial tax was introduced on Monday in a storm of protest from trade unions and political organisations, with about 100 000 people taking part in 16 protest marches throughout the country.

This week trade union leaders were debating whether to keep up the momentum of the protests or to give

workers a "rest" before the planned two-day strike early in November.

"We have decided it is fruitless to go on talking to the government about our demands," said Ms Lisa Seffel, Cosatu spokesperson on VAT.

She said the commitment of the Co-ordinating Committee to press ahead with demands had been reaffirmed at a meeting in Johannesburg on Tuesday. Individual organisations would continue their own programmes of action while trade unions would meet at a summit next week to finalise demands for the national strike. The committee was also considering civil disobedience campaigns, Seffel said

Cosatu publicity secretary Mr Neil Coleman said a "very popular" strategy among workers was the possibility of extending the protest against VAT to other areas of taxation such as Pay As You Earn (PAYE).

The Committee's demands are:

- zero-rating of all basic foods, water and electricity and prescribed medical services;
- introduction of stronger controls to prevent price abuse;
- adequate poverty relief schemes;
- provisions to ensure that small businesses are not disadvantaged, and
- that the government enters into negotiations with the "major players"

on further changes to the tax system. This week Finance Minister Barend du Plessis extended the VAT zero-rating to brown bread, mealie rice, whole mealies, samp, powdered milk, dry beans, fresh milk, lentils, canned pulchards and mealie meal.

Meanwhile, at least three community organisations have resigned from VATWATCH in protest against the government's refusal to consider their demands. VATWATCH is an independent body "made up of concerned community members".

Those who quit are: Mr Andrew Ball of Labour Research Services, Mr Mahlomola Skosana of the National Council of Trade Unions (Nactu) and the late Mr Sam Ntuli of the Civic Association of Southern Transvaal, who was assassinated last weekend.

There has been no chaos at UCT

South 3/10 - 8/10/91

UCT student activist GLENN RETIEF says students supporting the campus strike were a minority—but reflected the South African majority

If you believed everything you read last week, you would have got the picture of a campus gone totally berserk, with a tiny bunch of loony radicals running around burning things and breaking things and bringing the whole place to a standstill.

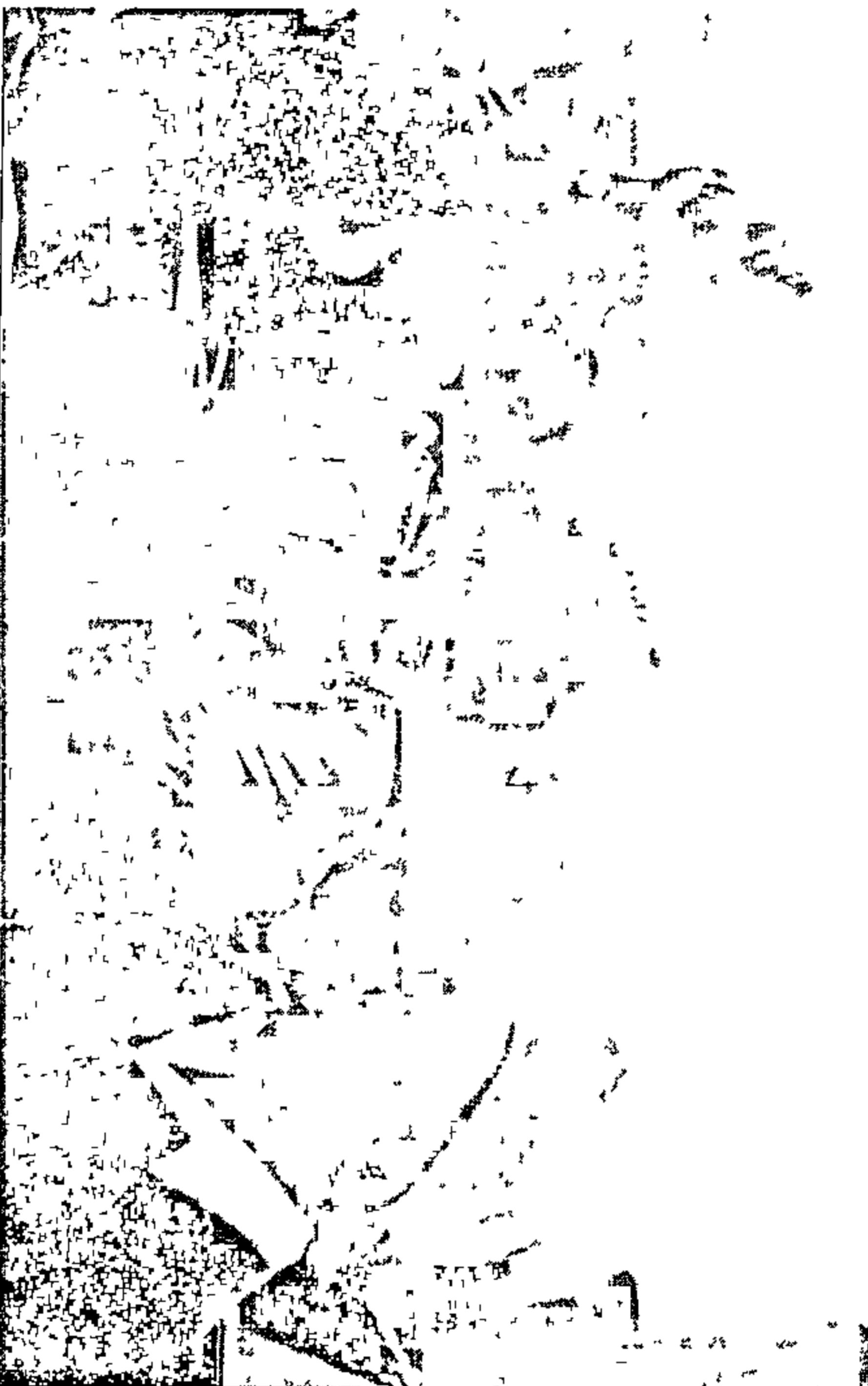
No doubt you would have added your voice to the crusading editorials: 'Punish the vandals! Restore law and order!'

That, after all, was a logical reaction to the sensational reports and pictures that projected an unrest without cause, a madness without explanation — people just causing trouble for the hell of it.

In fact the first point about the conflict is that there is a point to it — there has been no "chaos" at the University of Cape Town (UCT), only organised, purposeful disruption.

The barricades and sabotage of lectures were not the actions of hooligans going bananas, but the strategy of most of the major student political organisations on campus.

Having said that, it must be made clear that no one, and certainly not the union or the South African Students' Congress (Sasco), supported the use of violent intimidation. The violence indeed issued from an



UCT LAST WEEK: Workers demanding better lives for themselves and their families

undisciplined fringe but the actual civil disobedience — the sabotage of lectures and of everyday activities — was an organised defiance. Its purpose was to stop the functioning of the university so that, as is the case in any normal strike, business was unable to continue as usual. In this it was completely successful.

The simple fact is that there were good reasons for students to support the strike.

Cleaning staff elsewhere may be struggling more chronically than UCT workers to make ends meet but that shouldn't mean that UCT workers have something to be "grateful" for.

Campus workers took serious risks striking, not out of some evil greed but because they wanted better lives

for themselves and their families.

In the light of this, university management's initial apparent determination to drag out the strike until it withered of exhaustion smacked of arrogant high-handedness.

Students would have been deeply affected if the strike action had continued for months on end because the residences, the libraries and the lecture halls would all not have been functioning properly.

It was in students' direct interests to close the university so that the issue was forced back to the negotiating table and resolved quickly.

UCT's call for Mandela to intervene in the strike was not only insulting to workers, but pregnant with political irony. Perhaps it makes for good public

relations, but UCT needs to be careful about opening a Pandora's box.

Most of the liberation movement's great gains have come through militant struggle involving precisely strikes, barricades and disruption. The parallels between UCT's current sabre-rattling and the "law-and-order" babble of the 1980s would not have been lost on the ANC's black working-class constituency.

Calling in ANC leadership may have called public attention to the anomalies — and may in the long run have lost UCT Vice-Chancellor Stuart Saunders more ground than it gained him.

While most politically progressive students supported the strike, it is true that probably a majority of students, blissfully unaware of what is

at stake, still wanted to plod along to their lectures regardless.

Liberals have thus far been adamant that these students had that individual right — on the face of it, a reasonable demand.

Unfortunately, the history of any political struggle, anywhere in the world, has never been as smooth and graceful as a cricket game — precisely because the rules of political cricket are biased in favour of the powerful.

Hence, students with a black working-class background, who form the backbone of student support for the strike, are an artificial minority at UCT as a result of apartheid. In a representative university they would form 85 percent of the student body.

Boycotts have never worked at UCT because the majority of students have usually sided with dominant white value systems.

Last week progressives insisted for the first time that the numerical supremacy of conservative students would not block their determination to back the strike.

Last week's disruptions are a clear message from the university's artificial minority to its artificial majority which said: 'We are tired of being overruled.'

As history moves on, the face of UCT will change as the face of South Africa does.

Far from being purely an example of mindless vandalism, the recent campus crisis represents a moment of historical change-in-the-making as blacks — for the first time represented in significant numbers in the student body — flex their newfound political muscle.

I have a strong feeling that history will be kinder to the UCT militants than Stuart Saunders and the press have been over the past few days.

UNCLEAN SWEEP

FM 4/10/91

A four-week-old strike by cleaners employed by Durban-based Sneller Services has spread to most of the contract cleaning industry in Natal, with at least four companies affected. On Tuesday, over a hundred workers employed by Cleaning Services in Maritzburg joined the strike, bringing the total number of cleaners on strike in Natal to about 8 000.

Mainly centred on wages, the wave of strikes has also been linked to Cosatu's anti-VAT campaign, demands for an industry-wide provident fund and allegations that cleaning companies are hiring "scab" labour (152)

The strike by Sneller Services employees, which has resulted in about 120 schools falling under the Indian House of Delegates closing three weeks before school holidays, follows a demand for a R1 000 a month minimum wage. Contract cleaners receive a minimum wage of R439 a month, though this was increased by 16% to R510 a month earlier this week. The increase was rejected however by the union and striking workers.

At the time the *FM* went to press, about 1 200 striking cleaners employed by Sneller Services were facing an ultimatum to return to work or be dismissed.

'The People Respond to VAT'

Last week we spoke about what VAT is, why the state is implementing this new tax and the damaging effect on the living standards of the working class. In this article we look at the calls from various sectors of the people for VAT to be reduced, postponed or cancelled all together. In recent struggles in South Africa seldom has there been an issue such as VAT which has brought about the collective anger of such a broad range of people. The different classes in South Africa have however reacted with different degrees of concern and methods of struggle.

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New Nation
(Learning Nation)
4/10-10/10/91



Concerns of the bosses

When the state first announced in early 1991 that it was going to replace GST with VAT the only exemptions were brown bread and mealie meal. Soon thereafter the middle classes began complaining that paying VAT on municipal rates was unfair. Municipal rates are a tax that property owners have to pay on the value of their property. The middle classes therefore argued that paying VAT on municipal rates was paying tax on a tax. After first arguing that municipal rates were used for services provided to property owners like road services, cleaning and garbage disposal and that these should fall under the net of VAT, the government backed down and exempted rates from VAT.

As the October 1 date for VAT came closer however, the call came from many bosses that VAT had to be postponed. The arguments used were mainly that VAT's timing was wrong. In this regard they argued that there was such a widespread outcry from organised labour that there was a real possibility that there would be industrial unrest. They also argued that on the eve of final negotiation with the ANC it was premature to impose VAT when this could bedevil negotiations. Finally they argued that the government was being inconsistent in suggesting possible exemptions at the last moment when VAT's success was dependent on it being all-embracing and that they had already spent millions preparing for VAT on its original terms.

The South African Chamber of Business (SACOB) argued as well that the size of the grant to the poor should be increased to R1,2 billion and not a mere R220 million.

In addition to these voices of the bosses a number of professional organisations have argued that VAT's increase in prices will make it difficult for working class consumers to afford their services and so threaten their existence. An important voice here has been that of the organised doctors who have collected thousands of signatures opposed to the application of VAT to medicines. Finally consumer societies such as the Housewives League have objected to VAT's imposition on food-

stuff arguing that this is sure to push up the inflation rate and drastically affect the poor.

In the face of all of these calls for postponing or reducing VAT the government has largely stood firm. They decided to reduce VAT to 10% from 12% but pushed up the price of petrol by a whopping 13 cents a litre.

The response of the working class' organisations

The political organisations such as the ANC have condemned VAT. Mayibuye, the journal of the ANC has this to say:

"If the government is sincere about wanting a better tax for a new South Africa, why do they not let the government of a new South Africa decide?"

All the other political organisations attempting to mobilise the black working class including the PAC have also called for the scrapping of VAT.

At COSATU's Fourth Congress in July worker delegates unanimously called for VAT to be scrapped altogether and called for strike action if this was not done. Workers added an essential political ingredient to the general economic attack on our living standards - that of the connection between taxes and state funding for Inkatha and its factory wing, Uwusa. The connection between a new tax, VAT, and the confirmation of their belief that the state is responsible for the violence against the people, has made workers particularly angry. In this regard there have been two responses from the organised workers: the decision at Cosatu's Congress to call on the bosses for a 5% wage increase if VAT is implemented and the call by Cosatu Wits region for a stayaway on September 18. In the case of the latter action workers have raised the need to refuse to pay VAT and PAYE (income tax or pay as you earn) until an interim government is installed. They raised the old democratic slogan "no taxation without representation".

It is the threat of these actions more than anything else that has shaken the state and the bosses. When the organisations of capital such

as SACOB, or the press, raised the issue of the bad timing of VAT, they clearly had in mind the threats from the organised workers.

VAT: What now?

Since Cosatu's Congress decision and the Cosatu Wits region action call, there have been compromises in the union movement. Cosatu has since set up a VAT Co-ordinating Committee with the ANC, Operation Hunger and others. VATCOM has met with Minister Barend Du Plessis to look at the technical and administrative aspects of applying VAT. The members of VATCOM argued for a postponement of VAT for 6 months and for a wider range of goods especially foodstuff to be exempt. Du Plessis argued that a tax system could not be just postponed without major problems for future planning, that all parties had had an opportunity to put their case before and that VAT was necessary for social services for the people. He offered to subsidise food to the poor to the tune of R50 million and SADF assistance in poverty relief programmes. This has been rejected by VATCOM. Cosatu has set report back meetings to consult workers on what sort of mass action should follow. Du Plessis' rejections of VATCOM's compromise demands. Barend Du Plessis' arguments do however raise an important question for the South African working people: how can the money be found to finance social services (housing, electricity, health etc), education and job creation? Tax is an important way to get money for the state so that it can finance social services and tax cannot be changed haphazardly without making planning impossible.

The point is that VAT is not so much about obtaining money for social services but is about shifting the tax burden away from the bosses and onto the shoulders of the working class. To this end the capitalists are being given a tax bonus of R6 billion while all consumers are made poorer, at a time when the bosses are not investing in job-creation schemes in SA. If Barend Du Plessis were seriously interested in the living standards of the working class he would look at increasing the tax on company profits (such as company tax and capital gains tax) and his party would pass laws to force companies to invest in job-creation schemes in South Africa.

