

Industrial RELATIONS - STRIKES

1992

SEPT. - DEC.

Warning as metal industry strike ends

STAR 11/9/92
By Thabo Leshilo and Sapa

Metalworkers returned to work yesterday after a three-week strike costing the industry an estimated R880 million in lost production and workers R110 million in wages.

However, the National Union of Metalworkers (Numsa) warned that the dispute was far from over.

By returning to work, workers did not imply that they now accepted the employers' 8,6 percent final wage increase offer, said Numsa spokesman Dr Bernie Fanaroff.

The union called off the strike on Thursday after the Pretoria Supreme Court found prima facie evidence of irregularities in the Numsa strike ballot.

The Steel and Engineering Industries Federation of SA (Seifsa) yesterday said most of the

60 000 strikers returned to work yesterday, although some employers had postponed the return to allow them to give notice to temporary workers.

Numsa claimed that 100 000 workers supported the strike.

Seifsa executive director Brian Angus said many affiliated companies had reported satisfactory attendance yesterday. He said Seifsa could not pre-empt its members on reinstatement of workers.

"Where dismissals occurred these had been undertaken by companies as a last resort to protect their business operations."

Dr Fanaroff alleged that many employers had taken a "hard-line" position with workers and some had already been dismissed. In some instances, employers were compelling workers to sign new conditions of employment.

He appealed to Seifsa to re-

open negotiations over the union's revised 16 percent wage demand and conditions of employment. He expected the parties to meet today.

About 4 500 members of the Metal and Electrical Workers' Union of South Africa (Mewusa) continued with a 2½-week pay strike yesterday, general-secretary Zithulele Cindi said.

The union would also meet Seifsa today to discuss a revised 12 percent wage demand, he said.

Mr Cindi said the Mewusa strike was legal, making it difficult for employers to thwart the action over wages, shortened overtime and job grading.

Mr Cindi said his union had modified its wage demands to be consistent with agreements in other industries.

"It's pointless trying to bang our heads at 20 percent, given the state of the economy."

NEWS Union claims 50 companies locked out or disr

Over 3 000 strikers sacked

Sowetan 2/9/92 (180) (225) (152)
■ Backlash to the month-long metal workers strike:

MORE than 3 000 members of the National Union of Metalworkers of South Africa (Numsa) have been dismissed from their jobs in an apparent backlash to the month-long strike called off at the weekend

Hundreds of Numsa members were locked out of factories and other places of employment when they reported for work on Monday

Mr Hendrik van der Heever, media spokesman for the Steel and Engineering Industries' Federation of South Africa (Seifsa), yesterday said he had no knowledge of the dismissals

However, Mr Brian Angus, director of Seifsa said "Where there have been dismissals, these were undertaken by com-

panies as a last resort to protect their business operations"

The Metal and Electrical Workers Union of South Africa has decided to continue with its legal strike action pending the outcome of its meeting with Seifsa today.

Engineering sectors

Numsa national organiser Mr Veli Mjako said the union received reports that 50 companies in the metal and engineering sectors were involved in either dismissing or locking out their members from the workplace

He said "Our information is that 1 500 Numsa members were dismissed before the strike was called off at the

weekend "Of those, about 600 were fired from Boart Hard Metals factory on the East Rand

"Another 1 500 workers were dismissed when they reported for work on Monday "Other reports indicate that several companies have locked our members out of their companies for indefinite periods," Mjako said

Numsa would release full details of the dismissals and the companies involved today

Mr Les Kettleidas, national secretary for collective bargaining, said Numsa regions were fighting the dismissal of their members Mr Moses Mayekiso, general secretary of Numsa, on Monday warned of further confrontation with the employers if their dismissed members were not reinstated

NEWS

Engineering workers fired on return to work

152 DIRK HARTFORD

TELE

TENS of thousands of workers in the engineering industry returned to work yesterday — and a number found themselves without jobs.

Numsa said there had been firings at 25 work places, but Seifsa was aware of only three companies which had dismissed workers, a total of 1 500.

The month-long strike had cost the strikers about R110m in lost wages and won them nothing, industry sources said. They estimated Numsa members had lost more money during the strike than they would have gained in a year if Seifsa's final offer of an 8,6% wage increase had been accepted.

Seifsa said the strike had cost the industry R880m in lost production.

Worker demands that led to the strike — the second largest industrial strike in SA history — were still on the table, Numsa said. The union was hoping to meet Seifsa this week to continue negotiations.

The union wants a 16% wage increase, a moratorium on retrenchments and various worker rights.

Seifsa's council is meeting today to assess the situation. But Seifsa executive director Bri-

Blomay 11/9/92

an Angus said yesterday the organisation believed Numsa should accept the final offer as the industry had been without an agreement for two months.

Numsa and Seifsa sources said yesterday more than 90% of workers were back at work.

Angus slammed Numsa allegations that Anglo American was behind dismissals during the strike. "Where dismissals occurred, these had been undertaken as a last resort to protect business operations," he said.

Numsa said workers were being asked to sign new contracts at many companies and many workers on temporary contracts had been dismissed. No figures were available.

The union said the dismissals and new contracts were unfair labour practices.

The Confederation of Employers of SA (Cofesa) said last week's Supreme Court ruling against Numsa would "further weaken Numsa and could conceivably lead to its ultimate demise." Cofesa director Hein van der Walt said the union had already lost thousands of mem-

bers before the strike and "large numbers" had been dismissed during the strike.

Employers who engaged temporary workers during the strike had achieved high productivity and were not willing to take back strikers, Van der Walt said.

"Employers have had enough and any further concessions are unlikely. If labour legislation is watered down any more to pander to certain trade unions, then business confidence will be destroyed," he said.

Numsa's Bernie Fanroff said the future of the industry was in doubt — not the union's.

Numsa sources conceded the way the strike ended had "badly affected" morale in the union. But they said the union had picked up membership during the strike and the experience had given workers self-confidence.

Meanwhile Sapa reports about 4 500 members of the Metal and Electrical Workers' Union of SA continued a two-and-a-half-week pay strike yesterday, Mewusa general secretary Zithulele Cindi said.

The union would meet Seifsa today to discuss a revised 12% wage demand, he said.

Workers stage march

By Alinah Dube

(152)

SCORES of striking National Union of Metalworkers of South Africa (Numsa) members at the Pretoria plants of Bosal Africa yesterday staged a march to highlight their demands

The march was monitored by European Community (EC) observers Mr I Kuyvenhoven and Mr Win Stanley. The demonstration by some of the 900 workers who went on strike on November 19 started from the Queenswood railway station to the company headquarters at Koedoe-

spoor The plants involved in the stoppage are in Uitenhage, Pretoria, Maritzburg, Cape Town and Krugersdorp Workers are demanding an increase of R2 an hour, the election of full-time shop stewards and a moratorium on retrenchment or severance pay of one month for every year of service. The company's offer stands at 70 cents In a memorandum presented to management yesterday, Numsa demanded the immediate reopening of meaningful negotiations, failing which a campaign would be launched for the boycott of the prod-

ucts manufactured by Bosal

After accepting the memorandum, plant director Mr FJ Lubbe said although they were not agreeing to worker demands, he noted the fact that "meaningful negotiations will have to be entered into" Lubbe said the increase being offered by his company remained higher than those agreed to by the union and other competitors

Mr Albert Wocke, Numsa's organiser in Brits, appealed to management to resolve the dispute He said it was insensitive to underpay people and suggest retrenchments

Rowe Jan 10/12/92

A RECENT supreme court judgment "makes a national strike virtually impossible" and places international labour standards far out of South Africa's reach.

This is the finding of labour analyst Bashier Vally in a post-mortem of the judgment in a case brought by the Steel and Engineering Industries Federation of South Africa (Seifsa) against the National Union of Metal Workers of South Africa (Numsa). In a paper to be published, Vally finds that the judgment effectively ended the strike in the metal industry because it "allows employers to allege irregularities and thereby frustrate the strike", says Vally.

The court approved Seifsa's request

Court ruling 'seriously limits right to strike'

WJW 30/10 - 5/11/92
for an interdict against Numsa members on the grounds that the balloting had been illegal.

The clause in the Labour Relations Act which Seifsa relied on is the same one the recent International Labour Organisation (ILO) Commission to South Africa criticised and said needed urgent reform to comply with international freedom of association standards

The judge upheld the interdict without probing the employers' claims and in so doing severely limited the right to strike.

A supreme court judgment in the recent Seifsa-Numsa dispute has serious implications for any future national strike, an analyst claims. By **FERIAL HAFFAJEE**

The court found problems with aspects of the balloting, although it accepted that "a trade union cannot be expected to conduct a ballot with the precision shown in a parliamentary election"

Some of these problems were:
● The union's inability to provide accurate membership figures.
● Denial that the ballot had been secret.

● The fact that Numsa could not ensure that each member voted only once.
Vally criticises this "formalistic and rigid approach to strike ballots", saying that it doesn't take account of the realities involved in conducting strike ballots. He cites examples of employers

obstructing ballots by refusing to grant time off to workers or to providing access to trade unions. He also says unions have not always been vigilant about ballots.

In the interests of better labour relations, Vally suggests that "managements should inform the trade union of irregularities at the time they are committed so that the union can remedy them before costly legal remedies are sought".
Balloting laws should also be streamlined because they "provide a weapon for

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Cape metalworkers demand 'right to strike'

SHARON SOROUR
Labour Reporter

ANGRY Cape members of the Metal and Electrical Workers' Union (Mewusa) have shunned the main agreement for the iron, steel and engineering sectors, signed two weeks ago, because "it takes away the right to strike."

Acting regional secretary Mr Ben Petersen said the regional committee was "shocked" that its head office could sign and agree "to such a vicious attack on the rights of our members"

New provisions of the main agreement dealing with wages and levels of bargaining had been rejected and the regional office was threatening to challenge legally the authority of the head office to enter into such an agreement "without a mandate from its regions."

The agreement was signed between Mewusa, 11 other unions and employer body Seifsa (the Steel and Engineering Industries Federation of SA) on October 13.

Mr Petersen said employers were now "protected by the unions from a compulsion by way of strike action, court proceedings or by any other means, to bargain wages — and conditions of employment — at company or plant level,

in return for a 9,1 percent increase on actual wages for workers"

Employers were also empowered to demand from workers the right to suspend, end or change existing plant or company bargaining arrangements, he said

Where trade unions insisted on bargaining wages at plant or company level, an increase on scheduled (minimum rates) and not a 9,1 percent increase on actual personal rates would apply, he said.

"Our understanding is that this will open the way for employers to declare disputes against workers. Employers will thereafter have the power to invoke lock-out procedures against workers," he said

Mr Petersen called on all metalworkers, irrespective of union affiliation, to demand that the right to strike be restored

Union general-secretary Mr Tommy Oliphant said he did not want to comment on the allegations, but the issue would be discussed at a national executive council meeting in Johannesburg at the weekend

Mr Oliphant said the Western Cape region was the only one of the four regions which had a problem with the agreement

Numsa strike lost nearly R1bn

PRODUCTION losses during the four-week strike action in August by nearly 80 000 members of the National Union of Metalworkers of SA (Numsa) amounted to nearly R1bn, the Steel Industries Federation of SA (Seifsa) said. 811019Z

Its latest Seifsa News publication said although no complete shutdowns had been reported, it was estimated the industry had lost one fifth of its production capacity over the four weeks. This amounted to production losses of R880m.

Seifsa claimed Numsa's orchestration of the strike action had been unwise considering the industry was in a recession.

The industry was shedding between 2 500 and 3 000 jobs a month, business closures were on the increase and investor confidence was at its lowest. Union members lost R110m in wages during the strike.

At least 1 500 workers had been dismissed during the strike and it was expected many more would be laid off as a result

EDWARD WEST (152)

of lost business caused by the strike.

Some companies had managed to maintain and even improve production during the strike, with fewer workers. Indications were that management would review productivity standards with the possibility that manning levels would change.

The successful court interdict against the Numsa strike had established some important collective bargaining principles, Seifsa said. BIDM 811019Z

Seifsa and its employer organisations were able to institute legal proceedings and seek court interdicts against trade unions on behalf of their members.

Employer organisations also had the right to know the outcome of the union strike ballot. Seifsa said this meant the "principles of industrial democracy" had been entrenched by the court.

NEWS Union drops wage demands to 12 percent ● 1 00

Mewusa strike likely to be called off

152
[scribble]
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Sowetan 9/9/92

THE four-week-old strike by more than 15 000 members of the Metal and Electrical Workers Union of South Africa (Mewusa) could be called off today

This was said yesterday by Mr Tommy Oliphant, general-secretary of Mewusa, who added the union was "expecting to make substantial progress" at a meeting to be held today with the employers in the metal industry

Mewusa initially called for an urgent meeting between itself and the Steel Engineering Industries Federation of South Africa (Seifsa) to discuss the impasse in the metal industry

■ RESOLVING IMPASSE Substantial

progress expected to be made at meet-

ing with employers in the metal industry:

Seifsa, however, invited all parties in the metal industry to the talks that are aimed at resolving the dispute

The National Union of Metalworkers of South Africa (Numsa) and the other unions in the metal industry will attend the meeting which starts at 10 30am at the Protea Gardens Hotel in Johannesburg

Mewusa members went on an unofficial strike over wages on August 3

The strike became legal on August 24, according to Mr Zithulele Cindi, education officer of Mewusa

Mewusa demanded a 20 percent wage increase while Seifsa offered 8,06 percent The union has dropped its demand to 12 percent

Morale boost for strikers

DISMISSED hospital strikers received a morale boost yesterday when thousands of Cosatu members took part in lunch-hour factory demonstrations in a show of solidarity. *Sowetan 11/9/92*

Cosatu has "adopted" the hospitals strike and is demanding the dismissed workers be reinstated

Mr Neil Coleman, media officer of Cosatu, said thousands of members took part in pickets and demonstrations inside factories and businesses premises yesterday. (152)

focus on Africa

MOTSAPI: What is Numsa's programme of action now that the strike has been declared illegal?

Mayekiso: The position now is that we have instructed our members to return to work. So far we have not heard of those who have not returned to work except the 1 500 workers who have been dismissed.

It may happen that there are still others who are not yet back but are in the process of going back. It may happen that there are those who feel we should continue with the fight and the leadership of the union is preparing itself for problems if the need arises.

Some people feel we should continue pressuring our employers.

Numsa is getting up-to-date reports from our regions about what is happening.

Motsapi: What did Numsa do regarding the return to work? Did it order workers to summarily return to work on Monday?

Mayekiso: What we said was that we are recommending to our regions that the strike be called off and workers should return to work by Monday. That recommendation was supposed to have been ratified by the structures on the ground and therefore later we made a direct call to the workers after we had consulted with the regions.

The strike committee met and explored the strike as a whole and the Supreme Court judgment.

Motsapi: In other words Numsa did get a mandate to order the striking workers to return to work?

Mayekiso: Yes. In many regions our members responded quickly to our recommendations, while other areas are still discussing the issue.

Motsapi: How many people have been dismissed during the strike?

Mayekiso: The last record Numsa had was that the figure stood at 1 500. This was countrywide. I do not have the latest figures with me but I will be able to get them.

Motsapi: Numsa held talks with Seifsa last week when its members occupied their offices in Anderson Street. It was said that Numsa recommended that workers should return to work in an orderly manner. Could you elaborate on this?

Mayekiso: Well, I was not at the meeting and I would not want to comment on that. But yes, there were proposals that were made. One of those is that the dismissed workers should be re-engaged.

They must be allowed back to work.

Motsapi: What will happen if the dismissed workers are not re-instated.

Mayekiso: That will cause Numsa to continue with the fight. I also want to clarify that recom-

Thousands of Numsa workers are streaming back to work after their four-week strike.

Sowetan's Labour reporter **IKE** (152)

MOTSAPI speaks to Numsa's general secretary Moses Mayekiso: (152)

Sowetan 2/9/92



Moses Mayekiso...Numsa's general secretary

mending that the dismissed workers should be reinstated is not an act of giving in to the eight percent offered by employers. It is a tactical move because of the judgment.

We are still going to negotiate because we had proposed that the wage talks should be resumed.

The talks will lead to other battles because Numsa feels that Seifsa has declared war on the union and our members.

We are not going to take that lying down.

Motsapi: The strike was legal but why did the employers dismiss your 1 500 members?

Mayekiso: You see, in this country even if the strike is legal that does not mean that a lunatic cannot dismiss people. That will depend on you challenging the dismissals.

That is the problem with the laws of this country.

Motsapi: Where is Numsa heading in the light of these recent developments?

Mayekiso: We are reopening the wage negotiations. We however believe that Seifsa is insen-

sitive. They never considered the escalating cost of living, the inflation rate and so on.

The inflation rate is at 17 percent and our 16 percent wage increase demand was even lower. We still believe that our approach was reasonable. So, we have to continue fighting and even use other methods to try and persuade Seifsa to meet our demands.

Motsapi: What are the implications of last week's Supreme Court judgment and what impact does it have on Numsa?

Mayekiso: We were not surprised that the judgment was against us because we believe that the laws of this country are not shaped for the layman on the ground.

They do not benefit the workers because they are prepared by the same people whom the workers are fighting. Our strength depends more on the mass action inside the factories.

But it is interesting to note that the judge and the law was insensitive about the plight the workers are facing financially.

Workers demand peace

ABOUT 4 000 members of the Transport and General Workers Union yesterday took to the streets to demand an immediate end to violence.

Demonstrations and marches were held countrywide. Protesters also handed memorandums to police, traffic departments and regional offices of the Department of Manpower. *Sowetan 2/9/92*

The biggest march was in Johannesburg where members of the TGWU were bussed into the city centre from

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places such as Phalaborwa, Pietersburg, the East and West Rand regions.

Court orders reinstatement of Pact workers

PACT would have to give about R2,5m in back pay to 300 employees fired in 1990 after the Labour Appeal Court in Pretoria found that the dismissals constituted an unfair labour practice and ordered the reinstatement of the workers

The R2,5m represents pay owed to the workers from April last year to the date of this week's hearing

Judge D van Zyl dismissed Pact's appeal against an Industrial Court ruling last September that the dismissals were an unfair labour practice. On September 16 the Industrial Court ordered Pact to reinstate

B/PA 31/9/92
SUSAN RUSSELL (SZ) (215)

the workers with six months' back pay

The workers, members of the Paper, Printing, Wood and Allied Workers' Union, were fired two hours after they went on an illegal strike during their lunch hour on September 25 1990. Pact fired them after they ignored an ultimatum to return to work. A union offer later that afternoon to return to work was rejected.

Van Zyl said he was satisfied the Industrial Court had been entitled to order the reinstatement of the workers.

"It is true that the workers were involved in an illegal strike, but it was of very short duration and the matter could, to my mind, have been resolved amicably without resorting to the drastic action upon which Pact had decided."

□ Pact deputy director Lous Bezuidenhout said last night the dismissed workers would not be reinstated or given back pay. Pact believed there were "good grounds" for taking the matter to the Appeal Court in Bloemfontein. Ppwawu general secretary Siphon Kubheka said he viewed Pact's defiance "very seriously".

Soweto teachers down chalk, empty schools

CT 3/9/92

(152)

JOHANNESBURG — Schools in Soweto were deserted yesterday as thousands of teachers began an indefinite strike less than two months before year-end exams

More than 5 000 teachers gathered at the Funda Centre in Diepkloof yesterday morning to protest against the Department of Education and Training's (DET) alleged victimisation of three of their colleagues.

An emergency meeting, which continued into the night, was held between the South African Democratic Teachers' Union (Sadtu) and the DET yesterday afternoon to try to resolve the situation

The DET was prepared to continue the meeting until consensus was reached, DET director general Dr Bernhard Louw said in a statement released in Pretoria

The Congress of South African Students (Cosas)



DESKLESS . . . Pupils from Khayelitsha attended class in a previously whites-only school in District Six yesterday. There are no desks and teacher Mr Lindile Zoko taught pupils seated on the floor

Picture STEWART COLMAN

yesterday called on Soweto pupils to return to school today despite the strike by the township's teachers

The strike was called on Tuesday by Sadtu to pressure the DET to unconditionally reinstate three Soweto school teachers dismissed ear-

lier this year.

The Soweto Education Co-ordinating Committee said yesterday the strike was a necessary evil as attempts to avoid the action had been frustrated by the DET. The DP yesterday condemned the strike as irresponsible — Own Correspondent, Sapa

news in brief

300 guards on strike (152)

ABOUT 300 striking Springbok Patrols security guards confronted police outside the company's head office in Maraisburg yesterday.

Police spokesman Major Henriette Bester said shots were fired when police arrived at 8.25am. *Sowetan 4/19/92*

The strikers, some armed with shotguns, sjamboks and batons, grouped outside the locked gates, singing and toyi-toying. Police negotiated with the strikers, who agreed to disperse at about 10am

Soweto teachers back at school

JOHANNESBURG — Thousands of Soweto teachers returned to school today following a two-day strike that brought education in the township to a halt.

About 5 000 teachers who gathered at Ipelegeng Centre in Soweto yesterday resolved to abandon the strike when

they accepted an agreement reached between the SA Democratic Teachers' Union (Sadtu) and the Department of Education and Training (DET).

Sadtu Soweto branch general secretary Mr Veli Mnyandu said the DET, after a seven-hour meeting on Wednesday, had agreed to teachers' demands that four of their dismissed colleagues be reinstated, and that a moratorium be placed on the disciplinary procedures facing 127 Soweto teachers.

A DET spokesman said the department had entered into the settlement as an "extraordinary arrangement because of its great concern about the volatile situation in Soweto".

A new, non-racial single system of education would most likely be in place within the next 18 to 24 months, Education and Training Minister Mr Sam de Beer said yesterday.

Speaking at a meeting of the Conference of Ministers of Education, Mr De Beer said that at a time of rapid political changes and progress in education, it was all the more crucial for all education departments to work towards a common goal — Sapa

Police, security guards clash during protest

Crime Reporter

10152

About 300 striking Springbok Patrols security guards confronted policemen outside the company's head office in Maraisburg yesterday

Police spokesman Major Henriette Bester said shots were fired when police arrived at 8 25 am. No one was hurt

The strikers, some armed with shotguns, sjamboks and batons, grouped outside the locked gates

Mick Bartmann, managing director of the Bartmann holding company, said some guards had been intimidated to join the protest

He said the protest followed negotiations with workers who wanted to join the Transport and General Workers' Union.

The union was now demanding the firing of members of the Bartmann company's staff association, he said

First motor strike ballot

ST. Times (Buss) 6/9/92
A STRIKE ballot is being held in the motor industry — for the first time

The industry includes motor component manufacturers, vehicle body repair shops, garages and automotive engineering

The ballot, involving Numsa members, began this week. It comes after a four-week strike in the metal industry and a seven-day walk-out in the auto-assembly sector by Numsa workers

Numsa spokesman Bernie Fanaroff says that in the motor industry the union wants a minimum wage of R4,50 an hour (currently R2,72) and a 25% pay increase for the other workers

The SA Motor Industry Employers Association (Samiea) offers a 12c an hour increase on the minimum wage and 72c for the most skilled

About 65 000 Numsa members will take part in the ballot in this sector. Dr Fanaroff admits it will be a difficult task.

He says, "Not only is it the first time, but the fact that the businesses are scattered all over the country does not make it easy

By ADRIAN HERSCH

"We expect to complete balloting only at the end of the month."

Dr Fanaroff says the pay offer is inadequate because of the high rate of inflation

Samiea spokesman were unavailable for comment. But Samiea head Vic Fourie has said low pay increases are necessary, given the exceptionally depressed state of the industry

No further meetings are scheduled, but Dr Fanaroff says the union is "open to mediation"

Last year the parties settled for increases between 7,5% and 10% after mediation

Numsa members in the metal industry returned to work on Monday after the Supreme Court temporary interdict ruled the strike unlawful

Seifsa estimates the action cost R880-million in lost production and that workers lost wages of R110 million

Numsa demands a 16% pay increase and a retrenchment moratorium. Seifsa offers 8,6% more

Worker's skull is *apress 6/9/92* 'smashed by boss'

By DAN DHLAMINI

AN argument between a worker and his boss, over the two-day stayaway last month, allegedly resulted in the worker's skull being cracked and the State refusing to prosecute the boss.

However, the prosecutor has since resent the docket to the Attorney-General after receiving details of injuries.

Johannes Molelle, 33, of Tumahole, worked for JC Bester at Mimosapark Holiday Resort in Parys.

He said Bester called the entire workforce together on July 29 and told them that he wanted them to sign a contract over the August two-day stayaway.

"I refused to sign the contract which stated that if we did not report for work on August 3 and 4, we would be dismissed.

"He (Bester) became very aggressive. He attacked me and hit me on the head with a piece of iron," said Molelle.

Instead of being taken to hospital, Molelle was driven to the Parys police station where a charge of assault was laid against him.

Molelle said another policeman advised him to also lay a charge against Bester, which he did.

He was surprised when he received a letter from the Department of Justice, explaining that criminal prosecution had been declined.



ASSAULTED ... Johannes Molelle.

Seven strikers wounded in hospital clash

By THEMBA KHUMALO

(152)

TENSIONS over a three-month healthworkers' strike peaked at Hillbrow Hospital in Johannesburg on Friday when security guards shot striking workers trying to enter the premises.

National Education, Health and Allied Workers Union (Nehawu) officials claim the guards intended to kill the strikers, as none were shot in the legs.

Nehawu shopsteward Siphiwe Mabaso, who was one of seven workers wounded, said the trouble started when a delegation of 15 strikers tried to persuade the guards to open the hospital gates or call a senior hospital official to talk with them.

"We asked the guards to let us in, but they became arrogant and threatened to shoot us if we didn't go away."

About 600 striking workers had come to hear the outcome of a meeting between the Transvaal Provincial Administration and Nehawu, Mabaso said.

After police manning the main hospital gate refused the delegation entry, the group went to another entrance, manned by hospital security guards.

Mabaso said the guards suddenly opened fire, wounding several workers in the head. Mabaso was shot in the head and shoulder.

"When I tried to get treatment at the hospital a white policeman chased me off the premises," said Mabaso.

Hillbrow hospital superintendent, Dr Norman Smith, refused to comment about the incident and referred City Press to TPA headquarters in Pretoria, where a spokesman was not available.

■ Meanwhile, Sapa reports that the TPA is to launch an investigation into the shooting at the hospital. TPA director general Andre Cornelissen said: "I urgently appeal to the relevant parties to remain calm. An attitude of confrontation would benefit nobody."

Police spokesman Capt Piet van Deventer confirmed that a shooting involving a security guard and protesters had taken place at the hospital.

Union threatens Chipkin sit-in

BIDAY 8/9/92 (152)

WILSON ZWANE

HUNDREDS of SA Commercial, Catering and Allied Workers' Union (Saccawu) workers have threatened to begin an indefinite sit-in at food merchants Walter A Chipkin in Industria, Johannesburg, as part of a campaign to get dismissed members reinstated

Saccawu said yesterday the workers had embarked on the strike after their demand that human resources manager Bryan Selvan be "excluded" from negotiations between the

union and the company had not been acceded to.

Selvan said Saccawu's threats to occupy his company's premises "are inflammatory, unlawful and in direct breach of an existing interim restraining order issued by the Supreme Court"

The second phase of the reinstatement campaign, to take place in the next few weeks, will be aimed at courts, particularly the Industrial Court

Saccawu said Chipkin dismissed its entire black workforce — about 1 000 workers — in June this year after the workers had been on a week-long strike

Saccawu official Jacky Masuku said the company, a division of Bidcorp, had refused to accede to the demand about Selvan. Saccawu then declared a dispute, prompting Chipkin to ask for appointment of a conciliation board

When the union held a strike ballot, the company dismissed workers

He said it seemed the dismissals were "retrenchments in disguise".

Selvan said Saccawu's statements were misleading, inaccurate and "appear to be designed to heighten tensions between all parties involved"

He said the workers were dismissed after they had ignored repeated requests to return to work, and after the company had unsuccessfully offered workers a grievance procedure.

Hearings were pending

Masuku said the union had lost faith in the "biased" judicial system.

Workers plan to occupy premises

152
Sowetan 8/9/92

■ Wages deadlock bosses fired 1 000:

By Ike Motsapi

OVER 1 000 dismissed workers at Walter H Chipkins in Johannesburg were due to occupy the premises of the company and its subsidiary yesterday to demand that they be re-instated

This decision was announced at a press conference held at the Johannesburg offices of the South African Commercial Catering and Allied Workers Union (Saccawu)

The targeted company is in Industria and its subsidiary, Patleys, is in Fordsburg

The dismissed workers are all members of Saccawu.

Saccawu has also enlisted the help of other affiliates of the Congress of South African Trade Unions to help it with its mass action campaign against Fred Smollan Company where its more than 100 members have been on strike since August 21

Wage increase

Workers at Fred Smollan demand a wage increase of R160 a month and a guaranteed 40-hour week for all employees.

Management has instead offered to cut wages and working hours by a third from 45 hours to 30 hours a week

Yesterday, Ms Suzanna Harvey of Saccawu's legal unit said the union decided to embark on this action because "the bosses in collaboration with the Industrial and Supreme Courts" were insensitive to the plight of workers

Harvey said the 1 000 members of Saccawu were dismissed at Walter H Chipkins and Patleys on June 15 this year after a wage deadlock with the company

Abuse workers

Harvey added "The company then dismissed our members under the pretext of retrenchments. Bosses are allowed by the courts to abuse workers and go free

"The recent Supreme Court ruling against the National Union of Metalworkers of South Africa versus the Steel Engineering Industries Federation of South Africa has set a precedent that is going to make it difficult for workers to fight for their rights.

"We ask ourselves why the Labour Relations Act was instituted when courts have the powers to overturn it," Harvey said

Workers hurt in clash at bacon factory

By Charmeela Bhagawat
Crime Staff

Three Escort Bacon factory workers in Heidelberg, Transvaal, were injured and one youth was killed in the nearby Ratanda township yesterday

The youth was killed by unidentified men after permanent and casual labourers clashed at the Escort factory

Peace Action co-ordinator Venetia Govender said casual labourers taken on during the strike, and then dismissed when it ended, refused to allow returning Food and Allied Workers' Union (Fawu) members into the factory

Peace Action was monitoring the return of about 260 striking Fawu members to Escort

(152) ~~STAV~~ 8/9/92
The casual labourers were dismissed on Friday after the month-long wage dispute between Fawu and Escort was settled. Miss Govender said the returning workers had to be moved to the Thusong Civic Centre to avert a clash between them and armed casual workers who had gathered at the factory gates

Attacked

However, Fawu members who managed to enter the factory were attacked by non-Fawu workers who had not taken part in the strike

Escort assistant general manager Paul Watmaugh said one Fawu member was injured when he was "hit over the head

with something", but workers were immediately disarmed

Fawu organiser Sakkie Kekana said three Fawu members were injured. One was seriously injured and taken to the Heidelberg Hospital with stab wounds

Fawu and the company then decided to send the Fawu members home until it was safe for them to return, he said

According to Peace Action, the casual workers who returned to Ratanda hostel at about 7.30 am attacked Ratanda residents, and local schoolchildren said they saw the group kill a youth near the hostel

Warrant Officer Andy Pieke said police found the body of an unidentified man near the hostel at about 8 am with a bullet wound in the head

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NEWS Cosatu in bid to settle hospital crisis ● Three

Vital talks for Cosatu

Trade union federation to decide on programme to solve the hospitals strike

By Ike Motsapi

Sowetan 10/9/92

THE Congress of South African Trade Unions (Cosatu) is to hold a three-day national campaign conference starting Saturday to finalise its programme to resolve the hospitals strike crisis. Also on the agenda is

- Pay As You Earn campaign
- The National Education Health

and Allied Workers' Union strike

- Labour legislation in Bophuthatswana and other homelands and;
- Drought, food prices and the rights of farm workers

The Cosatu executive also supported efforts of people of the Border region and all other regions in their attempts to force the government to allow a climate of free political activity in the homelands

The trade union federation supported the ANC's refusal to resume talks with the Government and reaffirmed its commitment to negotiations

Cosatu will be conducting its own investigations to bring private prosecution against those implicated in death squad activities but still is to make a decision whether to take part in the restructuring of the National Manpower Commission

metro

New bid to end hospital strike

Medical Reporter

Allegations of intimidation and violence related to the protracted hospital strike will be discussed soon when union and TPA representatives meet in an effort to break the deadlock

Representatives of the TPA, the National Education, Health and Allied Workers' Union (Nehawu) and Cosatu plan to meet under the chairmanship of the Wits-Vaal Regional Dispute Resolution Committee in an effort to end

the three-month-old strike. Negotiations, believed to be in a "delicate stage", have ground to a halt but could resume later this week.

Nehawu spokesman Neal Thobeyane said the union was waiting for mediator Andre Lambrecht to set the date.

The TPA did not comment yesterday, in line with an agreement that no public statements would be made.

Six people were arrested outside Baragwanath Hospital in Soweto yesterday when they allegedly ignored police warnings to disperse.

Police said a group of about 50 people blocked the main entrance to the hospital at 10.45 am and refused people entry.

Those arrested were given the option to pay admission-of-guilt fines of R200 on charges of staging an illegal demonstration. They have until October 9 to pay.

Nurses at Baragwanath Hospital plan to march tomorrow to the Union Buildings where they will hand over a letter of appeal regarding the situation at the hospital. They are due to meet President de Klerk at 11 am.

At the weekend two Soweto clinics — Motolo and Diepkloof — were damaged in arson attacks. A third, Zola, was damaged on Monday.

The TPA said the attacks indicated that hostile individuals or organisations were targeting TPA clinics even though the TPA was trying to resolve the hospital dispute.

The TPA appealed to the community to protect health services and centres from people intent on destroying them and "demoralising the community".

Responding to allegations

that union members could have been involved in violence, Mr Thobeyane said union policy clearly stated that members must be passive and peaceful.

Two nurses at Tembisa Hospital were pulled out of a taxi and stoned by a group of men at Makolung Section in the township on Tuesday night, reports The Star's East Rand Bureau. The nurses, who were on their way home, received treatment at the hospital. Police linked the attack to intimidation by staff who had been dismissed from Tembisa Hospital recently.

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The giants prepare for battle

ANGLO AMERICAN is to become the target of a National Union of Metalworkers Union-led campaign aimed at forcing it to change its alleged strategy of trying to "smash" unions during disputes.

This campaign — which Numsa will propose at the Congress of South African Trade Unions' campaigns conference this weekend — follows the recent industry strike in the steel and engineering sectors, in which several thousand strikers were dismissed

by Anglo subsidiaries. It will supplement Numsa's push to have the Labour Relations Act's provisions on balloting and legal strikes scrapped and a court battle later this year to overturn a supreme court interim finding that the strike was illegal.

Numsa also insists it is still in dispute with the Steel and Engineering Industries Federation of South Africa (Sefisa) and has re-opened negotiations with the employer body. At a bargaining meeting this week, employers

LABOUR BRIEFS

Cosatu queries on NMC

AFTER reportedly welcoming the restructured National Manpower Commission two weeks ago, the Congress of South African Trade Unions is to meet Manpower Minister Leon Wessels about aspects of the body.

Cosatu wants to seek clarity on the role and voting status of "experts" on the commission. Only thereafter will it decide on whether to rejoin the body, it pulled out of last year.

Workers threaten sit-in

DISMISSED Walter Chipkin workers have threatened to stage an indefinite sit-in on the food merchant company's premises to press management to re-instate them.

The 1 000-strong work-force was dismissed in June after going on strike demanding that the human resources manager should not take part in the negotiations with the union.

Anglo's liberal stance goes no further than its pocket, claims Numsa. The country's biggest union is set to take on the country's biggest corporation, reports

MONDLI MAKHANYA

raised their pay offer to 9,1 percent, while the unions party to the industrial council dropped their demand to 12 percent.

Numsa claims that Anglo was behind Sefisa's hard-line approach in this year's negotiations and that the decision to attack the strike in court emanated from Anglo.

Anglo spokesman Glen Finnegan dismissed the claims, saying the response of subsidiaries varied depending on how the strike and trading conditions affected them.

"Against the background of a severe national economic downturn and soaring unemployment, the companies which dismissed striking workers

because their business operations were damaged did so only as a last resort," contends Finnegan.

On the dismissals, the union suggested Anglo had used the same strategy as in the 1987 National Union of Mineworkers' (NUM) strike, when 50 000 miners were dismissed — most at Anglo mines.

Characterising Anglo's attitude as "workers have the right to strike and Anglo has the right to dismiss", Numsa's Les Kettle said "Anglo claims to be a major protagonist of liberal and democratic values. Yet since the 1987 NUM strike it has shown that its support for the right to strike goes no further than its pocket."

Other Cosatu affiliates are likely to sympathise with Numsa's campaign proposal. The NUM is currently locked in a wage dispute with the Anglo associate company De Beers, which recently de-recognised the union. Several other Anglo subsidiaries — including Amcoal — have given warnings to workers who missed work during the August national stayaway.



LABOUR

By MONDLI MAKHANYA
INDUSTRY-WIDE strike action is looming in the retail and catering sectors, following the declaration of a dispute over the vexed issue of central bargaining

The South African Commercial, Catering and Allied Workers' Union (Saccawu) has summoned employers to a "national industry forum" next Tuesday to discuss a range of issues — chief among them, central bargaining and the development of industrial council structures.

This week, the union declared disputes with all employers in the sectors it organises. On the two previous occasions Saccawu called a similar industry pow-wow, there was a poor employer turnout. Those who did

POW-WOW — **or blow out**
W/Week 11/9 - 17/9/92
attend made it clear they were not keen on the idea of a central negotiating forum

But this time Saccawu has taken a significantly harsher approach to non-attendance. It says it will be treated as a rejection of the forum and employers will face industrial action

In the forum, the union wants more than wages and minimum conditions discussed. Also on its agenda are spiralling food prices, widespread retrenchments in the past two years as a consequence of company rationalisation, and growing casualisation, subcontracting and "flexible" working hours

or blow out
The establishment of a national industry training board should also be subject to negotiation, says Saccawu

General secretary Papi Kgantare says most employers cite the fiercely competitive nature of the industry as the reason why they cannot all negotiate in one forum.

Fedhasa executive director Peter Hearfield — speaking in his personal capacity — gives other reasons: "While there may be beneficial aspects to an industry forum, it is difficult for the industry to go that route. Most employers tend to be small entrepreneurs who like to make their own decisions rather than having an

employer body do so for them. You also cannot expect the small hotelier in the Drakensberg to pay the same rates as a big hotel in central Johannesburg."

Employers who refused to attend previous Saccawu-organised summits also had reservations about the agenda, says Catering, Restaurant and Tea-room Association director Frank Suabeck.

"It seemed the agenda was a forum for rhetoric. It was nowhere near specific enough," he complained.

Some big retail chains have attended past meetings, but prefer to keep their own industrial relations approach. Without their participation, the forum will be stillborn.

C

THE death of six people in strike-related violence in Heidelberg has been ascribed to a company's decision to recruit Inkatha-supporting strikebreakers from Thokoza Hostel.

The violence — which followed the eruption of a pay dispute at the Eskort Bacon factory in July — has prompted the intervention of the Goldstone Commission, which this week met representatives of management, the Food and Allied Workers' Union (Fawu) and the Inkatha-aligned United Workers Union (Uwusa).

This is the latest outbreak in the worsening conflict between Uwusa and Congress of South African Trade Unions affiliates on the Reef. At the Langeberg Ko-op in Boksburg, 17 workers have died in inter-union strife since late last year. According to Fawu branch organiser Saki Kekana, the Eskort trouble started on July 24 when the "company fetched 'scabs' from

Six die in conflict over

Inkatha strikebreakers

11/9 - 17/9/92.

The latest outbreak of inter-union strife on

the Reef has prompted the

intervention of the Goldstone Commission.

By BAFANA KHUMALO

Thokoza Hostel" after Fawu members had gone on strike

The casual workers, said Kekana, evicted Fawu members from their hostel in the nearby township of Ratanda, forcing them to flee to a

squatter camp. Three people were killed when the camp was attacked.

At the funeral of the victims, more violence flared up, resulting in the deaths of three mourners, including Fawu shop steward Andries Moloi. "Inkatha members came to the funeral and shot randomly," alleged Kekana.

Repeated attempts to contact Uwusa for comment this week failed. A receptionist at the Uwusa offices in Johannesburg said the two union spokesmen were tied up in a meeting on the Eskort conflict.

The resolution of the strike had given the conflict a new twist, Kekana said, as the strikebreakers had now been discharged to make way for the original workforce. "The 'scabs' are not prepared to leave the company," he said

On Monday, Fawu members preparing to resume work were barred from entering the factory by strikebreakers, who were escorted back to Ratanda by police and officials from Peace Action, a violence-monitoring group. Later, violence flared up inside the factory and all the workers went home.

A statement by Peace Action said that while the workers were entering the factory, "Peace Action and Fawu representatives saw an assortment of weapons lying in the security office on the factory premises", adding that this was contrary to company policy

Eskort assistant manager Paul Wainmough confirmed the workers had been attacked by Uwusa members, but said these were company employees who had not gone on strike, not casual workers

As the returning workers were going towards their change rooms, he said, they sung and chanted derogatory slogans about the non-strikers, who had attacked them "in a flash".

"We tried everything in our power to contain the situation and called in the police," Wainmough said

● A Peace Action spokesman reported on Thursday that about 2 000 Ratanda community members had assembled to march on the hostel in Ratanda, in apparent retaliation for an attack on three homes belonging to Fawu strikers on Wednesday evening.

Govt hard line 'escalated strike'

STATE intransigence and deficient bargaining mechanisms had turned the hospital strike, hinging on a relatively minor dispute, into a traumatic all-or-nothing showdown, says a South African Labour Bulletin editorial.

Writing in the latest edition of the SALB, guest editor Jeremy Baskin said remarkably modest demands by workers had been met by an intransigent administration which had learned nothing from the 1987 railway strike. Central to the strike were the

state's refusal to enter into meaningful wage talks, no strike rights for hospital employees and, linked to this, no fair channels for workers to resolve problems

The workers' demands were remarkably modest. "They want a minimum wage of little over R700 a month. And they want to be recognised as permanent employees and not temporary workers, as most still are, notwithstanding years, and even decades, of service.

"Only the most hard-hearted

can begrudge them this."

● In Johannesburg yesterday, about 250 National Education, Health and Allied Workers' Union (Nehawu) members marched on the TPA regional offices.

This was despite an agreement between the two parties not to take provocative action

A Nehawu official claimed discussions surrounding the reinstatement of the sacked hospital workers had deadlocked, thus nullifying the agreement. — Sapa

(48) (152) ET 12/9/92

By ADRIAN HERSCH

Public servants to get right to strike

S/Times (B455) 13/9/92 (152)

PUBLIC servants will soon be allowed to strike.

If employees comply with certain procedures the action will be lawful — and nobody can be dismissed within 30 days after the start of the strike.

But workers falling under the definition of "essential services" will not have the right to strike and their disputes will go to compulsory arbitration.

The new draft of the Public Service Labour Relations Bill, which may be enacted in October, rules out strike action in several areas, including hospitals explicitly.

Cabinet

Anton Louwrens, of the Public Servants Association and who acted as convenor, says the draft has been sent to the Cabinet. It will then go to a parliamentary select committee.

Mr Louwrens says "There is a 51% chance of enactment this October. If not in that session, early next year."

The Bill provides for a public-service bargaining council. Employees will have access to the Industrial Court and Labour Appeal Court.

Those deemed to be in essential services include employees in fire-fighting; water, power and sanitation; control of air traffic; nursing, medical and emergency health, key-point computer

services; the management echelon, and the SA Defence Force and SA Police.

But the proposed legislation also says those "directly involved in support services essential to the functioning of these groups" are also essential service workers. That means that laundry workers at hospitals are included.

The Bill was drawn up after agreement by the Commission for Administration (CFA) and 10 staff associations and trade unions on most points.

The Health Workers Union (HWU), which was involved in hospital strikes in the Western Cape, objected to the "support services personnel" clause.

But the other nine unions and the CFA supported it, saying laundry workers at organisations such as hospitals are essential.

The CFA backs up its argument by saying the International Labour Organisation

(ILO) has considered the hospital sector to be an essential service.

The proposed legislation allows for the Industrial Court to rule on disputes about whether employees fall under essential services.

Those not in essential services can strike lawfully if they follow procedures similar to those that private-sector employees have to adopt under the Labour Relations Act.

Objected

But in a major difference the public-service legislation provides for protection from dismissal for 30 days after the start of a strike.

It is subject to a proviso — that the strike be conducted in a "reasonable manner."

Five unions objected to this, saying it gives the employer too broad discretion. The CFA and the other five unions disagreed, saying the interpretation could be

ruled on by the Industrial Court.

Criminal sanctions are set out for unlawful strikes, but all trade unions are not in favour of it.

Mr Louwrens says the National Education, Health and Allied Workers Union (Nehawu) did not attend the last meeting of the forum drafting committee, but the HWU did.

Mr Louwrens says Nehawu's absence is not necessarily a rejection of the legislation because the union said its attendance depended on the resolution of the hospital strike.

Nehawu officials were unavailable for comment.

CFA spokesman Corrie Smit says the 10 unions (which exclude Nehawu) represent about 93% of the unionised employees and about 60% of all workers.

"They are therefore in all respects representative of Public Service Act personnel," he says.

COMPANY ROUND-UP

Company	Turnover	Profit before tax	Earnings per share	Dividend per share

the nation in brief

Plan to end strike crisis

THE Congress of South African Trade Unions has devised a strategic plan aimed at forcing the authorities to resolve the hospital strike crisis (S2)

Cosatu is to release the details of the programme of action to-day after a three-day conference in Johannesburg at the weekend.

Cosatu official Mr Zwelibanzi Vavhi said some of the proposed action will be for the public to telephone the hospitals where workers were dismissed to demand that they be reinstated. He said talks between Transvaal Provincial Administration and Cosatu Hospitals Strike Action Committee broke after no agreement was reached

Sowetan 14/9/92

Anger over crackdown

■ Big stayaway looms in Vosloorus today: (152) (1/27/92)

By Mzimasi Ngudle

THOUSANDS of Vosloorus residents are expected to take part in a one-day work stayaway today in protest against a crackdown by the local council on rent defaulters. *Sowetan 14/9/92*

Last week, court officials accompanied by a contingent of police allegedly broke into houses and confiscated property belonging to residents who have not been paying for services

The seizure of property, following the nationwide rent boycott in the townships, started on Monday last week after the council obtained attachment orders against residents in arrears

A spokesman for the Vosloorus Civic Association yesterday said residents resolved to guard their homes today in anticipation of another raid by officials. He said residents would march on the council offices to demand confiscated property be returned.

"Residents will demand an end to the action and that all councillors resign immediately. People will fill houses threatened with confiscation and make it impossible for these guys to take property."

Boksburg deputy sheriff Mr Frikkie Cloete confirmed the council obtained about 15 attachment orders - 12 orders have been executed.

Govt to outlaw strikes by some public servants

DURBAN Public servants rendering important services would not be allowed to strike in future, Administration Minister Org Marais said yesterday

He said this was one of the most significant clauses in the Public Service Labour Relations Bill, on which broad consensus had been reached, Sapa reports

Opening the biennial congress of the Public Service Association, Marais said the Bill would be tabled in Parliament next month

The Bill determines that labour differences in the public sector be settled by arbitration

It states that officials, except those representing the public service as an employer, should have the right to join a trade union or association of choice

CHARLIE PRETZLIK

reports that Cosatu spokesman Neil Coleman rejected the Bill yesterday

"The concept of important services is very vague and we oppose this attempt to deprive workers of their rights on this basis"

National Education, Health and Allied Workers' Union vice-president Vusi Nhlapo said Marais' statement undermined current negotiations between the Union and the TPA

GERALD REILLY reports that Marais said it was universally accepted that workers should have the right to withhold their labour, but this right could not be exercised to the detriment of communities.

SA faced huge challenges in the constitutional field and needed a stable public service, he said

Hospital strikers resort to begging

STAR 16/9/92

By Thabo Leshilo
Labour Reporter

Dismissed Baragwanath Hospital strikers — who have been without income for 15 weeks — have resorted to begging

Cash-strapped National Education, Health and Allied Workers' Union members armed with collection cans now stand at intersections in the Old Potchefstroom Road, opposite the hospital, asking motorists for money

The strikers said yesterday that money collected was spent mainly on trans-

port to attend the daily pickets outside the hospital.

The proceeds hardly suffice to pay for meals

More than 600 general assistants were fired at Baragwanath in July

Already, attendance at the daily demonstrations has dwindled.

Nehawu assistant general-secretary Neal Thobejane said the union had no resources to support strikers.

The strike relief fund could barely cover shop stewards' transport costs to attend meetings.

However, about 50 demonstrators found outside the hospital remained hopeful they would return to work.

"Vacancies in the hospitals have not been filled," one of them said

Another behind-the-scenes meeting aimed at resolving the dispute over pay and having the fired 7 000 Transvaal hospital workers reinstated was held between Nehawu, the Congress of SA Trade Unions, the TPA and the Wits/Vaal Regional Dispute Resolution Committee on Monday.

Sappi strike ballot on hold

3/07/92
11/91/92
DIRK HARTFORD

MOVES to ballot 6 000 union members at Sappi for a national strike have been put on hold after the company requested a new meeting with the Paper, Print and Allied Workers Union (Ppwawu) (152) (151)

A Sappi spokesman confirmed there would be a meeting with the union but said the company did not want to discuss the dispute in the media (151)

Ppwawu national organiser Dixon Motha said the union had declared two disputes with Sappi Workers would be balloted separately on the issues of retrenchments and provident fund contributions 17/9/92

Ppwawu wants 2 000 workers who were retrenched earlier this year reinstated, and a year-long moratorium on further retrenchments. It also wants Sappi to pay 9,5% into its provident fund as opposed to Sappi's 9% offer.

The union has 6 000 members in Sappi out of a total workforce of about 19 000

Bisho's mourners plan huge stayaway

BIDM 18/9/92

(152) ~~18/9/92~~
Business Day Reporters

HUNDREDS of thousands of workers are expected to stay away from work in the eastern Cape and Border regions today as preparations for the funeral of 28 ANC supporters killed in Bisho last week got under way.

And in a security clampdown, government yesterday declared five more unrest areas in the eastern Cape, bringing to 10 the number of unrest areas declared in the region in the past month.

Scores of SA Police and soldiers took up positions on both sides of the Ciskei border yesterday as the ANC began its two days of mourning. Fifteen of the 29 victims — 28 ANC supporters and one Ciskei soldier — are scheduled to be buried in the King William's Town cemetery at 10am today.

The funeral will be attended by World Council of Churches secretary-general Emilio Castro, UN monitors and Border-Ciskei regional dispute resolution committee members.

UN special representative Virenda Dayal, who will also attend the funeral, met Foreign Minister Pik Botha in Pretoria yesterday. After the talks, Botha said Dayal would act as catalyst in the process to eradicate violence.

Sapa reports that the five districts declared unrest areas in a special Government Gazette published yesterday are Cradock, Fort Beaufort, Grahamstown, Port Elizabeth and Uitenhage, all of which are on the western side of Ciskei.

On September 5, just prior to the Bisho massacre, King William's Town, Cathcart, Queenstown, Stutterheim and East London, all on the eastern side of Ciskei, were proclaimed unrest areas.

The ANC yesterday slammed the latest move, saying it was insensitive.

"Law and Order Minister Hernus Kriel has taken these steps despite the fact that, in the days following the tragic massacre in Bisho, tens of thousands of people par-

ticipated in peaceful and disciplined marches, rallies and vigils without incident," the organisation said in a statement.

LINDA ENSOR reports that Cape Town Chamber of Commerce yesterday appealed to its members to consider sympathetically requests by workers for time off to attend commemoration meetings.

Meanwhile, Sapa reports from Sebokeng in the southern Transvaal that Bavumile Vilakazi, deputy secretary general of the ANC's PWV region and a former Delmas treason trialist, was seriously wounded when gunmen armed with AK-47s shot him outside a hardware shop in the township.

Vilakazi was in the Sebokeng Hospital and police were investigating, police spokesman Capt van Burger Rooyen said. At least five people, one of them a policeman, died violently in unrest-related incidents on Wednesday.

A police report issued yesterday said the bodies of four men were found by police at the Mandela Park squatter camp in Kattlöhong. They had been shot.

At Tembisa, Kempton Park, a number of shots were fired by unidentified gunmen at a police vehicle, killing a policeman and seriously wounding another.

The names of those killed have not yet been released.

SA Institute of Race Relations executive director John Kane-Berman told the Pietersburg Chamber of Commerce yesterday that one of the main reasons for violence in SA was the ANC's strategy to make the country ungovernable, Sapa reports.

Kane-Berman was reported by SABC radio news as saying '80s ANC strategy for a people's war focused on government but it was also a declaration of war against sections of the black community and that this had provoked a backlash.

ANC may raise excise duties

(24) ~~18/9/92~~ (152) ~~18/9/92~~
LINDA ENSOR

CAPE TOWN — The ANC health department was researching the possibility of increasing the excise duties on tobacco and alcohol products as a way of funding its strategy to provide health for all, ANC health department economist Di McIntyre said at a forum on the organisation's health policy yesterday.

McIntyre is the co-ordinator of the sub-commission on the future of health financing policy. BIDM 18/9/92

She said that the use and abuse of tobacco and alcohol placed a big burden on the health system yet SA's excise of 30% was very low compared, for example, with the UK's 75%. A higher excise would enable government to inject funds into building up the primary health care system.

The heavy demands placed on a future government made it unlikely that more than the present 11% of GNP would be allocated for health services. This meant other sources of income would have to be found.

Another form of financing being debated was a national health insurance system which would require employed workers in the formal sector to contribute to a health fund for basic health services. McIntyre

said research was necessary to determine what funds would be required to provide a national health system and how much could be raised by an insurance scheme.

Also, McIntyre said, the more efficient use of existing resources and the elimination of waste, fragmentation and duplication would be an additional source of funds.

The predominance of the private health sector, especially its ability to draw the best health personnel into its ranks, would have to be addressed by creating the conditions and career structures to encourage people to return to the public sector.

ANC health department head Cheryl Carolus told the forum 58% of SA's doctors were in private practice and the private sector was allocated a disproportionate share of the health budget.

The privatisation of health care, she said had led to an emphasis on the private sector and thus to an overemphasis on curative medicine. There was a need to strengthen the public health sector and to refocus it towards primary health care and preventive medicine.

W/mail 18/9-24/9/92

LABOUR BRIEFS

152

Sappi using 'technicalities' in strike

■TRADE union fears are mounting of a concerted employer strategy to fight strikes by exploiting legal technicalities. In the wake of metal employers' successful court challenge to the engineering strike ballot — on grounds of balloting irregularities — the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) has complained of similar tactics by Sappi.

Ppwawu claims employers have responded to invitations to observe its strike ballot by saying ballots will not be allowed at individual plants because the dispute is between the union and the parent company.

Ppwawu national organiser Dickson Mofha said: "It was obviously co-ordinated. We suspect they may be using technicalities to sabotage the ballot."

Sappi and Ppwawu are in dispute over the union's demand for a retrenchment moratorium following the sacking of 2 000 workers in April, and negotiations over any further restructuring. Ppwawu is also demanding the transfer of money from the company's pension fund to the union's provident fund, as well as an increase in the company contribution to 9.5 percent. Sappi has offered nine percent.

According to the union, Sappi itself has also questioned the dispute, saying that the union has referred to the company as Sappi Limited instead of Sappi International, as it is registered with the Department of Manpower.

Sappi was approached for comment, but had not reacted at the time of writing.

Union shop stewards jailed for murders

STAR 19/1/92

SUSAN SMÜTS

152

FIVE National Union of Metalworkers (Numsa) shop stewards and a hired killer were given yesterday effective jail sentences of between 12 and 28 years each for murdering and attempting to murder "scab" workers during an illegal strike at Haggie Rand in 1989.

The attacks were aimed at workers whose only crime was to try to eke out an existence, said Mr Justice B R du Plessis in the Rand Supreme Court. "Killing people who disagree with your beliefs is anti-social and anti-democratic in the extreme. It must be stamped out."

Although the State had called for the death penalty for each of the accused, the judge found they were all first offenders who could be reformed.

"You have seen the mothers of the victims who died in your attacks. You heard them telling how the death of their loved ones had affected them. Each of you are capable of being useful members of society. Some have undoubted leadership qualities."

Richard Ngobeni (40) of Soweto was chairman of the shop stewards' committee until the 1989 strike. He was given a total of 149 years in jail (effec-

tively, 25 years) for four murders, eight attempted murders, and attempted arson and illegal possession of arms and ammunition.

Hit man Joseph Mdumiseni Bhengu (26) was sentenced to a total of 91 years, six months (effectively, 27 years) for two murders, four attempted murders, and illegal possession of firearms and ammunition.

Malan Khumalo (44) was sentenced to a total of 197 years, six months (effectively, 28 years) for five murders, nine attempted murders, arson and illegal possession of arms and ammunition.

Malvert Ngubane (42) was sentenced to a total of 83 years, six months (effectively, 22 years) for one murder, seven attempted murders, and arson and illegal possession of arms and ammunition.

Jeffrey Sipho Mtshali (36) was sentenced to a total of 22 years (effectively, 12 years) for one murder and one attempted murder.

Samuel Kgoshiekologo Malepo (40) was given a total of 32 years (effectively, 12 years) for one murder and two attempted murders.

Health workers under attack

By SOPHIE TENMA

ATTACKS on nurses and health workers by faceless perpetrators of violence were slammed this week by Transvaal administrator Danie Hough.

Violence associated with the strike by hospital workers took an ugly turn last week when five Soweto clinics were attacked in the wake of the ongoing strike.

Natalspruit nursing sister Margaret Mabaso, and her two children, died after their home was attacked by thugs wielding AK-47 rifles. On the same day a worker was killed outside the hospital grounds.

Family spokesman Evon Mathare said Mabaso and her 14-year-old daughter Matshidiso died instantly, while her second daughter

Nomthandazo, 11, died later at the Natalspruit Hospital.

The only surviving member of the family is Mabaso's youngest daughter, six-year-old Mballi, who was shot in the throat and later admitted to Baragwanath Hospital in a serious condition.

In Atteridgeville, near Pretoria, the homes of clerks from Kalafong and HF Verwoerd hospitals were petrol-bombed.

Sydney Ntse and his wife Charlotte were seriously burnt and their home extensively damaged after unknown persons hurled petrol bombs while they were asleep.

Several homes belonging to hospital workers in Soweto and other areas were torched and a number of matrons and nurses assaulted on their way to or from work.

Since September 5, four clinics

have been damaged in the Soweto area.

Expressing shock and dismay at the intimidation of hospital staff and the damage of their property, Hough said: "As recently as September 14, the TPA, Nehawu and Cosatu in a joint statement called upon all to refrain from doing anything that would contribute to the intensifying of conflict and the undermining of negotiations.

"Despite the statement, new incidents of violence are still being reported.

"The TPA assumes that the parties concerned are not directly responsible for the incidents, since they have already committed themselves to defusing the conflict.

"I therefore find it totally unacceptable that this tendency persists."



VICTIM . . . A health worker reveals her wounds after being assaulted by unidentified assailants.



The new grandstand on the southern end of the Wanderers cricket ground will be ready by the time the first game takes place next month. The stand holds more than 11 000 people.

Picture: BRIAN HENDLER

Union fears hostel work

TIM COHEN

PRETORIA — A long-standing and escalating dispute between township councils and municipal workers is still preventing the provision of services to Reef hostels.

Regional representative of the SA Municipal Workers' Union Reginald Dubanzana said at the weekend that union members were refusing to provide services to some hostels because they feared for their safety.

More than 300 union members were fired recently because they refused to provide services at the Dobsonville Hostel following the deaths of a number of union members, allegedly at the hands of hostel residents, he said.

Workers then refused to report for work at municipal premises which are attached to the hostel, where residents are mainly Inkatha supporters. The union regarded the action of the Dobsonville councils as an unfair labour practices and legal action was being considered.

Although the Dobsonville hostel was the current flashpoint, union members are also loath to provide services to the hostel controlled by the Diepmeadow council.

This dispute arose last year, after municipal workers had refused to supply services because they feared for their safety. Services provided by municipal workers include plumbing and refuse removal, he said.

Flood warning plan probed

ADRIAN HADLAND

WITH more than 60 000 people in SA living on flood plains, the Department of Water Affairs is investigating the establishment of a flood advisory service for local authorities, says a department statement.

Hydrological and meteorological information provided by the service would enable local authorities to issue warnings earlier and with greater certainty, the statement said.

Of these people living on flood plains, a Water Affairs spokesman said "Due to ignorance they are in danger of losing their lives and possessions if the rivers should overflow."

Numsa men and assassin jailed

SUSAN RUSSELL

THE Rand Supreme Court on Friday jailed five National Union Of Metalworkers (Numsa) members and a hired assassin following the murder of five non-strikers at Haggie Rand between 1989 and 1990.

All six were convicted on various counts of murder, attempted murder and arson, and received effective sentences ranging from 12 to 28 years' imprisonment.

The five Numsa members, two of whom were shop stewards, were all fired in October 1989 for taking part in an illegal strike.

Richard Ngobeni, 40, Jeffrey Msthal, 36, Malvert Ngubane, 42, Malan Khumalo, 45, and Samuel Malepo, 41, were also members of

a "Committee of 10" formed among strikers and which began a violent intimidation campaign aimed at forcing non-strikers to stop work.

The sixth man, Joseph Bhengu, 27, was hired to kill non-strikers during the industrial dispute.

All six pleaded not guilty to murdering five people and attempting to murder nine others during the intimidation campaign between October 1989 and May 1990. They also pleaded not guilty to two counts of arson and illegal possession of a firearm.

The State last week called for the death sentence.

Judge R du Plessis, sitting with

two assessors, found that despite the seriousness of the crimes, mitigating circumstances existed which did not make it imperative to impose the death sentence on any of them, and that they could all be rehabilitated.

All six were first offenders and, with the exception of Bhengu, had acted out of character by participating in the crimes.

He also accepted that against the background of the strike and what they regarded as unfair dismissals, the five Numsa members had been influenced by strong emotional factors. An aggravating factor was that the attacks on non-strikers had been premeditated and committed over a long period of time.

Another aggravating factor was that the crimes were "aimed at innocent workers whose only sin were to exercise their democratic right to eke out an existence", the judge said.

"You have all had occasion to hear and see the widows and mothers of those victims who died in your attacks. You have heard them telling this court how the deaths of their loved ones has affected them

"Each of you is capable of being a useful member of society. Some of you have undoubtedly leadership qualities. The time that each of you is to spend in prison will not be easy. I trust you will ensure you make the best of that time," the judge said.

**Intimidation:
Four appear**

Staff Reporter

CT 22/1/92

FOUR Nehawu members appeared in the Wynberg Magistrate's Court yesterday in connection with alleged intimidation during the hospital workers' strike. Mr Andrew Abrahams, 28, of Athlone, Mr Eugene Avontuur, 27, of Manenberg, Mr Peter Hartnick, 25, of Portlands and Ms Maureen Davids, 25, of Lentegeur, were not asked to plead

NEWS Victim dies of burn wounds after bomb attack • Baby killed in axe attack

Man butchers baby with axe

Police looking for alleged lover after seven-month-old child bleeds to death in arms of helpless mother:

By Lulama Luti

A SEVEN-month-old baby boy bled to death in the arms of his helpless mother after he was allegedly hacked with an axe by a man said to be her lover in Kagiso near Krugersdorp at the weekend

A desperate Miss Nthabiseng Mawela, who was severely injured during the attack, got into a taxi to take the baby to hospital but the child died in her arms before they could reach it

Speaking from her bed at Leratong Hospital, Mawela (22) told of how a man had attacked her and the baby after he had had an argument with a friend

"I was sitting on a chair feeding the child when the door was suddenly flung open. The man, who was wielding an axe, then started chopping the child

"I tried to protect the child but I was also hacked," she said

She went on "I managed to escape from the room with the baby but the man came after us. The baby, Pogiso, was already covered in blood. He had been hit behind the right ear

"The man continued to attack us with the axe. I later fell to the ground and the man left us for dead," she said

When neighbours came to their rescue the man ran away. She was then rushed to hospital

Nthabiseng said she did not know the reason for the attack because she had had no quarrel with the man

West Rand police liaison officer Major Henrietta Besler confirmed the incident and said police were looking for the man, who had been identified as a hostel dweller.

Hospital clerk dies after petrol attack

Sowetan 22/9/92
By Josias Charle

A PETROL bomb attack victim, Mrs Charlotte Ntse (39) of Atteridgeville, died at Kalafong Hospital at the weekend

She received serious burn wounds a week ago when her house was petrol-bombed. Her husband, Mr Sydney Ntse (43), who was also injured in the attack, has been transferred from Kalafong to a private clinic in Pretoria. He has been reported to be in a stable and fair condition

Kalafong Hospital public relations officer Mrs Berdene Schoeman said Mrs Ntse died of her wounds at 10am on Saturday

She was a clerk at the hospital and the attack on her home has been linked to the

STRIKE RELATED 12 people have so

far died since health strike began:

ongoing hospital strike. Her husband is a factory worker at Babelo

Minutes before their house was bombed, their neighbour, Mr Johannes Maake - also an employee at Kalafong Hospital - had his house petrol-bombed but no one was injured in the attack

Mrs Ntse was one of many casualties following attacks on non-striking hospital workers

A worker was shot dead at Natalspruit Hospital on June 3;

Two union shop stewards were gunned down in a house on June 5,

Two members of a non-striker's family died in a petrol bomb attack on

their home on July 14. Three other family members were wounded in the attack,

Another two non-strikers burned to death on July 28 when their home was petrol-bombed

On July 30, Kallego Sebola (4) died when his parents' home was petrol-bombed

A Johannesburg Hospital nurse was killed. Nurses said her ears had been cut off because she "would not listen", and

Last week, a nursing assistant at Natalspruit Hospital, Mrs Margaret Mabaso, and her two daughters, aged 14 and 11, were gunned down at their home in Kallehong



No accord yet in hospital strike

Sowetan 23/9/92

152

■ Negotiations have not been concluded yet:

ALTHOUGH agreement had been reached on a settlement of the strike at Transvaal provincial hospitals, negotiations have not yet been concluded

This was said yesterday by Director-General of Transvaal Provincial Administration Mr Andre Cornelissen

Appealing to everyone involved to "remain calm", he said he agreed with the spirit and content of a news release issued by the National Education, Health and Allied Workers' Union earlier yesterday reacting to Press reports that agreement had already been reached on the issue

In the statement, Nehawu pointed out that the negotiating parties - Nehawu, the TPA and the Congress of SA Trade Unions - had reached understanding on how the dispute may be settled, "finer details of which are not

yet finalised as all parties have still to discuss this with their respective constituencies"

Nehawu also said a news conference would be held at the end of the week at which the agreement reached would be fully publicised

Referring to the statement by Nehawu, the National Peace Secretariat appealed yesterday to the media to refrain from speculative reporting until all details were finalised as the parties wanted nothing that would jeopardise a settlement "at this late stage"

"As soon as these are finalised, full details will be made available to the Press as promised

"There has been some delay but it will still be this week, unless something untowards happens," the NPS said

'Agreement' in hospital row

of 23/1/92
PRETORIA — Although agreement had been reached on a settlement of the strike-related dispute at Transvaal provincial hospitals, negotiations had not yet been finalised, the director-general of the Transvaal Provincial Administration, Mr Andre Cornelissen, said yesterday.

He appealed everyone involved to "remain calm" — Sapa (S)

Guide to holding of proper strike ballot

■ Judge found there were irregularities in Numsa's action:

(152)
sowetan 24/9/92
By Ike Motsapi

RECENT Industrial Court decisions have resulted in trade unions wondering what constitutes a proper strike ballot for the purpose of Section 65 of the Labour Relations Act (LRA)

The strike by the National Union of Metalworkers of South Africa (Numsa) was declared null and void by the Pretoria Supreme Court after the court found that there had been some irregularities during balloting

People's Dynamics on Labour Law in South Africa has published an article on the issue of what constitutes a proper strike ballot

Among the guidelines are

A ballot officer must make the necessary arrangements for the holding of the ballot, supervise the conducting of the

ballot and ensure that procedure in the union's constitution is strictly adhered to,

The ballot officer should give the employer reasonable written notice of the date, time and place of the ballot and invite him to send an observer to witness the balloting,

Where an employer permits a ballot to be held on his premises, the ballot officer should ensure that the balloting is not disruptive,

The issue upon which the ballot is to be taken must be the same issue which formed the subject of the dispute between the parties at the Industrial Council or Conciliation Board meeting,

The issue as it appears on the ballot papers, in one of the official languages, should be clear, concise and understandable

LABOUR UPDATE Rolling mass campaign gathers steam

Mass action rolls on with new moves

Sowetan 24/9/92 (152) ~~152~~ ~~152~~

By Ike Motsapi

PHASE FOUR OF the rolling mass action campaign of Cosatu, the ANC and SACP began in earnest this week with a series of events planned for up to year's end.

Some of the planned action includes selective consumer boycotts in certain areas

Tomorrow Cosatu will march to the Mozambican border to demand the de-electrification of the border fence

The march is part of the tripartite alliance mass action campaign aimed at installing a new democratic government by the end of the year

Dismissed workers

And as from October 1 until the end of the month, Cosatu plans to occupy the national headquarters of companies that have dismissed workers.

Other tactics still to be decided and finalised by Cosatu, the African National Congress and the South African Communist Party will be used to force employers to reinstate those workers.

During mid-October Cosatu members will support a strike by its affiliate, the South African Commercial Catering and Allied Workers Union for centralised bargaining.

The October 11 to 19 period will be

ELECTRIC FENCE Cosatu will march to Mozambique border in further action:

regarded as a week of action for political and violence demands

Large scale occupation of Government buildings and blockades of all cities and towns are to take place on October 12 during the opening of Parliament.

Cosatu is considering holding the people's assembly on that day

Proposals for a work stayaway on this day is to be discussed by the affiliates and finalised at a special central executive committee of Cosatu on October 1.

On October 11, which is regarded as the International Day of Political Prisoners, Cosatu plans to march to prisons throughout the country to demand that prisoners be released

Free activity

Cosatu also wants to intensify its campaign for free political activity in all the homelands

Some of the points to be considered are:

The need to intensify the struggle so as to move as speedily as possible to the holding of elections for a democratic

Constituent Assembly;

A climate has to be created for the holding of such elections, meaning that the alliance should intensify the campaign for free political activity and an end to violence;

Solidarity action in support of dismissed workers and workers affected by violence,

Selective boycotts

Companies implicated in attacks on Cosatu members must be given ultimatums after which they must be targeted for selective boycotts.

Cosatu to investigate the implications of a judgment against the Numsa strike for the right to go on strike,

The need to finalise the Workers Charter campaign and ensure that the workers summit takes place before the end of the year;

Cosatu to assist in the establishment of structures in drought affected areas, including helping to establish public works programmes; and

Intensify and revive the campaign around VAT and lower food prices

Bomb attack on Bara matron

Soweto 24/9/92
2008 152
■ **FAMILY TERROR** Attackers petrol-bomb

Soweto home of Baragwanath's chief matron:

BARAGWANATH Hospital chief matron Mrs Thelma Zwedala is believed to be in hiding following a petrol bomb attack on her Dube, Soweto, house on Tuesday night

Her husband, Greenland, suffered serious cuts while trying to put out the fire

Hospital authorities said yesterday Zwedala did not report for work and her daughter Nonceba said they did not know where she was

Police could last night could not confirm whether any arrest had been made. Extensive damage was caused to furniture, linen and clothing. The family believes the attack could be linked to the current hospital strike

Baragwanath chief superintendent Dr Chris van den Heever yesterday described the attack as "a despicable deed of cowardice"

Zwedala's daughter Nonceba said yesterday her mother had received several threats to her life since the strike began 17 weeks ago. On the night of the attack they had received a telephone call in which the caller wanted to know whether that was "Dr Zwedala's residence"

"I told him that there was no Dr Zwedala living with us and he hung up. Later there was a knock at the front door and when I looked through the window I saw about 10 men

"I then called out to my sister to lock the kitchen door. Shortly afterwards there was a loud bang. This was followed by another and we saw that the curtains and furniture had caught fire," she said

They tried to use the phone but it was dead, apparently having been cut off. They were helped by the neighbours to extinguish the fire

Since the strike began five Soweto clinics have been burnt down. Among attacks on non-striking workers and family members were

● Four members of the Madikane family were killed after a petrol bomb attack on their Naledi, Soweto, home on July 7,

● Nursing assistant at the Hillbrow Hospital Miss Gladys Mnguni (32) was stabbed and doused with petrol before being set alight

The National Education, Health and Allied Workers Union, which represents striking workers, has distanced itself from the attacks

LABOUR BRIEFS

W/MO 1 2014-11-12 (152)
Fredsmollan strike ends

■ IN a first for retail and catering workers fighting for job security, Fredsmollan workers won a moratorium on retrenchment and short-time this week — thus ending a four-and-a-half-week-old strike.

Other details of agreement between the merchandiser and the South African Commercial, Catering and Allied Workers' Union were a R980 minimum wage and a R145 across-the-board increase and a guaranteed day-off every month. Flexible working hours — a trend which is picking up pace in the recession-hit industry — are also out.

At the peak of the strike late last week workers occupied the company head office and only left after agreement had been reached.

NEWS ANALYSIS *Hospital workers become the victims*

Strike left family near starvation

Sowetan 28/9/92

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By Ike Motsapi

■ TOUGH TIMES *For many it was*

impossible to make ends meet after months of unemployment:

LIFE HAS NOT BEEN ALL that easy for more than 7 000 hospital workers who had to go without wages and even food, during their 16-week wage strike. One of the strikers spoke to the *Sowetan*.

Selinah Senokoane, not her real name, is an unmarried 38-year-old mother of five who has been battling for the past four months to make ends meet without a salary.

Senokoane is one of about 7 000 members of the National Education, Health and Allied Workers Union who were dismissed by the Transvaal Provincial Administration when they went on strike 16 weeks ago.

She was employed at Baragwanath Hospital as a ward helper for eight years.

She and her five children live in a shack in Protea South, Soweto, and survived on a R500 a month salary before she was fired. She used this

money to fend for her family, buy clothing for them and also pay for their education.

Things became difficult for her family when she was dismissed. She was forced to lean on her mother, who came to the rescue of her grandchildren during this hard time.

Senokoane said life was like hell for her.

"We lived from hand to mouth and luckily we survived. The going was very tough for us. At one stage I thought God was very unfair to me and my colleagues.

"For eight years, I have been paid less than the living wage and this led me to believe that the only thing that

was left for us to do was to go on strike. "Our leaders have been trying for years to talk the authorities into paying us living wages. I am glad that the issue is likely to be resolved so that we can go back to our jobs.

"We come here to Baragwanath Hospital every day to picket but the painful thing is that we are not allowed to enter the premises.

"This has been a very painful experience for us," said Senokoane, relieved that one of the most violent strikes had come to an end.

However, the struggle for a living wage is not over yet for Senokoane and many other hospital workers who went on strike 16 weeks ago.