What do you think? Is VAT a fairer tax? Should we return to GST? Where will the money be found for social services, health and education? Write to us at Learning, Nauop, P.O. Box 11350 Jo'burg

I AM a firm believer that workers should be paid a fair and decent wage. As a UCT Honours graduate I therefore read about the latest UCT labour dispute with indignation. Not indignation at workers rights being violated but rather at their sheer nerve! Judging from the salary package

Letter in The Argus this week.

UCT strike — What the Union says

These are acts of hooligans

REGARDING the recent strike and disruptions at UCT one can quite understand the need for workers to embark on strike in order to express their dissatisfaction over a wage dispute

Letter in The Argus this week.

UCT bosses have now paid the price for ignoring our words. Perhaps the problem is that UCT bosses, like many others, have become complacent. If bosses want to use negotiations as a way of justifying their own positions, and not to really address the demands of workers, then workers will be forced to take action. Negotiation is a means to an end, not an end in itself.

If bosses are going to play games with workers, then they must also carry the responsibility for what happens when workers get angry and are forced to take action.

● UCT workers are overpaid and lazy.

This sort of allegation has tended to come mainly through bigots who have not a single shred of knowledge about UCT, or from professors who work a three-hour day.

UCT workers will not deny that their gross wage package is high compared to most other workers. That is not the issue. The issue is that when a certain level has been achieved (and which is still not a living wage) there cannot be justification for sitting back and demanding of workers that they must now accept that wage levels should decrease in real terms. And there can be even less justification for offering workers 13,5% while increases for other categories, including academic staff, range from 14% to 17,6%.

Perhaps UCT bosses need to be reminded that it was not through their good nature that UCT workers earn what they do. It was the fact that UCT workers were prepared to struggle that made this possible.

It is not enough to talk of a good wage and good benefits. The usefulness of benefits and take home pay are crucial. The great wages and conditions of service at UCT are a very sharp double-edged sword. UCT can proclaim all it wants about its wages and benefits, but try convincing the three children of the single mother who comes home with R200 after deductions each month. Try convincing one of our shop stewards who without medical aid had to pay only R32 for the birth of his first child, but with medical aid was forced to go to a private clinic and is still paying off the R3 000 not covered for the second child.

Try proclaiming the virtues of UCT to those workers in the residence kitchens who have not had a day off on a weekend since they started working. These are not issues for one or two workers — these are issues for all UCT workers. Good benefits tailored to the needs of the affluent are of limited value to black workers, and the deductions reduce take-home pay beyond reason.

● That the right to strike does not include the right to disrupt.

The media decided to focus closely on the question of disruption which the strike caused. Much has been said that workers can withdraw labour, but that they do not have the right to disrupt, nor do they have the right to interfere with the rights of others. Such comments expose the true nature of liberal "democracy".

A strike is by definition disruptive. Unless a strike does disrupt, its whole purpose is defeated. To ask workers not to be disruptive when they go on strike is asking them not to strike. Where the conflict of interests between workers and bosses cannot be resolved by negotiation, and where its resolution is then sought through a test of strength on the ground, no worker or union can sign away their right to flex their muscle. What is clear in the comments by the commercial media is that they viewed the actions of strikers and students to be an interference in the rights of others. In other words, workers have the right to strike so long as this right does not interfere with the right of bosses to profit and to exploit.

Nobody, except our comrades in Sasco, Azasco, Faso, Wosa, the Islamic Society and ANC Youth League, bothered mentioning that for over 150 years students and academic staff have gone about their business at the expense of worker rights. Our comrades in these organisations understood clearly that by students and academic staff continuing with their business as normal, they were helping UCT to undermine the struggle of workers.

Yes, we can learn some important lessons about how bet-

ter to get that message across, but the reality is that the majority of students at UCT are bosses-in-training who couldn't give a damn about workers' grievances and problems, and some clearly demonstrated their active collaboration with UCT in trying to defeat the struggle of workers.

Workers knew this before the strike started. Workers also knew that to strike by simply standing around would create inconvenience at first, only later would their action begin to have an impact. Workers did not want to get into a protracted strike which would start interfering with their financial commitments, or students' exams.

In the view of workers, the strike needed to be short and sharp. That is why they disrupted traffic with barricades.

● That the actions were by a tiny group of thugs trying to impose their will on a democratic majority.

Nobody will dispute that workers are a minority on campus, nor do we dispute that our student comrades were also a minority at UCT. But having been present at a number of student meetings which discussed action in support of workers, the extent of the minority was far larger than the media would allow. But inaccurate and misleading reportage is not the only issue here.

What is really at issue is that the reports in the liberal Press question the right of that minority to act, and questions its legitimacy because of its minority status. This stinks of liberal double standards. I'm sure that such accusations would not apply in the liberal book against that minority which took up arms and made war (REAL war) as the Resistance when the majority of French and German-speaking peoples were being swept up in the Nazi hysteria of the 1930s and 40s. The issue was that that minority were RIGHT.

Secondly, and more importantly, the comments against this campus minority reflect the narrow ivory-tower mentality of UCT bosses and their liberal cronies. The fact that the 14 000 students at UCT comprise an insignificant speck in the face of South Africa's working class from whose ranks UCT workers come is conveniently overlooked. Millions of workers across this country, including those at UCT, share a struggle against exploitation and oppression.

UCT workers cannot be expected to remove themselves from that struggle in order to pander to the needs of students and their lecturers. Perhaps part of the reason why UCT workers face so many problems at work is exactly because they have for too long worried what disruption their actions will cause to the learning of students.

The student and worker minority at UCT have stood up and fought a struggle for the rights of workers. For years the UCT admin, staff and students have not bothered seriously with the problems of workers, nor have they ever thought that maybe their own rights are gained at the expense of workers.

That same majority has been consistently silent, or only self-servingly vocal, when it has come to the rights of the majority of South Africans. At home at UCT they have been silent. Now when the oppressed UCT minority has stood up to fight, they cry about democratic rights. Perhaps they might have thought first about the democratic rights of workers who are the sector in the university that does not have a voice in the running of UCT.

Workers took action because they have families to feed. They took action because they have children to clothe and houses to maintain. Ten years down the road they will still have to do these things, while the majority of students of today will be happily entrenched in their careers far away from UCT.

UCT workers are struggling today so that in the future they will be able to feed families. Students and staff need to accept that one week of disruption is a small price to pay for that.

That UCT workers have taken strike action for the first time in the history of the university is significant and historic. The fact that their action has won 17%, which we originally demanded in mediation, is proof enough that management could have averted this strike had it really wanted to. Today workers celebrate that victory, and they share that victory with the students who joined hands with them in struggle.

Harald Harvey

Branch Secretary

Transport and General Workers Union

Strike action likely to drop

By FÉRIAL HAFFAJEE

THE sharp increase in strike action over the past three months is expected to tail off with the conclusion of this year's wage round, says labour consultancy Andrew Levy and Associates. W/MAN 4/10 - 16/10/91

But the consultancy's Brian Allen comments that retrenchments — an increasingly important strike trigger — and Value-Added Tax protests could be countervailing factors.

And disputes are still continuing in key sectors, which could drive up the strike toll. Industrial action at Iscor is imminent after successful ballots were held by both the National Union of Mineworkers and the National Union of Metalworkers.

The Food and Allied Workers' Union is in dispute with South African Breweries, while South African Commercial, Catering and Allied Workers' Union members at Multiserv, the City Lodge hotel chain and the Ackermans/Pep chain are on strike nationally. In addition, the union is holding a strike ballot at Elleries.

A recent Levy strike report shows after a "relatively quiet" first six months, total mandays lost this year from strike action now stand at close to two million. Just under 2,2-million were lost in the same period last year.

In the last quarter, strikes in the tyre and automobile sectors accounted for 485 000 lost mandays, while the dispute between the South African Railways and Harbour Workers' Union and Transnet cost the economy 175 000 mandays. The mining sector accounted for 10 percent of strikes.

Wages remained the major trigger factor, followed by grievances, dismissals, recognition and retrenchments. Grievances — including discrimination, unilateral implementation of grading systems and demands for central bargaining — triggered more than 20 percent of strikes, a significant increase on last year.

Discrimination, Allen said, was "an increasingly important and emotive issue, particularly in the manufacturing and retailing sectors."

He said parental benefits remained a major demand, while there were also increased calls for medical aid and pension funds, more leave and paid leave on commemorative days.

LABOUR

By FERRAL HAFFAJEE

THE Edgars wage strike ended this week — but the labour woes of the retail and catering sectors are far from over.

The wage strike by about 2 000 South African Commercial, Catering and Allied Workers' Union members at Pep and Ackermans chain stores has now gone into its fifth week with no prospect of settlement.

Beleaguered retail sector's strike woes continue

About 240 workers have withdrawn their labour at City Lodge hotels, and strikes have also hit Multiserv outlets countrywide. Strike ballots are under way at Ellemes stores.

This week about 3 000 Edgars workers returned to work after the industrial court had ruled their strike unlawful on 4/10.

Stressing that "Saccawu had balloted non-members and yes-votes represented well over 50 plus one percent", Saccawu accused the court of "subverting the bargaining process".

Workers resolved at the weekend to continue the strike despite the judgment, but reversed their decision when management agreed not to institute disciplinary action against strikers for alleged misconduct. A second round of wage negotiations at Edgars got off the ground yesterday.

Striking Pep and Ackermans workers are demanding a R150 "across-the-board increase with a R700 monthly minimum wage. Other demands are for parental rights and a bonus amounting to 75 percent of a month's pay."

"The company's sales figures last year was R988-million and profits were up from R73-million to R79-million," said Saccawu official Salm Vally.

"The company also opened 112 new stores and has bought out the Checkers supermarket chain."

Union leader Harald Harvey studied sociology at UCT. This week he returned to lead the strike. By TONY KARON

THE blue Ford slides smoothly to a stop, a small red flag on its aerial declaring its affiliation amid the chaos that is the University of Cape Town's plaza on this sunny seventh day of a traumatic strike.

Out steps a bearded man wearing an African National Congress baseball cap, a gold stud in his left ear and Ray-Ban Aviators. His T-shirt bears the slogan "Workers of the world unite", and a pack of Chesterfields has been folded into its left sleeve.

Harald Harvey, the Transport and General Workers Union (TGWU) official leading the strike, walks and talks with authority. The UCT administration lackeys appear to scatter upon his arrival. They probably wouldn't want to "make his day".

Harvey is back from negotiations with admin, accompanied by UCT staffer and TGWU Western Cape chairman Wilhelmina Trout, who walks around clutching a red flag — as the man in the *Rocky Horror Picture Show* sings, "don't dream it, be it".

Outside Jameson Hall, the scene is familiar — bemused students loling in the sun, while a small group of mil-

How the striker learnt his trade

itis toyi-toyi with weapons which are invisible but very noisy.

Their placards bear odd slogans like "Jon File — don't interfere with our liberation" and "To hell with commercial press".

Last week these students rampaged through lecture theatres, turning firefighting equipment on those students whose class consciousness was less developed. Together with striking workers, they blocked campus entrances with burning barricades — one of which turned the dean of Arts momentarily into a human torch when he tried to kick it away.

Now they are picketing a university assembly called by Vice Chancellor Dr Stuart Saunders to endorse a peace

pledge, because they were not consulted.

Militant students had called for the university to be closed in order to resolve the strike. Their pamphlets warned that "students who attend lectures are undoubtedly strengthening the administration's hand against the workers".

Saunders, on the other hand, had begun talking tough:

"Those who have barricaded, intimidated others, disrupted the work of the campus or damaged property will have to face the consequences of their actions." He warned of disciplinary action and even expulsion.

The assembly goes ahead, addressed

by Archbishop Desmond Tutu who calls for understanding of the alienation felt by black students at a still-mostly white institution.

He unequivocally condemns barricades, violence and disruption, however, whilst urging the university to consider the need for reconciliation when deciding on disciplinary action.

Saunders leads the audience in reading a lofty statement of principles which nobody outside of the Afrikaner Weerstandsbeweging and the Khmer Rouge (and being UCT, it's the latter you have to look out for) could disagree with. It sounds like the Lord's Prayer being recited at a school assembly.

Afterwards, I ask Saunders what

long-term consequences the strike has had for UCT. His demeanour is Thackeresque: "UCT will endure."

By that afternoon, it's all over. Workers accept a UCT offer of a 17 percent pay rise, effected by reducing the institution's pension fund contributions.

As Harvey himself had pointed out when the offer was made the previous week, the admin has re-organised the package, but will not actually part with more money. The university has made some concessions on the conditions of live-in workers, and the union has dropped a number of demands — in particular, its demand for guarantees against disciplinary action.

But the unionists and their supporters present this as a major victory.

"There have been significant gains in the wage package," Harvey tells me. Funny, last week he said 17 percent was just a reshuffle of the package.

"The worker-student alliance has been strengthened," a student tells me. "And we have strengthened non-racial student unity."

"Workers have discovered their power," says another.

At the end of this strike they may be rather short on material gains, but ethereal gains abound.

"The strike has strengthened the union," says Harvey.

Looking around at the lunch-time "victory celebration" the following day, you'd take some convincing.

About 150 people (half students) sit dispiritedly in Jammie Hall, listening to inputs on the material and ethereal gains of last week's "noble struggle". Not even Wilhelmina Trout's flag can lift them.

"Workers have nothing to lose from the settlement," a student speaker tells them. That's a line for a victory celebration?

The strike is over now, and the militants are worried about the disciplinary actions which will inevitably follow.

An Azasco speaker tells the audience "Our support for workers may have caused mayhem and anarchy. We apologise for the inconvenience, but that was the nature of our struggle."

"Those actions of last week will go down in history as noble actions against injustice," a Sasco speaker adds, warning that disciplinary action against student disrupters will "plunge the university back into chaos".

Harvey explicitly favoured barricade tactics, and was quoted earlier as saying the university "had to feel the effects of the strike and be hit hard from the beginning". He believed students had an important role to play.

He tells me: "The fact that we managed to settle the strike in a week is a vindication of the strategy of hitting them hard from the beginning."

"They're out to seek revenge against workers for those actions, but we're ready. We'll defend workers, and students, for any actions relating to the strike."

"Things could easily flare up again," he warns.

Harvey sees the strike having a broader significance down here in this nether region of the class struggle: "Historically, workers in the Western Cape have been less confident to go into struggle. But this strike could be the harbinger of a strike wave that's going to hit the Western Cape in the next couple of weeks. UCT workers have given workers elsewhere the confidence to go into struggle."

Harvey cut his proletarian teeth in UCT's Industrial Sociology department, where he completed an honours thesis on Californian fruit-pickers. He was a UCT employee during his three years as a researcher for the International Labour Research and Information Group, and is now secretary of the TGWU.

While the aftermath of the UCT strike will keep him in committee for a while, his attention now shifts to a dispute at International Harbour Services. "There's potential there for another



Views vary on teacher strikes

By KENOSI MODISANE

CALLERS to the Sowetan/Radio talkback show expressed mixed feelings about teachers going on strike. Some said teachers had every right to strike because they are workers while others disagreed. Seun Mthimunya said Soshanguve workers and have the right. He said "Teachers are workers and have the right. Like any other employee, to strike if they had problems with their employers".

Strike

However, Joe of Vosloorus said "It is not right for teachers to go on strike. They are building the nation and that is a delicate role which will affect the learning process."

Victor of Soweto said "Teachers are an important part of every nation. They have their own problems. And students should bear with them in times of crisis."

"They should at the same time also talk to students. It is well known that they cannot work for peanuts."

"But they should realise that they must fight and work at the same time."

Problems

Martha from Seshego blamed teachers for causing problems at schools. Referring to previous incidents at a boarding school in the area she said "Teachers are known to have harassed pupils - at that school and the next instant they resort to a strike, saying students are harassing them."

"These people are destroying the nation," are the words of Pitsi of Boksburg. "The Government is to blame. But we should, however, also speak to the ANC and ask them to reconstruct the slogan 'liberation now and education later'."

Transnet workers can now strike

Sowetan 8/10/91

TRANSNET Limited's 167 000 workforce gained the right to strike legally on Sunday when the company's labour affairs fell under the Labour Relations Act.

The South African Airways, Petronet, Spoornet and Portnet employees can be locked out during a dispute.

The new labour dispensation replaces the labour council, which had dealt with wage and salary negotiations, with an Industrial Council - *Sapa*

PAYE pressure part of unions' VAT campaign

LESLEY LAMBERT

MEMBERS of the powerful trade union movement, which is expected to finalise its plan of action against VAT today, have already started pressing companies not to deduct PAYE from employees' salaries as part of a broader tax boycott.

The two major trade union groupings, Cosatu and the National Council of Trade Unions (Nactu), confirmed yesterday that some of their members had been demanding action on PAYE since the idea of a general tax boycott was formulated at Cosatu's congress in July.

Nactu general secretary Cunningham Ncukana said workers had already downed tools and made demands on PAYE at Unilever and other companies. The companies had responded by refusing to participate in an illegal action. "We plan to increase the pressure," Ncukana said.

Decisions will be taken at a meeting today on Cosatu's proposal for a national general strike in the first week of November. The objective of the strike would be to force government to adopt the VAT Co-ordinating Committee's demands as well as to agree on a national forum which would be used to negotiate changes in economic policy, Cosatu spokesman Neil Coleman said yesterday.

The trade unions will also decide on action to be launched before the proposed strike. Demands for a 5% wage increase and boycotts against income tax and VAT will be on the agenda. "It may be necessary to consider civil disobedience. In Europe, people refused to pay the VAT on goods or people employed to price the goods refused to include VAT. These are theoretical possibilities," Coleman said.

Cosatu, which has 900 000 paid-up and 1.2-million signed-up members, and Nactu, which has 330 000 paid-up and 700 000 signed-up members, have already agreed on the strike action. But the more conservative groupings, such as the Public Servants Association, are likely to refuse to take part.

Cosatu and Nactu will seek the support of the ANC, PAC, Azapo and other political, welfare and consumer organisations at a meeting on Thursday.

Thousands on strike at retail chain

SHARON SOROUR, Labour Reporter

THOUSANDS of furniture retail workers at Ellerine Holdings have gone on a nationwide strike over wages and working conditions.

According to the SA Commercial, Catering and Allied Workers' Union, Saccawu, more than 3 000 workers downed tools earlier this week "following the company's refusal to meet the union's demands".

Most Ellerine outlets are in the Transvaal.

A union spokesman, Mr Jackie Masuku, said workers were demanding a monthly wage increase of R205, a

minimum monthly wage of R1 098, Sharpeville Day (March 21) as a paid holiday and eight percent commission after sales passed 30 000 units.

The company is offering a monthly increase of R160, a minimum wage of R1 052, March 21 as an unpaid holiday and 7,5 percent commission.

Mr Masuku said that instead of paying workers a "decent" wage, the company was to spend "R12 million installing computers in its stores", and the workers would be the "victims".

● The company could not be reached for comment. (152) ARG 9/10/81

Union summit vows sustained action to enforce demands

VAT: general strike is on

By Paula Fray
Consumer Reporter

Star 9/10/91

(152)

Trade unions yesterday called for a national general strike on November 4 and 5 to protest against the implementation of value-added tax — and have promised sustained action if their demands are not met.

This was announced after a summit meeting between Cosatu, Nactu and 12 independent unions in Johannesburg yesterday.

Cosatu secretary general Jay Naidoo reading out a joint statement, said workers would be urged to stay away on these days and were encouraged to take part in marches, pickets and other demonstrations.

The demands are:
● The zero-rating of basic foods, water, electricity, medicines and medical supplies
● Negotiation of satisfactory poverty relief programmes
● Provisions for small business not to be prejudiced by VAT
● An end to unilateral economic decision-making by the Government and big business and the establishment of a jointly agreed forum for socio-economic restructuring through negotiations.

Mr Naidoo told a press conference there would also be demonstrations and marches apart from the two-day strike. Unions were already putting pressure on employers to stop deducting PAYE, he said.

The Co-ordinating Committee on VAT (CCV) will announce its programme of action on Monday, a spokesman said yesterday.

At present about 500 000 pamphlets telling people that "VAT is a public issue; take a public stand" were being distributed.

ANC spokesman Saki Macozoma said the organisation was represented on the CCV and could be "expected to support the strike call".

ANC secretary-general Cyril Ramaphosa vowed that the strike against VAT would be turned into a "nightmare" for President de Klerk.

He urged ANC members to "seize the moment of the national general strike and make sure it happens completely".

Mr Naidoo said the Government could expect to see "action on a scale not seen before".

The strike would only be called off "if the Government and big business have entered into a serious and bona fide process of negotiations aimed at meeting the demands of the campaign".

Barend tilts at 'greedy' doctors

Political Correspondent

STRAND — Finance Minister Barend du Plessis has dismissed objections to VAT on medical services with a sharp swipe at doctors who charge high fees and profit from private hospitals.

He was responding to a resolution at the Cape National Party congress calling for VAT to be lifted on medical services. Delegates said this was tantamount to a tax on sickness.

Mr du Plessis said VAT on medical services did not concern morality. "It concerns practical things".

The Minister drew applause when he said one did not hear doctors raising this sort of moral argument when their fees were increased — sometimes by as much as 18 percent. Nor did one hear this argument when doctors were shareholders in private hospitals.

"So let's leave this moral argument and let's look at practical matters," he said.

Services

Illustrating how VAT could bring medical costs down, he said a radiologist would not pay tax on equipment such as his x-ray machines and x-ray plates — all of which he had paid GST on.

Mr du Plessis said that for the poor, VAT was better than GST as it extended tax to services, while GST had been paid mainly on goods.

Richer people were more inclined to use services such as electricity, whereas the poor used goods such as paraffin and coal. Because the rich were paying more tax, the overall VAT rate could be kept down.

South Africa did not want to repeat the mistakes of Britain by exempting too many things in Britain, even baby clothes were exempt from VAT which meant that the rich paid no tax on "Pierre Cardin" baby outfits.

The result of all these exemptions was that VAT had climbed to 17,5 percent.



Unruffled the Queen is accompanied by President Nujoma (right) on her arrival at a blustery Windhoek airport.

Windy welcome for Queen in Windhoek

By Dale Lautenbach
Star Africa Service

WINDHOEK — A tearing wind at Windhoek International Airport provided by far the most vigorous greeting for Queen Elizabeth yesterday in what was otherwise a rather low-key affair.

The Queen's Royal Air Force VC-10 touched down five minutes ahead of schedule at 3 40 pm while airport workers were still struggling to anchor the red carpet.

The workers got their reward — the best possible view of the royal party — when, as a last resort they were ordered to stand on the carpet to keep it in place.

Queen Elizabeth was escorted from the aircraft by British High Commissioner to Namibia Francis Richards and Namibian Chief of Protocol Martin Andjaba.

She and the Duke of Edinburgh were presented to a beaming President Sam Nujoma and First Lady Kouvambo Nujoma, with Prime

Minister Hage Geingob at his side.

From a dais emblazoned with the colours of the Namibian flag, the Queen and President Nujoma took the 21-gun salute, and the national anthems were sung.

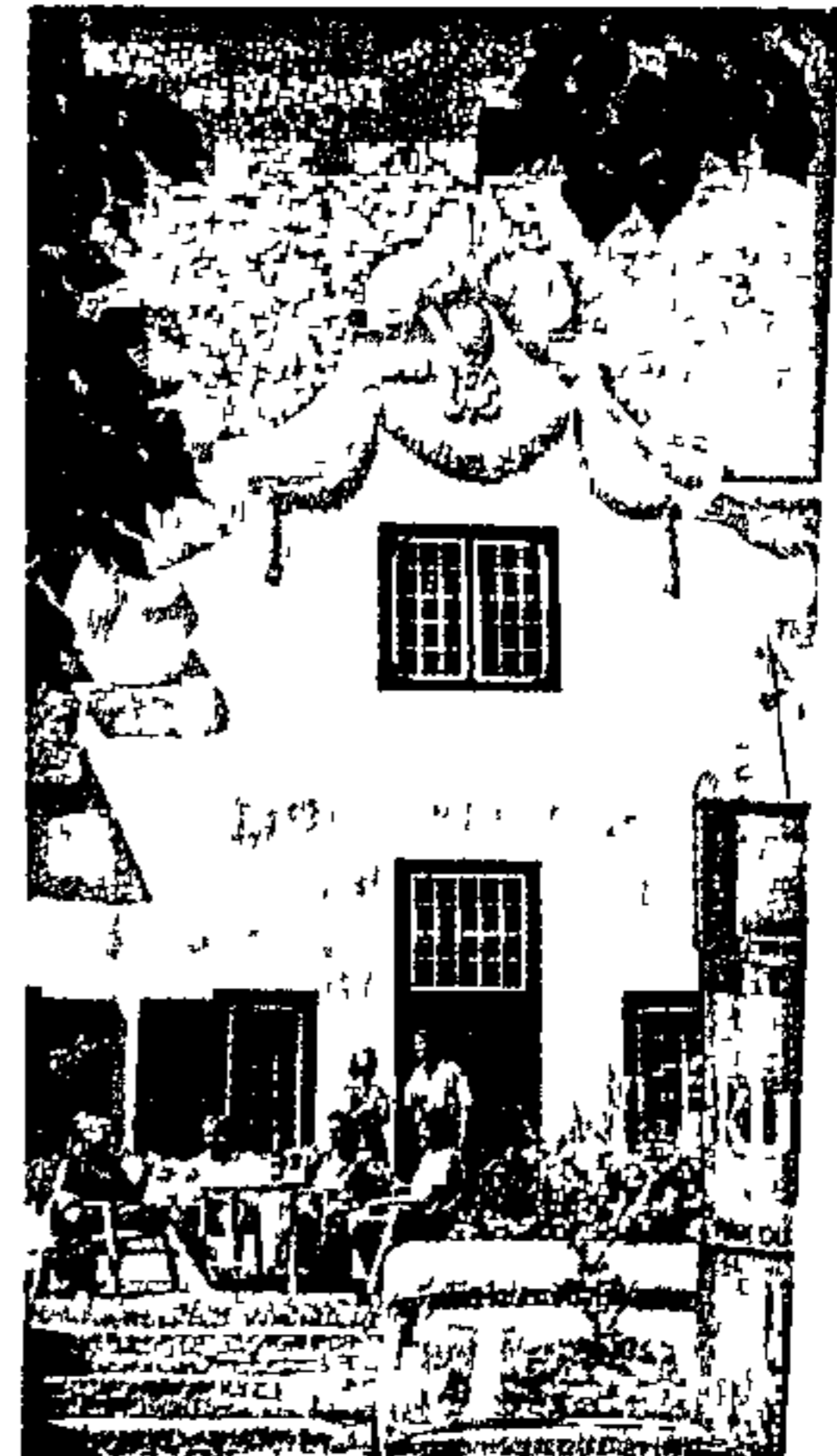
The Queen looked a little uncomfortable in the wind and her hands did some darting to her light skirt.

Escorted by the head of the defence force General Dino Hamaamb, and the president's aide-de-camp, the Queen inspected a guard of honour.

Dancing

With this pomp and ceremony over, it seemed the occasion would brighten, but it remained quite solemn as the royal party watched a cultural display of dancing.

There is no hostility towards the Queen in Namibia. The quiet greeting was probably not so much a lack of enthusiasm as a little too much dignity.



hundreds who voted for the negot...

Furniture workers go on strike

152
Soweto
9/10/91

MORE than 3 000 members of the South African Commercial, Catering and Allied Workers Union are on strike at giant furniture chain retailers Ellernes Holdings Ltd, Saccawu said yesterday

The strike began on Monday and centres around demands for a "living wage"

Saccawu, an affiliate of the Congress of SA Trade Unions, has a majority membership in the company, the union said in a statement.

Ellernes Holdings has more than 300 stores in South Africa and neighbouring Botswana, Swaziland, Lesotho and Namibia, trading as Ellernes, Town Talk, Royal, Oxford, Furn City and Rheingold Furnishers, it added

A spokesman for Ellernes Holdings declined to comment on the strike.

"We have decided not to issue any statements or Press releases at this stage," the spokesman added.

Wage negotiations between the union and management began in June, the union said.

After "numerous rounds" of unsuccessful wage talks the union declared a dispute in July "The dispute was then referred to mediation but mediation ended inconclusively"

Ellernes has offered an above-inflation rate 19,26 percent wage increase The union rejected the offer. - Sapa



Tax boycotts threatened

VAT protest: unions to call general strike

B/D ay 9/10/91
COSATU and Nactu — SA's biggest trade union groupings — and 12 independent trade unions agreed yesterday to call a general strike for November 4 and 5 in protest against VAT.

The strike would be backed by a sustained programme of mass action, including marches, demonstrations and possibly tax boycotts.

It would be called off only if government and big business agreed to enter negotiations aimed at meeting the demands of the campaign, the unions said after a two-hour meeting yesterday.

Their demands include the zero-rating of basic foods, water, electricity, medicines and medical supplies and the negotiation of satisfactory poverty relief programmes and relief for the small business sector.

Also on the agenda are demands for "an end to unilateral economic restructuring by government and big business" and the establishment of a jointly agreed forum for socio-economic restructuring through negotiations.

The VAT Co-ordinating Committee, which includes the trade union movement as well as leading political, welfare and consumer organisations, will finalise its programme of action on Monday.

There have already been demonstra-

tions in many major industrial areas, while members of Cosatu, which has 1,2-million members, and Nactu, which has 700 000 members, have started pressing companies not to deduct PAYE from employees' salaries.

Cosatu had agreed to urge their members to place further pressure on companies not to deduct PAYE, general secretary Jay Naidoo said yesterday. They had also agreed to encourage their members to boycott VAT.

Naidoo said the demands for the general strike arose out of the "disastrous effect of VAT on workers, the poor and the unemployed" and "government's intention to restructure the economy unilaterally in a way which would benefit business and not the people".

"The government and big business want to put in place an economic system and only then negotiate the political issues. Their economic system will not benefit workers," Naidoo said.

Government and business leaders have accused the unions and other anti-VAT organisations of making demands and threats which could result in an economic crisis.

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LESLEY LAMBERT

● Picture Page 2

Wildcatters return to quarry after two days

SHARON SOROUR
Labour Reporter

152
10/10/91
WORKERS at the Ready Mix
Materials quarry in Eerste
River have returned to work
after a two-day stoppage.

The 96 members of the Construction and Allied Workers' Union downed tools on Monday, demanding the immediate dismissal of two colleagues who allegedly breached the company's code of conduct by fighting on the premises.