Counting the costs

Sowetan 28/9/92

Sowetan 28/9/92 (152)

By Abbey Makoe

■ The 16-week long hospital strike claimed lives and property belonging to non-strikers was damaged:

WHEN some health workers refrained from joining the recent strike by members of the National, Education, Health and Allied Workers' Union (Nehawu) little did most of them know their resolve was tantamount to a death warrant

And, this invisible warrant was kept there by forces of darkness, no doubt milling among thousands of health strikers who probably wanted nothing to do with murder or arson

As if attacks on non-strikers were not enough, the strike took an ugly twist when families of non-strikers were also attacked. As it is, a list of children killed in petrol bomb and AK-47 rifle attacks is increasing

It all started when the employer of the striking workers, the Transvaal Provincial Administration (TPA), used a legal advantage during the strike to sack workers after an ultimatum to return to work was ignored

Those who did not participate in the strike had their houses attacked by messengers of doom

At the end of the day, all hell broke loose after the TPA sacked the striking workers

Workers were obviously infuriated by the TPA's act, and the fists of fury sprang into the open

Attacks on non-striking hospital workers were carried out. Arson and murder reigned supreme. More than 30 people were killed

Nehawu officials have constantly distanced the union from these violent acts blaming "State agents" instead

This is a chronology of some of the attacks on non-strikers

June 3: A union member is shot in next to Natalspruit Hospital

June 5: Two union shop stewards gunned down in a private home

July 10: The home of Mrs Nandi Ngwenya, a non-striking mother of Natalspruit Hospital, is petrol-bombed. She blamed Nehawu members

July 13: Seven members of the family of Mrs Sanah Madikane (63) is

besieged by petrol-bomb attackers. Four family members died

Madikane's daughter-in-law is a clerk at the Johannesburg Hospital. It was alleged she was not on strike

July 22: The body of a non-striking Groote Schuur hospital worker, Mr Ivin Michaels, is found along a railway line in the Cape

July 29: A woman employed as a cleaner at GaRankuwa Hospital has her house petrol-bombed. Her hands were burnt as she tried to rescue her two children, aged 12 and three

August 3: An assistant nursing sister at the Johannesburg Hospital, Miss Rosina Mphambukeli, is killed while on her way to work

August 3: Non-strikers attack union members outside Baragwanath Hospital, seriously injuring two

Between August 17 and 21, a matron, three nursing sisters and a clerk are attacked and assaulted outside Baragwanath Hospital in Soweto as they report for work

September 8: Three nurses are attacked on their way home from work

September 11: About 33 men and women attack a Hillbrow Hospital nursing sister at her Soweto home

They dragged her outside, stabbed then doused her with petrol and set her alight. She miraculously survived and is recuperating in hospital

September 12: Four men armed with AK-47s and a 9mm pistol burst into the home of a non-striking assistant nursing sister at Natalspruit Hospital, Mrs Margaret Mabaso Nkhumeleng

She was shot dead while having dinner

Her three daughters, were also shot - two fatally. Those killed were Matshidiso (21) and Nomthandazo (17). The youngest Mbalu (9), is still being treated at Baragwanath Hospital for a gunshot wound in the neck

September 15: A non-striking clerk at Kalafong Hospital, Charlotte Ntsie (39) and her husband, Sydney, are admitted to the hospital with serious burn wounds after a petrol bomb attack on their house. Mrs Ntsie later died

On that same day Mr Johannes Maake, a non-striking employee at HF Verwoerd Hospital also had his house petrol bombed but nobody was injured

Lately, arson attacks have spread to clinics in Soweto, threatening to bring health services in the townships to a halt

September 5: A Mofolo Central clinic in Soweto is attacked with petrol bombs, damaging X-Ray facilities

September 7: Zola clinic is attacked by arsonists, damaging the maternity ward

Same day: Diepkloof clinic is also attacked with petrol bombs

September 12: Dobsonville clinic is attacked

September 15: Orlando East clinic is set on fire

And, with a solution between Nehawu and the TPA reached, one wonders if the list of casualties has come to an end

Irreparable damage

Health centres affected by the strike 90

People fired during the strike 9 000

People injured 100

Number of people killed 30

Intimidation cases recorded

during the strike 120

Arrests in connection with the strike 1 700

Financial damage to property More than R5 million

* These figures were obtained from the South African Police

Unionists held for occupations

810AM
28/9/92 DIRK HARTFORD
AT LEAST 34 members and officials
of the SA Commercial, Catering and
Allied Workers' Union (Saccawu)
were arrested on Friday for occupy-
ing Lubners stores across SA.

Lubners' head office was also occu-
pied. The union said management
had planned mass dismissals on Fri-
day. The occupations were intended
to force a negotiated solution to an
eleven-week strike.

Although Lubners agreed during
one occupation to meet the union,
Lubners spokesman Johan van Nie-
kerk said the fact that occupations
still continued meant the company
was no longer prepared to talk.

The strikers are demanding a R180
across-the-board increase, a mini-
mum wage of R1 100 and bonuses
ranging from 60% to 100% depending
on length of service.

Lubners is offering R150 across the
board.

the news

in brief

Lubners lock-out

THE union-led occupation of Lubner Furnishers' offices and outlets on Friday failed to stop the company from dismissing workers who have been on an 11-week pay strike, the company confirmed in a statement (152)

Earlier in the day, 33 members and officials of the South African Commercial, Catering and Allied Workers Union were arrested after trying to occupy offices in the Transvaal and Border region, Saccawu official, Mr Salm Vally, said

This was in support of demands for a R180-a-month across-the-board increase, a minimum monthly wage of R1 100 and centralised bargaining - Sapa

Sowetan 28/9/92

43 000

on strike

in first (152)

STAR 29/9/92
6 months

A total of 169 strikes, involving more than 43 000 workers who lost R18,5 million in wages, were reported in the first six months of this year, according to preliminary statistics released yesterday by the Department of Manpower.

The figures excluded absenteeism due to political stayaways, or strikes in the agricultural, central public and other sectors not covered by the Labour Relations Act, said Manpower Director-General Joel Fourie.

He said the figures could be higher because employers often reported strikes late.

Most strikes or work stoppages reported (56,8 percent) were related to wage disputes or conditions of employment, and more than 339 000 man-days had been lost.

The number of strikes so far this year appeared low compared to the totals for 1990 (885 strikes, 341 000 workers involved and 2,7 million man-days lost) and 1991 (600, 172 000, 1,3 million respectively).

But Mr Fourie said the figures tended to increase from the third quarter of the year as industrial negotiations and agreements were concluded — Sapa.

High price of striking

(152)

R18,5-m in wages lost by workers in first six months

SHARON SOROUR, Labour Reporter

MORE than 43 000 workers lost R18,5-million in wages during strikes and work stoppages in the first six months of the year, according to director-general of manpower Mr Joseph Fourie.

He said the 169 strikes in the first and second quarters of the year did not include industrial action in sectors not covered by the Labour Relations Act of 1956, like the agricultural and central public sectors.

"Strike figures may appear to be relatively low in comparison with the total figures for 1990 and 1991, but traditionally tends to increase from the third quarter onwards as industrial negotiations and agreements are concluded," he added.

In 1990, 885 strikes involving 341 097 workers caused 2,7-million man-days to be lost.

There was a total of 458 strikes or work stoppages during the first six months of the year — 238 in the first quarter and 220 in the second quarter — involving more than 75 000 workers in the first quarter and 90 214 in the second quarter.

More than 1,3-million man-days were lost during both quarters, but the figures rose sharply in the third quarter of 1990 with more than a million days lost.

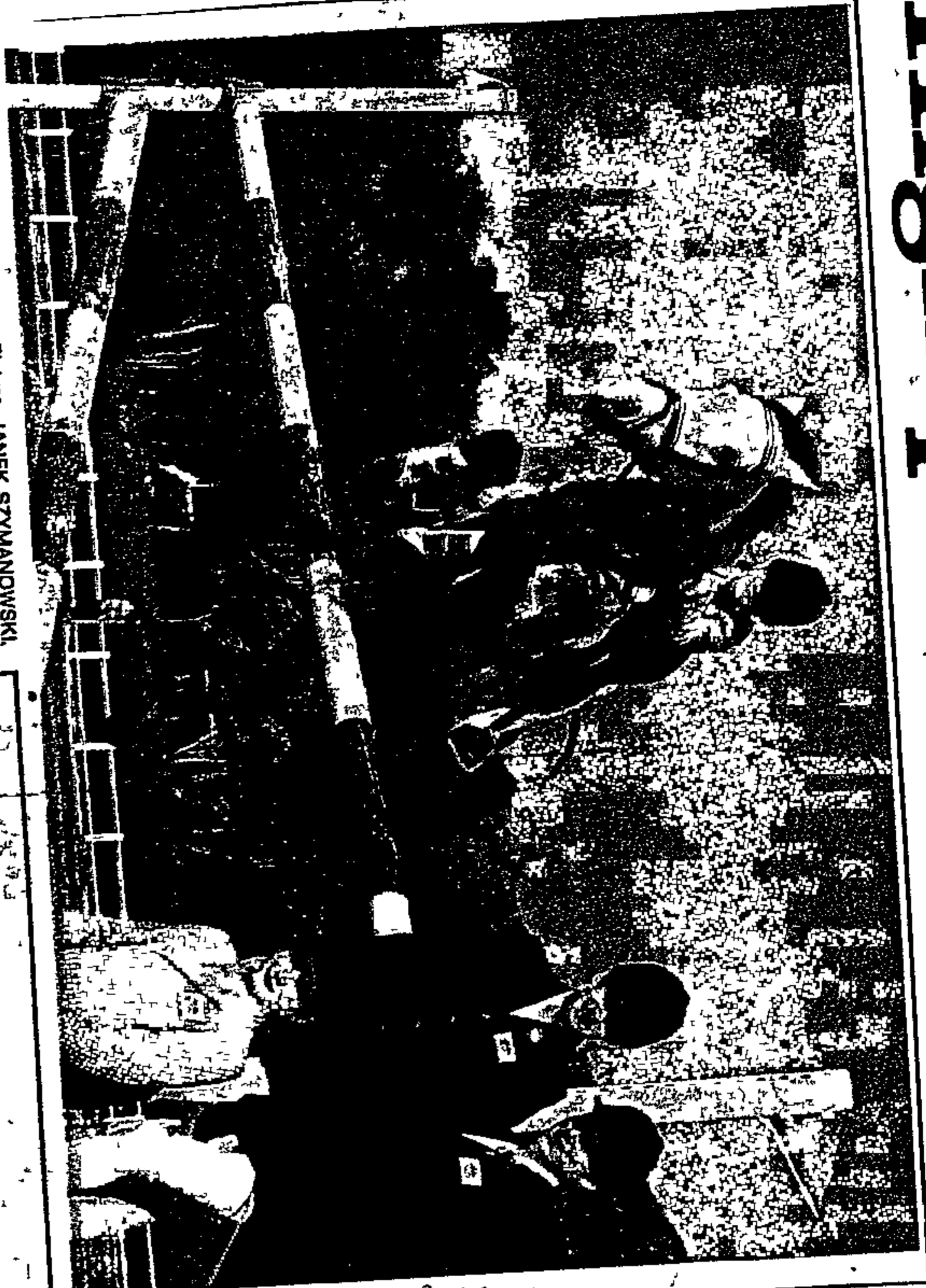
Last year, 600 strikes involving 172 096 workers led to 1,3-million man-days being lost.

In the first six months of the year the number of strikes rose from 227 to 373 in the second six months of the year.

The number of man-days lost rose from 267 878 to more than a million.

Mr Fourie said the figures for 1992 were not final as strikes were often reported late by employers.

Work absenteeism as a result of political stayaways was not included.



Picture JANEK SZYMANOWSKI.

JUNIORS JUMP: Carolyn Martin, standing, Tania Allin, front, and Pippa Wilson, watch as Vicki Sheppard takes her horse Willowbrook Prospero over a jump at the Glenellen Farm Showground in Hout Bay. The girls were members of the Western Province children's equitation team, captained by Vicki, 13, which won the inter-provincial equitation championships in Worcester recently. The team is taking part in the annual Glenellen Spring Derby from Thursday to Sunday.

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... ..

LABOUR UPDATE Increase in strikes likely

169 strikes during the first six months

Sowetan 1/10/92

152

By Ike Motsapi

■ **MAN DAYS** 40 000 workers lost a total of R18,5 million in wages

ABOUT 169 strikes involving 43 520 workers were reported during the first six months of the year, according to figures released by the Department of Manpower

The figures do not include what is regarded as "political work stayaways"

Mr Francois de Villiers, public relations officer of the Department of Manpower, said 339 303 man-days

were lost and workers lost R18,5 million in wages during the period

Reasons for the strikes are given as wage-related disputes and conditions of employment

De Villiers said, "These figures do not include strikes in those sectors not covered by the Labour Relations Act like the agricultural and other public sectors

"Absence from work as a result of political stayaways are likewise not included," he added

De Villiers said strike incidents may appear to be relatively low in comparison with the total figures for 1990 and 1991 but traditionally "tend to increase from the third quarter onwards as industrial negotiations and agreements are concluded"

3 million man-days lost in strikes during first 9 months

■ Protracted stoppages by Cosatu affiliates major contributor:

THE economy lost more than three million man-days in strikes during the first nine months of the year, industrial relations consultants Andrew Levy and Associates said in an update of its 1992 strike report

Released on Wednesday, the report said 3.1 million man-days were lost by September 30, a considerably higher figure than the two million man-days lost in the same period in 1990

Protracted strikes by Congress of South African Trade Unions metal and health affiliates were a major contribut-

ing factor

Wage disputes were the dominant trigger in setting off strikes, accounting for 76,3 percent of all walkouts this year. The 1991 figure was 62,7 percent

The manufacturing and metal sectors accounted for 43,4 percent of industrial action, followed by the State (14,1 percent), food (4,7 percent) and retail (4,4 percent) sectors

Africa alone accounted for a loss of 1,3 million man-days during the period under review

The 15-day Setisa strike involving at least 60 000 Numsa members contributed 900 000 man-days to the overall figure, strikes in the auto assembly industry accounted for 21,2 percent of all industrial action, and the strike by Transvaal hospital workers added 247 500 man-days lost by the time the workers were dismissed

The most active unions in terms of man-days lost were Numsa (61,8 percent), Nehawu (13 percent), Saccawu (4,6 percent), NUM (three percent), CWIU (2,9 percent) and Pwawu (2,7 percent)

The unions responsible for the most strikes were Saccawu (15 percent), Fawu (12 percent), Numsa (11 percent), CWIU (11 percent), NUM (10,8 percent) and Nehawu (eight percent)

1

Strikers to meet

■ All those who were dismissed urged to attend:

Sowetan 1/10/92
THE Johannesburg Central Local branch of the National Union of Metalworkers of South Africa will meet at the Neac Centre, Dobsonville on Saturday. The branch chairman, Mr Aubrey Thomas, said "The meeting is very important. We are calling on all our members including those who were dismissed during the strike.
"We also call on any member who was a victim of any mass dismissals to attend the meeting."
A series of important issues are scheduled for discussions

Lennox Hinds or the union

2

Exiles group threatens

ANC with violence

Sowetan 1/10/92
THE Returned Exiles Committee (REC) has again threatened violence against the African National Congress - this time to pressure the ANC into releasing dissidents allegedly held in detention camps outside South Africa.
"We foresee the possibility of reaching a stage whereby we will be forced to resort to violence as a means of pressuring the ANC to release our prisoners should an agreement not be reached peacefully," said REC chairman Mr Patrick Hlongwane.
In a statement on Tuesday, Mr Hlongwane emphasised that "we do not

■ Returned exiles group calls on the Red Cross and the Ugandan and Tanzanian governments to visit 'hell camps'

wish to resort to the violent means used by the ANC to pressure the government into releasing ANC prisoners".
Mr Hlongwane was broadly criticised for stating his organisation would kill ANC leaders allegedly responsible for the deaths and torture of dissidents.
In his statement on Tuesday, Mr Hlongwane also requested the International Red Cross to pressure the ANC and the Ugandan and Tanzanian governments into allowing the Red Cross to

visit the ANC's "hell camps" in those countries

"Based on the ANC's previous record we feel that our comrades are in danger of losing their lives should this matter not be attended to in the near future."
Hlongwane also asked the Red Cross to request State President FW de Klerk to negotiate the release of ANC captives "in view of the fact that we are in the process of releasing all political prisoners in South Africa" - *Sapa*



Nehwu strikers go back to work

■ Scabs to lose jobs, have to retire or be retrenched:

Sonefem 11/10/92
By Ike Motsapi

OCTOBER 26 marks the return to work of 5 000 dismissed hospital workers after the Transvaal Provincial Administration (TPA) and the National Education, Health and Allied Workers Union (Nehawu) reached a settlement last week.

A committee overseeing the orderly return to work of the dismissed workers, meets next Thursday to lay foundations for the process.

The remaining 2 700 workers could be re-employed after appearing before an arbitrator.

The losers are the 4 500 "scabs" hired during the strike.

They will be offered options of voluntary retrenchments or early retirements.

Mediator Mr Andre Lamprecht said "In this context provision is made for a return to work after due application of a substantial number of dismissed employees."

"Employees who are not taken back because they may have been guilty of violence or misconduct associated with the strike can take their cases to be expedited by arbitration."

"Provision is made for extensive training including joint training between the parties on the code of conduct and its provisions."

"There is also provision for the regulation of any future disagreements between the parties."

A committee chaired by Lamprecht will oversee the agreements' operation and the Witwatersrand-Vaal Dispute Resolution Committee will oversee the return to work.

STAR 11/10/92

3-m man days lost through strikes (152)

CAPE TOWN — The economy lost more than three million man days to strikes in the first nine months of the year, industrial relations consultants Andrew Levy and Associates said in an update of its 1992 strike report.

Released yesterday, the report said 3,1 million man days were lost by September 30, a considerably higher figure than the 2 million for the same period in 1991.

Protracted strikes by Congress of South African Trade Unions, metal and health affiliates were a major contributing factor.

Wage disputes were the dominant trigger in setting off strikes, accounting for 76,3 per cent of all walkouts.

The manufacturing and metal sectors accounted for 43,4 per cent of industrial action, followed by the State (14,1), food (4,7) and retail (4,4) sectors — Sapa

Increase in strikes despite recession

U/Mant 2/10 - 8/10/92

(152) (305)

STRIKE activity in South Africa is escalating — in the teeth of the worst economic slump in four decades

Figures released by the Department of Manpower and Andrew Levy and Associates show worker militancy has not been dampened by the downturn. According to the Levy statistics, more than three million man-days were lost in the first nine months of the year, compared with two million for the same period last year.

Significantly, wages were still the main strike trigger, causing 76 percent of strikes, as against 62,7 percent over the equivalent period last year. Levels of pay settlements this year have been among the lowest in recent years, averaging 12 percent.

According to the consultancy, the dramatic increase was mainly due to turbulence in the metal industries, hit by the biggest strike in five years. The dispute between the National Union of Metalworkers (Numsa) and the Steel and Engineering Federation of South Africa accounted for 43 percent of strike action.

Second in line was another Numsa sector, auto assembly, which accounted for 21 percent of all strikes. Action included a one-week industry-wide strike and the month-long stoppage at Toyota's Durban plant.

This year also saw the most protracted strike ever in the public service, with the hospital strike keeping 7 000 workers out of their jobs for four months and costing 247 000 man-days.

The Manpower Department's figures also showed that workers lost a

Despite the economic downturn, worker militancy is as high as ever — and rising, reports

MONDLI MAKHANYA

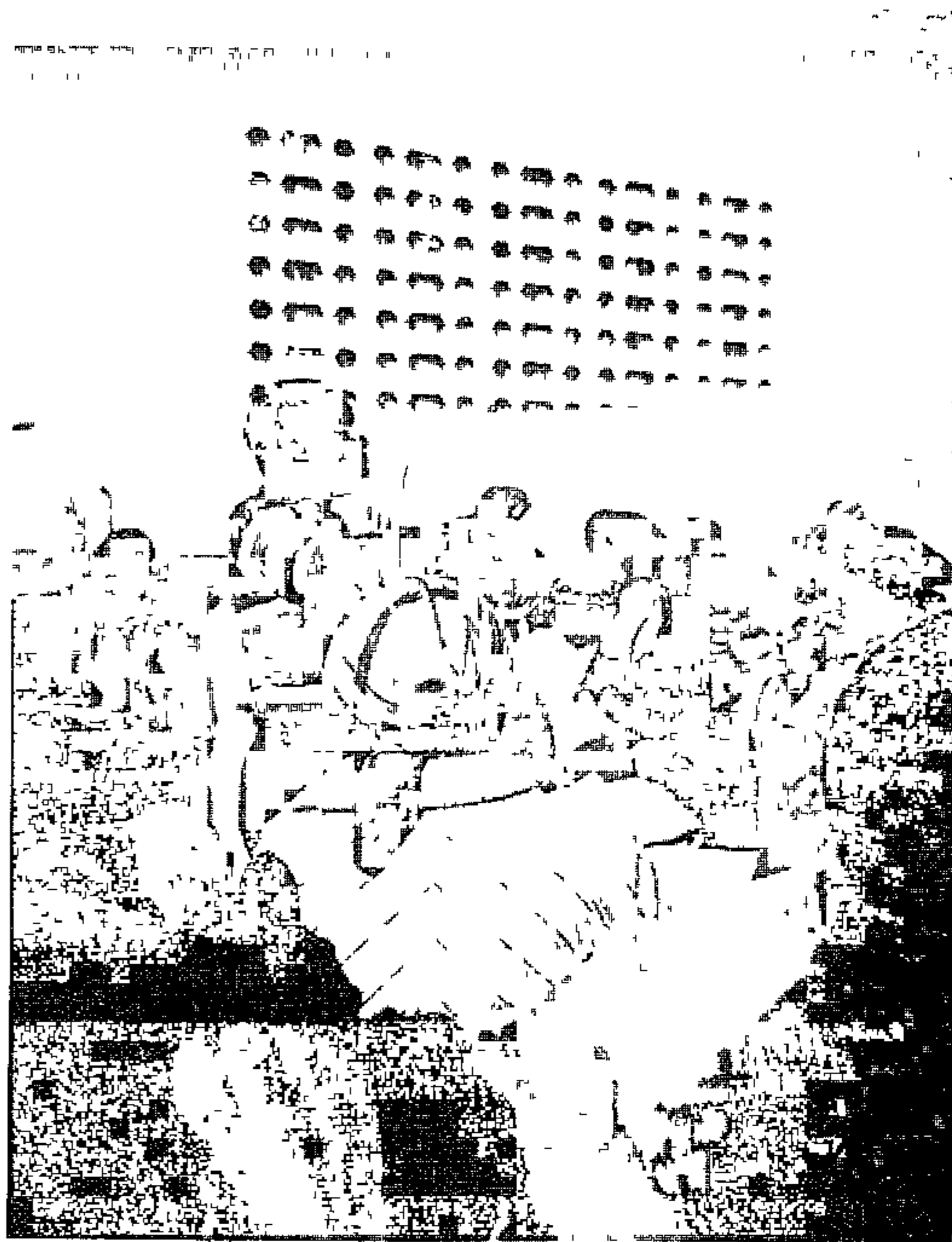
total of R18,5-million in wages during the first five months of this year. This figure would probably be higher if the public sector were included.

The department's strike statistics exclude sectors not covered by the Labour Relations Act. Public service strikes such as disputes in the hospitals and the South African Broadcasting Corporation are not taken into account.

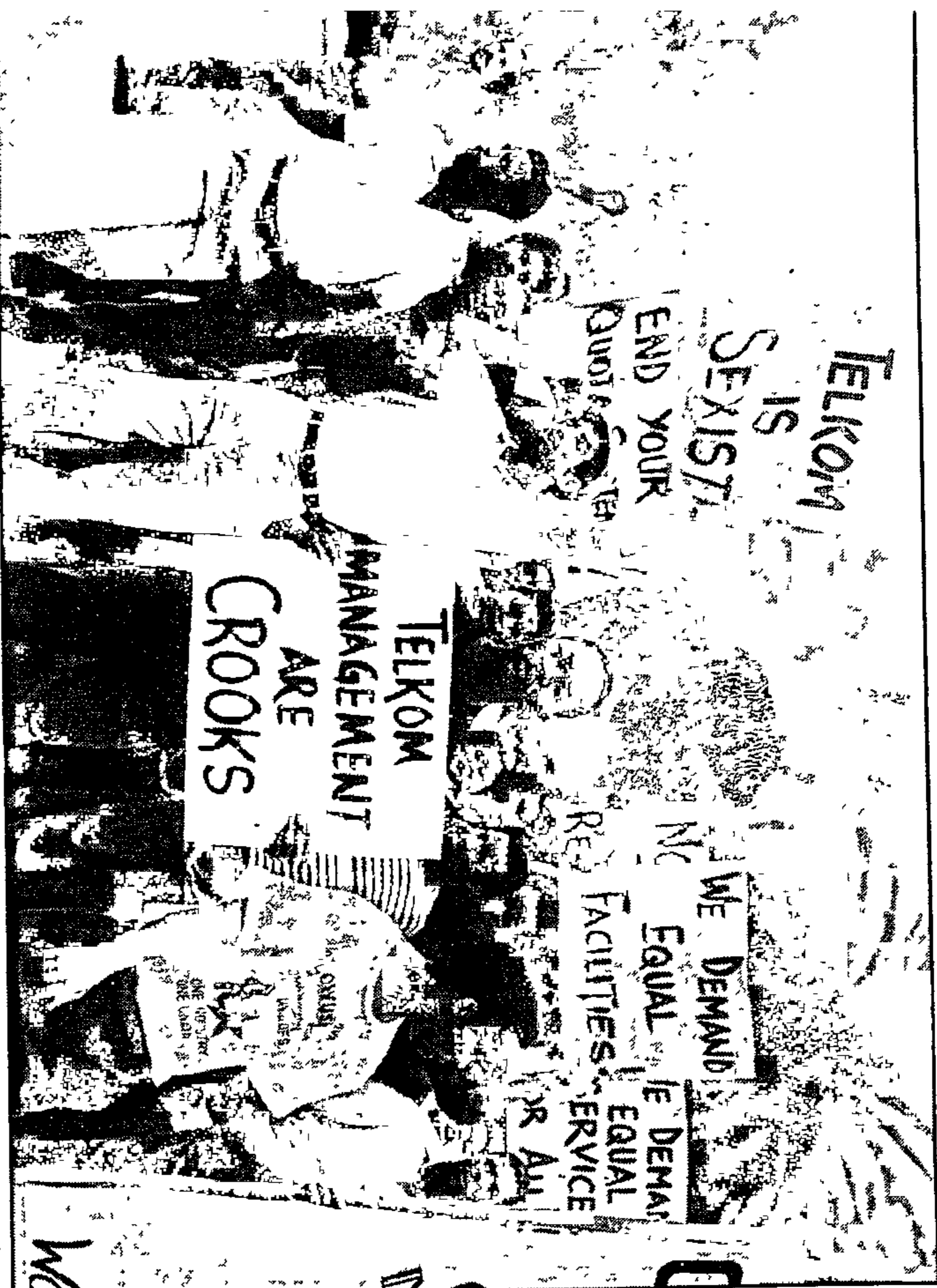
Political stayaways, which have cost the economy millions of man-days this year, are also not included in these figures.

Numsa also features prominently in the department's strike figures, having been responsible for 61 percent of man-days lost and about 11 percent of the strikes. Leading the pack in the strike tally is the South African Commercial, Catering and Allied Workers' Union.

Grievances and disciplinary issues also feature prominently, accounting for some 20 percent of strikes. Demands relating to union recognition and bargaining levels were responsible for some 2,5 percent of strikes. Surprisingly, only 0,3 percent of strikes related to retrenchment, at a time when job cutbacks are costing many jobs and unions are pushing for a retrenchments moratorium in the different sectors.



Nursing blues ... The hospital strike accounted for a large part of the man-days lost
Photo: KEVIN CARTER



In the march . . . Soweto Telkom workers and residents protest alleged lack of commitment to efficient service and poor working conditions. They also asked for probes to ascertain clients' needs. Picture: Peter Mogaki

PO protesters call for return to State control

Star 2/10/92

By Thabo Leshilo
and Pretoria Correspondent

The first anniversary of the privatisation of post and telecommunication services in South Africa yesterday was marked by protest action as employees marched on Telkom and the South African Post Offices Services (Sapos) to demand a return to State control.

The protesters also called for pay increases and the scrapping of all 087 services.

In Pretoria, hundreds of Post and Telecommunications Workers' Association (Potwa) members marched on the Sapos and Telkom headquarters.

In Soweto, about 300 marchers, including members of Potwa, the SA Postal Employees' Association and the Post Office Employees' Association accused Telkom and Sapos of a lack of commitment to efficient service.

They also complained that astronomically high telephone bills fanned hatred against technical officers and postmen.

The protesters urged Telkom and Sapos jointly to conduct investigations.

Other demands were that staff be paid a "danger allow-

ance" for working in the volatile township, that more staff, especially clerks, be employed, and that Telkom workers be paid a "living wage".

In Pretoria, the marchers, who were led by Potwa president Kgabisi Mosunkutu, presented memorandums containing grievances to Telkom general manager of labour relations Dawie de Villiers and Sapos labour relations manager Henne van Staden.

The demands included:

- An end to unilateral restructuring of the two companies without worker involvement.
 - A demand for a living wage.
 - Dismantling of all 087 services which affect the cost of telephone bills.
 - Telephone and postal services should be made affordable to the whole community.
 - The present pay-as-you-earn (PAYE) tax be transferred to a fund for a democratic SA.
 - Present pension funds be converted to a provident fund.
 - Collective bargaining units to negotiate better working conditions for Potwa members.
- The association also asked the two organisations to stop providing services to the Ciskei government.

Strike disturbances: Students slam UCT sentences

Lucas Mati

Southern
3/10-7/10/92

THE SOUTH African Students Congress (Sasco) has slammed the University of Cape Town for disciplining 16 students found guilty of a series of disturbances during a wage dispute last year.

The university court expelled 10 students while six were barred from campus for the rest of the year. The sentences have been suspended on condition that the students are not found guilty of similar offences and that they render 400 hours' community service.

The students were found guilty of disobeying "instructions given by an authorised

member of the university staff, blocking entry to the campus by means of physical force or threats of violence, and behaving in a threatening, offensive or abusive manner".

One of the suspended students, Sasco executive member Mr Lucky Montana, described the sentences as "illegitimate and harsh". He accused the court of not being independent.

He demanded a new code of conduct to address student matters since the present one failed to do so. Montana also accused the administration of being "undemocratic, racist and sexist".

He said the student rules, drawn up in 1988, should be reviewed because they suited

only the administration and not the students.

Montana said the university refused to repeal the rules because the SRC had participated in drafting them. However, Sasco felt the rules had been drawn up while "apartheid was still alive" at the university.

Mr Mark Jasson, who defended the students during the trial, also questioned the court's independence. "The presiding panel is employed by the university which is blatantly racist and sexist. It is clear the court had decided on making the judgment public because it suited the administration," he said.

By taking "such harsh and punitive mea-

sures" the university had alienated itself from organisations that have fought against apartheid, Jasson said.

UCT registrar Mr Hugh Amoore said the university had received an appeal filed by the students' lawyers. He said the appeal had been accepted and would be heard by the university Appeal Committee.

Amoore declined to comment on charges by Sasco, on the alleged misuse of university money for legal costs.

Mr Issa Moosa, a lawyer for the students, said the appeal had been lodged on the ground that the sentences against the students were excessive.

Bleak for strikes

S/Times (Buss)

4/10/92 152

THE high strike rate in SA is likely to continue next year — even if an interim government is in place soon, writes

ADRIAN HERSCH.

That is the view of Andrew Levy and Associates (ALA) senior consultant Brian Allen.

In the first nine months of this year 3,1 million mandays were lost to strike action.

For the whole of 1991 strikes cost 3,8-million mandays and 4-million in 1990.

Mr Allen disagrees with consultants who believe that if an interim government is installed soon, next year's strike rate will fall significantly.

Mr Allen says, "Recessionary conditions continue. Next year the issues that are important to workers will be the same."

"The pressure in the area of wage increases and job security will remain. We can expect the strike pattern to be similar to that of the past few years."

Sun's sinking feeling

(152) (P)
POLITICAL organisations and labour unions are planning mass action against Sun International hotels and casinos. Sun is locked in a labour dispute.

Plans are being made for a boycott, demonstrations and a strike at all Sun resorts in Bophuthatwana.

The South African Catering and Commercial Workers Union is fighting the retrenchment of more than 250 workers at the Carousel and Morula Sun resorts this week.

The ANC called the sacking another sign of political repression in the homeland.

Cosatu wrote a letter to Sun demanding that all retrenched workers be reinstated or that a reasonable dismissal package be offered.

Union members hold protest at Sasol office

STAR 6/10/92

By Thabo Leshilo
Labour Reporter

152

About 800 members of the Chemical Workers Industrial Union, protesting against re-trenchments at Sasol, yesterday marched on the company's head office in Rosebank, Johannesburg.

Addressing the CWIU members outside the offices, Cosatu general-secretary Jay Naidoo warned of an impending huge march on Rosebank.

The protesters are demanding an end to the unilateral restructuring of the company which leads to job losses, open negotiations in good faith with the union, the withdrawal of warnings against members for taking part in the ANC/SACP/Cosatu stayaway on August 3 and 4 and the im-

mediate establishment of a Goldstone Commission of Inquiry into alleged CCB activities and violence which led to the deaths of two CWIU members at the Secunda complex recently.

The workers formed a human chain around the office block while a union delegation, led by acting general-secretary Muzi Buthelezi, Mr Naidoo and Mr Ham, discussed Sasol's response delivered by industrial relations adviser Joe Boom.

In the response, the company announced that it had declared a dispute with the CWIU for negotiating in bad faith by calling on members to mark yesterday as a "national day of protest".

Sasol said the union had ignored several urgent requests to hold discussions.

Human chain marks protest against Sasol

BIDA 6/10/92
KATHRYN STRACHAN

CHEMICAL Workers' Industrial Union (CWIU) members yesterday formed a human chain around Sasol's head office in Rosebank in protest against the oil giant's retrenchment programme

The demonstration was part of the CWIU's "national day of protest" against the company. This included a march in Cape Town to Princes Candles, a Sasol subsidiary. (K2)

The union demanded that Sasol halt the "unilateral restructuring" which had led to job losses, withdraw all pending retrenchments and immediately reopen negotiations in "good faith", CWIU acting general secretary Muzi Buthelezi said. It also demanded that Sasol withdraw all warnings issued to workers who took part in demonstrations, that it ask the Goldstone commission to probe alleged CCB activities at its Secunda complex, and that it agree to the principle of centralised bargaining.

Union delegates, with SACP secretary-general Chris Ham and Cosatu general secretary Jay Naidoo, met Sasol management yesterday in Rosebank.

Sasol yesterday urged the union to re-enter negotiations in good faith. Sapa reports. (K2)

Sasol media manager Lee-Ann Goodman said the protest stemmed from unfounded union allegations.

She denied new Sasol projects were intended to restructure the chemical industry, saying they were to ensure long-term growth. While retrenchment was sometimes unavoidable, 1 600 employees had accepted a voluntary package. Only 220 had been retrenched compulsorily, Goodman said. (K2)

Wages, she said, were totally market-related. "Last year Sasol paid out R1,6bn to its employees and only about R440m to shareholders".

LABOUR NEWS More talks on rights of farm workers ● Chicken factory workers locked out

Rainbow strikers locked out

Split wage offer leads to two-day strike in Worcester:

SEVERAL Hundred strikers in the Cape yesterday, according to Food and Allied Workers Union spokesman Mr William Thomas. The union had proposed a meeting with the company yesterday in a bid to settle the strike against a split wage offer, he said. Fawu members also joined the strike at Bonny Bird - Sapa

Sowetan 8/10/92

152

152

Strikers locked out

RAINBOW Chickens has locked out about 500 striking workers at its Worcester complex, company spokesman Rob Southley said yesterday

The strike against a split R35 pay offer entered its third day yesterday and has caused a major interruption in production, he said

"Workers yesterday forced down a gate. The police have been monitoring the situation but have not taken any action," Southley said

Strikers represented by the Food and Allied Workers Union are demanding that the R35 increase offered implemented from July 1

Southley 9/10/92

Feathers fly in Rainbow strike row

SHARON SOROUR
Labour Reporter and Sapa

PRODUCTION at Rainbow chickens in Worcester has been affected after the company locked out more than 500 striking workers

According to Food and Allied Workers' Union spokesman Mr Sonwabo Nelson workers went on strike on Monday over wages and working conditions

Mr Nelson said chaos erupted at the factory yesterday when workers forced down a gate and the company called the police.

152 ARG 9/10/92
A company spokesman confirmed the strike had caused a "major interruption in production"

"Workers yesterday forced down a gate. This is unacceptable. The police have been monitoring the situation, but have not taken any action," the company spokesman said

Mr Nelson said workers were unhappy about a split wage offer made by the company. He said workers were demanding a R35 across-the-board weekly increase to be backdated to July 1

Rainbow Chickens has offered a split increase. In terms of the company's proposal, the increase would be paid out as a R19 instalment on July 1, and the balance of R16 on January 1 next year

The company said the split offer represented a 13,8 per cent increase, while a single payout, as demanded by the union, constituted an 18 per cent increase

Mr Nelson said the union was waiting for the company to initiate another meeting between the parties

Numsa battery strike to spread

PORT ELIZABETH

The National Union of Metalworkers yesterday said it planned to expand its five-day strike at the Willards Batteries' plant to 27 depots nationwide. Talks this week failed to break a wage deadlock.

About 500 workers at the plant went on strike on Monday, demanding a R1,50 across-the-board increase on hourly wages and an end to retrenchments. — Sapa

ET 14/10/92

'Chickens were kicked to death'

Staff Reporter

FORTY chickens were kicked to death and several others injured by striking workers at the Rainbow Chickens plant near Worcester, a company spokesman claimed yesterday

But Food and Allied Workers Union official Mr William Thomas denied this, saying the birds had escaped from a crate, the strikers had not killed any of them.

Three strikers had been bitten by police dogs, he said

Attempted blockades by about 350 strik-

ing members of the union at the Worcester plant led to three arrests and warning shots being fired by police.

Mr Rod Southey, a Rainbow Chickens spokesman, said a truck was held by striking workers at the gate, a crate with live chickens was taken from the truck and workers kicked the chickens to death

"A number of wounded chickens were gathered up by management and had to be slaughtered," he said "We object in the strongest terms"

Police spokesperson Captain Ciska du

Plessis confirmed that the chickens were kicked to death.

Company negotiators and representatives of Fawu met yesterday to reach agreement in the wage dispute

The strike at the Bonny Bird plant in Malmesbury was suspended yesterday with workers returning to work today

Mr Southey said police fired warning shots at the Worcester plant to disperse striking workers who were stoning a bus ferrying night-shift workers from the plant about 12 30am yesterday

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Tension raises over scabs

Sowetan 15/10/92 (152) ~~152~~
■ Transvaal workers bused to Durban abattoir during a strike:

TENSION ran high outside the Cato Ridge Abattoir Durban yesterday when 90 Transvaal workers were brought in as emergency labour during a strike for higher wages by about 800 workers

Scores of workers remained outside on strike as the recruits entered the gates leading to the abattoir

Many strikers did not know who the people in the bus were, but when union officials told them, they were angered. The general manager of the abattoir, Mr Kobus

Elloff, confirmed that outside workers had been brought in to keep production going

"You must remember that 800 people are on strike and we brought in only 80 people, so you cannot expect production to be on schedule. But it will be up to about 90 percent of last week's output."

The Food and Allied Workers Union expressed anger that management had brought in outsiders, saying they would picket outside the complex to protest the decision - *Sapa*

W/MG 16/10 - 22/10/92
LABOUR BRIEFS
Anglo angst (152) ~~152~~
 MEMBERS of the National Union of Metalworkers of South Africa (Nunsa) marched on the headquarters of Anglo American and the Steel and Engineering Industries Federation of South Africa on Thursday to protest against the dismissal of striking workers at Boart International, an Anglo subsidiary

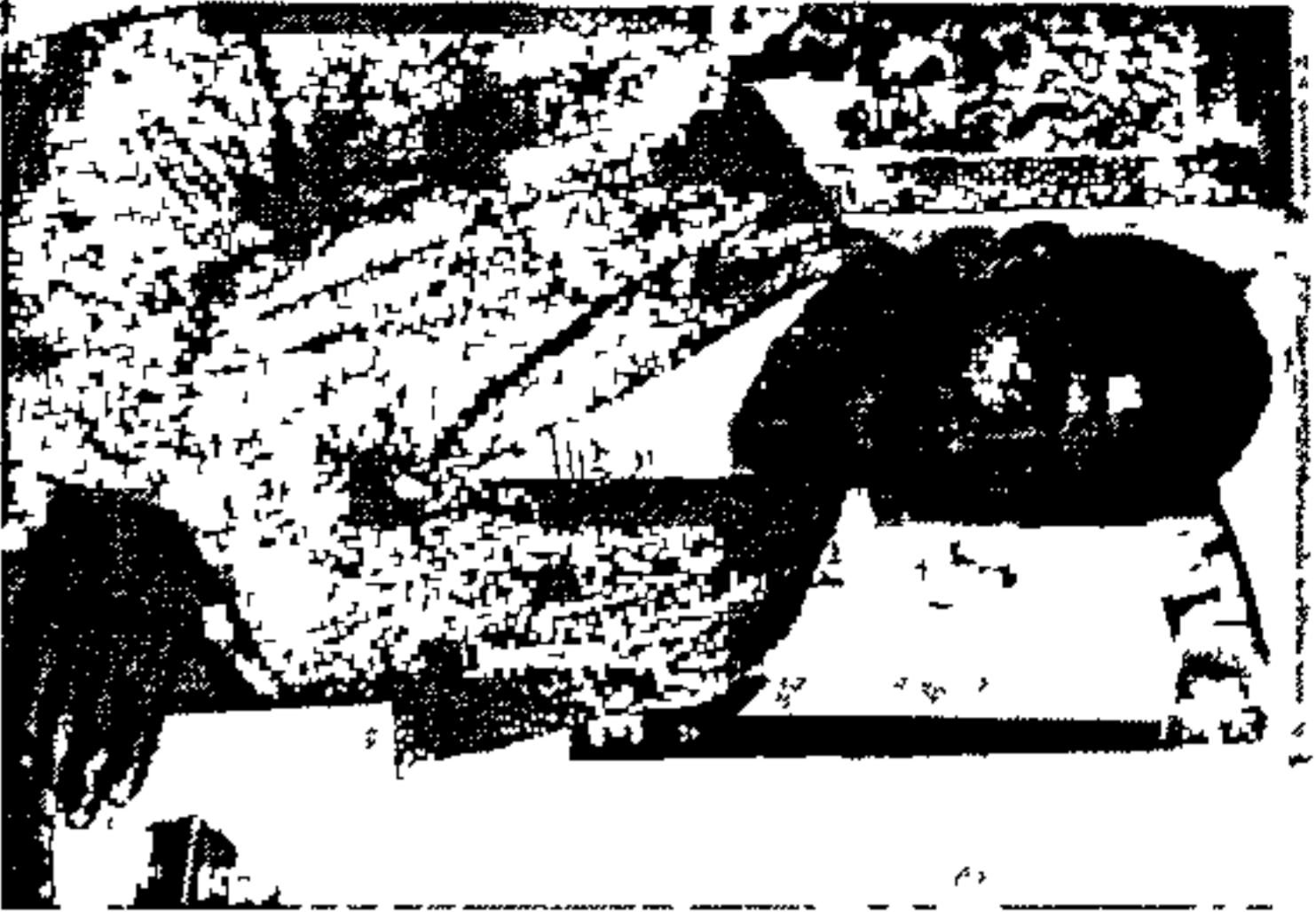
355

 31
 883

 8206
 0886

UCT striker won't give up on job

By Quentin Wilson



Brian Jacobs

MR BRIAN Jacobs was dismissed from work at UCT in December last year — but he still travels to the Rondebosch campus every working day in the hope that he will be re-employed.

Jacobs was one of seven workers fired by the UCT administration in December after he took part in a strike in September last year.

Since being told on Christmas Eve that he had lost his job, Jacobs has had to sell his house to provide money for his wife and two children.

He had worked at UCT as a cleaner for eight years. Now his pension of R4 000 has run dry and he has lost all hope of finding employment elsewhere because of the recession.

"There is no sign of work anywhere. I have applied to more than 20 places but none of them has a place for me. I still come to UCT every day to help with the work of the union. It is only through their struggles that I might get my job back, and besides, if I just stayed at home all day, I think I would collapse with boredom. I have to retain my strength," Jacobs said.

Losing his job has also meant that the 31-year-old Jacobs and his wife, Elena, cannot support their children. His four-year-old daughter, Nancy, is being looked after by his mother-in-law while his 14-month-old son, Bradley, is in his sister's care.

Jacobs was dismissed for allegedly taking part in the barricading of a university road during the three-day strike. The administration produced a sequence of photographs showing Jacobs to be part of the protest action.

Jacobs, a union shop steward, believes he has been victimised. "I was not even really involved in that barricade, I was just there calling workers to a meeting. It is funny that in the sequence of photos, I was the only worker identified by the administration," he said.

The Transport and General Workers Union (TGWU) is conducting a strike ballot over their demand for the reinstatement of the seven workers. UCT administration has balked at the idea of reinstating them.

Mr Hugh Amoore, UCT registrar, said: "We do not accede to that demand. We have discussed our reasons with the TGWU and that is a matter between us."

Commemoration stayaway called

By THEMBA KHUMALO

AZAPO has called for a massive stayaway in Reef townships tomorrow to commemorate the banning of 18 political organisations and the *World* newspaper by the government 15 years ago. ter, but he did not know what their response was. The stayaway would culminate in a rally to be addressed by the organisation's Dr Gomolemo Mokae, at Bekkersdal Hall near Westonaria.

Azapo spokesman Lundi Sigabi said teachers and pupils have been excluded from the stayaway and should go to school as usual. In a similar development the South African Municipal Workers Union has called for a stayaway in Dobsonville to protest against the dismissal of town council employees in August this year.

Asked if other organisations were contacted about the proposed stayaway, Sigabi said Azapo's general secretary wrote letters to the ANC and PAC about the mat- They were fired after they downed tools demanding higher wages and better working conditions.

Azapo calls for work stayaway on Reef

Sowetan 19/10/92.

(152) ~~152~~

By Joe Mdhlela

THE AZANIAN PEOPLE'S Organisation has called for a work stayaway on the Reef today to commemorate the 15th anniversary of the banning of organisations and the closure of newspapers. Azapo's national organiser Mr Fundile Mafongosi said the stayaway would be coupled with rallies and marches in various parts of the country. Students, teachers, nurses and doctors would not be affected by the stayaway, Mafongosi said.

The stayaway was not publicised beforehand and has created confusion on the Reef.

"We took a position to embark on these actions during Azapo's national council in Kimberley last month to commemorate the Black Solidarity Day

■ **PEOPLE POWER** Marches and rallies to

commemorate bannings 15 years ago:

"As these actions are meant to commemorate Black Solidarity Day, we wish to remind the oppressed people of Azania that the government of the day was responsible for the ban of newspapers and organisations 15 years ago," said Mafongosi.

"We will be agitating for unity among all the oppressed people to put an end to the violence and forge unity in order to unseat the present regime."

Mafongosi said the stayaway call was the branchchild of the Central Witwatersrand region and not a national decision.

Even though Mafongosi said the rallies and

stayaways were going to happen nationally, he indicated that "only those regions which have made the necessary preparations will be having the activities".

Rallies will be held in the following areas: Social Centre, Galashewe (5pm), Lutheran Centre, Seshego (3pm), Philip Smit Hall, Thabong, Welkom (2pm), and Paul Nel Community Centre, Bekkersdal.

Another organisation, the South African Municipal Workers Union, has also called for a one-day stayaway in Dobsonville in protest against the failure of Dobsonville Town Council to reinstate fired workers.

the nation in brief

Sowetan 20/10/92
Azapo stayaway call flops (152)

THE one-day stayaway call by the Azanian People's Organisation on the Reef yesterday went unheeded as workers went to work in their usual thousands

According to the South African Chamber of Business and transport service organisations, business was normal and buses and trains were full yesterday morning

A spokesman for Spoornet, Mr Ephraim Mohale, said the call had had no effect on trains. A Putco spokesman, Mr Brian Treweek, supported Mohale, saying as far as he knew there was no stayaway on the Reef yesterday.

Sowetan 20/10/92
Otis charged for lift death

AN elevator company is facing criminal charges following the death two years ago of a man who was cut in half by a lift in a Durban building

The Natal division of the Otis Elevator Company faces charges in terms of the Machinery and Occupational Safety Act for allegedly designating that Mr K Marimuthu, who was not under the supervision of an experienced person, work on the lift

The company's director, Mr S Lewis, yesterday pleaded not guilty in the Durban Magistrate's Court to the charge. The case was postponed to November 16

Sowetan 20/10/92
Red Cross gets R920 000

MORE than R920 000 to assist victims of violence in Alexandra was given to the South African Red Cross Society in Johannesburg yesterday by Social Relief Fund board chairman Dr Piet Koornhof

The money, totalling R920 801,45, was the first allocation approved by the fund's executive for the Southern Transvaal Red Cross

Koornhof said the Social Relief Fund was established after parliamentary approval was granted for the Fundraising Act to be amended to make official provision for the granting of financial assistance to communities affected by violence

Sowetan 20/10/92
Alleged harassment of PAC

SEVERAL cases of alleged harassment by security forces of Pan Africanist Congress members have been forwarded to the organisation's lawyers, PAC national organiser Maxwell Nemadzivhanani said at a Press conference in Johannesburg yesterday

Sowetan 20/10/92
Rhodes Press lecture

THE editor of Zimbabwe's leading independent newspaper, the Financial Gazette, will deliver the Rhodes University annual Press freedom lecture on Thursday.

Mr Trevor Ncube's topic will be Press freedom in Zimbabwe. The Financial Gazette made headlines earlier this month after Ncube became embroiled in a dispute with a parliamentary committee over his source for a report on a multi-million-rand corruption scandal

Sowetan 20/10/92
Mediation for Willards strike

A PAY dispute that has led to a two-week pay strike at Willard Batteries would be referred to mediation today, National Union of Metalworkers of South Africa spokesman, Mr Bimba Manqabashana, said yesterday



focus on violence

Sowetan 21/10/92 (152)

KILLERS STAB a nurse defying a strike and set her ablaze with petrol in a Johannesburg street.

A gang throws a handgrenade at a bus full of "scab" workers in rural Ratanda township, killing a passenger. Police later fire at a crowd protesting against the attack, wounding 30.

Labour militancy and strike-related violence are on the increase in South Africa despite the worst recession in decades, damaging already gloomy prospects for renewed foreign investment.

It will not be easy transforming worker-boss ties long politicised by a race segregation system which traditionally saw the 5-1 black majority as a vast source of unskilled labour.

Strikes cost 3,1 million work-days in the first nine months of 1992, up from two million in the same period in 1991, labour analysts Andrew Levy and Associates said in a report on industrial action.

The figures do not include political stoppages like a two-day general strike in August by millions in support of an African National Congress (ANC) pro-democracy campaign.

Wages were the direct cause in 76,3 percent of the strikes, up from 62,7 in the same 1991 period, Levy and Associates said.

The turbulent political climate also fuels emotions

"The impasse in (democracy) negotiations has created a climate of extreme impatience," said a report in the Innes Labour Brief newsletter.

Ugly incidents abound, including killings of strikers and "scab" workers and battles between workers and security guards.

The largest cause of lost workdays was a four-week stoppage by 80 000 members of the largest union, the National Union of Metalworkers of South Africa, in a pay dispute with employers which cost R880 million in lost production.

Twelve people were killed and millions of rands of damage done in attacks on clinics and homes in a four-month pay strike by hospital workers, South Africa's longest public service strike.

Away from the picket lines, though, thawing labour-business relations have produced unprecedented developments this year.

Government, business and the 1,3 million member Congress of South African Trade Unions (Cosatu) decided in August to set up a tripartite national economic forum to chart the economic future - a kind of economic counterpart to constitutional negotiations.

Cosatu sees the forum as an opportunity to reshape the economy to accommodate black social pressures and press for a moratorium on unilateral decisions by Pretoria on economic policy shifts

Militancy by trade unions and strike-related violence are on the increase in South Africa despite the worst recession in 88 years, damaging already gloomy prospects for renewed foreign investment in the country. But labour and business are beginning to co-operate.



One side of the hospital strike was the demonstrations ... the other was the violence.

"The aim is joint economic reconstruction and joint economic activity," said Bokkie Botha, chairman of the employers' group, the South African Co-ordination Committee on Labour Affairs.

The National Union of Mineworkers recently agreed with struggling gold mines a new profit-sharing productivity plan over and above the new annual five percent basic wage increase.

Pro-ANC unions entered the equity market with a high-profile unit trust fund aimed at financial growth and furthering worker benefits, investing only in "socially responsible" companies.

Parastatal electricity giant Eskom this year negotiated a forum with the 10 unions represented in the company to find ways for the union to influence decisions affecting them.

"An increasing number of individual companies are showing a sensibility towards the demands of transition and change," commented *Finance Week*.

"Faced with the reality of a business crisis, we have moved much closer to the unions," Rand Mines executive Francois Lamprecht told the

magazine.

But union militancy will not disappear, partly because many Cosatu leaders are also top ANC and Communist Party officials.

Cosatu, better organised than the ANC, is widely seen as the "battering ram" of the ANC's pro-democracy mass action campaign.

Cosatu said this year's strike surge was caused by the attack by employers on living standards "When workers are facing poverty, starvation, unemployment and soaring rises in the cost of living, employers offer wage rises well below (15 percent) inflation," it said

Business groups say the longest recession in 80 years requires a squeeze on pay. The downturn, lasting three and a half years, has cost 250 000 jobs and pushed investment spending and company profits to a 20-year low. Unemployment stands at 40 percent.

South Africa, seeking foreign investment in the sanctions-bled economy, saw an outflow of R1,8 billion in short-term capital in the 1992 second quarter due to "political uncertainty and social unrest", the Reserve Bank said. - *Sapa-Reuter*.

Cosatu and Anglo talk

Blam
21/10/92
DIRK HARTFORD

HIGH-POWERED Anglo American and Cosatu delegations met on Monday to discuss Cosatu's September decision to target Anglo for worker action as a "union-bashing" company. 21/10/92

Cosatu's decision arose from mass dismissals during the August general strike and Numsa's month-long strike in the metal industry. (ISZ)

The meeting addressed wide-ranging issues, including the political situation, the economic effects of mass action and strikes, the need to curb violence, the ILO recommendations for SA labour legislation and latest initiatives around the national economic forum. (ISZ)

Cosatu concern at unilateral economic restructuring and retrenchments was also addressed. (ISZ)

Cosatu believes the dismissals need to be addressed as a prerequisite for progress on the broader socio-economic and political fronts.

But Anglo would like dismissals in the metal and mining industry to be dealt with separately by the parties concerned.

Policeman kills prisoner in cell

ORKNEY — A policeman shot dead a prisoner in a police cell here on Tuesday night.

Western Transvaal police said the assistant constable had been dismissed and was facing a murder charge.

A spokesman said the two men had been arguing. Seven other prisoners were in the cell at the time — Sapa

Gunmen fire on commuters

JOHANNESBURG — Six people were wounded when gunmen fired on commuters at the Eldon station in Germiston on Tuesday.

In Kaitleng, a man died when he was thrown from a train in Khayelisha shots were fired at a police vehicle and a home.

In the Oskel a man was killed in an explosion at Thuyhu Village near Bisho and another died in a train attack.

ANC man held on arms charge

MARITZBURG — The ANC's chairman at Ntsha lakale has been arrested for the illegal possession of firearms.

Mr Solomon Mzolo, 60 was first arrested in 1990 for the illegal possession of two handguns and an AK 47 rifle, but the charges were withdrawn when the docket was stolen from court.

Police rebuilt their case and arrested him yesterday — Sapa

Top police appointments announced

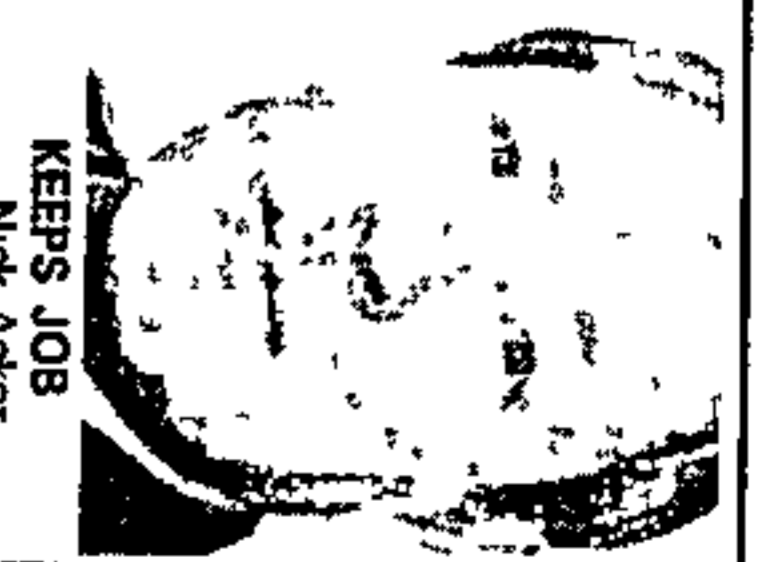
Staff Reporter
MAJOR-GENERAL Nick Acker, the Western Cape's regional police commissioner is to retain his post in a nation wide shake up. Police yesterday released the names of 16 brigadiers who will be promoted to the rank of major-general on December 1.

Two of the new major-generals will serve as deputy-regional police commissioners under General Acker. They are Brigadier H M Du Toit and Brigadier V S Snyman. Brigadier Du Toit will be head of community policing in Cape Town and Brigadier Snyman will retain his present post.

A police spokesman said Brigadier Du Toit was the current commanding officer of the police academy in Graaff-Reinet and Brigadier Snyman headed the Crime Combating and Investigation Unit for the Western Cape region.

Included in the list of promotions are South Africa's first black police generals. Major-General M S Tsoka will become a deputy regional commissioner and head of community relations in the Witwatersrand division, which serves Soweto.

Major-General M Chelby will serve as head of community relations at police headquarters in Pretoria.



KEEPS JOB
Nick Acker

Boipatong: Hostel man tells of havoc

VEREENIGING — A Kwamadala Hostel resident yesterday told the Goldstone Commission here how he and a heavily armed group of about 250 other hostel residents cut a path of havoc and destruction in Boipatong on the night of June 17 when more than 40 people were killed.

The resident identified only as "Mr C" is in protective custody under the Criminal Procedure Act. He was released from the attorney-general's office to attend yesterday's hearing.

Mr C told the commission that the group armed with sticks, knives, spears and shields, entered Boipatong and attacked people and destroyed property.

He said the group scattered into smaller groups once they entered the township. He saw no guns but heard gunshots once they were in Boipatong.

His group of about nine people had not hurt anyone but vandalised the homes and property of Boipatong residents.

Mr C admitted seeing a man from another group emerging from a house holding a "blooded knife" which he realised must have been used to kill someone. He denied being affiliated to any political group and said he had not been aware of the group's intention when they left the hostel.

Mr C said he did not see any members of the South African Police or any police vehicles in the township during the attack.

He saw a number of the attackers carrying goods such as television sets and radios back to the hostel. These were later set alight and burned.

They began to run when someone shouted that the police were coming. They returned to the hostel and returned to their rooms.

The commission earlier heard from an other witness, an SAP special constable that members of the Vereeniging Internal Stability Unit (ISU) prevented the Seboko municipal police from trying to arrest Kwamadala Hostel residents on the night of the massacre.

Special Constable Duan Monare told the commission that on the night of June 17 he ran to the Boipatong police station to report the attack.

Neither the Boipatong police nor the Vereeniging ISU had armoured vehicles and could not enter the township. It was then arranged by radio that Seboko South municipal police would send a Casspir which travelled through the township. Mr Monare said he joined the municipal police in the back of the Casspir.

City bus strike ends: 130 workers reinstated

Staff Reporter
THE two month-old Golden Arrow Bus strike was resolved yesterday after four weeks of mediation.

Of the 221 striking workers 130 were reinstated with a final written warning valid for six months and 49 were given retrenchment packages.

The remainder, who had not found work elsewhere, were put on a preferential waiting list, said a spokesman representing the Transport and General Workers Union, the Transport and Omnibus Union and Amalgamated Woodworkers Society.

The flashpoint of the strike came when Golden Arrow Bus Services brought criminal charges against three employees for malicious damage and stealing property.

The men had used the company's buses without permission to visit depots and rally support for safety measures in their jobs.

These charges were dropped during the course of the strike.

The 221 workers were dismissed when they failed to obey a court interdict forbidding employees to "instigate, incite or take part in a strike or to interfere with or disrupt the company's services" a statement from the management said.

The workers' demands for safer working conditions had been implemented and drivers were issued with bullet proof vests, the union spokesman said.

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Clinton's carrot and stick for SA

WASHINGTON — If Mr Bill Clinton of Arkansas becomes the next president of the United States, he is likely to pursue a carrot-and-stick policy toward South Africa.

The carrot is a programme of aid and investment incentives to boost the economy once SA has a fully democratic government.

The stick is the maintenance of state and legal sanctions in the United States — one of the main reasons why American corporations are reluctant to invest in SA — as well as continued restrictions on SA access to International Monetary Fund resources.

Mr Clinton, currently leading President George Bush in the polls for the November 3 election, outlined his policy on SA in a recent issue of the American magazine Africa Report.

Mr Louwrens also complained that the government was applying two contradictory policies. On the one hand, it intended to reduce staff expenditure. On the other, departments have been ordered to apply a policy of increased appointments to affect a policy of affirmative action.

THOUSANDS of civil servants have issued a blunt warning to the government that it will face "severe disruptions" if it fails to respond positively to employee concerns over staff reductions.

Administration minister Dr Oreg Marans's press secretary said he would respond today.

Mr J A Louwrens co-ordinator of a group of 11 unions and associations with a total membership of about 300 000, said they were demanding a moratorium on staff reductions until they were consulted. Among the organisations are the Public Servants' League and the Health Workers' Union.

Civil servants warn govt

By PETER DENNEY

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Stayaway

'a success'

Government 22/10/92
State sabotage efforts fail



By Mandla Zibi

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MONDAY'S stayaway called by the Witwatersrand region of the Azanian People's Organisation was a success despite Government efforts to sabotage it.

The stayaway call was made to commemorate Black Solidarity Day, October 19, 1978, when the Government banned 18 black political organisations and two black newspapers, *World* and *Weekend World*.

Azapo official Mr Monwabisi Duna said his organisation felt the move had been successful despite the arrest of one of their Soweto organisers, Mr Shuko Ramasele.

Mr Shuko Ramasele said he was briefly arrested by police on Saturday after they had seen pamphlets and posters in his bakkie.

"This was clearly a case of sabotage by the police" said Ramasele, who was released on Monday this week.



Saccawu will not be stopped

152
Sowetan 23/9/92

■ Union to protest Checkers dismissals:

By Isaac Moledi

Sowetan 23/9/92
MEMBERS of the South African Commercial, Catering and Allied Workers Union are to march on the Checkers store in Heidelberg today in protest against the dismissal of its members

The march will start at 9 30am at the town's taxi rank and proceed to Checkers, where a memorandum will be handed over to the company's management

More than 70 workers at Checkers in Heidelberg were dismissed last month

The dismissals came about as a result of a woman worker who was allegedly fired after she objected to being called a kaffir by a white security woman, according to Saccawu

Saccawu official Mr Salm Vally said "Instead of the Checkers management looking at the matter objectively, they unilaterally decided to dismiss our member"

Checkers said in a statement that it was still addressing the problem in the interest of all its 20 000 employees

"In doing so the company would have due regard for the financial position of the company and the current state of the economy"

"The group regarded its relationship with its employees as an internal matter and did not want to arouse public debate which may jeopardise the future of their livelihood," the statement said

Strikers to return

JOHANNESBURG. — An estimated 5 000 Transvaal hospital workers return to their posts on Monday after a bloody four-month strike over union recognition.

Some 2 700 strikers lost their jobs in the deal which ended the stoppage marked by petrol-bomb and gun attacks

Initially 7 700 workers were dismissed by the provincial authorities — Sapa

APR 24/1972

Strikers are blamed for open graves

JOHANNESBURG. — Striking grave-diggers have been blamed for leaving 14 bodies in open graves at Ratanda township near Heidelberg last week.

Witwatersrand police spokesman Captain Eugene Opperman said Ratanda municipal grave-diggers on a go-slow strike had not filled the graves.

They had refused to fill the graves, apparently because they feared they would not be paid overtime for their work.

Amid doubts about the identity of the 14, the Goldstone Commission last week ordered that the bodies be exhumed and returned to the local government mortuary — where they had lain for more than six months without being claimed.

ANC PWV region general-secretary Mr Paul Mashatile, who viewed the bodies yesterday, said they would be reburied today.

Captain Opperman slammed reports alleging the police had "dumped" the bodies and handled them "without dignity".

"Some media reports even insinuated that those buried died at the hands of the security forces under suspicious circumstances. The insinuation is not only unfair, but devoid of any truth," he said.

The police had been asked to help transport the 14 coffins to the cemetery, where they had been met by representatives of the Ratanda municipality and the funeral parlour service.

The graves had been dug with a machine hired by the municipality. "The coffins were properly lowered into the graves and then left for the grave-diggers to fill up." — Sapa

CT 28/10/92
152

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revolver

Albert not mine. says Claudia



CT 28/10/92
**Dismissals
unfair — CP**

PRETORIA — The dismissal of workers who provided services at hospitals while National Health and Allied Workers' Union members were on strike was a kick in their teeth, the Conservative Party's National Health spokesman, Dr F H Rauw, said yesterday.

The government had once again proved it constantly capitulated after threatening strong action, he said — Sapa

Strike by
500 000 ⁽²¹²⁾
in W Cape ⁽¹⁵²⁾
threatened ^{1979 29/10/1972}

Labour Reporter

A MAJOR strike by up to 500 000 public sector workers in the Western Cape cannot be ruled out if the government continues with unilateral restructuring of the public service

This was decided at a meeting attended by representatives of 10 public service organisations this week to plan a programme of action against the restructuring, according to Mr Wilfred Alcock of the National Education, Health and Allied Workers' Union (Nehawu)

"We are not looking at disrupting the public sector yet — it will depend on the response of the government — but a major strike involving about 500 000 Western Cape public service workers cannot be ruled out"

The programme of action would include a public sector march in Cape Town on November 7, Mr Alcock added

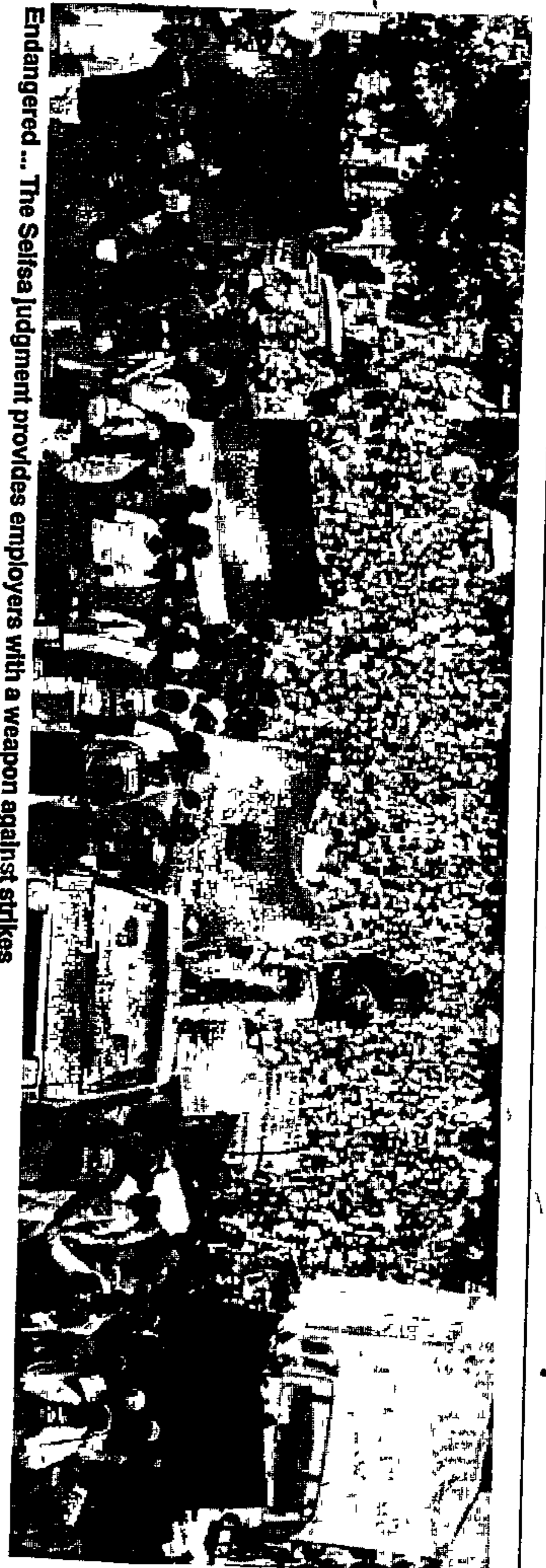
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employers to frustrate any strike that fails to strictly abide with the terms of the legislation".

Recently, the ILO's commission to South Africa suggested that the Labour Relations Act (LRA) be amended to remove all obstacles to the right to strike in order to bring the legislation into line with ILO principles on the freedom of association.

The commission specifically addressed problems in the LRA with regard to balloting.

It said that the requirement for an absolute majority of workers in an industry for a strike ballot ran the risk of "seriously limiting the right to strike".



Endangered ... The Selsa judgment provides employers with a weapon against strikes

Turmoil over nursing strike

EAST LONDON. — A strike by 400 nurses at Umtata General Hospital has left the intensive-care unit and maternity units staffed by only a few doctors

Transkei's government has appealed to retired nurses and homeland citizens with experience in nursing to help at 32 hospitals (152)

"A few doctors are doing their best to grapple with a desperate situation," said the military council's liaison officer, Mr Mbulelo Mtuli, in a statement. ARG 31/10/92

Three babies in incubators at Umtata General were left uncared for, according to a doctor. — Ecna

Strike at Maponyas

WORKERS at top Soweto businessman Mr Richard Maponya's supermarket went on strike on Friday to back demands for higher pay (2) (152)

Maponya said yesterday the one-day stoppage had already crippled business and he alleged intimidation of shoppers "At the time when they finish striking there will be nothing to strike for because the business will have been ruined as we can see that people are moving away to buy in the cities," he said - Sapa

Sowetan 2/11/92.

Strike delays ANC case

UMTATA — The trial of two ANC members, Mr Mfanelo Matshaya and Mr Ndibulelo Ndzamela, charged with the murder of a dissident, Mr Siphon Phungulwa, has been postponed until next week because magistrates and prosecutors are on strike

~~15~~ 15 CT 2/11/92



Workers in wages strike

JOHANNESBURG. — Workers at Soweto businessman Mr Richard Maponya's discount store went on strike on Friday to demand higher pay, the SA Commercial Catering and Allied Workers Union said

(152) (25) CT 2/11/92

Winnie to mediate

IS2

THEO RAWANA



FORMER ANC welfare department head Winnie Mandela enters the labour arena today to intervene in a strike gripping black retail giant Maponya Discount Store. Employees, members of the SA Commercial, Catering and Allied Workers' Union, downed tools on Friday leaving tills at Soweto's largest retail outlet unmanned. Shop steward Phannuel Msimanga said Mandela had met the employees at the weekend and had proposed a meeting with store owner Richard Maponya today.

The store was deserted yesterday as consumers avoided the shop and employees picketed the entrance.

Msimanga said the strike had followed a deadlock in pay talks in which Maponya had declared a "wage freeze" for 1992 due to financial difficulties.

The union was demanding a R180 across-the-board increase or a R600 a month minimum, he said.

"In previous years Maponya has been co-operative, but this year he just declared a wage freeze for 1992 and would not budge," Msimanga said.

Maponya, who could not be reached for comment yesterday, reportedly said at the weekend that the stoppage had already crippled his business. "By the time they finish striking, there will be nothing to strike for, because the business will have been ruined," he said.

Maponya is reputed to own racehorses, a BMW franchise, a filling station, a funeral parlour, a transport and car hire company and a share in a Coca-Cola bottling company. He owns a 22-room house in Dube, Soweto and a mansion in Sandton.



Employees picket Soweto's largest retail outlet, Maponya Discount Store, during industrial action over wage increases yesterday. Former ANC welfare department head Winnie Mandela will mediate today in an attempt to resolve the dispute.

Picture ROBERT BOTHA

810A-1 311192

Kreef strike talks today

CF 3/11/92

UNION leaders, the ANC and rock lobster industry representatives are to meet today to discuss the strike by kreef fishermen and factory packers.

Crayfish factories in several West Coast villages were deserted as woman workers, most of them members of the Food and Allied Workers' Union, joined their menfolk on strike on the second day of the 1992/93 crayfish season, factory managers confirmed.

Fishing ports affected include Doringbaai, Lamberts Bay, Elands Bay, Paternoster and St Helena Bay, according to the general secretary of the West Coast Fishermen's Union, Mr Hennie Mostert.

Describing the strike as historic, he said it was the first time fishermen had taken a stand and decided they were no longer prepared to be dominated by quota holders.

The fishermen are demanding that the catch rate paid to them be increased from R3,60 to R8/kg and that fishing companies stop reducing their

Govt probe welcomed

WESTERN CAPE ANC chairman Dr Allan Boesak has welcomed the government's proposed investigation into the living conditions of rock lobster fishermen on the West Coast.

He said yesterday he hoped the fishermen would be consulted so that their interests would be reflected in the recommendations. The ANC supported the crayfishermen's strike.

fleets and retrenching workers.

Mr Mostert said the fishermen were determined not to go to sea until their demands had been met.

Mr Dan de Villiers, assistant general manager of the South African Frozen Rock Lobster Packers (Safroc), said the industry was concerned about the strike and would meet the ANC and quota holders today to discuss the demands of the fishermen.

Mr Aldo Girolo, chairman of the Restaurant Guild, said he

supported the fishermen's demands for a better wage.

"There has to be something wrong with the industry when fishermen only get about R4/kg and we have to pay R45/kg."

ANC fishing industry researcher Mr Johnny Issel said fishermen feared a depletion of the crayfish resource and the collapse of their livelihood following the recent government announcement of a reduced size limit and total allowable catch for crayfish — Sapa and Staff Reporter



Winnie intervenes in strike (152)

THE strike at Maponya Discount Store in Soweto may be resolved today following intervention yesterday by former ANC welfare department head Mrs. Winnie Mandela.

Sowetan 4/11/92
After yesterday's meeting in Soweto between Mandela, the supermarket's owner, Mr Richard Maponya and officials of the SA Commercial, Catering and Allied Workers Union, Maponya said he was optimistic that a solution to the crisis was imminent. More than 50 workers have been on strike for better pay since Friday.

Noise: Residents' ire brews

CTS/11/92
Staff Reporter

182

NEWLANDS residents have complained bitterly that the Ohlsson's Cape Brewery near their homes emits a disturbing vibration "accompanied by a deep growl".