General manager Mr John Horsfield said the allegation

that the company had not followed its own procedures was not correct. Every incident was investigated and action was taken accordingly.

The management threatened to evict the workers from the premises on Tuesday if they did not heed an ultimatum to return to work, said union spokeswoman Miss Susan Deers.

Union regional secretary Mr Leonard Ramatlakane said workers decided to suspend the wildcat strike pending the result of negotiations.

F M 11/10/91

UCT STRIKE
Iron after velvet?

F M 11/10/91
University of Cape Town principal Stuart Saunders has faced a barrage of criticism over the past week for his kid-gloves handling of the recent strike and student unrest. He remains adamant, however, that his exceptional tolerance was in the best interests of the university

The criticism, mainly in letters to Cape Town newspapers from the public, former students and academic staff, centres on accusations that Saunders and his administrators took little or no action to stop intimidation of staff and students, disruption of lectures and destruction of university property (*Current Affairs* October 4)

Saunders, asked about the criticism, says "Others have to judge one's actions. We looked at the situation and formed a judgment and acted in what we believed was the right way. We couldn't be influenced by the clamour. We acted out of conviction, sometimes we got it right and sometimes we got it wrong."

"I was appalled to see some of the things that happened, but they were the work of a very small group of people who acted irresponsibly."

The outcome — the settlement of the wage dispute without buckling to the union's demands, and the isolation of the disruptive student element — was what he had hoped for. He believes the university has emerged

stronger and more united. Saunders says it needs to be emphasised that the workers (whose strike precipitated the violence) settled without gaining any material advantage.

He adds that investigations into the disruption are continuing and students and workers found to have acted in an irresponsible manner will bear the consequences.

Political studies professor David Welsh and economist Brian Kantor have both called for strong action against the disrupters but they also back Saunders' handling of the situation.

Welsh says no more than 60 students participated at any one time in the disruption of lectures or the erection of barricades. He adds it is easy to say with hindsight that the administration should have taken a tougher line from the start.

"It's no easy task running a volatile, multi-racial institution with a population of 14 000, nearly one-third of whom are other than white. The likely consequences of strong-arm actions tend to be overlooked by those who bay for blood and demand, for example, that the police be summoned."

Welsh says Saunders and his administrative team "behaved with prudent restraint. Their strategy appears to have been one of avoiding any actions that would have increased student support for the strikers, thereby allowing the foolish actions of the strikers and their tiny student following to increase their own isolation."

He says peace and tolerance are vital to the survival of an institution as fragile as a university. The relative lack of disruptive support from students for the strikers showed — however dimly — that there is a large middle-ground of students of all races at UCT who deplored the disturbances and wanted to get on with their work.

Welsh says the events shouldn't be seen as a gloomy foreboding of the new SA because universities are not necessarily microcosms of society.

Welsh notes that UCT will now be judged by what disciplinary action it takes. "In 1986, at the time of the Conor Cruise O'Brien affair, the student disrupters were given only nominal punishment. Perhaps many believe that similar behaviour will ultimately receive similar treatment. But I am not so sure."

He says there is considerable anger among academic staff, particularly lecturers who had to contend with "gangs of invading thugs." Many staff believe they were directed by the administration to go ahead with lectures but with no effective protection.

Welsh says there should be no problem in identifying culprits. If convicted of disruption after due process of law, they should be expelled. "Nominal punishment in the name of reconciliation will not only not be reconciliation, it will compound the problems UCT will have to face in the future."

Kantor agrees that firm action is needed. He says UCT has captured the moral high ground through its handling of the unrest but the administration now needs to mete out

suitable discipline to ensure that similar disruptions do not recur a year or so from now.

He believes the manner in which the disruption was handled bodes well for the new SA. Tolerance was stretched to its limit in the face of incredible provocation. "It was an excellent example to set."

However, Kantor is critical of the administration's handling of the wage negotiations with the union. He says conditions for workers have improved dramatically over the past few years but have not been matched by increased productivity. He believes the strike was inevitable because the union was getting something for nothing.

In Kantor's view the university has ample grounds to break its recognition agreement with the union ("because the union has broken every rule in the book") and to renegotiate labour agreements that will ensure better use of staff and higher productivity. ■

(152)
Consulate sit-in attempt

■ Workers dismissed from the American Crown Cork Company in Johannesburg this week attempted to occupy the US Consulate in the centre of the city. The 250 workers were all dismissed last month for heeding a stayaway call in the East Rand.

The workers are demanding their immediate and unconditional reinstatement.

Reports from Weekly Mail staff
W/Man 11/10-17/10/91

Checkers staff are up in arms

152
~~3355~~

Sowetan 11/10/91

Sowetan Correspondent

THOUSANDS of workers at Checkers - facing possible retraining following the sale of the company to Pepkor - are up in arms nationwide because they were not consulted about the deal. The workers, members of the SA Commercial, Catering and Allied Workers' Union, staged sit-ins and demonstrated at Checkers stores, mostly in the Transvaal, on Wednesday, said union spokesman Mr Important Mkhize. Mkhize said about 10 000 workers - including about 1 500 in the Western Cape - would be affected by the sale of the company.

"Management has said they, too, do not know what the future holds for workers and that none of them has been given a copy of the agreement of sale, including Checkers directors," Mkhize said.

Workers were "angry about the uncertain situation" and had sent a list of demands to management, including:

* A copy of the agreement of sale to check whether provision had been made for workers,

* A guarantee that workers would not lose their jobs before and after the sale, and

* Employees' conditions of service would not change

They also demanded that the collective bargaining relationship and the recognition agreement between the union and the company would not be affected by the sale. Checkers managing director Mr Sergio Martinego said while he had received a list of demands, he did not know why they had been sent to management because the company's shareholders, not management, could address the demands.

Martinego could not comment on the demands because the matter was "sub judice".



KENNETH KAUNDA

Kaunda denies plot for power

Sowetan 11/10/91

~~3355~~

LUSAKA - Zambia's President Kenneth Kaunda yesterday denied charges by the opposition that he would use troops to cling to power if he lost the coming elections. Kaunda, facing his first challenge for the presidency since he imposed a one-party state in 1973, dismissed the allegation as mischievous.

On Wednesday, opposition Movement for Multi-Party Democracy spokesman Mr Michael Sala told a pre-election rally Kaunda was hiding 100 commandos in Lusaka's Chambala Valley Prison "to create chaos if he loses the polls."

"He knows he has no chance of winning the polls," Sala added.

Kaunda, interviewed at State House by the *Independent Television Network* of London, accused the opposition of provok-

ing him. "If I arrest some people," he said, "they will say I am murdering the opposition. These people are cheats. Where are these commandos coming from?"

Kaunda (67) who led Zambia to independence in 1964, is being challenged in the presidential and parliamentary elections on October 30 by Democratic leader Mr Frederick Chiluba (46) a popular trade unionist.

Chiluba's party was legalised only after Kaunda, bowing to pressure from home and abroad, rewrote the constitution last December to restore multi-party democracy.

The opposition has suggested that it would investigate Kaunda's alleged role in running the copper-based economy - *Sapa*

Leading businessmen work behind the scenes to avert VAT crisis

LEADING businessmen are involved in private initiatives to resolve the VAT crisis, while organised business is considering collective action to avert a two-day general strike which could cost the economy an estimated R1bn.

Former Saccola chairman Anton Roodt confirmed yesterday there were "numerous diplomatic initiatives" taking place behind the scenes. A Sacob spokesman said leading businessmen — in their personal capacities — were trying to intervene with the authorities.

It is understood that organised business

is also considering intervening in an effort to facilitate a settlement between government and the trade unions, which on Tuesday decided to call a two-day general strike in the first week of November.

Cosatu general secretary Jay Naidoo indicated this week that the trade union movement remained open to negotiation. Cosatu was conscious of the damage a drawn-out conflict would cause to economic prospects, he said.

Business spokesmen said yesterday there were significant obstacles to a resolution. Government and the unions had

LESLEY LAMBERT

adopted tough stances. Government would neither accede to demands for additional relief nor agree to an economic forum ahead of multiparty talks, while the unions had been consistent in their demand for broad negotiation of the VAT system. If either were to back down it would be considered a political victory by the other.

Business was caught in the middle. It faced the possibility of a costly strike over demands it could not directly fulfil, labour consultant Andrew Levy said.

Organised business, employer bodies and individual companies are, meantime, preparing contingency plans in case the strike goes ahead on November 4 and 5.

Sacob is expected to release a document today with guidelines for its members in the event of a strike. It is also preparing a second document which will detail the effect of VAT on various income earners, should the strike be followed by demands for wage increases to compensate for VAT.

Levy said that depending on how Cosatu planned the strike, the rule of thumb for

companies was likely to be no work, no pay and no disciplinary action.

"There have been some recent judgments in industrial relations cases which have said employers can dismiss for a slyaway, particularly if it is unrelated to labour matters and is unlawful. But there is always a distinction in industrial relations between what the law says and what a company should do. The nature of this protest is an expression of political freedom. It will hurt the economy but it is also a healthy sign of democracy. Any company

□ To Page 2

VAT crisis

which relies on the unique circumstances of some judgment would be unwise."

Levy believed that if there was a strike, it was unlikely to turn into a continuous general strike.

"No union will commit its members to a lengthy strike in times like this. The action will reoccur sporadically in the form of lunch-time demonstrations and demands for employers to intervene with the authorities. All companies can do is talk to shop stewards about orderly withdrawals."

From Page 1

In the case of a mass tax boycott, companies were likely to protect themselves by hiding behind the law, Levy said.

Setisa director Brian Angus said the federation, which represented 3 500 companies employing about 350 000 in the steel and engineering industries, would discuss contingency plans next week.

Angus said he believed the unions might struggle to get widespread support in the current economic environment.

● Comment: Page 8

VAT CRISIS

Sit-in at MIF offices

■ Workers disgruntled with the employer stance in motor industrial council negotiations this week staged a sit-in at the offices of the Motor Industries Federation in Pretoria. *W/Man 11/10-17/10/91*

Numsa representative Meshack Sihlangu said workers had been forced to act because the industry was "not prepared to move with negotiations on wage increases and working conditions". The union says employers are demanding a wage freeze for the currency of the next agreement. (S2) (S)

Mediation on October 1 and 2 had made "some progress toward a settlement, but not enough", said Numsa's Les Kettleidas this week.

The industry, which employs about 234 000 workers, will go to further mediation in mid-November, said Kettleidas.

w/Week 11/10 - 11/10/91

Ellerines workers on pay strike 152

■ A strike involving 3 000 workers at Ellerines hit the already struggling furniture industry this week.

Ellerines also trades as Town Talk, Royal, Oxford, Furn City and Rheingold Furnishers.

Four months of negotiations have failed to yield a settlement, with Ellerines sticking to its offer of R160 increase and a minimum wage of R1 052 a month, which management says represents an inflation-beating 19,26 percent. The union is demanding a R205 monthly rise and a minimum wage of R1 098.

Other major union demands include a paid holiday on March 21 and an eight percent commission on sales of R30 000. Ellerines is willing to concede March 21 as an unpaid day off and 7,5 percent commission on sales.

Strikers will return today

Sowetan 14/10/91
SA PRESS ASSOCIATION

ABOUT 8 000 Natal cleaners are expected to return to work today after an agreement was reached between their union and the National Contract Cleaners Association on Friday.

This ends a five week-old strike concentrated predominantly in Durban and Pietermaritzburg.

Cleaners began downing tools from September 5, demanding the NCCA's current minimum wage of R509 a month be increased to R1 000.

Offices, businesses and about 200 Indian schools were affected by what the Transport and General Workers Union described as the longest strike in the cleaning sector's history in Natal.

The agreement reached on Friday states that strikers will return to work on the same terms and conditions as prior to the strike from today, but not later than Wednesday. All employees who were dismissed or who faced dismissal would be re-instated, the agreement said.

Private arbitration would be resorted to in cases where employers believed that strikers had "behaved in a manner that may constitute a criminal offence" and where the TGWU and the NCCA failed to resolve the matter.

Union officials said yesterday that the most significant gain for workers was the NCCA's undertaking to negotiate wages at an interim negotiating forum and to set up an Industrial Council before the end of the year.

Substantive negotiations would begin soon after the parties meet on Thursday, the agreement added.

Impasse ends in protest march

SAPA

Sowetan 14/10/91

THE Construction and Allied Workers Union in the Southern Transvaal will hold a protest march in Johannesburg on Wednesday.

Cawu said in a statement that the protest march was in response to a deadlock in wage negotiations with the Industrial Council for the Building Industry.

The protesters will march to the Master Builders Association offices in Commissioner Street.

The union has demanded an across the board increase of R1,72 an hour as well

Natal cleaners end strike

(S) 25
14/10/91
DURBAN — About 8 000
Natal cleaners are expected to return to work today after an agreement was reached between their union and the National Contract Cleaners' Association on Friday, ending a five-week-old strike concentrated predominantly here and in Maritzburg

● Meanwhile, a union official said strikers who were employed by Sneller Services at Indian schools in Natal would probably return to work only later this week, once the union had started negotiating their conditions of employment with the House of Delegates — Sapa.

Strike meeting (152)

Southern Sun workers in the Western Cape decide this week whether to take strike action over the retrenchment of more than 900 colleagues nationwide.

Star 15/10/91

Strike: Hotel staff to decide

SHARON SOROUR (S)
Labour Reporter (S)

ARG 15/10/91

SOUTHERN SUN workers in the Western Cape decide this week whether to take strike action over the retrenchment of more than 900 colleagues nationwide

Hotels which would be affected include the Cape Sun, the Inn on the Square, the St. George's, the De Waal, the President, the Newlands Sun, Woodstock Holiday Inn and the Bellville Holiday Inn.

VAT strike 'won't disrupt matric exams'

LESLEY LAMBERT

THE VAT strike is likely to go ahead on November 4 and 5, even though the dates clash with black matric examinations.

The union movement is expected to announce today that the estimated 250 000 matrics scheduled to write the exams will be exempted from the strike.

Efforts would be made to prevent disruptions, Cosatu spokesmen said yesterday.

Cosatu and Nactu met representatives of the National Education Co-ordinating Committee and the SA Democratic Teachers' Union to discuss the matter yesterday.

Cosatu spokesman Bangumzi Sifingo said plans were afoot to arrange for taxis

to transport matric pupils to school on November 4 and 5. Meetings would also be arranged with student organisations to encourage them to write the exams, he said.

Cosatu's Neil Coleman said the strike dates had been carefully chosen. "It would have been impossible to have a strike in December. If we had had it next year it would have lost its impact and we would have been accused of stoking up the issue again. We could not schedule it for an earlier date because we wanted to give government some time to reconsider its position on VAT."