Mr Graham Goetze, regional representative of SA Breweries, said yesterday that he thought his company had finally identified the problem this week.

The drone emanated from a large ventilation fan, he said. "We are going to do something about it as soon as possible."

Mrs Carol Christie said the vibration rattled her doors and windows so much that the burglar alarm could not be switched on.

The irritation was often incessant, but sometimes it came in waves. She frequently had to sleep in her lounge rather than her bedroom. Earplugs did not help, nor did leaving the radio playing.

Other noises

"Other noises, but not as appalling, are sudden loud bursts of steam being released, the rush of coal down chutes, the shunting of trains and the comings and goings of the shift workers."

She had been assured months ago that the problems would be attended to, but instead the situation had worsened, she said.

Her neighbour Mr Peter Loxton said he had been complaining for years. He conceded that improvements had been made, but he added that the noise was still there and it was still excessive.

Mr Goetze said after complaints about two years ago a new and quieter pneumatic mechanism for moving coal had been installed.

● Meanwhile members of the town planning committee are to conduct an on-site inspection of a portion of the Liesbeek River at the brewery on Monday before they decide how to deal with a separate controversy there.

The brewery has applied to subdivide a riverside plot in such a way that three new single residential units will be created. Five adjoining owners have objected to the subdivision.

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AWB Hit South Africa

By DAN DHLAMINI

THE national strike by Food and Allied Workers Union (Fawu) members at Sentraalwes Koopera-sie (Senwesko) took a political twist this week when strikers at Heilbron were sjambokked, allegedly by AWB members.

To compound Fawu's problems, strikers have been locked out of the company premises, while busloads of men, recruited from the notorious Kwamadala hostel in Vereeniging, were brought to Potchefstroom, Viljoenskroon, Kroonstad and Bothaville to replace the 1 700 strikers.

Spokesman

According to Fawu's Free State and Northern Cape spokesman, Paseka Ngqeleni, the strike was purely economical and was the result of an impasse between the union and Senwesko during wage negotiations.

Ngqeleni said workers demanded an increase of R180 across the board and management stuck to their initial R10 a month increment.

"We did some research and discovered that despite the drought, Senwesko made a clean R45-million profit for the 1991/92 financial year and that they also had R16-million in their reserve. Our increase would have only amounted to

CP Press 15/11/92

Unarmed injured as company turns on electricity

(152)

R12,5-million," he said. Senwesko spokesman Henko de Jager declined to comment, saying they had an agreement with management not to release any statement to City Press.

A Senwesko employee in Potchefstroom, Abel Monasa, told City Press that a farmer told the group of strikers who gathered outside the company premises: "You Co-satu communists, if you touch Senwesko, you have touched the AWB's raw nerve and you will get what's coming."

Electrocuted

One of the men who was brought to Potchefstroom, Siphon Nkuna, confirmed in an interview with City Press that they were indeed from Kwamadala hostel.

Nkuna said the group had been without jobs for some time and when they were told that they were going to be employed they jumped on the truck without asking questions. He said they were sur-

prised to learn that they were to replace the striking workers. Nkuna denied that they had been brought to Senwesko to cause violence in the area.

Regarding the brutal assault which left 10 strikers hospitalised in Heilbron, the police released a statement saying two tractor-loads of balacava-clad farmers attacked the strikers who were sitting outside the premises.

Fleeing

But Fawu spokesman Ngqeleni told City Press that when the farmers, who he insists were AWB members, started attacking the unarmed workers, management closed the gates and activated the electric fence which shocked strikers fleeing the assault.

Ngqeleni claims that although police were quick on the scene they did not pounce on the assailants, but casually spoke to them.

Police said 25 charges of assault have been registered and investigations were continuing.

But City Press has since established that only four white men appeared in the Heilbron Magistrate's Court on Thursday on charges of public violence, attempted murder and unlawful possession of teargas.

The accused, who are all out on bail, will again appear on December 2.



No wage freeze .. Striking Saccawu members picket Maponya's Discount Stores this week

Photo: GUY ADAMS

Winnie fails to end Maponya dispute

By FERIAL HAFFAJEE

WINNIE MANDELA went to the negotiating tables this week — trying to persuade Soweto millionaire Richard Maponya's striking workers to return to their posts

Her efforts to broker a settlement were unsuccessful; she attempted to persuade the workers at Maponya's Discount Stores to accept a wage freeze this year with the promise of a split increase next year

But the striking workers will not settle for less than a R650 minimum wage, R150 across-the-board increases, annual bonuses, paid maternity leave and gazetted overtime pay

Many employees earn R400 a month while the best-paid earn R700. They get bonuses based on length of tenure and the three months maternity leave available to women workers is unpaid. Since 1990, Maponya has refused to sign a recognition agreement with the South African Com-

mercial, Catering and Allied Workers Union (Saccawu)

The strike began on Friday when workers did not clock in and instead picketed the store, shouting to customers not to enter

By Tuesday this week, the shop was empty and those workers not on strike sat reading and painting their nails while Maponya and Mandela met Saccawu officials in the basement.

Maponya confirmed that turnover was down to almost nothing and said he had not put a counter-offer on the table because negotiations were continuing

The strike turned ugly last Friday when the police came to deliver a court order to picketing workers. Maponya secured the court order to prevent strikers from harassing and intimidating customers

The police opened fire and a Saccawu shop steward, Louis Dnugela, suffered a birdshot wound. About 26

workers were arrested and released the next day at lunchtime, after paying R100 admission of guilt fines

Maponya said allegations that he had threatened workers with a gun were "absolute nonsense". The allegations were made to *The Weekly Mail* by the union and striking workers questioned independently

It was rumoured that Maponya, who is a close friend of the Mandela family, called in Winnie Mandela hoping that the striking workers would defer to her. But Maponya said that Mandela had "come of her own accord" when the person she sent to do her shopping had been prevented from entering the shop

Maponya, who has been an African National Congress member "all my life", owns a string of businesses — including the Soweto BMW franchise, a Coca-Cola bottling plant and garages. His six racehorses run in ANC colours

Wim on 6/11-12/11/92

152

275 textile workers go on strike tomorrow

SHARON SOROUR
Labour Reporter

TEXTILE workers at Table Bay Spinners Ltd will go on strike tomorrow because the company has refused to implement a wage increase for 1992, says the SA Clothing and Textile Workers' Union

Union spokesman Mr John Eagles said 275 employees at

the Bellville yarn factory would go on a legal strike from 4am

ARG 12/11/92
"Whereas a wage review was originally scheduled for July, 1992, workers' hopes and expectations were dashed when all the company would put on the table was a proposal not to adjust wages at all," Mr Eagles said

An "overwhelming" majority of workers had recently voted in favour of a strike

Mr Eagles said the company had offered to increase wages by three percent in the first six months of next year, but this was "ludicrous"

Employees in other clothing, textile and leather factories

were considering what action to take in support of the strike

The proposal to freeze wages was unprecedented and all other textile factories had agreed to wage adjustments of 13 percent on average, which had already been implemented

● A company spokesman declined to comment on the dispute

the nation in brief

Sowetan 13/11/92

Council warns residents

THE Lekoa Town Council yesterday warned it would cut off electricity and water supplies on December 9 unless at least 65 percent of the residents had settled their accounts

The council said many residents had not been paying their bills although an agreement binding them to pay for services was reached between itself, the Vaal Civic Association and the Transvaal Provincial Administration earlier this year. The municipality said it was reluctant to cut bulk supplies, but was bound to do so as a last resort. - Sapa

Sowetan 13/11/92

Workers down tools

MORE than 100 workers at the Highgate, Johannesburg, branch of Pick 'n Pay downed tools yesterday following the dismissal of two cashiers

The workers said the two were dismissed without being given an opportunity to be represented. Police were called in but no violence was reported. The workers vowed not to return to work until the matter had been resolved. Pick 'n Pay acting general manager Mr Larry Michelow confirmed there was a work stoppage. He said the cashiers were dismissed for misconduct. He denied, however, that management had denied the fired workers representation. - Sowetan Reporter

Sowetan 13/11/92

Council employees picket

A DIEPMEADOW Council executive meeting was yesterday disrupted when members of the South African Municipal Workers Association held a picket demanding increases allegedly promised them by the municipality

According to the union, the workers were to have been granted a 10 percent wage increase with effect from July 1 this year. The council said it could not fulfill the agreement as it had no money

The council will hold a meeting with Samwu shop stewards today - Sowetan Reporter

Sowetan 13/11/92

Minister questions report

DEPUTY Minister of Land Affairs Johan Scheepers yesterday questioned the National Land Committee's claim that 38 000ha of South African Development Trust land had been transferred to the Lebowa government.

Scheepers said the facts repeatedly stated by the Government through the media were - among other things - that the land would remain part of South Africa and did not form part of the Lebowa self-governing territory. - Sapa

Farmers attack co-op strikers

ARLT 3/11/92 (152)
The Argus Correspondent

HEILBRON — A large contingent of police has been deployed at Heilbron in the Free State after farmers attacked striking Central West Co-operative workers

A 21-year-old man was arrested after two men — one of them a passerby — were shot and injured yesterday.

A police spokesman said workers were staging a sit-in at the co-op when about 20 balaclava-clad farmers arrived about 9am and started assaulting them

Later a 21-year-old man drove out of the premises to a group of about 20 blacks and began firing at them with a shotgun

A 52-year-old man riding past on a bicycle was injured and admitted to Bohlokong Hospital in Bethlehem, police said. A 19-year-old man was also shot and slightly injured before police could arrest the gunman.

Twenty-five cases of assault were filed and police are investigating charges of attempted murder

Workers picket all over city

ET 13/11/92

(152)



Staff Reporter

WORKERS from the Transport and General Workers' Union yesterday picketed all over the city to highlight wage disputes with two employers

Groups of union members handed over memoranda at two offices of companies belonging to the Rennie's group, and picketed outside the Waterkant Street offices of Berco Indoor Gardens

Lunchtime pickets by TGWU members were also held at other points in the city, and at the Berco offices in Claremont.

The union is demanding a 21% across-the-board increase for Rennie's workers, as well as afternoon and night shift allowances and a year-long moratorium on retrenchments

TGWU workers have been locked out of the Berco offices in Waterkant Street following a breakdown in wage talks and the lock-out of another 50 workers on November 5

The union has demanded a minimum wage of R750 per month, as well as an annual 13th cheque, paid maternity and paternity leave, and five days' paid compassionate leave

Berco said yesterday the wage dispute had "caused problems such as a go-slow, the ignoring of meeting times and several attitude problems"

Both the union and Berco confirmed another meeting would take place on Monday

Frame salaried staff threaten to strike

DIRK HARTFORD

152

MORE than 400 Frame salaried staff — who earn between R1 680 and R5 000 a month — could strike this week if their demand for a 12,5% salary hike is not met.

All are SA Clothing and Textile Workers' Union (Sactwu) members. Frame, which began negotiations offering a 10% wage cut, is now offering the New Germany workers 8%.

A Sactwu spokesman said it was the first time in its experience that salaried employees were prepared to back up their demands with action. A Frame spokesman was not available for comment yesterday.

6/10/92
17/11/92

Clothing factory workers hold woman hostage

A JOHANNESBURG clothing factory owner was held hostage yesterday for three hours by 60 workers after her ex-husband — their employer — left the country without paying them

Linear Fashions owner Guera Ovadia said she had feared for her life when his employees had taken over her factory and demanded to be paid the money owed them. She said her ex-husband Shlomo Ovadia, owner of clothing firm Shapes, had fled the country on Sunday, leaving his

8/007 17/11/92
DIRK HARTFORD

workers without pay, benefits and holiday bonuses

She said she had found out he was leaving 20 hours before his departure, but that she "could not betray him because he is the father of my kids"

One of the employees said they believed that just before Ovadia left, he had moved everything from his factory to his ex-wife's "We came to the wife's factory to get what is rightfully ours"

Ovadia said the workers took over her factory and started shouting and rioting. They confiscated her keys, held her hostage and threatened to get their union — the SA Clothing and Textile Workers' Union (Sactwu) — to arrest her

Police were called and the workers left the factory peacefully

Ovadia said her factory's employees, who are also Sactwu members, were not involved in the dispute. No one at Sactwu could comment on the incident

Union says auditors will inspect Maponya books

THEO RAWANA

~~THE~~ strike at Soweto-based Maponya Discount Store was suspended yesterday, 19 days after 45 SA Commercial, Catering and Allied Workers' Union (Saccawu) members stopped work to back pay, bonus and additional leave demands. (152)

Saccawu said in a statement yesterday a condition of the suspension was that the company would allow the union's auditors to inspect its books. (152)

Workers would return to work today and negotiations on wages, bonuses and additional annual leave would resume soon after the auditors had submitted their report.

Saccawu spokesman Hilton Toolo said the report was expected to be ready in about three weeks.

The union and the company committed themselves to negotiate parental rights and procedures as soon as agreement had been reached on the other issues, Saccawu said. B/DAM 18/11/92

Sapa reports issues to be negotiated include that wage increases be effective from September 1 1992, and January 1 1993.

The strike, which resulted in the supermarket closing for some time, involved picketing by union members and failed mediation attempts by former ANC social welfare department head Winnie Mandela.

Owner Richard Maponya, who at the initial stages of the strike was quoted as saying the labour action would cripple his company, could not be reached for comment yesterday.

off a train

March on Rosslyn factories

SCORES of Congress of SA Trade Unions members are expected to march on three factories at Rosslyn near Pretoria on Monday to press home certain demands

Cosatu's Mr Jerry Moropa said at a Press conference yesterday the workers would demand a settlement for a labour dispute at the local August Laepple factory and the reinstatement of colleagues at the Wubbling and Apache engineering works

Sowetan 20/11/92

(152)

1 164 Natal dead

UNREST in Natal has now claimed the lives of 1 164 since the beginning of the year, according to a report by the Human Rights Commission.

The HRC says 19 people were killed in Natal since last Wednesday. Six of the deaths were in the Natal Midlands, another six at Umgababa on the South Coast and the remaining four on the Natal North Coast.

Sowetan 20/11/92

Offensive names changed

THE Government has taken the first steps to remove offensive words from the names of places in South Africa.

This could mean that places like Kaffersdrift and Kafferrivier could disappear from the map to be replaced by more acceptable names

It is not known at this stage how far the Government plans to go and if it will change the names of places like the Hendrik Verwoerd Airport and P W Botha Airport, or leave this to an incoming government.

The announcement about renaming places was made by Deputy Minister of Land Affairs Mr Johan Scheepers

Sowetan 20/11/92

AVU and ANC frank talks

THE Afrikaner Volksunie presented its ideal of self-determination to the ANC and listened in turn to the organisation's stand on regionalism in a historic meeting yesterday

ANC president Mr Nelson Mandela left the meeting early but said the presentation by AVU leader Mr Andries Beyers had been "very frank"

Beyers had suggested that an ANC-AVU committee be established "to look into areas of common interest" The meeting was held at the ANC's headquarters - Sowetan Reporters and Sapa

Sowetan 20/11/92



CT 20/11/92

Union calls vote on hotels strike

EAST LONDON — The SA Commercial, Catering and Allied Workers Union is to hold a strike ballot today at all Sun International hotels in Ciskei following a deadlock between management and the union over retrenchment proposals.

The deadlock occurred earlier this week over the union's demands that retrenchments be stalled and a centralised bargaining forum be initiated.

Sun International Ciskei's regional manager, Mr Graham Vass, said after a meeting on Tuesday had ended in deadlock, that the company had given notice of its intention to retrench at least 290 employees.

To minimise the number of retrenchments, the company was offering voluntary retrenchment to all employees within the negotiated bargaining unit and early retirement to all employees over 50, he said.

Mr Vass said an urgent interdict had been applied for to prevent further disruption. — Sapa

News

briefs

Sowetan 20/11/92

All-Cosatu march

(120A) (152)

A MARCH of all Cosatu-affiliated unions is scheduled to take place in Rosslyn on Monday to protest against dismissals arising from mass action and strikes

Mr Joe Selau, Cosatu's regional secretary for the Northern Transvaal, told a Press conference yesterday that the march was scheduled to start at noon. Workers will report for work in the morning and knock off shortly before midday.

He said the industrial action on Monday was aimed at Apache Engineering, Wubbling Engineering and August Laepple.

The managements of the two engineering companies will receive memoranda.

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Sowetan 20/11/92
All-Cosatu march

~~152~~ (152)

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The managements of the two engineering companies will receive memoranda.

Most observed stayaway 'by choice'

Political Staff

BLACK men and women in South Africa's metropolitan areas took part in the August stayaway by choice, an opinion survey has found

One in five of the men and women who responded said they had not stayed away from work at all, and more respondents in the upper in-

come group went to work than those less well off.

More than half of the men and one in three women claimed they had stayed away from work because they wanted to be part of the mass action campaign.

This was particularly the case in the Eastern Cape, more so than in the

PWV and Durban regions, the Omnibus check division of Research Surveys said yesterday after it had released the results of the poll.

The number of respondents who said they had stayed away due to intimidation was minimal (2% of men and 4% of women), but 14% of men and 18% of women said they had been

afraid to go work although they had not actually been threatened.

"A further 6% to 7% also confessed that the stayaway had given them an excuse to take some time off," said Ms Binky Kellas, a director of Research Surveys.

She said 324 men and 439 women replied to the question about their attitude to the stayaway

152
21/11/92



NEWS IN BRIEF

Workers stage protest

SEVERAL hundred workers marched on the August Laepple, Apache Engineering and Wublung plants in Rosslyn, near Pretoria, yesterday in support of Cobati's demand for the reinstatement of 300 workers dismissed during the August general strike and the national metal workers' strike

BLOOM 28/8/72

(132) (133)

Garden (152) workers cultivate settlement

Labour Reporter

WORKERS at Berco Indoor Gardens, who were locked out by Cape Town's largest indoor gardening company, have returned to work after accepting a wage offer.

According to company spokesman Ms Louise Farrow, about 60 members of the Transport and General Workers' Union returned to work last week.

They have accepted the company's offer to increase the minimum monthly wage from R510 a month to R581 plus an annual bonus of R120.

Workers had also accepted an offer to increase paternity leave to two days.

The company legally locked out the workers on November 6 to "avoid disruption of its business" after a wage dispute with the union caused "a go-slow, the ignoring of meeting times and several attitude problems".

This disrupted and prejudiced business during adverse economic circumstances and to avoid further disruption, the company had to lock out the employees, she said.

The union initially demanded a minimum wage of R750 a month as well as an annual 13th cheque.

Wage negotiations began in August but ended in dispute after several meetings and mediation to resolve the dispute had not been successful.

The union could not be reached for comment.

7-29-78
MTR
A

Support for stayaway

THERE was significant voluntary support for the ANC's stayaway on August 3 and 4, says an Omnichek survey. Omnichek director Binky Kellas said results "clearly demonstrate that large-scale intimidation did not take place as had been claimed by many in the public and private sectors" (ASU)

Vertical text on the right edge of the page, possibly bleed-through or a margin note.

Employers get ultimatum

By Alinah Dube

(152)

~~154~~

■ **Factories in Rosslyn have until Friday to meet the demands:**

Sowetan 24/11/92

THE ROSSLYN Industrialists Association has until Friday to meet the demands of workers employed at local factories north of Pretoria or face intensified action, workers warned yesterday.

Several workers marched on three local companies where employees were allegedly dismissed for taking part in strikes and mass action programmes

The march was monitored by a United Nations delegation

The workers, all members the National Union of Metalworkers of South Africa, other unions affiliated to the Congress of South African Trade Unions and the African National Congress tripartite alliance, marched from factory to factory to present memoranda

Yesterday's protest was aimed at the August Laepple car parts manufacturing company, the industrial association and Wubbling-Apache Engineering

Strikers seek isolation

By Mckeed Kotlolo 152

Striking metalworkers yesterday threatened to call for the international isolation of Bosal Afrika as the strike by 900 workers at the car parts manufacturer's plants in Uitenhage, Pretoria, Cape Town, Krugersdorp and Maritzburg entered its fifth day.

The National Union of Metalworkers of SA (Numsa) said it was holding talks with the Congress of SA Trade Unions

as well as unions abroad to isolate the company in an attempt to force it to review its "hostile" stand.

NUMSA said that despite its efforts to resolve the wage dispute by compromising on most of its demands, management refused to budge.

NUMSA demanded a R2 across-the-board hourly increase, the election of full-time shop stewards and a moratorium on retrenchments or monthly severance pay.

STAR 26/11/92

Victim drives to eli:



Diepmeadow Council workers hold a mock funeral of legal adviser Mr Elridge Maheppy during a protest at New Canada, Johannesburg, against the council for maladministration and corruption. They said they were told they would not be getting their end-of-the-year bonuses.
PIC MBUZENI ZULU

Workers protest against 'scam'

Sowetan 26/11/92

(152)

■ Employees claim officials were appointed to non-existent posts:

By **Lulama Luti**

EMPLOYEES of the Diepmeadow Council have called on the Transvaal Provincial Administration to dismiss councillors implicated in the alleged misappropriation of funds and abuse of council property

During a protest at the council offices at New Canada yesterday, the workers also called for the dismissal of council officials who, they alleged, had been hired without proper procedures being followed.

The workers also demanded salary increases of between five and 15 percent with effect from July 1 as was announced by the Government

However, the TPA has given the council a directive to freeze the increments following allegations of corruption and maladministration

The employees implicated a number of senior officials in the alleged corruption

The workers alleged one of them had been appointed without the post being advertised while three others were appointed into non-existent posts

The workers also protested against the mayoral elections

Earlier this month, the TPA ordered two Greater Soweto councils, including the Soweto Council, to put their houses in order by December 15 or face possible dissolution

C

Slabbert outlines basics of democracy

BLOEM 27/11/92
ONE of the basics of democracy was the ability of the individual to frustrate the will of the political majority in certain instances, Van Zyl Slabbert said at a forum on local democracy in Johannesburg yesterday.

He said there were "certain critical issues" which formed the principle of "bounded uncertainty" that had to be removed from being politically contested

These included basic elements usually found entrenched in a constitution, such as a bill of human rights, which included freedom of association, adult suffrage and so on, Slabbert said

Another basic element was what he called "contingent consent" in which a party winning an election did not deny its opponents the right to win the next ballot.

The ruling party could not assume that its mandate gave it a right to rule in perpetuity, and abolish the opposition in favour of a hegemony

By the same token, a losing party should not deny the victor the right to rule

"You have to accept losing, and when

GAVIN DU VENAGE

you lose, accept that the stronger party has a right to govern," said Slabbert.

Substantial or participative democracy could be measured in the way people were allowed to exercise their rights, he said.

They should be able to express their points of view through protest and mass action, and be able to call for referendums and challenge the rulers in votes of no confidence. However, mass action could never be a substitute for democracy. While people would mobilise when they felt strongly about an issue, they soon reached a "rally fatigue" and mass action would fizzle out.

Slabbert said there was place for a minority veto, but not along the lines of ethnicity, or where a minority group, which had governed undemocratically, sought to preserve some of its power.

A minority veto should only be used to protect issues such as religious freedom and cultural expression

He added that it would be difficult for democracy to exist without economic growth and redistribution.

Groundwater safety probed

BLOEM 27/11/92
GAVIN DU VENAGE
GROUNDWATER that supplies most of SA's drinking and industrial needs may in many cases be unfit for human consumption, Water Research Commission research manager Tony Reynders has said

The commission has funded an investigation into developing a strategy for accurately monitoring SA's groundwater on a regular basis, and recently published a set of guidelines on pollution testing

Reynders warned that while South Africans had always taken for granted that their water was safe, experience overseas had shown that groundwater was sensitive to pollution.

Reynders said municipal waste dumps and old mine dumps often released excessive salts and heavy metals which could end up in the water table

Lack of sanitary services in squatter camps, where waste was uncontrolled and was left to soak into the ground, also posed a great danger of pollution.

Overseas it had been found that groundwater could be polluted by agricultural fertilisers.

Numsa wins appeal over strike ruling

BLOEMFONTEIN — An appeal by the National Union of Metalworkers of SA (Numsa) to set aside an order of the Labour Appeal Court was allowed by the Appeal Court yesterday

The case was remitted to the Labour Appeal Court to reconsider whether the proved facts constituted unfair labour practice BLOEM 27/11/92

The Labour Appeal Court had dismissed with costs an appeal by Numsa against an industrial court refusal to reinstate employees dismissed by Vetsak Co-operative, Isando Industries and Turin Pressings.

The case arose from a nationwide strike

by 31 000 workers in the iron and steel industry on August 3, 1988. Among the strikers were 600 workers employed by Vetsak, Isando Industries, Turin and an associate company LM Nywerhede. There were 200 strikers at Isando and 400 at Bothaville

On August 5, the group announced that the Bothaville strikers were dismissed, but no effect was given to the announcement. On August 8, 1988 the strikers at Isando were dismissed. Despite requests they were never reinstated 152

The appeal was allowed by Judge Botha and acting Judges of Appeal Kriegler and Harms. — Sapa

Cosatu union threatens march on Lost City

SUN International has been targeted for industrial protest action, at a time when the hotel group is in the glare of the international publicity spotlight.

A boycott of the group's hotels and protests at the opening of the Lost City complex and at the Miss World pageant would go ahead unless SA Commercial Catering and Allied Workers' Union (Saccawu) and Allied Workers' Union (Saccawu) demands were met, union spokesman Papi Kganare said yesterday.

The union was demanding the reinstatement of about 4 000 retrenched workers and official recognition for the union in Bophuthatwana by December, he said.

The campaign would begin with a march

by retrenched Bophuthatwana and Ver-eeniging workers to Sun International headquarters in Sandton today.

Kganare said workers would march on Sun City on December 5 to coincide with the launch of the Lost City complex. "We will be approaching the Miss World contestants and the organisers to explain to them the plight facing thousands of workers. We will appeal directly to them to put pressure on Sun International to reverse the retrenchments and recognise the union."

Cosatu assistant secretary-general Sam

Shilowa said that international observers would be approached to monitor the protests.

He said the multimillion-rand Lost City had not created new jobs because workers had been transferred to the complex from other hotels. Sun International's total workforce was declining, he said.

Saccawu said 500 workers had been retrenched from the Carousel, 400 from Clakel hotels, 450 from the Wild Coast Sun, 250 from the Maroeia Sun, 170 from the Thaba Nchu Sun and 300 from Swaziland resorts.

Sun International could not be reached for comment yesterday.

RAY HARTLEY

BIOPAS 27/11/92

NEWS Retrenched workers to march on Sun International

Demonstrations against SI

Sowetan 27/11/92

152



By Ike Motsapi

ABOUT 4 000 retrenched members of the SA Commercial Catering and Allied Workers Union will march on the headquarters of Sun International in Johannesburg to demand that they be re-instated

The workers, who will include those from Vereeniging and Bophuthatswana, have threatened a full-scale national boycott of SI hotels if they are not back at their jobs by December 1

This announcement was made at a joint Press

■ Miss World pageant included in threat of a national boycott:

conference by Saccawu's general secretary Mr Papi Kganare and media officer of the Congress of South African Trade Unions Mr Neil Coleman yesterday

March on Sun City

On December 5, when Lost City opens, the workers will march on Sun City

Saccawu and Cosatu said contestants of the Miss World and the organisers would be asked

to put pressure on SI to resolve the issue

A call to boycott the Miss World pageant has also been made

Mr Rob Rimmer, human resources manager of SI, promised to reply after studying the statement by Saccawu-Cosatu

The statement read in parts "For over a month, Saccawu has been attempting to stave off nearly 4 000 retrenchments by Sun International at eleven hotels in South Africa and Swaziland."

LABOUR BRIEFS

■ Most of the people who stayed away from work as part of the Cosatu-led mass action campaign in August did so voluntarily. Research Survey has found that there was virtually no intimidation on the two days despite reports to the contrary.

26/12/13
3/12/192
Wimani

Handwritten notes and markings at the bottom right of the page, including a large, illegible scribble.

News

in brief

Sowetan
1/12/92

Apla behind club killings

A MAN claiming to be an Azanian People's Liberation Army cadre telephoned the SAP radio control room in East London yesterday to claim responsibility for the machinegun and handgrenade attack on a Border golf club at the weekend

Police spokesman Colonel Christo Louw said the man phoned at 8.21am to say Apla, the armed wing of the Pan Africanist Congress, had launched the attack in which four people died and 17 were wounded.

Workers picket AECI

(152)

MEMBERS of the SA Chemical Workers Union employed by AECI held a lunch hour picket at the company's premises in Modderfontein yesterday to press for demands in wage negotiations

The union is demanding a R250 - or 14 percent, whichever is the greater - across-the-board increase. Workers are also seeking assurances on job security as well as a reduction in working hours from 45 hours a week to 40 without loss of pay.

DP presses for elections

A CONSTITUTION making body should be elected as soon as possible and the present Parliament be allowed temporarily to discharge the legislative function, the leader of the Democratic Party, Dr Zach de Beer, said yesterday.

He said the DP further strongly supported the idea, recently revived, of a multiparty government of national unity to run South Africa for some years

Sowetan 1/12/92



AECI demos hand in list of demands

By Abel Mabelane

More than 1 000 employees of the African Explosives and Chemical Industries (AECI) at Modderfontein, near Edenvale, held a demonstration yesterday to demand better working conditions.

The employees, all members of the SA Chemical Workers Union (Sacwu), later handed a memorandum containing a list of demands to AECI production director Boet Coetzee

The workers demanded a R250 across-the-board salary increase and called on management to stop forced retrenchments.

They also demanded that the working hours be reduced from 45 to 40 a week without a salary cut, payment for all public holidays, including March 21, and the implementation of a provident fund before January next year.

Workers' representative Siphon Ngozi said management had been informed that the demands must be met before Friday.

AECI confirmed the protest action

They declined to comment on the wage demands which they said were under negotiation in the National Bargaining Forum

Stals: 'Monetary curbs not enough'

From JOHAN SWANEPOEL

PORT ELIZABETH —

Using monetary policy alone in the fight against inflation could succeed, but only in an atmosphere which would not be tolerated in a democratic society, Reserve Bank governor Chris Stals said in Port Elizabeth yesterday.

Stals was giving the opening address at the Economic, Business Economics and Manpower conference presented by the National Productivity Institute in conjunction with Vista University.

He said that while monetary policy could curb inflation, it was nevertheless advisable to have a more comprehensive and co-ordinated overall strategy to fight inflation.

He said the main objective of the Reserve Bank was to protect the internal and external value of the rand through a stable investment environment featuring low inflation and a stable exchange rate.

● Even in the most favourable circumstances it will take SA probably five to 10 years to return to sustained

Need for tax reforms

Own Correspondent

PORT ELIZABETH. — Tax reforms are essential because of serious shortcomings in SA's direct taxation system, says a Finance Department official.

The Fiscal Analysis Unit's W Steyn said more than half of SA's economically active population was not a part of the personal income tax system. This meant the growing contribution of personal income tax to total tax revenue was being carried by a relatively small sector — less than 15% of the population.

or sustainable economic growth rates approaching those before the early '70s, said University of South Africa economist Philip Mohr.

● The need for funds to be switched away from the service sector to the manufacturing sector to create jobs was emphasised by National Productivity Institute executive director Jan Visser.

"It is common knowledge that institutional savings in pension funds and insurance funds do not end up in the risky investments of manufacturing."

● Less than 85 of the more than 1 000 people who enter the labour market daily can be accommodated in the job market, said economist C J Meintjies of the DBSA.

Flats postmen on strike

EMPLOYEES at seven post offices in Cape Town's black townships have gone on strike because postmen from other areas have been appointed to deliver mail in the townships

A spokesman for the Post and Telecommunication Workers' Association (Potwa) said a delegation from the union's Western Cape region would meet representatives of the Post Office today to discuss the issue

About 66 workers at the Khayelit-

sha, Guguletu, Lingeletu West, Elwanabeni, Inyanga, Crossroads and Langa post offices, downed tools on Wednesday

The spokesman said "It's is not a matter of being racist There is great unemployment in areas like Khayelitsha"

Potwa has demanded that the Post Office implement a policy of non-racial job creation and an affirmative action programme with a programme of for black employees

... Communist Party
ssa- in 1985 to make South
the African homelands and
l. local authorities ungov-
re- ernable

(152)
**Clerk flees
as workers
stage sit-in**

Dobsonville town clerk
Anthony Roux fled his
office yesterday when of-
ficials of the South Afri-
can Municipal Workers'
Union (Samwu) staged a
sit-in there

Samwu spokesman
Andrew Nkoenyane said
four shop stewards de-
cided to occupy Roux's
office to protest against
the suspension of about
400 council employees
last month. The four
stewards vowed to re-
main there until the sus-
pension was lifted

The suspended council
employees also demon-
strated outside the coun-
cil premises yesterday.
— Staff Reporter.

**Killer Chatburn
wants to appeal**

CAPE TOWN — Cross-
bow murderer Louisa

LABOUR BRIEFS

Strike still brewing (152) (183)
WORKERS at National Sorghum Breweries embarked on the fifth week of a legal wage strike at the company's Kimberley branch. W/pt 4/12-10/12/92

The Food and Allied Workers' Union alleges that NSB reneged on an agreement for a split increase of R155 a month. Workers were to receive a R130 increase from April 1992, with an additional R25 payable in August.

18 wounded in Free State strike

6/12/92
EIGHTEEN ^{people} were wounded at the Central West Co-operative at Viljoenskroon in the Free State on Friday morning when striking workers and security officers clashed ~~(23)~~ (152).

The SABC said the strikers apparently attacked the co-operative's security offices with sticks and stones and the guards retaliated with firearms.

The police arrived at the co-operative shortly after the incident and were also attacked with stones. Five police vehicles were damaged ~~(1)~~.

High inflation rocks

labour boat

THIS YEAR produced some fascinating developments on the labour relations front, providing a complex mix of both positive and negative tendencies

The year started by looking as though it might be quiet. This was largely because of the harsh recession. It tended to make militant activity dangerous for workers because demand for labour fell. In the first half of 1992 the number of mandays lost to strike action was only 340 000.

However, by the end of September the labour relations arena was seething with strike action — in spite of the recession. The number of mandays lost soared to more than 3 million compared with 2 million for the first nine months of 1990.

What caused this remarkable turnaround?

Undoubtedly, the high inflation rate — and especially soaring food prices — played a key role. Most strikes were triggered by wage disputes.

However, strikes that take place in recessionary times inevitably meet a tougher response from employers.

Selfsa and Toyota, which were hit by major strikes by metal union Numsa, both dug their heels in, forcing the union to accept defeat.

However, the hospital strike conducted by the National Education, Health and Allied Workers

By DUNCAN INNES

Union (NEHAWU) was far more successful. But the issue went beyond wages to include demands that formal bargaining procedures be established for the sector. Not only did the union win pay increases, but it gained an agreement for the establishment of such procedures and the reinstatement of most of the 7 000 workers dismissed in the strike.

Although some unions concentrated on strike action, others sought to develop in a different direction by forging more harmonious relations with employers.

JEOPARDY

In the forefront of this movement was the National Union of Mineworkers (Num), which signed some landmark agreements during the year.

Another Cosatu union, the South African Clothing and Textile Workers Union (SACTWU), involved itself with employers in discussions aimed at restructuring the troubled clothing and textile industry. It agreed to discussions about productivity in the textile industry.

Significantly, the more co-operative approach exhibited by SACTWU and

Num occurred in industries whose future is in jeopardy. Although unions and employers have strong differences, when the future of their industry is threatened, co-operation can occur. The question that hangs in the air, of course, is why do both sides have to wait until the 11th hour to work constructively together?

But perhaps the high or low point of the year (depending on your point of view), involved Cosatu's mass-action campaign.

Cosatu gave ample warning of its intention to call for mass action. Having rejected the State President's March referendum as "irrelevant", Cosatu announced a set of demands which, if not met, would lead to mass action. They included the establishment of an interim government by June 1992.

Not only did June come and go without an interim government being set up, but to make matters worse, Codesa II collapsed in July. Consequently, Cosatu launched its mass-action campaign with the ANC in tow.

In spite of the Government's predictions that the campaign would never succeed, it proved to be spectacularly successful from the organisers' point of

view, delivering another body blow to the staggering economy.

The stayaway forced the Government to make some important political concessions that it might more usefully have made at Codesa. However, it also spurred Cosatu to take the mass action campaign a step further, launching a campaign to boycott Paye.

But like the proverbial boxer who never knows when to retire, Cosatu had gone a step too far. Confronted by firm opposition from both the Government and employers and a marked reluctance for further mass action among its own affiliates, Cosatu wisely withdrew its demand.

WEALTH

Since then, there has been a new round of promising developments on the labour front. The National Economic Forum has been established with participation by the Government, employers and trade unions.

A restructured National Manpower Commission has been set up, also with tripartite involvement.

An historic agreement has been reached between Cosatu and the Government on extending labour legislation to farm and domestic workers.

However, the gap between business and labour on the economic front remains wide, with Cosatu formally committed to "the principle that nationalisation is one of the legitimate vehicles to redistribute wealth".

But with the ANC moving ever further away from nationalisation as a realistic prospect, Cosatu is finding itself increasingly isolated in this demand.

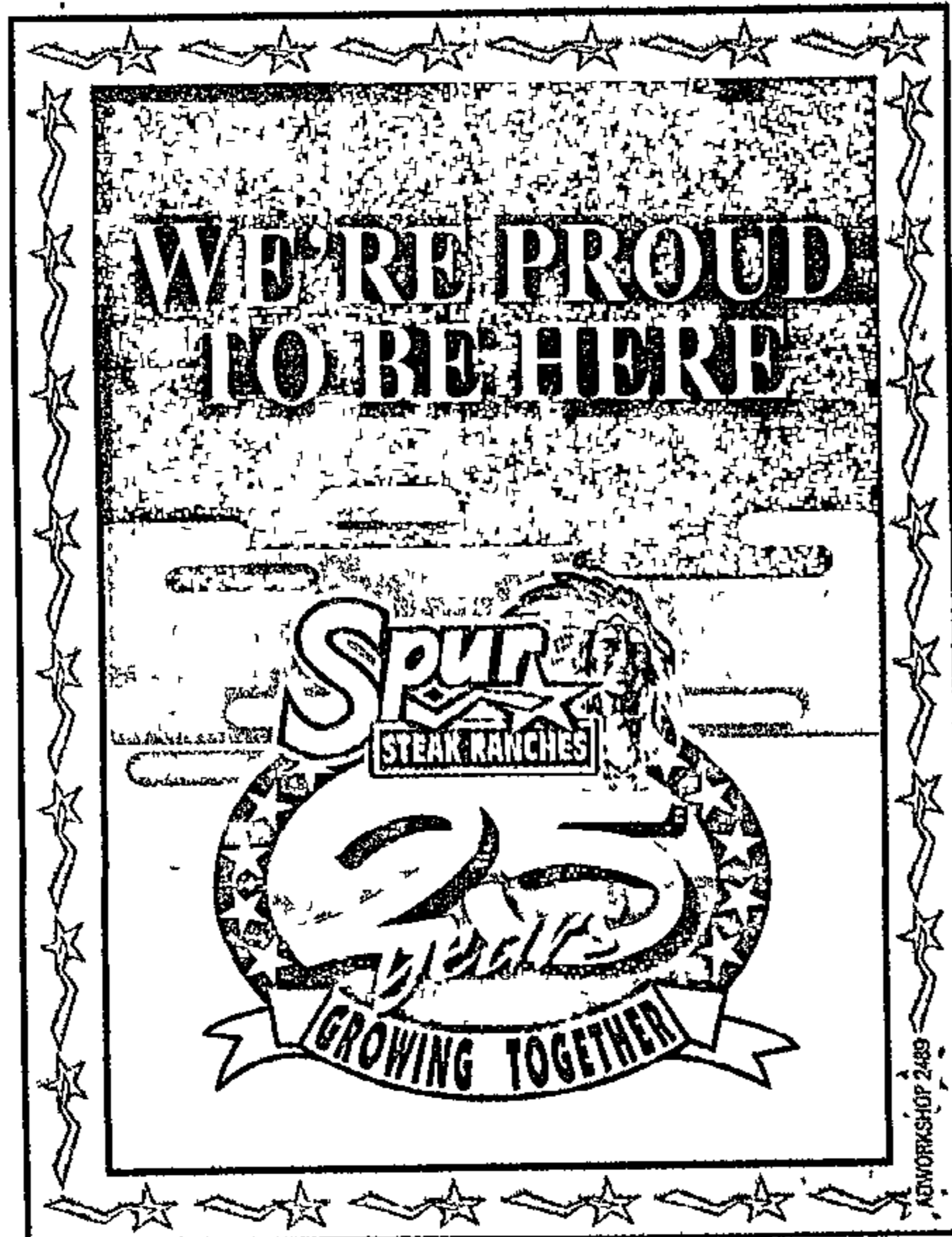
SPOTS

As far as 1993 is concerned, agriculture could become a focus of trouble as the South African Agricultural Union (SAAU) digs in its heels in the face of Cosatu's agreement with the Government to extend labour legislation to this sector.

Continued differences on VAT and the slow progress in political negotiations are also potential trouble spots.

At present, the trade union movement stands delicately poised between two paths: one leading to constructive engagement by both the State and employers, and the other along the more familiar path of conflict and industrial disruption. Although the former is likely to prevail over the longer term, the short-term future will not be without serious conflict.

■ Dr Innes manages The Innes Labour Brief, a research-based consultancy service.



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Azapo in cricket demo

ABOUT twenty-five Azanian People's Organisation demonstrators staged a peaceful protest when the Indian cricket team arrived in Port Elizabeth yesterday ~~(S)~~ ~~(S)~~

Fifteen demonstrators sang and toyi-toyed inside the airport while a further 10 chanted and sang slogans such as "One Settler, One Bullet" and "Ali Bacher is a Dog", outside the airport buildings *Sowetan 9/12/92*

Azapo plans to disrupt the second one-day international between South Africa and India are likely to be foiled by tight security at the St George's cricket ground tonight.

Workers are set to march

WORKERS at the Bosal plant in Queenswood, Pretoria, will march on the plant tomorrow in support of wage increase demands, a spokesman for the National Union of Metalworkers of SA said *Sowetan 9/12/92*

Numsa spokesman Mr Onismas Tshoga said permission for the march, which will start at 11am, had been granted *(152)*

HUNT LASCARIS TBWA 204096/CNW

STYLE

NEWS IN BRIEF

Maponya settles ~~(S)~~

THE wage strike at Soweto-based Maponya Discount Store ended after management agreed to pay higher wages, the SA Commercial, Catering and Allied Workers' Union (Saccawu) said yesterday.

The strike, suspended on November 17 to enable union auditors to examine the company's books, resumed last Tuesday after the auditors experienced difficulty in obtaining all the books, the union said.

Saccawu spokesman Hilton Toolo said yesterday the settlement provided for businessman Richard Maponya to grant a R50 a month across-the-board increment effective from September. A further R50 increment would be paid from next February.

Maponya had previously said he could not pay higher wages because the company had no money.

BIDM 18/12/92

(152)

LABOUR

A year of gains and new ground

W/Mail 18/12 - 22/12/92
 Unions won key victories this year in negotiations to restructure the economy
FERIAL HAFFAJEE
 reports

DESPITE spiralling retrenchments and swelling unemployment, union membership continued to grow this year. According to labour consultancy Andrew Levy and Associates' annual report, there are now 3,2-million organised workers in the country. Growth was stemmed by 100 000 retrenchments in the four major sectors alone. About 40 percent of the economically active population — 5,1 million — is unemployed.

The year was marked by trade union demands for a greater role in restructuring industry, the labour market and the economy. The National Economic Forum got off the ground and the new-look National Manpower Commission will begin work early next year.

Joint union-employer forums will oversee restructuring in the mining, clothing and textile, and auto and electronics industries. And early next year, the Congress of South African Trade Unions (Cosatu) will table draft policy for national industrial restructuring.

The biggest collective bargaining gains this year were made towards the end of the year, when the government and Cosatu reached agreement on legislation for the farm and domestic sectors. For once, the time frames were honoured and draft legislation for farm workers and the 975 000 domestic



Heavy toll . The metalworkers' strike accounted for the loss of 1,4-million man-days. Photo KEVIN CARTER

workers was tabled in parliament by the middle of November. Draft legislation for the public sector was also passed.

For the first time since its inception, the work load of the industrial courts decreased, while Labour Appeal Court applications increased. Mediation and arbitration — which are faster and less expensive than court applications — grew in popularity with both trade unions and employers.

In terms of the government-Cosatu accord, ongoing problems with the

industrial courts are to be investigated by a task force. The Labour Appeal Court will soon become a court of final appeal because of the problems faced by parties taking cases to the Labour Appeal Court, where officials have no specialised understanding of labour issues.

On August 3 and 4, Cosatu pulled off the biggest stayaway in the country's history. Strikes accounted for the loss of 4,2-million man-days, with the strike in the metal and hospital sectors taking the biggest toll.

The National Union of Metalworkers' strike accounted for the loss of 1,4-million man-days, while the hospital strike saw the loss of 247 500 man-days. Almost 80 percent of the strikes were triggered by wage demands and 14,1 percent by grievances, while the rest of the strikes centred on dismissals, discipline and recognition.

The hospital strikes, the Kentucky Fried Chicken strike for centralised bargaining and the wage strike at the SABC all lasted for more than 25 days.

Unions raise strike tempo

DIRK HARTFORD

ABOUT 4,2-million mandays were lost to strike action this year, as opposed to 3,8-million last year, according to the annual report of labour consultant Andrew Levy & Associates

The increase was largely attributed to the 15-day Numsa strike in the engineering sector which alone accounted for 900 000 lost mandays

Industrial action by Numsa in the engineering, vehicle, tyre and rubber sectors accounted for 1,4-million lost mandays during the year

Nehawu's hospital strike in the Transvaal cost 247 500 days

Wages triggered 78,2% of strikes, as opposed to 68% last year.

The Levy report said workers seemed to be prepared to strike for extended periods

despite the recession

Working condition grievances caused 14,1% of strikes, dismissal and discipline 4,9% and union recognition 2,2%

Most strikes occurred in the manufacturing sector (30,3%), followed by the vehicle sector (19,2%), retail (13,1%) and the public sector (12,7%)

There was a slight decrease in the number of strikes involving 500 or more workers (45,4%) and an increase in the number of strikes lasting 10 days or more (28,2%).

A third of strikes lasting more than 10 days were at least a month long. These included a 63-day strike at Kentucky Fried Chicken, a 55-day strike at Lubners and a 45-day SABC strike

152
SIDAY 21/12/92

Estate restaurant fires 40 workers

Unrecognised union strike turns sour

Staff Reporter

ABOUT 40 workers at the Lord Neethling Restaurant on Neethlingshof wine estate near Stellenbosch have been fired after going on strike for two days

At the weekend they demonstrated outside the restaurant, toy-toying, singing and waving placards

Managing director Mr Francois Theron said management had no option but to fire the workers for refusing to return to work while their grievances were sorted out

The workers say the strike was the culmination of numerous grievances

"The major problem we have with management is that they refuse to recognise our union, the Farmworkers Support Committee," a worker said

"We all belong to the union and feel if it was recognised and proper procedures were adhered to this would not have happened"

Workers claim they

● Were told to wait until the beginning of January for their bonuses and a few days before Christmas for their wages while farmworkers were paid earlier,

● Earn low wages — starting salaries have just gone up to R455 a month and a little while ago were R250 a month,

● Are overlooked for promotions or new positions in favour of Chinese workers,

● Have to wait three weeks for tips paid by credit card,

● Are searched when they leave the premises and disciplined for eating leftover food,

● Work long hours — a six-day week in split shifts from 10 am to 3 pm and 6 45 pm to midnight or later and,

● Are often paid as late as 11 pm on paydays

The workers, who were paid out on Sunday night after police were called, said they were glad to leave the estate. They have been paid their tips, leave pay and wages up to December 18.

Mr Theron said the workers went on strike, without warning, at noon on Friday, demanding immediate payment of their December salaries and early payment of bonuses

Management offered to compromise, offering to pay salaries and 50 percent of bonuses earlier, but the workers persisted with their demands

He said the workers fell under

the Labour Relations Act and management was entitled to require them to comply fully with its terms before embarking on unlawful strike action to the severe prejudice of the company's operations

Management issued a final ultimatum to them to return to work on Sunday. Several workers complied but the balance rejected the ultimatum and their services were terminated

Although the police were present on Sunday night, because of increasing tension and threatening conduct by strikers, they took no direct action but facilitated, through discussion and agreement, the departure of dismissed workers not resident on the estate, Mr Theron said

General secretary of the Farmworkers Support Committee Mr Grant Twigg said it was unfortunate the estate failed to recognise the organisation.

"If we were recognised, the likelihood of this happening would have been very slim"

Mr Gunter Brozel, who runs Neethlingshof and Stellenzicht for owner Mr Hans-Joachim Schreiber, said the incident made him "very sad"

Argus wine-nded rived hold edge.

7

Eatery dispute heats up

152

FORTY workers dismissed by a Stellenbosch restaurant were angry that police had been called in to settle a dispute on Sunday, the Farmworkers Support Committee (FSC) said yesterday.

FSC general secretary Grant Twigg claimed that before a work stoppage on December 18 at the Lord Neethling Restaurant workers had tried for more than two weeks to negotiate with management over a delay in the payment of their bonuses.

A spokesman for Neeflingshof Estate (Pty) Ltd, Francois Cheron, confirmed the presence of police at the estate on Sunday but said they were there "in view of increasing tension and threatening conduct on the part of the striking employees". - Sapa

Sowetan 23/12/92

Budget deficit 'easily financed'

Institutions set to free up R35bn in 1993

BIDM 28/12/92
MASSIVE cash flows to institutions have emerged virtually unscathed from the recession, with analysts estimating the amount of new cash available for investment next year at about R35bn-R40bn.

While the amount would be almost unchanged from this year, analysts said the flow of contractual savings was still big enough easily to finance even a huge Budget deficit next year without putting significant upward pressure on interest rates.

Even the combined effect of the recession and strong demand for finance from the public sector would not temper the "hothouse" effect at work in SA's closed financial markets.

Southern Life investments GM Paul Beachy-Head said the recession had put a damper on the growth in funds flowing to the institutions. Surrenders and lapses of policies had become more common, while less new business had been sold. Pension funds had been affected by retrenchment payouts. On a net basis, benefits paid had gone up. He estimated the flow of contractual savings to institutions next year at about R35bn.

The state pension funds are not included in the flow of funds to private institutions and could add up to another R20bn to the new cash available for investment. Virtually the entire amount is usually invested in government stock. Beachy-Head noted the state pension funds had also been affected by retrenchments.

"Nevertheless, government will easily finance its deficit next year," he predicted, although he saw the possibility of higher

long-term interest rates depending on the amount government needed to borrow.

Syfrets Managed Assets spokesman Leon Campher's estimates were at the lower end of the range of predictions. He saw R30bn-R34bn as possible, noting that the percentage of new premium flow to benefits paid out was increasing.

He said the flow of state funds to the Public Investment Commissioners could add another R17bn to the finance available for investment. But Campher agreed a big deficit would be "quite easily financed" from the flow of contractual savings.

An analyst of a stockbroking firm put the flow to institutions at about R38bn. He said contractual savings had been affected adversely by the recession, while government's deficit had been rising rapidly — a situation which would have to turn around if strong upward pressure on interest rates were to be avoided.

Nevertheless he did not expect the public sector's borrowing requirements to have a significant effect on the financial markets.

Estimates of the Budget deficit next year vary between R20bn-R30bn, depending on the extent to which government wants to increase revenue by raising taxes. Finance Minister Derek Keys has said the 1992/98 deficit will reach R28bn.

If the deficit is reduced to R25bn, it would still be more than 6% of GDP. Economist Louis Geldenhuys of Senekal, Mouton & Kitshoff said this would be possible with a 3% real decline in spending and no compensation for fiscal drag.

GRETA STEYN

Ultimatum ends wildcat wage strike

ARC 29/12/92
SHARON SOROUR (15)
Labour Reporter

SAPPI Cape Kraft (Pty) Ltd employees, who went on a wildcat strike on Christmas eve, responded to an ultimatum from the company and returned to work today.

A total of 61 workers, members of the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), went on an illegal strike over wages.

According to a union spokesman, the workers adhered to the company's ultimatum to return to work today because they did not want to be dismissed.

"We were forced to come back to work because we had no protection as this was an illegal strike," he said.

According to the company, wage negotiations between the parties started in October and went ahead according to mutually-agreed procedures.

The union applied for the dispute to be referred to a conciliation board, the company confirmed.

The union spokesman said the illegal action arose last week when workers switched off the machines and left the workplace to hold a meeting about wage negotiations.

"Management threatened to dismiss the workers because they had left the workplace unattended. Workers responded by going on a wildcat strike," he said.

He said the company had refused to move on its final offer of an eight percent across-the-board wage increase. Workers were demanding 18 percent.

Lower inflation figures put life into gilts market

BIDM 30/12/92.

GRETA STEYN

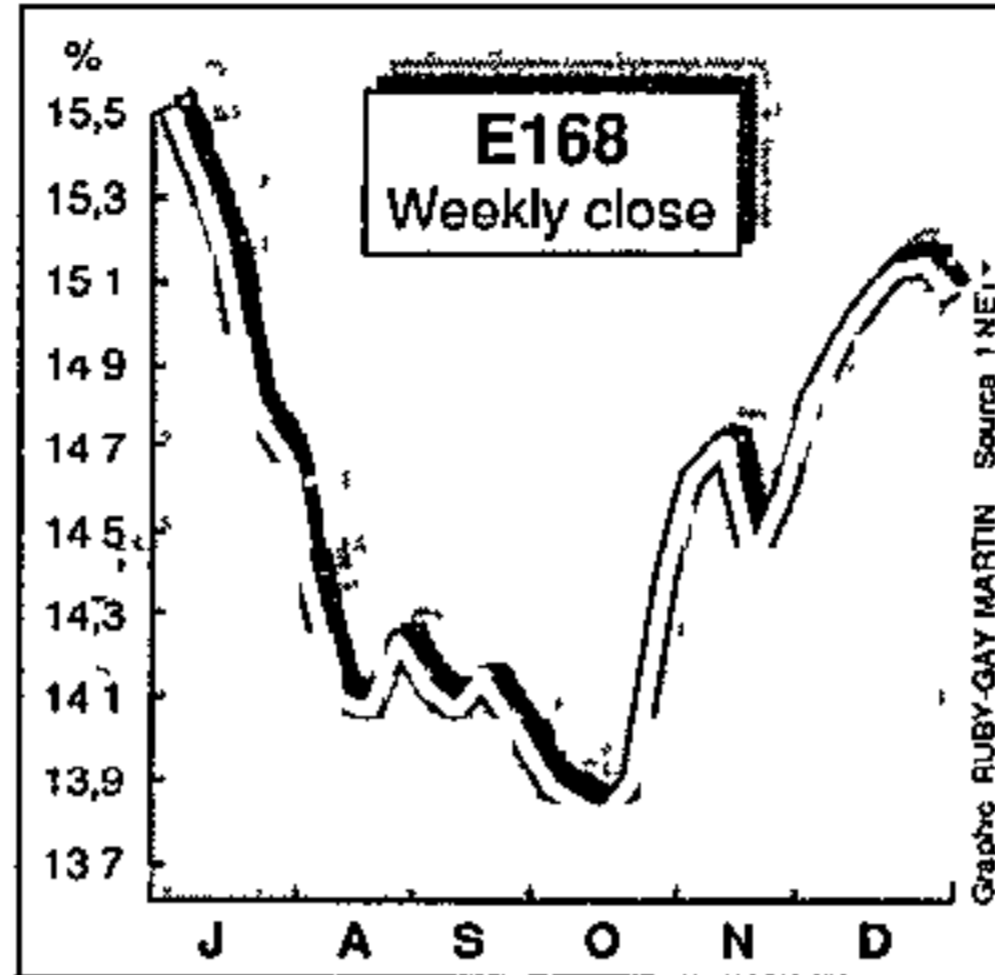
BETTER than expected inflation figures breathed some life into a moribund gilts market yesterday, sparking a seven-point fall in key long-term interest rates.

Bulls took a break from watching cricket, playing backgammon and other festive season activities to buy Eskom's Loan E168 down to 15,08% from Monday's close of 15,15%. There was a similar movement on government's Loan R150.

Dealers said if there had been more players in the market, the reaction would have been more marked.

"The market was caught off guard by the inflation figures. This has certainly put the skids on the upward move in rates," a trader said.

With inflation expected to fall further in coming months, bulls believed gilts would increasingly be seen as



"good value" representing a high real rate of return. The bears emphasised fears of a huge deficit next year, and the fence-sitters believed it better to wait for the Budget before taking a strong view.

There was, however, a growing belief among jobbers that institutional

cash flows were enough to finance the deficit without putting much upward pressure on interest rates, a trader said. The recent bearish tone in the market reflected a lack of institutional buying amid uncertainty rather than a clear trend.

A further bullish factor for the gilts market could be a reduction in Bank rate. While some dealers expect Reserve Bank Governor Chris Stals to react to positive developments on the inflation front early in the year, others are sticking to the Budget as the key determinant of whether and when short-term rates will be cut.

In the money market, conditions were yesterday described as "comfortable for this time of year". December is usually a tight month.

Call rates had increased by 25-50 points, in line with expectations. The liquidity situation is expected to tighten as the month-end nears.

ANC acts in crayfish row

PATRICK FARRELL
and SHARON SOROUR
Weekend Argus Reporters

THE African National Congress might ask international companies and foreign governments to boycott South African crayfish in an effort to force employers in the industry to negotiate with fishermen

This was the result of a meeting between the ANC, Cosatu, fishermen and South African Frozen Rock Lobster Packers (Safroc) in Cape Town yesterday

Fishermen also voted to continue their wildcat strike, which started this week, coinciding with the opening of the crayfish season

Although some went back to sea on Thursday, the strike continued in Lambert's Bay and Doringbaai

Fishing was reported back to normal in Hondeklipbaai, St Helena Bay and Hout Bay

ANC spokesman Mr Willie Hofmeyr

ARG 7/11/92
said the boycott was one of the options the ANC and Cosatu were looking at to get Safroc and the quota holders to negotiate

The crux of the issue was demands by the West Coast Fishermen's Union that the catch rate (the price paid for a kilogram of crayfish) for the fishermen be increased from R3,60 to R8

They maintained middle men were profiteering at the expense of fishermen, who were risking their lives

The general secretary of the union, Mr Hennie Mostert, said quota holders had "no sympathy for the fishermen and therefore we will continue the strike"

Mr Pierre van der Merwe, chairman of Safroc, the organisation that markets crayfish, said he had urged the ANC to approach individual employers as the industry was too diverse and scattered for Safroc to negotiate for all quota holders

Mr Hofmeyr disputed this and said if "Safroc can get everybody together

to discuss how to market the product, then they can get everybody together to talk about wages, as well"

He said Safroc had refused to act as a facilitator in setting up a forum "in spite of the fact that more than half the quota holders were at the meeting"

The quota holders, the companies that have government permits to catch crayfish, insist the industry is crippled with problems beyond their control, including

■ Export prices dropping 20 to 30 percent because of a world-wide recession,

■ The export quota falling by at least 8,5 percent this year;

■ The cost of packing material increasing 18 to 20 percent since last season, and,

■ Cold storage charges at Cape Town harbour increasing 25 percent

One quota holder said "The world-wide economic recession has affected

■ To page 3

Fishermen to carry on striking

From page 1
ARG 7/11/92

all our markets in every country to which we export and this has led to a gross income reduction of 33 percent."

Quota holders were paid R45 a kilogram for crayfish on export markets, but this was the "gross price, not profit"

"There are no super profits anymore and there is no margin to cover a double increase in wages. It is a public misconception that quota holders have a government permit to get rich"

Several quota holders with financial problems had had to close their factories and resort to contracting out. The number of boats operating had been reduced and this had led to a reduction in jobs

"It is a vicious circle. Some staff have had to be laid off to allow an employer to pay others the same wage as last year," said a quota holder.

Oceana, the biggest fishing company, has hired 121 fewer seasonal fishermen in Lambert's Bay and 28 fewer at its Northbay Canning Company plant in Doringbaai because of falling prices, but has established a fund to help communities hit by the recession

While the union has demanded an increase in the catch rate price paid to fishermen, quota holders insist there is no standard wage because of the diversity of the industry and because of its geographic spread

"Some workers in one area get paid more than those in others, but they might not get free housing," he said

A fixed wage could not be applied to all crayfishermen because there were two different ways of catching crayfish commercially. In two-men dinghies with ring nets, and in motor boats with traps.

On the motor boats the price was split in unequal portions between the driver, the skipper and the crew

Meanwhile, a spokesman for the Ministry of Environment Affairs said the ministry would not change quotas to help fishermen in financial trouble

"Our duty is to protect the crayfish resource and we cannot allow a free-for-all that might solve some problems for a couple of years, but create even more problems because the crayfish are depleted"

Crayfish strike hit by pullout

152
SOUTH 7/11 - 11/11/92
By Justin Pearce

THE CRAYFISH strike on the West Coast received a setback on Tuesday when the South African Frozen Rock Lobster Packers (Safroc) pulled out of a meeting with the West Coast Fishermen's Union.

Safroc is the body which markets rock lobster on behalf of the factories.

According to union spokesperson Mr Hennie Mostert, Safroc undertook last week to meet the union on Tuesday. Safroc reneged on its promise at short notice, saying the fishermen must take their demands to individual employers.

The fishermen's demands are:

- Payment of R8 a kilogram for rock lobster. They are currently paid around R4 a kilogram for lobster that retails for R40.

- Protective clothing supplied by employers at no cost.

- The factory must be the sole employer of the fishermen. Up to now factories have named the boat skippers as the fishermen's employers — thus avoiding having to register their employees with the Department of Manpower.

- The reinstatement of 120 workers recently dismissed in Lamberts Bay, Hondeklip Bay, Doringbaai and Paternoster.

"Some of those men have been working there for 30 years and have no other source of income," Mostert said.

Mostert also claimed that employers in Port Nolloth and Hondeklip Bay were using scab labourers from the Transkei to work on the boats during the strike.

Demonstrations have taken place in various West Coast fishing towns to draw attention to the strikers' demands.

Saccawu adds fuel to boycott

Sowetan 11/11/92 (152)

■ Ban on supermarket extends to chain of furniture stores:

THE South African Commercial Catering and Allied Workers' Union has called for the intensification of a consumer boycott against several chain stores and furniture shops

The boycott, which started at the Checkers store in Heidelberg on November 1, is to be extended to the group's other stores throughout the country

Also targeted for the action are Lubners-Melodys Furniture shops and the Maponya Discount Stores in Soweto

Speaking during a Press briefing in Johannesburg Saccawu's Salim Vally said political organisations spoken to fully supported the consumer boycott. These included the ANC, PAC, Azapo, SACP and Wosa

Vally accused the police and the companies' management of racism and intimidation of workers, some of whom had charges

of intimidation brought against them

"There's been a pattern of intimidation and harassment of legal strikers and the charges of intimidation must be laid on the police and the companies who always call on the police at the drop of a hat," said Vally

He said the union's immediate programme of action included a march on Tuesday next week to the offices of the Anglo American Group and the Checkers head office

According to Saccawu shop steward Mr Fanuel Masinga, the union rejected Maponya's offer of a split increase of R60 and R40 in February and August 1993 respectively

Said Vally "Maponya is now pleading poverty while we know for a fact that he owns several franchises with big companies"

Striking Cape fishermen to appeal to world?

By VVETTE VAN BREDA

WEST COAST fishermen are to continue their six-day strike and are considering approaching the international market in a bid to force quota holders into negotiating.

This emerged at a press conference yesterday after a failed meeting with "hard-headed" representatives of the industry.

The strike followed a dispute with quota holders prompted by fishermen's demand for an increase in the catch rate from R3,60 to R8 per kilogram. They also demanded that com-

panies should not reduce their fishing fleets to cut costs.

ANC assistant regional secretary Mr Willie Hofmeyr said the ANC and Cosatu were looking at other ways to bring pressure to bear on the crayfish industry.

They would "look at other countries where crayfish was marketed" and probably approach international companies and unions to force SA Frozen Rock Lobster Packers (Safroc), which markets crayfish on behalf of quota holders, to negotiate.

Despite more than 50% of the quota holders

being represented at the meeting yesterday, Safroc representatives told the fishermen and delegates from Cosatu and the ANC that they were unable to negotiate wages with the fishermen, Mr Hofmeyr said.

Safroc also refused to act as facilitator in setting up a forum at which negotiations could take place as "it was difficult for them to get together".

"We believe Safroc's intransigent attitude indicates a callousness towards a community whose demands are entirely reasonable."

West Coast Fisherman's Union (WCFU)

Mr Hennie Mostert said general-secretary Mr Hennie Mostert said quota holders had "absolutely no sympathy for fishermen's living standards".

Sapa reports that Mr Pierre van der Merwe, chairman of Safroc and a director of Oceana Fishing Company, the largest employer in the industry, said Safroc could not negotiate on behalf of the industry.

He again urged the WCFU to negotiate directly with individual quota holders in the three crayfishing zones on the West Coast.

"We told them there is no central forum in the industry."



INDUSTRIAL REL. — STRIKES

1993

JAN. — JUNE

JOB MARKET

Putting a new face on labour's right to strike

S/Times (BUSS) 10/1/93

By ADRIAN HERSCH

STRIKE legislation, including the possible provision for no-strike deals, is set to become one of the most vigorously debated issues when the restructured National Manpower Commission (NMC) meets next month

One of the main tasks of the revamped NMC — which includes representatives of government, business, labour and individual experts — will be to formulate a new Labour Relations Act (LRA).

Many other countries make provision for no-strike agreements to be enforceable. In SA, section 79 of the LRA makes such agreements unenforceable

NMC acting chairman Frans Barker says that despite this "a number of no-strike deals are being concluded"

"Trade unions, in general, want as little interference as possible with the right to strike. The problem is that, where agreements that cannot be enforced are concluded, there may be some irresponsible parties that will take advantage of the situation."

But the most hotly debated issue concerning strike legislation is likely to be the International Labour Organisation (ILO) recommendation, in a report on SA, that workers be protected against dismissal when striking legitimately

Dr Barker says, firstly, that many employers disagree with this principle because they believe the industrial court offers enough protection to strikers as matters stand

Secondly, even if the principle is to be accepted, protection from dismissal cannot be "absolute"

Dr Barker says "A number of factors will have to be considered. For example, if violence is involved in the strike, or the strike threatens the viability of the company, then exceptions have to be made"

"Some are in favour of protection from dismissal for a certain period, such as 30 days, but unions often object to this, saying employers can easily get around this by ensuring

that — before the strike occurs — they have sufficient stocks for the 30 days"

Dr Barker adds that there are further problems because of "the two sides of the coin aspect"

Many employers believe that if workers enjoy protection from dismissal when on a legitimate strike, then employers should have the automatic right to dismiss when the strike is not legitimate

"But many trade unions object to this," says Dr Barker

Incompatible

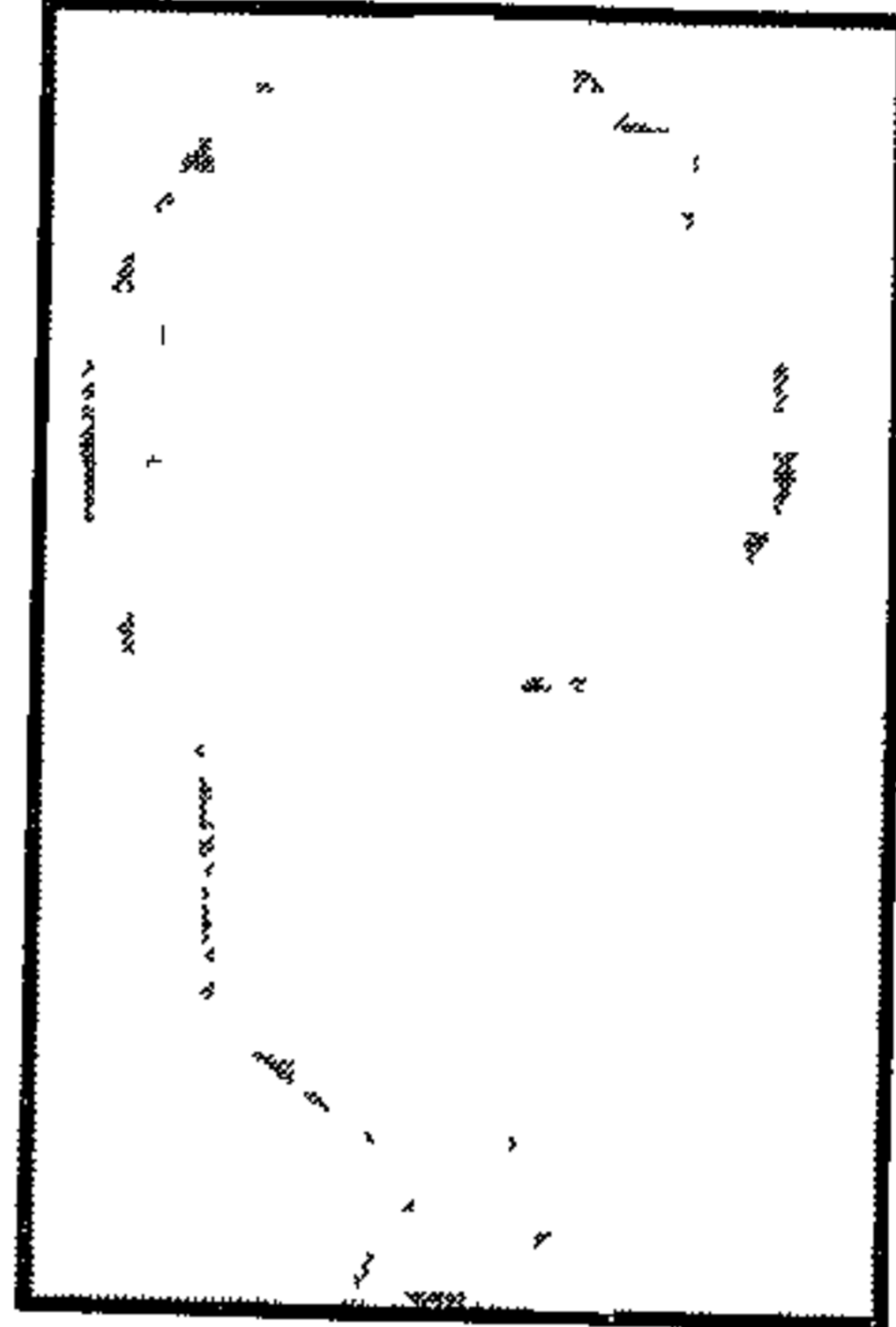
Other ILO recommendations regarding strikes include widening of the strike definition to allow strikes over economic and social issues, amendment of the strike ballot provision, and provisions regulating strikes — simplification of the pre-strike procedural requirements

"The strike issue is wide open for discussion. There's going to be a lot of discussion and, given all the complexities, it will take some time to resolve," says Dr Barker

The ILO report recommended that full labour rights be extended to agricultural, domestic and public service employees, which is now taking place

Dr Barker denies speculation that these changes are being made as a result of pressure arising from the report "The processes were set in motion before the ILO made its investigation"

The ILO report said that labour



Dr FRANS BARKER

legislation in each of the 11 homelands was incompatible with the "international principles of freedom of association"

Dr Barker says the NMC has limited influence over this "The future labour legislation in these areas will largely be dependent on what will happen in the constitutional negotiations"

South Africa's regaining of ILO membership will also be dependent on how constitutional talks progress. Dr Barker believes that the chances of admittance will be good once an interim government is in place "Should the African bloc view the establishment of an interim govern-

ment favourably, the door for our readmittance will be open"

But he adds "I don't think regaining membership should be our first priority. Our priority should be to ensure acceptable labour legislation — and once we've done that we will not, in any case, require that much technical assistance from them"

The restructured NMC will comprise 10 representatives from labour, 10 from business and 10 appointed by the Manpower Minister, all of whom will have voting rights

Original recommendations were for representation to be divided equally between business and labour, with a Department of Manpower representative having one vote

Dr Barker says the change was made in order to try and accommodate those who are not represented by big business and the major trade unions

Rules

Those appointed by the Minister will be drawn "from a diverse group of people". They comprise a chairman and deputy chairman, two legal representatives, two Manpower Department representatives and four other experts

Dr Barker says the NMC will hold an informal meeting towards the end of the month in order to promote consensus on who the four experts should be

The NMC will establish rules of procedure, set up sub-committees, draw up an agenda and decide what interaction there should be with bodies such as the National Economic Forum (NEF)

SUNDAY PROFILE

ALL things considered, it's been Peter Wrighton's week. In the first few days of the new year, the 57-year-old Premier group chairman launched an investigation into bribery, placated an angry group of protesters, celebrated his daughter's engagement and — finally — headed for the ski slopes and a month of rest.

Fielding blows from every direction as 1993 built up steam and huffily got under way, the man who succeeded Tony Bloom as Premier chairman in 1988 stood his ground.

Not too long ago, he remarked wryly that his peers thought him "something of a liberal pinko".

They might have felt vindicated on Wednesday had they heard Mr Wrighton tell a chanting group of 4 000 employees protesting against retrenchments and restructuring that he'd wanted to join their ranks and march through the streets of Johannesburg with them.

"I was refused permission because I was told I'm not a worker," Mr Wrighton told the protesters, brandishing a Cosatu T-shirt — which he hasn't seen since he asked one of the marchers to hold it while he accepted a petition from the protesters.

Publicly expressing solidarity with the workers may be an unorthodox management style, but it's not out of the ordinary for Mr Wrighton.

In Cosatu's anti-VAT protest march a year or so ago, he marched shoulder to shoulder with Jay Naidoo.

According to his colleagues, he combines the pragmatism of a chartered accountant — which he is — with great reserves of human compassion.

Juggle

Any boss in charge of thousands of lives and livelihoods knows the difficulty of trying to juggle the two, especially in today's economic climate where essential business decisions are often devastatingly cruel to the people whose lives they affect.

This week, Peter Wrighton faced just that challenge.

Prevented by virtue of his managerial position from marching with his workers — even though he was prepared to wear his T-shirt — he laid on a spread of refreshments for them instead.

Wednesday was a scorcher, and as the temperature soared, so did the tempers of the Premier workers who marched on the elegant Meyer and Pienaar-designed head office in Killarney.

The sweat-drenched marchers carried banners, many with the name Peter Wrighton emblazoned across them.

Among the slogan chanters was a woman, clearly from the Communist Party, who screamed into the crowd. "Peter Wrighton is probably in his villa in France."

Holding aloft his Cosatu T-shirt, Mr Wrighton countered "As you can see, I'm not in my villa in France, I'm here."

Only later, in the cool of

STimes 10/1/93
Honest boss cools down a hot lot on the march

his office, did he realise he had failed to disabuse the idea that he even owned a villa — in France or any other exotic location.

Despite his very public appearance at the protest rally, Mr Wrighton is not known for grandstanding.

Nor were the refreshments he laid on for the wilting marchers, parched after a 3km tramp from the city centre to Killarney, intended as a bribe.

"Humility is what is needed at this time, not publicity," he said, declining an interview.

On Thursday, Mr Wrighton and his wife of 32 years, Ann, announced the engagement of their daughter Beverley to Jeremy Clark.