BREM 15/10/91

Views differ on role of pupils

CALLERS to the *Sowetan*/Radio Metro Talkback Show were yesterday divided on the wisdom of exempting teachers and pupils from participating in a general strike in protest against VAT

The exemption was granted by education organisations, trade unions,



teacher and student organisations at a meeting in Soweto yesterday

Mr Ngwane Maluka, regional co-ordinator of the South African Democratic Teachers Union, said the decision did not mean that pupils and teachers were

exempted from future actions against VAT

Maluka also said the exemption should not be seen as opposition to the planned strike

The action, planned for November 4 and 5, will take place at a critical time when pupils are writing their end-of-year examinations

Callers to the show, hosted by DJ Mr Tim Modise, were divided on the issue

Mr Isaac Masinda from

Orlando said VAT affected everybody including pupils and teachers and, therefore, should be opposed by all citizens

Oupa from Jabulani said every black person ought to be involved in the protest action "We are fighting for our freedom and we have to form a serious unity," he said

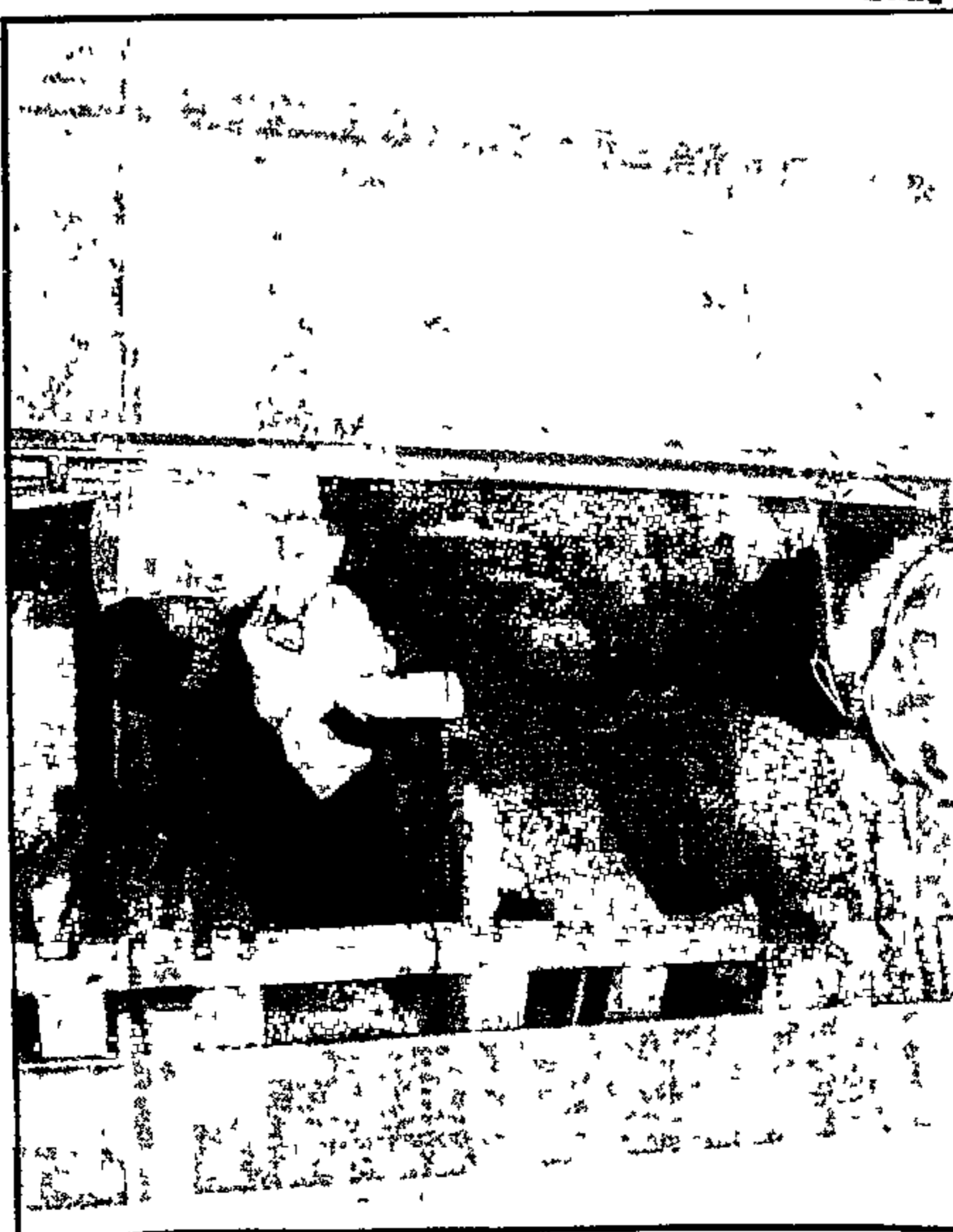
Asked about the pupils' future, Oupa said the future had already been harmed

Other callers said the pupils' future should be of major concern and they should be exempted

1661 130 22

Zero-rated

Death in a doorway



Pupils exempted from VAT strike

Sowetan 16/10/91

152

PUPILS have been exempted from the proposed two-day general strike on November 4 and 5 against Value Added Tax.

Six organisations involved in education announced yesterday that "examinations on the relevant days should continue as planned" and called on pupils to present themselves at examination centres.

The organisations are the Union of Democratic University Staff Associations, South African Students Congress, National Education Coordinating Committee, South African Democratic Teachers Union, Congress of South African Students and the Azanian Students Convention.

By PHANGISILE MTSHALI

The organisations said in a statement "While education organisations will not be directly participating in the general strike, we wish to re-iterate our support for its demand."

"In the event that our organisations should be called upon to participate in future actions after the examinations, we shall not hesitate to do so."

They called on all parents and community organisations to support pupils and teachers during "this critical period".

In a separate statement, trade union federations Cosatu



Pupils told to stay out

152
Sowetan
16/10/91

From Page 1

and Nactu also urged pupils to disregard the call for a general strike and for teachers "to continue assisting pupils"

NECC general secretary Mr Ithron van Rensburg said his organisation had declared a moratorium on all forms of mass action until after the examinations

"We have also embarked on internal discussions among education organisations as far as mass action in education is concerned

"We hope to decide on guidelines that will ensure that mass action is not detrimental to effective learning and teaching before the schools reopen next year," he said

Meanwhile, a strike by teachers at KwaNdebele has entered its third week

3 000 still on strike

ABOUT 3 000 workers at some 300 Ellerme Holdings stores yesterday entered the eighth day of their strike for higher wages and improved working conditions. *Sowetan 17/10/91*

South African Commercial, Catering and Allied Workers Union negotiator Mr Assistance Mshugudulu said picketing workers were arrested under municipal by-laws in Parys in the Free State and Vanderbijlpark in the Transvaal. *Sowetan 17/10/91*

A Pretoria court on Tuesday interdicted Saccawu members at eight stores who tried to stage a sleep-in, he said. Mr Pierre de Villiers, Ellerme Holdings' general manager, said the strike started on October 7 and spread to all four provinces. *Sowetan 17/10/91*

Meanwhile, Saccawu national organiser Mr Paul Kashe said yesterday the union was preparing for a second strike ballot among its members at Edgars Stores. *152*

The strike at Edgars was called off about 10 days ago after the Industrial Court in Pretoria ruled that the union did not have majority backing for industrial action. - Sapa

Pupils urged to ignore strike

ET 17/10/91 Staff Reporter (152)

THE Congress of South African Students (Cosas) yesterday called for pupils to go to school during a two-day strike planned for November 4 and 5 by Cosatu and Nactu.

At a press conference, Cosas urged pupils to organise study groups and extra classes to prepare effectively for exams.

It criticised the recent warning by the Department of Education and Training that the failure rate could be worse this year, saying this was "demoralising" to the African child.

VAT STRIKE

152

~~152~~

Let's have it FM 18/10/91.

They seem determined to engage in a trial of strength and the unions' call for a general strike against VAT on November 4 and 5 may well be it

Many suspect that the unions and the ANC will be left with egg on their faces — as happened when their two most recent stayaway calls drew little visible support. Times are tough, after all, and many people will have forgotten the controversy by then.

Cosatu maintains that the VAT issue is a different matter and that the "momentum" for a general strike is growing. "People's pockets are being affected all the time," says a Cosatu spokesman. There was, for example, a march in protest in Kimberley last weekend, another is planned for Secunda this weekend.

It is also expected that black business chambers Nafcoc and Fabcos are due to throw their weight behind the strike. Cosatu met Nafcoc representatives on Monday. It appears that Nafcoc has agreed that its members will shut their shops from 11 am to 3 pm on both strike days.

The committee against VAT is hoping to meet business next week to discuss the issue.

Meanwhile, with black school exams scheduled to start when the strike does, the unions have "exempted" the "education sector" from taking part. But the potential for intimidation and disruption must be considerable.

□ Cosatu's Jay Naidoo and Sydney Mufamadi and Numsa's Moses Mayekiso were convicted of kidnapping and assault by a Johannesburg magistrate on Tuesday. The case arose after they forcibly kept a security policeman under guard in Cosatu's headquarters last year.

Evidence in mitigation was being heard as the *FM* went to press. ■

When the iron is cold

FM
18/10/91

If Cosatu is fool enough to want to call a general strike in November, then let it go ahead. For the chances of its bringing about economic chaos and forcing the F W de Klerk government to grant it participation in policy-making without responsibility are remote

On the contrary, it could set Cosatu back irreparably as a political force. The relatively minor gains in wages that it has been able to win for its members this year and the tenuousness of its present cause, suggest that it simply won't be able to rally the masses

If it goes ahead, it stands in danger of doing to the trade union movement here precisely what Arthur Scargill did for the coal miners in Britain in the early days of the Thatcher administration

Simply put, they dashed themselves in vain upon the steady ranks of public self-interest. The coal mining industry in Britain then was no more healthy than the gold mining industry is here now. Ordinary people could not identify their own interest with the extravagant claims of the coal miners

It is possible that Jay Naidoo, if he cares to follow Scargill, will find himself in an even worse situation. For the issue he has chosen to champion is the largely benign value-added tax which will probably be a politically dead letter by November.

Not that it is the tax itself that Cosatu is against — rather the manner of its implementation and its reach. And that is far too insubstantial a brew for the *realpolitik* of Soweto and the general mayhem of the squatter camps, where the struggle to survive admits only immediately pressing issues

Nor does Cosatu have the advantage of the soaring membership it had six years ago. Even then, when there was some buoyancy in the economy, mass labour action proved to be a damp squib. Now, as the economy drags itself along in a protracted if not particularly severe slump, the chances are that net trade union membership is on the way down

A November general strike is not only going to be a challenge for Cosatu, it could have Naidoo himself fighting for the leadership. But if Cosatu thinks it worth the cake . . . well, the country will face it with fortitude. ■

Strikers may lose jobs - chamber

152

So what 18/10/91

THE Pretoria Chamber of Commerce and Industries has warned that workers who participated in the two-day general strike against Value Added Tax next month could lose their jobs.

Chairman of the PCCI, Mr Alec de Beer, said yesterday that employers would implement the "no work, no pay" policy.

"And in most instances, disciplinary action will be taken against those who stay away from work."

Voluntary

"We warn those workers who are going to participate that they could end up losing their jobs," De Beer said.

Meanwhile, the Central Transvaal branch of the Azanian Peoples Organisation, announced at a Press conference in Pretoria yesterday that the strike had been endorsed by the majority of black

By MONK NKOMO

political and educational organisations.

They said it "should be voluntary"

Azapo's regional secretary, Mr Kabelo Seabi, said it was the organisation's principle that people should not be intimidated into stayaways or consumer boycott action

He said people who wanted to go to work during those two days could do so

"Taxi owners can also operate if they wish to," he said.

Seabi stressed, however, that Azapo supported the two-day call for a general strike

He said that at their regional council meeting at Garankuwa last Thursday, Azapo had resolved to pledge support for political prisoner Johannes Simelane, who

is serving an eight-year sentence and is presently Odi Hospital in Bophuthatswana.

"He was recently visited by senior members of Azapo who reported that he had lost a lot of weight," Seabi said.

He said another prisoner, Biya, of the Azanian Liberation Army, was serving a 13-year-jail sentence for possession of arms, attempted murder and robbery and that Azapo was planning a massive campaign for their release.

Moves to ensure strike won't affect exams

W/MON 18/10-24/10/91
By PORTIA MAURICE

site for a matric pass.

THE education sector has been exempted from the strike around Value-Added Tax next month, and negotiations are under way to ensure students will have transport to exam venues.

The strike, called for November 4 and 5 by the Congress of South African Trade Unions, the National Council of Trade Unions and 12 independent unions, clashes with matric final English and mathematics exams.

Department of Education and Training spokesman Corrie Rademeyer said this week that other departments shared aspects of the timetable, but exams will also be in progress at universities, technikons, technical and teacher training colleges. English is a prerequ-

At a press conference this week, a broad range of education organisations — among them the Congress of South African Students, South African Students Congress, National Education Crisis Committee, Azanian Students Convention, South African Democratic Trade Unions and the Union of Democratic University Staff Associations — called on pupils to write their exams under teacher supervision, although expressing support for the anti-VAT campaign.

An intensive campaign is planned for next year around the extension of the levy to education-related items such as textbooks and stationery, but the NECC has called for a moratorium on

mass mobilisation in the coming "delicate" period.

"Participation in the strike would have had catastrophic consequences for education," said the NECC's James Maseko.

The organisations are discussing internally the issue of mass mobilisation, towards a binding policy and code of conduct. Azasco president Siphon Maseko said the education crisis would always prompt mass action, but that it was a strategy which "should be used wisely".

NECC representative Mel Holland said a meeting would be held today with taxi associations and transport unions to ensure students are not left stranded.

South Africa - 23/10/91

County Fair strike (152)
COUNTY Fair Food factories
locked out 800 Western Cape
workers after the Food Workers
Council of South Africa (Focusa)
deadlocked on wage negotiations
last week. Focusa organiser Mr
Charles Kleinsmith said the union
was demanding R36 across the
board increases.

8 000 Ellerines workers on strike

ABOUT 8 000 Ellerines workers – from 345 stores – are on a legal nationwide wage strike (152)

The strikers are from Oxford, Town Talk, Rheingold, Royal and Furn City Furnishers

Strike co-ordinator in Vereeniging, Ethel Phoswa, said management had given workers R170 instead of the R205 they had demanded

14/11/91
E.Phoswa

14/11/91

14/11/91

152

TGWU on the march

■Transport and General Workers Union members marched in Johannesburg this week in the ongoing dispute with Sun Couriers.

The union alleges that management locked out workers and continues to employ strike breakers contrary to an agreement it concluded with the union last month. This agreement ended a 10-day strike at the company.

About 100 workers who were reinstated according to the agreement, were locked out of the company and have not been taken back, TGWU alleges. It said 300 of the workers had been selectively reinstated.

20/9-26/9/91

THERE were growing incidents of intimidation of non-striking workers at Ellerines, the company's human resources general manager, Mr Pierre de Villiers, has said

Just over 1 000 workers in a bargaining unit of 3 800 employees were still on strike by the end of the week after downing tools last Monday, he said

Most of the strikers

Ellerines strikers' threats'

belong to the South African Commercial, Catering and Allied Workers Union.

De Villiers said the strike affected outlets trading as Ellerines, Town

Talk, Royal, Oxford, Rheingold and FurnCity

"Over the past three days we've been experiencing increasingly higher levels of non-strikers being intimidated by striking colleagues," said De Villiers.

The trade union had been restrained from staging sit-ins and sleep-ins at eight shops in the Pretoria region.

(152) (152)

Sowetan 21/10/91

More doctors oppose threatened GP strike

By Jacqueline Myburgh

Local doctors have condemned a threatened strike by general practitioners in the Cape to protest against VAT on medical services, saying it would be unethical and contravened the rights of patients to treatment.