For the next few weeks, he and his wife — "I couldn't survive without the support of my family"



SOLIDARITY Premier's Peter Wrighton, T-shirt aloft, addressing irate workers. Picture ROBERT BOTHA

— will be enjoying their first holiday in more than a year on the ski slopes of Europe.

When he returns, one of his first tasks will be to deal with the report by a team of lawyers he has appointed to investigate allegations that Premier was

involved in a R70-million building contract bribe in Botswana. He expects their report by the end of the month.

Part of Mr Wrighton's success as a manager is that he has a realistic, often brutally honest, approach — evident in his

New Year's message to Premier employees.

The year just past was a difficult year for most South Africans, beset with violence and political uncertainty, and "1993 is not expected to be much better," he told them.

Consultative manage-

ment and a general pull together was what he urged the "Premier family" to try.

No one can doubt the sincerity of the man, or laugh in the face of his earnest optimism.

Charmain Nardoo

No role for the bosses in union street theatre

Blom 12/1193

1527

1527

THE image of Premier chairman Peter Wrighton playing the lead role in last week's piece of street theatre outside the group's Johannesburg head office focuses attention on precisely what public role the admirals of industry can usefully play in the labour area

There are few who would doubt Wrighton's bona fides. Under his direction, Premier has devoted significant resources to attempts to forge sound industrial relations.

The retrenchments which gave rise to last week's march have been the subject of ongoing negotiation with the union inside a policy framework which unionists privately acknowledge to be as enlightened as circumstances allow

The quality of industrial relations generally within the group is recognised to be comparatively sound despite the presence of some of the most militant unions in tough industrial sectors where it is hard to forge sound workplace relationships.

Both under Wrighton and his predecessor, Tony Bloom, the group has never shed from public expressions of support for political and social change, justice and democracy. Wrighton, however, has shown a proclivity for flamboyant public displays of solidarity with labour which often seem to draw cynicism rather than affection. Only last year he marched alongside Cosatu's Jay Nar-

do in an anti-VAT demonstration in downtown Johannesburg, and was not unwilling to join the aborted two-day national business shutdown.

Last week, his enthusiasm to join the march and subsequent disappointment at being rebuffed, his purchase of a union T-shirt and his provision of refreshments and toilets for the marchers drew some cynicism and anger from unionists. Far from winning hearts and minds, Wrighton's flamboyance may result in greater antipathy for his negotiators when they resume talks with the union over the retrenchment issue.

What Wrighton may not have appreciated was that marches in general and this one in particular are not personal attacks on him or his company, but acts of mobilisation for a union dealing with membership apathy in the face of inevitable job loss. The march was, to a large extent, an effort to strengthen the already weak hand of the union in the negotiations.

Perhaps more than most unions, the Food and Allied Workers' Union (Fawu) is in desperate need of enhanced membership cohesion, especially at company and plant level — given its troubled history of regional and ideological splits and an economic climate in which aggression is hard to muster among the rank and file. Wrighton also clearly understands

GAVIN BROWN

little of the class war techniques of labour organisations to which Fawu is given, and should not have been surprised at the rebuff. Few on either side of the ideological divide could seriously see him as part of the working class struggle despite his willingness to wear his T-shirts in front of the opulence of the group's head office.

Attempting to take part in a demonstration against his own company also invites questions on this style of interaction with labour, and presents something of an absurdity, no matter how subtle or well meaning the intent may be.

Against this background, it is easy to see how hard-pressed union organisers are angered at Wrighton's upstaging of the event. Some are even claiming it was subversive towards collective bargaining.

What would have been just another demonstration of little importance to anyone outside of Mama's Pies workers or the motorists it inconvenienced became nationally memorable for Wrighton's enthusiastic, public embrace of the marchers.

The march was destined to be a low-key event. The presence of ANC



□ WRIGHTON

and SACP officials was at such a low level as clearly to indicate little more than symbolic support for an issue which the leaderships of these organisations are acutely and more informally aware of than the average Premier marcher. However,

Wrighton's response served only to enhance and, more significantly, hijack the public attention it would otherwise have attracted

What has clearly emerged on the local industrial relations scene are new national levels of interaction between business and unions at senior levels. Whether in the National Manpower Commission or the national economic forum or a variety of other ad hoc assemblies, leading businessmen and labour leaders are beginning to have serious and pragmatic dialogue over issues of common concern

This is the better place for a man of Wrighton's position to articulate his views. A style that may have been appropriate to the late Tony Factor or Hal Walton, for example, fits ill on the likes of the more patriotic Wrighton, whose working class links are tenuous in the extreme, and whose attempts to identify with his workers would be more credible when clothed in a more serious and dignified way

The Premier march was notable for the absence of any real union heavyweights who clearly also believe that their time is better spent attending events where macro policy is being shaped against a common understanding of the economic crisis rather than by being the main attraction in acts of street mobilisation

□ Brown is an industrial relations consultant.

LABOUR BRIEFS

(152) 2009
Strike at top Cape restaurant

■ THE renowned Lord Neethling Restaurant in the Western Cape dismissed 40 workers a week before Christmas after they went on strike. W/M... 15/1-21/1/93.

The workers called the restaurant a "hell-hole" and alleged that managers who had been brought in from Singapore "treat workers like children".

The strike was triggered when workers were not paid their bonuses on time, said Farmworkers' Support Committee general secretary Grant Twigg.

But conditions are allegedly generally poor - restaurant workers get paid over time with a glass of wine in lieu of money and because they have no job descriptions "waiters end up scrubbing floors".

Twigg this week met the managers of the Neethlingshof Estate who agreed to negotiate a recognition agreement with the Support Committee and also asked for written demands from the dismissed workers.



DEMANDING . . . Strikers at the Sizwile School for the Deaf have a list of demands.

Pupils strike in solidarity

By JOHANNES
NGCOBO

HANDICAPPED pupils at Sizwile School for the Deaf in Dobsonville this week protested in solidarity with their teachers who are demanding permanent status at the school.

Among the strikers are domestic workers

who downed tools alleging that they have been employed as temporary workers since 1986

The protesters included deaf security guard Fanie Mvulane

Speaking through a sign interpreter, he said. "I was informed that I was going to be retrenched and I am against it"

Protesters staged a sit-in at the administration offices of the school, waving placards and making it impossible for staff to carry on with their normal duties

Other demands include a pay increase and that school management withdraw the letters threatening retrenchment of staff

Placards reading "No to unilateral restructuring of the school" and "we cannot be temporary workers forever" were held high above the heads of protesters

The school principal, France Walker, said he had nothing to say about the demonstration.

24/1/93

NEWS New education pl

Fleming workers on wage strike

152
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■ Old age home hit by work stoppage:

MORE than 100 workers at Fleming House old age home in Highlands North, Johannesburg, went on strike yesterday over wages, the National Education, Health and Allied Workers' Union claimed.

Nehawu spokesman Mr Bongani Tsimo said the workers had demanded a R250 across-the-board increase but had later accepted management's offer of R100, provided it was backdated to October 1.

"But management refused to backdate the increase and the workers embarked on the strike and demonstrated outside the premises," he said yesterday.

Workers had demanded the increase be backdated because Nehawu and management usually negotiated wage issues in October.

Negotiations were delayed last year however.

Management spokesman Mr Lou Davis confirmed there was a work stoppage at Fleming House but denied that as many as 100 people were involved.

He ascribed the stoppage to a misunderstanding by union members.

Davis said management had offered the R100 increase for workers with effect from January 1 but there had been no agreement as the offer had been rejected and negotiations with Nehawu officials were continuing - Sapa

Topic of discussion... first consultative meeting of... signed an agreement with the... Mozambican government to be... the first private insur-... Development Community... opens in Harare today. Page 4... ance company in the country... since independence in 1975... total realisa... they had found... At an urgent... would be made...

Unfettered right to strike is seen as 'danger' to employers

Blom 28/9/93

DIRK HARTFORD

AN UNFETTERED right to strike was likely to be very destructive and could weaken employers to such an extent that businesses close and further retrenchments occur, according to labour lawyer Rod Harper. *(152)*

Harper, addressing a conference on the joint challenge facing management and labour, said it appeared inevitable that the right to strike — which would give legally-striking employees protection from dismissal — would replace the current freedom to strike in SA.

He said a new government would find it difficult to avoid creating such a right as it was a central demand of Cosatu and had been recommended by the ILO last year.

In addition, Namibia already had the right to strike in its new Labour Relations Act which was intended to serve as a model for southern Africa.

The right to strike would also protect striking workers and unions from civil and criminal sanction and would greatly empower the unions, Harper said.

He argued that the right should not be absolute "If it is inevitable it should be created in a manner which permits a proper balance in the power relations between parties," he said.

A strike should not be allowed to damage an employer to the extent that recovery was impossible or be allowed over issues other than those in dispute.

It should be fettered in a way which permitted constructive and successful collective bargaining, he argued, and the drafting of provisions relating to the right to strike should be done carefully to avoid misinterpretation.





Self-defence A youth brandishes a home-made gun he carries 'to protect the community from attacks by scabs' Photo: GUY ADAMS

Strike-breakers removed — but not the bitterness

w/mant 29/11 - 4/2/93

THE mass removal of strike-breakers to a separate settlement in Botshabelo is the latest effort by the Provincial Administration of the Free State (PAO) to halt violence between their employees and dismissed union members.

But violence is reaching unprecedented heights between National Education Health and Allied Workers' Union (Nehawu) members and PAO employees.

The strike began in June last year, with the PAO and Nehawu unable to reach a settlement concerning increase in wages and improved working conditions.

Nehawu assistant general secretary Neil Thobejani said the PAO's rejection of the demand for a R200 across the-board increase caused a deadlock in negotiations. "Consequently, 1 600 of our members have been dismissed," he said.

"They refuse to reinstate our members and have resorted to dirty tricks tactics by relocating and protecting the scabs with the help of the police. We have lost two of our shop stewards in the violence, but the PAO refuse to meet our demands."

Despite the relocation of strike-breakers, clashes between members of Nehawu and the African National Congress on the one hand, and strike-breakers on the other, are on the rise.

Tucked away in an area known as Section H, the people still working for the PAO are excluded from the

The relocation of strike-breakers, rather than bringing an end to violence in Botshabelo, appears to have added to it

By JACQUIE GOLDING

rest of the community.

ANC members form part of both the strike-breakers' and the strikers' camps, and this has caused part of the outrage over the relocation.

An ANC member said he fears the organisation's support base will diminish, with the loss of about 1 000 members to Section H.

Brandishing a home-made gun, the youth said he had joined a self-defence unit (SDU), "to protect the community from attacks by scabs", and added that there were rumours circulating of "no ANC by June". He regards the SDUs as "unstructured but necessary".

Allegations against the PAO include the use of the administration's trucks to transport the possessions of strike-breakers, and the transporting of strike-breakers to and from work.

"At first the removals took place at night, but now they move during the day," said the ANC member.

PAO media liaison officer Danie Olivier said he was "perturbed by allegations of PAO involvement in organised violence against Nehawu,

the ANC and residents of Botshabelo.

"Orderly administration has always been, and is, the forte of the PAO, not intimidation and violence or the instigation of disruptive activities," Olivier said. "To react to ridiculous allegations in detail would be to stoop to a level not befitting an administration with a proud record."

Olivier added that the PAO remains committed to discussions with Nehawu and that dismissed workers were free to reapply for positions in the administration.

The random attacks in the township are so widespread that residents are being caught in the crossfire.

Joseph Thuntsa (71) said he was attacked about a month ago. "About 20 people came into the church where I was working and attacked me. They said I was hiding an ANC comrade and beat me with their knobkerries. I could not see their faces because they wore balaclavas. I made a report but the police have not responded."

Some strike-breakers are dissatisfied with their relocation. Said Petrus Malebese, who moved to Section H last week. "I did not want to move, but the government came in their truck and told me that I had to collect my stuff and go to another section. They helped me load my possessions and said they will collect me for work every morning."

Lazarus Mogorose, employed as a hospital cleaner, said "I came here last Friday because I do not want to lose my job."

"I hear there will be no ANC by June — but I am not interested. All I know is that I have to work to support my family. If I did not move I can lose my job."

A National Institute for Crime Prevention and the Rehabilitation of Offenders (Nicro) social development worker, Thabeng Setsumi, said "It is a known fact that the PAO want all their workers to be in one section in order to control them. They have been using their vehicles to carry workers to and fro for the past two weeks."

Setsumi added that the Goldstone Commission had been approached to "look into the situation".

Office workers locked out

Staff Reporter (152) ~~152~~

ET 26/11/93

ABOUT 80 office workers were locked out by the management of Checkers/Shoprite at the company's divisional offices in Goodwood yesterday, said Ms Zoe Holland, a South African Commercial Catering and Allied Workers' Union (Saccawu) spokeswoman

She said the lockout follows moves by the company to increase the working hours of workers there from 37½ hours to 45 hours a week.

"The company used the lockout to force workers to accept this increase," she said

Management was not prepared from the outset to negotiate about the matter and the lockout may continue today, she said

Ms Holland said Saccawu was concerned the decision to increase working hours may be taken at other divisions

A Checkers/Shoprite spokeswoman was not prepared to comment.

10-week strike off (S2)

A 10-week-old strike by hundreds of workers at three Maritzburg companies
Sowetan 4/1/93

Sowetan 4/1/93. (S2)
has ended

The strike by members of the Food and Allied Workers' Union (Fawu) began in mid-October at the Willowton Oil and Cake Mills, the Sealake Industries and the Capital Oil Mills factories following a wage dispute.

Fawu spokesman Mr Mike Masondo said the strike was called off after agreement had been reached

The boycott of products from the three companies has been lifted



Thousands of Fawu members marching through the streets of Johannesburg yesterday. PIC PAT SEBOKO

Fawu members march

Southern 7/1/93

By Ike Motsapi

Countrywide stoppages occur in bid to save jobs:

THE fight against retrenchments gained momentum yesterday during countrywide work stoppages and a march by more than 10 000 members of the Food and Allied Workers Union in Johannesburg

Members of Fawu were bused to the Transvaal offices of the union in Wanderers Street where they began a 2km walk to the head offices of Premier Milling in Parktown to present a memorandum to managing director Mr Peter Wrighton

Fawu national co-ordinator Mr McDonald Motlhake said Premier Milling management had been "conducting a cold war" against the union. Motlhake said management was

about to retrench about 965 workers in the metropolitan areas

He said "In 1988 about 800 members of Fawu were retrenched at Farm Fare and this was followed by the closure of two Epoi plants between 1989 and 1991, resulting in 600 workers losing their jobs

"In October last year about 600 workers were retrenched from Mamma's Pies in Cape Town and Johannesburg

"During the same period another 100 workers were retrenched from Nice 'n Easy in Cape Town

"We want this to stop now"

Motlhake said the union demands

- An end to retrenchments and

shutdowns,

- Reinstatement of all dismissed and retrenched workers,

- Job security for all,

- Industrial restructuring should occur only when this is for the expansion of a company;

- Training and retraining of staff,

- The creation of a fund for the unemployed,

- An end to privatisation,

- Creation of a non-racial society, and

- An end to job discrimination

The union warned that if these demands were not met within 14 days it would embark on factory demonstrations and other forms of mass action

Falling into line

Fm 8/1/93

~~12/2~~ ~~12/2~~ (152)

With continued recession and little expectation of economic recovery, average negotiated wage settlements in 1992 fell dramatically to 12,6% from 16,1% last year. A significant trend, according to surveys carried out by Andrew Levy & Associates, was the increasing acceptance by unions of the link between productivity and job security.

This was seen especially in profit-sharing wage schemes negotiated in principle between the NUM and the Chamber of Mines earlier in the year and of which the NUM-Gengold agreement this month is the latest example.

Yet the pattern of lay-offs continued throughout the year, affecting the highest levels of organisations and professions as well as the less skilled. An estimated 100 000 jobs were lost in four major sectors.

According to the National Manpower Commission, about 5,4m people — or 40% of the economically active — lacked formal employment. But, while Levy describes unemployment as having reached unmanageable proportions, others, like the HSRC's Lawrence Schlemmer, pointing in part to growth in the informal sector, conclude that the problem is more manageable than loose estimates of joblessness suggest (*Current Affairs* December 18).

Strikes during the year accounted for 4,2m man-days lost compared with 3,8m in 1991. The biggest strikes, in the third quarter, were in the metal industry led by Numsa (1,4m man-days) and the Transvaal health sector, led by Nehawu (247 500 man-days).

The main strike trigger was wages (78%). Last year, wage disputes triggered 68% of strikes. This showed that despite the recession and lay-off threats, workers were prepared to strike for extended periods. Grievances accounted for 14,1% of strikes (slightly down on last year), followed by dismissal/discipline (5%) and recognition disputes (2%).

The manufacturing sector, with 39% of man-days lost, was the hardest hit, due mainly to the Numsa/Seifsa strike in August. Next was the automobile sector (19% man-days lost) as a result of strikes at Toyota, the National Bargaining Forum for the Motor Industry and Numsa, followed by retail (13%) and the State sector (12%).

Though strikes in the public sector dropped from a high of 24% in 1990, a surge is expected next year as a result of proposed rationalisation and implementation of the Public Sector Labour Relations Bill, which will give public servants certain rights enjoyed by private sector employees in terms of the Labour Relations Act.

There was a slight decrease in the number of strikes involving 500 workers or more, but, at 45%, the figure is still high. At the same time, the number of strikes lasting 10 days or more increased from 23% to 28%. Looked at closer, a third of these lasted more than 30 days. Notable among them were the 63-day Kentucky/Saccawu strike over central bargaining, the 55-day wage strike by Saccawu against Lubners, and the acrimonious 45-day wage strike involving Mwasa and the SABC.

Other key features of the year

- Agreement was reached to extend basic labour rights to farm and domestic workers during 1993,
- The National Economic Forum, including government, business and labour, was formed to address critical economic problems and two working groups were set up to focus on short- and long-term issues,
- The restructured National Manpower Commission came back on track and is expected to be operating by February,
- Union growth continued in spite of the recession and stands at 3,2m-plus,
- The commission estimated that registered trade union membership formed 23% of the total economically active population or 53% of the labour force covered by the Labour Relations Act,
- The number of industrial councils continued to fall. There were 89, covering 873 000 workers at the end of 1991. This was attributed to the withdrawal of employers because of union pressure to negotiate at plant level,
- For the first time since its inception the Industrial Court's workload was reduced slightly (there were 6 319 applications in 1991 compared with 6 366 in 1990), while Labour Appeal Court cases increased from 84 in 1990 to 149 in 1991,
- An International Labour Organisation fact-finding mission visited SA and made a number of critical findings and recommen-

dations, and

□ Cosatu continued to play a dominant role in labour affairs. As part of the ANC alliance's mass action campaign, it called a general strike on August 3-4, described as the largest stayaway in SA's history.

Towards the end of the year Cosatu general secretary Jay Naidoo signalled the union's intention to safeguard its independence by calling for a post-apartheid "reconstruction pact" with the ANC — as a *quid pro quo* for backing it in an election. Cosatu obviously also wants to safeguard the kind of joint macro-economic policymaking role it carved for itself through the Economic Forum.

Looking at the year ahead, Andrew Levy observes that political events will continue to exert a major influence on labour as well as the economic factors that govern the terrain. Continued political uncertainty will cast a long shadow over the future of SA, affecting business confidence and keeping foreign investment at bay. There was a need for a set of clear statements from management, labour and government on their objectives and timetable for economic restructuring.

Given grim economic prospects, the pattern of job losses can be expected to increase in the first quarter. Union claims for moratoriums on lay-offs will continue. Levy expects public policy shifts on the sole right of employers to make decisions that result in job cuts or favour capital-intensive processes.

The push towards centralised bargaining and the extension of industrial councils will continue. This is seen as inevitable and not necessarily fraught with all the risks and problems that many employers seem to identify.

Sharper attention is expected on removing workplace discrimination and on programmes of affirmative action or "employment equity" — at every level and through consultation. Traditional union opposition to ideas of multi-skilling and productivity bargaining will probably be reshaped, especially if employers seriously address the question of job security.

As to wages, there is the possibility of single-figure increases becoming more common. Wage strikes in the public sector and a surge in organising farm and domestic workers may be expected in the new year.

Numsa to settle

NUMSA has undertaken to pay employer body Seifsa R120 000 in an out of court settlement arising from events caused by the national metal industry strike last year. (152) (4/1994)

During the course of the strike the Supreme Court, in an interim order, ruled the strike illegal. The workers returned to work. Instead of pursuing further litigation concerning a final hearing on the legality of the strike, an out of court settlement was agreed. (23) (4/1994)

In a joint statement the parties said. "Numsa and Seifsa are of the view that the further pursuance of this litigation will not be constructive and would result in a further deterioration in the relationship between the parties. It is also their view that this litigation would detrimentally impact on what will be crucial negotiations in 1993" S/Times (BUS) 10/1/93

Lost City not real ruin — Rosevear

THE Lost City was not about to crumble, Sun International MD Ken Rosevear said at the weekend. ~~TOP NEWS~~

Parts of the carefully constructed ruins of the exclusive resort have suffered real damage from heavy rains in Bophuthatswana only months after the glitzy official opening. *BIDM 1/2/93*

But Rosevear said the cracked Royal Staircase, leaking swimming pool and damaged waterways were "normal" damage caused by earth shifts and ground movements. "It is merely buildings settling in," he said.

He could not give an estimate of the cost of repairing the damage, but said repairs would not cost SI anything.

"Repairs, which have been going on for the past two to three weeks, are a matter of insurance. The construction companies involved would carry the costs," he said.

Rosevear said media reports about the

STEPHANE BOTHMA

damage had created a "storm in a teacup". He denied faulty construction was to blame. And the rush to complete the R800m complex in time for the festive season had not been a factor. Damage caused by ground movement often happened with new buildings, he said.

Damaged underground pipes feeding the flowing lakes had to be replaced. All five damaged waterways would be back in operation this week, he said.

The pipes that had been damaged were being replaced by steel ones.

The only inconvenience to Lost City visitors was the closing of a part of the Royal Staircase leading down from the Palace Hotel to the Valley of the Waves.

"Only a section of the stairs is closed for repairs to foundations. Large crews are working around the clock to get everything back to normal," he said.

Visitors seek evidence of employers' role in violence

(152)

ADRIAN HADLAND

THE role of employers in engendering violence in SA will be investigated by the International Confederation of Free Trade Unions.

At a media conference in Johannesburg, ICFTU general secretary Enzo Friso said 50 trade union leaders from around the world would tour SA over the next few days, gathering information about employers' role in violence.

Cosatu general secretary Jay Naidoo said some companies, including multinationals, had attempted to undermine trade unions by hiring employees from opposing political factions during strike action.

This had precipitated violence in some instances, Naidoo said.

Frisco said if evidence of this could be obtained, union members of the mul-

tinational's home plants would be informed, and urged to act.

Calling for the reimposition of sanctions was one option which could also be considered by the confederation, he said.

Friso said the 50 trade union leaders, assisted by Cosatu and Nactu representatives in terms of an agreement signed by the three organisations, would meet in Johannesburg soon to discuss their findings.

"We will discuss how best we can help at this particularly delicate moment to foster democratisation and fight violence in SA"

Naidoo said it was vital during the pre-election phase that unions be allowed to establish freedom of association.

Fewer wines on auction

LINDA ENSOR

CAPE TOWN — The application of more stringent selection criteria and the tight economic climate will see fewer wines on offer at this year's Nederburg Auction in Paarl on April 3.

Compared with 1992 when 10 489 cases of 121 different wines were on offer, fetching a total of R2m, only 9 324 cases of 89 wines are on sale. *BIDM 1/2/93*

Strong overseas interest is expected when 30 of SA's premier estates, wineries and co-operative sellers offer their finest wines.

Two newcomers to the auction will be De Wetshof Estate with a Dame de Wet Chardonnay 1991 WO, named after the owner and award-winning winemaker, and Rhebokskloof with its maiden vintage Chardonnay 1991 WO.

2 striking security men shot outside headquarters

The Argus Correspondent

JOHANNESBURG. — Two striking Springbok Patrol security guards were shot and wounded outside their Maraisburg head offices and 16 were arrested after a shootout with police.

West Rand police spokesman Major Henriette Bester said 52 Springbok Patrol shotguns and three revolvers were confiscated from the striking workers yesterday.

Chairman of the Transport and General Workers Union (TGWU), Springbok Patrol branch, Mr Paul Maphoto, said he acknowledged the strike was illegal.

He said, however, that workers, who allegedly met Springbok Patrol managing director Mr Mick Bartmann to discuss a list of demands before the strike in the morning, were left with no choice but to embark on the "wildcat" strike.

Major Bester said the strikers forced other security guards out of their vehicles in the morning, preventing them from attending work.

She said they shot at the police when they arrived shortly after the strike began. Police returned fire, injuring two strikers.

Major Bester said Mr Bartmann had to fire a warning shot when one of the strikers tried to jump over the gates.

"He apparently saw one of the strikers climbing over the fence with a shotgun, which he was aiming at a policeman."

The wounded workers were not seriously injured.

Mr Maphoto said workers were demanding, among other things, an eight-hour working day, compassionate leave, proper gradings and armed guard allowances.

Mr Bartmann was in meetings yesterday and unavailable to comment.



Guards hurt in shootout with police

By Charmeeela Bhagowat
Crime Reporter

Two striking Springbok Patrols security guards were shot and wounded outside their Marasburg offices yesterday and 16 were arrested after a shootout with police.

West Rand police spokesman Major Henriette Bester said 52 shotguns and three revolvers belonging to Springbok Patrols were confiscated from the strikers.

The chairman of the Transport and General Workers' Union, Springbok Patrols branch, Paul Maphoto, acknowledged that the strike was illegal.

But he said the workers, who met Springbok Patrols managing director Mick Bartmann to discuss demands before the strike, had no choice but to embark on it.

Bester said the strikers forced other security guards from their vehicles in the morning, preventing them from attending work.

She said they shot at police, who returned fire, lightly injuring two strikers.

Bartmann fired a warning shot when one striker tried to enter the premises, she added.

Maphoto said workers' demands included an eight-hour working day, compassionate leave, proper loadings and armed guard allowances. He said the men would continue the strike indefinitely.

Bartmann was unavailable for comment.



Cleaning the light fantastic mountaineer Gordon Laurens makes his money by operating Skyriders, a company that specialises in cleaning hard-to-reach windows and changing light bulbs in places like the Sandton Holiday Inn. Picture Etienne Rothbart

Spelling out the coming changes

ANC branches in Johannesburg are tapping the knowledge of a range of public figures to help spell out how political negotiations will change the face of the city and surrounding areas.

"The future of Greater Johannesburg" is the theme which ANC branches in the eastern suburbs have chosen for a public meeting in Highlands North on February 10.

Speakers include Witwatersrand Metropolitan Chamber chairman Dr Van Zyl Slabbert, Soweto Civic Association general secretary Pat Lephunya, National Party councillor Marretta Marx and Matole Motshekgwa of the ANC.

Youth shot in scuffle

A 16-year-old youth was shot in the chest in Hillbrow last night during a scuffle with a policeman who tried to arrest him in connection with car theft.

SAP spokesman Captain Eugene Opperman said the detective tried to arrest the youth at about 10 pm, but the youth fled.

When he was caught he tried to disarm the policeman. A shot went off, wounding the suspect, said Opperman.

The youth is in hospital in a serious but stable condition. — Crime Reporter

Strikers, police in shootout

JOHANNESBURG — Two people were wounded in a shooting incident involving 250 striking workers from Springbok Patrols at Roodepoort and policemen from the West Rand Internal Stability Unit yesterday

The owner of the security company had been attacked by stone-throwers, police said.

Fifty-two shotguns were seized and returned to the company

● Two Baragwanath Hospital

doctors were injured when their vehicle was stoned on the Old Potchefstroom Road ^{ET 2/2/93}

Six vehicles belonging to staff members were stoned.

In Natal

● Mr Lucas Mapumulo, 60, was shot dead at Ezimbokodweni

● At Adam's Mission an unidentified 30-year-old man was shot dead on Sunday

● Earlier, the decomposed body of Innocent Nkosinathi

Muthwa, 25, was found at Mkhawini area, near KwaMakhutha, and Nkosentsha Mzulwini, 21, was shot dead in the Mangangeni area near Umbumbulu

● At Esikhawini, Empangeni, three people were killed and four injured in separate incidents KwaZulu Police said the attackers were unknown

● A bus driver was injured when his bus was stoned and set alight in Esikhawini — Sapa

Bus driver killed in strike violence

(S2) Own Correspondent

DURBAN — A bus driver was shot dead, at least one other driver was injured badly and three Umfolozi Transport buses were set alight in strike-related violence in the Empangeni area yesterday.

And in a separate incident J P Pillay, a truck driver of another strike-hit company Amalgamated Beverages Industries, was shot dead in an ambush at the intersection of Edwin Swales VC Drive and the N2 in Durban. *BIDM 13/2/93*

Police could not confirm that the shooting was related to the strike.

The violence in Zululand follows an industrial dispute between Umfolozi Transport employees and management over the sacking of a trade union shop steward.

The dead driver, whose name has not been released, was ambushed at Mabhensa village near Upper Enseleni on Monday night. Another driver was badly injured when he was shot at by unknown gunmen at Cinci near KwaMbonambi.

Umfolozi Transport MD and co-owner Andre Joubert said the company had lost about R1,3m in revenue from damaged buses.

The striking workers were members of the Transport and General Workers' Union which was still negotiating with management.

Strike: Bus driver shot dead

Own Correspondent

DURBAN — A bus driver was shot dead, at least one other driver was badly injured and three Umfolozi Transport buses were set alight in strike-related violence in the Empanzeni area yesterday

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CT3/2/93
Mr André Joubert, managing director and co-owner of Umfolozi Transport, said the company had lost about R1,3 million from lost revenue and damaged buses

Strikers shot at says union

Sowetan 4/2/93

700 out at Springbok Patrols:

By Ike Motsapi

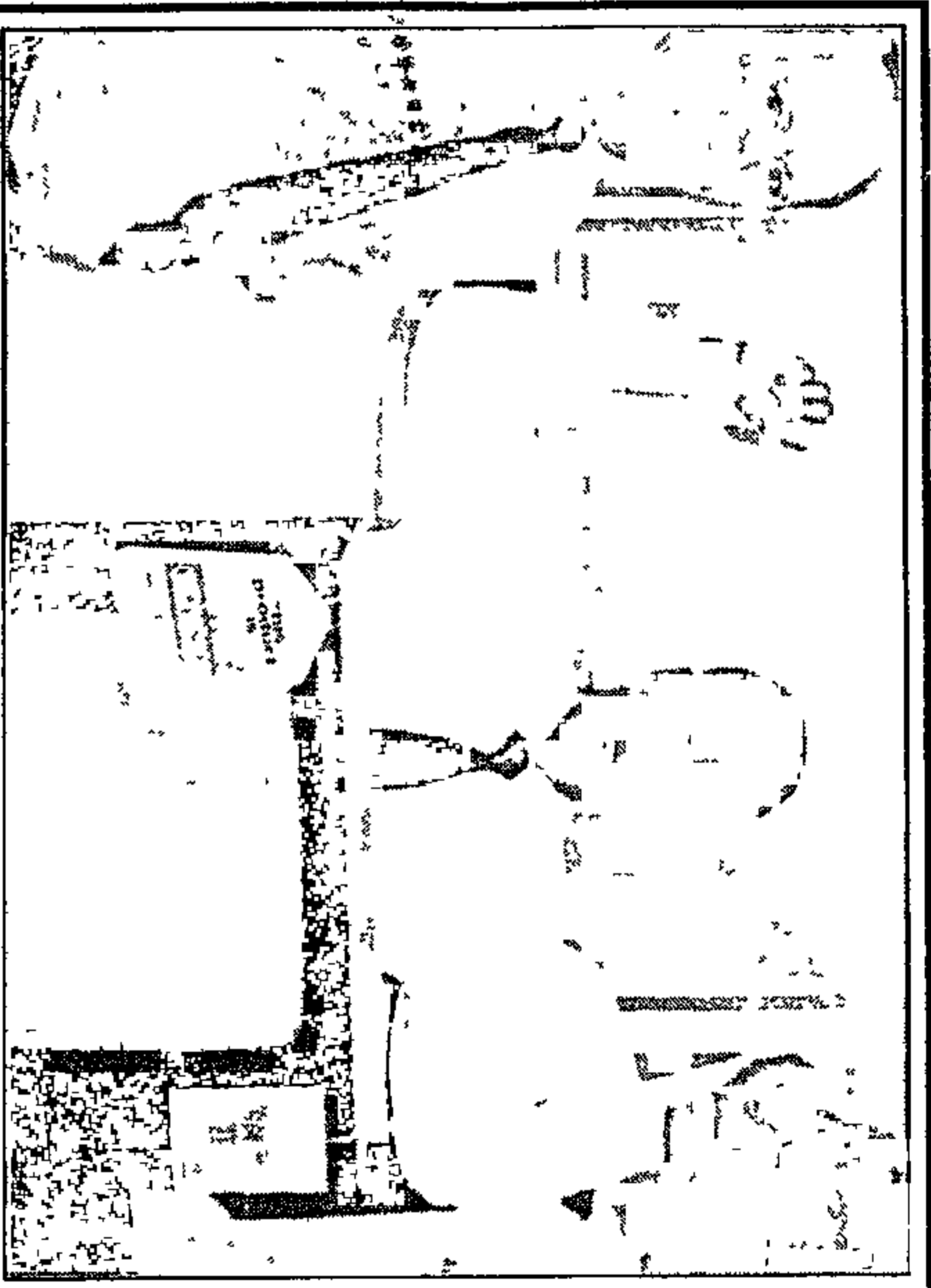


THE strike by more than 700 members of the Transport and General Workers Union (TGWU) at Springbok Patrols entered its third day yesterday amid allegations that the workers had been assaulted or shot at.

The striking workers are demanding better wages and working conditions.

The chairman of the Springbok Patrols' headquarter's near Rodepoort, Mr Paul Maphoto, alleged that some members of the union were assaulted or shot at by "one of the owners of the company" during the first day of the strike on Monday.

He claimed that one of the directors, Mr Mick Bartman, took part in "some of the assaults on our members". West Rand police spokesman Major Hennele Bester said Bartman had to fire a warning shot when one of the strikers tried to jump over the gates and enter the premises. Bartman could not be contacted. He did not return calls as promised by his secretary.



Mr Alex Masia of Pretoria poses with part of his furniture prizes worth R15 000 which he won in the Sowetan/Ellerines Stic-A-Pic competition which was run late last year. Congratulating the winner are Mr Johan Haman (left) and Mr Mauritz Zanardo, both of Ellerines.

Police station attacked

Three die in Natal violence:

IMBALI police station near Maritzburg was attacked for the second time in less than two weeks early yesterday morning.

In a separate incident Maritzburg police spokesman Captain Henry Budhrum said Mrs Phiwani Mthembu, (48) was killed and a two-year-old boy, Moses Mlotlo, seriously injured on Tuesday night in an attack on the Mlotlo home-stead in Patheni outside Richmond in the Midlands.

Shot dead

Sowetan 4/2/93.

KwaZulu Police reported two murders in Umbumbulu, south of Durban.

Mr Alfred Mdlanga (28) was shot dead in Pletlaon Monday, and the body of an elderly man who had been shot was found in Mafobho on Tuesday.

At Port Dunford Mkhari (20) was killed when a handgrenade was thrown into a house — Sapa

Pupils left in the lurch

Sowetan 4/2/93.

By Ruth Bhengu

HUNDREDS of pupils have been left stranded after a private school in Springs failed to open.

Parents have paid part of the fees for day scholars and boarders at the United Kingdom Highveld Combined School but the pupils are unable to start classes because there is no school building.

Parents who are demanding their money back from the school have been told to wait for up to 20 days to be refunded.

One parent, Mrs Tom Mahlangu of Secunda, said she and two other parents spent four hours yesterday arguing with the clerks who refused to

refund their money "because there were other people before us who had also withdrawn their children and were waiting for their money".

The principal of the school, Mrs Nila Havenga, said children who were boarders were the "biggest headache".

"Parents have sent their children from as far as Tzaneen and we are trying to arrange accommodation for them. Things have been chaotic for the past few weeks but we are settling down and schooling will start soon," she said.

FEE REFUND Parents demand their money

back as school fails to open:

Children have been squeezed into tiny flats in the city centre "until their hostels are ready".

Havenga said the directors had problems securing a building in Springs because it was a Conservative Party stronghold.

The directors, however, had managed to buy a disused mine compound belonging to Goldfields.

A spokesman for Goldfields Mr Graham Alvey, said "We have had an offer from the directors of the school but it was unacceptable".

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OUR PRICE

Labour unrest will worsen

Sowetan 4/2/93

152

By Ike Motsapi

■ Top companies agree that the situation in commerce and industry will not improve:

LABOUR unrest and strikes will intensify by three percent from 32 percent last year, according to a survey conducted among 100 top companies in the country

These companies are all listed on the Johannesburg Stock Exchange

Ms Myrna Lamb of the Bureau of Market Research at the University of South Africa said although executives are optimistic about labour unrest and strikes in 1993, they disagree that unions will play a smaller role this year

She said "There is a complete reversal in the opinions expressed by employers with regard to labour unrest and strikes

"For 1991 two-thirds of employers predicted that labour unrest and strikes would intensify

"In 1992 only one third, about 36 percent, predicted the upsurge in labour unrest, while employers are of

the opinion that this will rise to 39 percent this year," she said

She said the percentage who disagree with this opinion is more or less the same as in 1992

Lamb said 60 percent of employers disagree that labour unions will play a smaller role in 1993, compared to 67 percent in 1992

She said "With regard to real economic growth for 1993 employers are slightly optimistic

"A drastic fall in agricultural production pushed real annualised economic growth down to a negative 5,7 percent in the third quarter of 1992

"If the trend of contracting activity continued in the fourth quarter, the economy was heading for a negative growth of at least two percent for 1992

"However, for 1993 they expect a positive 0,5 percent growth rate while

the inflation rate is believed to be 13,1 percent varying between 12,2 percent and 14 percent," Lamb added

The question of affirmative action programmes evoked strong feelings among employers

About 81 percent of employers disagreed that there would be less pressure on them this year to fulfil their social responsibilities

Lamb said "About 78 percent of employers disagree with a scenario predicting a drop in the percentage of total unemployment in South Africa

"This percentage is a little higher for 1993 than 1992

"Employers therefore remain sceptical about a reduction in the total of unemployed and seem to expect the situation to be worse because of low economic growth, high inflation and the high number of unemployed," Lamb said

Strikers shot at says union

■ 700 out at Springbok Patrols:

By Ike Motsapi

152

THE strike by more than 700 members of the Transport and General Workers Union (TGWU) at Springbok Patrols entered its third day yesterday amid allegations that the workers had been assaulted or shot at.

The striking workers are demanding better wages and working conditions.

The chairman of the shop stewards' council at Springbok Patrols, headquarters near Rogdepoort, Mr. Paul Maphoto, alleged that some members of the union were assaulted or shot at by "one of the owners of the company" during the first day of the strike on Monday.

He claimed that one of the directors, Mr. Mick Bartman, took part in "some of the assaults on our members".

West Rand police spokesman Major Hennie Bester said Bartman had to fire a warning shot when one of the strikers tried to jump over the gates and enter the premises. Bartman could not be contacted. He did not return calls as promised by his secretary.

Female prison warders strike

Sowetan 8/2/93

■ Prisons Department rejects allegation that action is spreading: (152)

THE strike by black warders at the male section of the new Maritzburg prison has spread to the female section

A large number of female warders joined their colleagues on Saturday at a rally in the city and pledged solidarity

Most female warders did not report for duty on Saturday, reliable sources said

At the rally the strikers were addressed by African National Congress deputy president Mr Walter Sisulu, who said the ANC supported freedom of association.

The strike began last week over a dispute about the suspension of a unionised warder. The strikers are also protesting against alleged discriminatory practices by senior officials

A spokesman for the Department of Correctional Services, Colonel Dame Immelman, rejected allegations that the strike had spread to female warders. He said no woman warder had indicated she would join the strike.

Immelman said 101 warders had been dismissed last week and no strikes had occurred at other prisons

● Thousands of prisoners across the country are on a hunger strike

The SA Prisoners' Organisation for Human Rights said the action was the culmination of concerted efforts to pressure the Government into releasing political prisoners

Pot st
guar



Newspaper delivery man threatened

ARG-9/2/93
EAST LONDON — A Mdant-
sane, Ciskei man delivering
Daily Dispatch newspapers
was allegedly told his home
and vehicle would be fire-
bombed if he delivered papers
during a strike by the Paper,
Printing, Wood and Allied
Workers' Union (PPWAWU)

The newspaper's circulation
manager, Mr Henry von Dres-
selt, said the man, who worked
for the newspaper on a retain-
er basis, claimed members of
the Daily Dispatch's circulation
staff were among those who
threatened him.

The managing director of
Dispatch Media Ltd, Mr Terry
Briceland, said "Intimidation,
taking the form of threats by
some strikers against the lives
and houses of non-strikers, is
despicable

"But more than that, it
moves the strike from being a
dispute between two parties
into the public arena where the
whole of society has to be con-
cerned" — Sapa.

Transport workers strike

JOHANNESBURG. — About 800 workers at the transport company Lembecker walked off their jobs yesterday to back demands for higher pay and reinstatement of retrenched colleagues

ET 9/2/93

**Cosatu 'regrets'
strike intimidation**

ARC 10/2/93
EAST LONDON. — Cosatu said it "regretted" intimidation reported during a strike by distribution workers at the Daily Dispatch (S) (2) (3)

Members of the Paper, Printing, Wood and Allied Workers Union have been on strike since yesterday over wages. — Ecna.

Strike at Bara over arrest

Sowetan 11/2/93

152



■ **CASUALTY DEPARTMENT** Stoppage after
detention of nurse for allegedly helping prisoner:

By Sipho Mthembu

THERE WAS A TEMPORARY WORK STOPPAGE by nursing staff at the Baragwanath Hospital's casualty department yesterday morning in protest against the arrest by police of a nursing assistant on Tuesday night

The police said yesterday the nursing assistant was arrested for allegedly helping a prisoner to escape

Following the arrest of their colleague, dissatisfied nurses on night shift refused to go off duty and those on day shift refused to go on duty until the assistant had been freed

Hospital authorities then held a meeting with the SAP and the Transvaal Provincial Administration resulting in the release of the assistant nurse at 10am yesterday

In a statement to *Sowetan* yesterday, the hospital's public relations department said the nurses felt very strongly that their colleague had been unjustly treated

Meanwhile, the police refused to give the name of the nursing assistant and the prisoner and would not say whether the escape was successful or not

"We are not going to give any names, including that of the prisoner involved as the case has been completed and no one has been charged. It is all over now," said police spokesman Major HP Oosthuysen

Sowetan could only establish that the assistant nurse's name was Beauty and the Baragwanath Hospital spokeswoman Mrs Hester Vorster said she would not give the name and surname because she (the nurse) was still "very disturbed" by the incident

Vorster also said her department understood the feelings of the nursing staff and the issue had now been settled

The Deputy Regional Commissioner of Police, Major-General AM Strauss, has indicated that the matter would still be investigated thoroughly and necessary steps would be taken if any irregularities had taken place

Toyota taking steps to avoid strike action

BIDAY
11/21/93



TOYOTA was the hardest hit in 1992 by strike action, as a 49-day work stoppage cost the company and strikers hundreds of millions of pounds.

Toyota Marketing MD Brand Pretorius says the company will do whatever possible to prevent the recurrence of strike action.

"We have put into place a plan of action to ensure a higher level of commitment to the company."

"The company must ensure it deals with all possible grievances and that management displays the most constructive attitude in all instances. Much work has been done to improve levels of understanding and more emphasis has been placed on communication with the unions."

"Out of the adversity of the strike we learned a lot and many positive things were born."

"We feel very proactive in this regard and won't waste energy on bitterness or cynicism. We're looking to the future with confidence, to bring about a balanced relationship. The aim is to ensure that all parties involved recognise their responsibility and understand what our vision for the future is and what role they can play."

Positive
"The strike, though affecting market share negatively, did have some positive ramifications for Toyota. It gave us a new challenge — to recover as soon as possible. In some ways it served to restore the balance of power, as the company stood firm and did not capitulate."

"The union tested us and the workers tested us, but in the end it served to unite people and the dealer network. In many instances the strike cemented the relationships with customers, because we were forced to keep in very close contact with them. Many were prepared to wait and we received plenty of tangible support from them."

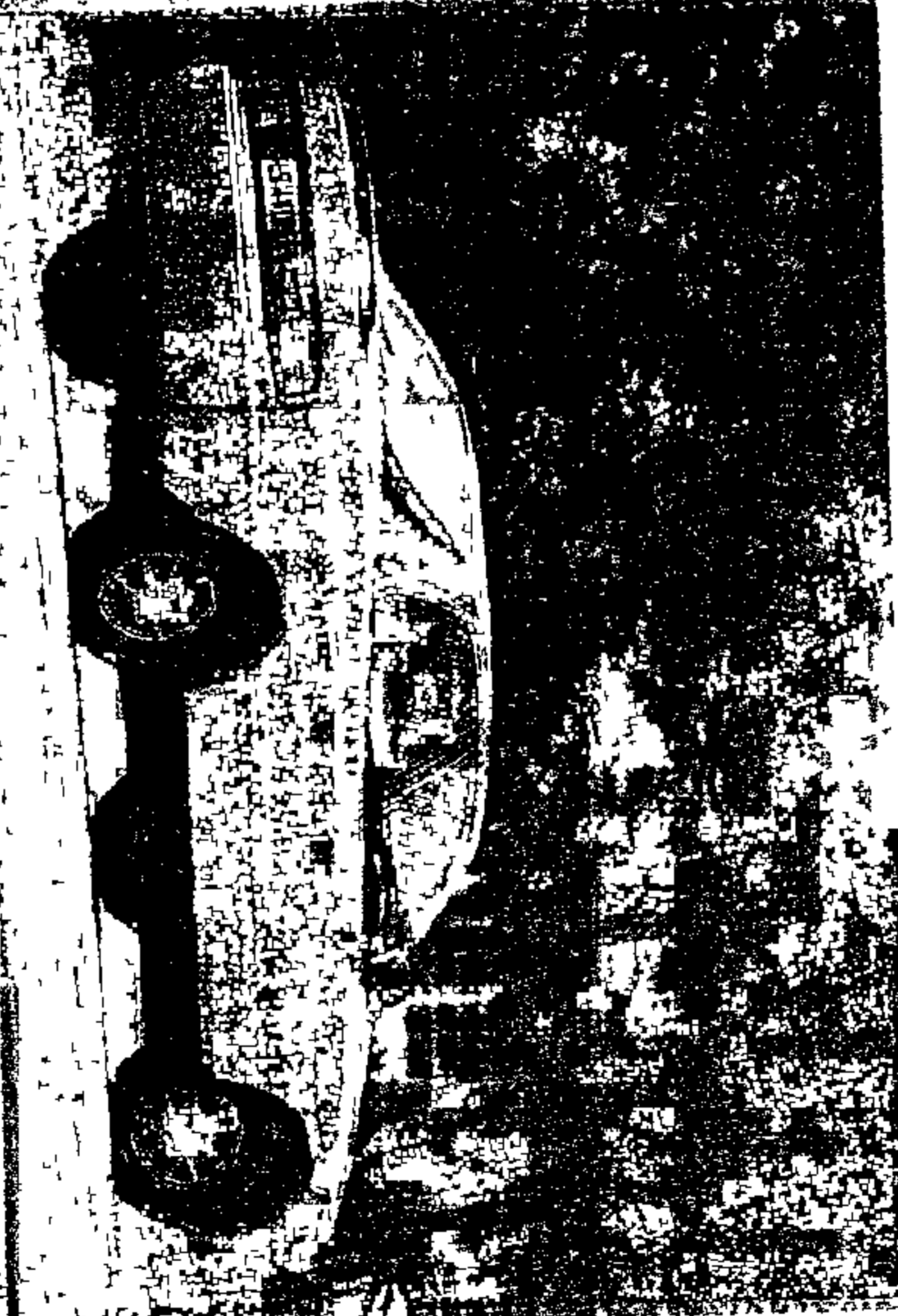
"Others volunteered their support and postponed their purchases, which is one reason why our market share dropped to 13% and then shot up so quickly to around 28%."

"I want to pay tribute to our customers and our dealers. The stock shortage gave dealers the opportunity to assess their operations. They cut unnecessary costs from overhead structures, identified additional profit-making opportunities, and the good news is that we did not lose a dealer. Some had no stock for four to nine weeks, but they managed to survive."

Pragmatic
"As a result of the recession, which has hit our industry particularly hard, the union is now adopting a more pragmatic stance. It is putting, in relative terms, greater emphasis on job security and training."

"They will still push for above-inflation wage increases, but they know what the realities are. The protection of employment is now the key issue, as they lost many members during the strike, but I must admit we are slightly more hopeful about future labour relations."

The Toyota Camry executive express has been an instant success



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"They will still push for above-inflation wage increases, but they know what the realities are. The protection of employment is now the key issue, as they lost many members during the strike, but I must admit we are slightly more hopeful about future labour relations."

"Trade unions are becoming less politicised, because hopefully by mid-1993 we will be in a transition phase, and Co-satu should have a much stronger political voice."

"We believe that by improving communication between management and shop stewards, the company will be able to strengthen its affirmative action programme, eliminating racism, creating education programmes and attending to grievances."

New deal for farmworkers

By GAYE DAVIS Cape Town

WORKERS employed on an Elgin fruit farm have agreed not to strike and their employer has agreed never to lock them out in terms of a recognition agreement believed to be the first of its kind in the western Cape fruit farming industry

The agreement, signed between Molteno Brothers Trust and the Farmworkers Support Committee (FSC), which represents more than 600 workers on the farm, anticipates pending changes to the Labour Relations Act to include farmworkers within its ambit

FSC general secretary Grant Twigg said because housing formed part of farmworkers' pay packages, a lock-out could mean families being summarily evicted from their homes. The clause would fall away if the Labour Relations Act extended protection for striking workers to farm labourers, he said.

Johann Hamman, a researcher for the Centre for Rural and Legal Studies in Stellenbosch, said the agreement's significance lay in a compulsory mediation and arbitration clause. "It tries to accommodate a farmer's fear of a strike during the height of the harvest season, and also protects workers who might find a farmer reopening negotiations during the winter season, when, if the talks failed, he could theoretically lock them out of their homes"

Hamman pointed out that while industrial workers in industry had a year-round capacity to strike, for farmworkers it was generally limited to the harvest season. However, farmworkers' vulnerability to a lock-out lasted all year long, he said.

Twigg said any disputes over dismissals or wages would be referred to a mediator if negotiations between management and shop stewards deadlocked. If mediation failed the matter would go to arbitration for final settlement. "We hope this agreement will encourage other farmers to forge similar recognition agreements," he said.

Frank O'Driscoll, general manager of Molteno Brothers Trust, said "We may have lost a certain amount of power in our labour relations but that's not necessarily a bad thing. The bottom line was we felt our employees wanted (the agreement) and that they should get it."

w/mail 12/2 - 18/2/93 152



By Quentin Wilson

MORE than a hundred former Murray and Roberts employees are still trying to get compensation from the company — more than seven years after striking over an alleged racist remark.

In 1985, the workers were refused the chance to negotiate an imposed increase on their hostel rents because the personnel manager allegedly "didn't talk to kaffirs".

His remark started a strike — a strike that, as far as more than a hundred workers are concerned, is still continuing.

While this may be considered implausible, as new workers have long since replaced them, those sacked in August 1985 still meet every Saturday morning in Langa to plan how to get their jobs back.

However, many of them are past the retirement age, so their demands are focussed more on winning compensation and securing pension schemes.

For the last seven years, after seeking help from the courts, the ANC, Cosatu, lawyers, the state president and even the company, they are back to where they started — without a cent.

Some of the workers had been with Murray and Roberts since the early fifties, and after more than 30 years with the company, they have been abandoned because of their strike action.

The dispute started when the workers, who were living in Guguletu and Langa hostels, were told to pay an extra R4 per month

On strike for seven years



STANDING FIRM: David Ntuta, left, Oceanic Ngoza and Zonwabele Wellen, who have been on strike since 1985

SOUTH 13/2/93

The workers, who felt they could not afford the increase, asked to discuss the matter with the personnel manager, Mr Anthony Keal.

When Keal allegedly said he "would not talk to kaffirs", over a thousand workers downed tools.

Determined to get payment and their jobs back, the workers took the bosses to court in 1988 to prove that their strike was legal.

And this is where it gets complicated. The workers are convinced they won the case in court, but everybody else believes otherwise — including their lawyers.

But for the last seven years, the workers have tried, unsuccessfully, to get their money from Murray and Roberts which they believe is legally theirs.

Although the court record cannot be obtained because the case number has been lost, the law firm that represented the workers, Essa Moosa and Associates, claim the workers lost in court.

Mr Oceanic Ngoza, spokesman for the workers, is bitter, but determined to continue their struggle.

"As far as we are concerned, we are still on strike. We were there in the court room and we heard what the judge decided."

"He clearly said the strike was provoked and that we were entitled to our money. But so far, nobody has been able to help us," Ngoza said.

Mr David Ntuta, 62, who was with the company for 14 years, says he desperately needs the money to survive.

"Four of my children are at school and it is impossible for me to provide them with all they need. Had it not been for my two other children who are working, I would surely starve," Ntuta said.

"Because of my age, it is impossible for me to get work. I worked hard for that company and now I am left with nothing," he added.

SOUTH has in its possession a letter addressed to the workers from Murray and Roberts dated June last year. The letter promises to remunerate the workers.

"We are prepared to assist our ex-employees in claiming their benefits from the various funds to which they belonged," it reads.

The letter invites the workers to come to their office to collect their money.

But so far, the workers say every time they arrive to collect their money, they are turned away.

Murray and Roberts spokesman Mr Geoff Turner refused to answer any questions put by SOUTH.

Vote on AECI strike

STRIKE action by members of the South African Chemical Worker's Union at AECI Explosives and Chemicals will be determined by the balloting which starts today and ends on Friday ~~18/3~~ (15/2)

The balloting will be supervised by the Independent Mediation Service of South Africa. Mr Tshepang Mika, an organiser of Sacwu, said about 3 050 members of the union, will start balloting for strike action today.

Mika said the decision was taken by Sacwu after the union and management reached a deadlock on wage negotiations and conditions of employment for 1993. *Sowetan 15/2/93*

He said the union was demanding:

- a R250 increase across the board;
- no forced retrenchments/redundancies this year unless a worker volunteers to go on retirement;
- all holidays, including March 21, should be paid;
- phasing out of Grades B and C;
- reduction of working hours to 40 a week.

Star 1512193

Strike ballot to be held (152)

A ballot for strike action against AECI Explosives and Chemicals will be held this week after talks deadlocked with the SA Chemical Workers' Union. The union said yesterday 3 050 of its members would be balloted under the supervision of the Independent Mediation Service of SA.

Stayaway sparks unrest in the OFS

■ Two-day boycott in Bloemfontein turns violent:

Southern 17/2/93
By Mpikeleni Duma

DAMAGE of about R3 500 was caused to a car in Mangaung near Bloemfontein yesterday morning as the latest outbreak of violence continued

According to Free State police spokesman Major André van Deventer a private vehicle in Phahameng Location, Mangaung, was set alight by a group of youths at about 6 45am

He said the fresh outbreak of violence in both Botshabelo and Mangaung could be connected to the two-day stay-away in both townships

On Sunday the African National Congress and its alliance partners, the

152
SA Communist Party and the Congress of SA Trade Unions, called for a two-day stay-away on Monday and Tuesday this week in Bloemfontein

The aim was to force the Provincial Administration of the Orange Free State to reinstate about 1 600 dismissed workers who took part in a hospital strike early last year

The Bloemfontein Chamber of Commerce said 99 percent of workers had turned up at work on Monday and yesterday

The alliance threatened that if their demands were not met they would continue with their action programme to reinstate dismissed workers until the end of February

B10ay 19/2/93

AECI workers protest

AECI management and workers are negotiating wage and salary issues after a brief protest outside the company's Johannesburg head office yesterday. (S2)

"AECI said management and S.A. Chemical Workers' Union officials had discussed "outstanding issues", in particular the introduction of a provident fund.

27 2112192 (15)
Footwear workers strike

DURBAN — About 400 workers at Budget Footwear at Jacobs went on strike yesterday.

AWB man on the right side of left

BY BEVERLEY GARSON
Port Elizabeth

A FORMER regional commander of the Afrikaner Weerstandsbeweging in Patensie has pledged solidarity with black striking workers at Port Elizabeth's Dunlopillo factory.

Johannes Jurie Human met the National Union of Metalworkers of South Africa (Numsa) on Tuesday to put pressure on the union to take the workers' plight seriously.

Human said he was contacted by Numsa shop-steward Ronald Fredericks asking for assistance in their wage strike.

At least 250 workers had been on strike at the factory for the past three weeks after negotiations over wages and working conditions deadlocked.

"The workers are being underpaid for the hard labour they are doing," said Human. He said he would be available to assist anyone who wanted to stand up for their rights.

"The capitalists of this country better get off their backsides. They must stop fattening the calves for themselves and think about the slaves in their labour force.

Numsa regional organiser Bimba Mangqabashana confirmed that Numsa officials had met Human — Pen

William and 19/2 - 25/2/93



Cosatu marches for workers' rights

Sowetan 25/2/93

By Ike Motsapi

152 (152) (152) (152) (152)
■ **NO STAY-AWAY** Four other West

THE BATTLE by the West Rand region of the Congress of SA Trade Unions for the reinstatement of workers dismissed by Kopp Plastics and Cobra Watertech during Cosatu's strike last year intensified yesterday

The workers were dismissed for staying away from work on August 3 and 4 during a national legal strike for better wages

More than 300 Cosatu members yesterday marched to the offices of Kopp Plastics to demand that the company rehire the 86 employees who were dismissed during the mass action, organised by the African National Congress and its allies

Another march will be held tomorrow, when Cosatu will demand that the 250 workers dismissed by Cobra Watertech be re-employed

Other companies which have been targeted for increased pressure to re-

Rand firms also targeted in march for dismissing workers for legal strike:

instate dismissed workers are Karnic Engineering, Speed Mark-Africa Roller, Pratley Manufacturing and Trans-Natal

Managements of these companies have been urged to respond "positively to these demands within 14 days otherwise residents will discuss and take decisions against businesses in the area"

Appeal to unemployed

Mr Abissai Nkoe, a spokesman for Cosatu's West Rand Workers Forum, said yesterday "On Friday workers will start gathering near Pieters Engineering in Luipaardsvlei at 9am

"We, therefore, appeal to all the

unemployed youth and/or retrenched, dismissed and unemployed workers to join our march, especially those from Kagiso I and II, Munsieville and Swaneville," Nkoe added

He stressed that tomorrow's action was not a work stay-away and appealed to pupils and working parents not join the march

"We, the Cosatu West Rand Workers Forum, herewith register our protest and dissatisfaction against your managements for the manner in which you have unfairly dismissed our members," the forum said in a memorandum to the companies

All the companies operate on the West Rand

ANC plea on striking warders

Own Correspondent

MARITZBURG. — The ANC Natal Midlands has urged the Minister of Correctional Services, Mr Adriaan Vlok, to reverse a demand by prison authorities that striking warders make individual representations to be reinstated.

ANC regional secretary Mr Sifiso Nkabinde said the prison workers had been dismissed collectively and should not have to make individual representations, which would result in selective re-employment and cause anger in the community.

"If this matter is not resolved soon we are concerned that this strike will spread throughout the country," he warned.

About 490 warders from the Maritzburg and Sevontein Prisons are on strike, according to a Prisons and Civil Rights Union spokesman. Earlier a Correctional Services Ministry official said 262 prison warders from Maritzburg, Sevontein and Durban prisons had failed to report to work.

three years ago," Gxanyana said he said.

LABOUR BRIEFS 26/2

Strikes settle (152)

THE latest *South African Labour Bulletin*, published today, notes a dramatic drop in strike action and major disputes in the first two months of 1993, compared with the past three years.

Only four significant strikes had been reported in *South African Labour News* in this period: two strikes involving 500 Transport and General Workers' Union members and two Food and Allied Workers' Union strikes continuing from last year.

And the only dispute looming is a national campaign against Shoprite Checkers by the South African Commercial, Catering and Allied Workers' Union.

Nursing wounds (97)

PATIENTS and their needs should never become part of the collective bargaining process. South African Nursing Council head Wilma Kotze told 200 nurses from Edendale hospital in Pieter-

maritzburg this week. The nurses were found guilty of disgraceful conduct for participating in a wage strike two years ago. The disciplinary committee however found there was no evidence to suggest patients suffered because of the strike.

A salary strike by 700 nurses this week brought Lebowa's biggest hospital, Groothoek, to a standstill.

No carte blanche for MWU

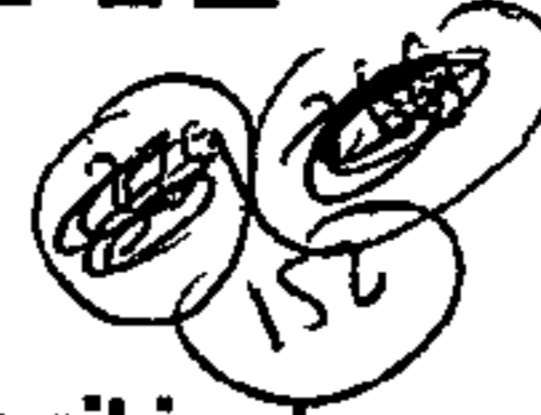
THE Media Council this week dismissed a complaint by the whites-only Mynwerkers Unie (MWU) against a programme broadcast on M-Net's *Carte Blanche*.

The programme, about MWU members defecting to join the National Union of Mineworkers, was "unfair, unbalanced, propagandistic and amounted to 'trial by television'" alleged the MWU. But the Media Council found the complaint "groundless" and dismissed it.

W/MCA 26/2-4/3/93

W/MCA 26/2-4/3/93

Protesters at TPA offices arrested



Soweto Jan 2/3/93

POLICE last night arrested 22 Soweto municipal workers who were occupying the Johannesburg offices of the Transvaal Provincial Administration

Police spokesman Colonel Dave Bruce said those arrested were in custody

Earlier yesterday SA Municipal Workers' Union spokesman Mr Reginald Dubazana said about 50 workers had embarked on the sit-in and would only leave once their demands were met

These included the lifting of suspension orders against 270 of their colleagues and the reinstatement of three dismissed workers

Earlier yesterday police had warned the demonstrators to leave the building or face charges of trespassing

At the time police spokesman Warrant-Officer Andy Pieke said about 30 workers were occupying the office of Soweto administrator Mr Sakkie

Workers in sit-in at administrator's office:

Lombard

The workers were suspended on November 2 last year pending the outcome of a disciplinary hearing against them

This followed a ruling by the Industrial Court that their September 7 dismissal was invalid, Dubazana said

They were initially dismissed after refusing to work on a property near the Dobsonville hostel, a flashpoint of violence last year and regarded as dangerous

Lombard said the workers entered the offices with a petition earlier yesterday and attempted to move forward a scheduled March 18 meeting between their lawyers, the council's lawyers and the Municipal Employees Organisation

This was not possible so they occupied the building - *Sapa*

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NEWS IN BRIEF

Church faces test

World Alliance of Reformed Churches president Dr Jane Dempsey Douglas is in SA with other alliance executive committee members to see if they should reinstate the Dutch Reformed Church as a member

Douglas told reporters in Johannesburg yesterday they would determine if the NGK had met readmission conditions set in 1982. A decision will be taken in July

BIDAY 4/3/93

R100 000 surf revamp

NEARLY R100 000 is to be spent on a "surf amphitheatre" at Durban's North Beach, upgrading what has already become a world surfing venue. This year's Gunston 500 in July will be extended to 10 days and will include lifesaving, boogie-boarding and jet-ski events

BIDAY 4/3/93

Workers bury hatchet

LANGEBERG Foods, the Food and Allied Workers' Union (Fawu) and the United Workers' Union of SA (Uwusa) have signed a code of conduct aimed at ensuring a climate of tolerance and fair play at Langeberg's East Rand factory in the future following eight violent deaths in union rivalry

RSC gets new boss

LEONARDUS de Wet was appointed chairman of the Witwatersrand Regional Services Council by Transvaal Administrator Dame Hough yesterday

R520m Post Office

BIDAY 4/3/93

Labour-intensive projects favoured

BIDAY 4/3/93

GRETA STEYN

THE construction industry has made a strong plea for labour-intensive building as a means to create jobs

Submissions to the National Economic Forum will be used by the forum's short-term working group to draw up a consensus document on employment which could form the basis of government policy

The document is expected to be finalised by the end of April

The working group this week heard verbal submissions from 16 organisations chosen from more than 60 responses to requests for written suggestions

Government, labour and business delegations would study the tabled submissions and oral testimony, the forum said yesterday

Each would draw up a report which would then be considered by the working group with a view to reaching consensus

Submissions chosen by the working group included those from the National Committee for Labour-Intensive Construction and consulting engineering firms Soderland & Schutte and B S Bergman & Partners

The committee said the SA Federation of Civil Engineering Contractors was "completely" in favour of labour intensive construction projects and would do "everything possible" to ensure their success and viability. The construction method uses as much labour as technically possi-

ble without compromising standards

The Small Business Development Corporation and the Sunnyside Group submissions focused on small business development

The Sunnyside Group argued that elements of entrepreneurial and small business development had to be built into programmes such as housing projects.

Other submissions focused on small-scale farming

AgriLink argued small-scale agricultural development created jobs at less than the cost of job creation in formal industry

Common themes in submissions were housing projects, electrification, road building and provision of infrastructure in labour-intensive ways

The Standing Committee on Water Supply and Sanitation noted job creation opportunities in rural and urban areas

Improvement of rural sanitation could create an initial 2 000 jobs

On financing, Nedcor/Old Mutual's Professional Economic Panel suggested the creation of an independent public works trust which received annual state grants

The trust should absorb or co-ordinate job creation activities currently undertaken by institutions such as the IDT, DBSA and the Urban Foundation

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Strikes take its toll on Toyota SA

JOHANNESBURG. — Severe industrial action took its toll on Toyota SA's results for the year ended December 1992 as attributable income plunged by almost half to R61,7m from R120,9m previously.

Although turnover was largely unchanged, net income after tax fell by 49% to R62,9m.

Executive chairman Bert Wessels said this was due to the 13,5% drop in sales and the loss of a significant amount of planned production as a result of the 49-day strike at Toyota's Durban plant. 075/3/93

Earnings a share were halved from 297,3c to 151,6c while the board declared a final dividend of 28,5c a share, 19c lower than the previous year.

Wessels said new vehicle sales were likely to remain at last year's levels of under 300 000 units.

News in brief

Body found in grounds

THE body of a Wattville Hostel resident has been found in the hostel grounds with two bullet wounds, East Rand police reported yesterday

The body of Mr Johan Mgabue (30), was found on Sunday night, police spokeswoman Captain Ida van Zweel said

No arrests had been made and the motive for the attack was not known

Also on the East Rand, three unidentified men were arrested separately after being found early yesterday with firearms and ammunition

Workers stage blockade

ABOUT 150 members of the Transport and General Workers' Union staged a bus blockade and march in Durban yesterday to highlight grievances about an alleged

lack of police action against commuter intimidation ~~South~~ ~~City~~ ~~Police~~ ~~9/3/93~~ (152)

The protesters accused the SA Police and Durban City Police of not acting to prevent criminal elements from forcing commuters not to take buses and to travel by taxi instead

Police briefly detained three drivers during the blockade and impounded the buses

Cops probe shooting

EAST Rand police are investigating a shooting at a Daveyton nightclub at the weekend in which a man was accidentally shot in the head when a nightclubber tried to confiscate a policeman's gun. The unidentified bystander was in a critical condition in the Boksburg-Benoni Hospital, police spokeswoman Captain

South City Police 9/3/93

~~South~~ ~~City~~ ~~Police~~ ~~9/3/93~~ (152)



Dobsonville workers in march on civic centre

■ Pressure to get rid of local authorities

A FEW hundred sacked workers of the Dobsonville City Council and supporters of the South African Municipal Workers Union marched on the Johannesburg Civic Centre yesterday.

A memorandum was handed to a representative of the Central Witwatersrand Metropolitan Chamber requesting its intervention on behalf of dismissed workers with the Dobsonville council, which is a member of the chamber.

Maintain pressure

Spokesmen for the civic associations of Johannesburg and the African National Congress told the gathering that pressure would be maintained to get rid of all non-representative black local authorities.

They also said the Soweto and Diepmeadow councils, accused of corruption and inefficiency, were only dissolved after much pressure and Dobsonville would be the next council to go -
Sapa

Careers 'must not be harmed'

ANC official Carl Niehaus said yesterday disciplinary action against students who heckled him at the University of Pretoria should not harm their academic careers.

"The intolerant and undemocratic behaviour of some students during the meeting on national symbols that I addressed calls for carefully considered disciplinary action that will clearly convey the message that such behaviour cannot be tolerated," Niehaus said.

"However, I believe that the disciplinary committee should consider disciplinary action that will not stifle democratic debate on the campus, and will not cause harm to the academic careers of the individual students."

The CP's Transvaal youth council, in turn, has hit back at criticism of right-wing students' conduct at the meeting.

CP youth council chairman A. Vorster said he did not know why students who had defended the country's symbols should be censured while no action had been taken against students involved in a brawl at a rugby match last month. — Sapa.

Keys gives nod to patents appointment

TRADE and Industry Minister Derek Keys has supported the appointment of a censured advocate to the key government post of Registrar of Patents and Trade Marks.

Pretoria advocate Piet Kemp's membership of the Society of Advocates was terminated last year after he was found guilty of misconduct by the Pretoria Bar Council for overcharging a client — the SADF — during an action brought by three former members of the CCB.

Kemp and two other advocates were ordered to repay more than R109 000 to the Pretoria state attorney.

Keys's spokesman Lesley Lambert said yesterday: "Mr Keys has expressed his support for the Director-General of Trade and Industry in this matter."

Director-General Sief Naude said in a statement his department was "fully satisfied" with Kemp's competence and abilities for the post, and had taken every reasonable step to ensure the best available person was appointed to the post.

He said the appointment had been necessitated by the early retirement of Kemp's predecessor and the death of the deputy registrar.

"On the managerial side, a backlog and a sophisticated process of computerisation had to be dealt with. In addition, the registrar has judicial functions requiring a thorough knowledge of the law."

The post had been widely adver-

LOYD COURTS

tised and the selection committee had unanimously recommended Kemp for the appointment, Naude said.

He said that "Kemp properly disclosed to the selection committee his punishment by the Pretoria Bar Council and, broadly, the reasons for his punishment."

The department had depended on the best advice available on the professional action taken by the Bar Council, Naude said.

Judge Louis Harms, chairman of a statutory committee advising government on intellectual property law, Pretoria Bar Council chairman Adv Anton le Roux SC, and a senior member of the council Adv Piet van der Byl SC, had unanimously "advised favourably" on Kemp's appointment.

In February last year the Bar Council found Kemp and advocates Willem Burger SC, and Hennie Goozen guilty of misconduct.

The Society of Advocates said at the time the trio had received fees which could only be described as "totally excessive and shocking."

The three had represented the Minister of Defence, the SADF chief and Col Malcolm Kinghorn in applications brought by former members of the CCB in 1991.

The termination of Kemp's society membership was described as the strongest censure the Bar Council could deliver.

Right to strike a PSA priority

PRETORIA — Securing the right for public sector employees to strike or undergo arbitration during future disputes over wages or conditions was now a priority, Public Servants' Association GM Hans Olivier said yesterday.

Organisations representing the public sector would have to work towards changing the whole system, Olivier said.

President F W de Klerk had made it quite clear that the 5% increase was a matter of take it or leave it. "Our priority now is to gain a number of remedies on a par with the private sector."

Olivier said the association was putting pressure on government to legislate the Public Service Act, currently under negotiation in a joint committee.

It would give public servants equivalent recourse to arbitration and industrial action as was applied to the private sector through the Labour Relations Act.

Representatives of SA's 182 000 teachers, meanwhile, were becoming increasingly militant over their wage increase offer.

Teachers' Federal Council chairman Allan Powell objected this week "in the strongest possible terms" to the manner in which the bargaining process had been obstructed by government.

The 3,75% salary adjustment suggested government was not serious about the importance of education in SA's restructuring process, Powell said.

12/3/92

16/3/93

Protests over Budget

PICKETS and marches would be held today at the Receiver of Revenue offices in Johannesburg and Port Elizabeth. These were among events arranged by Cosatu to focus attention on the Budget. A march to Parliament would also be staged, Cosatu said.



Numsa asks for modest wage increases 152

NUMSA, introducing a new wage negotiation strategy, has proposed a relatively modest real wage increase of 15% to be spread over the next three years

In recent years, the union has opened negotiations with huge wage hike demands, often exceeding 50%

The proposals, which also contain a call for the immediate establishment of an industry training board, have been presented to employers in the auto and engineering sectors

They will be tabled before the tyre and motor sectors by the end of the month

Also included are a reduction in existing job grades from 13 to nine, the creation of

ERICA JANKOWITZ

two new grades above that of artisan, a narrowing of the differential between the top and bottom rates of pay to 40%, and biannual "broad-banding" increases

The issue of training is a priority as Numsa's objective to "modernise the industry, while protecting employment, developing skills and career paths and developing world class manufacturing" may result in some workers being displaced

Therefore the proposed training board would develop skill-based definitions for the new pay levels and a framework for career progression

Numsa also proposed that all workers be entitled to two modules of industry-approved education and training a year and that a proper assessment and accreditation exercise be undertaken on existing skills

Other demands include schemes for an industry-wide human resource plan, plant-level negotiation of all changes to work organisation, a reduction in working hours, and an agency shop policy

Numsa national organising secretary Les Ketteldas said the three-year plan allowed for long-term goals to be set and dealt with on a continuing basis

B/D/18/18/13/193

Star 2/3/93

Workers occupy offices

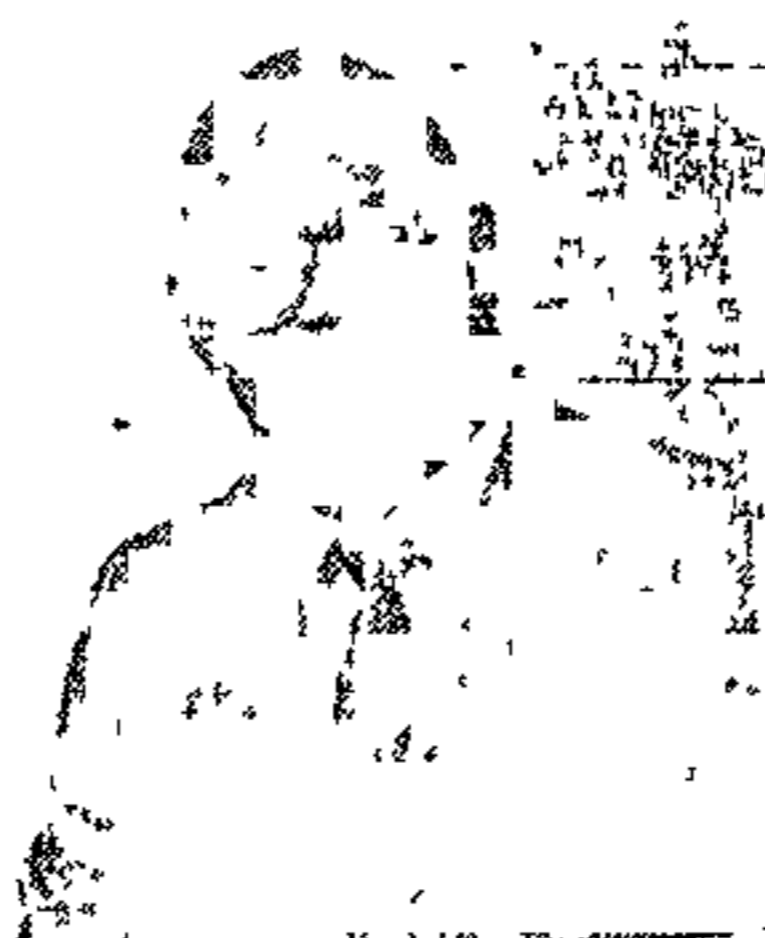
Twenty-two members of the SA Municipal Workers' Union were arrested yesterday after they had occupied Transvaal Provincial Administration offices in central Johannesburg and refused to leave. They were part of a group of 250 former Dobsonville Council workers who were fired in September for striking illegally.