All doctors have, however, supported the renewed call for the lifting of VAT on medical services

The Ministry of Finance yesterday declined to react to the VAT protest plan

Last night National Health Minister Dr Rina Venter said that if the doctors went on strike, it would be the responsibility of the SA Medical and Dental Council, which looked after the welfare of patients, to take steps against them

Soweto doctor and community leader Dr Nthato Motlana said he would be "unhappy" to

support the strike by general practitioners next Monday and Tuesday *Star 22/10/91*

"I feel very uneasy about supporting such an action," he said

The Western Cape Dispensing Family Practitioners Association agreed last week to close doctors' rooms while demanding the withdrawal of VAT on health care services

The Society of Dispensing Family Practitioners in the Transvaal, which represents about 1 200 doctors, has also condemned the planned strike.

National co-ordinator Dr Fazel Mukadam has dismissed the call as that of an ad hoc group of about 40 militant doctors.

Leading surgeon Dr Marius Barnard said he could not support any action detrimental to the well-being of the patient.

NEWS IN BRIEF

Hotel workers picket

WORKERS retrenched by Southern Suns Hotels continued to picket in Cape Town yesterday against job cuts amid union accusations that the company's labour practices threatened the hotel industry's viability (152)

The protest coincided with a strike ballot to gauge support for industrial action against sub-contracting by Southern Suns Hotels, Saccawu's Allan Horwitz said

Meanwhile, the Industrial Court, sitting in Pretoria, dismissed an urgent application by Saccawu for the reinstatement of more than 600 retrenched Southern Suns workers

16/01/22 (copy)

Factory workers strike

MEMBERS of the Chemical Workers Industrial Union at Plastall Gundle factory in Germiston have been on a legal strike since October 8, union spokesman Eddie Zwane said yesterday.

Plastall Gundle personnel manager G D Ramsay confirmed the company was in dispute with the workers. He said management had made a fair offer and was not considering bettering it.

8/10/91
23/10/91

(152)

VAT: Naidoo says there is no alternative to strike

(152) B/day 24/10/91

DAVE LOURENS

A GENERAL strike on November 4 and 5 was the only alternative available to VAT opponents, said Cosatu general secretary Jay Naidoo yesterday

But he added that opponents of the tax remained willing to negotiate the issue

Speaking at a seminar organised by The Sowetan entitled "VAT Crisis Is there any way out?" Naidoo said disenfranchisement meant the streets of cities and townships had to be used as ballot boxes

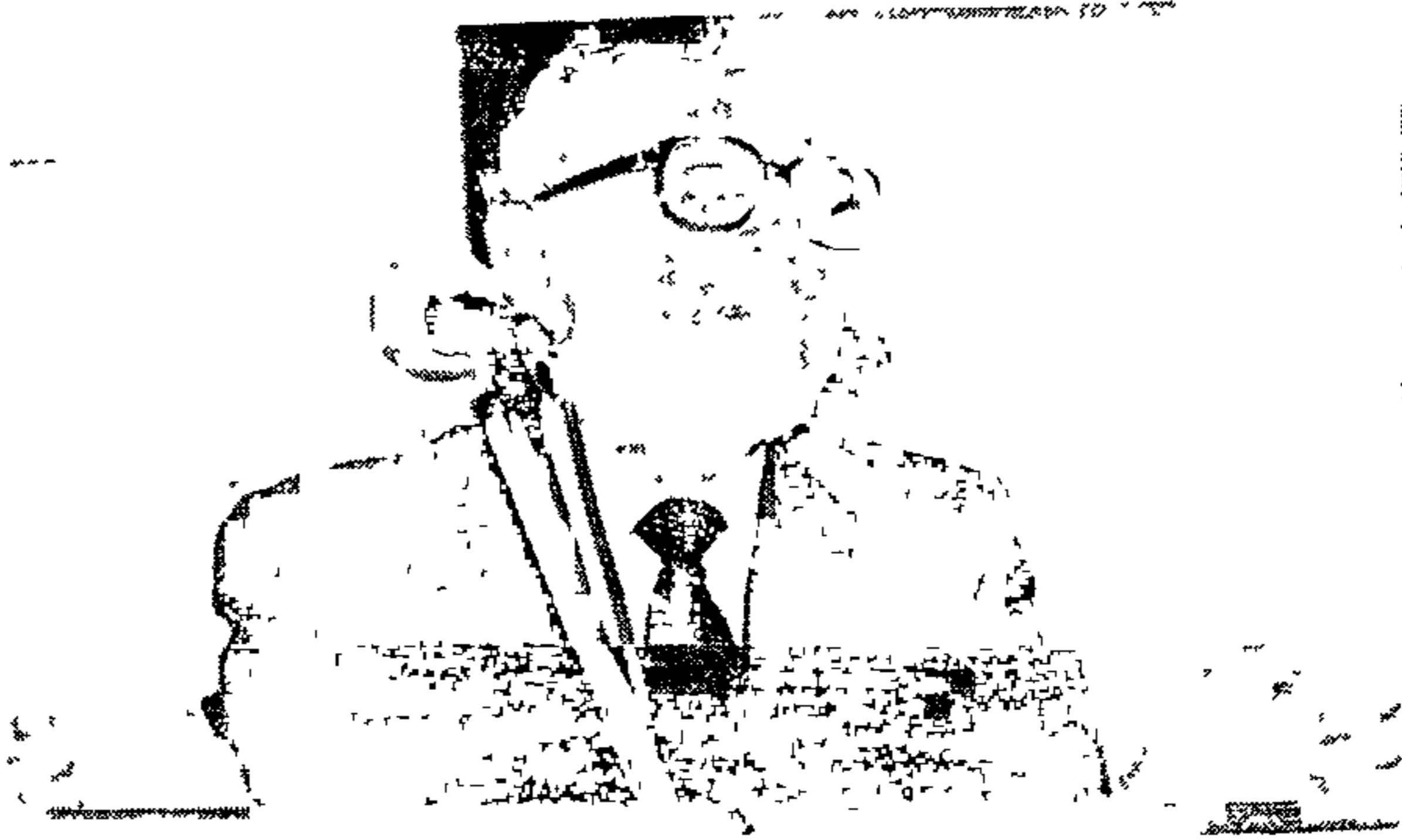
Educationists at the conference expressed concern that students would become targets for the "third force" on the days of the strike. Students, scholars and teachers have been granted exemption from the strike to avoid disruption of end-of-year exams

Naidoo said precautions would be taken to ensure people's safety

"But the issue is whether there is a third force, or is it simply the second force?" he said, apparently referring to the security forces

Finance Department chief director Vivian Solomon said both sides should respect each other's integrity. Significant concessions had been made, and although they might not be enough in some people's view, this indicated there was no intransigence on the part of government

Budgets could not satisfy everybody, and the need and willingness to provide for greater social spending in the Budget had come up against the need for job creation and economic development.



Finance chief director Vivian Solomon under fire at a seminar in Johannesburg yesterday on the VAT crisis. Picture CATHERINE ROSS

It had been a dilemma to reconcile these two needs, but the will was there to devote more resources to the upliftment of the needy and to address the backlog of resources

Deloitte Pim Goldby taxation services director Willem Cronje said a choice had to be made between helping the poor by using the tax system or by direct aid. The theory that the best way was through taxation had been generally discredited, he said

Direct aid would provide a more effective solution, but the R220m relief package proposed by government was not enough

The SA Communist Party yesterday added its support to the proposed strike

Meanwhile, the Co-ordinating Committee on VAT has criticised the publication on TV2 of a survey of retail prices which, it said, presented "a misleading picture of the effects of VAT. The survey reported the price of an unspecified

basket of goods had dropped 2,7%

The committee said this was misleading for several reasons

The survey covered only the retail chains, and omitted smaller retail stores where many people, especially in the townships and rural areas, did their shopping

The reported 2,7% drop should, in any case, have been 3%, the difference between GST and VAT, the committee said

It was clear retail chains were not meeting their pledge to Vatwatch to pass on savings. Many chains had simply added 10% to prices

The survey also did not cover services which were now being taxed for the first time

The effects of the petrol price rise on goods and services had not yet been felt. After discussions with an SA Reserve Bank representative, the committee estimated this would add 2% to

the cost of living

The committee said the survey, therefore, was misleading, and reiterated its belief that the imposition of VAT would cause an unacceptably large increase in the cost of living

Editor-in-chief Nic Lee, writing in the latest issue of the journal, said Masa could have done little more than it had already done in informing its members about VAT, and how they should cope with it

When the tax was first announced, Masa said it was totally opposed to its application to medical services — and applied for zero-rating

Masa had organised country-wide seminars on VAT and an explanatory booklet had been issued to its members

COSATU'S GENERAL STRIKE

High Noon for Naidoo



If the strike fails, the unions risk irrelevance in political terms *FM 25/10/91*

It is of course possible that the general strike called by the union federation Cosatu — for November 4 and 5 — will flop. That being so — what will be left of Cosatu's credibility when it comes to giving form to the mooted "social accord" on economic principles and policy-making? And would failure drive a further wedge between the positions of the socialist-minded unions and the "broad church" of the ANC?

These issues are very pertinent in the thinking of the notional antagonists in the run up to the strike.

The SA Chamber of Business — representing at least a significant proportion of business opinion — strongly suspects that the strike will fail, or at least not be as successful or as dramatic as Cosatu would want it. The reasons are simple enough. Times are tough, union membership is lower after lay-offs and the impact of VAT has not been as severe as Cosatu has made it out to be. In fact, choosing VAT as a *casus belli* might have been a miscalculation on Cosatu's part: as an essentially technical rearrangement of the tax structure, it is (as the *FM's* Board of Economists said last week) a "silent tax." As long as the major retailers hold food prices down the impact of a one-off rise in the CPI is strategically diluted.

Sacob is almost laconic in its outlook. "We haven't had much feedback from members so there does not seem to be a great build-up," says a spokesman. Of course, many employers could take disciplinary action in addition to the usual policy of no work, no pay. The unpleasant thought of no Christmas bonus must weigh heavily on a community already labouring in straitened circumstances and tired of political posturing.

Employer body Saccola chairman Bokkie Botha says he is aware of a growing trend to take disciplinary action on stayaways and work stoppages. Perhaps this is because many employers regard the impending strike as a critical trial of strength — like that between government and miners in Britain in the Eighties — which will focus attention on relative strengths in the negotiations to come.

Officially eschewed or not, intimidation must be a factor in keeping workers at home.

If the strike call succeeds, what would its effect on the economy be? The Labour Monitoring Group's Judy Maller reckons the action will take the form of a stayaway. She says the unions feel strongly about the issues and have been seriously rallying and preparing for the strike, which could be as effective as the three-day stayaway in September 1989, which succeeded in turning round the Labour Relations Act.

At the time, 2m-3m of the industrial work force stayed at home and there was a 70% participation rate in every region. Maller points out that this time round the workers will be feeling the impact of VAT a month after its introduction. Particularly if it is peaceful, such a widespread strike — hardly a general strike with the full paraphernalia of picketing and media saturation, but nonetheless a visible display of discontent — will obviously be claimed as a victory by Cosatu. It has reasons for doing so which have little to do with VAT.

According to labour consultant Andrew Levy, the strike comes down to the fact that "the labour movement is positioning itself as an independent and crucial element in national life, economic and political."

And indeed, there are some in Cosatu who say (in private) that the Department of Labour knows how to behave (that is, has been taught its lessons in worker power) — and now the Finance Ministry has to be taught how not to treat such a powerful grouping as Cosatu. Other observers detect something of a personality clash between Cosatu general-secretary Jay Naidoo and Finance Minister Barend du Plessis.

Levy reckons that if no response is forthcoming from government — and none is likely on VAT — the country could be in for a period of continuing sporadic actions like overtime bans, demonstrations and pressure on employers to get government to relent. What Pretoria has indicated — through Du Plessis' statement to the IMF on a social accord involving labour — is a willingness to accede to some form of economic consultation of the unions on policy in future.

Here the views of the Democratic Party's Tony Leon are germane. According to Leon, VAT concessions would not have averted a

general strike. "There are people looking for a cause of war because of the need to keep the people mobilised and to keep mass protest going," he comments. "The fact is that government has unwittingly provided the ammunition."

"Irrespective of the success of Cosatu's national protest, the one thing we will never see again is the raising of a tax in SA or revenue spent which isn't the product of detailed consultation." Parliamentary procedure next year, he adds, will be a nightmare because "not a single Bill of any significance, particularly the Budget and income tax amendment Bills, will go through the legislative process without some form of external consultation."

In effect, therefore, a transitional government "is going to happen as a matter of fact anyway." According to Leon, the idea of no taxation without representation is now taking root, and in that sense the anti-VAT campaigners have been successful. But the question that arises, he adds, is what happens after all these interim measures are in place and the protesters are locked in with the decision-makers into collective responsibility for legislation?

"That, I would say, is where the calls for an interim government or transitional arrangement have not been thought through."

I wouldn't be surprised if the parliamentary committees won't be extended *ad infinitum* to include extra-parliamentary representation.

It could also be pointed out that the fate of the unions in countries like Zimbabwe and Zambia must weigh on Cosatu's collective mind. Even if the role it finally plays in policy formulation is strictly limited — advisory in nature — that might well be regarded as preferable to marginalisation or disappearance.

Levy makes the point that "the crude slogans of worker control have been massaged into more sophisticated models of participation — and the unions will get it."

When Du Plessis spoke to the IMF of a social accord, he said that such an arrangement could be of "invaluable assistance" in developing countries. We presume he meant that if the unions get a say of some kind in policy, this could preempt disruptive social actions which horrify prospective lenders and investors and reduce confidence.

There is another political dimension to the strike. One effect it could certainly have — if successful — would be to bolster the ANC-led demand for an interim government to oversee constitutional negotiations. It hardly seems to be a coin-



cidence that the strike has been timed to take place within days of this weekend's launch of the "patriotic front" alliance (see *Current Affairs*), which is essentially the ANC's attempt to consolidate its bargaining position in preparation for multiparty talks. Ahead of that lie the talks themselves — and the major players expect them to commence within eight weeks.

Naidoo freely admits that the organisation wants a transitional government — a demand Cosatu made at its July congress.

Unlike a strike at a factory, a general strike is by definition a political instrument. Cosatu in fact served notice in April that a general strike was on the cards. The peg at the time looked like being the violence and the demand that government must put an end to it. The strike would have been announced at Cosatu's annual congress in July — but then came Inkathagate and *that* became a rallying-point until it was dropped in order to keep alive the delicate process of

adopting the Peace Accord.

One way or another, Cosatu has been seeking an excuse for a general strike. It could be noted that such a demonstration of strength would serve further to cement its tripartite alliance with the ANC and communists — political players who might not be as supportive of union aspirations once they are actually in power.

But clearly, for all Naidoo's confidence that the strike will be a roaring success, the union federation is taking a gamble. Could this be the reason why Naidoo has in recent weeks actively sought out the press to put across conciliatory statements about Cosatu's door being still open — if only government would accede to initiating a "process" of discussion on economic matters?

Naidoo's risk is that the strike will fall flat — and his reputation with it. There is also the risk that such a strike is by its very nature likely to spark incidents of violence and intimidation which could threaten the Peace

Accord and the negotiations themselves. Naidoo is not associated with the gung ho revolutionary tactics of the Eighties — "mass mobilisation" which eventually brings down the State, à la Iran or the Philippines — but elements within Cosatu are, and would displace him if matters got out of hand.

If the strike is not fully supported, Cosatu will at the very least take a huge political knock to its solo ambitions of carving a role in the making of economic policy. The offer of a social accord could then reduce to insignificance on inspection. Such a failure would of course have a deleterious impact on its alliance partners, particularly the ANC.

And perhaps this is why the leadership of the ANC has not shown any marked enthusiasm for the strike — too close an association could be damaging to its political health. What this says of their long-term sympathy towards union aspirations is intriguingly ambivalent. ■

Sabta supports tax strike

THE Southern Africa Black Tax Association yesterday came out in support of the proposed two-day nationwide stay-away in protest against value-added tax on November 4 and 5.

Sabta president Mr James Ngcoya called on all of its associations to contact the VAT Co-ordinating Committee at local levels to ensure that transport would still be available for pupils, teachers, nurses, doctors and other workers who perform essential services.

He said Sabta's regional and head offices would be closed during the two-day stayaway, which will be staged to demand an end to VAT on basic things. -

Sapa

A WOMAN supervisor at the Pretoria branch of Pick 'n Pay is claiming R50 000 in damages from a shop steward for alleged defamation after she refused to go on strike

Mrs Louisa Malatji, a supervisor at the company's Faerie Glen branch, alleges that Mr Samuel Mashamba, a Commercial, Catering and Allied Workers Union shop steward, threatened to burn her house and family and also defamed her on or about May 4 this year

Malatji alleges that Mashamba, in the presence of other employees, uttered a defamatory

Court action after strike

By MONK NKOMO

statement

Her attorney, Mr Cyril Morolo, yesterday confirmed that they had issued summons against Mashamba

Malatji withdrew an application in the Pretoria Supreme Court in August this year, in which she sought an or-

der directing Mashamba to stop intimidating and assaulting her in order to force her to join the trade union.

Mashamba alleged in answering affidavits that Malatji assaulted him at a union meeting on May 15.

He also submitted that she had made derogatory remarks against him in front of colleagues

Mr Sakkie Maboja, an attorney whose firm represented Mashamba in August, yesterday said he was aware of the R50 000 lawsuit, but said they had not yet received instructions from Mashamba to defend the action

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EDUCATION

THE recent strike at the University of Cape Town has left the student body divided along racial lines. The situation is compounded by a split in the Student Representative Council over whether students who were involved in the disruption of the university during the strike should be disciplined.

President of the SRC, Thami Khanyle, said the strike "highlighted and deepened divisions which already existed on campus", and that it has "set back the SRC's goal of building unity and non-racialism on campus".

The split in the SRC became apparent last week when it called on the university administration not to take disciplinary action against students involved in the disruptions. Shortly after, six members of the SRC issued a statement distancing themselves from that position.

The SRC issued its recommendation after a student assembly, called to discuss the matter, ended with students too divided to give the SRC a clear idea of how to deal with the issue. The students did, however, agree that a code of conduct should be drawn up which would "articulate the parameters of behaviour of the student community".

The SRC reasoned that, "taking disciplinary action against students for incidents which happened during the strike will hamper and delay the realisation of the code of conduct". Khanyle explained: "Disciplinary action under the present regulations would give them legitimacy, and if they are legitimate, why would we need to develop a new code?"

The six dissenting members argue that during the strike the SRC clearly condemned the use of violence and intimidation. At the student assembly the SRC recognised this principle would lead to disciplinary action against students involved in disruptions. Chris Barends, SRC vice-president and one of the six, feels that by not supporting disciplinary action the SRC was "not being consistent".

Racial divisions emerge in the wake of UCT's strike

W/M and 25/10 - 31/10/91

Although the University of Cape Town has a new non-racial SRC, the aftermath of the recent strike has highlighted divisions among students **BY PAUL STOBBER**

wa, who was president of Sasco during the strike, said that, "disciplinary action will not be conducive to reconciliation on campus".

Colin Douglas, SRC member and national vice-chairman of the Democratic Party Youth, disagrees. He describes the disruptions by Sasco during the strike as undemocratic and inexcusable, arguing that since Sasco decided to participate in university structures they have been criticised by Black Consciousness organisations on campus. They employed disruption tactics to "boost their image as militant young lions. This shows a clear political motive for their inexcusable tactics. This also undermines the view that students disrupted the university because they felt obliged to support the workers".

Despite the split the SRC continues to function. According to Khanyle, "The question of disciplinary action is only one issue facing the SRC. We have many other functions which are going ahead as normal". He admits that, "the division in the SRC will make it much more difficult to win the support of the students for our position concerning disciplinary action".

According to Douglas, the debates during the strike have increased the credibility of SRC's move toward non-alignment. "For years the SRC was seen to be a National Union of South African Students-aligned political club. During the strike student representatives fought for positions which students could identify and those debates have improved the SRC's legitimacy," he said.

Douglas also has a different assessment of the racial divisions on campus. "Sasco has always been seen as the representative of Black students on campus. During the strike they represented some black students and some white students. It was encouraging to see that during the disruptions black students stayed in class in defiance of Sasco. This shows that non-racialism is beginning to work at UCT".

Khanyle has confidence in the ability of the SRC to recover the ground lost during the strike. "It would be too romantic of us to think we can realise non-racialism and non-sexism on campus, but we hope to be able to make a contribution to these processes."

Support for VAT strike

THEO RAWANA

BLACK business federations Nafcoc and Fabcos have thrown their weight behind the Cosatu-initiated anti-VAT general strike planned for November 4 and 5.

And taxi association Sabta, a Fabcos affiliate, has called on its members to ensure that transport is not available during the strike except to students, teachers, nurses and workers in essential services.

Cosatu, Nactu and 12 trade unions in the Co-ordinating Committee on VAT (CCV), have called for the two-day strike to protest against VAT on basic foods, water, electricity, medicines and medical services.

Nafcoc, in a statement, called on all small businessmen to close their shops on November 4 between 11am and 3pm and commit themselves to further action "unless government renegotiates the relevant contents of the VAT law".

Fabcos called on its membership to "support this call against continued economic exploitation by government".

Sabta president James Ngcoya said "All Sabta members throughout the country are encouraged to co-operate with the CCV to ensure that their operations (provision of transport service) fit within the committee's overall plan".

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Question mark over 'strike' by private doctors

Star 28/10/91

By Carina le Grange
Medical Reporter

Up to 3 000 private practitioners may today and tomorrow close their surgeries in protest against VAT on medical services — but it is not clear whether the South African Medical and Dental Council would take disciplinary action against what some critics have called a strike.

The health sector of the Co-ordinating Committee on VAT, comprising several health care organisations, last week decided to go ahead with a "voluntary closure" of private doctors' surgeries despite opposition from certain sections within the profession.

Some professional bodies who oppose the action have said it was unethical for doctors to close surgeries or to "strike", and that it may also be illegal.

The Medical Association of SA said it could not support the action, adding it was unethical for doctors to withhold their services unless adequate arrangements had been made for alternative care, as patient care should never be jeopardised.

The Society of Dispensing Family Practitioners said

"It is illegal for doctors to strike in terms of the Medical, Dental and Supplementary Health Services Act and doctors who go on strike could be struck off the roll by the South African Medical and Dental Council."

But the SAMDC made reference to public-sector doctors on strike when approached for comment.

Registrar Nico Prinsloo said the reaction of council president Dr Len Becker was that the Medical Act provided for "a conviction in a court of law (in cases of) medical practitioners who participate in a strike which may disrupt the rendering of a public health service".

Mr Prinsloo said it was only after conviction that the matter would be reported to the council for investigation and possible action.

The doctors who propose action are however in private practice and said their action should be seen as a "protest demonstration" and not a strike. They would also make their services available to State clinics during the closure.

Dr Becker had also said, however, that "every medical practitioner remains personally responsible for his actions" and that he hoped they would not act in any way which would be detrimental to their patients.

Municipal employees' union lashes out at general strike

CLIVE SAWYER
Municipal Reporter

152 (S) (A) 1967 28/10/91

THE SA Association of Municipal Employees's national president, Mr Hans Deetlefs, has hit out at city councillors who "interfere" in the management functions of top officials.

And the white-dominated union has vowed to oppose strikes and stayaways, lashing out at "politically-oriented" trade unions planning to take part in the November 4 and 5 general strike

Mr Deetlefs said some developments in local government were making municipal employees unhappy, and this could lead to a non-productive workforce

"In certain larger local authorities there is a misconception that senior officials are no

longer capable of handling their positions and people of little or no experience of local authorities are being appointed to management positions," he said

Speaking at a Saame regional congress, Mr Deetlefs said city councillors should stop interfering in the management functions of senior officials

Such "interference" by councillors could result in many senior officials taking early retirement, while their knowledge and experience were essential for the challenges facing local government, he said

Changes caused when city councils accepted recommendations from outside consultants were also causing unhappiness

This had happened in Durban and Johannesburg, causing drastic changes to "present structures which had functioned excellently for many years", Mr Deetlefs said.

Referring to the strike plans, Mr Deetlefs said Saame could not support Cosatu and Nactu in the planned protest against VAT on medical services

Saame opposed VAT on medical services, but the strike would endanger lives, local government, and the country as a whole, he said

He said it was "impossible" to withhold fire-fighting, ambulance, water, electrical, traffic and health services

Saame would continue to make representations to the Minister of Finance to drop VAT on medical services

Think again on
strike, say ~~EB~~ 152
ARG 28/10/91
Inkatha women

The Argus Correspondent

DURBAN — The Inkatha Freedom Party Women's Brigade has asked the African National Congress, the South African Communist Party and Cosatu to call off the general strike scheduled for next Monday and Tuesday.

At their annual conference held in Ulundu, the Women's Brigade expressed concern about the consequences that the "irresponsible" calling for a national strike could have for South Africa.

They called on the ANC, the Communist Party and the Congress of South African Trade Unions not to prejudice the future of hundreds of thousands of black students who could fail their examinations if the strike proved disruptive.

Cleaners demonstrate

MORE than 2 000 contract cleaners converged on the offices of the National Contract Cleaners' Association (NCCA) in Johannesburg at the weekend to express anger at the level of their salaries.

The Transport and General Workers' Union has demanded that the NCCA immediately start wage negotiations with the union and resubmit its application for the registration of an industrial council for the industry.

Its demands include a R1 000 monthly minimum wage for cleaners, a 25% night shift allowance and full trade union and shop steward rights.

An NCCA spokesman said the demands were being reviewed.

REPORTS Business Day Reporters, Sapa

B Day 28/10/91

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Inkatha's no to strike over VAT

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THE Inkatha Freedom Party Women's Brigade has asked the African National Congress, the South African Communist Party and Cosatu to call off the general strike planned for November 4 and 5

At their annual general conference held in Ulundi this weekend, the women's brigade expressed concern about the consequences of a national strike

They called on the ANC, the SACP and Cosatu not to prejudice the future of hundreds of thousands of black students who could fail their examinations if the strike proved disruptive because of intimidation tactics

Other resolutions stated the brigade's support of the State President's stand that political change was irreversible - *Sapa Sovetan 29 = 11/10/91.*

Doctors nationwide join in VAT protest

ABOUT 3 700 doctors and dentists closed their doors yesterday to protest against the imposition of VAT on medical services

National Medical and Dental Association (Namda) director Dr David Green said about 3 300 practices around the country had been closed on the first of the two-day protest, co-ordinated by Namda and various health organisations

He said that as far as he knew no doctors in Johannesburg's northern suburbs had closed their doors but in Soweto about 80% of private doctors and dentists had

Many had worked at Soweto's Mofolo Clinic and attended to outpatients at Baragwanath Hospital. Taxis had transported patients to the public hospitals free of charge, he said

Sapa reports that about half of Cape Town's private doctors, serving both black and white areas, had joined the protest yesterday

In the Northern Transvaal townships

about 75% of doctors closed their practices, while in Port Shepstone there was a 100% stayaway from work by doctors and dentists, Green said

The Natal VAT Forum, which consists of doctors, pharmacists and physiotherapists, said more than 300 doctors in Natal would keep their surgeries closed today.

Green said doctors in Middelburg and Witbank had been told not to close their practices because alternative treatment at public hospitals was far away and patients could have been compromised

Green said he expected fewer practitioners to take part today

The Medical Association of South Africa is not supporting the work stoppage and has urged its members not to take part as it was "unethical for doctors to withhold their services" from patients

TANIA LEVY

(152)

BT Day

29/10/91

29/10/91

**Sowetan
Correspondent**

THE voluntary closure of some surgeries by doctors ended yesterday with a march to the Johannesburg Receiver of Revenue offices to protest against the imposition of VAT on health services.

"No tax on health, Barend you must be sick", chanted the small group of doctors and other health workers.

At times they were cheered on by members of the public while some pedestrians merely gave bemused smiles

Numerous banners held aloft indicated exactly where they stood. "Doctors are not tax collectors," said one while another read "No VAT on health".

Dressed mainly in suits and even medical attire, they marched briskly - a strong and often lone

Doctors Sowetan march 30/10/91. 152 against VAT

voice leading them in the American spiritual "We shall overcome"

Johannesburg's Receiver of Revenue Mr Kobus Stone received a memorandum addressed to President FW de Klerk, Finance Minister Barend du Plessis and Minister of Health Dr Rina Venter.

South African Dispensing Practitioners chairman Dr Joe Maelane said they rejected VAT on medical services

"It is unethical and immoral to charge Value

Added Tax on health services, particularly for the disadvantaged community and the poor whites," Maelane said.

The doctors called for the zero-rating of all health services, medicines, basic foodstuffs and other essential services as well as the reconsideration of VAT as applied to small businessmen

National Health Forum spokesman Dr Aslam Dasoo described the protest as a success. He told cheering marchers more than half the private practitioners in the country had responded to the call to close their surgeries voluntarily

Co-ordinating Committee on VAT health forum spokesman Dr David Green said more than 3 400 doctors had closed their practices countrywide.

Two-day national strike will go ahead next week

Blacklist warning to bosses

Star 31/10/91.
By Paula Fray (152)

The two-day national strike — which organisers say will be the biggest in the country's history — is to go ahead on Monday and Tuesday and will be followed by sustained action, the Coordinating Committee on VAT said yesterday.

And Cosatu general secretary Jay Naidoo warned that employers would be blacklisted for future action if they took any disciplinary measures — excluding a "no work, no pay" policy — against workers who took part in the strike.

Cosatu and the ANC also distanced themselves from people threatening to attack or kill residents in Soweto, Katlehong and Tokoza who failed to join the strike.

Discredit

Yesterday SA Institute of Race Relations executive director John Kane Berman said he had received reports that people in vehicles with loudspeakers were driving around Soweto threatening to kill people and burn their houses if they did not heed the strike.

ANC spokesman Saki Macozoma said "This coordinated action is transparently an attempt to discredit the general strike. Only agents provocateurs paid to do this work would contemplate such lunacy. We challenge the police to arrest those engaged in this."

Mr Macozoma said the organisations were totally committed to ensuring that the strike was peaceful.

Mr Naidoo said that in view of the threats of violence against the protest, they had notified the structures set up by the National Peace Accord and met with the police to ensure that proper liaison mechanisms were in place.