**Dr Robert Schuller and
Gilbert McKinley
WILL BE AT:
FAMILY CHURCH
MAY 28 MARCH 1993**

**Dr Robert Schuller
SUNDAY MORNING
07h30 or 10h00**

**McKinley
EVENING
18h00**



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Recession Star 25/3/93 causes drop in strikes (152)

By Mike Siluma

The poor economic climate has resulted in the sharpest dip in the number of strikes for a first quarter in three years, reports a firm of industrial relations consultants

Andrew Levy and Associates (ALA) said yesterday that the level of strike activity from January to March had dropped to 65 000 man days lost, compared with 135 000 for the same period last year.

ALA warned, however, that with unions being more realistic in their opening wage demands — such as in the metal industry — tough bargaining awaited union and employer negotiators.

ALA said strike activity was likely in the public sector this year as a result of the Government's 5 percent wage increase offer.

Water curbs

Water restrictions will be imposed in May on consumers relying on the Upper Orange River System unless the dams start filling up soon, Water Affairs and Forestry Minister Japie van Wyk warned yesterday — Staff Reporter.

NEWS IN BRIEF

Mayekiso joins picket

SANCO president Moses Mayekiso joined a UK anti-apartheid picket at FNB-owned Henry Ansbacher Merchant Bank in London yesterday

The picket had been organised by the End Loans to SA group and was aimed at raising consciousness about "socially irresponsible" banking in SA, Sanco said

Mayekiso will address the Local Authorities Against Apartheid conference in Sheffield today

Tough anti-poaching law

BOPHUTHATSWANA this week amended its Nature Conservation Act and introduced tougher anti-poaching measures following official concern about an increase in regional poaching

Water quotas loom

FREE State farmers would have their irrigation quotas halved on May 1 unless water reserves in the province's dams improved, Water Affairs Minister Japie van Wyk said yesterday

The recent good rainfalls had not brought relief to Free State wheat farmers who have had almost total crop failure this year

The rain had also not been sufficient to boost dam levels

Van Wyk said farmers would still have time to complete harvesting because the intention was "to pull current crops through without restrictions"

Hippo evades capture

THE Dullstroom hippo, "Mighty Maas", trapped in an eastern Transvaal dam, has continued to frustrate TPA nature conservation efforts to capture it

TPA nature and environmental department chief director Pieter Mulder said this week the hippo would not leave the dam while people moved around the area. He appealed to the public and media to avoid the dam

REPORTS Business Day Reporters

Industrial action at lowest in five years

BIDM 25/3/93.
THE dramatic decrease in strike activity for the first quarter of 1993 — at its lowest in more than five years — is largely attributed to a reluctance by unions to initiate industrial action in light of the economic climate.

According to Andrew Levy & Associates' latest strike report only 65 000 man days were lost in the first three months of this year compared with 135 000 in 1992 and 180 000 in 1991. The report suggested, however, strike activity would increase in the second half of this year as wage rounds began in earnest

The most likely sector to be affected by strikes was the public service, which was expected to oppose the 5% wage ceiling imposed by government

To date the protracted dispute by the SA Democratic Teachers' Union over wages and retrenchment was alone responsible for more than half the man days lost

(152) ERICA JANKOWITZ

The main trigger factor this year was discipline and dismissal. This triggered 37,5% of strikes followed by grievances and wages (25% each) and retrenchment (12,5%)

"Given high levels of unemployment and continuing retrenchments affecting all sectors of the economy, unions are adopting a cautious approach and not resorting to strike action as readily as they have in the past," the report said

Traditionally wages accounted for a far greater proportion of strike action from the second quarter of a year. This year was unlikely to be an exception given the economic constraints companies were facing.

Realistic opening demands, such as the one tabled by Numsa, also made settlement more difficult as unions showed their determination to stand their ground

Postal workers in wildcat strike

ABOUT 2 000 SA Post Office and Telkom workers in Natal and Cape Town have embarked on wildcat strike action over a looming wage dispute

Yesterday Posts and Telecommunications Workers' Association (Potwa) president Khabisi Mosunkutu said the action stemmed from a belief that wage talks were "shifting towards deadlock"

Management had offered increases of less than 5% whereas Potwa's demands ranged between 14% and 30%, he said

Potwa officials had tried to intervene and were desperately trying to resolve the matter. However, if management adopted a "high-handed" attitude this would "simply escalate the situation", he added

National strike action could not be ruled out unless management moved substan-

(152) ERICA JANKOWITZ

tially on the present offer. Talks are scheduled to resume next week, he said

A Telkom spokesman said the Cape Town strike action had been limited to Post Office employees and details from Telkom Natal were sketchy

Meanwhile, 155 Telkom workers based at the Phillipi Technical Services Centre were dismissed yesterday

Telkom said their dismissals followed a series of work stoppages which did not concern wages. During the course of mediation yesterday workers refused to return to work and they were sacked

Negotiations on the set of demands submitted in November would continue, Telkom said

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JOHANNESBURG. — Strike action in the first quarter of this year more than halved compared with the same period last year.

In its latest strike report, Andrew Levy and Associates said the number of mandays lost fell to 65 000 in the March quarter of 1993 from 135 000 and 180 000 in the same quarters of 1992 and 1991 respectively.

It said at 35 000, the number of mandays lost during the retrenchment dispute between the SA

Strike ⁽¹⁵²⁾ action ^{CT 25/3/93} falls 50%

Democratic Teachers Union and the Department of Education and Training made up the majority of lost time.

“Given the high levels of unemployment and on-going retrenchments which have affected all sectors of the economy,

unions are adopting a cautious approach and not resorting to strike action as readily as they may have done in the past,” the firm said.

It warned wage bargaining would become tougher and more active in the second half of the year when traditional wage rounds got underway. There was also expected to be an increase in public sector employees opposition to government's decision to limit salary increases to 5% in the 1993/94 financial year. — Reuter

Star 2/8/93

Workers occupy offices

(152)

Twenty-two members of the SA Municipal Workers' Union were arrested yesterday after they had occupied Transvaal Provincial Administration offices in central Johannesburg and refused to leave. They were part of a group of 250 former Dobsonville Council workers who were fired in September for striking illegally.

(256)

Sharp fall in days lost by strike action

ET 25/3/93

(152)

Own Correspondent

DURBAN. — There was a dramatic drop in the number of man-days lost to strikes in the first quarter of this year compared with the past two years.

About 65 000 man-days were lost in the first quarter of this year, compared with 135 000 last year, and 180 000 in 1991.

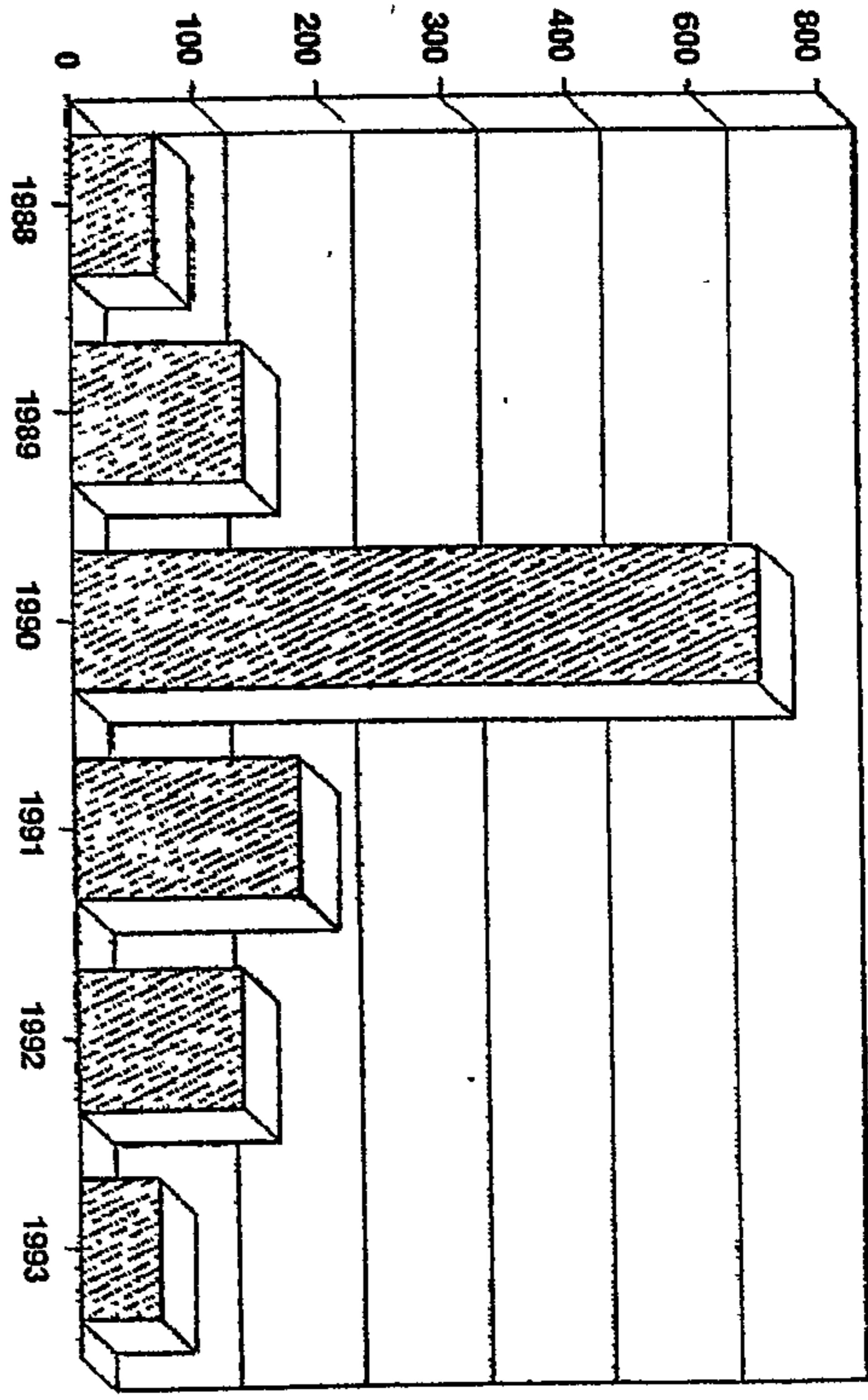
A strike report by labour consultancy Andrew Levy and Associates says few strikes were recorded, and the retrenchment dispute between the SA Democratic Teachers' Union and the Department of Education and Training made up 35 000 man-days of the total.

Given the high levels of unemployment and on-going retrenchments which have affected all sectors of the economy, unions were adopting a cautious approach and not resorting to strike action as readily as they might have done in the past, says the report.

However, it is expected that wage bargaining will be tough when the traditional wage rounds get under way during the second half of the year. The proposal by the country's largest trade union, the National Union of Metalworkers of South Africa (Numsa), of a real wage increase of 15% to employers in the metal industry, to be spread over the next three years, is an indication that it has done its homework and is prepared to stand its ground, says the report.

A striking drop in lost man-days

Strike Action - Mandays Lost Comparison First Quarters 1988 - 1993
 WMA and 2613 - 14193



Weekly Mail Reporter

STRIKE action for the past three months is at its lowest in five years. An obstinate recession, high unemployment and a tight job market on the one hand and a new approach to wage bargaining from militant trade unions on the other have all contributed to the dramatic drop.

In the first quarter of this year, 65 000 man-days were lost to strikes while 135 000 man-days were lost in the first three months of 1992 and 180 000 in the same period in 1991.

"Unions are adopting a cautious approach and not resorting to strike action as readily as they may have done in the past," according to the latest Andrew Levy strike report.

And unions, like the National Union of Mineworkers (NUM) and the National Union of Metalworkers of South Africa (Nunmsa) have tabled elaborate non-wage demands.

These include the drafting of new legislation (NUM's proposed Social Plan Act), the complete overhaul of training systems (a Nunmsa proposal spanning four industries) and

the calls from various unions for centralised bargaining forums.

Demands like these are more likely to be the subject of protracted negotiations than strike action. But the report predicts that bargaining will be tougher during the second half of the year when wage

negotiations traditionally get under way.

There is also likely to be industrial action across the public sector where the government appears to be digging in its heels on a decision to grant only five percent increases this year.

Source: Andrew Levy & Associates

Discipline and dismissals accounted for 37,5 percent of the strikes, while grievance and wages were the next-biggest trigger factor — they each accounted for 25 percent of strike action. Retrenchment disputes contributed to 12,5 percent of strikes.



SP 197 26 13/9

Textile workers strike

A WAGE strike at three Da Gama textile factories in the eastern Cape involving about 2 000 workers has brought production to a halt since Wednesday.



2 500 E Cape textile workers start wage strike

SHARON SOROUR, Labour Reporter

THOUSANDS of textile workers have gone on a wage strike at three Da Gama textile plants in the Eastern Cape

About 2 500 workers, members of the SA Clothing and Textile Workers' Union (Sactwu), downed tools last Wednesday after negotiations between the union and management deadlocked, said union spokesman Mr Shahied Teladia.

Workers at the three plants — Cyril Lord in East London, Good Hope Textiles in Zweitsha and Home Fashions Mdantsane — took part in a strike ballot and voted for industrial action.

Mr Teladia said "Workers at Da Gama textile plants in the Eastern Cape earn the lowest wages in the country."

The workers were demanding a R40 weekly wage increase backdated to January 1, a 10 per cent allowance for night shift employees and a long service bonus of 50c a week for every year of service.

"Da Gama responded with an offer of an increase of six percent or R10 a week across-the-board, whichever is greater. This was rejected.

"The latest offer was R9 and will decrease by 50c for every week which passes without workers accepting it. Therefore, if we do not accept by the end of this week, the wage offer will be R8,50"

Mr Teladia said Da Gama workers earned about 50 percent less than Sactwu members at the Frame group in Natal

"Frame pays a spinner R250,69 a week compared with the R125,29 that Da Gama pays its workers. Another company, David Whiteheads in Natal pays R229,50 for the same grade of work"

Workers at Da Gama did not get a night shift allowance or a long service bonus, while workers at the other two plants received both

Mr Teladia said the union wanted to address the issue of "unfair competition regarding wages" with employers nationwide

"This strengthens our call for a national industrial council for the textile industry."

Trade union federation Cosatu had pledged its support for the strike, said Cosatu spokesman in East London Mr Isaac Rayi.

Council moves on political stayaways

Municipal Reporter

REC 30/3/93 (13) 152

A PROPOSED Cape Town City Council policy on political stayaways says unions and the council should commit themselves not to allow service disruptions which would endanger lives, health or property

The policy, to be put to the council for approval today, provides for "no work, no pay, no disciplinary action" Pay will be deducted on an hourly basis from both monthly and hourly-paid staff

Employees will be allowed to apply for leave in advance, which will be denied only if granting it will endanger lives or property

Retrospective leave will be granted if it can be proved an employee's absence was caused by intimidation or lack of transport This proof could include Press reports or other employees living in the same area being absent for the same reason

CT 20/3/93 (152)

Stayaways clocked up

THE police were called out to 242 labour disputes and strikes last year, the Minister of Law and Order, Mr Hernus Kriel, said yesterday

Workers on protest march

ERICA JANKOWITZ

ABOUT 3 000 members of the SA Municipal Workers' Union (Samwu) marched through the streets of Johannesburg yesterday.

The marchers presented a letter protesting against the unilateral restructuring of the council to acting town clerk Howard Veale.

Veale was also handed bags containing letters the council had sent to workers, informing them of the council's restructuring process.

Samwu is claiming that the imposition of a non-union job-grading system has delayed wage negotiations, as bargaining units have to be redefined.

The union is complaining also about the 5% wage increase and retrenchments.

Samwu official Christoph Mabaso said the council should concentrate on providing family housing and hostels for workers.

He said April 14 had been set as a deadline for council's response to the union's proposals.

Cosatu's Siphle Bida used the platform afforded by the protest action to criticise government's clampdown on Transkei. He said the money spent on stepping up security around Transkei should have been spent on the poor.

Sapa reports that city council human resource director Dirk Lambrecht said management was "battered" by the protest as consultations with the union on the restructuring had been taking place over the past two years.

Lambrecht said "performance-based increases would affect only white-collar workers.

Samwu members would still receive negotiated across-the-board increases

Municipal workers march in Johannesburg yesterday to protest against city council restructuring. Picture GARTY LUMLEY



Da Gama workers on pay strike

By Ferial Haffajee

A STRIKE by 2 500 workers at three Da Gama textile plants in the eastern Cape is adding fuel to the call for a national industrial council in the textile industry.

The South African Clothing and Textile Workers' Union (Sactwu) this week pointed out that there are huge wage discrepancies in the industry and that this is giving some companies an unfair edge.

As an example, Sactwu this week showed that workers of a grade at

Da Gama (spinners who are paid R125 a week) earn half the wages of their colleagues on the same grade at the Frame clothing company in Natal (R250 a week).

Employees on strike are demanding a R40 increase backdated to January, a 10 percent allowance on night shift and a service bonus of 50c a week for every year of services.

Sactwu also claims Da Gama's East London plant pays the lowest textile wages in the country and says the strike has won it new members.

The company initially offered a six percent or R10 increase across the board, whichever is the greater. Workers rejected the offer and the company subsequently decreased their offer by 50c and will continue to do so for every week that workers remain on strike.

Da Gama financial director Nick Pietersma acknowledged the company's employees are "paid less", yet he added: "To the best of my knowledge we are the only textile company that is making money."

W/Mail

214-714193

152

Despite heavy roadblocks manned by the police, thousands of African National Congress supporters marched to and entered Dawn Park in Boksburg yesterday to pay tribute to slain South African Communist Party chief Mr Chris Hani who was assassinated on Saturday.

PIC JOE MOLEFE



Stayaway call

Sowetan 13/4/93

John Player Special
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OGLV & MATHER, RIFFORD SEARLE TRIPP & MAKIN 805351

By Ike Motsapl

(157)

THE African National Congress has called for a work stayaway tomorrow so that people can attend countrywide memorial services for slain leader Mr Chris Hani.

Hani, secretary-general of the South African Communist Party, was shot dead outside his house in Dawn Park in Boksburg on Saturday morning.

And the build-up to tomorrow's work stayaway was due to begin at 6am today when thousands of members and supporters of the ANC and its alliance hold pickets along major routes throughout the country.

On Saturday there will be marches in Soweto, Johannesburg, Pretoria and townships in the Vaal Triangle to local police stations.

In Johannesburg, a march will begin at the head offices of the SACP at National Acceptances House in Rissik Street at 10am. The marchers will proceed to John Vorster Square police headquarters where a memorandum will be handed to the commanding officer.

ANC PWV region spokesman Mr Ronnie Mamoepa said yesterday the pickets in Johannesburg and surrounding areas would culminate in a march to the Boksburg Magistrate's Court where a suspect in Hani's assassin, Mr Janusz Waluz, will appear in connection with the killing.

The crowd will picket the court and later, after Waluz' appearance will hold demonstrations along roads to the townships.

Tomorrow memorial services will be held at various towns and cities throughout the country.

The main service will be at the Boksburg Civic Centre and others will be at:

- St Mary's Cathedral in Johannesburg (10am).
- Jabulani Amphitheatre (10am).



Chris Hani the nation pays tribute

- Sebokeng Stadium in Zone 7 (10am)
- Krugersdorp Stadium (10am)
- Tembisa Stadium (10am)
- Alexandra Stadium (10am)
- Groblersdal (noon)
- Burgersfort Spar Centre (noon)
- Pietersburg Civic Centre (noon)
- Malmulele Stadium - Gazankulu (noon)
- Phalaborwa (noon)
- Turfloop University (7pm)
- Tzaneen (noon)
- Louis Trichardt (noon)
- Elisras (noon)
- Potgietersrus (noon)
- Messina (noon)
- Nylstroom (noon)
- East London (10am)
- Phokeng near Rustenburg (10am)
- Queenstown (10am) and
- Burgersdorp (10am)

Mamoepa said arrangements were still being finalised about services in Pretoria and the Free State.

■ HANI: NO SOWETAN TOMORROW
Your favourite newspaper *Sowetan* will not be published tomorrow Wednesday April 14 because of the crisis facing the nation.

Appeal for employer sympathy

Star 14/4/93

By Helen Grange

Witwatersrand businesses are expecting varying degrees of worker absenteeism today in view of stay-away calls resulting from the slaying of SACP chief Chris Han, but only a handful are planning to close.

Indications yesterday were that public transport would be worst affected by today's stay-away, leaving thousands of workers without the means to get to work.

Putco bus company expects a complete stayaway, and if drivers are absent, buses will not run, strategic business unit manager Wally Burns said yesterday.

Meanwhile, the SA Chamber of Business, urging most businesses to open, has recommended several guidelines to employers to deal with the situation. These are

- A recognition and understanding of the tense situation which exists, and a sensitive handling of it
- Treat requests for time off to attend memorial services with sympathy. Employers, employees and/or trade unions should make full prior arrangements to ensure minimum disruption of work.
- Because of the regional nature of the stayaway, employers should be flexible and use discretion in the application of the "no work, no pay, no penalty" principle
- Employers should make contingency plans to address employees' transport difficulties.
- Businesses should make use of National Peace Accord structures regionally and locally to assist in defusing potential explosive situations

Employers and employees canvassed yesterday were mostly adhering to these guidelines, saying they were "playing it by ear"

Most major chain stores and corporations said they would

exercise the "no work, no pay, no action" principle

Anglo American spokesman Michael Spicer said the corporation's policy was for managements to strike agreements with relevant unions on time off.

A Barlow Rand spokesman said each of its plants was dealing with the situation independently, but the general corporate policy was to be sympathetic to workers.

Cosatu spokesman Neil Coleman appealed to employers to "appreciate the seriousness" of the situation and respect workers' right to attend memorial services and rallies.

The stayaway has been called by regional ANC-SACP-Cosatu alliance offices in the PWV, Border, eastern Cape and western Cape.

The eastern Cape was already experiencing an exodus of workers from larger companies in Uitenhage yesterday and absenteeism is expected to be high in this region today. Most employers there will be adopting the "no work, no pay" principle.

Memorial services in Cape Town will also affect worker turnout. Taxi operators have been requested to facilitate the stayaway by refusing to transport people to work. The western Cape ANC-SACP alliance has also called for a general strike next Wednesday and Thursday.

Transkei military leader Major-General Bantu Holomisa has declared today a special public holiday.

The tripartite alliance in Natal has called on its supporters to attend memorial services, but has not called for a stayaway.

The Natal alliance has, however, decided to launch rolling mass action and a co-ordinated three-day blanket consumer boycott of Natal towns bordering Transkei this month to protest at South African security border checks and "destabilisation" of the territory.

80% stayaway costs R400m in lost GDP

ERICA JANKOWITZ (152)

YESTERDAY'S stayaway — described as the most comprehensive yet — ranged from zero to 100%, costing the country about R400m in potential lost production. Sacoab estimated an average 80% stayaway nationwide, with organised business in Johannesburg, the East Rand, Port Elizabeth, Pretoria and Cape Town reporting 90% to 100% absenteeism.

Sacoab attributed this mainly to transport problems, but some companies either did not open or closed early to give workers the opportunity to attend memorial services.

Yesterday was also a Muslim holiday, although this is unlikely to have had a marked effect on attendance figures.

In Natal, varied absenteeism levels were recorded by Sacoab members with Durban at 60% to 80% and Maritzburg between 26% and 100%.

The SA Labour Bulletin conducted a survey of 44 Cosatu-organised employers in the PWV area showing, on average, a 91% stayaway.

Bulletin editor Karl von Holdt said the massive support shown for slain SACP leader Chris Hanu was significant in that it was "an immediate response to a single event. In the past, stayaways have been used to commemorate resistance days or as part of national campaigns."

On the mines, Von Holdt said the NUM and Chamber of Mines had agreed to hold memorial services yesterday afternoon at all chamber affiliates. About 10 000 miners were reported to have heeded the stayaway call, mainly in the Rand Mines group where Durban Deep recorded a 100% stayaway and Duwaba and Khuthala coal mines around 90%. Gengold's Winkelaak and Anglo's Ergo reported 100% absenteeism.

A chamber spokesman said overall a 3,8% absenteeism rate had been recorded. The major chain stores surveyed said normal trading hours were being kept but management and casuals were manning the tills in most stores. Pick 'n' Pay reported an average 90% stayaway, but only 6% in the western Cape.

A Barlows spokesman said on average

□ To Page 2

Stayaway BIPM 1514193.

companies in the group had coped with a 20% turnout of workers and some had closed for the day. This was not unexpected as most workers had applied for a day's leave, he said.

GRETA STEYN reports that economists said the potential loss in production as a result of the stayaway was about R400m. AHI economist Nick Barnardt said SA's GDP was about R1,3bn a day, but about half of that would not be affected by the stayaway as sectors such as agriculture, services and government had not been affected.

Those sectors that had been hit by the stayaway would not suffer a complete loss of production. Further stayaways could have a noticeable impact on the GDP for the quarter, he said. However, he added that the loss in production could be made up by extra shifts in the next few days.

"The indirect effects on the economy because of confidence shocks are more worrying than the direct loss in production," he said.

(152) From Page 1

The unrest and uncertainty posed a serious threat to an already fragile balance of payments. The events were likely to accelerate the capital drain of the past few months. SA had already lost 75% of its foreign exchange reserves in the past 10 months and the economy would not be able to withstand further shocks, Barnardt said.

Another economist noted that a recent survey by the Bureau for Economic Research had found the political climate to be one of the main reasons why businesses did not plan on investing this year. The events of this week had aggravated this situation.

Nedbank chief economist Edward Osborn said it was difficult to quantify the direct loss in production, although the potential loss could be calculated on the basis of the daily output of sectors affected. The present low capacity utilisation meant the loss in production could easily be recovered. He added the events had dealt a "tremendous blow" to confidence.

● Comment: Page 8

Stayaways cost economy dear

Star 15/4/93

152

Massive worker stayaways and social unrest pounded SA's already faltering economy yesterday as chaos gripped major urban centres and townships in the wake of the assassination of Communist Party chief Chris Hanu.

Lost production as a result of an almost complete stayaway in the key industrial areas of the PWV, Cape Town and Durban, combined with weakening foreign investor confidence in the country as a result of the violence, had hit the economy hard, economists said.

"The cost of the stayaways is estimated to amount to R500 million per day of production that is lost," Econometrix's Tony Twine said.

A South African Chamber of Business (Sacob) survey found worker absenteeism at 90 to 100 percent in Johannesburg, Pretoria, Cape Town and Port Elizabeth.

But, said Twine, the ultimate cost to the economy thanks to negative international sentiment and sliding domestic confidence was large and impossible to estimate.

Sacob director-general Raymond Parsons said the "disorder and chaos is definitely going to have a negative impact on business confidence".

There would be further downward momentum in economic activity and Sacob's monthly business confidence index would reverse from its recent firmer levels.

Although anti-apartheid leaders urged calm and restraint in commemorating the death of Hanu yesterday, shootings, looting and related unrest broke out in the central business districts of Durban, Pietermaritzburg and Cape Town. There were reports of deaths in townships.

"The damage done to confidence, and to real levels of production are historically bad enough.

"Somebody's got to get the

message home that acting irresponsibly doesn't just cost the economy now, but also leads to delays and even the cancellation of investment decisions.

"It puts limits on the economy to grow out of the dire position it's in now," Twine said.

Gross domestic product (GDP) shrank by two percent last year, on top of an average decline of just under one percent in the previous two years.

Economists expect there to be very little or no growth this year. Gross domestic fixed investment fell sharply in 1992, with real fixed capital stock marginally growing by half-a-percentage point.

"If this trend of low fixed investment is maintained, it could seriously impede the growth potential of the economy," the Reserve Bank warned in its March report.

Parsons said the impact yesterday's chaos and possible further violence in the next few days would have to be assessed after Hanu's burial on April 19.

"Hopefully, the violence will subside as quickly as it has arisen. Provided we can get over this situation, we can still look forward to something better in the economy later in the year as political negotiations make progress," he said.

"We still have a very resilient economy, although it's taking a tremendous battering at the moment," Parsons said.

Twine said political leaders would have to ensure their supporters' discipline and follow through with their determination for political negotiations to succeed if the country was to avoid an outflow of capital.

South Africa last year experienced a large outflow of capital as a result of socio-political unrest and the reluctance of domestic organisations to renew maturing debt because of the higher financing costs charged by risk-wary foreign borrowers.

— Sapa.

'Economic destruction nearer'

Bloom 16/4/93
WEDNESDAY's stayaway had pushed SA closer to the abyss of economic destruction, CP general secretary J A L Theron said yesterday

Theron said in a statement the stayaway had cost the country millions of rands in lost production, and the accompanying violence, looting and destruction of property had resulted in disastrous consequences yet to be appreciated

"The SA economy, already in tatters as a result of distorted 'affirmative action' and devastated by Cosatu strikes, communist redistribution of wealth, endemic state corruption and an overtaxed, punch-drunk white middle class, received a further push towards the abyss of economic destruction on April 14," Theron said.

He asked the people and parties of SA whether the new SA depicted on April 14 met with their approval

Meanwhile, CP trade and industry spokesman Daan Nolte called on government to abandon its "experimental" reforms

"The only solution, with special emphasis on the economy, is to create

(152) LLOYD COUTTS (151)

a political division between race groups with normal business activity to the advantage of all in SA and the greater southern Africa"

He said a total lack of confidence in the economy was reflected by the growing flight of capital as the new SA approached

This flight of capital, he said, had increased dramatically in recent months, and net reserves for March alone had plummeted by R5bn

"The price of the 'new SA' for foreign and local investors, especially on an economic level, is becoming clearer and less acceptable."

CP law and order spokesman D S Pienaar said he had conveyed the concerns of East Rand residents, fearing violence and damage to property during the Chris Ham funeral, to police headquarters.

"The CP warns government that it would be reckless to allow funeral arrangements without concurrent guarantees to interested parties that they will be protected," Pienaar said

No unity as bosses, crew hold protest

CT 16/4/93

Staff Reporter

25 (52)

SERIOUS divisions among 100 tuna-boat owners and crew emerged when they marched and staged a joint placard demonstration outside the Foreshore offices of the Department of Sea Fisheries yesterday to demand an allocation of the hake quota

The private boat owners — based in the city, Saldanha and Hout Bay — complained that the 7 000-ton quota of hake allocated by Sea Fisheries had gone to the big fishing companies, and unless they were granted some catching rights they would battle to survive

Chief Director of Sea Fisheries, Dr Louis Botha, promised a response within 10 days

Crew members who spoke to the Cape Times were dubious whether any gains for their employers would improve working conditions for them

Some claimed they had been forced to protest

Boat owners, however, said they were in a seasonal business and that new quota allocations would create new jobs and better working conditions for the fishermen and their families

After meeting with Dr Botha, boat owners told the fishermen to go back to the harbour while they met separately at a nearby club to discuss resolutions

The fishermen booed the announcement and demanded to be included in the discussions

April losses may top R2-bn mark

By Michael Chester

Losses in production and retail sales caused by stay-aways and holiday breaks in April threaten to climb well above R2 billion and mark the worst for any single month on record, according to economists.

"April will go down as a disaster month," said the SA Chamber of Business yesterday.

Sacob manpower executive Gerrie Bezuidenhout said production losses on Wednesday alone — when memorial services to mark the slaying of SA Communist Party general secretary Chris Ham overspilled into nationwide stayaways and mass marches — had been

particularly severe

Production losses in key industrial hubs in and around Johannesburg and the East Rand had been the heaviest yet encountered, with absenteeism rates among black workers running as high as 90 to 100 percent.

The National Productivity Institute also issued reminders about the cost of the Easter weekend holiday break from April 9 to 12.

Senior economist Jan de Jager calculated the daily cost of losses in industrial output at between R420 million and R520 million.

The virtual standstill in factories over the long weekend thus stripped no less than R1.5 billion from overall economic income.

Yet to come, says Sacob, is the toll of losses that the retail trade was braced to suffer as the result of virtual business standstills during the mass protest marches expected in the Transvaal and perhaps elsewhere tomorrow in the wake of the Ham assassination.

Added to that must be estimates of losses in production and retail sales when nationwide stayaways looked inevitable next Monday to mark the Chris Ham funeral in Germiston.

Monday's stayaway likely to hit refuse collection

Municipal Reporter

STAYL 16/4/93

Refuse collection in certain Johannesburg suburbs might be postponed for a week as a result of the expected stay-away on Monday, the day of

the funeral of SACP leader Chris Han

Only 39 out of 1 800 solid waste department workers turned up for work on Wednesday and only 61 of 160 drivers arrived, a council spokesman

said (152) (177) (166)
"Garden refuse sites will be open on Monday should the public wish to drop off their refuse," he said

The Johannesburg City Hall, the Rates Hall in Market

Street, the Public Library and the Art Gallery will be closed tomorrow

Payments for municipal accounts may be sent to The City Treasurer, Box 1450, Johannesburg 2000

WORLDWORKERS



WELCOME. The wife of the late President Samora Machel of Mozambique, Mrs Graca Machel, yesterday visited the Hani home in Boksburg to express her condolences.

WORKERS JUSTICE

Sovereign 16/4/93

By Lulama Luthi

HERE WILL BE NO WORK STAYAWAY ON Monday when assassinated SA Communist Party leader Mr Chris Hani is buried, the African National Congress said yesterday.

Speaking at a Press briefing in Johannesburg last night, ANC Information chief Dr Pallo Jordan, however, called on employers to respect the right of workers to attend the funeral.

"We call upon employers in both the public and private sectors to respect their workers' right to pay tribute to comrade Chris, particularly on this national day of mourning.

"It would be a further mark of respect if they close their businesses where possible, excluding essential services," he said.

Responding to a question, he said the fact that his organisation had called for the involvement of two independent international investigators to help with investigations into the assassination pointed at their dissatisfaction with the manner in which the police were handling the issue.

Jordan also lashed out at President FW de Klerk's threat to declare more unrest areas and

Campaign of mass action

●The ANC and its allies are to embark on a one-month campaign of mass action.

This was announced last night by ANC National Executive Committee member Rocky Malebane-Metsing at a memorial service for Hani held in Pretoria.

Malebane-Metsing said the ANC, the South African Communist Party and Cosatu would focus on control of the South African security forces, "forces outside the State apparatus to be brought under control" and a date for a general election.

He said details of the campaign would be announced on Sunday by ANC president Nelson Mandela.

Malebane-Metsing said Mandela had received numerous death threats since Hani's assassination last Saturday.



Stayaway brought country to its knees

Star 17/4/93

LOUISE MARSLAND

THE assassin's bullets that killed South African Communist Party general-secretary Chris Hani not only cost the country an important leader, but brought a nation to its knees.

The wheels of the country's administration ground to a halt last week as between 90 and 100 percent of the country's black workforce in major centres observed a day of mourning.

Business meetings, press conferences, delivery services, municipal services, public transport, schools, banks, post offices and even entertainment events were closed, cancelled or postponed.

All businesses in the Johannesburg city centre and some surrounding suburbs, as well as in the Pretoria city centre, are expected to close today because of the marches which are taking place. With the funeral on Monday, the PWV is expected to be hardest hit by stay-aways.

Negotiations have ground to a halt, with key negotiation forums such as the Central Witwatersrand Metropolitan Chamber, the Multiparty Council and various local negotiating forums all being postponed this week.

Frantic arrangements are being made to reschedule crucial metropolitan chamber meetings so as not to miss the May 1 deadline for Johannesburg and Roodepoort's provision of services to Greater Soweto.

Municipal services were disrupted across the provinces, with most major city and town councils reporting absenteeism of their black workforce at between 90 and 100 percent.

SA braced for protest campaign

Thousands gather to mourn Hanu

BIDM 19/4/93

~~152~~

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SA IS poised on a knife edge as the funeral today of slain SACP general secretary Chris Hanu will be marked by a nationwide stayaway and the start of a new campaign of political pressure

The ANC and its Cosatu and SACP allies have called for a total stayaway today, and while thousands will attend the funeral services, millions more are expected to watch its broadcast on CCV-TV from 1pm.

The alliance has also announced a six-week programme of mass action, to begin tomorrow

Sapa reports that more than 75 000 people gathered at the FNB Stadium near Soweto yesterday to pay homage to Hanu

The coffin was met at the stadium by a platoon of about 70 uniformed Umkhonto we Sizwe soldiers, ANC secretary-general Cyril Ramaphosa, SACP chairman Joe Slovo and Cosatu general secretary Jay Naidoo. Behind the coffin were Hanu's wife, Lumpho, and their children

Family members fought back their tears as the coffin was opened for viewing and a massive contingent of international and local journalists crowded around

Sapa reports that among the thousands who filed slowly past the coffin were local and foreign dignitaries such as former Zambian president Kenneth Kaunda, Transkei military leader Maj-Gen Bantu Holomisa and ANC Natal Midlands firebrand Harry Gwala.

While the crowd ululated, sang songs, toyi-toyed in the stands and chanted slogans throughout the day, the biggest applause was saved for ANC president Nelson Mandela, who arrived in a motor

RAY HARTLEY

cavalcade shortly after 6.30pm.

Mandela said the huge turnout showed the people held their future in their own hands. "As one man has said, it is true Chris Hanu is not dead. There are many men and women throughout the world who have fallen, but whose works and achievements still inspire us."

With mourners still arriving in their thousands from as far afield as Transkei and Cape Town, officials decided to extend the period Hanu would be in state until 11pm. An all-night vigil followed

Anglican Archbishop Desmond Tutu will deliver the sermon at the funeral service

Police kept a low profile at the stadium, with few vehicles patrolling the perimeter and a police helicopter circling occasionally overhead. But the area teemed with ANC marshals who displayed the same firm hand they had the day before

The office of the Witwatersrand Vaal peace secretariat has been turned into a 24-hour operations centre co-ordinating the monitoring of protests and demonstrations related to the funeral.

Monitors are expecting about 250 000 people to attend ceremonies at Southpark cemetery in Germiston and the stadium

Between 150 and 200 monitors would be operating throughout the day and night at any given time, a peace official said

Peace officials had reached an agreement with Witwatersrand police on the use of "three lines of defence" in crowd control. The peace official said the ANC's marshals would act first to control the

□ To Page 2

Hanu

BIDM 19/4/93

~~152~~ □ From Page 1

situation, but if they failed, international and local peace monitors would intervene. Police would act as a last resort.

Hundreds of traffic officers from Johannesburg, Boksburg and Germiston will monitor the cortege of mourners from the stadium to the graveside.

The mourners, using 300 buses and a convoy of private cars, will travel on the M1 north between Nasrec and town, and the M2 east between town and Boksburg. Both highways will be sealed to all other traffic from 1pm.

Johannesburg traffic chief Mike Davis said the extreme traffic measures were decided on because of concerns for the safety of the mourners and in the interests of minimising traffic disruption

The Johannesburg traffic department would be responsible for the procession from Nasrec to the Geldenhuys inter-

change on the M2 east, where its Germiston and Boksburg counterparts would take over, he said.

Germiston traffic chief Tokkie Steyn said an operation involving about 150 traffic officers would then escort the cortege to a field near Hanu's Dawn Park home and the cemetery

Traffic officials would be out in full force until tomorrow morning to deal with the dispersal of vehicles and pedestrians after the funeral, Davis said.

The traffic operation was working in close consultation with the SACP, ANC and Cosatu as well as with medical operations, Davis added

□ A spokesman for the President's office said last night that after wide consultation, it had been decided not to send an official government representative to the funeral.

● Picture: Page 3

Millions to heed stayaway call (152)

WILSON ZWANE

MILLIONS are expected to heed the call by the Cosatu/SACP/ANC alliance to stay away from work today

While organised business has called up employers to handle the situation with sensitivity, it remains opposed to Cosatu's call for a complete shutdown. Business leaders said the ripple effects of such a move would be incalculable.

AHI manpower and industry manager Mieke Dames said it was irresponsible of Cosatu to call for a shutdown which could destroy the economy. However, Dames said employers were urged to treat the matter with sensitivity.

Sacob said that today would be treated as a normal working day. Employers were entitled to apply the no work, no pay policy in cases of "unauthorised absenteeism". However, it recommended that employers and employees make arrangements to ensure minimum disruption of work and prevent conflict at a later stage. These arrangements could include time off for workers who had requested to attend the funeral, leave applications and working in lost time.

Sacob spokesman Gerrie Bezuidenhout said it was not practical to accede to Cosatu's demand for a shutdown as there were services which could not be discontinued.

Cosatu said today should be regarded as a national day of mourning. Workers had to make the greatest possible show of

□ To Page 2

Stayaway BIDAM 19/4/93.

strength against government. "All workers should not go to work but attend the funeral or participate in activities in other areas of the country."

The organisation warned that immediate action would be taken against employers who "victimised" workers.

The alliance at the weekend announced that a six-week programme of mass action, to reinforce demands for an election date and the speedy institution of transitional structures, would start tomorrow.

Sapa reports that President F.W. de Klerk said on SABC-TV last night that drawn-out mass action would generate

(152) □ From Page 1
more anger and further destroy investor confidence.

He acknowledged that the ANC might, with its proposed mass action campaign, simply be trying to channel the anger of its followers. "But drawn-out action will let loose more anger when the ordinary man is prevented from earning a living."

He said there were widespread calls for "kragdadigheid" (tough action) by the government from many anxious South Africans. "But we must all, including the government, guard against overreaction, because this could cause a domino effect and then the volatility will increase and become more serious."

'No-go zone' rumours empty city

GAVIN DU VENAGE

YESTERDAY's stayaway was one of SA's most comprehensive, with many businesses shutting down and the mines recording their lowest worker turnout since the 1987 strike.

More than 90% of Johannesburg workers failed to report for duty, and at lunch-time dozens of organisations, including banks, sent workers home and closed for the day amid rumours the city would be declared a "no-go zone".

The Supreme Court and Magistrate's Courts in the city adjourned early.

Reports from main centres around the country said most blacks did not go to work. Significant numbers of whites also stayed at home in some areas.

Sacob said Durban, Maritzburg and Bloemfontein reported a "varied pattern of absenteeism", but in Cape Town only 20% of the workforce heeded the stayaway call. However, Sapa reported that peak-hour commuter trains in the western Cape were running empty and that Cape Town's streets were deserted.

Sacob said absenteeism in Port Elizabeth

and East London was a "significant" 70%-80%.

Mines throughout SA had a low turnout — far lower than on Wednesday's day of protest. Randgold, Genmin's Trans-Natal mines and Gengold mines experienced total stayaways, SA Labour Bulletin editor Karl von Holdt said. About 20 000 Anglo-American gold miners stayed away.

Von Holdt said the downing of tools was a "sign of the support the SACP and Chris Ham had from mine workers". He said that in the past mine worker participation in stayaways had been less than 10%, and often as low as 1%-2%.

While the NUM had negotiated for its members to observe the day of mourning, 37 000, or 8,5%, of workers had stayed away without prior arrangement, he said. Chamber of Mines spokesman Johann Liebenberg estimated that only 8% of the mining industry's workforce had stayed away, and although this is a large

To Page 2

Stayaway

ber than in recent years, the total was relatively insignificant.

He said most employers had made arrangements for employees to work time in, or had granted leave.

Johannesburg emptied at about midday amid rumours that the city was about to be evacuated and declared a "no-go zone".

National peace committee vice-chairman Rupert Lorimer was forced to go on radio to declare the story "totally without foundation".

Johannesburg Chamber of Commerce and Industry CE Marius de Jager said most businesses had closed by mid-morning in response to "rumours of all kinds". He said fear and tension in the workplace had forced companies to close and send staff home.

Even businesses in the northern areas of

the Johannesburg region had closed early, as had municipal offices in the region.

De Jager said business was deeply concerned about the planned six weeks of mass action. He said business felt "we can survive a day, but we won't survive six weeks".

FNB spokesman Trish Downing said the bank's staff in central Johannesburg, Soweto and the East Rand were encouraged to leave early. Standard Bank spokesman Erik Larson said its workers were told that if they wanted to leave early, they were free to do so.

Universities also shut for the day. Rhodes University in Grahamstown was forced to stop lectures after students staged protests and briefly occupied the vice-chancellor's office.

From Page 1

NEWS PWV worst hit by protest - 100 percent stayaway ● Silence reigns

By Mzimkulu Malunga

PRODUCTION came to a standstill throughout the country yesterday as thousands of workers stayed away from work in honour of slain SA Communist Party leader Mr Chris Han

According to employer organisations the PWV area was the worst hit by the protest. There was almost a 100 percent stayaway in the region

More than 70 percent of workers in the Western Cape did not report for work. About 90 percent of employees in the Northern and Eastern Transvaal stayed away, while between 70 and 100 percent did not report for work in the Eastern Cape

In the Durban-Mantzburg area the

Production stalls in SA (152)

Soselani 20/4/93

■ Thousands stay away to attend Han's funeral: the stayaway was about 90 percent, while the smaller towns in the province reported good work attendance

Manpower manager of the Afrikaanse Handelsinstituut Mr Mieke Dames said it was difficult to estimate how much employers lost in terms of production as a result of the stayaway

Earlier, business organisations appealed to employers to treat workers' requests for permission to attend Han's funeral with sympathy

"Where possible working hours could

be re-arranged to minimise loss of production," said a representative of the SA Chamber of Business, Mr Gerrie Bezuidenhout

Sacob had given its members seven guidelines to apply.

Among them was the application of a "no work, no pay" system of flexibility when it came to disciplinary action

Preferably, said Bezuidenhout, such action against workers should be taken in instances of gross misconduct only

Also, employers were advised to con-

tact local or regional peace committees for details of marches and memorial services while supporting measures to maintain law and order as well

Unlike other stayaways such as over Value Added Tax, the AHI was more sympathetic towards yesterday's funeral

The organisation had urged its members to make alternative arrangements with employees through their trade unions or directly in places where worker representative groups did not exist

in deserted cities

Stayaway hits North

Over 20/4/93.
■ Hani's funeral affects many areas: 152

By Don Seokane

NORTHERN Transvaal towns and townships experienced an eerie silence with virtually no black faces in towns as workers observed the call for a stayaway

Lebowa schools were deserted even though they were supposed to have reopened yesterday

Normal schooling

It is expected that normal schooling will resume in the area today

The University of the North, where a march to a local police station ended in chaos because of incidents of stone throwing and the burning of at least five delivery trucks on Friday, was closed for the day

According to student sources, normal academic programmes were unlikely to continue this week despite the fact that students missed a full two weeks of lectures when the university reopened in February due to boycotts

Extension

At University of Venda students have been given an extension of holidays up to May 3

Despite the memorial service yesterday, acting rector Professor MP Moila said the decision was taken to allow authorities to clear up the problem of the suspension of two unnamed staff members

Dignified funeral

Lebowa police spokesman Colonel LM Tlomatsana said the homeland was extremely quiet yesterday and added that people were respecting the day in the true spirit of a dignified funeral

South African Police spokesman Major Arno Vogel said no incidents were reported and that generally it was quiet and peaceful

Huge stayaway hits business in PwV region

Star 2014/193

(152)

By Shirley Woodgate

Industrial workplaces and normally bustling shopping centres in Johannesburg were deserted yesterday — in what was described in a survey conducted by the South African Labour Bulletin as not only the biggest ever stayaway in the PwV region, but possibly in the country as a whole.

The survey, issued by the SA Chamber of Business, said the day of mourning — called by the ANC alliance to commemorate the killing of Chris Ham — had triggered a 92 percent stayaway in the PwV.

Afrikaanse Handelsinstituut manpower and industry manager Mickey Dames reported a 95-100 percent stayaway in Vereeniging and an 80-100 percent stayaway in Johannesburg Eastgate shopping centre was

typical of most of the Reef, with centre manager Mike Rodel reporting stepped-up security and many outlets closing for the burial service. Outlets reported a drop in business despite the day coinciding with the end of school holidays.

Many companies closed at lunch-time yesterday, saying they feared problems for workers later in the day.

The Johannesburg Chamber of Commerce and Industry warned that business was deeply concerned about the rolling mass action which starts today. The attitude was that business could survive a day but not six weeks of stayaways.

In Cape Town, the day hospitals in Khayelitsha were closed because staff stayed away, and shoppers were scarce in the city centre. Almost 90 percent of industrial workers in the Greater Durban area stayed away from work, said the Durban Chamber of Business.



Looted . . . police stand guard at shops looted by youth in Boksburg's Dawn Park suburb yesterday.

Picture Ken Oosterbroek

Azapo to act after ^{Sowetan} massacre

20/4/93

■ Stayaway and boycott
is demand:

By Mzimasi Ngudle

THE Azanian Peoples Organisation yesterday called for stayaway and the boycott of white business in the Vaal following the killing of 19 people on Sunday night.

Azapo media liaison officer Mr Tsepo Sebusi also said an emergency meeting of liberation movements would discuss action.

Azapo holds that a blanket stayaway in the entire Vaal Triangle, coupled with a consumer boycott of white business in the Vaal, be embarked on.

"This decision will be placed before the meeting," he said.

A rally would be held at Zone 11 Sebokeng Stadium today.

He claimed the massacre was preceded by a police Casspir which dispersed people.

Five men entered a house at Zone 11, took the keys to a Jetta, killed the wife and husband.

The attackers then went on a shooting spree, killing more than 15 people and injuring scores of others.

Star 201493

Mass stayaway in Cape, Border

PORT ELIZABETH — Many eastern Cape and Border towns were hit by mass stayaways yesterday as thousands of workers heeded the ANC alliance's call for a day of mourning to coincide with Chris Han's funeral.

Many large companies in Port Elizabeth and East London closed for the day, with workers either attending the funeral in Johannesburg or watching the proceedings

live on television. (2018)

Only sporadic incidents of violence were reported near East London, where two roads in the Duncan Village area were closed by protesters who erected barricades of burning tyres and stoned police vehicles. The old King William's Town road was also closed and police reported isolated incidents of arson near Border coastal resorts and farms.

The townships around Port Elizabeth, the scene of widespread violence last week, were largely quiet yesterday. (152)

The Midland Chamber of Industries in Port Elizabeth reported that some of its bigger member-companies had opted to close for the day.

A chamber spokesman said the stayaway was estimated to be between 40 and 100 percent at companies canvassed by it. — Elnews

Mass action 'could roll beyond May, if demands are not addressed'

MASS action would continue after the end of May if government did not adequately address demands for an election date and the speedy establishment of transitional structures, SACP chairman Joe Slovo said on behalf of the ANC alliance yesterday.

He told a media briefing details of the May mass action would be announced soon. In the interim, the ANC's regions would meet to decide on mass action for the rest of this month.

He said the ANC continued to believe that elections should be set for September, while government wanted a March 1994 date, but added "I suppose after 300 years (of white rule) these six months are not go-

ing to be stumbling blocks"

He said the objective of the mass action "will certainly not be to raise political temperatures irresponsibly, or to fan the flames of intolerance. All our experience teaches us that that without disciplined mass involvement, anger and frustration will spill over uncontrollably."

Sapa reports that Inkatha leader Mangosuthu Buthelezi has described the proposed mass action campaign as a major setback for negotiations.

GERALD REILLY reports from Pretoria that organised commerce and industry warned yesterday rolling mass action could accelerate the rate of business fail-

RAY HARTLEY

ures and significantly increase the number of unemployed people.

Johannesburg Chamber of Commerce and Industry CE Marius de Jager said if the action took on a disruptive character, it could spell economic disaster and destroy business and consumer confidence "which in any case is near invisible".

The retail sector was already expecting the worst winter season "in living memory", and the effect of disruptive mass action "doesn't bear thinking about". De Jager said the economy could no-

longer afford to be a target for protest. "We cannot afford an economic civil war."

Cape Town Chamber of Commerce CE Alan Lighton said depending on the form mass action took, the already strained business environment could reach critical status and increased unemployment could result. It was tragic that when signs of economic revival had begun to surface, "we are now threatened with disruptive mass demonstrations".

Durban Chamber of Business CE Geoff Tyler said business was waiting anxiously to see what the extent of the action would be. The chamber intended discussing plans

for action with the regional ANC/SACP/Cosatu alliance.

The AHI and Sacoob issued a hard-hitting joint statement on prolonged mass action, saying it risked "causing irreparable economic damage and permanent alienation of foreign investors".

The statement said the productive sector could be "forced into further cutbacks, liquidations and retrenchments", depending on the planned course of such action.

The organisations appealed for restraint and responsibility, and urged "a rapid and realistic outcome to negotiations because of the interdependence of economic growth, stability and political progress".

addressed

SADF forcing principals to classify boys by race MP

BLOM 21/4/93

Political Staff

CAPE TOWN — School principals were being forced to racially classify pupils on behalf of the Defence Force, Port Elizabeth Central MP Eddie Trent disclosed yesterday.

Trent said the SADF had sent a "directive" to schools in the Port Elizabeth area in terms of which principals were required to certify that all "white" male South Africans born during 1977, or earlier, who were attending their schools had registered for military service.

Trent said, because of the repeal of the Population Registration Act, what this meant in practice was that principals had to establish by "physical means" whether boys were white or not.

This information was no longer contained in identity documents.

He said that to facilitate race classification the SADF had enclosed a copy of the definition of a "white person" as defined in the old Act.

Trent said when the Act had been repealed, its application had been retained in certain circumstances. Most of these applications had now fallen away, with the exception of conscription.

Trent added that as a result, school principals were now being forced to do the "dirty work" of apartheid on behalf of government.

Reacting to Trent's statement, an SADF spokesman said the Defence Force was charged with applying the Defence Act, which entailed the enforcement of national service.

The SADF was not the legislator nor was it a political party, and it was obliged to apply the law "in a correct way and to the best of its ability".

"The SADF accordingly does not make any excuse for its efforts to effect registration of young males in terms of the Act," the spokesman said.

Stayaways hit schools

KATHRYN STRACHAN

BLACK schools across the country were hit by massive stayaways as pupils continued to protest against the assassination of SACP leader Chris Han.

The majority of pupils ignored the Congress of SA Students (Cosas) call to return to school yesterday.

Department of Education and Training (DET) spokesman Corrie Rademeyer said schools in the Transvaal and Free State were hardest hit by the stayaway. Attendance varied considerably between schools, he said.

Schooling in Seboken came to a complete halt in the wake of the killing of 19 people at the weekend.

However, schooling in Natal continued normally yesterday, and the response in the Cape will be known only when schools reopen.

The SA Students Congress (Sasco) said yesterday it still had to decide on which day to begin its occupation of white schools — but said it would begin before the end of the week.

Sasco said students had been re-energised by Han's death, and would intensify their disruptions of schools.

Community to put in claim for 38 lost farms

MARIANNE MERTEN

THE Amahlubi community is due to present the Advisory Commission on Land Allocation (Acla) with its land claim for 38 farms in the Estcourt district at a public hearing in the Estcourt town hall today.

The community was also to submit a compensation request for land which was now occupied by other communities, an Association for Rural Advancement statement said yesterday.

Viable

But, it said, land sold to white farmers after the 1873 Langalibalele rebellion was not part of the claim.

The disputed 38 farms were originally settled between 1849 and 1873 when — following the rebellion — the Amahlubi chiefdom was broken up.

The community, which now lived in Draycott (Bhekuzulu), was partly dependent on agriculture for its livelihood and needed more land to become viable

small farmers, the statement said.

The claim was one of the biggest yet in Natal, after the 19 000ha application by the Impendle community near Maritzburg which was decided last year.

Acla deputy director Sarel Malan said yesterday that apart from the De Hoek area, which was a House of Assembly experimental farm, the land was now owned by the SA Development Trust.

An association spokesman said yesterday it would be difficult to judge the success of the application, because it was the first claim to be heard in Natal which dealt with dispossessions dating back to the last century.

Malan said he could not comment on the outcome of the hearing.

Although previous land claims were not successful, the community stopped two government attempts to sell off some of the disputed farms in 1991 and 1992.

(a) (i) Name	(ii) Date of appointment as member of the Appellate Division	(b) Age as at 1 February 1993
J J Hefer	01 07 1984	61 years
E M Grosskopf	01 04 1985	62 years
J W Smalberger	16 12 1985	56 years
H H Nestadt	01 12 1986	60 years
W Vivier	01 12 1986	59 years
A J Milne	01 01 1988	63 years
M E Kumleben	08 03 1988	65 years
J P G Eksteen	01 05 1988	68 years
F H Grosskopf	01 05 1989	61 years
R J Goldstone	01 10 1990	54 years
P M Nienaber	01 10 1990	60 years
The Honourable Miss Justice L van den Heever	01 11 1991	66 years

Illegal strikes: charges/convictions

201 Mr H J BESTER asked the Minister of Justice **(152)**

How many workers in each race group were (a) charged with and (b) convicted of illegal strikes and related conduct in 1991 and 1992, respectively? B450E

The MINISTER OF JUSTICE

The required information is not readily available. Moreover, statistics for crimes committed by each race group are no longer kept separately. In an effort to be of assistance to the hon member, the following statistics for the period 1 July 1991 until 30 June 1992 were obtained from the Central Statistical Services

- (a) The total number of persons charged with illegal strikes and related conduct 47
- (b) The total number of persons convicted of illegal strikes and related conduct 39

Attorneys/advocates in civil cases: fees contingent on outcome

205 Mr A J LEON asked the Minister of Justice

- (1) Whether a decision has been taken that fees charged by (a) attorneys and (b) advocates in civil cases may be made con-

Bar's annual meeting during July 1993 **(153)**
 (ii) (aa) and (bb) It is expected that the Bar will, as usual, issue a media statement regarding the matter after its annual meeting. The ALS has already issued a media statement in this regard on 26 March 1992. The system where a special fee arrangement applies can be used by all attorneys and advocates

tions against members of the South African Police are not readily kept by the attorneys' general. However, in an attempt to be of assistance to the hon member, the following available information was obtained from the attorneys-general. According to this it appears that one application was received in Cape Town in 1988, while two applications were received in Johannesburg in 1989 and two applications in Pietermaritzburg during 1992. Certificates of *nolle prosequi* were issued in the cases of Johannesburg and Cape Town. With regard to Pietermaritzburg one application was withdrawn by the applicant and the other application is still being consid-
 ered

Correctional supervision: sentences

214 Mr D J DALLING asked the Minister of Justice:

How many persons were sentenced to a form of correctional supervision in each month during the period 1 April 1992 to 31 January 1993? B131E

The MINISTER OF JUSTICE

1992	1993
April—91	January—416
May—106	
June—122	
July—119	
August—1 007	
September—257	
October—366	
November—489	
December—447	

SAP: private prosecutions

216 Mr H J BESTER asked the Minister of Justice:

(a) How many requests from civilians or their attorneys were received by each of the attorneys-general for certificates of *nolle prosequi* in respect of the institution of private prosecutions against members of the South African Police in 1988, 1989, 1990, 1991 and 1992, respectively, and (b) how many such certificates were issued in each of these years? B598E

The MINISTER OF JUSTICE

Separate statistics regarding the request for the issuing of certificates of *nolle prosequi* in respect of the institution of private prosecu-

Transnet: conference centre

274. Mr R V CARLISLE asked the Minister for Public Enterprises

- (1) Whether Transnet commissioned the building of a conference centre at Broedersdroom in the Transvaal recently, if so, (a) when, (b) at what cost and (c) for what purpose, if not,
- (2) whether Transnet (a) purchased, (b) hired and/or (c) made use of such centre recently, if so, (i) when, (ii) for what consideration, (iii) for what purpose and (iv) from whom was it purchased, hired or obtained for use,
- (3) whether any consideration in this regard has been paid to a certain company and/or trust, the names of which have been furnished to the Minister's Department for the purpose of his reply, if so, (a) what amount and (b) for what purpose, in each case,
- (4) whether any (a) employees and/or (b) (i) spouses, and/or (ii) other family members of employees had or have any interests in the company and/or trust referred to in paragraph (3); if so, what interests,
- (5) whether he will make a statement on the matter? B632E

The MINISTER FOR PUBLIC ENTERPRISES

Transnet Limited has furnished the following reply to the hon member's question

- (1) No

Investors flee after stayaways

Sowetan 21/4/93.
■ **LONG-TERM EFFECT** Mass action could set (152)

the country's economy back until 1996: (152)

Sowetan Correspondent

LOST productivity because of two stayaways in a week could cost R2,4 billion but even worse is the long-term effect which could be felt until 1996, Econometrix said yesterday

Claiming events triggered by the assassination of SA Communist Party leader Chris Hanu had set back to September last year "timid but growing" business confidence spokesman Mr Tony Twine warned that while the country could ill-afford to lose even one of its 250 annual production days, the result of shelved future investments was critical

He doubted if the country could recover financially within five to 10 years if threats of further "rolling mass action" materialised

As the country counted the cost of what the SA Chamber of Commerce has dubbed "a disaster month", the SA Labour Bulletin claimed that Monday's stayaway figure in the PWV was at an

all-time high of 92 percent

Putco managing director Dr Jack Visser said damage to more than 500 buses which the bus company had put on the roads in the PWV in co-operation with the ANC, was "relatively mild" compared with previous years

Most of the damage was to windows but in some cases commuters to and from South Park Cemetery where Hanu was buried had taken out the windows and placed them safely on the floor, Visser said

A national survey by two of the country's largest organisations representing the formal business sector, the Afrikaanse Handelsinstituut and the SA Chamber of Business, revealed varying figures for the number of workers who heeded the call for a stayaway, with the PWV, the Durban-Pinetown-Martizburg areas of Natal and the Eastern Cape the worst affected

Soccer City Trust, which administers the FNB Stadium, said it would send an inspection team to the stadium where 80 000 people packed the soccer ground

Japie Jacobs strikes gloomy note

GERALD REILLY

IT WOULD be straining optimism to expect a positive growth rate this year, special economic adviser to the Minister of Finance Japie Jacobs said yesterday.

Depending on the extent of the disruption caused by the weeks of threatened mass action, the consequences could contribute to the "demise" of the economy.

Jacobs said business confidence had taken a severe beating recently. Production losses like those inflicted in previous stayaways would never be recovered.

There was an attitude and an expectation among many workers that they should be allowed to take part in mass action without being penalised by employers.

"You cannot manage an economy with

any degree of efficiency if there is massive and frequent worker absenteeism.

Jacobs said mass action could accelerate the spread of poverty and unemployment, when job creation was crucial.

There seemed, too, to be a lack of understanding of the consequences on a fragile economy.

Other economists said production losses could amount to several billion rands if the stayaways persisted during May.

They agreed there was a need for a more acute understanding of the damage which could be inflicted on the economy by irresponsible and politically motivated action.

2/4/73
SLOAN

(152)

B/OM 23/4/93

AECI workers strike

MORE than 4 500 SA Chemical Workers' Union members at AECI's Modderfontein plant outside Johannesburg yesterday entered the second day of a strike in solidarity with two security guards who were suspended for observing the April 14 stayaway

AECI said most black employees had stayed away that day. The dispute began when disciplinary action was taken against two security personnel who failed to follow procedure

(152) (152)

5 000 workers go on strike

Sowetan 23/4/93

By Joe Mdhlela

ABOUT 5 000 workers at the AECI plant in Modderfontein downed tools yesterday in protest against the suspension of two of their colleagues

Company spokesman Mr Michael Blizard yesterday confirmed the strike

He said the dispute followed disciplinary action taken against two security workers. He said the company was talking to the SA Chemical Workers Union in a bid to resolve the dispute

ISU KAOA

Two suspended after heeding stayaway call:

ISZ 1824

Sacwu spokesman Mr Tsepang Mika said Mr James Mphahlele and Mr Thabo Pebane had been suspended because they had heeded a stayaway call last week following the assassination of SA Communist Party leader Mr Chris Ham

"But the strange thing is that the two security officers were singled out among many other workers in the company who had heeded the call," Mika said

LABOUR

The last great stayaway

Despite plans for rolling mass action, the tripartite alliance is unlikely to call another major stayaway before elections. By FERIAL HAFFAJEE

STAYAWAYS on the scale of those witnessed in the past two weeks — the largest ever in the country — are unlikely to be repeated for a long time.

And the African National Congress/Congress of South African Trade Unions/South African Communist Party tripartite alliance's rolling mass action programme, will not be half as foreboding as statisticians, economists and employer organisations fear.

"Stayaways are at an end unless there is a specific political event," believes Karl von Holdt, editor of the *South African Labour Bulletin*.

Mass action is not likely to start rolling before May — organisation for the rest of this month is being left to the eight Cosatu regions to decide on.

But most union officials are catching up with lost organising time, attending meetings and wage negotiations. If there is action — the alliance has suggested demonstrations, pickets and consumer boycotts — its impact will be lessened by lack of national co-ordination.

Cosatu will probably focus its attention on May Day (which falls on a Saturday), but this week announced that mass action could extend beyond May if calls for an election date and the setting up of transitional structures are not speeded up.

Employer and business organisations decried further mass action this week.

The National Productivity Institute predicted that R586-million a day (public holiday calculations) in productivity is lost during a stayaway

South African Chamber of Business (Sacob) representative Gerrie Bezuidenhout says it is difficult to quantify what a stayaway costs the country, but says such a figure must take into account



Bopping at the top ... Tripartite alliance leaders, including the SACP's Joe Slovo, the ANC's Cyril Ramaphosa and Cosatu's John Gomomo, join the toyi toyi at Chris Hani's funeral
Photo: KEVIN CARTER

"(lost) productivity, (lost) retail sales, damage to property, reaction in the financial markets and damage to investor confidence"

Most employers knew the magnitude of the past fortnight's events and adopted "no work, no pay" policies, but Sacob and the Afrikaanse Handelsinstituut called on the alliance to undertake any further mass action with "responsibility and circumspection"

The two organisations will call on the Multi-party Negotiating Forum to reach "consensus expeditiously" and Bezuidenhout predicted that "under a new government the need for stayaways will end".

Labour relations consultant Andrew Levy says stayaways may, strangely enough, have a positive

impact on workplace relations when they are handled "sympathetically" But "if rolling mass action means a daily disruption, it would be detrimental to everybody and bring investor confidence to a knife edge", he said.

University of Cape Town economist Nicoli Nattrass this week called attempts to quantify the cost of stayaways "hogwash". She pointed out that loss to the economy needs to be balanced against profits to glass companies, printers and T-shirt manufacturers and suggested that consumers deferred, but did not cancel, their purchases during stayaways

If mass action succeeded in speeding up political transition, it was helping the economy and not "wreaking havoc", she said.

MUCH has been made of the damage to foreign investor confidence of the stayaways and accompanying violence that followed the assassination of Chris Hanu

And, as with past politically motivated mass action, big figures have also been banded about in an attempt to quantify the more immediate hurt to the economy. The South African Chamber of Business has mentioned losses of at least hundreds of millions of rands

What such guesstimates do is to provide the National Party with a stick to beat the tripartite alliance

The two stayaways undoubtedly disrupted business activity, coming as they did in the middle of a public holiday-ridden month. But the economic effect of the stayaways and sporadic violence that occurred, as University of Cape Town economist Nicoli Nattrass points out, is impossible to gauge accurately

They are misleading thumbsucks and arguably pale by comparison with the damage done to the economy by 40 years of politically motivated economic mismanagement. The effects of this are still visible in the form of, for instance, the Mossagas white elephant.

Harder to dismiss are charges that such mass action deters much-needed foreign investment and that the economic effects of this will not be immediate.

Firstly, in the short term no great blow has been dealt to already low investor confidence. First National Bank senior general manager Norman Axten says South Africa has seen sporadic investment since the release of African National Congress president Nelson Mandela, but some sanctions are still in place and anyway most potential investors have adopted a wait-and-see attitude.

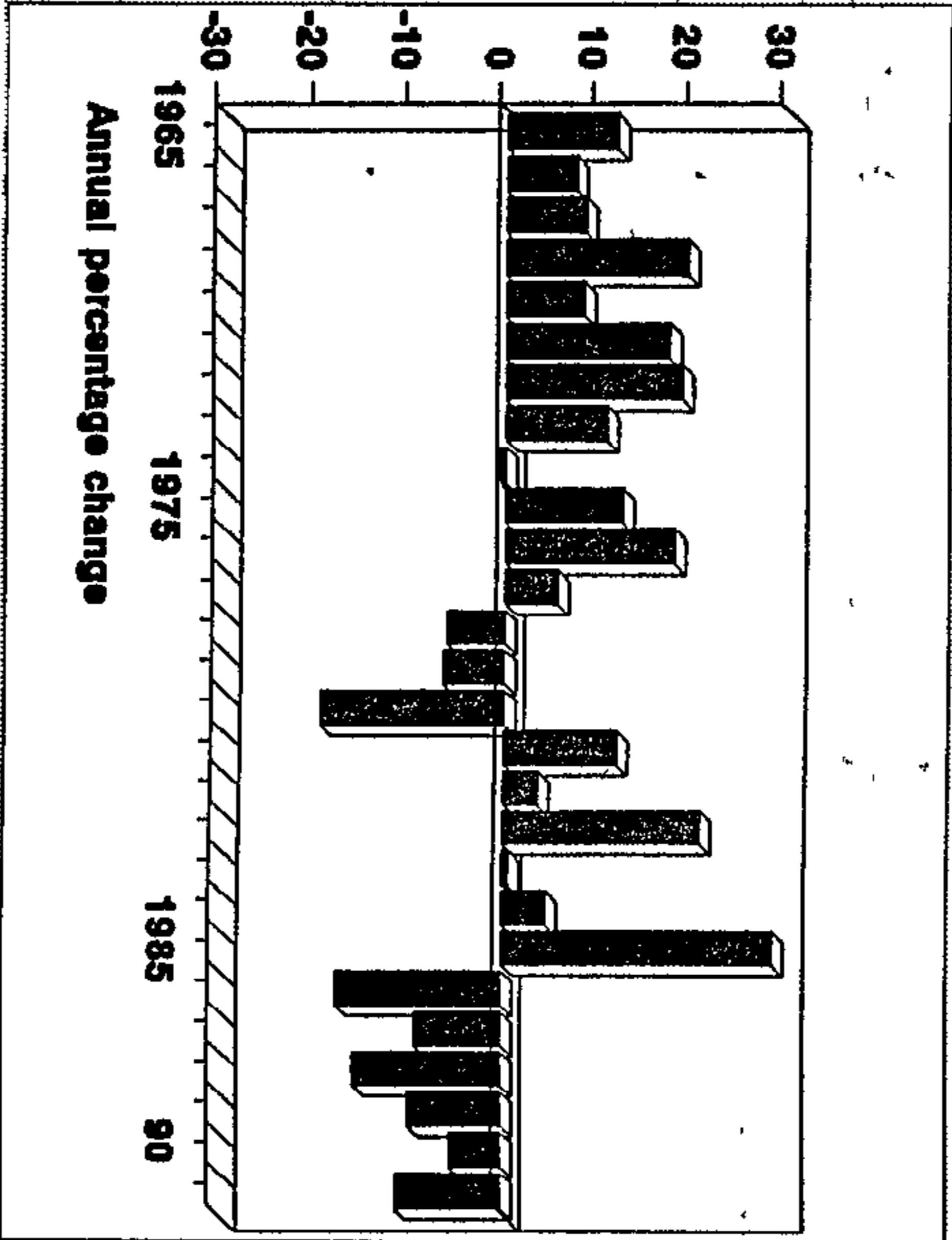
An interim government would encourage the return of a few investors, Axten says, but the main spur to new investment would be political stability. He also points out that investors would wait a while to see if a return of the rule of law to ungovernable townships and an abatement of violence was permanent.

The tangible indicator of investor confidence in South Africa is the level of the financial rand, and specifically the financial discount. Simply put, the gap between the commercial rand and the financial rand shows the kind of discount investors are prepared to pay to get out of the

Hani: Impossible

to count the cost

WMA 23/4 - 29/4/85
OSZ
Gauging how much recent stayaways have hurt the economy is almost impossible — but it's political uncertainty, not mass action, that does the lasting damage, reports REG RUNNEY



Disinvestment... The graph shows foreign capital inflows as a percentage of total gross fixed investment over the past 25 years. Source: Platform for Investment Scenario

country.

That gap has widened after recent political tragedies, such as the Boipatong and Bisho massacres. The financial discount once again widened after the Hanu assassination. The day after the funeral the discount rose a full nine percent to 55 percent as the financial hit \$1 = R4,9650. Mid-week the financial had recovered again to \$1 = R4,6130, and the discount had narrowed to 45

percent.

The return of optimism to the capital market was less marked, with long-term rates easing slightly. The volatile financial hides the longer term investment trend. As the accompanying graph shows, foreign investment outflows started in 1976 and after a brief respite in the 80s began again in 1985.

The International Monetary Fund has pointed out that from being a net importer of capital of around three percent a year before 1985 South Africa became a big net capital exporter from 1985 on

The World Bank's view, quoted in the Platform for Investment scenario, bears repeating. This is that solid domestic investment growth will be the signal for foreign investors to re-engage, and South Africa could then comfortably become a moderate capital importer.

Focusing on the need for investment in a sense puts the cart before the horse, as Nedcor chief economist Edward Osborn has stressed. The demand for investment will re-emerge with the return of business confidence and political certainty. These in turn will depend on a speedy solution to the political crisis.

In the short term, mass action will add to uncertainty. But it could be argued that mass action, if in the medium term it aids the progress towards a negotiated solution, will actually foster economic revival.

Political crises undoubtedly help keep in place "financial sanctions". It is reported from London that anti-apartheid campaigners are urging lenders not to sign a new debt rescheduling deal until an unambiguous structure for moving towards elections is in place.

Whether foreign banks need such urging is moot. Had the Hanu mourning erupted into serious widespread violence, they certainly would need no further encouragement, not to roll over loans.

A necessary but not sufficient condition for new inflows of both new loans and investment is the kind of political certainty that would accompany a legitimately elected government.

Having a popular, legitimate government would not automatically mean foreign investment taps are turned on. But it removes a big hurdle. Investors can discount for risk, but not for uncertainty.

The International Monetary Fund/World Bank stamp of approval would also follow legitimacy and make it easier to get foreign loans. Access to IMF loans would also take the pressure off the current account in the short term — but, as numerous commentators have emphasised, it would mean incurring new and fairly onerous foreign debt and should be approached with care.

NSB are accused of exploitation

By DAN DHLAMINI

AT least 400 disgruntled workers at the National Sorghum Brewery's (NSB) Tlokwe plant in Potchefstroom are up in arms against their bosses.

The workers' spokesman, who wished to remain anonymous due to fear of reprisals, told City Press this week that the workers intend stopping all production from tomorrow until their demands were met.

The spokesman said the workers demanded that general manager T Nkabinde resign with immediate effect.

"Whites who are employed here are still earning far more than their black counterparts despite the fact that NSB is a black establishment," said the spokesman.

He said most Ikageng residents who applied for jobs were turned down, while some people from the reef got first preference.

The spokesman said despite the fact that Tlokwe brewery sold more sorghum beer than all other NSB plants, the workers at Tlokwe were the lowest paid.

NSB public relations officer Don Manaka denied all the allegations levelled against his company.

CIPRES 25/4/93

NEWS PAC launches branch at Modderfontein ● Employees suspended after Hani service

Seize land back — Makwetu

By Isaac Moleli

MEMBERS of the Pan Africanist Congress should exert more pressure on the "white racist regime" to regain their land, PAC president Mr Clarence Makwetu said yesterday.

Speaking at the launching of a PAC branch in Modderfontein, Makwetu said "The point at issue is the land. Without the land there is neither nationhood nor sovereignty."
"Without resolving the land question, there cannot be talk of a settlement. The

Workers urged to work together in ending ownership of industries by monopolies:

land was taken from us by the sword and is still being held by the sword".
Makwetu called on liberation movements to unite. "Ours is to promote the spirit of African nationalism among the African people," he said.
Makwetu also said workers were instrumental in the fight for liberation to recover the land.
Seven committee members were sworn in as officials of the new branch

yesterday.
The launch was also addressed by an official of the African National Congress. Members of both the PAC and ANC joined hands whenever a revolutionary song was sung.
Makwetu said workers should not be mere wage earners but should also participate in decision-making and be part of the sharing of profits and responsibilities in their respective industries

AECI workers end strike

By Isaac Moleli

A ONE-WEEK strike by more than 4 000 members of the South African Chemical Workers Union at the AECI plant in Modderfontein came to an end yesterday after an agreement between management and union officials.
A joint statement issued by AECI and Sacwu said all the security employees who were on strike would return to work from today.
The workers began their stayaway on April 16 after two of their members were suspended after they stayed away

Arbitrator to investigate circumstances:

from work during services for SACP general secretary Chns Hani.
In terms of the agreement, an independent arbitrator will be appointed to investigate the relevant circumstances of the suspension of the two workers.
The parties will then agree on action to be taken after the arbitrator's findings.
"Both parties committed themselves to doing everything necessary to restore good working relationships," the statement said.

Strike looms over recognition

BIDAM 27/4/93
THE SA Commercial, Catering and Allied Workers' Union (Saccawu) will today assess the outcome of a national strike ballot among members at Shoprite/Checkers over the firm's withdrawal last year from the parties' recognition agreement.

Meanwhile, Pick 'n Pay has announced plans to retrench 3 500 of its 15 500 employees.

The Saccawu ballot at Checkers/Shoprite was the union's second. The validity of the first was challenged by the company several weeks ago.

Saccawu spokesman Jan Masemola said yesterday the union would decide by the end of the week whether to embark on a strike.

Shoprite withdrew from the recog-

ERIC JANKOWITZ

...nition agreement about seven months ago after the required notice period because the pact was "outdated and pertained only to the Checkers operation." The union, which declared a dispute only after the notice period expired, was demanding that the agreement be reinstated.

The union recently walked out of a company-initiated joint wage bargaining forum incorporating a minority union, the National Union of Distributive and Allied Workers.

Masemola said Saccawu wanted sole bargaining rights for its members because the two unions had submitted separate wage demands and

had different priorities. "We are not fighting the same battle."

The Pick 'n Pay retrenchments, detailed yesterday, would be the company's first in 26 years of operation, Sapa reported.

It was essential that staff costs be contained so that competitiveness could be maintained. Retrenchment had become necessary because Saccawu refused to negotiate a job flexibility and multiskilling agreement, the company said.

However, human resources director Rem de Wet said in Cape Town that the group hoped to reduce the number of retrenchments substantially through negotiation with the union.

ERICA JANKOWITZ

A THREE-year-old dispute between Cosatu's Chemical Workers' Industrial Union and Reckitt & Colman SA takes a new turn tomorrow when the ANC/SACP/Cosatu alliance and the SA National Civic Association (Sanco) march on the company's factory in Elandsfontein

The march was organised to demand the rein-

Protest march planned on Reckitt & Colman factory

B/DAY 28/4/93.
statement of about 400 workers, who were dismissed in June 1990 after a legal strike

One of the dismissed workers, Vuyani Mpfu, said the strike was called after the company reneged on its agreement to join the Chemical Industries National Provident Fund

Mpfu said workers were dismissed following a court interdict. This occurred in spite of a moratorium on interdicts concerning legal industrial action

He said the union was forced to take the matter to the Industrial Court in September 1991. However, the court adjudicated in man-

agement's favour

Mpfu said if the company did not agree to the demands in the memorandum, to be handed over to management tomorrow, additional pressure tactics would be used

These included a boycott of company products, picketing the factory and an approach to the British Consulate to intervene

No comment could be obtained from the company yesterday

(10/10/93) **Dismissals** (10/11)

'withdrawn'

(10/11) ERICA JANKOWITZ (152)

A DISMISSAL notification issued by Da Gama Textile factories for 2 500 workers in the eastern Cape who have been on strike since March 24 was withdrawn yesterday. *Blom*

SA Clothing and Textile Workers' Union regional secretary Freddie Magugu said yesterday the notification was apparently withdrawn after a meeting between Cosatu and Da Gama's holding company SA Breweries. *29/4/93*

An SA Breweries spokesman confirmed only that the meeting had been held.

Union and management representatives were scheduled to meet today in a bid to resolve the strike.

Magugu said members would not back down from their demand of a R30 a week increase.

The company was not available for comment.

Star 29/4/93

Mass ANC May Day rallies

The ANC alliance is to hold mass May Day rallies throughout SA on Saturday "in honour of the working class's struggle for freedom, peace and economic reconstruction" — Sapa (152) (108)

Cosatu plans national May Day rallies

COSATU had scheduled a number of May Day rallies around the country for tomorrow at which a programme of "rolling mass action" would be discussed, spokesman Bheki Nkosi said yesterday

He said Cosatu believed its programme of mass action last year had had an impact on the negotiations process. However, with the current lack of progress on this front and in the wake of SACP leader Chris Han's assassination, pressure needed to be applied once again.

He said the federation wanted immediate agreement on an election date, the institution of a transitional executive committee and multiparty control of the security forces.

(152) ERICA JANKOWITZ

Other issues to be discussed tomorrow were the intensification of a campaign for free political expression in the "bantustans", the end to government control of the SABC board and the isolation of the right wing.

He said if these issues had not been resolved by the end of May, Cosatu would have to evaluate its stand on mass action. This could include a tax boycott, demonstrations and even a general strike.

Nkosi said the rallies would also focus on mobilisation around factory-based demands such as education, training, job creation and housing.

NEWS Workers will be addressed by union leaders ● Big drug bust in Northern Transvaal

Plans for May Day rallies

By Isaac Moleli and Tsale Makam

RALLIES to celebrate Workers' Day have been planned for tomorrow throughout the country by the Congress of SA Trade Unions and National Council of Trade Unions

Thousands of workers are expected to meet at various centres across the country where rallies organised by Cosatu and Nactu will be addressed by officials of liberation movements. Officials of the ANC, SACP and Cosatu will address the rallies that will begin at 10am Nactu's rally in Soweto would be held at the Regina Mundi at 10am Cosatu's rallies would be held at the following

centres
■ Unions will hold separate celebrations for workers:

- Witwatersrand: Jabulani Amphitheatre, Soweto, Alexandra Stadium, Krigeerdsop Stadium, KwaThema Stadium and Reiger Park Stadium
- Natal: Durban Central, Maritzburg, Ladysmith, Vryheid, Newcastle, Port Shepstone and Kokstad-Matanele
- Western Transvaal: Khutsong Stadium in Carletonville, Jouberton Stadium in Klerksdorp, Bokkuso Stadium in Lichtenburg and Ikageng Community Hall in Potchefstroom
- In the Vaal Triangle rallies are held for the Vaal Showgrounds
- Northern Cape and Free State: Galeslene Stadium in Kimberley, Harmony Stadium in Welkom, Seiso Ramabodu Stadium in Bloemfontein, Phuthaditjhaba Stadium in QwaQwa. Rallies will also be at Wrenchville Stadium in Kuruman, Tshaya Stadium in Hartsmuth, Kroonstad, Warrenton and Ficksburg.
- Northern Transvaal: Medunsa Stadium in Garankuwa, Sautsville Stadium in Aletendgeville, Solomon Mahlangu Square in Mamelodi and Giant Stadium in Soshanguve, Bela Bela High Stadium in Warmbaths, Namakegale Stadium in Phalaborwa, Turtleop Stadium in Pietersterg, Indian Stadium in Brits, KwaNdebele KwaMhlanga Stadium, Rustenburg: Olympia Stadium, Potgieterstrus Mahwelereng Stadium
- Venda: Tshoyandou Stadium
- Highveld and Eastern Transvaal: Embalenhle Stadium in Secunda, Mhluzi Stadium in Middelburg, Ackerville Stadium in Writbank, Vasselton Stadium in Ermelo, Kabokwen Stadium in Kabokwen, Kamhushwa Community Hall in Piet Reief, Mashishong Community Hall in Lydenburg, Matsulu Stadium in Matsulu, Mkhulu Playgrounds in Bushbuckridge, Leretiele Playgrounds in Steelpoort

The NP's new identity

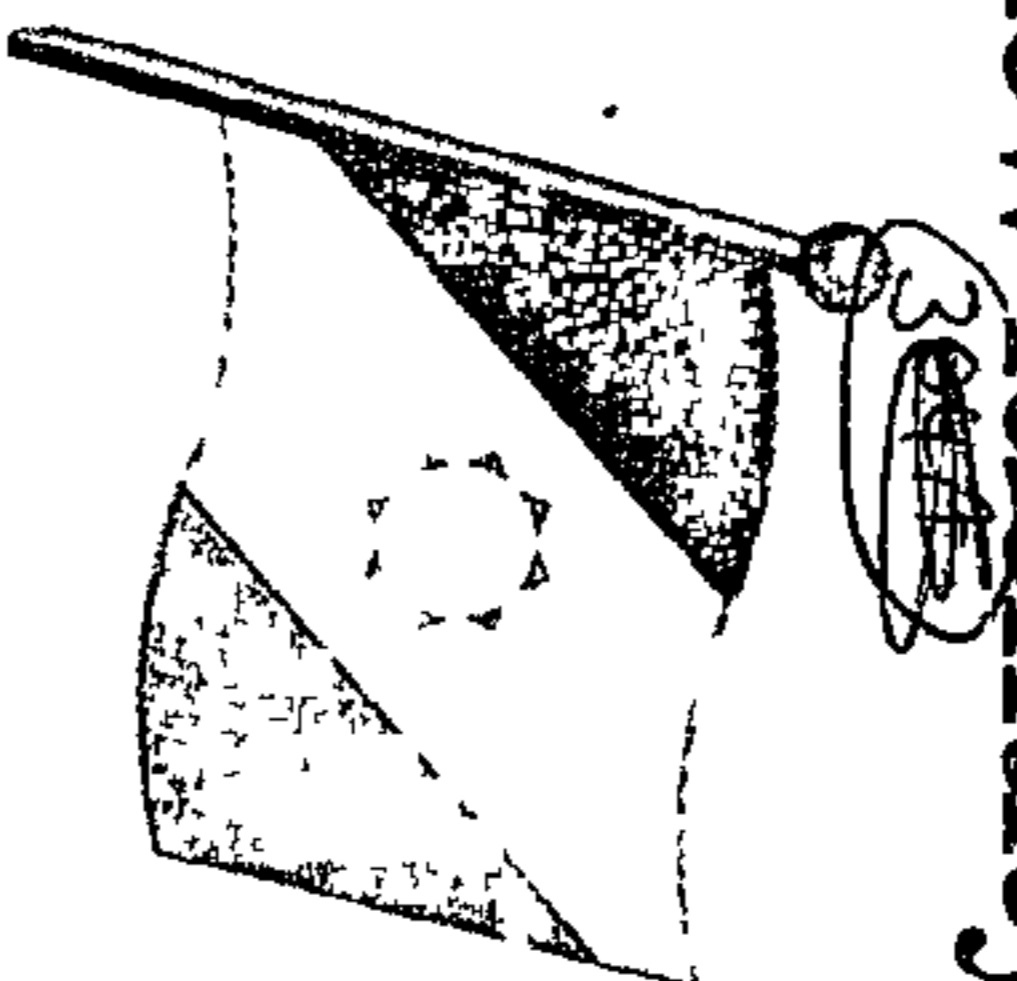
By Ismail Lagardien
Political Correspondent

PRESIDENT FW de Klerk yesterday apologised for the misery apartheid had caused to many South Africans

Speaking at the launch of the National Party's new colours, slogan and flag in Cape Town, De Klerk said, however, he was certain the founders of the system had meant no harm

He said compared to colonialism, "separate development was a *verligte* policy" and the founders of apartheid were, therefore, not wicked

"Dr (DF) Malan was a deeply religious man. It was never our goal to deprive people of their rights and to cause misery. However, separate devel-



opment and apartheid led to just that and for that we are sorry"

The golden sun in the flag symbolises life, light, knowledge and progress and the red sunbeams the warmth, according to the party.

AND I'M NOT SO SURE

30/4/93

Mass action plan 'to win support'

South 115 - 5/5/93

By Quentin Wilson

DETAILS of the ANC's mass action campaign in the Cape will be released at Saturday's May Day rally, said ANC regional secretary, Mr Tony Yengem. (152)

Yengem said the six-week campaign would involve taking up

regional issues as well as national political demands.

"It will be different from last year's mass action campaign. It must win us more supporters rather than alienating people.

"We do not want a mob running around throwing stones. We want to take our message to the people

so they understand our political objectives," Yengem said.

Saturday's events will include a memorial service for Oliver Tambo and Chris Hani.

There will also be a soccer match between Cape Town Spurs and Lightbodies and a march past of uMkhonto weSizwe soldiers

Political focus as thousands

CIPress 2/5/93

rally on May 1

(152)



THOUSANDS of people took part in May Day rallies nationwide yesterday, but the turnout was much smaller than expected and focused more on politics than labour issues

At one of the larger events outside Cape Town, Allan Boesak, a regional leader of the ANC, told a cheering crowd that he expected President FW de Klerk's government to be out of power by May Day 1994

"We are trying to bury the old South Africa to give birth to a new order," Boesak told some 2 000 supporters.

The Congress of South African Trade Unions, which arranged more than 20 rallies across the country, had hoped for bigger turnouts, particularly since thousands of blacks have taken to the streets in recent

weeks to protest the April 10 assassination of Chris Hani.

Despite yesterday's relatively small showing, tens of thousands of blacks are expected to gather today for the funeral of Oliver Tambo, president of the ANC from 1967 until 1991. Tambo, 75, died of a stroke April 24.

Close to 1 000 people packed St Mary's Anglican Cathedral in downtown Johannesburg yesterday to pay respects to Tambo, who lay in state

A solemn Nelson Mandela, who replaced his longtime friend as president of the ANC, was among those attending. Tambo's coffin was draped in the green, gold and black flag of the ANC, but the event was a traditional religious service and no political leaders spoke - Sapa-AP

NEWS Calls made for election date ● S

Many at May Day services

Sowetan 3/5/93

By Joshua Raboroko Isaac
Moledi Sipho Mthembu and
Sapa

■ Low turnout at countrywide rallies blamed on death of two leaders: (152)

THOUSANDS of people attended Workers' Day celebrations throughout the country on Saturday

However, leaders of the Congress of South African Trade Union and National Council of Trade Union expressed shock at the low turnout at these rallies

In some areas, where meetings started hours after the scheduled time, organisers had to call on people in the townships to attend the rallies

Cosatu, who organised the rallies with the African National Congress and SA Communist Party, blamed the low turnout on the tight schedule of political activities

The union's vice-president, Mr Chris Dlamini, said in Soweto on Saturday that the significant role people played after the death of SACP general secretary Chris Ham and in the subsequent preparations for Mr Oliver Tambo's funeral had had an impact on the turnout.

Addressing a Workers' Day rally at the Jabulani Amphitheatre, Dlamini said workers throughout the country should occupy "centre stage" in demanding the immediate installation of a Transitional Executive Council and joint control of the security forces

He called on employers to invest in job-creation programmes and the building of houses for all

Nactu, who held its rally at Regina Mundi, also in Soweto, called for the unity of all workers irrespective of political affiliation

Nactu official Mr Reggy Nikiwe said joint rallies with Cosatu and other independent unions were necessary "at this critical stage of our struggle" because workers' struggles were not properly articulated as prominence was given to electioneering

In the Vaal Triangle, about 300 placard-carrying workers, watched by AWB members nearby, marched in the streets of Vereeniging to the local police station to present a memorandum

Cosatu demanded the urgent announcement of an election date and the immediate arrest of the killers who slew 19 people in Sebokeng two weeks ago

In Alexandra, ANC and SACP national executive member Mr Raymond Suttner addressed a rally that started four hours after the scheduled time

In his address, Suttner emphasised the need for a rigorous programme of recruiting people to join the ANC to prepare for elections

Also speaking at the rally, Cosatu official Miss Elizabeth Thabete said her union would plan unprecedented mass action if an election date was not announced by the end of May

In Katlehong, ANC sports chief Mr Steve Tshwete told ANC supporters to concentrate on organising and voter education

Ciskei military leader Brigadier Oupa Gqozo said it was evident the African National Congress alliance and its supporters could be held responsible for at least 564 political violence-related incidents in Ciskei since January 1991

In his May Day speech, broadcast on Radio Ciskei on Saturday, Gqozo said no less than 304 cases of violence and intimidation were carried out against Ciskei traditional leaders, headmen and their supporters since the ANC alliance declared their rejection and defiance of the headman system in 1992.

In Mozambique, the country's workers' organisation (OTM) demanded an increase in the current minimum wage of 58 800 metucas (R60), one of the lowest monthly figures in the world

ANC executive member Mr Tony Yengeni said journalists, shopkeepers and domestic workers should not become targets of the organisation's angry youth

Speaking at the Athlone Stadium, Cape Town, Yengeni said the youths' anger should be directed at what he called the puppet town councils and the Department of Education

ANC Western Cape leader Dr Allan Boesak told a cheering crowd of about 2 500 supporters at the Athlone Stadium near Cape Town that President FW de Klerk and the National Party would not be in power by May next year

Health workers protest against 'unfair dismissals'

JOHANNESBURG — Hundreds of National Health and Allied Workers' Union (Nehawu) members took to the streets here to protest against alleged unfair dismissal and harassment of workers by Clinic Holdings Ltd — the holding company of 12 clinics and hospitals in major centres. (S) (S) (S)

In a memorandum to the company's board of directors, the protesters called for three dismissed workers, who Nehawu claimed had been dismissed unfairly, to be reinstated. They also called for Clinic Holdings to press ahead with issues agreed at wage negotiations last year. — Sapa (S) (S) (S) 5/5/93

Sowetan 6/5/93

Strike action threat

By Mathatha Tsedu

■ NO RESULTS Unions demand end

to staff cuts and higher salaries:

FIVE PUBLIC sector unions yesterday called on the Government to stop its five per cent retrenchment of staff and to reopen negotiations with teachers on salaries — or face all-out mass action.

Addressing a Press conference in Johannesburg, Post and Telecommunications Workers Association president Mr Khabisi Masonkutu said the campaign would be launched on Saturday with a march in Pretoria.

Speaking on behalf of the five unions — Nehawu, Samwu, Popcru, Udusa, Potwa and Sadtu — Masonkutu said a general strike by all affiliates of the Congress of South African Trade Unions was on the cards if the Government refused to meet the "legitimate demands of workers and students"

The unions are demanding:

- An end to staff cuts in the public service,
- An immediate stop to unilateral restructuring and retrenchments;
- Negotiations with unions and the public on expenditure cuts,
- A living wage;
- The extension of the Labour Relations Act to teachers, hospital workers, university lecturers and civil servants, and
- An end to union-bashing tactics in Bophuthatswana, Kwazulu and Ciskei

Masonkutu said the unions had been engaged with the government in negotiations but this had so far pro-

duced no results "We are left with no option but to unite and fight against these staff cuts, the unilateral restructuring and the low wage increases," they said. Questioned by reporters, Masonkutu said a national campaign, involving all Cosatu affiliates and possibly unions in Nactu, was possible if the "intransigence" of the Government continued.

He cited the education crisis and said the blame rested squarely with the Government for closing the doors on negotiations over its five per cent wage increase decision. The march on Saturday will end at the Union Buildings and will mark the beginning of the programme.

Lensman escapes death

Sowetan 6/5/93

SENIOR *Daily News* photographer John Woodruff escaped almost certain death yesterday when he was kicked, punched and held hostage for over an hour as angry mourners attending the funeral of former KwaZulu "killer cop" Siphwe Mvuyane tried to force their way into an office building in Umbilo Road in pursuit of him.

The mourners, who were unable to gain access, blocked off Umbilo Road with their vehicles, directing traffic away from the area.

As the mob shouted for his blood, panic-stricken office employees contacted the police and a reaction unit rushed to the scene of the drama.

After heated exchanges police managed to disperse the mob and escorted Mr Woodruff from the building.

The photographer had earlier been stationed at the Avbob Funeral Parlour on the corner of Umbilo and McDonald

■ Photographer flees as angry mourners bay for his blood:

roads where he was covering the funeral service of Constable Mvuyane, gunned down at the University of Durban Westville after a pop concert on Saturday.

Said a still-shaken Mr Woodruff "I was standing on the island in the middle of the road when I was approached by about half a dozen mourners. At that stage I was observing the proceedings."

"They asked me who I represented and what my interest in the funeral service was. I told them. Whereupon they started threatening me, saying that if I took any pictures they would be the last pictures I would ever take" —

Sowetan Correspondent

Edgars hit by strike

Workers stand by fired colleague:

By Bafana Khumalo

ACCUSATIONS of racism have led to 50 workers at the Southgate branch of Edgars going on strike

According to South African Catering and Allied Workers Union organiser Mr Jacky Masuku a cashier, Lina Mawela, mistakenly put an extra garment into a customer's bag on March 29 and sealed it.

When this was discovered by the store security, management laid a criminal charge against her and she was subsequently arrested and later dismissed.

Masuku said, however, that when a white employee later made the same mistake "nothing was done"



Sowetan 6/5/93

Strike action threat

By Mathatha Tsedu

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NO RESULTS Unions demand end

to staff cuts and higher salaries:

~~25/10~~ ~~11/11~~ 152 ~~3/11~~

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Sowetan Correspondent

8/0

Star 6/5/93

By Paul Bell
Labour Correspondent

Unions to march on Union Buildings

(152)

Six Cosatu-affiliated public sector unions, representing mainly education, health and municipal workers, will stage a march to the Union Buildings in Pretoria on Saturday, firing labour's first shots in its planned renewal of mass action.

Announcing the march yesterday, Post Office and Telecommunication Workers' Association (Potwa) president Kgabise Mosonkutu said the march would initiate a process of escalating action that could eventuate in a general public-sector strike if the Government failed to meet union demands.

In addition to current turbulence in the education sector, the announcement heralds the possibility of widespread industrial action in other spheres — hospitals, the Post Office and telecommunications, municipal services and, perhaps, rail transport.

The other five unions already supporting Saturday's march are the National Education, Health and Allied Workers' Union, the SA Municipal Work-

ers' Union, the SA Democratic Teachers' Union, the Union of Democratic University Staff Associations, and the Police and Prisons Civil Rights Union

Although the campaign takes its cue from the mass action campaign announced by the ANC-SACP-Cosatu alliance in the wake of Chris Hani's assassination, to pressure the Government to set an election date by May 31, the six public-sector unions have also enunciated their own demands.

Calling the Government's decision to cut staff in the public sector by 5 percent "a direct act of aggression", and condemning

the 5 percent wage increase imposed on the public sector, the unions demanded

- No cuts in public spending where these had the effect of reducing services to the poor, and other spending reductions to be negotiated with unions

- A halt to retrenchments and "unilateral restructuring"

- The scrapping of the 5 percent wage increase ceiling and the reopening of wage negotiations

- The extension to public-sector workers of the right to strike, a single Labour Relations Act and an interim dispute resolution mechanism

- Guarantees to public-sector workers in Bophuthatswana, KwaZulu and Ciskei of their right to organise freely

Potwa's Mosonkutu said the unions fully expected the Government to try to draw out the fight "But we are prepared to fight for as long as it is necessary to achieve our demands"

Cosatu sources indicated that the mass action campaign would not be nationally determined this time, but left to regions and affiliates to decide on appropriate action

(214)

(HEBA)

3 Times a Day
Orderly march

DISCIPLINE character-
ised a march by 1 500
Cosatu members on the
Union Buildings yester-
day. A list of demands
was presented, including
the threat of a national
strike (152) (152) (152)

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due to the explosion

of the Standard Bank of South Africa Proprietary) Limited an receivable due to Leppin Holdings

overdraft facilities made available by of fifty thousand pounds llegal breaches of the lease agreement.

14 May 1993

impossible in southern Africa at this stage, but by another type of telecommunication system which will be suitable at this stage, a spokesman said yesterday — Staff Reporter

Drug traffickers beheaded

RIYADH — Executioners yesterday beheaded four Pakistanis convicted of drug trafficking. Forty-two people have been beheaded in Saudi Arabia this year for various crimes, including 14 Pakistanis convicted on drug charges — Sapa-AFP

New editor for Observer

LONDON — The new owners of The Observer, the world's oldest Sunday newspaper, named its editor yesterday. The paper, which has pledged to retain its independence, was bought by The Guardian and Manchester Evening News group Jonathan Fenby deputy editor of the Guardian, will take over as editor. — Sapa-Reuter

Gangster commits suicide

BRUSSELS — Belgium's most notorious gangster Patrick Haemers committed suicide yesterday with a cord attached to his radio in his cell. — Sapa-Reuter

Food workers on strike

FIVE-HUNDRED workers at Fedics Food Services' Johannesburg catering operations staged wildcat strike yesterday morning after a break down in wage negotiations. At Garden City Clinic Brixton, 60 workers — mainly cleaning staff a striking for a third day — were removed from the premises after management obtained an interdict — Labour Staff

~~152~~

152

CROSS 1615193

Pick 'n Pay workers stage march

ABOUT 3 500 Pick n Pay employees took to the streets of Johannesburg this week to protest against the possible retrenchment of workers at the beginning of June (152)

A deadlock arose last month when representatives of the workers presented a memorandum demanding the withdrawal of proposed retrenchments and a settlement over a wage dispute.

According to Pick 'n Pay spokesman Rennie van de Wet, the company had gone a long way towards reaching agreement with the workforce.

8/10/93
17/17/93

No work at Garden City
THE strike at Johannesburg's Garden City Clinic involving about 150 National Education, Health and Allied Workers' Union members would continue today, union spokesman Bongani Tsimo said at the weekend (152)



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Strike hits Shoprite

MOST members of the South African Commercial Catering and Allied Workers Union at 160 Shoprite-Checkers outlets have gone on strike, a union spokesman said on Friday.

The spokesman reported also that Saccawu members at an outlet in the Bophuthatswana town of Mafikeng were detained by the authorities. He said sit-ins, marches and other industrial action were staged at Shoprite-Checkers stores throughout the country on Friday.

Switzer 17/5/75

18/10/93
17/15/93

Strike to continue 152
THE nationwide strike by SA Commercial, Catering and Allied Workers' Union (Saccawu) members at 160 Shoprite/Checkers stores would continue this week, union spokesman Jeremy Daphne said at the weekend



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Association to ballot SABC staff on strike

LLOYD COUTTS

THE SA Broadcasting Staff Association (Sabsa) is to conduct a strike ballot at the SABC after reaching deadlock on salary increases last week

The deadlock was reached after a conciliation board meeting last week

Sabsa vice-president Anton Meyer said in a statement at the weekend SABC staff members were demanding a 10,3% salary increase, while management refused to negotiate more than 7,5%

Meyer said the public corporation had reported a R64,1m surplus in the last financial year, and all indications pointed to an even larger profit in the first five months of the new financial year, started last October.

Sabsa's membership had accepted an 11% pay hike last year and had demanded just over 10% following an undertaking by SABC CE Wynand Harmse that "all SABC staffers will share in the wealth generated through the restructuring of the corporation"

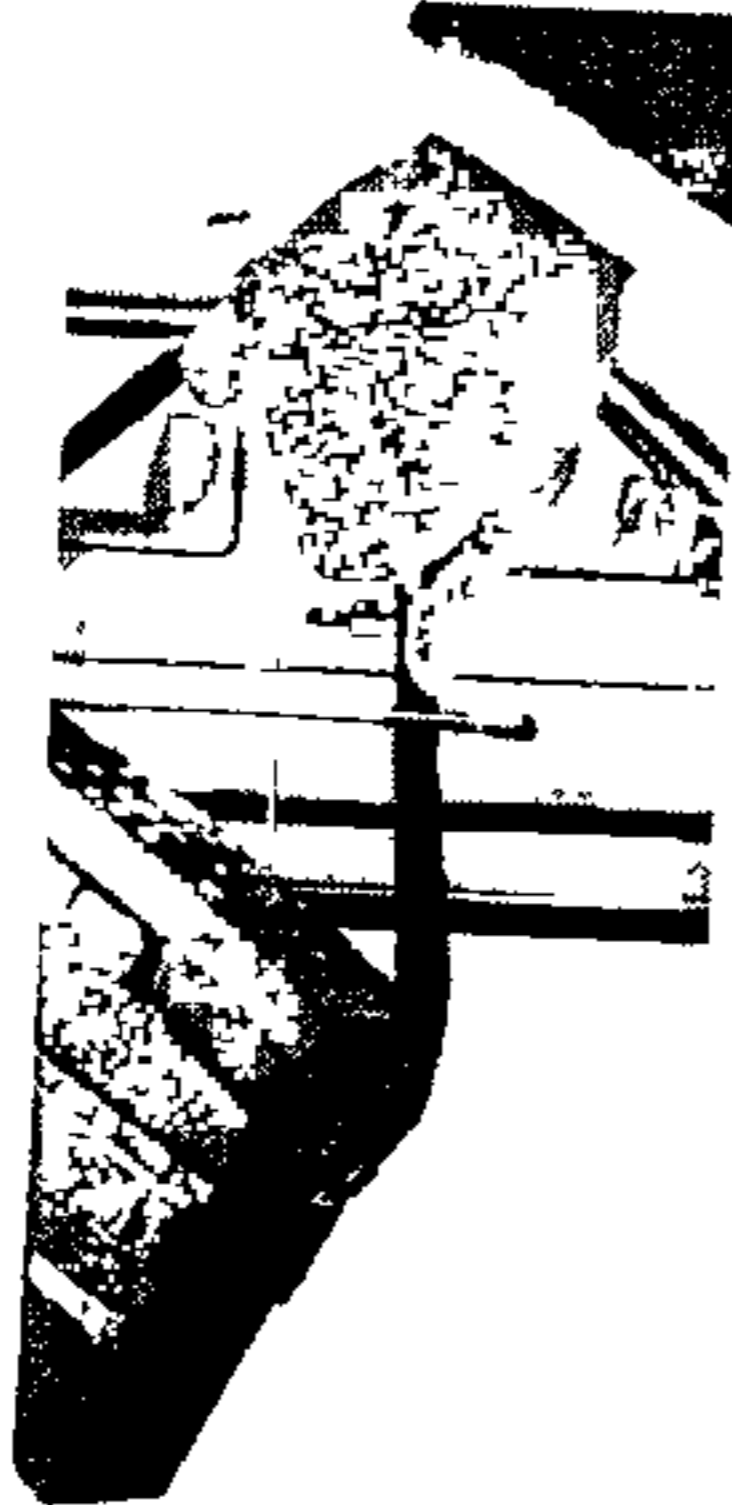
Meyer said the SABC should be capable of increasing staff salaries by as much as 13% without any harm to the corporation's financial integrity

Meyer also questioned the proposed enlargement of the SABC board, saying the 10 current non-executive members were paid a total of R367 000 in the 1991/92 financial year, a 17,6% increase over the previous year. This was in addition to the remuneration paid to five executive members

A panel of jurists is expected to conclude interviews with prospective candidates for the 21 to 25 available board posts today.

The panel, headed by Codesa judges Ismail Mahomed and Piet Schabert, is required to make recommendations to President F W de Klerk before the end of the month, when the term of the current board expires.

Eighty-six candidates were short-listed and interviewed at the World Trade Centre in Kempton Park



Soldiers face Bisho charges

BISHO - Ciskei Attorney-General Willem Jurgens was preparing to prosecute 70 people, most of them Ciskeian soldiers, for the massacre of 28 ANC demonstrators during a march on Bisho in September last year, foreign news agencies reported last week.

Jurgens was also considering charging former ANC intelligence chief Ronnie Kasrils with culpable homicide, a lawyer who saw the charge sheet was quoted as saying

Kasrils was widely blamed for provoking the massacre by leading 80 000 ANC protesters into a line of soldiers - Sapa

Strike ballot for public workers

Sowetan 18/5/93

■ Disgruntlement over unilateral restructuring:

(152)

(854)

(162)

THOUSANDS of municipal workers countrywide are to be balloted for industrial action against Government-initiated restructuring and wage-pegging, the SA Municipal Workers Union said yesterday

In a statement after a weekend national executive committee meeting, the 70 000-member union warned that attempts to thwart the ballot would be met with retaliation

It said the Samwu executive had received "extremely disturbing" reports that local authorities were "collaborating with the (President FW) de Klerk regime in implementing the Government's restructuring and rationalisation plans, as well as De Klerk's decision to peg wages"

"All worker protests have been

completely ignored. It is clearly a waste of time and energy for workers and unions to make further appeals or protests"

Samwu said it was left with no option but to mobilise its membership and public sector workers for immediate action to stop "the Government and its agents in their tracks" — Sapa

Union threatens municipal strike

THOUSANDS of municipal and public sector workers are to be balloted for national strike action against "government restructuring" and wage-pegging, the South African Municipal Workers Union (Samwu) said yesterday.

18/5/93
The 70 000-member union alleged that local authorities were "collaborating with the government's restructuring and rationalisation plans, as well as (Mr) de Klerk's decision to peg wages" — Sapa

Strike ballot 'a first'

THE SA Municipal Workers Union (Samwu) is currently conducting its first ever national strike ballot on the issue of a four percent wage offer, president of the Cape Town branch, Mr Salie Manie, said yesterday.

This follows a council statement on Friday, which said that agreement had been reached with Samwu and the SA Association of Municipal Employees (SAAME), that the current wage deadlock be referred to private arbitration.

Council is currently drawing up its proposed terms of reference for the arbitration which will shortly be submitted to the unions, together with a list of suggested arbitrators, it said.

It will also supply an analysis of the effect which salary increases will have on rates.

Council hopes that Samwu's support for the call to participate in mass action and workplace demonstrations, is not aimed at the municipality and rate-payers, the statement said.

Municipal union threatens strike

810AM 18/5/93
THE Cosatu-affiliated SA Municipal Workers' Union (Samwu) said yesterday it would bring municipalities across the country to a "complete standstill" unless employers agreed to renegotiate salary increases.

Samwu spokesman Roger Ronnie said the union rejected wage increases of up to 5%

The union was also demanding an end to government's rationalisation and restructuring of local government, he said

Ronnie said Samwu was demanding a minimum wage of R650 a month and increases of up to 30% for the lowest-paid employees.

He claimed that some workers were earning as little as R150 a month

Ronnie said that should a strike be called, it would "bring all municipal services throughout SA to a standstill".

Samwu had members in more than 320 local authorities

Ronnie said the fact that municipal workers, who were categorised as providers of essential services, were precluded from industrial action by law, would not deter the union from holding a ballot.

He said the union was preparing

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GAVIN DU VENAGE

for a national strike ballot of its 70 000 members within the next two weeks

He warned employers "not to interfere" Samwu was working out strategies to deal with employers who resisted the ballot

Ronnie refused to elaborate on plans

At a weekend conference, the union executive discussed government's restructuring process

The union also accused municipalities of "collaborating with the De Klerk regime" in implementing government's restructuring and rationalisation plans "as well as De Klerk's decision to peg wages", Sapa reports from Cape Town

"All worker protests have been completely ignored

"It is clearly a waste of time and energy for workers and unions to make further appeals or protests"

Samwu said it was left with no option but to mobilise its membership and public sector workers

Johannesburg City Council labour relations director Andre de Wet said yesterday the 5% wage increase was still being discussed by municipalities and Samwu

Sowetan 17/5/93
Clinic workers sacked

THE management of Johannesburg's Garden City Clinic has confirmed that a number of workers had been dismissed from the clinic after they went on an illegal strike. (152) (335)

The clinic's general manager, Dr André Nel, estimated the number of the dismissed workers at 50. (152) (335)

The workers, all members of the National Education, Health and Allied Workers Union, downed tools in protest against the dismissal of a fel-

brief

Sowetan 17/5/93

low worker for allegedly arriving late at work. (152) (100) (43)

Nehawu organiser Bongani Tsimo estimated the number of the dismissed workers at 110. (335)

Retail chain threatens to slash jobs

SHARON SOROUR, Labour Reporter

SHOPRITE Checkers has warned of "massive job losses" if the "purposeless" strike by more than 10 000 members of commercial workers' union Saccawu continues.

The company said in a statement it hoped "common sense and logic will prevail sooner rather than later and that the dispute can be resolved without massive job losses".

Slamming the strike — over a cancelled recognition agreement — as "one of the most senseless of recent times", the company called on the union to negotiate a new agreement without preconditions.

"In effect, thousands of employees are losing wages and the job security of thousands of others is being threatened by a strike to win rights these employees already have," the company said.

According to "industry sources" the company was about to retrench more than 2 500 workers nationwide and to close stores.

A Shoprite Checkers spokesman said the company would comment on the report later today, as well as on whether it intended to contest the legality of the strike.

South African Commercial, Catering and Allied Workers' Union spokesman Mr. Jeremy Daphne said the union had not been informed of imminent retrenchments or store closures.

He said it was not unusual for companies to announce retrenchments or closures "at this stage of a strike".

NEWS Union demands reinstatement of recognition agreement

Call to boycott Checkers stores

Sweethair 14/5/93

Management in dispute with union over recognition:

By Ike Motsapi

THE SA Commercial, Catering and Allied Workers Union yesterday called for a national consumer boycott of all Checkers-Shoprite stores and the products of their holding company, Pepkor.

The call follows a national strike by more than 9 000 members of Saccawu at Checkers-Shoprite stores throughout the country over demands that management reinstate an agreement recognising the union cancelled in 1990. Management terminated the agreement after it took over Checkers in 1990 and insisted that a new one be negotiated by the company and the union.

Saccawu has called on political organisations, other trade unions, civic leaders and the international community for support.

The strike started on Wednesday when workers staged sit-ins in the company's canteens.

By yesterday management had locked out striking workers at eight plants, a union spokesman said.

Mr Calle Burger, a company spokesman who has been negotiating with Saccawu, referred all inquiries to the company's public affairs department. But a spokesman for the department said they had no comment at this stage.

Saccawu spokesman Mr Jeremy Daphne told a Press conference in Johannesburg yesterday that 160 shops and outlets had been affected.

He said only 600 of their 10 300 members were not on strike because they were "bound by other decisions". These members are employed in the meat sections of Checkers-Shoprite

(152)

10 000 stop work at supermarkets

Stear 14/5/83

By Paul Bell
Labour Correspondent

Up to 10,000 union members at Shoprite/Checkers stopped work at stores throughout the country yesterday, the SA Commercial, Catering and Allied Workers' Union (Saccawu) claimed last night.

Workers at between 120 and 150 stores reported for work as normal, then moved into store canteens at 9 am, remaining there until clock-out time. There was a police presence at some stores, said Saccawu's Jeremy Daphne. Other stores are expected to join the action today.

Meanwhile, lock-outs continued at six stores in Berton, Boksburg, Florida, Nelspruit, Welkom and Witbank. Management has reportedly withdrawn its offer of Tuesday night not to extend the lock-outs.

Shoprite/Checkers has refused since Friday to make any comment on the progress of its dispute with Saccawu — caused ostensibly by its decision to terminate a nine-year-old recognition agreement with the union.

For its part, Saccawu will not disclose details of planned actions in advance, keeping management at a disadvantage.

Shoprite has been trying for some time to negotiate a new recognition agreement but the union had resisted

this — principally because Saccawu is unwilling to share the bargaining table with a Cape Town-based minority union, the National Union of Distributive and Allied Workers.

The dispute has sidelined wage negotiations between the two parties, although the other two major retail chains, Pick 'n Pay and OK Bazaars, have both successfully concluded wage agreements. (152)

Union-management discussions have been hampered by rumours of threatened retrenchments, which have led to several wildcat actions — pickets, sit-ins and the like — or threats of action around the country.

Pick 'n Pay agreed to a R160 across-the-board wage increase for its permanent employees, while its part-time workers will receive an additional R38,89. The company minimum for full-timers has risen to R1 040 per month, and R692,64 for part-timers.

It is understood the company faces an important round of secondary negotiations within a week on job flexibility (moving workers to different jobs), job mobility (moving workers among different stores) and greater flexibility in shifts.

OK human resources director Keith Hartshorne confirmed yesterday that his group had granted a R123 across-the-board increase to permanent employees

Union threat to widen store strike

The Argus Correspondent

JOHANNESBURG — The Shoprite/Checkers strike, which entered its third day today, looked set to spread as the SA Commercial, Catering and Allied Workers' Union (Saccawu) threatened to extend its sit-in to other interests of the Pepkor group, which owns the chain, and call a consumer boycott

ARCT 14/5/93
It has also emerged that Shoprite has taken the extraordinary step of sending copies of its most recent communication with Saccawu to Cosatu's national executive, the ANC, the

National Peace Commission and Independent Mediation Services of SA — a move Saccawu interprets as an attempt to "politicise" the strike

By yesterday the strike had affected an estimated 180 Shoprite/Checkers stores country-wide, said the union

Between 8 500 and 9 000 employees, representing, it is understood, about half the chain's total complement of 17 400, continued the canteen sit-ins that began on Wednesday.

About 600 workers in the chain's meat market have not

come out because they are covered by separate, smaller industrial council agreements

Accusing Pepkor of a "systematic attempt to smash the union", Saccawu's national negotiators told a Press conference in Johannesburg they would be calling for a consumer boycott of the stores for the duration of the strike

The union is also examining ways to attack Pepkor's other interests

● Calls to Shoprite/Checkers stores in the Peninsula today indicated that they were open for trading

COUR

10 000 stop work at supermarkets

By Paul Bell
Labour Correspondent

Up to 10 000 union members at Shoprite/Checkers stopped work at stores throughout the country yesterday, the SA Commercial, Catering and Allied Workers Union (Saccawu) claimed last night.

Workers at between 120 and 150 stores reported for work as normal, then moved into store canteens at 9 am, remaining there until clock-out time. A police presence was observed at some stores, said Saccawu spokesman Jeremy Daphne, but the action proceeded without incident.

Other stores are expected to join the action today. Meanwhile, lock-outs continued at six stores in Harberton, Boksburg, Florida, Nel-spruit, Welkom and Witbank. Management has reportedly withdrawn its offer of Tuesday night not to extend the lock-outs, and more could follow.

Shoprite/Checkers has refused since Friday to make any comment on the progress of its dispute with Saccawu — caused ostensibly by its decision to terminate a

nine-year-old recognition agreement with the union.

For its part, Saccawu will not disclose details of planned actions in advance, keeping management at a disadvantage.

Shoprite has been trying for some time to negotiate a new recognition agreement but the union had resisted this — principally because Saccawu is unwilling to share the bargaining table with a Cape Town-based minority union, the National Union of Distributive and Allied Workers.

Sidelined

The dispute has sidelined wage negotiations between the two parties, although the other two major retail chains, Pick 'n Pay and OK Bazaars, have both successfully concluded wage agreements.

Progress so far in this sector has taken place against the backdrop of an extremely difficult negotiating climate, say industry sources. Union-management discussions have been hampered by rumours of threatened re-trenchments, which have led to several wild-cat actions — pickets, sit-ins and the like — or threats of action around the country.

Regarding wage agreements, Pick 'n Pay agreed to a R180 across-the-board wage increase for its permanent employees, while its part-time workers will receive an additional R88,89. The company minimum for full-timers has risen to R1 040 per month, and R692,54 for part-timers.

It is understood the company faces an important round of secondary negotiations within a week on job flexibility (moving workers to different jobs), job mobility (moving workers among different stores) and greater flexibility in the use of shifts. Both sides are acutely aware of the volatility of the issue and are keeping a low profile on it in the run-up to the resumption of talks.

OK human resources director Keith Hartshorne confirmed yesterday that his group had granted a R123 across-the-board increase to all permanent employees who are union members. All employees with more than 12 months' service will earn a minimum of R980, and part-timers will get two-thirds of this. Hartshorne made a point of noting the company's "encouraging progress towards an improved relationship with Saccawu".

Checkers faces national strike

JOHANNESBURG.

The South African Commercial, Catering and Allied Workers' Union (Saccawu) embarked on a nationwide strike at Shoprite/Checkers stores yesterday, sparked by the group's termination of a recognition agreement.

The union said last night about 10 000 members had taken part in yesterday's action. "The stores that are not withholding their labour are expected to join in (today)," spokesman Mr Jeremy Daphne said.

Mr Daphne said the strike was fair and lawful. **CT 13/5/93**
Shoprite/Checkers refused to comment.

Union claims 10 000 in stayaway

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ARCT 13/5/93

□ 'Up to 150 stores affected'

The Argus Correspondent

JOHANNESBURG. — About 10 000 union members at Shoprite/Checkers are not at work today at stores throughout the country, the South African Commercial, Catering and Allied Workers' Union (Saccawu) claims.

Workers at between 120 and 150 stores reported for work as normal yesterday, then moved into store canteens until it was time to clock out. Police were seen at some stores, said Saccawu spokesman Jeremy Daphne.

Other stores were expected to join the action today

Meanwhile, lock-outs continued at six stores in Barberton, Boksburg, Florida, Nelspruit, Welkom and Witbank. Management was reported to have withdrawn its offer made on Tuesday night not to extend the lock-outs, and more could follow.

Shoprite/Checkers has refused since last Friday to comment on its dispute with Saccawu, caused ostensibly by its decision to terminate a

nine-year-old recognition agreement with the union.

Shoprite had been trying for some time to negotiate a new recognition agreement, but the union had resisted this — primarily because Saccawu is unwilling to share the bargaining table with a Cape Town-based minority union, the National Union of Distributive and Allied Workers.

The dispute has sidelined wage negotiations between the two parties, although the other two major retail chains, Pick 'n Pay and OK Bazaars, have both successfully concluded wage agreements.

Pick 'n Pay agreed to a R160 monthly wage increase across the board for its permanent employees, and R88,89 for its part-time workers. The company's minimum wages have risen to R1 040 and R692,64 respectively.

OK Bazaars human resources director Keith Hartshorne confirmed yesterday his group had granted a R123 increase across the board. All employees of more than 12 months would earn a minimum of R980, and part-time workers two-thirds of this — about R653.

Pause in dispute at Checkers

By Paul Bell
Labour Correspondent

Despite lock-outs at five Shoprite/Checkers stores in the Transvaal and the Free State yesterday, a lull has fallen in the battle between the chain and the South African Commercial Catering and Allied Workers' Union (Saccawu)

Both sides are considering their positions after a series of worker protest actions in major centres around the country at the weekend

Management has, it is understood, refused to entertain Saccawu's proposal for mediation unless the union accepted certain preconditions

In turn, Saccawu has refused the company's terms and will decide today how to proceed with its planned programme of action against the chain, which employs some 10 000 of its members

No comment could be obtained from Shoprite/Checkers, which made clear in an earlier statement that it is "reluctant to be drawn into media debate" over the dispute

Most weekend protests proceeded peacefully, although one in Hillbrow, Johannesburg, turned ugly when 200 workers were allegedly set upon by police dogs, and teargassed

10 000 take to the canteens

Sowetan 13/5/93

■ Strike hits up to 150 supermarkets:

Sowetan Correspondent

MORE than 10 000 union members at Shoprite-Checkers stopped work at stores throughout the country yesterday, the SA Commercial Catering and Allied Workers Union claimed last night. (152)

Workers at between 120 and 150 stores reported for work as usual, then moved into store canteens at 9am, remaining there until clock-out time.

A police presence was observed at some stores, said Saccawu spokesman Mr Jeremy Daphne, but the action proceeded without incident.

Other stores are expected to join the action today. Meanwhile, lock-outs continued at six stores in Barberton, Boksburg, Florida, Nelspruit, Welkom and Witbank.

Management has reportedly withdrawn its offer not to extend the lock-outs. More lock-outs could follow.

Shoprite-Checkers has refused since last Friday to make any comment on its dispute with Saccawu, caused ostensibly by its decision to terminate a nine-year-old recognition agreement with the union.

For its part, Saccawu will not disclose details of planned action in advance, to put management at a disadvantage.

10 000 strike at Shoprite/Checkers

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) embarked on a nationwide strike at Shoprite/Checkers stores yesterday, sparked by the group's termination of a recognition agreement

The union said last night about 10 000 members had taken part in yesterday's action. "The small percentage of stores that are not withholding their labour are expected to join in (today)," spokesman Jeremy Daphne said.

Daphne, who said the strike was fair and lawful, added that the union was calling for a boycott of all Shoprite/Checkers outlets

ERICA JANKOWITZ
and WILSON ZWANE

He said Saccawu had reaffirmed its commitment to resolving the dispute through mediation, but the group had continued to set preconditions to the process, which showed it had "little understanding of the purpose of mediation".

The dispute also concerns the company's attempts to form a joint bargaining forum incorporating minority union the National Union of Distributive and Allied Workers.

Shoprite/Checkers refused to comment on whether there was a strike at its stores

Lockout at supermarkets

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ERICA JANKOWITZ

SHOPRITE/Checkers yesterday locked out workers at five stores in a run-up to threatened national strike action by the SA Commercial, Catering and Allied Workers' Union over the company's withdrawal of a recognition agreement and attempted enforcement of joint bargaining

This followed an incident at the Hillbrow store on Saturday in which several hundred workers attempted to stage a march. This was thwarted by police who said the march was illegal. In the process, 14 workers were injured by police dogs

Union spokesman Jeremy Daphne said the company had implemented the lockout at selected stores — Nelspruit, Barberton, Florida, Witbank and Welkom. He added that the company had sent the union a letter yesterday offering not to conduct further lockouts.

Daphne said all members had returned

to work yesterday as part of the agreement with Shoprite/Checkers that there would be no further industrial action yesterday and today

However, the company had rejected the union's suggestion that the issue go to mediation today, "unless the union met certain preconditions" As the union was not prepared to withdraw from its position on the reinstatement of the cancelled recognition agreement, it seemed obvious mediation would not go ahead, Daphne said

The union would meet today to decide on further action. Last week it said the majority of its 10 000 members at the company had voted in favour of striking

The company would not comment on the lockouts or on whether it was planning to attend the proposed mediation

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AIDS policy deal in reach

ERICA JANKOWITZ

AN AIDS policy for the mines, which the NUM and Chamber of Mines have been negotiating for about 18 months, will probably be signed shortly, according to a union spokesman.

Both parties agreed they were "very close to agreement" on the issue, but had yet to resolve two points of contention *BIDM 10/5/79*

One involves certain categories of workers the chamber insists should be tested automatically "on medical grounds" The union maintains that automatic and pre-employment testing could be extended to all workers and is not acceptable

Chamber medical adviser Dr Isaak Fourie saw this as "a procedural aspect" and said it was not a fundamental point He said the parties had agreed employees had the right to refuse testing and were now thrashing out the extent of the agreement.

The second point is individual responsibility The union is arguing for a lifestyle change, saying the hostel and migrant labour systems contribute to the spread of AIDS

The chamber, however, says employees must accept co-responsibility for the spread of the disease as an individual is not going to become infected unless he has unprotected sex with an HIV-positive person

Fourie said the two parties had gone a long way towards devising "broad guidelines to protect the rights of the HIV-positive worker in the mining industry". The whites-only Mine Workers' Union had been invited to discussions on the policy, but had "shown no enthusiasm".

Shoprite/Checkers warns against strike

BIDM 10/5/79
SHOPRITE/Checkers on Friday gave notice to the SA Commercial, Catering and Allied Workers' Union (Saccawu) that the union would be responsible for "whatever consequences may flow from strike action" planned to start this week.

In a hard-hitting letter to the union, group personnel manager Callie Burger said it was clear the union had a fixed intention to embark on strike action and would only abandon this when the company acceded to its demand for the unconditional reinstatement of the cancelled recognition agreement.

On Saturday, thousands of Saccawu members engaged in industrial action over the unilateral termination by management of its recognition agreement with Saccawu, the union said in a statement.

It said this followed a majority vote in favour of industrial action and the company not agreeing to mediation unless certain preconditions were met.

It said 14 workers were injured by police dogs after they had handed a memorandum to the management of Shoprite/Checkers in Hillbrow A police spokesman said police had dispersed more than 200 workers because the march was illegal. He said one man was arrested

In his letter, Burger said the company had given "proper and lawful notice" of the termination of the agreement which was "no longer

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appropriate to the structure of the new and enlarged company"

Despite attempts, the union had been unwilling to negotiate a new agreement.

Burger said the company had requested a joint bargaining forum with the National Union of Distributive and Allied Workers in accordance with "the prevailing national tendency to accommodate and tolerate minority groups" and to promote orderly collective bargaining

This had been rejected by Saccawu whose "failure to deal with the issue had led to an indefinite delay in granting the annual wage increases"

Burger said the two strike ballots conducted by Saccawu had "resulted in numerous incidents of illegal strike action, serious disruption to business and a large number of serious irregularities" and that any strike action embarked on would be deemed unlawful by the company

Burger said as it was clear the union "is in an advanced stage of planning its industrial action and has devoted considerable time, energy and finance to this" the company would "take whatever practical steps it deems necessary to protect the interests of its employees, shareholders and the wider community"

He said strike action would have a detrimental effect on the company's financial recovery

ERICA JANKOWITZ

Checkers strike still nation-wide

■ Saccawu members locked out
of 24 stores

Sowetan
By Ike Motsapi 18/5/93

THE national strike by over 10 000 members of the South African Commercial Catering and Allied Workers Union at Checkers-Shoprite stores enters its seventh day with no end in sight.

Saccawu and management are in dispute over a terminated recognition agreement. Management wants Saccawu to negotiate a new agreement.

Saccawu spokesman Mr Jeremy Daphne said yesterday the strike was now affecting more than 170 outlets (152) (152) (152).

He said management had locked out workers at 24 outlets around the country.

"All Saccawu members in the Checkers-Shoprite store in Mafikeng were detained by the bantustan authorities and taken to the local police station on Saturday.

"In the Western Cape town of Grabouw the Shoprite-Checkers store has been closed down. All other stores in the town, except one, went out on a sympathy strike.

"In Cape Town about 500 workers marched to the company's head office. There was a heavy police presence and attempts were made to stop the march."

Strike in sixth day

THE Shoprite/Checkers strike enters its sixth day today, but the SA Commercial, Catering and Allied Workers' Union (Saccawu) and the chain store group are tightlipped about the dispute.

The strike was sparked by Shoprite/Checkers' termination of its recognition agreement with Saccawu

Saccawu spokesman Jeremy Daphne said yesterday 90% of the union's membership was participating in the strike. And the company had locked Saccawu members out of 26 stores to date.

B/WAF 18/5/93

(152)

Retail chain mum on workers' strike

SHOPRITE/CHECKERS yesterday was tight-lipped about a national strike by nearly 10 000 workers at about 164 outlets nationwide

More than 20 stores in the Western Cape have also come out on strike as a result of the company's "inexplicable and unwarranted" decision to end their recognition agreement with the South African Commercial, Catering and Allied Workers' Union (Saccawu), union spokesman Mr Jeremy Daphne yesterday said

He said that management had changed the format for disciplinary hearings, "which will tremendously impair the union's ability to represent our members. Their actions have left our members exceptionally vulnerable to dismissal and retrenchment"

The Grabouw store had to close yesterday as employees refused to work

CT 18/5/93

Saccawu strikers injured, arrested

Sowetan 19/5/93

■ Checkers-Shoprite calls in cops to evict workers:

By Lindiwe Ngakane

MORE than 300 members of the SA Commercial, Catering and Allied Workers Union who staged sit-ins at various outlets of Checkers-Shoprite were arrested and others evicted yesterday (152) (152) (152)

And the management of Checkers-Shoprite are still refusing to comment on the strike by more than 10 000 Saccawu members which enters its eighth day today

Saccawu spokesman Mr Jeremy Daphne said yesterday workers were evicted after management called in the police

A spokeswoman for Checkers-Shoprite, Mrs Sarita van Wyk, said yesterday the company had "nothing

to say"

She said management would probably issue a statement after "assessing the whole situation"

A lawyer acting for Saccawu said 54 workers in Barberton sustained dog bites and sjambok injuries and 18 were hospitalised after police confronted striking workers

A Far East Rand police spokesman said 85 people were arrested in Barberton and four "sustained normal scratches and wounds"

The sit-ins follow the termination of a recognition agreement between the company and the union. Saccawu negotiator Mr Jan Masemola said management had told the union the agreement was "outdated" and certain clauses ambiguous

We'll call for strike overseas, warns union

Star 19/5/93

By Paul Bell
Labour Correspondent

As the Shoprite/Checkers strike entered its 11th day yesterday, the SA Commercial, Catering and Allied Workers' Union tried to increase pressure on the group by having its international secretariat warn holding company Pepkor of possible action against a chain it owns in Scotland

But Shoprite/Checkers, breaking silence for the first time since the action began, claimed that fewer than 6 000 workers were on strike and that most stores were trading "with only occasional and temporary disruptions".

It confirmed that 2 000 workers had been locked out, but that only three stores — in Mdantsane, Kagiso and Madadeni — had been closed "because of high levels of intimidation and in the hope of avoiding violence" in those communities

It repeated its assertion that

it would not cave in to Saccawu and called on the union to "enter bona fide negotiations to end the dispute".

In other developments, Saccawu

● Called on the National Peace Secretariat to intervene in the dispute after a night of clashes between policemen and protesting workers at Shoprite/Checkers stores in several Transvaal towns. The NPS counselled both sides to proceed with restraint

March planned

● Formally approached the SA Clothing and Textile Workers' Union to support its action. A Saccawu source has indicated that the union would offer such support if it felt Saccawu's action was in defence of basic trade union rights

● Announced a workers' march in Johannesburg on Saturday

Saccawu members in Shoprite's employ have been on strike and conducting sit-ins at more than 160 stores as a result of management's refusal to reinstate a recognition agreement it unilaterally terminated

after negotiations on a new agreement broke down

Union spokesman Jeremy Daphne said Saccawu's international trade secretariat, the International Federation of Commercial, Clerical, Professional and Technical Employees, had written to Pepkor chief executive Christo Wiese, and to Shoprite personnel director Callie Burger, calling on them to reconsider their position — or else face the possibility of industrial action against the Your-More-Store chain, a subsidiary of Pepkor's in Scotland

Picketing and protests continued at many stores yesterday, and 64 workers were arrested at four stores on the Witwatersrand on picketing-related charges.

Workers attempted to hold sleep-ins at a number of stores. Police evicted workers from 20 stores and arrested, but later released, more than 300 on charges of trespassing

The union also claimed some workers had been teargassed and beaten.

Management has denied the union's claims of brutality

Strike rights at Shoprite

By PHILIPPA GARSON

ONE of the biggest strikes to hit industry this year entered its third day today with thousands of Shoprite/Checkers workers staging sit-ins at store canteens around the country.

Close to 10 000 South African Commercial, Catering and Allied Workers Union (Saccawu) members stopped work in protest against the termination of the union's recognition agreement by the food chain's holding company, Pepkor.

Management has imposed lock-outs at 12 of the affected stores. Saccawu, charging Pepkor with "conducting an all-out war against the union", has called for a boycott of Shoprite/Checkers.

The strike is likely to pitch the already-beleaguered Shoprite/Checkers into further economic straits. The food chain, which has refused to comment on the dispute, began closing stores last year after announcing its intention to shut down half of its operations.

The union, which denies having breached the nine-year recognition agreement, is willing to negotiate a new contract but demands that the existing one be reinstated before mediation begins.

"We find it completely unacceptable that during the process of negotiating a new agreement .. there is no protection for workers," said Saccawu official Jeremy Daphne at a Johannesburg press conference yesterday.

Saccawu has charged Checkers/Shoprite with "unilaterally" imposing its own recognition agreement, which would significantly weaken existing union rights.

The strike, affecting 160 stores, is the culmination of a two-year dispute which has intensified since Shoprite and Checkers merged in March last year. According to Saccawu, the merger signalled the beginning of a "strategy to impose baasskap on the union" and dilute its strength by forcing it to align with a minority union, the more conservative Cape-based National Union of Distributive and Allied Workers, in wage negotiations.

Daphne said it was significant that Pepkor management had not attempted to rein in another minority union in the industry, the more militant Federal Council of Retail and Allied Workers (Fedcrow), into the negotiations.

After the merger Shoprite/Checkers wanted to negotiate a new agreement on the grounds that the existing nine-year contract was no longer appropriate to the enlarged, restructured company. It terminated the agreements when negotiations for a new one failed.

The union charges that shopfloor conditions have deteriorated rapidly since the recognition agreement was cancelled in January, with management refusing to allow hearings before imposing punishments, dismissing scores of shop stewards, preventing shop stewards from attending union meetings and quashing complaints over racist employers.

The union has accused Pepkor of taking the industrial dispute into the political arena by sending its reply to the union to other players, including the African National Congress, the Congress of South African Trade Unions and the National Peace Accord.

Strike-hit shops use prisoners, says union

~~ISZ~~ ERICA JANKOWITZ ~~ISZ~~ ISZ

SHOPRITE and Checkers stores were using prisoners and workers from labour brokers during the current strike action by about 10 000 members of the SA Commercial, Catering and Allied Workers' Union, union spokesman Jeremy Daphne alleged this week.

"In Potchefstroom prisoners are being used in the back area of the store," he said.

He said the union believed it had "no option but to intensify its strike action" at Shoprite/Checkers stores countrywide because of the company's refusal to agree to "the union's offer of mediation".

Daphne said the union was planning marches in major centres tomorrow to present memoranda to selected stores' management. Pretoria, Johannesburg, Durban and Cape Town are among the centres targeted for marches "to demonstrate against Pepkor's recalcitrant and confrontational attitude".

He said during the week union members intensified their picket protests which were being staged "in most regions". B10M 215793

About 50 picketers outside the Hillbrow, Kagiso, Bryanston and Pretoria stores were arrested for holding illegal gatherings, he said. Also, workers picketing outside the Yeoville outlet were threatened with arrest by management, Daphne said.

Strikers outside the Bryanston and Jules street stores were told they had been placed on an "AWB hit list", Daphne said.

Meanwhile, management has locked workers out of more stores in the Witwatersrand, eastern Transvaal and Free State regions, Daphne said.

Solidarity action was expected both locally and internationally, Daphne said. Cosatu's alliance partners were expected to initiate some action. Also, Pepkor's Scottish chain store would "initiate solidarity action".

Shoprite/Checkers could not be contacted for comment.

LABOUR

BY FERRAL HAPFAJIE
ANATIONAL strike over recogni-
tion at Checkers/Shoprite is deterio-
rating into one of the ugliest indus-
trial conflicts this year. It is also one
of the biggest, involving about
10 000 workers at 160 stores.

Sinking workers in the Transvaal
were spambokked, teargassed and
arrested when police removed them
from shops they planned to sleep in
on Monday night.

Picketers were arrested this week,
and the union has asked the Nation-
al Peace Secretariat to monitor the
two-week-old strike.

Workers were evicted from 19
stores in the Transvaal by the police,
more than 300 were arrested on
trespass charges and 19 injured
strikers had to be hospitalised in
Barberton, Ridgeway and Rand-
burg.

The gulf between Checkers/
Shoprite management and the
South African Commercial, Cater-

Ugly dispute just up your street

ing and Allied Workers' Union
(Sacaawu) is growing.

The union says it has offered to
halt industrial action for two days
and take the recognition dispute to
mediation. The company has
refused.

In its first communication,
Checkers/Shoprite management
said that Sacaawu members repre-
sented "less than a third of the 18
000-strong labour force".

It said two strike ballots at the
grocery chain "displayed massive
irregularities" and that the strike
was unlawful. Police had been
called in to evict workers sleeping
in at stores because of "hygiene
considerations".

Checkers/Shoprite added that the
recognition agreement it had with
Sacaawu provided for termination

with three months notice from both
sides.

Another major dispute is looming
in the public service sector when
teachers — members of the South
African Democratic Teachers'
Union — begin a national strike on
Monday. They are protesting
against retrenchments and a five
percent increase they had no part in
negotiating.

Postal negotiations are also likely
to end in dispute.

But negotiations in bigger sectors
should be concluded without inci-
dent. The structure of metal indus-
try negotiations has been over-
hauled into three working groups
each dealing with a specific issue.

"In the past we had a huge meet-
ing and made speeches at one
another," said Brian Angus of the

Steel and Engineering Industries
Federation of South Africa (Seifsa)

this week. "The atmosphere is much
less confrontational now and initial
prospects are good," he said.

But he added that employers
would find it difficult to negotiate a
three-year increase with the Nation-
al Union of Metalworkers of South
Africa (Numsa) — one of the
union's key demands.

Seifsa has agreed to reduce the
number of job grades in the industry
to nine and employers are receptive
to Numsa's education and training
demands.

Negotiations in the clothing
industry also look promising. A
South African Clothing and Textile
Workers' Union (Sactwu) represen-
tative said workers received
increases of 12,5 percent on aver-

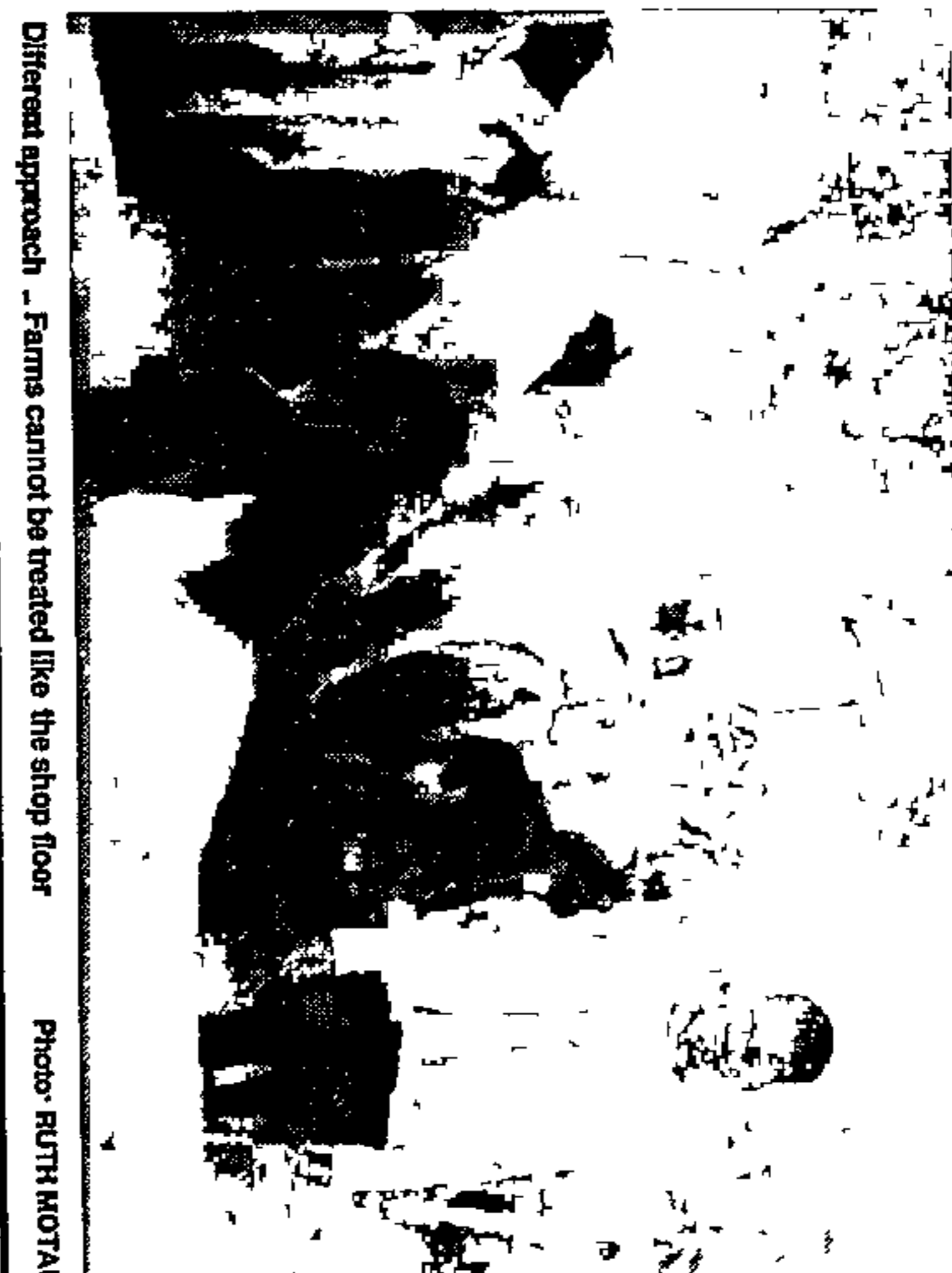
age.
A major breakthrough was the
recognition of the union as an equal
partner on the clothing industry
training board. A mass dismissal at
four textile plants of the Da Gama
company has been successfully
reversed.

All workers were reinstated and
they received 13 percent increases.
The union also signed up 273 new
members.

"It was one of the most successful
strikes in a long time," said Sactwu
media officer Shahed Teledia.

But, a potentially serious dispute
is looming in the tanning industry.
Sactwu official Mark Bennett said
employers were trying to smash the
industrial council by insisting on
negotiating work conditions at plant
level. Tanning employers also want
to negotiate wages at plant level
next year, he said.

Minning industry negotiations
begin on Monday.



Different approach — Farms cannot be treated like the shop floor. Photo: RUTH MOTAL



WE STRIKE-RITE: Saccawu workers stand up for their rights outside the Sea Point branch of Shoprite
 Photo Yunus Mohamed

Sit-ins and teargas, just up your street

South 2215 - 26/5/93

By Edwina Booysen

Shoprite and Checkers workers occupied stores and conducted sleep-ins nationwide on Monday night (152) (21)

The action was part of a strike by members of the South African Commercial Catering and Allied Workers Union (Saccawu) employed by the supermarket chain (SACC)

In Johannesburg, workers were hospitalised after police teargassed, forcibly evicted and allegedly assaulted demonstrators.

In the Western Cape, six union members were arrested in Grabouw on Tuesday after confrontations with police when workers were locked out of stores

Last week Saccawu members marched to the Shoprite/Checkers head office in Parow to deliver a memorandum

On Tuesday they held a picket in Sea Point.

The strike, which began last Wednesday and involves 10 000 workers, was a result of Shoprite/Checkers management cancelling the recognition agreement with the union, said Saccawu national coordinator Mr Jeremy Daphne

Daphne said Shoprite/Checkers management argued that the old disciplinary procedures did not fit the new management structure.

Saccawu wanted to negotiate new clauses to be added to the agreement without scrapping the old

one
 "While we were still negotiating retrenchments, the company refused to withdraw the cancellation of the recognition agreement. The union declared a dispute," Daphne said

Union members voted in a national ballot to take strike action

In a statement issued by Shoprite/Checkers the company said it is committed to negotiations, but "would not be intimidated into agreeing to something which it cannot honour in good faith".

"Ejections from stores where strikers were holding sleep-ins took place without incident and the company denies the union's claims of police or management brutality," the statement said.

Star 21/6/93

Checkers boycott looms as mediation talks fail

By Paul Bell
Labour Correspondent

Mediation between Shoprite/Checkers and striking employees has failed and the Congress of SA Trade Unions is expected to back a call for a nationwide consumer boycott of the chain.

The strike involves between 6 000 and 10 000 members of the SA Commercial, Catering and Allied Workers' Union (Saccawu). The action has entered its fourth week as the union and manage-

ment continue at loggerheads over management's decision to terminate a long-standing recognition agreement with the union.

Cosatu is expected to support the strikers.

Saccawu's action has thus far included sit-ins, sleep-ins, pickets and boycotts. There have also been reports of intimidation of shoppers and "scab" workers. Management retaliation has included calling in police, and at least 500 strikers have been arrested and 25 injured.

Checkers dispute might go to mediation

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union and Shoprite/Checkers are exploring the possibility of calling in mediators later today in a bid to resolve a two-week strike over the company's termination of a recognition agreement.

A company spokesman said indications were that the union was prepared to abandon its demand for unconditional reinstatement of the cancelled agreement.

The company was awaiting formal confirmation of this and hoped settlement of the dispute would follow, he said.

Union spokesman Jeremy Daphne said strikers were getting support from com-

munities such as in Grabouw, where residents staged a demonstration outside the store at the weekend.

He said members were mobilised and determined to carry on with the strike if necessary.

Meanwhile, Cosatu spokesman Neil Coleman said the federation had thrown its weight behind the strike through its affiliates and regional structures.

Cosatu had canvassed structures and advocated that stores be boycotted, and was exploring solidarity action in Pepkor subsidiaries.

BLUAY 25/5/93

(151)

(100)

(152)



Checkers 'to lay off staff and shut stores'

Buss. Day 4/16/93

SHOPRITE/Checkers was to begin closing stores and retrenching staff, industry sources said yesterday.

They said the SA Commercial, Catering and Allied Workers' Union (Saccawu) would be informed today of the developments, which would affect Shoprite/Checkers stores nationwide, with some outlets being closed immediately.

It is thought that about 2 500 jobs will be lost. The union is expected to be asked to meet on Monday to discuss these issues.

Yesterday Cosatu announced its involvement in trying to resolve the strike by about 10 000 workers which began on May 8. Cosatu has called on regional structures, its tripartite allies and "all fraternal organisations" to implement a national consumer boycott of all Pepkor subsidiaries — Shoprite and Checkers stores, Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatermans, Garlicks and Kappa.

Cosatu organising secretary Zwelinzima Vavi accused Pepkor of making the "fatal error" of forgetting the importance of communities to its business and that the communities would not sit back while families and workers were "brutally treated".

Meanwhile, Shoprite/Checkers has applied for a Supreme Court declarator to establish whether the strike is lawful.

ERICA JANKOWITZ

The application is expected to be heard next week (152)

A company statement yesterday called the strike "purposeless" and said industrial action together with "boycotts, intimidation and arson" would not result in the reinstatement of the cancelled agreement.