At a meeting yesterday between a six-member delegation of the CCV and Deputy Minister of Law and Order Johan Scheepers, both parties agreed to appoint persons from both groups to regional liaison structures to facilitate communication with regard to any incidents.

Mr Scheepers said the Government and police did not oppose peaceful democratic protest and the police would act with sensitivity.

The CCV identified possible flashpoints and the police undertook to investigate appropriate measures to prevent violence.

Mr Naidoo said guidelines for disciplined action had been issued to all local branches of the various participating organisations. These included the right to work or stay at home with out interference.

● To Page 2



Down with peace talks Palestinian guerrillas and children burn tyres in the Palestinian camp of Ain al-Helwi in South Lebanon to protest against the start of the Madrid conference on the Middle East. Report on Page 4. Picture: AFP

'Flower power' robbers dupe Telcom men, grab R490 000

By Glen Elsas
West Rand Bureau

Two Telcom employees were held up after being approached by a man with a gun concealed in a bunch of paper flowers on a street corner in Krugersdorp while they were on their way to bank wages and salaries amounting to nearly R500 000 yesterday morning.

Captain Henriette Bester of the West Rand police said Andre Meintjies (28) and Willem Jacobus Bronkhorst (30), who both work for the West Rand area manager's office of Telcom, were on their way to the Krugersdorp Post Office where the R490 000 in salaries and wages was to be kept for the night.

They stopped at the corner of President and Kruger streets and a man pushed a bunch of paper flowers into the car through the half open driver's window. He told the driver to take the flowers for his wife.

While the astonished men were arguing with the stranger, a second man opened the passenger door and grabbed the gun hidden in the flowers.

He threatened Mr Meint-



Deadly bouquet Andre Meintjies shows the ruse the robbers used. Picture: Sean Woods

jies and Mr Bronkhorst with the gun. The man who pushed the flowers through the window disappeared.

Another Telcom vehicle which was used to tail the first vehicle for security purposes, drove on to the post office not suspecting anything was amiss.

The robber ordered the men to drive to a semi-demolished house on the edge of Munsieville.

He handcuffed one of the Telcom men to the steering wheel and handcuffed the other's hands together.

The car keys were removed and a large cloth was

thrown over the car. The boot was opened and the cash taken. It is not known whether the robber was joined by accomplices.

Mr Meintjies said he thought "it was curtains when the cloth was put over the car, blocking the windscreen and windows."

"I mean, they could have set the car on fire or anything."

He said the robber held the pistol in Willem Bronkhorst's side all the way to Munsieville. "In a situation like that you realise there is a big difference between life and money," he said.

A special reunion. A special kind of plea



and arrested four men

P.T.O.

Nationwide strike is on

Star 31/10/91
● From Page 1

The guidelines also reiterate that students, teachers, essential health workers and journalists have been exempted.

He said the strike would be the "biggest action we've ever seen in this country... more than two million people participated in the last strike".

It would be followed by "sustained action into next year".

While the strike was now unavoidable, conflict could be resolved if the Government abandoned its intransigent approach and demonstrated a willingness to enter into negotiations.

The CCV demands include the zero-rating of basic foods, water, electricity, medicines and medical services; negotiations on adequate poverty relief programmes; special provisions to alleviate the effect of VAT on small business; and the establishment of a macro-economic forum to negotiate key economic issues of concern to workers.

Yesterday the Afrikaanse Handelsinstituut deplored the planned strike and called on the trade unions not to continue with the protest actions but rather to try and negotiate.

At least 21 rallies, 17 marches and 11 pickets countrywide have been planned to coincide with the strike. These include:

- A women's march and picket in three centres on Saturday to focus on the burden they face with the imposition of VAT.

- Small businesses represented by Nafcoc and Fabcos would close between 11 am and 3 pm during the strike.

- An ANC/Cosatu regional march to the Receiver of Revenue offices on Saturday.

- The Soweto Anti-VAT Co-ordinating Committee will host a mass meeting on the two-day stayaway tomorrow at the Orlando YMCA, as well as a mass meeting on Monday in the Regina Mundi Church.

● More reports on
Pages 16 and 29

Inkatha offers firms 'disciplined workers'

By Paula Fray

A recently opened Inkatha Freedom Party office in Krugersdorp is offering "well-disciplined and hardworking people" to employers expected to be hard hit by next week's two-day strike.

In a letter sent to employers from the Krugersdorp offices, the organisation said the IFP would like to offer assistance of labour to any employer who wished to employ well-disciplined and hard-working people.

"We can also assist employers on November 4 and 5 by sending them casual labour to assist them during the stay-away, which could affect many industries."

The letter said Inkatha was totally against VAT, but would not use "stay-aways in fighting it" as that will cripple the economy and increase unemployment.

"Our hand of peace and friendship is open to all employers who need our help in this country," the letter said.

IFP Krugersdorp representative Prince Russel Zulu said the organisation was offering workers for general employment — not just for the strike.

"Thousands of people in this area are not working. They can go to the factories on Monday and Tuesday and get some money. At least they will have something to eat because they are not working," Prince Russel said.

He did not think organisations calling for the strike would object, if they were "open-minded".

It was the workers' democratic right to be able to work during the strike as the work premises would be empty, he said.

"This is our choice," Prince Russel said.

Workers' plea for support

Somefam

31/10/91

By MATHATHA
TSEDU

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SEVENTY-SIX members of the Steel and Engineering Workers Union of South Africa in Pietersburg who have been on work stoppage since October 1989 have appealed for public support.

The workers, employed by NTY company, say they were fired when they complained about constant dismissals at the plant. The co-owner of the company is Transvaal Administrator Mr Danie Hough.

Reinstated

One of the workers, Mr Phineas Mmethi, who was fired before the rest of the group, was reinstated following an industrial court ruling and later killed at the firm, where only white scab labourers have been employed since the 76 were dismissed.

Six whites are to appear in the Pietersburg Regional Court in connection with Mmethi's death.

In a letter circulated in Pietersburg this week, the workers appealed to the public to support their struggle. They also ask for material and any other kind of support.

The dismissal case is to come before the industrial court in Pretoria on February 25.

What the readers think

So far 31/10/91.

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POLITICAL stayaways evoked slightly more negative feelings than positive ones

There was more opposition to consumer boycotts

When asked what they thought about political stayaways, readers gave 304 positive comments against 318 negative ones.

Some of the negative feelings were that stayaways result in people losing their jobs; lives are lost, wasted schooling time; and cause violence

There were 229 positive feelings towards consumer boycotts and 342 negative ones.

Among the negative comments were that shops in the black townships are too expensive; "it's not fair - we suffer"; it's a useless strategy; and the boycotts cause violence.

There were 342 readers who answered the question on consumer boycotts and 318 on political stayaways. Some respondents gave more than one answer

THE two-day national general strike goes ahead next Monday and Tuesday.

There was no possibility "at this late hour" for the anti-VAT Co-ordinating Committee to reach a settlement with the Government on the proposed strike, Congress of South African Trade Unions general secretary Mr Jay Naidoo said yesterday.

The strike, expected to be supported by more than 2 million people, will go on as scheduled, Naidoo said, quashing reports that "a settlement could be reached with the Government".

It follows the Government's "unilateral" imposition of VAT on the people of South Africa, Naidoo said.

"The Government has been intransigent, unwilling to listen to the voices of the oppressed people. There is no way we can call off the mass action by our people," he said. Naidoo revealed that re-

Two-day strike to go ahead

Sowetan 31/10/91

By JOE MDHLELA

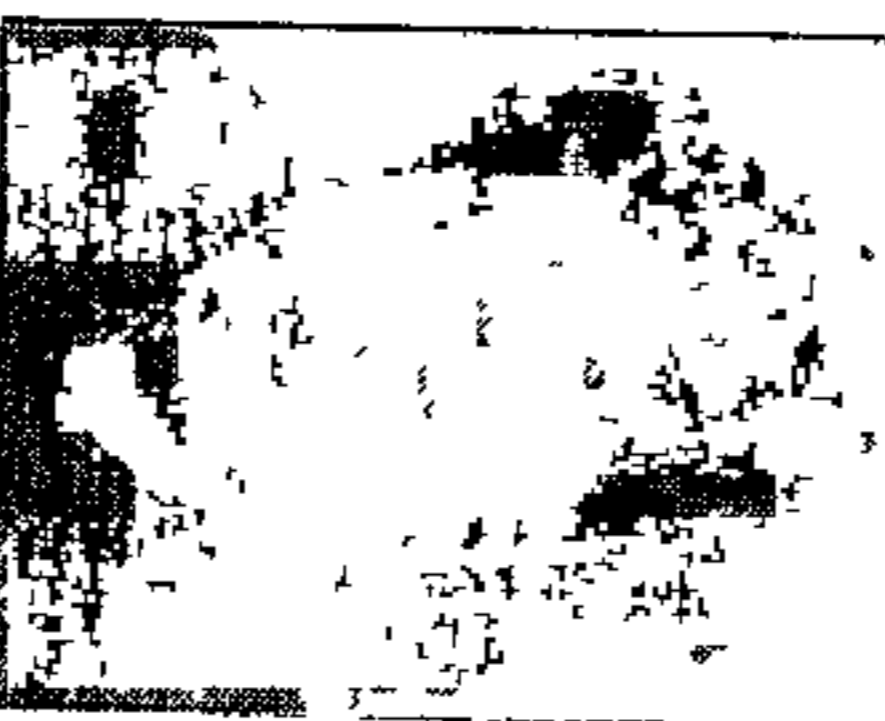
ports had been filtering through that people in vehicles and using loudhailers had been going around Soweto, Kaitleng and Tokoza threatening, in the name of the organisations, to attack or kill those refusing to participate in the strike.

"We challenge the police to arrest and bring to book those engaged in this criminal activity. Only agents provocateur paid to do this work could contemplate such lunacy," he said. Discussions at the highest level continued with the

SENNAKGOMO

police yesterday to ensure the strike action went on without violent incidents, Naidoo said. He warned employers who took action against their workers that they could be blacklisted for fur-

JAY NAIDOO



ther industrial action. The Afrikaanse Handelsinstituut yesterday deplored the planned action and called on the unions to abandon it and negotiate about the issue instead. The AHI's manpower

committee chairman, Mr JP Landman, said workers would be hit hardest as employers would generally apply a policy of "no work, no pay".

United Workers Union of South Africa spokesman Mr Duke Senakgomo said the union believed the objective could be achieved without a strike.

He said Uwusa members would work during the strike.

The Azanian Peoples Organisation, Nactu and Fabcos yesterday supported the action.

Journalists, schoolchildren and workers in essential services are exempt

from the strike. Meanwhile, at a meeting yesterday, between a six-member delegation of the CCV and Deputy Minister of Law and Order Mr Johan Scheepers, both parties agreed to appoint people from both groups to regional liaison structures to facilitate communication to tackle incidents which might arise during the strike.

Scheepers said the Government and police did not oppose peaceful, legal, democratic protest, but the police were obliged to uphold the law and would act with sensitivity and reasonableness.

The CCV identified possible flashpoints and the police undertook to investigate appropriate measures to prevent violence.

Fears of violence were also expressed by SA Institute of Race Relations executive director Mr John Kane-Berman, who said yesterday he had also received reports that people were being threatened

Computer out to nail strikers

Sowetan 31/10/91

(152)

A CAPE Town entrepreneur plans setting up a computer data base which eliminates strikes by allowing companies to vet job hunters and weed out potential "troublemakers".

"Our main thing is to try to eliminate strikes by dissuading people from participating and from joining trade unions," the businessman said this week

According to a brochure recently mail-dropped in the Western Cape and exposed by SA Labour News, "SR Investments" was "a centralised computer-listed reference facility of people who have participated in strikes"

On enquiry, however, the businessman said the service was "in its infancy", adding "We have no data at this stage" He said the circular had been sent out "to test people"

The brochure - headlined "Elimination of strikes" - said the service cost R240 a year for subscribers, who would feed the data base with "relevant strike details"

He said the data base would consist of each worker's ID number, name, previous employers, trade union membership, reasons for striking, involvement in strikes and if he

or she was a shop steward or normal union member

"It is a way of preventing your chief troublemaker from getting a job. You do not want a bad apple in the bunch"

The businessman, asking that neither he nor another business of his be named, said he had no experience of industrial relations

His one partner was "in manufacturing", while a third partner - "a lady" - gave moral support, he said

Witnessing the behaviour of striking Edgars' workers while on holiday in Pretoria had produced the idea for the service, he said

"Blacks approached people coming out of stores with Edgars bags and looked into them. We thought, how could they?"

He said his partner in the manufacturing business had suffered his salary being cut by 40 percent when his company went on to short time because of the recent motor industry strike

"He wants to do something to get back at the trade union" - Sapa.

Unions warn employers over stayaway

EMPLOYERS who took action against workers participating in next week's anti-VAT stayaway would be blacklisted and face "the organised power of workers", Cosatu and Nactu warned yesterday

VAT Co-ordinating Committee member and Cosatu general secretary Jay Naidoo told a news briefing companies which took disciplinary action, including dismissals, would be blacklisted

"Lists of companies embarking on disciplinary action will be distributed locally and internationally, to facilitate solidarity action against such companies," Cosatu and Nactu said in a joint statement.

The trade union groupings also called on

VERA VON LIERES

employer bodies such as Sacob, Saccola and Seifsa to accept workers' right to embark on the action and to advise employers of the consequences of victimisation

Saccola chairman Bokkie Botha said yesterday the committee could not prescribe to its member organisations how to advise companies but said they should take into account past lessons

Sacob labour affairs manager Gerrie Bezuidenhout said the organisation's policy in dealing with stayaways was based on a no work, no pay principle. Any disciplinary measures would be taken by companies at their discretion

152 SA Institute of Race Relations executive director John Kane-Berman, speaking at the Johannesburg Country Club, said yesterday people in Soweto had been threatened with death if they went to work during the November 4-5 strike

He said the institute had received reports from Soweto that people in vehicles were "going around with loudspeakers threatening to hack people to death and burn their houses if they go to work"

Cosatu and the ANC yesterday distanced themselves from the threats, saying they were an attempt to discredit the "general strike". They challenged the police to ar-

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rest those engaged in the criminal activity

Naidoo said more than 2-million workers were expected to heed the stayaway call. Cosatu and Nactu had appealed to all to act with discipline and restraint

He said the strike was the consequence of government's unilateral decision to impose VAT on the people of SA. It was clear that even employers had failed to convince government to enter into bona fide negotiations on the issue, Naidoo said

The United Front of Independent Trade Unions of SA announced yesterday it had

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withdrawn from all structures of the co-ordinating committee in protest against "Cosatu nationalist leadership's big federation chauvinism and sectarianism". But its members would support the stayaway.

The co-ordinating committee and Deputy Law and Order Minister Johan Scheepers agreed yesterday to set up a liaison structure to facilitate communication with regard to incidents that might occur on the days in question

Both parties agreed to adhere to the national peace accord

NEWS IN BRIEF

Ellerines targeted (152)

8/10/2019 3/11/10/19

SACCAWU yesterday said the strike-hit Ellerines group was the only furniture company to report real earnings growth during the past few months in the face of a marked decline in demand for household durables.

More than 5 000 Saccawu members have been on strike since October 7. Their demands include an across-the-board salary rise of R205 a month