"The company wishes to negotiate a new agreement to which it will bind itself in honour and in law. The union refuses to negotiate a new agreement," it said.

Saccawu spokesman Jeremy Daphne said the union had received a clear mandate from members to continue with industrial action unless Shoprite/Checkers reconsidered its position on reinstatement of the recognition agreement.

He said the union had started balloting meat market workers who had been excluded from the strike on a technical issue.

Daphne said union plans included pickets of directors' homes and a march to the Johannesburg Stock Exchange to demand that shareholders sell Pepkor shares. Saccawu would also call for the dismissal of Callie Burger, Shoprite's group personnel manager, as he was deemed to be the "creator of the industrial unrest".

Shoprite to 'close stores'

CT4/6/93

Own Correspondent

JOHANNESBURG — Shoprite Checkers is to begin closing stores and retrenching staff nationwide, industry sources yesterday said

Some outlets will be closed immediately and it is thought about 2 500 jobs will be lost.

Also, Shoprite Checkers has applied for the appointment of a Supreme Court arbitrator to establish whether the strike is lawful. The application is expected to be heard next week.

Yesterday, Cosatu announced its involvement in trying to resolve the strike by about 10 000 workers

It called for a national consumer boycott of all subsidiaries of Pepkor, which owns Shoprite Checkers. These include Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatermans, Garlicks and Kappa

Calling the strike "purposeless", the company yesterday said it "wished to negotiate a new agreement to which it will bind itself in honour and in law"

A spokesman for the SA Commercial, Catering and Allied Workers' Union, to which the striking workers belong, said a mandate was received from members to continue with the strike "unless Shoprite Checkers reconsiders its position on the reinstatement of the cancelled recognition agreement"

Cosatu calls for boycott of stores

■ Strike is over recognition agreement:

By Ike Motsapi

THE Congress of South African Trade Unions has called for a consumer boycott of Checkers-Shoprite stores in support of workers who are on strike over a terminated recognition agreement. *Sawetani 4/6/93*

More than 10 000 workers at Checkers-Shoprite stores have been on strike since May 8 this year.

Management has informed the union that it will be lodging an urgent application in the Rand Supreme Court to declare the strike illegal. *(1707) (52) (54)*

The grounds for the action has been cited as the contravention of Section 65 of the Labour Relations Act with regard to balloting for the strike.

Mr Jeremy Daphne, a co-ordinator of the Checkers-Shoprite strike, said the union viewed management's actions as "posturing instead of coming to reality and solving the problem".

The Cosatu call, which came into effect yesterday, will affect all companies which are subsidiaries of Pepkor, the holding company of Checkers-Shoprite stores. These companies include Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatermans, Garlicks and Kappa. Mr Zwelinzuna Vavi, Cosatu's national organising secretary, said they had informed all their affiliates and regions of the dispute and would be requesting them to back the struggle of Shoprite-Checkers workers for basic human and trade union rights.

Slabbert accepts post, just for now

Sawetani 4/6/93

By Mzimasi Ngudle

DR Frederik Van Zyl Slabbert will continue as chairman of the new SABC board until the end of July.

Announcing his acceptance of the controversial position after the first meeting of the board at the SABC's headquarters yesterday, Slabbert said he would steer the board through its initial stages.

"Those present (members of the new board) unanimously prevailed on me to continue as chairman until the end of July.

"During this period the State President and other interested parties should pay attention to the current vacancies and the impending vacancy of the chairperson," he said.

Slabbert said all other board members, except former KaNgwane Chief Minister Mr Enos Mabuza and Mr Franklin Sonn, principal of the Cape Peninsula Technikon, had indicated they would take part in the new board.

Mabuza and Sonn, who were not on the original list proposed by the panel but were appointed when President FW de Klerk's intervened, resigned from the board before its first meeting.

Slabbert said the board would continue as presently constituted and called on interested groups to direct their objections to those responsible for the crisis.

"Give us a break so that we can get on with the job and test us by our results," Slabbert said.

The new board's first meeting had agreed that it was elected constitutionally and appointments had followed guidelines agreed upon, he said.

He blamed political intervention and ineptitude for the the controversy surrounding appointments and the composition of the board.

Company, union hold talks today

152
Own Correspondent

JOHANNESBURG — Shoprite Checkers will meet the SA Commercial, Catering and Allied Workers' Union (Saccawu) today to thrash out the company's rationalisation plans involving a limited number of store closures and job losses.

The company said the strike, now in its fifth week, had "aggravated already adverse trading conditions in some areas".

The union said the company had indicated two stores would be closed on June 12 and about 2 500 workers would be retrenched from other stores.

The company also informed the union it would unilaterally implement a wage increase which Saccawu labelled as indicating a "dictatorial attitude which would further aggrieve workers".

● Garlicks is not a subsidiary of Pepkor as alleged by Cosatu. In its call for a boycott of all Pepkor interests, Cosatu has been informed of this and will research the information it received from Saccawu on this matter.

CT 7/6/93

STimes 6/6/92

Strikers to march on homes of directors

By JOHANNES NGCOBO

STRIKING supermarket workers have threatened to march on the homes of their bosses.

Checkers/Shoprite workers, members of the South African Commercial, Catering and Allied Workers Union, have been on strike for the past four weeks.

Saccawu's Patricia Khumalo said the union had applied for permission to march on white suburbs in Johannesburg, Cape Town and Pretoria. (152) (USA)

"We are going to march to the homes of the directors with a memorandum demanding the reinstatement of our recognition agreement with the company," she said.

Meanwhile, Cosatu has called for a consumer boycott of all Checkers/Shoprite stores,

A Checkers/Shoprite statement this week said the strike was "purposeless" and industrial action, "boycotts, intimidation and arson" would not result in the reinstatement of the cancelled agreement.

New bid to end strike

at Shoprite

~~152~~ ARG 7/6/93
Labour Reporter

SHOPRITE/Checkers is to meet the commercial workers' union, Saccawu, today in an attempt to end a five-week strike and discuss retrenchments and store closures.

The union has been told that two stores will close on June 12 and about 2 500 workers from other stores will lose their jobs.

The supermarket chain announced last week that it would rationalise its operation as a result of the strike, which had "aggravated already adverse trading conditions".

It had advised the union early last month that "such events would be a direct consequence of strike action" and attempts to dissuade the union from striking had failed.

More than 10 000 workers went on strike on May 8 in protest at the cancellation of the union's nine-year recognition agreement last year.

The union has said the new agreement diminished the rights of workers, but the company argued the old agreement was inappropriate after the Shoprite/Checkers merger.

By Paul Bell
Labour Correspondent

Ten thousand striking Shoprite Checkers employees will return to work on Thursday following a major climbdown by the chain after a five-week battle with the South African Commercial Catering and Allied Workers Union (SACCAWU).

In a statement, Shoprite Checkers — which mostly refused to comment on the strike — confirmed the settlement, saying it hoped the resolution of the strike would restore “a healthy industrial relations environment for the benefit of the company, its employees and customers”.

The strike has seen at least 600 arrests; clashes between strikers, police and in some instances, right-wing activists, as well as a consumer boycott which, Saccawu claims, saw chain trading volumes slump by up to 60 percent.

The union has won its battle for the reinstatement of the recognition agreement management terminated six months ago, but the question of retrenchments — the chain has warned of its intention to close stores and let go 2 500 of Saccawu's members — remains subject to negotiation.

Soft-pedal

The union expects, however, that Shoprite, having taken a drubbing, will soft-pedal on this issue.

The chain and the union entered mediation last Wednesday and Thursday, resumed on Saturday and pursued their negotiations — despite a temporary collapse — until 8 am on Sunday when a deal was struck.

The two sides are expected to enter wage negotiations within a week — but this time without the National Union of Distributive and Allied Workers, a Cape-based minority union from the Shoprite side of the chain to whose presence in wage negotiations Saccawu had taken strenuous exception

The basis on which Saccawu members will return suggests a significant victory for the union. The agreement includes anti-victimisation clauses and loan facilities to workers, who are estimated to have lost up to R13 million in wages.

Disciplinary action against strikers will be handled “with sensitivity and understanding”.

The union will in turn allow management's approach to guide its attitude towards its own allegations of misconduct by some managers.

An exhausted but “extremely satisfied” Saccawu strike team said the union had achieved all its major objectives

metro Union claims Checkers victory

STAT 1516193

A hard day's night

April 15/16/1972



SHARON SOROUR
Labour Reporter

18-hour drama, marathon mediation end bitter chain store strike battle

IT took 18 hours of drama, marathon mediation and all-night negotiation to end the bitter 34-day strike by more than 10 000 Shoprite Checkers workers, according to union negotiator Mr Jeremy Daphne

Shedding light on the talks which finally resolved the dispute, Mr Daphne, of the SA Commercial, Catering and Allied Workers' Union (Saccawu), said agreement was reached at 8am yesterday

Mediation, by the Independent Mediation Services of SA, began on Sunday, but collapsed yesterday at 6am, he said

"Settlement was reached through a last-ditch round of across-the-table negotiations, ending a drama-filled 18 hours," Mr Daphne said

He said the five-week strike was "probably one of the unions most important and successful campaigns to date, with management being faced with an unanticipated show of force, and the union achieving all major strike objectives, both at a principled and practical level"

He said the union estimated that the company's trading volumes fell by 60 percent during the strike, which had exposed Pepkor's "antiquated and harsh industrial relations practices" to the public, generating large amounts of criticism

Workers went on strike on May 8 in protest against the cancellation of the union's nine-year recognition agreement, replacing it with a revised agreement

SHOPRITE Checkers

The settlement agreement included the following

- Reinstatement of Saccawu's recognition as a union by the company;
- Reinstatement of the major sections of the old recognition agreement, including access, shop steward rights, negotiation rights and industrial action provisions;
- The establishing of interim grievance and disciplinary procedures, involving quick processing of grievances and appeals against discipline, until new procedures are negotiated;
- Wage negotiation will proceed independently between the Saccawu and the company, with-

out any other union being involved, and

- Both parties have committed themselves to negotiating a new, amended recognition agreement within four months

Mr Daphne said "extensive" return-to-work provisions were included in the agreement, including anti-victimisation clauses, which also covered casual labourers, a return to work on June 17 but pay from June 16, loan facilities, with loans paid within 24 hours of application and the removal of "scabs"

Strike-related discipline would be applied only in serious cases, with a commitment that the issue would be handled "with sensitivity and understanding"

A committee of union officials and management would deal with allegations of serious misconduct by union members, and where disagreement arose, binding arbitration would be applied

Mr Daphne said the union would bring allegations of serious misconduct to the company's personnel manager

Mr Daphne said the parties had not reached agreement on the company's decision to close stores or retrench workers

These issues would be addressed separately

"In the light of recent developments, the union is confident that the company will approach this matter with extreme caution," Mr Daphne said

The strike involving "unprecedented levels of mobilisation" demonstrated to big business that workers were not prepared to accept jobs at all costs, and were ready to defend trade union rights

In a statement, Shoprite Checkers — which mostly refused to comment on the strike — confirmed the settlement, saying it hoped the resolution of the strike would restore "a healthy industrial relations environment for the benefit of the company, its employees and customers"

Five-week Checkers strike ends

Wim van
(8/6-24/6/93)

By FERAL HAJFAJEE

IT took an all-night mediation session and John Brand — one of the country's top labour brains — to end the 36-day national strike at Checkers/Shoprite last weekend.

Union and management negotiating teams sat through Saturday night trying to hammer out a settlement. Though negotiations broke down at 6am on Sunday, a last-ditch attempt saw an agreement clinched two hours later.

The 10 000 South African Commercial, Catering and Allied Workers' Union (Saccawu) strikers returned to work yesterday.

Anti-victimisation clauses are in place to protect these workers and the recognition agreement, which had been cancelled by the company, has been temporarily reinstated. The union and the company will negotiate a new recognition agreement over the next four months.

Wage negotiations also began again this week — increases should have been implemented in March, but negotiations did not take place because Saccawu was in dispute with the company. Workers will be given back-pay once an agreement is reached.

The union has also successfully negotiated interim grievance and disciplinary procedures which should speed up the solution of workplace grievances.

In effect, the settlement returns Saccawu members to the conditions they enjoyed before the Pepkor buy-out of the grocery chain. In a statement, the union said "Power relations between the union and Shoprite/Checkers have been shifted significantly."

The successful settlement of the strike has also buoyed the union, which has suffered low morale following the loss of a number of head office officials and spiralling retrenchments of its members.

This week, both the union and the company counted the damages of the strike. Saccawu estimates that Checkers/Shoprite trading volumes were down by 60 percent (the company will not say how much though management did hint that a consumer boycott had bitten).

Taken at an average wage of R1 000 a month, workers lost R10-million in wages.

Pyrrhic victory for Saccawu

ERICA JANKOWITZ

WHEN management at Shoprite/Checkers reviews the five-week strike which ended this week, they may well conclude they have allowed the union to claim a "victory for the working class" not borne out by the facts.

The claim by the SA Commercial, Catering and Allied Workers' Union (Saccawu), however, is undisputed because management, as so often during the lengthy and acrimonious strike, will not comment. Saccawu may be battered and bruised, but it clearly won the media war.

The union portrayed the company's cancellation of the recognition agreement as a "union-bashing" exercise. It claimed its rights had been violated and said the strike was a matter of principle.

It conceded that members had lost about R13m in wages during the strike, but said it had been worthwhile. In the words of strike co-ordinator Jeremy Daphne, "how do you quantify principles?"

Journalists were invited by the union to numerous briefings and it issued statements on a regular basis. The union made claims of intimidation and harassment, arrests and detentions, boycotts and community support. It even suggested company turnover was adversely affected, saying trading dropped by about 60%.

In response to these allegations the company remained silent. Its general comment was "no comment", and statements issued were curt. No background was offered, no questions answered and no initiative taken. So a distorted

picture of the strike was presented.

The company allowed Saccawu to convey the impression of having defeated it by "winning back all its cancelled rights."

Union officials were jubilant at a briefing on Monday, saying the company had underestimated members' resolve on the issue of the unilateral cancellation of the recognition agreement. They said the strike unified membership within Saccawu in the form of solidarity action by workers at other companies.

Saccawu was racked by factionalism a few years ago and has never fully recovered. But on Monday it presented a unified front in claiming its "victory".

The fact is that both parties agreed more than a year ago that the nine-year-old agreement was outdated, cumbersome and no longer appropriate to the new company structure. Negotiations on a new agreement started, but the union's proposals were very different from those of management.

As a result, talks broke down and, in an attempt to force the union back to the table, management gave three months' notice of termination of the agreement. It was entitled to take this step in terms of the agreement and made numerous attempts to sit down with union representatives within the notice period to thrash out a new agreement.

After the old agreement expired, the company still granted Saccawu access and stop order facilities, recognised shop stewards and

so on. At no stage had Shoprite/Checkers withdrawn recognition of the union or substantially changed rights contained in the old agreement.

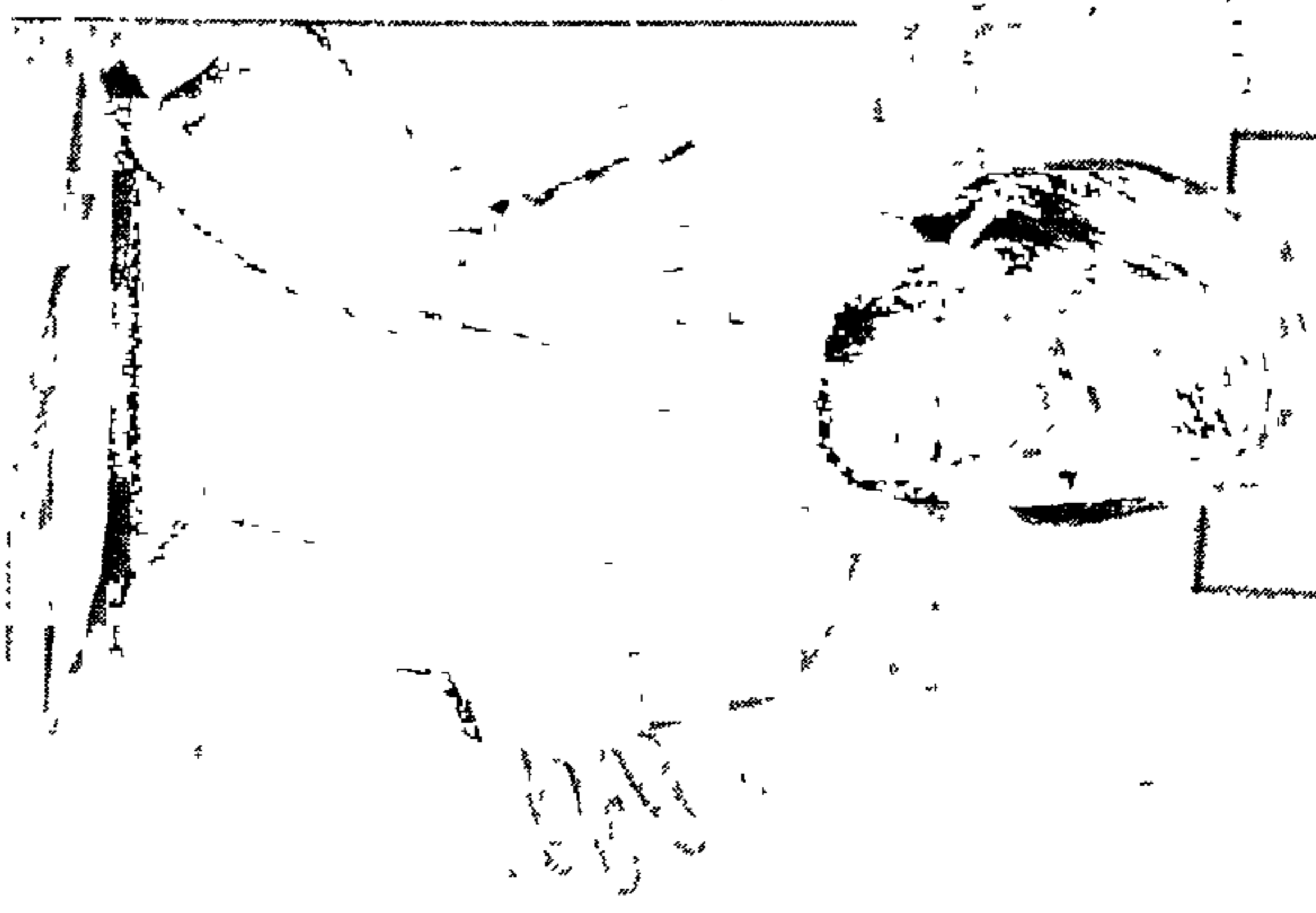
And so, after 34 days on strike, has Saccawu actually emerged victorious? A source close to the company said the details of the agreement, reached in the early hours of Sunday morning, would suggest the strike had achieved little, if anything. In terms of the settlement, some insignificant clauses of the old recognition agreement will be reinstated for a period of 120 days. Within this period a new recognition agreement will be negotiated by the parties.

The interim agreement does not cover the issue of retrenchment — about 2 000 jobs are set to be lost over the next couple of months. Two stores closed at the end of last week. More store closures are said to be in the pipeline.

The interim agreement also covers a new disciplinary and grievance procedure which is far less cumbersome than the old code. Management will, therefore, spend less time hearing petty disciplinary matters.

The source says these concessions could have been made five weeks ago — before the acrimonious strike which saw about 600 arrests, pickets, sleep-ins, intimidation and lockouts throughout the country.

The effect of the consumer boycott is difficult to gauge. However, the union's costs are easier to assess. About R13m in lost wages, admission of guilt fines paid on behalf of arrested members and a financially weaker company even less able than before to offer improved wages and working conditions.



Saccawu's Jeremy Daphne addressing a news conference earlier this week. Picture: ROBERT BOTHA

focus on strikers

Sowetan 23/6/93

THE SHOPRITE-CHECKERS strike is over. And the South African Commercial Catering and Allied Workers Union claimed victory and warned big business that this was a sign that no boss could "push organised labour around any more"

Saccawu said the fact that management again recognised the union was a victory for the more than 10 000 workers who had been on strike over a terminated recognition agreement since May 8.

Management and Saccawu both issued a joint Press statement declaring that hostilities that existed between them were now over.

The consumer boycott and strike action was discontinued with immediate effect. Workers returned to their jobs on June 17 but will be paid from June 16

After 34 days of industrial action and a final 18-hour marathon session of mediation and negotiation, agreement was reached to end the dispute and hostility between the management of Pepkor and Saccawu on Sunday at about 8am.

The talks between management and Saccawu, which were near breaking point last Friday, were saved from total collapse by the Independent Mediation Service of South Africa.

Talks failed

Previous talks between the two parties failed to yield dividends. Instead, a lot of hostility existed between the two parties

The management of Pepkor, which is the holding company of Checkers-Shoprite stores, was threatening to lodge an urgent application in the Rand Supreme Court to declare the strike illegal.

The management also said Saccawu should take responsibility for any consequences that may flow from this action. Instead, Saccawu, which was backed by the Congress of South African Trade Unions, began with its programme of action aimed at putting pressure on management to accede to its demand.

Saccawu was locked in a dispute with management over a terminated recognition agreement in December 1992. This happened after Pepkor took over control of Checkers stores two years ago. Saccawu at that time proposed to Checkers' management that the recognition agreement needed to be amended, to conform to changing conditions

In September 1992, about six months after the merger of the more than 17 000 Checkers and over 5 000 Shoprite workers, covering 235 stores nationwide, management introduced its own proposals to renegotiate the recognition agreement

Saccawu claim the company argued that the old disciplinary procedures did not fit the new management structure

Management also argued that the agreement

Hostility between Checkers-Shoprite management and staff led to a national strike and talks failed twice. Labour Reporter **Ike Motsapi** reveals how a third breakdown was avoided at the last minute:



did not accommodate conservative unions recognised by the company. Management wanted Saccawu and the National Union of Distributors and Allied Workers Union to jointly form a forum that would be involved with it during negotiations

The union said the underlying aim of the proposals was to dilute its strength as the majority union and open the door to job-flexibility-type-work practices which enable managers to get more work for less pay from a reduced and partly casualised workforce

The union asked management to go for mediation at the beginning of May to avert a costly national strike but this was refused.

Miss Adele Gouws, management spokeswoman, accused Saccawu of not wanting to negotiate a new agreement with it. Gouws said: "The company is committed to negotiations but will not be intimidated into agreeing to something which it cannot honour in good faith," she said

"This, together with the fact that negotiations with the union have continued on a wide range of other issues, indicates that the current strike action appears totally unnecessary and futile

"The union's intransigence has not only delayed the commencement of any talks to resolve the issue at hand but has affected the granting of wage increases as Saccawu have refused to negotiate salary talks which could have been normally implemented by the company in May," said Gouws

In a letter dated May 7 to Saccawu, personnel manager Mr Callie Burger informed the union that management gave it a proper and lawful notice to terminate a nine-year-old recognition agreement and simultaneously offered to negotiate a new one and that this was not an attempt to "de-recognise the union"

Burger said the old agreement was no longer appropriate to the structure of the new enlarged company which had resulted from Shoprite taking over Checkers

Mr Jeremy Daphne, Saccawu's spokesman, said "Management delays and objections, particularly to the proposed fair retrenchment procedures, caused these negotiations to stall, forcing the union to go to the Industrial Court over

the job security issue"

Daphne said by March 1992, when Checkers and Shoprite managements announced their merger, the union declared a dispute with the company over its refusal to negotiate with it at central level on collective bargaining and other issues, especially retrenchments.

The union is of the opinion that the company has been making a series of threats to maintain only a core of profitable stores and then retrench many workers

Daphne said: "Management also refused to integrate Shoprite and Checkers workers on the basis of equal conditions, saying they will only raise the low pay of Shoprite workers over seven years" The union allege that 14 shop stewards were dismissed by the company during July last year in what it described as a deliberate attempt to break Saccawu

"Workers' anger boiled over into a three-day nationwide work stoppage when the leader of the national shop stewards' team was suspended," said Daphne

The union waged a campaign to unite all Checkers and Shoprite workers and also succeeded in winning nearly 15 percent wage increases for its members

Shoprite workers were given nearly 30 percent salary increases with equal maternity, leave, study and bonus benefits plus management's agreement to negotiate one rate for all workers by August last year

"However, by the end of October last year tension had escalated to a call for a national Checkers and Shoprite stores consumer boycott from November 1 to spread to Pep, Ackermans, Smart Centre and Frasers stores," said Daphne

Many workers were dismissed and the worst incident was reported at Checkers in Heidelberg, where racist insults were traded between white and black workers

Daphne said "This is probably one of Saccawu's most important and successful campaigns to date, with management being faced with an un-anticipated show of force

"The union achieved all major strike objectives, both at a principled and practical level," said Daphne.



● Slovo plot suspect in court for remand

IFP expresses concern about MK

Sowetan 18/5/93

■ **COMMITTEE'S DECISION** Demands for its disbanding are being buried under other considerations:

Sowetan Correspondent

WHILE THOUSANDS of Inkatha Freedom Party members took to the streets of the province at the weekend, the party's central committee was meeting at Ulundi where it expressed concern that demands for the disbanding of Umkontho we Sizwe were being buried under other considerations.

This was part of one of the resolutions taken at the meeting

Possibly the most striking event during Saturday's marches was when a phalanx of IFP leaders carrying 275

coffins made its way through the Durban city centre

The coffins were carried in memory of IFP leaders killed since 1983 — one for each of the 275 leaders killed.

The marches were the start of the IFP's mass action campaign to protest against the continuing violence

In both Durban and Maritzburg there were claims that the marches there were the biggest Natal had ever seen

Streets were packed from side to side but official estimates of numbers varied widely

At the Ulundi meeting, the IFP

central committee expressed "deep concern and consternation" about the escalating violence and intimidation which it said was hampering the proper course of negotiations and the holding of fair and free elections

The committee resolved

1 To applaud the firm stand its negotiation team has taken in demanding the reduction of violence and the disbanding of Umkontho we Sizwe, and

1 To express appreciation to the negotiation council for receiving the IFP resolution on violence and the disbanding of MK

1 To express concern that the MK issue was being submerged

Strike ballot for public workers

THOUSANDS of municipal workers countrywide are to be balloted for industrial action against Government-initiated restructuring and wage-pegging, the SA Municipal Workers Union said yesterday.

In a statement after a weekend national executive committee meeting, the 70 000-member union warned that attempts to thwart the ballot would be met with retaliation

■ Disgruntlement over unilateral restructuring:

It said the Samwu executive had received "extremely disturbing" reports that local authorities were "collaborating with the (President FW) de Klerk regime in implementing the Government's restructuring and rationalisation plans, as well as De Klerk's decision to peg wages"

"All worker protests have been

completely ignored. It is clearly a waste of time and energy for workers and unions to make further appeals or protests"

Samwu said it was left with no option but to mobilise its membership and public sector workers for immediate action to stop "the Government and its agents in their tracks" — *Sapa*.

Workers quit Gardens shop after sleep-in

Staff Reporter

ARC 18/5/93
ABOUT 40 Shoprite/Checkers employees occupying the Shoprite store in Kloof Street, Gardens, in a sleep-in protest as part of a national strike left the premises early today.

Members of the South African Commercial Catering and Allied Workers' Union (Saccawu) have been on strike since Wednesday after the Shoprite/Checkers management withdrew a nine-year recognition agreement which regulated the relationship between management and the union.

The Saccawu-affiliated workers entered the shop at 5pm yesterday. Branch manager Frank Fester left the shop at 9pm and ordered two security guards to stay at the shop until workers left.

Mr Fester refused to comment on the action or allow the Press inside the store.

Stores nationwide were occupied last night "to put pressure on management to reinstate its recognition agreement with Saccawu", said union spokesman Fazel Ernest.

Shoprite/Checkers management terminated the recognition agreement with Saccawu, claiming it was outdated.

The management's negotiations for a new recognition agreement failed when the union refused to accept equal negotiating status for a minority union based in Cape Town — the National Union of Distributive and Allied Workers.

Saccawu demanded the reinstatement of the previous agreement before the start of negotiations for a new recognition agreement.

"They are trying to break us," said Mr Ernest.

"They intimidate workers and their families by telling them people who strike will lose their jobs.

"But the workers are strong."

Container terminal (S2) 'pushed to capacity'

JOSEPH ARANES, Staff Reporter 10/18/93

CAPE TOWN'S container terminal is being pushed to capacity as goods destined for the Reef are off-loaded here instead of Durban, where operations have been curbed by a labour dispute.

Portnet officials began diverting ships from Durban to Cape Town last week.

Cape Town container manager, Rob Hutchison said most cargo vessels called at Cape Town before going to Durban.

"We will take our cargo from the ships as usual, and also remove cargo for the Transvaal, which usually is offloaded in Durban."

"This will push us to the peak of our capacity and increase our workload, as cargo is packed according to the ships' ports of call."

"We will have to sort through the cargo holds to find goods destined for the north, but we have spoken to the agents about the new offloading arrangements."

"We are monitoring the situation continuously and are quite aware of what our limits are."

The goods will be carried by rail to the Reef and the extra costs, the difference between freight costs from Durban to the Reef and Cape Town to the Reef, will be borne by Portnet.

"We will be holding these price arrangements for the next month and a spin-off is that customers in the Transvaal are getting their cargo a couple of days earlier," said Mr Hutchison.

Star 18/5/93

SABC staff in strike ballot

Workers from the SABC's whites-only staff association are holding a three-day strike ballot. SABC labour relations manager Christo Pretorius said the ballot, on whether to start selective industrial action, started on Monday and will end tomorrow. The result will be known on Friday. The workers want a 10,5 percent salary increase, backdated to March 1. Management's offer is 7,5 percent — Staff Reporters (152) (23)



Police disperse Hillbrow protesters

THE South African Police on Saturday dispersed more than 200 workers who were protesting in Hillbrow against Shoprite/Checkers' management decision to terminate its recognition agreement with the SA Commercial, Catering and Allied Workers' Union (SACCAWU).

Confirming the incident, police spokesman Major Eugene Opperman said the gathering and march to the

■ Union claims 14 injured in 'unprovoked' action by SAP:

Checkers supermarket in Pretoria Street was illegal as no official permission had been obtained by the organisers.

"Police duly warned the leaders and the marchers that they should disperse peacefully. This warning was ignored and police with dogs were forced to move in and disperse the

group. One man was arrested during the action," said Opperman.

However, Saccawu spokesman Mr Jeremy Daphne said the police action was unprovoked.

"After workers handed over a memorandum to management, the police set dogs on them, injuring 14 workers. Teargas was also released."

SABC retreat in face of union demand

By Brendan Templeton
and Own Correspondent

152

Rebellious SABC staffers yesterday decided to return to work today after giving the corporation a bloody nose over its refusal to pay their May salaries.

The SABC had been withholding the salaries of members of the SA Broadcasting Staff Association (Sabsa) after they refused to accept a 7,5 percent wage increase.

Employees nationwide were balloted yesterday and refused to work until the corporation agreed to pay them for their May services.

Hours later, the SABC did an about-face and paid the outstanding salaries.

The move has staved off threats to disrupt weekend sports coverage.

But the war continues — Sabsa said it would continue with "selective industrial action" to pressure the SABC into granting it a 10 percent increase.

And the SABC has warned that it has "contingency plans" to deal with any Sabsa action.

Earlier, staff members had threatened to disrupt the 11 hours of Comrades marathon coverage on Monday, and said they would target Wimbledon next month.

This is the first full-scale rebellion the SABC has faced from its white workforce.

Group media manager Willie Visagie said the SABC would adopt a no-work, no-pay approach if union members continued with their strike after receiving their salaries.

Visagie reassured viewers that sports coverage over the next few days would not be disrupted.

Star 19/5/93
Postal workers' march today

The Witwatersrand region of the Post and Telecommunication Workers' Association is to march to the regional offices of the Post Office and Telkom in Johannesburg to present a memorandum of demands. The march will start at 9 am today in Wanderers Street, Johannesburg. Potwa is demanding a quick response to its wage demands and an immediate ban on cellular telephones. — Sapa.

152 (30/11) (2/11)

Principals
appear after

DEC sit-in

Staff Reporter

SIX school principals yesterday appeared briefly in the Cape Town Magistrate's Court in connection with a sit-in at the Department of Education and Culture offices on Monday.

No charges were put to Mr Leon Liedeman of Range High School, Mr Goosam Emran of Trafalgar High School, Mr Eddie Snyders of Garlandale High School, Mr Andy Cassie of Sibelius High School, Mr Cupido Jacobs of Lourier Primary School and Mr Henry Petersen of Edendale Primary School.

The case was postponed to June 9 and their bail of R100 each was extended.

Mr W Faught was on the bench. Mr W Tarantaal prosecuted. Mr E Moosa appeared for the six.

Call to back teachers' strike

152
CT 19/5/93

THE Cape Teachers' Professional Association (CTPA) has called on all its members to embark on a three-day strike from Monday

This will coincide with the start of an indefinite strike by the SA Democratic Teachers' Union (Sadtu)

In a press statement the CTPA said that after the strike it would re-assess the situation and decide on further action

They also called on all political role players to "bring the government to its senses" and for a re-opening of negotiations on teachers' salaries

Meanwhile, the National Professional Teachers' Organisation of SA (Naptosa) said yesterday it had received no requests from any of its 14 affiliates representing 116 000 teachers to participate in any strike

Naptosa's president Mr Leepile Taunyane said, in response to Sadtu's decision to strike, that Naptosa, with other national teachers' organisations, and the

'Bring
govt to
its senses'

government and other employers, were drafting an education labour relations bill

"This bill will provide for collective bargaining and proper conflict resolution mechanisms"

Two Transvaal teachers' associations said to represent several thousand teachers in the province yesterday announced their opposition to the planned strike

In a joint statement the Transvaal United African Teachers' Association and the Transvaal

Teachers' Association said they supported a call at an education summit on May 15 for the urgent establishment of a national education forum and an end to so-called unilateral restructuring

● Sadtu has refused an invitation by the Department of National Education for an urgent meeting about the planned strike, the department said in a statement yesterday

"Sadtu indicated that, as it had suspended all discussions with education departments in South Africa, it would be unable to accept the invitation. Instead Sadtu would be writing a letter to the State President"

The statement said the state, in consultation with the organised teaching profession, including Sadtu, was finalising draft legislation to regulate collective bargaining

"By refusing to meet and discuss, Sadtu once again is failing in its attempts to create the impression of a reasonable organisation which is frustrated in its efforts to negotiate" — Sapa

Sea Point chainstores picketed by strikers

ABOUT 100 angry members of the SA Commercial Catering and Allied Workers Union (Saccawu) picketed Checkers and Shoprite in Sea Point yesterday.

The protesters were supporting the national strike by Checkers/Shoprite workers over management's decision to withdraw a recognition agreement with Saccawu.

Saccawu's Mr Twelve Fudumele claimed that Checkers and Shoprite outlets in Worcester and Parow had been able to open for business yesterday because casual workers had been hired after strikers were prevented from occupying store premises.

About 40 strikers who occupied Shoprite in Kloof Street, Gardens, on Monday evening in a sleep-in protest

left the premises early yesterday. Shoprite/Checkers' management said the recognition agreement had been terminated as it was outdated.

Negotiations for a new recognition agreement failed when Saccawu refused to accept equal negotiating status for a minority union, the National Union of Distribution and Allied Workers based in Cape Town.

Saccawu had asked the National Peace Secretariat to monitor the strike after clashes between police and strikers in three Transvaal towns yesterday, said Saccawu's Mr Jeremy Daphne.

He said Saccawu was ready to negotiate, but alleged management was not willing to do so and industrial action would therefore be intensified.

Staff Reporter and Sapa

CT 19/5/93

Cosatu, five unions back teachers' strike

By Paul Bell
and Phil Molefe

As prospects of averting Monday's planned nationwide strike by 80 000 teachers dimmed yesterday, the Congress of South African Trade Unions undertook to place its full weight behind the action, and five other unions representing another 120 000 public sector workers continued to mobilise in the wings.

That teachers will strike appeared almost certain yesterday when the South African Democratic Teachers' Union (Sadtu) announced its withdrawal from all meetings with the departments of National Education and of Education and Training, to

focus on its strike plan.

"The union will be prepared to negotiate only when tangible results can be achieved out of such negotiations. Sadtu is not interested in a talk-shop," said Sadtu assistant general-secretary Thulas Nxesi.

President de Klerk and

● Light at end of tunnel
— Page 9

ANC president Nelson Mandela discussed the crisis for 5½ hours last night and announced that they would continue talks today — probably in the Transvaal.

ANC sources were optimistic that the two leaders were moving towards an agreement.

Meanwhile, five other Cosatu-aligned public-sector unions were yesterday continuing with plans to mobilise another 120 000 workers.

All told, six unions — including teachers and other workers in education, health, the Post Office and Telkom, municipalities, the police and prisons — have announced plans for mass action aimed at forcing the Government to reconsider its 5 per cent wage freeze.

The unions also demand that the Government stop cutting jobs where these affect the delivery of services to communities, cease its "unilateral restructuring" of the public service, and grant to public sector workers the

● To Page 3

Cosatu, unions support strike

● From Page 1

same dispute procedures and strike rights accorded in the private sector.

Cosatu spokesman Neal Coleman told The Star the congress believed the Government had it within its power, financially and politically, to address the grievances of the teachers — and the other public-sector unions — and avert a strike.

National Education, Health and Allied Workers' Union spokesman Neal Thobejane confirmed after a meeting of public-sector union representatives in Johannesburg that the other five unions would "plug in" if Sadtu went on strike.

He said the public-sector wage increase was due to take effect on July 1, allowing time during June for the Government to act this would be "the deci-

sive month".

Meanwhile, Post Office and Telecommunication Workers' Association general-secretary Mlungisi Hlongwane has indicated that Potwa, while still mobilising for action, is fairly well advanced in its planning.

Potwa members presented demands to Post Office officials in Johannesburg yesterday.

After their meeting, De Klerk and Mandela issued a brief statement saying talks would continue today and a statement would be issued afterwards.

ANC sources said the entire range of problems in education had been discussed.

The education crisis was at the top of the agenda at the Westbrook meeting.

● The Star's Lowveld Bureau reports from Bethal that a regional inspector of the Depart-

ment of Education and Training was held hostage on Tuesday morning by about 1 200 pupils who demanded that he refund their exam fees.

Police said a Mr Koti was allowed to leave after about four hours after failing to get money from a bank and assuring the students that he would "work on the problem".

● Sapa reports that ANC Natal Midlands chairman Harry Gwala yesterday called on SA Students' Congress members to learn how to handle firearms, saying that if talks failed, the students should negotiate through the barrel of an AK-47.

● Parents at Grandmore Primary School in Phoenix, near Durban, occupied the school yesterday and barred teachers from school property unless they were prepared to teach

Star 2015/193

Bara student nurses strike

Student nurses at Baragwanath Hospital's College of Nursing have gone on strike and staged a sit-in at the principal's office demanding, among other things, the principal's resignation. A delegation comprising TPA officials, the principal and the acting chairman of the staff club negotiated with the SRC regarding the demands, but the issues remained unresolved. — Sapa

(52) (19)

NEWS Police use force

New bid to end four-day Bara student nurses' strike

Soweto 21/5/93

■ **Strikers meet management:**

By Simon Zwane

A STRIKE by student nurses at the Baragwanath Hospital in Soweto entered its fourth day yesterday as a delegation of nurses and management made another bid to resolve the impasse.

The nurses staged a sit-in at the principal's office on Monday to demand that:

- The principal resign, *(152)*
- The rules relating to failing examinations be revised, *(18)*
- An increase in fees for boarding and lodging be negotiated, and that *(53)*
- Issues concerning the hospital's staff club be negotiated.

The Transvaal Provincial Administration's deputy director general for health services, Dr Hennie van Wyk, yesterday said officials of the TPA, the Baragwanath Hospital's principal and the chairman of the hospital's staff club met the student-nurses' representative council on Monday *(52)* *(02)* *(5)*

"The students were subsequently requested, in writing, to report to their classes or clinical training area on Wednesday," he said.

Ray of hope on education front

W/mail 2/5 - 127/593

(152) (327) (328) (350)

RESOLUTION of the education crisis hung in the balance yesterday as crucial eleventh-hour talks between President FW de Klerk and African National Congress president Nelson Mandela continued late into the day at a secret Transvaal venue

Hopes of averting Monday's planned nationwide strike by 80 000 teachers and the intensification of student mass action dimmed and brightened in turn amid a total news black-out on any progress made

Just how finely balanced was the outcome was made clear by Education and Training Minister Sam de Beer's resort, on the day the talks began, who applied for a supreme court interdict against the South African Democratic Teachers' Union to prevent teachers in black schools from striking

"It's a red rag to a bull," Sadtu general secretary Randall van den Heever said yesterday "Given the state of relations between teachers and the Department of Education and Training, teachers will defy it just because the DET has brought the action"

The application — for an order declaring the strike illegal, forbidding teachers in DET schools from striking and restraining Sadtu from encouraging them to do so — is to be heard in the Rand Supreme Court today and would be opposed by the union, Van den Heever said

Indications that Mandela's intervention to break the impasse and clear the way for talks between education authorities and teachers and students could succeed came yesterday morning

A source close to the talks said Finance Minister Derek Keys had been called in — presumably to discuss the budgetary implications of accommodating teachers' demands to reopen negotiations on their five percent wage increase and the students' call for R48 matric exam fees to be suspended

Expectations that the government would also move on the key demand of a national education forum to address the immediate crisis and consider the long-term restructuring of education were bolstered by indications that a meeting between government, educational and political bodies, education providers and the private sector had been scheduled for today

Government concessions on education demands could draw off steam rising from public service unions — which have given the government until the end of the month to reopen negotiations on their demands before launching a full-scale programme of mass action

As 80 000 teachers — backed by public sector workers — threaten to strike and students plan mass action, FW de Klerk and Nelson Mandela attempt to douse the fire under the boiling education pot.

By GAYE DAVIS

Announcing this week it would throw its weight behind the teachers' strike, the Congress of South African Trade Unions said it was continuing with plans to mobilise about 120 000 workers in five public sector unions to force the government to reopen negotiations on its five percent wage freeze and unilateral restructuring

The unions — including health, post office and telecommunications, municipal, police and prisons workers — want the government to stop cutting back service providers' jobs and instead look to rationalising its own burgeoning bureaucracy At the same time, they want public sector workers to be given the same dispute-handling procedures and right to strike enjoyed by private sector workers

Unless the government indicates a willingness to talk around the issues, it will have little success in keeping the lid on workers' simmering dissatisfaction

Cosatu publicity officer Neil Coleman said "All the issues can be negotiated But by saying no to negotiations, the government leaves people with no option but to take action

"What's causing anger is that it is the providers of services, such as teachers, who are being cut back — and not the apartheid bureaucracy This affects workers directly, but communities are even harder hit where health, education and other services are cut back

"We're prepared to negotiate on restructuring — but it must be directed at the bureaucracy and not service providers"

Public sector union demands around wages reflect a concern with the same issues raised by teachers about 30 percent of the country's teaching corps, some 91 000 teachers, earn less than R800 a month

The majority of Sadtu's membership comprise African teachers, many of whom would fall within this wage bracket.

In a caucus between Sadtu and Congress of South African Students this week, student leaders insisted they would continue their campaign in the



Waiting for marching orders ... Police in Johannesburg were on standby for a student protest that failed to materialise Photo LUANNE CADD

event that their demands — but not teachers' — were met.

Some 2 300 teachers in schools run by the House of Representatives have already applied for early retirement, leaving education authorities with just 900 more posts to axe to meet their target of cutting back by 3 200 posts But Sadtu's position was that it was opposed to retrenchments in principle, Van den Heever said "The country needs teachers and newly qualified teachers need posts"

He accused De Beer of acting in bad

faith by using the courts to try to prevent teachers from striking "Draft legislation for teachers, which includes teachers' right to strike, has been completed by a working group representing national education and teacher organisations," he said

"The DET was part of those meetings and had accepted that teachers should have the right to strike," he said "All the court action does is fuel the anger and frustration — the DET can't just try to keep a lid on a boiling pot, it must try to put out the fire under it."

DET in court bid to halt teacher strike

AFCT 21/5/93

Mr Piet Marais

(152)

JOHN VILJOEN, Education Reporter
and The Argus Correspondent

THE Department of Education and Training is applying to the Supreme Court, Pretoria, today for an interdict to stop teachers going on strike on Monday.

The South African Democratic Teachers' Union has warned that concessions by the government to defuse the education crisis might not be enough to prevent its members going on strike.

The union has asked for an urgent meeting with National Education Minister Piet Marais, who is said to be willing to see them.

A DET spokesman said the court application was taking place, but she would not discuss details. Two Sadtu spokesmen, union president Shepherd Mdladlana and secretary Randall van den Heever, were on their way to court to oppose the application.

The government authorised education departments yesterday to suspend matric exam fees and said it expected to be able to make "a meaningful improvement" to salaries of the worst-paid teachers later in the financial year.

The DET immediately announced it had suspended the exam fees — the focus of violent protest — and said pupils who had paid would be reimbursed.

Spokesmen for the white, coloured and Indian departments said today no decision had been taken on matric exam fees, but statements could be expected shortly.

The government also announced that a national forum should be in place by the end of next month to deal with complex education issues.

The announcements followed nine hours of talks between President De Klerk and African National Congress president Nelson Mandela on the crisis.

While welcoming the government's statement, Mr Mdladlana called for an urgent meeting with Mr Marais to discuss retrenchments.

Freezing of retrenchments is one of the key demands the union says the government has not met.

It was up to Mr Marais to act to prevent the strike, Mr Mdladlana said. The union was waiting for the government to approach it.

A final decision on the strike would be taken by the union's national strike committee after a meeting with Mr Marais.

Mr Frans Basson, a spokesman for Mr Marais, said the minister was willing to meet Sadtu. "We are just waiting for an official approach."

But Mr Mdladlana said it could be too late to prevent a strike. There might not be time to consult union members in the various regions who had already voted for such action.

A Western Cape National Education Co-ordinating Committee regional summit for education organisations including the Congress of South African Students, the Pan-Africanist Students' Organisation and the Azanian Students' Movement, is planned for today.

The summit was called as a report-back for last weekend's national meeting.

In its statement, the government said an education forum, which would deal with exam fees, retrenchments and other issues, should be in place by the end of next month.

Black education Minister Sam de Beer said the ANC had undertaken to help negotiate with outside institutions for the payment of R16.8 million which would have come from the collection of exam fees.

SABC says strike could interrupt TV programmes

ARG 22/5/93
MANDY JEAN WOODS, Weekend Argus Reporter

MILLIONS of television viewers were warned by the SABC last night that programmes might be interrupted at times because of a strike, called by the SABC Staff Association (Sabsa) union and scheduled to come into effect last night.

The strike affects mainly key behind-the-scenes personnel who facilitate the broadcasting, including engineers, technicians, network control, transmitter and signal distribution staff.

The SABC was given 48 hours' notice of the impending strike on Wednesday after an overwhelming majority of the union's almost 2 000 members voted to strike over a wage increase dispute. The strike was to become effective at 7.30 last night.

Initially, union president Mr Johan Schreuder said the strike would take the form of "selective" action.

The SABC management used strong-arm tactics yesterday to try to quell what amounts to the first strike by the mainly white union since its formation in 1935 by threatening to withhold the May salaries of striking Sabsa members.

Sabsa has requested an urgent hearing in the Rand Supreme Court — scheduled for Monday — to apply for immediate relief from the SABC's threatened action.

Some 1 397 of the 1 630 members of the union voted on Wednesday to strike because the management refused to budge from its 7.5 percent wage increase to the 10.5 percent increase demanded by the union.

Staff deny SABC strike

JOHANNESBURG — The South African Broadcasting Staff Association (SABSA) late yesterday afternoon denied it had called for a "selective strike" starting yesterday evening, following SABSA members' rejection of the SABC's 7,5% pay offer.

In a statement, the association described the SABC's reaction to the pay dispute — the national broad-

caster threatened to withhold salaries and to effect a lock-out — as overhasty, unreasonable, and illegal.

SABSA added that it rejected the SABC's contention that its wage offer was "market-related".

The offer was certainly not market-related, especially in light of the national broadcaster's good results in the last financial year, SABSA said. — Sapa

CT22/5/93

SABC staff

threaten

Star 22/5/93

blackout

TERRY McELLIGOTT
and MANDY JEAN WOODS

ELEVENTH-HOUR talks to avert industrial action at the SABC reached a stalemate last night, opening national radio and television services to disruption by "rolling action" over the coming weeks. A four-hour

meeting between SABC executives and the South African Broadcasting Staff Association (SABSA) — which one member described as "bruising" — failed to reach a compromise following SABSA's overwhelming vote to go ahead with industrial action to support its pay demands.

Anton Meyer, a member of SABSA's negotiating team, said they had "moderated" their demands and "bent over backwards. But we still came up with nothing."

Blackout 132

Mike Somes, SABSA's regional chairman, said the unspecified industrial action, which was to have started any time after 7.30 pm last night, had been put on hold temporarily in view of the talks.

He said the association had warned the SABC that it faced a simultaneous blackout of all its radio and television services.

Rugby fans fear the angry broadcast staffers might target today's TopSport Super 10 rugby final between Transvaal and Auckland in order to obtain maximum impact for their pay fight.

SABSA officials were

● TO PAGE 2.

Blackout

Star 22/5/93
FROM PAGE 1

tight-lipped about the type of industrial action — described in some reports as selective strike action — they were planning. They said they wanted to retain the element of surprise.

The Super 10 match is a major television "happening", arousing almost test match fever in South Africa and is scheduled to be broadcast internationally. Another major sporting event which could be under threat is the Comrades Marathon on May 31.

SABSA has 1 630 members, including engineers, technicians, network controllers, transmitter and signal distribution staff.

The SABC warned viewers last night that programmes might be interrupted at times

The SABC was given 48 hours' notice of the impending strike on Wednesday after an overwhelming majority of the association's mainly white membership voted for strike action to back a wage dispute.

The proposed industrial action affects mainly key behind-the-scenes personnel who facilitate the broadcast of SABC programmes.

SABC management yesterday threatened to withhold the May salaries of association members.

The association has requested an urgent hearing in the Rand Supreme Court — scheduled for Monday — to apply for immediate relief from the SABC's threatened action.

Some 1 397 of the 1 630 members of the association voted for industrial action because management refused to move from its 7.5 percent wage increase. The association is demanding 10.5 percent.

Teachers split as strike hits W Cape schools

Staff Reporters

ARC 24/5/93

TEACHERS appeared divided today as a strike by the Western Cape region of the South African Democratic Teachers' Union (Sadtu) hit schools.

The Union of Teachers' Associations of South Africa (Utasa) has cancelled a three-day strike, while Sadtu head Mr Shepherd Mdladlana has opted not to join the action.

In Western Cape townships some high schools were dismissed as early as 9am because of the strike, while most primary schools seemed to be operating normally.

Teachers at most secondary schools in Khayelitsha reported for duty but did not teach.

Sadtu Western Cape has embarked on the strike, to last at least two days, in an effort to force the government into further concessions on rationalisation.

Sadtu members in other regions — in Soweto and at coloured and Indian schools in Natal and the Transvaal — are also striking today.

But Mr Mdladlana, principal at Andile Primary in New Crossroads, said today he was not going to strike.

He did not see the need for the action because the State had given in to the main demand of re-opening salary negotiations.

It would be "spineless" of him to stop work after calling for a national strike set to start today to be suspended.

"We need to go back to classes so that our members can add meat to our demands," he said.

Utasa has abandoned a three-day countrywide work-stoppage by its members.

Dozens of Mitchell's Plain teachers were out early today holding a placard demonstration against the rationalisation of coloured teachers.

There was confusion at most Khayelitsha schools as the strike got under way.

At primary schools visited, tuition continued normally while at secondary schools in Khayelitsha teachers either picketed or stayed-in staff rooms.

Shoprite strikers set to enlist other unions

The Argus Correspondent

JOHANNESBURG. — The Shoprite/Checkers strike enters its 17th day today with indications that other unions could be called upon to support the action if management does not respond within 72 hours

This emerged after a weekend of marches and pickets by workers at stores in major centres around the country

SA Commercial Catering and Allied Workers Union (Saccawu) spokesman Mr Jeremy Daphne said at the weekend that the Congress of South African Trade Unions had given the chain "72 hours to respond favourably to the union's demands, or the federation will engage all its affiliates in the dispute"

And in Hillbrow, Johannesburg, on Saturday ANC Youth League president Mr Peter Mokaba — who attended a demonstration by Saccawu members outside the local Checkers branch — pledged his organisation's support for the strikers

"We will support any community action and shut down Checkers, if it comes to that," he is reported to have told a crowd of several hundred Saccawu members, who marched to the store under the eye of members of the local peace secretariat. The store was then closed, said Mr Daphne

The action began on May 8 in an effort to persuade the chain's management to reinstate a nine-year-old recognition agreement which management claims is outdated and inappropriate to conditions in the group since the merger between Shoprite and Checkers more than a year ago

The union claims management is trying to force it to accept joint wage bargaining with a minority union, the Cape-based National Union of Distributive and Allied Workers

More than 2 000 workers have since been locked out, and 400 arrested as a result of sleep-ins and picketing

Sabsa suspends wage action

JOHANNESBURG — The SA Broadcasting Staff Association (Sabsa) has suspended industrial action until legal steps against the SABC have been formalised.

A Sabsa legal representative said yesterday that members and regional branches had been told "to suspend any form of industrial action".

These steps followed uncertainty about whether Sabsa members had been involved in the 10-

minute blackout during the Super Ten rugby final on Saturday. The blackout also disrupted broadcasts to New Zealand and Australia.

A Sabsa representative, who asked not to be named, said yesterday the association had been responsible for the blackout.

However, an SABC spokesman said yesterday the break in transmission had been a "technical hitch".

SABC group manager labour relations Mr Christo Pretorius said yesterday the association had been in a position to take industrial action as of Friday evening.

Sabsa president Mr Johann Schreuder has said the association will use "selective industrial action" to back its demand for a 10% increase. The SABC has offered 7.5%.

No classes in many areas

Sowetan 25/5/93

SCHOOLING CAME to a standstill in many areas of the country yesterday as defiant teachers staged a chalk down despite an earlier announcement that the planned strike had been called off

The strike is almost certain to continue today after reports that teachers were to hold meetings at several venues today

In Venda more than 8 000 teachers vowed to continue the strike in defiance of a call by the SA Democratic Teachers Union for the action to be suspended (152)

In the Western Cape two teacher organisations said they had suspended the strike which was to start yesterday following an undertaking by the Education Ministry to halt rationalisation and retrenchments

Their decision was in line with the "return to the culture of learning", the Cape Teachers Professional Union and the Union of Teacher Associations of South Africa said in a joint statement

But teachers in the Western Cape appeared divided as a strike by Sadtu in the region hit schools yesterday Sadtu national president Mr Shepherd Mdladlana does not support it

Mdladlana, principal of Andile Primary in New Crossroads, said he would not strike.

He did not see the need for action because the State had given in to the main demand of reopening teachers' salary negotiations

In Mangaung, Bloemfontein, 400 teachers went on strike yesterday demanding a moratorium on rationalisation The teachers said they were demanding the establishment of an education forum "within two weeks"

■ SADTU DEFIED Teachers stage chalk down

despite announcement that planned strike is off:

Meanwhile, most teachers in Soweto spoken to by *Sowetan* said they went to school to teach but were afraid to do so after reading Press reports that the strike was on

"Education came to a complete halt Teachers left early to attend a meeting," said Department of Education and Training spokesman Mr Jeff Makwakwa

Makwakwa said primary schoolchildren were also affected by teacher absenteeism

A snap survey by *Sowetan*, however, showed that most primary schoolchildren were in class until after 2pm, their usual finishing time

Most high schools were deserted as early as 10am At Orlando West High School pupils told a teacher she might be endangering her life by "doing what others were not doing", a source at the school said

Most of the teachers offering lessons stopped when word spread that Sadtu was holding a meeting at 10am

At Thotolore High School in Meadowlands there was "100 percent teacher-pupil attendance", a senior official said

In another development, the chairman of the Ministers Council in the House of Assembly, Mr Adriaan Vlok, said yesterday examination fees for pupils at white own affairs schools were being suspended for this year and any money

already paid would be refunded

In a joint statement with the Minister of Education and Culture, Mr Piet Marais, Vlok said the Ministers Council had decided to compensate the department for the amount

"This enabled the Minister of Education and Culture to consider the suspension of examination fees for this year without sacrificing the principle of payment for services rendered," he said

SABC rugby transmission break probed

Star 25/5/92
By Paul Bell
Labour Correspondent

Industrial action by 1 650 technical staff at the SABC has been suspended and the corporation is considering declaring their weekend interruption of the Ellis Park rugby broadcast a breach of strike rules.

The dispute escalated on Saturday when members of the Staff Association, which is seeking a 10 percent salary increase — 2,5 percent more than the SABC has offered — interrupted transmission of the Transvaal-Auckland match at Ellis Park.

The union has told the SABC it is suspending its action, but SABC labour adviser Christo Pretorius said the corporation intended to pursue the lock-out, which involved withholding of May salaries. The union had until Thursday to respond.

It is understood that the SABC has instructed attorneys to investigate whether Sabsa's action on Saturday constituted a breach of strike rules.

If so, the SABC has the option of taking disciplinary steps against those involved, or withdrawing the legal protection currently afforded to Sabsa's strike action.

"We consider that kind of action to amount almost to sabotage," said a management spokesman.

Teachers divided over tactics

Star 25/5/93

By Phil Molefe
Education Reporter

The Soweto branch of the South African Democratic Teachers' Union (Sadtu) is deeply divided over the continued use of disruptive campaigns to back teachers' demands for improved pay and conditions.

Investigations by The Star reveal that senior executive committee members of the Soweto region have refused to sanction some of the recent campaigns.

The gulf between the warring factions is set to widen in the wake of the Soweto region's decision to go on strike in spite of the national position to "give negotiations a chance".

Already, two factions exist: the "pro-action" teachers who are in favour of mass action and strikes, and the "concerned group" who believe in the minimum use of disruptive campaigns.

The cracks were evident yesterday as confusion reigned at most Soweto high schools with almost all the "pro-action"

teachers either on a stayaway or else at the schools but not conducting lessons.

"Concerned group" teachers told The Star they would continue teaching in spite of the "mini-boycott" and would only take a cue from the national leadership.

Several leading members of the Soweto executive have either resigned their positions or refused to stand for elections.

In what could be the final nail in the coffin, six senior executive members of the branch de facto resigned their positions when they refused to stand for re-election at the annual meeting held at the weekend.

The six top officials are vice-chairman Madoda Madi, general secretary Veli Mnyandu, education officer Mxolisi Nkosi, publicity secretary Oupa Mpetha, treasurer Palesa Popi and sports officer Bhabha Meman.

The Sadtu branch is effectively run by chairman Matakanye Matakanye, who called for a strike in defiance of the national position, and his deputy Pinky Mbowane. Matakanye was not available for comment.

25/5/93
**Supermarket
strike talks**

in the offing

By Paul Bell
Labour Correspondent

Mediation is expected to begin today between the strike-hit Shoprite/Checkers group and the SA Commercial Catering and Allied Workers Union (Saccawu).

This emerged last night as the strike by between 6 000 and 10 000 Saccawu members employed by the chain ended its 17th day. The strike was sparked by management's termination of a nine-year recognition agreement.

Strike action had been escalating since May 8, with the union claiming widespread and growing community support and threatening a consumer boycott.

Saccawu spokesman Jeremy Daphne said last night "My understanding is that both parties are exploring the possibility of mediation on Tuesday. It is apparently under discussion now but there has been no definite confirmation."

Shortly afterwards a company spokesman said "There are indications that the union is prepared to abandon its demand for the unconditional reinstatement of the recognition agreement."

Strike will go on, vow teachers

Star 26/5/93

Schooling came to a standstill in Soweto yesterday as teachers voted for continued strike action to push for higher salaries and better working conditions.

The teachers, all members of the SA Democratic Teachers' Union (Sadtu), are demanding a 30 percent salary increase and that the DET do away with its rationalisation programme, reinstating teachers retrenched under the scheme.

The DET reported that no schooling took place in Soweto schools yesterday while school attendance ranged from "poor" to "reasonable" in other parts of the country as the teachers' strike entered its second day.

Many schools in the Cape Peninsula and Boland were deserted, and classes in the Free State were disrupted as teachers embarked on their week-long strike.

In Natal, schools falling under the House of Delegates and House of Representatives were affected by teacher and pupil protest actions.

Sadtu's Soweto branch spokesman Solly Mautjana denied yesterday that teachers were split over the strike. "We support the strike," he said.

Sadtu national general secretary Randall van den Heever said the national body accepted that some regions, including Ennerdale, Eldorado Park, Bor-

der and the western Cape, were continuing with the strike.

"The Soweto branch is dissatisfied with our position and is demanding that the DET should give an indication of how much it proposes to give the teachers in terms of salary increases," he said. The DET is meeting Sadtu today to discuss the teachers' demands.

Education and Culture Minister Sam de Beer said yesterday the Government had decided to open the official channels for salary negotiations, but it had not retracted its position on a 5 percent general increase for civil servants and educators.

● A two-week stayaway by Venda teachers was suspended yesterday after the homeland agreed to pay equal salaries to male and female teachers holding equivalent positions.

● University of SA (Unisa) students and SA Students Congress (Sasco) members resolved to demonstrate today against the university's "failure to adapt to democratic changes".

The students also condemned the university's "lack of sensitivity" towards the troubled University of Bophuthatswana and other education colleges in the homeland, many of which have closed after pupil boycotts.

The pupils and Sasco called for the dissolution of the university senate and council —

— Staff Reporter, Sapa

Sit-in
at white
schools

called off

JOHANNESBURG —
The "occupation" of
white schools by dissatis-
fied black pupils, due to
have to have started to-
day, has been suspended

Speaking on behalf of the
PWV regions of the ANC,
the Congress of South
African Students (Cosas)
and the South African
Students Congress
(Sasco), a spokesman said
here yesterday the or-
ganisations welcomed
the government's scrap-
ping of matric exam fees
and its announcement
that a national education
forum would be estab-
lished

"We repeat our call for
students to return to
school and, together
with teachers and the
community, to embark
on programmes to make
up for lost time"

The organisations last
month said they would
bring white education to
a halt from May 26 if the
government did not
agree to the forum
Sapa CT 26/5/93

Sadtu strike a 'great success'

CT 26/5/93 (152) (222) (222)

Staff Reporter

MANY schools in the Penn-
sula and Boland were unable
to hold classes yesterday as
the South African Democra-
tic Teachers' Union (Sadtu)
strike entered its second day
and non-union members con-
tinued to heed the three-day
strike call

An Athlone headmaster who
did not wish to be named said
lessons at the school had been
"substantially disrupted" as half
the staff were on strike and it was
not possible simply to double up
on classes

Most schools closed early and
many pupils did not attend
classes in the townships and
coloured areas

A Sadtu spokesman said the
strike had been a "resounding
success"

He said almost all local
branches of the union had par-
ticipated as well as branches in
Soweto, Ciskei and the Southern
and Eastern Cape

Cape

classes

disrupted as

teachers

heed call

National Sadtu representatives
will hold an urgent meeting with
the Department of National Edu-
cation in Pretoria today and will
review the national strike posi-
tion

Sadtu national president Mr
Shepherd Mdladlana was in Port
Elizabeth attending a rally yes-
terday and could not be reached
for comment last night

The Cape Teachers' Profes-
sional Association (CTPA) could

add the weight of a further 20 000
teachers to the Sadtu strike today
if Mr Pieter Saaman, education
minister in the House of Repre-
sentatives, fails to heed CTPA de-
mands for the immediate with-
drawal of his retrenchment
programme

CTPA president Mr Archie
Vergotine said yesterday that the
three-day strike had only been
suspended pending the outcome
of a meeting between the associa-
tion and Mr Saaman this morn-
ing

The Western Cape branch of
the Congress of South African
Students (Cosas) will meet today
to discuss whether to proceed
with its Barcelona Flames and
Bujuba campaigns to pressure
the government into scrapping
exam fees entirely

The national Cosas body
agreed to end its campaign last
Friday following the announce-
ment by education authorities
that it would suspend the R48
fees for November 1993 matric
exams



SABC white-collar staff strike in pay dispute

Blom 27/5/93
ABOUT 300 SA Broadcasting Corporation Staff Association (Sabsa) members went on strike yesterday afternoon after SABC management announced it was withholding May salaries unless the union accepted a 7,5% salary increase offer

The walkout, which was part of selective industrial action, will last until 8am on Tuesday next week, a Sabsa spokesman said

An SABC spokesman said programmes could be affected by the Sabsa decision. He did not know whether coverage of Monday's Comrades marathon would be affected

Meanwhile, SABC management

152
STEPHANE BÖTHMA

has adopted a policy of "no work, no pay" and officially announced a lock-out of Sabsa members. Sabsa is demanding a 10,5% salary increase

The 1800-member union represents mostly white-collar workers in technical, clerical and administrative positions

The strike was voluntary, a Sabsa spokesman said, adding that at this stage it was confined to the Johannesburg region

He said the majority of members yesterday voted in favour of selective industrial action which would involve

only the withdrawing of service. Sabsa had given SABC management an undertaking that no sabotage or any other such action would be taken

He stressed the action would be called off if a settlement could be reached

In a statement given to Sabsa members yesterday, SABC labour relations manager Christo Pretorius said "The lockout by the SABC is now in force. Consequently, Sabsa members in the bargaining unit will not receive their May salaries unless Sabsa accepts the SABC's proposal of an increase of 7,5% for the period March 1 1993 to February 29 1994"

Strike still in balance

The decision to end the four-day teachers' strike still hangs in the balance after the Department of Education and Training and the SA Democratic Teachers' Union ended a meeting in Pretoria yesterday without reaching agreement. The meeting continues tomorrow.

The strike is for a 30 percent wage increase and improved working conditions.

The teachers say they will not teach until their demands are met. They also want the merit award system and the DET's rationalisation programme scrapped, and the reinstatement of retrenched teachers.

Soweto high schools were deserted yesterday and although primary school pupils attended classes, no schooling took place.

Meanwhile, the Government has announced a National Education Forum will be set up before the end of next month, says Dr Andre Dippenaar, head of the facilitating group. — Own Correspondent and Sapa

Blackout threat to Comrades

152

CT 27/5/93

By DALE GRANGER

RADIO and TV coverage of the Comrades Marathon came under threat yesterday when — for the first time in 48 years — the SA Broadcasting Staff Association (Sabsa) voted to strike in protest against an SABC offer of a 7,5% pay increase

Union spokesman Mr Gareth Lawrence said yesterday 200 to 300 Sabsa members in Johannesburg had decided to strike until 8am on Tuesday but the actual number of workers on strike would only be known by today

The 1 600-strong union, the biggest in the SABC, comprising technical, administrative and clerical staff are demanding a 10,5% pay increase

In a "selective strike action" they were yesterday given the option of resigning from the union and accepting the SABC's 7,5% pay offer or walking out and facing a lockout on a "no pay no work basis" without being paid their May salaries

SABC staff vote to go on strike for pay rise

Mr Lawrence said among the union members were about 40 "highly skilled" technical employees who have travelled to Durban to establish outside broadcast units for live coverage of the Comrades Marathon on Monday

In a bumper sports weekend the SABC is also to screen the Western Province vs Transvaal Currie Cup rugby match live from Loftus Versfeld

When asked if the sports coverage would go ahead, SABC spokesman Mr Willie Visagie

said yesterday "Contingency plans are being made"

He added that it was "very difficult" to predict how broadcasting would be affected as "we don't know how many people have walked out at this stage"

Last weekend it was suspected that Sabsa members sabotaged live coverage of the Topsport Super 10 final between Transvaal and Auckland at Ellis Park

Broadcasting was disrupted in a 10-minute blackout of the match which was screened live to millions of viewers in half-a-dozen countries

Mr Lawrence accused the SABC of unfair labour practice in refusing to pay striking employees their wages for May and said they were considering legal action

Mr Visagie rejected the allegation saying there was "nothing illegal or unfair" about the corporations actions

Yesterday union members were given a statement from the corporations group manager of labour relations, Mr Christo Pretorius, saying "the lockout is now in force"

lay, May 27 1993 7

Protesters jam Civic Centre (152)

Staff Reporter

ANGRY city council workers jammed into the Civic Centre yesterday to hand in a list of demands including one for more pay (150)

The workers formed part of a Congress of South African Trade Union (Cosatu) march through the city centre which was also protesting against the unilateral restructing of government and municipalities (152)

When about 3 000 Cosatu supporters entered the Civic Centre, members of the police Internal Stability Unit rushed to block them from entering the building and scuffles broke out

Workers jeered at mayor Mr Frank van der Velde shouting, "we want our money" and "what kind of mayor are you who talks from behind the police"

City council workers have rejected a pay increase of four percent

After negotiations between Mr Van der Velde and union officials it was agreed the police should leave

Municipal workers may strike

~~152~~
152
CT 22/5/93

Municipal Reporter

THE South African Municipal Workers' Union (SAMWU) is preparing to conduct a national strike ballot for the first time ever as its members are unhappy with wage offers of about 5% throughout the country

Yet the Cape Town City Council said yesterday that it had agreed with the two major unions representing its employees, SAAME and SAMWU, to refer their present wage-negotiations deadlock to private arbitration

This claim was disputed by SAMWU last night. Mr Salie Manie, president of the Cape Town branch, said there must have been a misunderstanding because all the union had said was that in the event of going to arbitration, it would opt for private arbitration using the slower industrial court and conciliation board

Mr Manie said there was no legal alternative available to the union other than going to arbitration, "because legislation restricts us from going on a legal strike"

Nonetheless, members had rejected arbitration this week, and supported the holding of a strike ballot

The council said that as far as it was

Union
unhappy
with 5%
increase

concerned, going to arbitration was the most equitable and reasonable way of resolving differences

Mr Manie said the council had offered its employees a 4% annual increase

The council said that in the light of the "agreement" to go to arbitration, "it would be extremely regrettable should members of the public have to suffer the consequences and inconvenience of industrial action"

It hoped that SAMWU's support for the call to participate in rolling mass action and workplace demonstrations "is not aimed at the municipality and the ratepayers"

It is drawing up a list of suggested arbitrators and a set of proposed terms of reference for the arbitration which it will submit to both unions

The council would also supply a list of the effects which salary increases would have on rates

The council said it believed that any settlement package could not address the issue of wages alone, as other conditions of employment also had an impact on the cost of employment

It was therefore "preparing a detailed submission comparing its levels of remuneration and job security with those of other similar organisations" for presentation to the arbitrators

NEWS Union invites support for strikers

Workers appear on charges of trespassing

Sowetan 28/5/93

■ Appearance follow demonstrations by Checkers-Shoprite members of Saccawu in Durban this week:

TWENTY-THREE striking Checkers-Shoprite workers appeared in the Durban Magistrate's Court yesterday on charges of trespassing

Mr Ernest Zulu and 22 fellow workers were arrested this week on Checkers' premises in Durban after picketing and demonstrating (152)

The workers have been taking part in a country-wide strike by about 10 000 members of the South African Commercial, Catering and Allied Workers Union which began this week (35)

They appeared before Mr K McIntosh and were released on warning until June 10 for the senior public prosecutor to consult with Saccawu's legal representatives

A legal officer of Saccawu, Mr Ronny Pather, said the strike was about the withdrawal of the recognition agreement between Saccawu and Checkers-Shoprite

Meanwhile, the strike which enters its 20th day today, continued yesterday after Saccawu and the management of Checkers-Shoprite failed to reach agreement on the company's recognition of the union

In a statement issued yesterday, Saccawu

said industrial action would be intensified after attempts to resolve the dispute through mediation had failed

The union also claimed "arrests and harassment of picketers by management and the police continues at many stores"

Saccawu said it was waiting for Checkers-Shoprite to reconsider its position regarding the reinstatement of the recognition agreement (152)

The agreement was cancelled in 1990 when Pepkor, which is the holding company of Checkers-Shoprite stores, took control of the stores

Management wanted Saccawu to negotiate a new agreement because of the new developments. Saccawu was not opposing the move but declared a dispute with management when it cancelled the existing recognition agreement

Mr Jeremy Daphne, Saccawu's spokesman, said the union tried everything it could to resolve the problem but management ignored "our pleas"

Daphne said Saccawu then called on political organisations and other trade unions for solidarity support

**Strike tempo
to increase
after talks fail**

6/10/93 28/5/93
ERICA JANKOWITZ

THE strike by about 10 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members at Shoprite/Checkers stores nationwide would be intensified after the two parties failed to agree during mediation this week, the union said yesterday.

The union would contact political organisations and Cosatu about calling for a national boycott of Shoprite/Checkers stores, a Saccawu source said.

A company spokesman said that in an effort to resolve the issue, the company had agreed to use the services of a mediator on the understanding that the union would display some flexibility.

It was clear the union was not yet ready to abandon its months-old demand for the reinstatement of the previous recognition agreement, he said.

The company nonetheless remained open to any proposal made in good faith which would lead to the negotiation of a new recognition agreement.

Union spokesman Jeremy Daphne said further harassment of strikers had occurred in Durban.

Management had locked strikers out of the Mdan-tsane store from Wednesday.

More than 2 000 workers were now locked out of about 30 stores.

He said the union was "waiting upon the company to reconsider its position".



Clinic protest. Nehawu members at the Garden City Clinic

Photo RUTH MOTAU

Public sector simmering

Weekly Mail Reporter

152 ~~152~~
STRIKING staffers from the Garden City Clinic held a protest demonstration near the hospital this week. The health-workers were dismissed by the clinic for going on a wage strike. The National Education Health and Allied Workers' Union (Nehawu) and the clinic's management have agreed to take the dispute to mediation.

If the strike at the clinic (owned by Clinic Holdings) spills over to state-run hospitals, it would add to simmering conflict in the public sector.

WJMail 28/5-3/6/93
The government's climb-down on teacher's salaries narrowly averted a strike this week. But, it has also sparked calls for the reopening of wage negotiations across the sector.

Nehawu assistant general secretary Neal Thobojani said "this (wage negotiations) can't be done in a piecemeal way". The South African Democratic Teachers' Union (Sadtu) would put forward this demand in its negotiations with the government.

Sadtu, along with Nehawu and other public

sector unions and associations, is a member of the Public Sector Forum.

The South African Municipal Workers' Union (Samwu) will soon ballot its 70 000 members for strike action to protest against the rationalisation and restructuring of local authorities across the country.

"These actions are proceeding despite appeals, petitions, and protests by workers. All workers protests have been completely ignored and are a waste of time and energy," Samwu said in a statement.

The Posts and Telecommunications Workers' Association will ballot its members for strike action at the Postal Services and at Telkom on June 1. The union this week said it would embark on strike action "not later than mid-June".

Wage negotiations have broken down in the sector and the union has pulled out of multilateral negotiations with a range of racial staff associations.

These associations have accepted a wage increase offer of 5,4 percent in the postal services and 5,8 percent from Telkom.

Teachers decide to keep up strike

JOSEPH ARANES
Staff Reporter

THE Western Cape region of the South African Democratic Teachers' Union (Sadtu) has decided at a rally at the Athlone Stadium to continue its strike until all its demands are met.

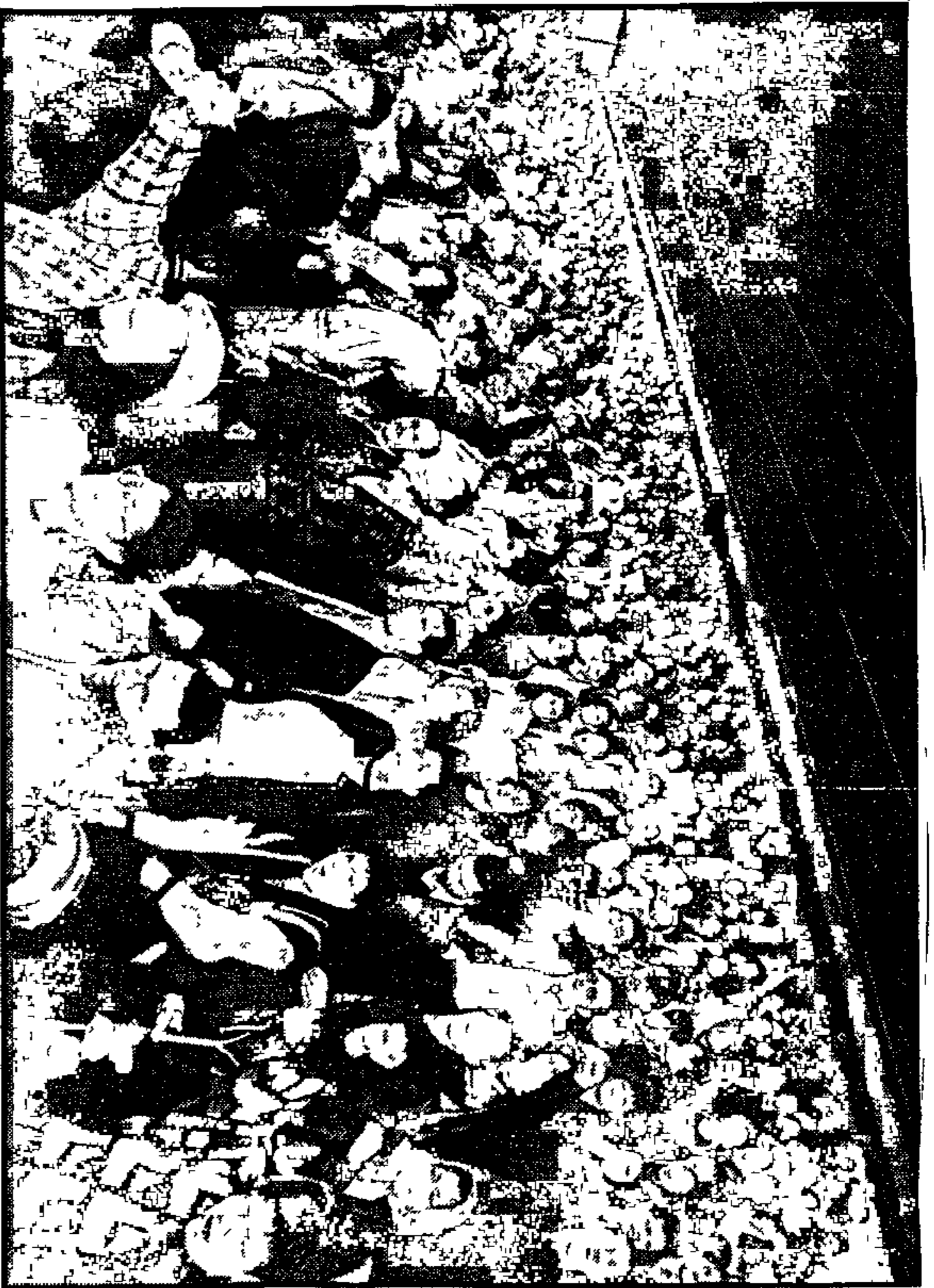
The decision will be taken to a national conference in Johannesburg at the weekend when a final decision on the strike will be made. The region has decided to abide by the decision taken there.

The rally was to have taken place at the Athlone Civic Centre, but the venue was too small for the thousands of teachers who turned up and the organisers hastily arranged to use the stadium.

The meeting, for Sadtu to report back to its members on the outcome of talks between its national executive and the education departments of the three Houses of Parliament, was also addressed by public sector union officials, who gave their full support to the teachers.

Ms Vivien Carelse, regional head of Sadtu, said the union needed to give the government a crash course in democracy because it had no idea how democracy worked.

"We reached certain agreements with them at a meeting and part of the agreement was that our negoti-



Picture DOUG PITHELY, The Argus

CROWDED: Thousands of teachers fill the Athlone Stadium for the outcome of talks between Sadtu and the education departments.

APR 28/5 1993
ators would first consult us before it could be ratified.

"At a subsequent meeting in Pretoria on Wednesday, the departments wanted our leadership to commit the whole of Sadtu to those agreements without our discussing it on the ground first.

"We must make it clear to them that every member has a say in how we conduct the affairs of Sadtu

and that decisions cannot be made without their consent," said Ms Carelse.

She added that the meeting ended in deadlock when the parties could not agree about the scrapping of 3 200 teachers' posts under the House of Representatives and the union's demand for a "living wage".

The union wants negotiations on

salaries to include teachers across the board and not only those in lower-paid categories.

Ms Carelse said "The department is insisting that the posts of retrenched teachers remain redundant.

"We will continue to strike until those posts are filled and all our demands are met."

Mediation suspended in strike at Shoprite

SHARON SOROUR, Labour Reporter

MEDIATION to resolve the three-week nationwide strike by Shoprite/Checkers workers over a cancelled recognition agreement has been suspended

SA Commercial, Catering and Allied Workers Union national negotiator Mr Jeremy Daphne, said Saccawu wanted "a package of rights" to be implemented immediately.

"These rights must be extracted from the Checkers recognition agreement and must involve taking out the most important clauses from the Checkers agreement without any word changes," he said.

This package would protect workers while the union and the company negotiated a full agreement, he said.

"The union tabled a package of clauses, including reinstating selected sections of the Checkers agreement"

Mr Daphne said the company was prepared to negotiate a package of rights which would be implemented while the negotiations continued.

"But the company is not prepared to extract clauses from the Checkers recognition agreement and wants to use new wording. It is not prepared to reinstate clauses from this agreement (into the new agreement)," he said.

The company tabled a proposed interim recognition agreement, he said

The union needed a mandate from its members and mediation had been suspended pending this

Members had to decide before June 2 whether the union should shift from its position that the package of rights involved clauses from the Checkers agreement, as opposed to new wording for those rights.

● Thousands of union members, including about 600 in the Western Cape, went on strike on May 8 after the company refused to reinstate a nine-year recognition agreement and imposed a new one which Saccawu said "significantly reduced rights and provisions"

The SABC backs down on salaries

Staff Reporter

UNDER threat of court action by the SA Broadcasting Staff Association (Sabsa), the SABC backed down yesterday and agreed to pay union members' May salaries

A union spokesman said the SABC's decision late yesterday was a "massive victory" after the strike called on Wednesday to back the demand for a 10,5% pay increase spread to Cape Town and Durban

Sabsa has rejected the SABC's offer of 7,5%.

The SABC offered Sabsa members the choice between accepting its offer and leaving the union, or facing a "no work no pay" lock-out and not being paid their May salaries

A spokesman said the union considered this unfair labour practice and would take legal action in the Industrial Court today

The SABC's group chief executive officer, Mr W J Harmse, said yesterday that in the interests of industrial relations the SABC would lift the deadlock and pay Sabsa members' May salaries, but implement the 7,5% increase

A spokesman said the union would drop the court action but continue pressing for 10,5%

Broadcasting board delay

By BARRY STREEK
Political Staff

DELAYS in announcing the new 25-member SABC board are understood to have occurred because some nominees do not satisfy the technical criteria for board membership

President F W de Klerk has the power to approve nominees in terms of these criteria, which received multi-party endorsement

The ANC's media spokesman, Dr Pallo Jordan, said he understood there were problems with some of the names

Baby deaths: Five charged

PRETORIA — Five members of the National Education, Health and Allied Workers Union will appear in the Magistrate's Court here today on charges of murder and intimidation

Their appearance follows the death of 24 babies during the 1990 Garankuwa Hospital strike

Messrs Abel Sibande, Steve and Walter Sebothma, Jerry Ndlovu and Ernest Mathabela, were each granted bail of R5 000 when they appeared in

CT 28/5/93
court earlier this month

They were all Nehawu committee members at the start of the strike in protest against poor race and human relations at the hospital (52)

A commission of inquiry, chaired by Mr Justice P M Cillie, found the deaths of 24 babies were a direct result of the strike and recommended the case be referred to the attorney-general

A Nehawu spokesman said the union would defend the men — Sapa

Teachers chalkdown carries on (150)

MEMBERS of the SA Democratic Teachers Union (Sadtu) and Union of Teachers' Association of SA (Utasa), are still on strike over the House of Representatives phasing out 3 200 posts
The government is firm about scrapping the posts

REC 29/5/93

Mediation in Shoprite/Checkers strike

ARG 29/5/93

THE three-week strike by Shoprite/Checkers workers over a new recognition agreement has been referred to mediation.
The SA Commercial, Catering and Allied Workers' Union said a new agreement "significantly reduced rights and provisions"
This was denied by the company (38) (152)

News

Star 29/5/73

Caught between SABC rock and a hard place

PAUL BELL
Labour Correspondent

SEVERAL hundred SABC technical staff, caught in a financial nutcracker between their union and the corporation over a wage dispute, fell forced to resign from the union this week to get their May salaries.

Between 450 and 700 SABSAs members had quit the union. And both sides, while wanting to maintain the appearance of hanging tough, were clearly seeking to de-escalate the dispute. But this week's flare-up, while it has aroused the ire and support of SABSAs members, has left in doubt their ability — as a middle-class, mainly white technical union — to sustain concerted industrial action in the face of concerted man-

agement retaliation by Court action against the SABC was called off 90 minutes before time yesterday SABSAs had intended to seek urgent relief, claiming the SABC had victimised and intimidated its members and was subverting the collective bargaining process. The union resists its position.

The resignations were caused by an SABC lock-out involving the withholding of May salaries — as its response to SABSAs's rejection of the corporation's 7.5 percent pay offer. The union wants 10 percent.

SABSAs's threat of court action was made against the backdrop of a flood of resignations by its members — the union claimed 450, the SABC nearly 700 — all caught short by the SABC's end-of-May "salary strike". The union is believed to be in possession of up to 100 letters of resignation from members clinging thus pressure as having "forced" them to resign.

The SABC had told SABSAs staffers they would be eligible to receive the corporation's 7.5 percent increases if they resigned from the union. The SABC will now unilaterally implement its offer, backdated to March 1, for inclusion in the June salary

Both sides, while anxious to avoid the impression of capitulation, yesterday maintained their readiness to go to court. The SABC believes its retaliatory "salary strike" was within the agreed definition of a lock-out. And SABSAs believes it has sufficient evidence of intimidation. But both were equally concerned about the impact — on what they both referred to as "loyal SABC staff" — of the way in which the dispute was playing out.

SABC labour consultant Christo Pretorius said it was not the corporation's intention to destroy the union. And SABSAs's industrial relations spokesman Gareth Lawrence said the union had already received up to 50 new applications, Lawrence also pointed out that, in SABSAs's view, it had had strong backing from its membership "Eighty-five per cent of members were balloted — practically everybody who could vote, did vote — and the ballot was 80.8 percent in favour".

In the meantime, SABSAs has agreed that, if its various regional branches do proceed with selective strike action, they will proceed in a manner that causes as little inconvenience as possible to the SABC's viewers and listeners. SABSAs will advise the SABC in advance of its intention, giving the SABC time to "get its act together" — which would probably permit the corporation to obviate disruptions to live coverage of Monday's Comrades Marathon

Check convicts, CIPRESS just up 306192 your street

By DAN DHLAMINI

MEN in prisons' clothing have been employed by the Potchefstroom branch of Checkers/Shoprite - at the height of a strike.

On Friday a spokeswoman for the store, M van den Berg, said the store no longer employed prisoners. She said they stopped using them on Thursday afternoon.

The chain has been hit by a three-week national strike by about 10 000 Saccawu members. The workers are seeking recognition of their union.

On Thursday City Press staff counted up to 15 men in prisoners' clothing off-loading delivery trucks at the chain's Potchefstroom storeroom.

But the head of the Potchefstroom prison, Capt J Loubscher, said he was not aware of any of his prisoners working at Checkers/Shoprite. Prison regulations did not allow convicts to work for non-governmental institutions except for minor jobs such as gardening in private homes.

However, he promised to investigate the matter.

Van den Berg did not say why the company no longer employed prisoners, but sources close to the issue claimed the prisoners were withdrawn by the prisons authorities

Residents from Ika-geng, Promosa and Mohadin - black, coloured and Indian townships respectively - have heeded a call by the local branch of Saccawu to boycott the store.

Residents expressed anger over the use of prisoners to further the interests of white businessmen.

The strike stems from the termination of the union's recognition agreement two years ago when Pepkor, a holding company, took over control of the store.

Saccawu spokesman Jeremy Daphney said the union had been trying to negotiate a new agreement with management.

However, in May the union intensified its campaign. Last weekend about 10 000 union members marched from the city centre of Johannesburg to the Checkers/Shoprite branch in Hillbrow.

Scores of strikers are out on bail after being arrested for staging sit-ins in the stores countrywide. They are charged with trespassing.

By JESSICA
BEZUIDENHOUT

THOUSANDS of Shoprite/Checkers employees were dismissed this week after refusing to sign a letter intended to "force" them to accept the company's decision to cancel their union's recognition agreement and "return to work on the company's terms"

The company's hard-line attitude is in response to a national strike called by the SA Commercial, Catering and Allied Workers' Union (Saccawu)

Employees were told that by signing the letter they would "unconditionally" agree to accept the company's termination of the recognition agreement

Further negotiations would then be conducted with the union, the letter added

Thousands of members of staff, mostly members of Saccawu, embarked on the strike earlier this month after the company terminated a nine-year-old recognition agreement

One employee, Ms Nazareen Davids, from Bellville, participated in

Food chain axes staff

the strike, but returned to work on Monday, because she feared dismissal

"I know that I have a right to strike, but I need my job"

She claimed that she reported for work, but was given a notice terminating her services which would take effect unless she signed and agreed to return on the company's terms

She refused to sign "away my rights"

Ms Davids, the sole breadwinner in her family, has been employed by the company for two years

Saccawu spokesman, Mr Jeremy Daphne, claimed that more than 2 000 of its members had been locked out nation-

wide by the company. The union did not challenge the lock-out, but saw it as an "unhealthy practice which could only enhance the possibility of violent actions by angry employees," he said

The legal strike — the union complied with all the procedures of the Labour Relations Act — will continue, he said

Shoprite/Checkers refused to give an indication of how many employees were issued with the lock-out notices

A statement released by the company said that less than a third of its labour force were engaged in strike action

Meanwhile the Independent Mediation Services of SA (Imssa), who is currently facilitating the negotiations between the union and the company, said that they are cautiously optimistic that a settlement on the dispute could be reached soon, said Imssa regional director, Mr Dave Douglas

Teachers to go back but Cape uncertain

SHARON SOROUR
Labour Reporter

THE South African Democratic Teachers' Union (Sadtu) has suspended the nationwide teachers' strike with immediate effect — but doubt remains about the Western Cape

Union president Mr Shepherd Mdladlana refused to comment on whether the Western Cape branch would heed the call to go back

"I am not able to comment. I do not want to clash with the region," he said

Western Cape regional chairperson Ms Vivienne Carelse could not be reached for comment

Western Cape teachers went ahead with strike action in spite of a call by the union's national executive to suspend a similar nationwide strike about 10 days ago

The union's national executive committee decided to suspend the latest strike at a meeting in Johannesburg yesterday after weeks

ARG 21/5/93
of sporadic strike action by union members nationwide

Sadtu general secretary Mr Randall van den Heever said the suspension of the strike action would be reviewed at the union's national congress in July

Striking teachers were demanding a 25 percent salary increase and an end to rationalisation, retrenchments and the unilateral restructuring of the education system

Mr Van den Heever said the union decided to suspend the strike because, among other things, an agreement had been reached with the Department of National Education to reopen discussions on salary increases

● The 26 000 strong United Teachers' Association of SA (Utasa) is to meet Minister of National Education Piet Marais tomorrow

Teachers suspend

national strikes

By Phil Molefe
Education Reporter

The SA Democratic Teachers' Union (Sadtu) yesterday resolved to suspend the nationwide teachers' strike with immediate effect.

The decision was taken at Sadtu's national executive committee meeting in Johannesburg after weeks of sporadic strike action involving Indian, coloured and black teachers belonging to the union.

At the centre of the strike is the teachers' demand for a 25 percent salary increase, and an end to rationalisation, retrenchments and the unilateral restructuring of the education system.

Sadtu general-secretary Randall van den Heever said the suspension of the strike action would be reviewed at the union's national congress in July. In the meantime, teachers would continue with campaigns to back their demands.

He said Sadtu decided to suspend the strike noting that the culture of learning, the imminent establishment of a national education forum to negotiate the new system and the agreement reached with the Department of National Education to reopen discussions on salary increases.

Van den Heever said Sadtu would refer problems around rationalisation and retrenchments to the education forum. "The agreement reached with the authorities contains significant victories for the union and teachers," he said.

Last week saw a total work boycott by teachers in Soweto as well as coloured and Indian educators in Johannesburg, Natal and the western Cape Department of Education. Training spokesman Corrie Rademeyer said the department would "wait and see" if teachers returned to the classroom. "If the strike continues on Tuesday, then appropriate steps will be considered," said Rademeyer.

Last week, the Sadtu national executive committee called off the strike after a brokered deal involving President Nelson Klerk and ANC leader Nelson Mandela — but various regions of the union decided to continue with the action despite the national decision.

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00 Durban (031) 700-4715 Midrand (011) 319-1950

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Teachers to go back to school

Staff Reporters

JOHANNESBURG. — The South African Democratic Teachers' Union yesterday suspended its national strike with immediate effect — but has threatened to continue with campaigns on "unresolved issues".

Sadtu adopted this and several other resolutions at a meeting of its national executive committee in Johannesburg.

However, the decision will be reviewed by Sadtu's national congress in July, a statement said.

Sadtu president Mr Shepherd Mdladlana said last night that teachers would be returning to school tomorrow.

Salaries

Sadtu said the decision was made in the light of agreements reached with the Department of National Education and the imminent establishment of a National Education and Training Forum.

The government had also agreed to the union's chief demand of reopening salary negotiations.

Mr Mdladlana warned that "teachers have high expectations" and should the negotiating forum "fail to deliver it will be back to square one".

"We have decided to test the negotiating forum to see whether they have the teeth to bite and make decisions and we intend to push the issue of rationalisation and retrenchments".

He said a number of regional issues, however, remained unresolved, including:

- Recognition of Sadtu in the House of Assembly, Ciskei, KwaZulu and Bophuthatswana, and
- Unilateral restructuring and rationalisation processes.

Sadtu further accepted a public invitation for a national delegation to address the KwaZulu Legislative Assembly on its recognition.

Mr Mdladlana said members were angered by overcrowding in black schools and the platoon system.

New categories of qualified teachers (aiding teachers) were being employed and being paid hourly without pension or leave benefits, he said.

The 28 000 strong United Teachers' Association of SA (Utasa) is to meet Minister of National Education Mr Piet Marais tomorrow for talks.

Utasa is still out on strike, but is opposed to schooling being halted for a lengthy period. Utasa president Mr Archie Vergotine said yesterday they hoped to make a positive announcement to their members on Wednesday.

He said continuous teachers' strikes would harm the pupils.

Utasa is to meet Mr Marais after their urgent fax to President F W de Klerk last week asking him to intervene.



NEWS Bloemhof's peace deal collapses as consum

29 ANC members to appear in court

Sowetan 11/6/93

By Ike Motsapi

THE 29 members of the ANC who were arrested during a protest march at Bloemhof will appear in court today on charges of public violence

Of the 29, 11 were minors released into the custody of their parents

The remaining 18 were released on bail of R100 each

They were arrested when they marched to Bloemhof to protest against a meeting of farmers which was held in the town on May 21

The situation has been tense in Bloemhof since a consumer boycott was implemented

Blacks have been banned by whites from coming into town Residents of Boitumelong countered by also banning whites from entering their area

Meanwhile, a deal that was brokered by the ANC and representatives of white businesses collapsed at the weekend

The deal called for the unconditional release of the 29, one of them a mother with a four-month-old baby

Definitely still on

General secretary of the Boitumelong ANC branch Mr Andrew Hank said "As far as we are concerned the boycott is definitely still on The Attorney-General has not dropped charges against those arrested — a precondition to lifting the boycott"

Youths in the township originally refused to honour the fragile peace brokered last Wednesday night between the ANC and its allies and the Bloemhof Town Council and representatives of the business sector in the town



Mr Jacobus Brown, man replaced her son's stole

Checkers strike drags on

■ Management refuses to comment on labour dispute:

By Ike Motsapi

THE national strike by more than 10 000 workers at Shoprite-Checkers stores is continuing after attempts to resolve the dispute through mediation failed last week

Mr Jeremy Daphne, who is a spokesman for the South African Commercial Catering and Allied Workers Union strike co-ordinating committee, said a meeting on May 25 and 26 between the union and the management of Pepkor, which is the holding company of Check-

ers-Shoprite, failed to reach an agreement on how to end the strike

Daphne said the union was now waiting to hear from the company whether it was reconsidering its position on reinstating the recognition agreement which was terminated in 1990 when Pepkor took over control of Checkers

This led to a national strike which started on May 8

Daphne said "The industrial action will now be intensified

Management is still refusing to comment on the strike

Busi

of st



Potwa members ballot over strike

Sawetan 2/10/93

By Ike Motsapi

■ **THE DEMANDS** Review pay rises,

drop unfair dismissals and revise plans:

MORE THAN 25 000 members of the Post and Telecommunications Workers Association began balloting for a national strike yesterday after wage negotiations with management collapsed

Mr Shakes Gonyane, Potwa's media officer, said the union declared a dispute with management after their demand for a salary increase of more than five percent was turned down

Dr David de Villiers, a spokesman for Telkom, said the company did not have enough money to offer bigger salary increases

He said "We told Potwa officials during salary talks that we can only offer increases of up to 5,8 percent across the board and also restructure wages of low earners"

A spokesman for the South African Post Offices, Mr Hennie van Staaden, declined to comment

Gonyane said Potwa rejected the Telkom offer and decided to go ahead with balloting for strike action to determine whether the union members approve of the intended action

He said "The last bid by Potwa leadership to avert a strike action in the post and telecommunications industry failed as bosses dug in their heels

"The current situation in the industry comes after wage negotiations deadlocked

"The resolution to ballot emerged from Potwa's national working committee held on May 22," said Gonyane.

Potwa's demands are that

- Telkom and Sapo adjust their final offer of 5,8 percent salary increase,

- Managements of both companies reopen salary negotiations and to also have an audience with Minister of Posts and Telecommunications Dr Piet Welgemoed,

- All unfair dismissals be reviewed and a moratorium on the application of the controversial disciplinary procedures be declared, and

- The introduction of cellular telephones be halted pending negotiations that will involve Potwa, the African National Congress, the Congress of South African Trade Unions and other shareholders.

DET welcomes truce

JOHANNESBURG — The Department of Education and Training (DET) yesterday welcomed the decision by teachers to return to their posts after the suspension of protests by some teachers' bodies

The DET said schools were back to normal in most areas countrywide

The South African Democratic Teachers' Union, the Cape Teachers' Professional Association and the Union of Teachers' Associations of South Africa have all called on their members to return to school

The stoppage was suspended after an agreement with the Department of National Education

The as-yet unsettled wage issue is to be taken up within a fortnight by a newly-established salaries negotiating forum *CR 2/6/93*

The loss of more than 3 200 teachers' posts in House of Representatives schools is to be addressed by the National Education and Training Forum in Johannesburg on Saturday — Sapa *(52) (2/6)*

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Businessmen can help peace process

Star 2/6/93

By Shirley Woodgate

Business has a stake in community stability, and businessmen must make their own services and resources available to speed up the peace process, says the Consultative Business Movement's Natal chairman, M C Pretorius.

Speaking ahead of The Star/CBM Business Conference for Active Change, to be held in Johannesburg on June 25, Pretorius said business had a role beyond the factory gates

As proof of successful involvement in community affairs, he cited the

case of Mpumalanga, near Hammersdale, dubbed "Little Beirut" at the onset of devastating violence in the Natal Midlands in 1986. Stayways, absenteeism and plummeting productivity followed murder and anarchy. In 1989, business intervened in the Mpumalanga peace initiative at the request of shop stewards

"Schools were repaired and a community hall is being built by families with opposing views, now ready to work together," he said

● To book your seat at the conference, see coupon on Page 22

Most teachers due back at school (S2)

The Argus Correspondent

JOHANNESBURG. — Thousands of teachers countrywide are expected to go back to the classroom today after most regions of the SA Democratic Teachers' Union (Sadtu) yesterday accepted their national executive committee's decision to suspend the strike. *ARL 210/93*

Sadtu's national office has been ignored twice during the past two weeks by some branches which continued with the strike in spite of calls to suspend the action.

Two teachers' organisations in the Western Cape yesterday called on their members to resume normal teaching programmes from today.

The Cape Teachers' Professional Association and the Union of Teachers' Associations of South Africa said the decision to strike over rationalisation and restructuring had been fulfilled.

W Cape schooling normalises

ET 2/6/93

Staff Reporter

SCHOOLING in the Western Cape is expected to return to normal today when teacher members of the United Teachers' Association of SA (Utasa) return to work.

Utasa has called on all members to return to work today irrespective of the outcome of yesterday's negotiations between Utasa and national education minister Mr Piet Marais.

Black township schools returned to normal yesterday after the SA Democratic Teachers' Union (Sadtu) suspended its two-week strike.

The regional branch of Sadtu agreed on Monday evening to follow the national decision to suspend the strike while negotiations between education authorities and the union continued.

Last week Sadtu's Western Cape regional branch and some Transvaal branches ignored the national call to suspend the strike.

Local officials yesterday refused to comment further as Sadtu's "embargo" on speaking to the media was still in place.

Last week local Sadtu officials stopped speaking to the press, saying it was confusing Sadtu's position. Queries were referred to the national office, which was not available for comment.

Ten principals of Peninsula township schools contacted yesterday reported 100% teacher attendance and about 95% pupil attendance.

Utasa president Mr Archie Vergotine has asked schools to extend school days by at least 30 minutes to recover lost curriculum time and has called for extra Saturday classes.

However, he warned of new protests if the dispute over the abolition of 3 200 posts was not resolved.

Strike clause in spotlight

B/Daily 2/16/92

INTERPRETATION of one of the clauses of a recognition agreement between the Post and Telecommunications Workers' Union (Potwa) and Telkom will be in the spotlight when the two parties meet this week. Potwa president Kgabisu Mosunkutu said last week

WILSON ZWANE

Telkom had threatened to withdraw the recognition agreement, ostensibly because the trade union had "abused the spirit" of one of its clauses.

According to Mosunkutu, the clause in question stat-

ed that management could not take disciplinary action against workers for unprocedural strikes of less than 24 hours duration (152)

He said workers had embarked on a number of short unprocedural strikes.

Mosunkutu said the union's regions began debates on the clause last Monday.

The union would meet Telkom this week "to finalise the interpretation of the clause", he said.

Telkom said in a statement problems being experienced regarding the implementation of the recognition agreement would be discussed at regional level.

"If this proves successful, Telkom will review its decision to withdraw the recognition agreement on July 7," the company statement said.

Teachers expected back at school today

By Phil Molefe
Education Reporter

Thousands of teachers countrywide are expected to go back to the classroom today after various regions of the SA Democratic Teachers' Union (Sadtu) yesterday accepted their national executive committee's decision to suspend the strike.

Sadtu's national office has been ignored twice during the past two weeks by some branches which continued with the

strike in spite of calls to suspend the action

Two teachers' organisations in the western Cape yesterday also called on their members to resume normal teaching programmes from today.

The Cape Teachers' Professional Association and the Union of Teachers' Associations of SA (Utasa) said the decision to strike over the State's unilateral rationalisation and restructuring programme had been ful-

filled.

Utasa president Arthur Vergotine said the association would ask principals and teachers to lengthen school days by 30 minutes and allow extra lessons on Saturdays to make up for time lost during the strike.

A series of meetings held countrywide yesterday resolved to call off the strike in line with Sadtu's national position.

Sadtu announced the suspension of the strike for the second time after a national executive

committee meeting at the weekend.

The decision followed agreements reached with the authorities to reopen negotiations on salary increases and to refer contentious issues such as retrenchments and education restructuring to an education forum.

Schools in the townships ground to a halt again yesterday as the striking teachers continued with their action in spite of the weekend decision to call it off.

Star 216193

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Soweto classes remain empty

By Bongani Mavuso

SCHOOLING ground to a halt at most Soweto schools yesterday as teachers attended meetings called by the South African Democratic Teachers Union at different venues

A spokesman for the Department of Education and Training said it was aware of the situation

Most of the lower, higher primary and secondary schools were deserted

Pupils roamed the streets while others loitered outside the schoolyards

They told *Sowetan* the teachers had told them to go home as they were going to attend meetings

Sowetan 3/6/93
■ **GO HOME** Most schools deserted as

teachers attend meetings:

It is believed the Congress of South African Students had planned to meet Sadtu to suggest that teachers return to class

At a teachers' meeting at the Jabulani Training Centre yesterday, Sadtu's Zoja branch said its members would go to school today "but no teaching would take place. The teachers said they would meet at the centre on Friday after "consultations with other branches"

Meanwhile, Sadtu said in a statement yesterday it had suspended its

national strike and had conveyed this decision to all its regions

"Most Sadtu regions have agreed to the position of the suspension of the strike and there has been a return to normality at schools in most parts of the country

"However, in the Southern Cape and in parts of Durban and Johannesburg anger is still simmering over the issues of salaries and rationalisation

"This has led to some problems with regard to the complete normalisation of schooling in these areas," it said

Strikers told to stop intimidating customers

~~14/8~~ Own Correspondent ~~15/8~~ 15/8

DURBAN. — Shoprite Checkers brought an urgent court application interdicting striking members of the South African Commercial Catering and Allied Workers' Union, from harassing customers, employees and drivers at its branch in Amanzimtoti.

Mr Thomas Andrew Harding, the manager at the Seadoone Mall branch, said in papers before the Supreme Court the strikers had formed themselves into a mob and were "systematically" intimidating clients and drivers delivering goods. **CT 3/6/93**

Mr Justice Booysen issued a temporary interdict, preventing union members from stopping normal business, damaging shop property or refusing to allow deliveries. The return date is August 4.

The union has resolved to continue the strike in support of its demand for a recognition agreement with Shoprite to be reinstated. — Sapa



Union to continue strike

THE SA Commercial, Catering and Allied Workers' Union national strategy committee yesterday resolved to continue the strike at Shoprite/Checkers.

A Shoprite/Checkers spokesman said the company was very disappointed. He said there had been an increase in intimidation of casual workers, including the abduction and attempted burning of a worker at Midrand. Drivers had been assaulted at Amanzimtoti and an arson attempt was reported at The Bluff in Durban. The company brought an urgent application for an interdict to prevent strikers from harassing customers and employees at Amanzimtoti.

BIDAM 3/6/93

Star 4/16/93

Call to boycott Checkers

(Hoff) (33) (152)

By Paul Bell
Labour Correspondent

Cosatu yesterday offered its support to striking Shoprite/Checkers workers, calling for a consumer boycott of all the chain's stores and those of sister organisations in the Pepkor retail group.

The chain has told the SA Commercial, Catering and Allied Workers' Union it intends to seek Supreme Court relief by having the strike declared illegal. Union officials said this could open the way for large-scale

firings if the dispute escalated

Saccawu's 10 000 members in the chain's employ have been on strike for four weeks in support of their demand that management reinstate a terminated recognition agreement. Two attempts to mediate the dispute have failed.

An escalation seems inevitable with yesterday's announcement of the boycott by Cosatu national organising secretary Zwelinzima Vavi

Cosatu and Saccawu

will be targeting Pep Stores, Cashbuild, Smart Centre, Stuttafords, Greatermans, Garlicks and Kappa

Saccawu's Witwatersrand organiser, Ivan Molefe, formerly employed by the chain until it fired him, announced other measures, including marches to the Stock Exchange to call on shareholders to sell Pepkor group shares.

Reacting to reports of intimidation and abductions at stores, union officials said such action would not be condoned

LABOUR BRIEFS

SABC strike

■ A SALARY dispute involving over 1 600 SABC employees continued this week. Members of the South African Broadcasting Staff Association (Sabsa) stopped a transmission of *Madame Butterfly* when they walked out mid-air, and disturbed transmission of the Comrades Marathon on Monday.

Talks broke down when the SABC refused to change its offer of a 7,5 percent wage increase this year. Sabsa has reduced its demand from 10,5 percent to nine percent.

SABC human resources general manager Christo Pretorius this week said the corporation was pulling out of negotiations until Sabsa came into negotiations with proper mandates.

w/m out. 4/16 - 10/16/93.

Rationalisation talks with union

BUS. DAY 7/6/93
ERICA JANKOWITZ

SHOPRITE/Checkers will meet the SA Commercial, Catering and Allied Workers Union today to thrash out the company's rationalisation plans involving a limited number of store closures and job losses.

The company said the strike, now in its fifth week, had "aggravated already adverse trading conditions in some areas." This had forced Shoprite/Checkers to consider closing some stores and retrench workers "in the long-term interests of the majority of employees, suppliers and their employees and the wider community."

"The union was advised early in May that such events would be a direct consequence of strike action," the company said.

The union said the company had indicated two stores would be closed on June 12 and about 2 500 workers would be retrenched from other stores.

The company also informed the union it would unilaterally implement a wage increase which Saccawu labelled as indicating a "dictatorial attitude which would further aggrieve workers."

The union said it had received notification of store closures in March, and interpreted the company's announcement as "a strategy to apply pressure on the union."

Meanwhile, industrial action would continue until today's meeting, the union said.

Clash of visions and cultures

Steel 1/16/93



BIG COMPANY mergers are difficult under the best of circumstances

Employees must come to terms with a host of changes — new visions and cultures, revised conditions of employment, and new insecurities of status as employees from either side of the line jockey for position

But when, as so often happens, one side of the merger has a troubled financial history, the "turnaround imperative" creates additional performance pressure on management

And when turnaround strategy includes rationalisation — especially the shedding of jobs and the closing of unprofitable retail outlets — workers shudder

Struggle

That much at least is part of the story of Shoprite/Checkers' deteriorating relationship with up to 10 000 of its 17 000 workers, represented by the SA Commercial Catering and Allied Workers Union (Saccawu) — a situation that has degenerated from uncertainty, when Pepkor bought Checkers 20 months ago, into a strike now entering its fifth week.

The struggle involves management's effort to give effect to — workers call it "impose" — a new recognition agreement which, in the company's view, reflects the rea-

lities of the new group as well as new labour law and precedent that has grown up in the almost 10 years since the old agreement was drawn up

But the union believes this amounts to a serious derogation of workers' rights, aimed at reducing the influence of the union on the shop floor

Managers are still smarting over an Industrial Court decision 16 months ago requiring Checkers to consult fully with workers before selling or shutting unprofitable stores — a notion they find extraordinary, and inimical to their efforts to restore the chain to profitability.

And shop stewards tell of key managers who at key points in the protracted — and now suspended — negotiations, all but blamed the workers for the R8,3-million loss Checkers incurred shortly before the takeover, as if to say "You did them in. Don't expect to escape the consequences."

And there's the rub. Personnel from one or other side of the merger were bound to take the brunt of whatever

cuts were required. And in the very nature of things it wasn't going to be Shoprite — no doubt quite rationally, in many respects.

Senior managers have privately made clear their view that before the merger with Shoprite, Checkers had had "a long history of appeasement of its workers"

For nearly five years, they claim, while Checkers earnings were poor and even negative, it granted wage increases higher than it could reasonably afford — indeed, virtually in line with Pick 'n Pay which was making money hand over fist.

Saccawu unblushingly testifies to the truth of this.

"In the Checkers days, our shop stewards enjoyed considerable authority and status — sometimes in equal measure with line managers," said an official.

By contrast, says Saccawu, Pepkor has chosen to impose its will on the union by force, has campaigned to drive key Checkers shop stewards out of the chain's employ and wishes to return industrial re-

lationships in the chain to the bad old days before the reforms of the Wiehahn Commission

The chain rebuts this, saying other Pepkor companies have conducted successful agreements with Saccawu that were among the most progressive in this sector

The trouble began almost immediately after the Pepkor takeover, when it was announced that between six and 10 stores might have to be closed

When management tried to close a store in Rodepoort, Saccawu sought to have re-trenchment negotiations handled at central bargaining level

Matters went to the Industrial Court, which ruled that Saccawu would have to be properly consulted before the company could close a store

Later, the court set its own ruling aside

At Heidelberg, nine shop stewards were fired for their involvement in wildcat strikes. Eventually the entire staff was fired and 14 stores in the Southern Transvaal went on strike as a result

Another sticking point is the chain's insistence that a Cape-based union, the National Union of Distributive and Allied Workers (Nudaw), with 2 000 members mostly from the Shoprite side of the merger, be included in national collective bargaining. Saccawu agreed to it last year, then Nudaw cut a separate

deal and settled for less

This year Saccawu is determined to cut Nudaw out because it suspects management of trying to play Nudaw off against it

The recognition agreement, central to the dispute, had been under renegotiation prior to the takeover. But, according to management, the need for a new one became additionally pressing as the unified company moved to eliminate anomalies and reduce differentials in service conditions.

The company also took the view that a much streamlined agreement was all that was necessary, given the advances in labour law, and that no less than the Industrial Court had said that such agreements were no longer vital to collective bargaining

Hardening

Since termination last December, the company has been conducting itself under the terms of its proposed new agreement. In the meantime, says the union, there is now serious confusion over disciplinary procedure

Two weeks ago, as workers began to receive their first heavily reduced pay-packets, there was a flurry of media attention. It came to nothing. Shop stewards have since reported a surprising hardening of attitudes on the part of the strikers, more than 500 of whom have been arrested and another 25 injured since the action began

Worse — ugly, racist undertones have begun to pollute the atmosphere. Even strike committee members refer to the chain's Pepkor-grounded all-white, all-Afrikaans negotiators — and say their membership now refers to managers — as "boere", an epithet reserved until now for police and white farmers

The company dismisses this as an attempt to smear management, and says this mood is being fuelled by a group of shop stewards who resent their diminished influence as the company fights to return to profitability. □

Dairy workers out on strike

Sowetan 8/6/93

Strikers demand the dismissal of white supervisor:

THE entire workforce at Clover Dairies in Mayfair, Johannesburg, downed tools yesterday demanding that a white supervisor, who allegedly poured acid into a tea urn used by blacks, be dismissed

Production and the delivery of milk to the city and surrounding areas was affected when 800 workers, all members of the Food and Allied Workers Union, refused to work

152 ~~152~~
They demanded that Mr Johan Berger, who is in charge of the processing department, be dismissed

Company chairman Mr Ronnie Botha, and representatives of the union were locked in a meeting the whole day to try to resolve the problem

Botha said a worker who arrived late used the urn after it had been washed with citric acid

Star 8/16/93

Checkers, strikers' union agree to meet

By Paul Bell
Labour Correspondent

As clashes between police and striking Shoprite-Checkers workers continued at several stores yesterday, the SA Commercial, Catering and Allied Workers' Union and representatives of the chain agreed to meet tomorrow for two days of talks.

The decision to hold talks follows the chain's announce-

ment on Friday that it was considering store closures and the retrenchment of up to 2 500 workers. These will be the first substantive talks since the strike began a month ago.

The union claims that only its members would be affected by the proposed retrenchments and considers the announcement a management pressure tactic. "If the chain proceeds with these retrenchments we will

consider that an industrial action," Saccawu strike coordinator Jeremy Daphne said yesterday.

The parties were due to meet yesterday to discuss the proposed retrenchments. Instead, they exchanged proposals on an agenda for a meeting tomorrow because the union, believing the issues to be wider than the retrenchments, refused to accept a limited discussion.

The talks, to be mediated

by a representative from Independent Mediation Services of SA, will carry over to Thursday.

Last Saturday the company served papers on the union, declaring its intention to have the strike declared illegal. The union is expected to reply this week.

Meanwhile, 22 strikers were arrested at a store in Standerton yesterday after the arrest of 57 at nine stores at the weekend.

Strikers want white support

BUSE DAY
ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday called on the "white community" to support the Shoprite/Checkers workers who are on strike. 8/6/93

Saccawu spokesman Jeremy Daphne said workers were "sick of whites acting as if they're above everything that's going on in the country . . . While some sections of the white community are supporting Saccawu, most of them walk through picket lines with impunity." (S) (152)

The union and management are due to meet tomorrow on the dispute. (S) (152)

Women the underdogs

By Tsale Makam

SOUTH African women, who constitute 53 percent of the population, are among the worst victims of apartheid and violence, the Commonwealth Observer Mission says in a report

According to 1991 figures, one out of every two South African women and girls will be raped in her lifetime. One out of six women are battered by their male partners. Most of these women do not report the crimes, so statistics may be underestimated.

Despite the fact that 43 percent of

■ Law ignores worst victims of apartheid and violence:

Sowetan 8/6/93

African and 52 percent of coloured women are single mothers, almost all title deeds in South Africa are in the hands of men.

Less pay

Women in the same jobs as men often earn less.

The National Party is drawing up a number of Bills which include prevention of domestic violence, the abolition of discrimination against women and the promotion of equal

opportunities

Although there is provision for maternity leave, women are still not guaranteed their jobs back. Maternity benefits are only 45 percent of the weekly earnings for six months if a woman has been with a particular company for three years.

The Women's National Coalition, launched on March 8 this year, has launched a research programme on a women's charter that would be incorporated into the new constitution.

Two Checkers shops to close

Sowetan 8/6/93

By Ike Motsapi

THE management of Pepkor, owners of Checkers-Shoprite stores, has told the SA Commercial, Catering and Allied Workers Union that it intends to close two stores this week.

This announcement comes in the wake of a national strike by about 10 000 members of Saccawu over a terminated recognition agreement.

The strike is now in its fifth week.

■ 2 500 other staff to be retrenched, says Pepkor:

Mr Jeremy Daphne of Saccawu said the union has also been informed that about 2 500 of its members are to be retrenched in other stores.

Daphne said "The union takes exception to the company raising this matter at this stage and views it as a managerial strategy to put pressure on the labour movement.

"Management attributes the need

to retrench the 2 500 members to current sales levels.

"While the industrial action has dramatically reduced sales, the solution does not lie in retrenchments," Daphne said.

Management spokesman Miss Adele Gourws said the company would issue a statement later about the two stores.

Bitter Shoprite strike battle goes on

SHARON SOROU
Labour Reporter

THE bitter battle between Shoprite Checkers and commercial workers' union Saccawu continued today as the parties resumed talks to discuss retrenchments and store closures

SA Commercial, Catering and Allied Workers' Union national spokesman Mr Jeremy Daphne said union representatives would meet management "to address all issues pertaining to the dispute"

More than 10 000 workers, including about 600 in the Western

Cape, have been on strike for five weeks to protest against the cancellation of the union's nine-year recognition agreement.

Industrial action continued in spite of the company's announcement that at least two stores would close at the end of the month and more than 2 500 workers would be retrenched as a result of the strike — which had "aggravated already adverse trading conditions".

A Shoprite Checkers spokesman refused to confirm today's

meeting or to explain why the parties did not meet on Monday as announced.

The spokesman also declined to confirm whether Shoprite Checkers had applied for a Supreme Court order to declare the industrial action illegal on the grounds of irregular balloting.

But Mr Daphne said preparations were being made to oppose the application.

According to Mr Daphne, 57 picketing workers were arrested at nine stores at the weekend

22 accused of intimidation

MEMBERS of the SA Commercial Catering and Allied Workers' Union gathered at the Bishop Lavis Magistrate's Court yesterday to support 22 workers charged with intimidation following a picket in front of a Shoprite Checkers outlet last week.

~~SA~~ (SA) ~~SA~~
The workers were released on R200 bail each and are to appear in court again on July 30. — Sapa

09/6/93

CNA strike ballot (dot)

WORKERS at CNA will conduct a strike ballot today after they recently declared a dispute over wages, the SA Commercial, Catering and Allied Workers' Union confirmed yesterday. CNA refused to comment.

Meeting on strike (SD) (RA)

SHOPRITE/Checkers and the SA Commercial, Catering and Allied Workers' Union will meet today in an attempt to end the month-long strike by about 10 000 union members over the company's cancellation of their recognition agreement. Last month mediation failed to resolve the dispute

REPORTS Business Day Reporters Sapa

111
BIDR: 9/6/93

NEWS Electricity supply tariffs normal

news in brief

Sowetan 9/6/93 Clover denies claims

MANAGEMENT of Clover Dairies in Mayfair, Johannesburg, yesterday denied allegations that a white supervisor had poured toxic acid into a tea urn used by blacks (152).

On Monday more than 800 workers downed tools demanding the dismissal of the supervisor. Company chairman Mr Ronnie Botha said the store supervisor, Mr Johan Berger, had washed the urn with citric acid.

Sowetan 9/6/93 Bid to end strike

MANAGEMENT of Checkers/Shoprite stores and the union representing striking workers will meet today to try and resolve the five-week long industrial action (152).

Spokesman for the SA Commercial, Catering and Allied Workers Union Mr Jeremy Daphne said yesterday "The

Sowetan 9/6/93

meeting will be held to address the total situation that centres on the present dispute." A management spokesman confirmed the meeting (152).

ANC on death penalty

THE African National Congress has warned the Government not to reimpose the death penalty as the organisation marks the 10th anniversary today of the execution of three MK cadres.

Jerry Mosololi, Simon Mogoerane and Marcus Motaung were executed at Pretoria Central Prison on June 9 1983 after being convicted of treason relating to attacks on the Wonderboom police station in Pretoria and the Orlando and Moroka police stations in Soweto.

The ANC said "Mosololi, Mogoerane and Motaung were part of MK's Transvaal urban machinery involved in guerilla operations which instilled confidence in our people."

01224 106193

Strike talks

(S) (152)

SHOPRITE/Checkers and the SA Commercial, Catering and Allied Workers' Union are expected to carry on discussions today aimed at resolving the month-long strike by about 10 000 workers. Yesterday's meeting was chaired by Independent Mediation Services of SA mediator John Brand, who will also chair today's meeting.

report for work

Council sacks striking workers

■ Contracts revoked after strike:

Sowetan 10/16/93

THE Springs Town Council has sacked about 900 striking workers, *Sowetan* learned yesterday. A spokesman for the council, Mr Frans Swart, said the workers, members of the SA Municipal Workers Union, had participated in an "illegal" strike since June 2. (152) (255)

He said the main reason for the strike was a demand for voluntary arbitration after the dismissal of four Samwu shop stewards. (255)

The union was also demanding the dispute be settled by an independent arbitrator instead of customary arbitration by the Industrial Court.

Swart said the council's management committee had agreed last Friday to the appointment of an independent arbitrator on condition the workers reported for work on Monday, failing which their contracts would be revoked. They did not return to work on Monday — *Sapa*

14 days to count union's strike vote

ERICA JANKOWITZ

THE SA Municipal Workers' Union (Samwu), which began a national strike ballot of some 71 000 members in 300 municipalities on Monday, expects the process to be completed within two weeks.

Samwu spokesman Roger Ronnie said the ballot would not only test members' willingness to support a 30% wage demand, but would also challenge legislative restrictions on municipal workers' rights to strike.

State employees, including municipal workers, are prohibited from striking under the Labour Relations Act.

Ronnie said employers' wage offers ranged from a wage freeze to 5%. The present average minimum rate of pay was R529 a month compared with the union's proposed minimum of R650.

"We refuse to allow government to peg our wage increases," he said.

Samwu was also opposed to government's interference in municipal restructuring plans. "There has been a long history of contracting out of services by municipalities," Ronnie said.

Should members embark on a strike, the union would adopt a responsible attitude to essential services, added Ronnie. Emergency services would still be rendered. "However, we do not consider grass-cutting and refuse removal to fall into this category."

Meanwhile, about 900 members of Samwu were dismissed by the Springs Town Council yesterday.

The workers had gone on strike on June 2. The strike concerned the dismissal of four shop stewards who took part in one of several marches Samwu staged last year.

A council spokesman said workers had engaged in illegal action and had not complied with an ultimatum to return to work.

The union, condemning the council's "intransigent approach", called for the immediate reinstatement of its members.

Orange teachers boycott classes

■ Angry staff demand three months arrears pay:

Sowetan 10/6/93

By Bongani Mavuso

ANGRY teachers at Voice Education Centre at Orange Farm are boycotting classes after the owner, Mr MA Khumalo, allegedly failed to pay their salaries for three months.

Teachers said yesterday pupils were becoming "restless and violent because they want to return to class".

The centre is registered as a private school with the Department of Education and Training, DET Orange Vaal region spokesman Mr W Gravett confirmed on Tuesday.

It comprises a pre-school, four primary schools and two secondary schools. Annual fees are R30 for the primary schools, R35 for higher primary and R40 for the secondary schools.

Teacher Mr Albert Sibanda yesterday

alleged that Khumalo told them there was no money to pay their salaries "because the Government was refusing to release the money".

However, DET spokeswoman in Pretoria Miss Kim McEvilly dismissed this, saying "The responsibility for paying the teachers' salaries lies with their employer".

Attempts to contact Khumalo, a businessman, yesterday and on Tuesday were unsuccessful. When *Sowetan* visited his office teachers said he had left early in the morning "to look for money". Several calls to his office went unanswered.

About 79 teachers are employed by the centre.

They said their salaries ranged between R300 and R1 200 a month and claimed Khumalo spent about R50 000 for the official opening of the centre in March.

ANC 3

slain at Quattro

■ Commander admits death penalty was exercised:

THREE ANC prisoners who were killed for crimes allegedly committed against the organisation were yesterday named at the Motsuenyane Commission into alleged human rights abuses at ANC camps in exile.

The men, their names given as Piper, Mahamba and David Dumela, were executed by the ANC, the commission was told by Mr Gabriel Mthembu, a former camp commander at Quattro camp in Angola. Asked by commission chairman Mr Sam Motsuenyane what had happened to Mahamba, Mthembu replied "I think he was part of those that were given capital punishment by the movement".

Motsuenyane "Does that mean executed?" Mthembu "Yes".

Asked for reasons for Mahamba's execution, Mthembu said he had committed crimes "deemed serious" by the movement.

**Workers to
march**

Sowetan 11/6/93

THE striking 10 000 workers at Checkers/Shoprite stores will today march to the Johannesburg Stock Exchange to urge the company's shareholders to force management to accede to their demands. This is despite the on-going talks between management and the SA Commercial, Catering and Allied Workers Unions to resolve their dispute.

~~(S)~~ (152) ~~(S)~~

h consensus ● Strikers say Sono has hired vigilantes

Sowetan 11/6/93

Not finger lickin' good

By Ike Motsapi

MR JOMO Sono, Soweto businessman and owner of Jomo Cosmos Football Club, has allegedly employed vigilantes to break a strike by workers at his Kentucky Fried Chicken franchises

The striking workers, all members of the SA Commercial, Catering and Allied Workers Union, yesterday said they had seen Sono giving firearms to vigilantes he had allegedly hired from

Wolhuter Hostel in Jeppestown, Johannesburg

They further alleged that they were chased away by armed men while picketing outside Sono's businesses

Sono dismissed the allegations. He said the pickets were "a smear campaign to bring my businesses down"

About 23 Saccawu members employed by Sono at three Kentucky Fried Chicken outlets in Soweto have been on strike since May 6 demanding the reinstatement of a dismissed colleague, Mr

William Vukeya

Sono told *Sowetan* he dismissed the workers after they had breached a recognition agreement signed between himself and Saccawu

He said the agreement stipulated, among other things, that managers fell under his administration and not Saccawu's

"Vukeya was a manager and he pleaded guilty to have stolen some chickens and money. He accepted that he was guilty and he has left," he said

A

Bill alters public servants' rights

CAPE TOWN — The new dispensation provided by the Public Service Labour Relations Bill would enable SA's 420 000 public servants to take part in conflict resolution procedures, the Minister responsible, Sam de Beer, told Parliament yesterday.

It was an exceptional piece of legislation which was the result of negotiations between state representatives and public service employee organisations, he said while introducing the Bill, Sapa reports

"Behind us lie two years of intense negotiations, joint drafting and bilateral talks," he said

The Bill aimed to democratise the civil service further, establish collective bargaining structures and estab-

lish mechanisms to settle disputes. It would improve the position of Public Service Act personnel and create job security, as well as introducing the test of fairness against which all disputes would be measured

Gordon Thomas (NP Matroosfontein) said the Bill gave public servants access to the legal world, like the Industrial Court.

Jannie Momberg (Ind Simon's Town) said a new government would be urged to scrap the Bill. Cosatu had been unable to persuade the NP to extend protection to all workers

Roger Burrows (DP Pinetown) said the DP wanted to amend the Bill. Service personnel, magistrates and teachers were excluded from the Bill, and the question arose why everyone

else had to be cajoled into a central bargaining chamber

On this, Burrows and Louis Stofberg (CP Sasolburg) said medical practitioners should be granted a separate bargaining chamber

Medical Association of SA Federal Council chairman Bernard Mandell said in a statement the Bill would leave state doctors without bargaining powers and dispute resolution rights, GERALD REILLY reports

In a dispute involving finance the employee had to have the support of at least 50% of employees before having access to arbitration. Doctors were a minority among public servants and therefore their chances of obtaining the right to strike over issues affecting them were slight.

B/Day 11/6/93 (15)

TOWNSHIP JOHANNESBURG



LABOUR

Checkers strike was avoidable

Bungling on both sides led to a strike that could have been averted at Checkers/Shoprite,

reports **FERIAL HAFFAJEE**

with mail 11/6-17/6/93.

ONE of the saddest things about the month-old strike at Checkers/Shoprite by 10 000 South African Commercial Catering and Allied Workers Union (Saccawu) members is that it was avoidable.

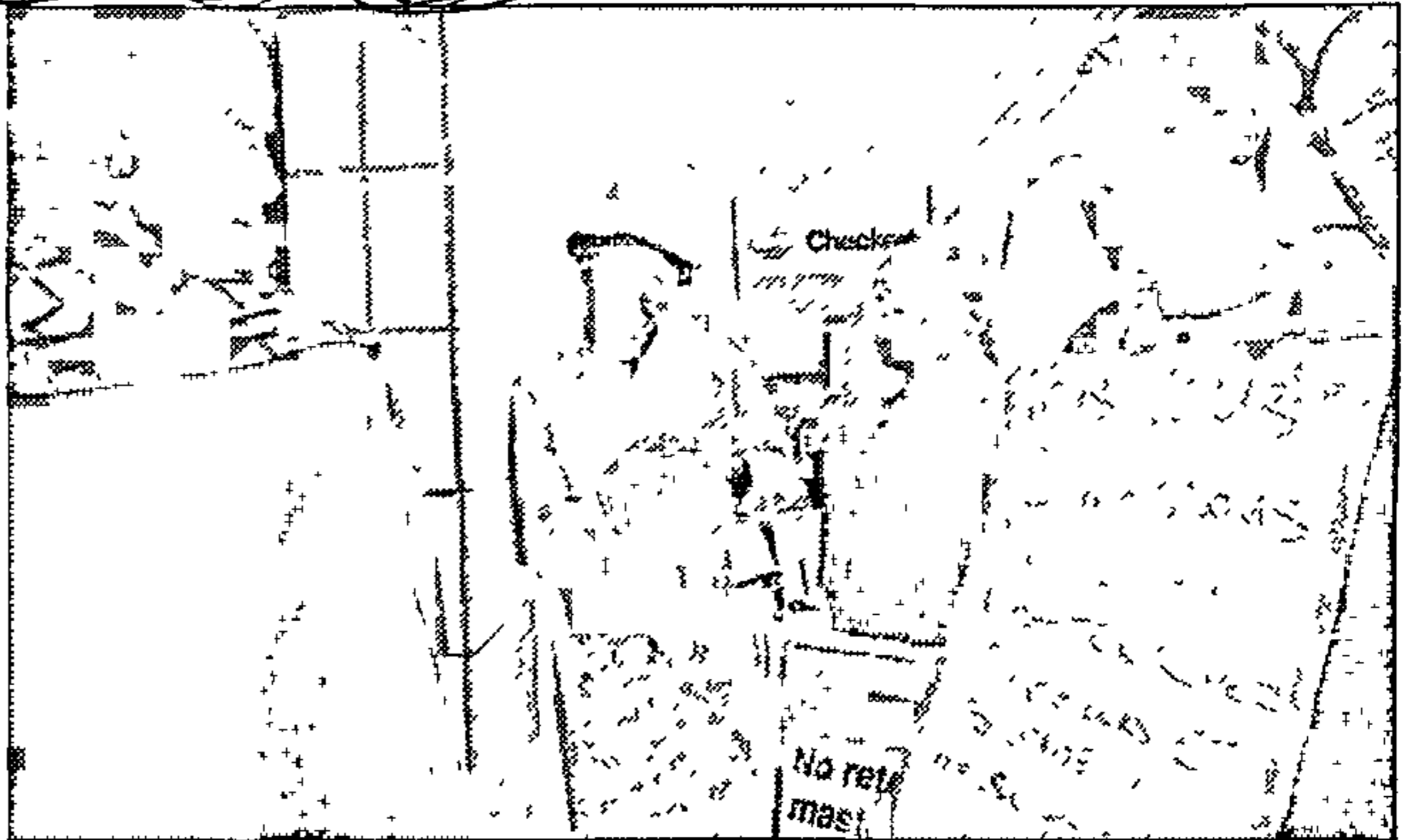
If negotiation — the golden rule of good labour relations — had been adhered to, a strike could have been averted. Instead, the strike is a tale of bungling, both by the newly merged retail chain and by the union.

The union and the company were yesterday involved in a last-ditch bid to resolve the situation. Checkers/Shoprite announced on Monday that it would retrench 2 500 of the striking workers and close two stores later this month. It also announced that it would apply to the supreme court to have the strike declared illegal and will implement salary increases.

The Checkers/Shoprite management team erred by unilaterally cancelling a nine-year-old recognition agreement it held with Saccawu — a majority union. It was an unfair labour practice which threw the union into disarray.

Saccawu was suddenly stripped of its majority union status, its stop-orders were not deducted, its officials were denied access to stores and a negotiated grievance procedure was ignored.

Coming soon after the buy-out of Checkers by Pepkor and the merger with Shoprite — which had brought reduced pay packets and a less progressive labour relations regime in its wake — it



French revolution ... Strikers at Checkers Hillbrow try to persuade a shopper not to enter the store. Their notices are in French to get the message across to the many immigrants from francophone Africa in the area

Photo: LUANNE CADD

made an insecure workforce militant.

But the union was informed of the company's intention to scrap the recognition agreement in September last year and failed to take the lead in negotiating a new agreement and limiting the damage before differences became irreconcilable. (The union acknowledges that the merger requires new recognition agreements.)

Instead, Saccawu was wracked with internal politics and diverse strategies.

Early last year, an industrial court judgment ordered the company to negotiate store closures

with the union and was promptly overturned on appeal. After a year of conflict, involving retrenchments and threatened store closures, the union called for a national boycott of Checkers in November last year.

The day after this announcement, Saccawu general secretary Papi Kganare sent out another statement denying the boycott.

Faced with a trade union that obviously did not have its act together, Checkers/Shoprite exploited the gap. It cancelled the recognition agreement and dug in its heels.

Sources suggest the company intended to lead the union into strike action to affect its restructuring needs. They point to a Checkers/Shoprite announcement this week that bad trading conditions dictated the retrenchment of 2 500 workers and the closure of two stores.

And, although Saccawu had many months to challenge the cancellation of the recognition agreement and the change in working conditions in the courts, it did not.

The dispute was only really taken up concretely when Saccawu chief negotiator Jeremy Daphne returned from sabbatical in April.

Daphne this week denied that the union had been led into a trap. He said "The company did not believe Saccawu would conduct industrial action on the level and intensity which we have. (This has) impacted on their trading and image."

The union's leadership had been mandated to continue with the strike, despite the fact that the union has no strike fund and no relief money is being collected by strike support committees.

This illustrated the degree of "militancy and aggrievement" of the Checkers workers, said Daphne.

Countdown to a strike

●1984: Recognition agreement concluded between Saccawu and Checkers. Prior to this strike, there has only been one other six-day strike at the company by Saccawu members.

●October 1991: Checkers workers picket to protest against the sale of the grocery chain to Pepkor.

●December 1991: Two months after the sale, the union alleges key shop-stewards are being systematically dismissed.

●January 1992: An industrial court judgment compels Checkers to negotiate all store closures with Saccawu, but is overturned when the company seeks an urgent review.

Checkers says some rationalisation is imperative. The company lost R8,3-million in 1991, at the time 40 stores were in the red and 10 of its warehouses were unprofitable.

●March 1992: Checkers proposes a wage freeze saying that 130 stores are running at a loss.

●September 1992: Checkers/Shoprite alerts Saccawu to its plans to cancel the recognition agreement.

●October 1992: The dismissal of workers who went on

strike to protest against a "racist campaign" at the company's Heidelberg store sparked nationwide industrial action.

Workers at the store, alleged that the manager displayed a photograph of himself in full Afrikaner Weerstandsbeweging regalia in his office and unfurled an AWB flag to incite them.

Managers offices, till points and cash offices around the country were occupied, while most stores were picketed.

●November 1992: Saccawu announces a nationwide boycott of Checkers/Shoprite, but its general secretary denies this in a public statement.

●January 1993: Checkers/Shoprite unilaterally cancels a recognition agreement with Saccawu.

●May 8 1993: National strike by Saccawu members begins at Checkers.

●June 8 1993: Strike is intensified after a month of sleep-ins, arrests, the break-up of pickets by police and in one case, the use of prison labour at a Checkers/Shoprite store.

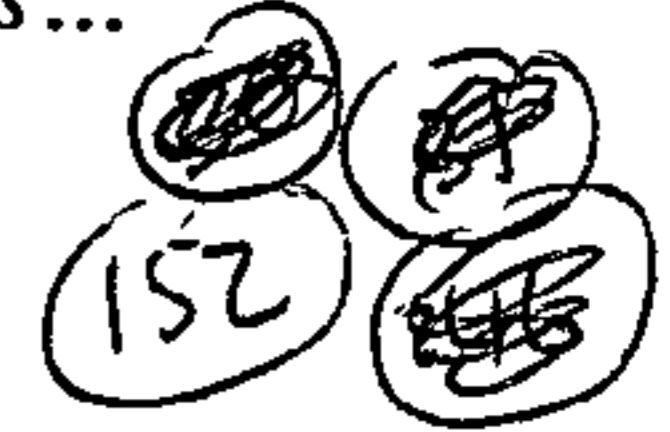
●June 9-10 1993: The parties meet to attempt to resolve the strike by mediation for the second time in two weeks.

●See PAGE 14

FOCUS: When you next buy a can of baked beans from Checkers ...

Remember the workers

W/Mail 11/6-17/6/93



CONSUMERS doing their shopping just up the street will have noticed Checkers workers outside their stores with placards stating they are on strike

To many consumers this is pure nuisance value. To others, it means they may be intimidated. Still others will not give it another thought.

But consumers from the black communities hit by the strike may well be boycotting the store already by the time this piece appears.

This Critical Consumer believes those who are not thinking about the issues need to give them some thought.

When one buys a can of baked beans from a supermarket shelf, one is not just buying the can and the beans. It comes with a package. Sometimes the store pushes the package, using motives other than price or quality to get consumers to buy. So Pick 'n Pay is "green" conscious and supports worthy causes such as helping the physically handicapped.

Many years ago, so the tale goes, OK Bazaars was the first large store to accept that the colour of money counted more than the colour of the consumer. Many Africans have shopped at the OK since, although the company has been through phases when its management appears to have forgotten its history.

The process is not confined to supermarket chains. Nedbank pushes its conservation theme, for example, while First National Bank tried hard to abolish its politically broad-minded image during the State of Emergency.

It all serves to push consumers in various directions basically unrelated to the commercial concern's major activity — but ultimately directed at making them buy.

South Africa's black consumers have established a worthy tradition (in this columnist's opinion) of showing just how much power the rands in their pockets carry. And a well-timed and well-placed consumer boycott has forced even the most recalcitrant to better behaviour; the strategy is by and large more efficient in effecting change than is the use of AK47s.

Which is where Checkers comes in. The store has been bedevilled by poor management for

CRITICAL CONSUMER

Pat Sidley's weekly column on controversial issues



many years, in reality, there can be little other reason for its consistent losses.

When the company changed hands, it appeared as though it had turned the corner financially. Practically speaking, from a consumer's point of view, not much changed. But from the staff standpoint, a good deal changed.

The new owners, Pepkor, brought with them a new era of conflict with the union.

Through the eyes of this Critical Consumer there seems to be a rather crude attempt to close unprofitable stores and dismiss workers, using a strike provoked by a management which may be gifted in making money but is not noted for its gifts in managing people.

The basic issue is a recognition agreement — the document by which the relationship between the management and the union is regulated. It sets up the basic manner in which the two will relate to one another, resolve disputes and carry on business so that workers feel secure and less exploited and management can count on the co-operation of its staff as it carries out its task of making money. It is this document which Shoprite Checkers has scrapped, offering to negotiate a new one — curtailing many rights that the union had in the old one.

Shoppers may want to know some of the union's gripes. According to a spokesman for the South African Commercial Catering and Allied Workers' Union

●Checkers in Potchefstroom use prison labour to replace strikers; the legality, not to mention the morality, of this move is dubious

●Shoprite workers are obliged to buy their own uniforms, which can cost R150, and if they

do not wear them they can lose their jobs.

●When Pepkor took over the Grand Bazaars group two or more years ago, workers' wages were cut substantially — without any union negotiations

●In Kimberley, a Shoprite store tried to open with a notice expressing the desire to hire only coloured labour but was forced by an immediate consumer boycott to amend its policies

●Some strike-hit Checkers shops are using coloured labour to replace strikers. The union says it is not upset by the use of coloured staff per se but believes management has introduced racism into the picture

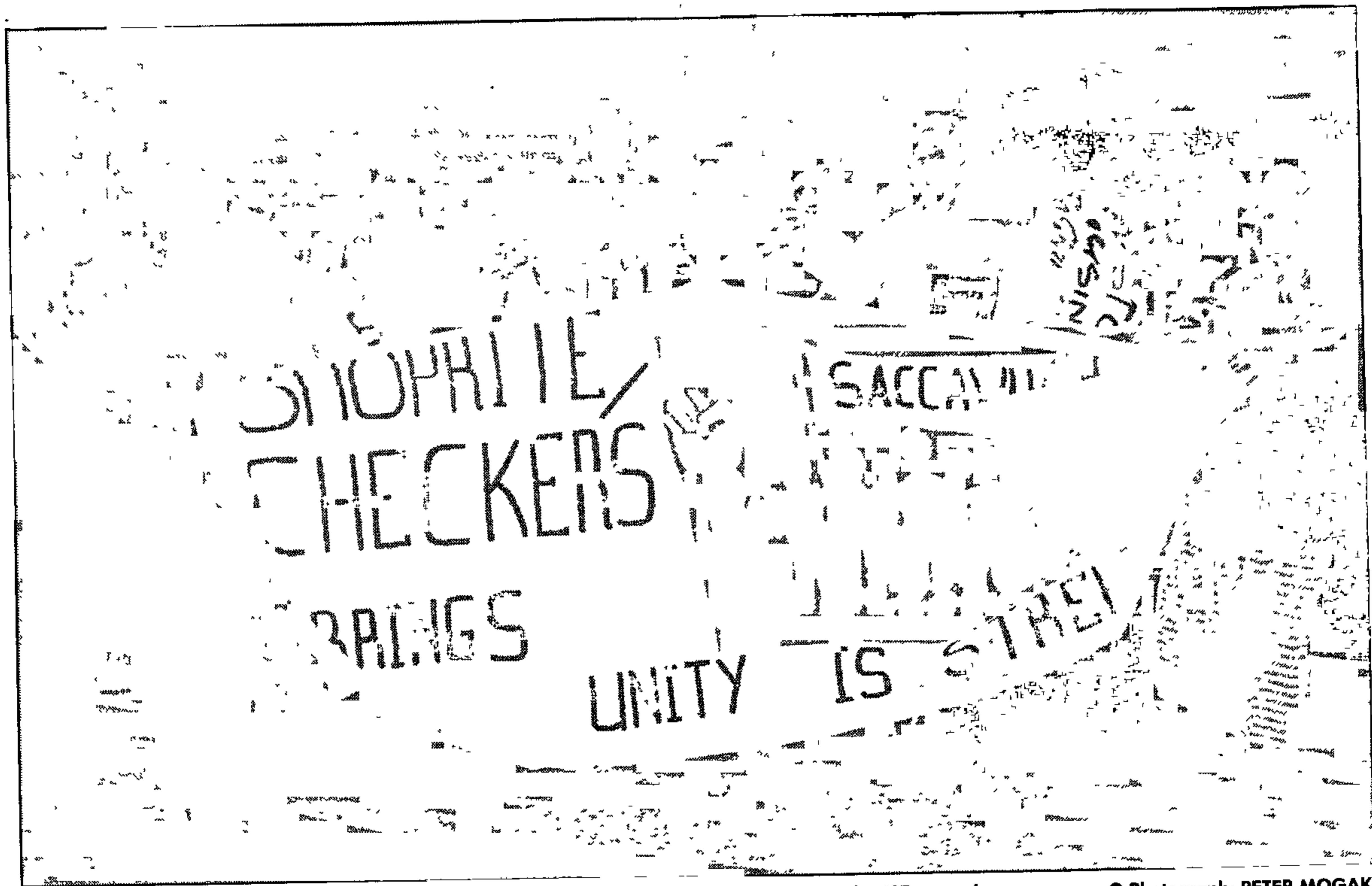
●The union fears its present good maternity leave benefits in Checkers, after management imposes its new regime, will resemble those at Shoprite: Female workers are effectively fired when they go to have a baby.

These accusations and others were put to Shoprite Checkers, which declined to comment on them. Instead, the company sent copies of the few press statements it has made on the strike and a copy of the letter it sent to the union — copies of which it also sent to Cosatu, what it referred to as the National Peace Commission, African National Congress general secretary Cyril Ramaphosa and the Institute of Mediation.

Among other things, the letter says the firm will not be taking legal action against the strike

The letter is seven pages of ugly invective couched in legal terminology. But the fight between management and the union has little to do with legal issues. For both sides, it is a war about power. And from the union's point of view, it involves allegations of *baasskap* and other similar issues.

Black shoppers, who used to frequent Checkers in larger numbers than Pick 'n Pay, will have cast their votes in this dispute by boycotting in large numbers. White shoppers, who do not have as much at stake in their communities, and do not believe they have to make similar choices, should ponder the issues next time they buy a can of baked beans from a store shelf.



MAKING THEIR POINT: Striking Shoprite/Checkers staff who handed in a memorandum at the JSE yesterday.

● Photograph: PETER MOGAKI

Checkers protest

STRIKING Shoprite/Checkers workers held a peaceful march through the streets of Johannesburg yesterday.

Workers handed over a memorandum to Johannesburg Stock Exchange officials, asking that pressure be put on Shoprite/Checkers management to get them "to update their industrial relations".

The chain has terminated its recognition agreement with the union and plans to retrench about 2 500 workers.

(152)

**Union marches
on exchange**

CP 12/6/93

JOHANNESBURG —
Several hundred
Saccawu members
staged a peaceful march
here yesterday and
handed a memorandum
to the Johannesburg
Stock Exchange, urging
it to apply pressure on
Shoprite/Checkers to
reinstate a nine-year-old
union recognition agree-
ment (S) (K) (A)

More than 10 000
Saccawu members have
been on strike at Shopri-
te/Checkers branches
for five weeks — Sapa



Free breakfast, just up your street ...

By Edwina Booysen

THE BEST THING since sliced bread is a protest feast on a supermarket floor (152)

That was the scene at the Shoprite/Checkers store in Mitchells Plain on Wednesday morning, prompting management to close shop for several hours.

The action was part of a campaign by the Western Cape Unemployed Workers' Union (Wecuwu) for bread and milk (1216)

The store's manager was unable to stop more than 30 hungry workers who decided that a whole loaf was better than none (161619)

They workers entered the store,

headed straight for the fridge and shelves and settled down in the aisles to enjoy their breakfast.

Wecuwu's regional secretary Mr Mongezi Bobelo damned Shoprite "promised" the organisation free bread and milk.

"When we entered the shop the manager closed the doors and

refused to listen to our demands or accept our memorandum," he said.

"He called the police and two of them tried to get us to leave."

Wecuwu's members later tried to leave with their "shopping." But they were stopped by the manager who used his loaf and said they should finish the food on the spot.

In response, several union members emptied the contents of milk cartons on the floor.

Bobelo said Wecuwu's action was also in support of members of the South African Commercial, Catering and Allied Workers' Union (Saccawu), on strike against Shoprite/Checkers.

By Edwina Booyen

SHOPRITE/Checkers and Pep Stores are among the shops that face a national boycott called by the South African Catering and Allied Workers Union (Saccawu) and the Congress of South African Trade Unions (Cosatu). (SAB) Cosatu has called for a boycott of all Pepkor companies in support of Saccawu's national strike at Shoprite/Checkers. (152)

The shops affected are Shoprite/Checkers and Pepkor subsidiaries — Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatermans and Kappa (KAPPA). "Shoprite/Checkers management are among the most backward and reactionary employer groups in South Africa," a Cosatu spokesperson said.

"Their handling of the strike, including brutal harassment of striking workers and calling in security forces and prison labour in an attempt to crush the strike, has shown that they can only be shaken by decisive mass action."

About 80 Saccawu members picketed outside Shoprite/Checkers in Mitchells Plain on Wednesday.

A Saccawu spokesperson said the industrial action will continue until Saturday.

Strikers gathered at Bishop Lavis Magistrate's Court on Tuesday in support of 22 workers appearing on a charge of intimidation.

The charge followed a picket outside Shoprite/Checkers in Charlesville last week.

Workers were released on R200 bail each and are to appear in court again on July 30.

Saccawu spokesperson Mr Jeremy Daphne said Shoprite/Checkers management has applied for a

... and there's a boycott too

Sowen 12/6 - 11/16/93



WALKING THE LINE: Striking Shoprite workers in Mitchells Plain urge shoppers to take their business elsewhere

Photo Yunus Mohamed

Supreme Court order to declare the strike illegal, on the grounds of irregular balloting.

"Preparations to oppose the application are underway," Daphne said.

Saccawu and Shoprite/Checkers management are to meet on

Wednesday to address the dispute.

● Pepkor group communications manager Mr Hennes Schreuder said it was unfortunate that Pep Stores was being targeted for boycott action.

"Our people, as far as Saccawu and Saccawu (South African Cloth-

ing and Textile Workers Union) are concerned, are happy people," Schreuder said.

"We are strides ahead of other companies and have made wonderful deals where both the union and the company get involved and are happy."

Overtime ban

STimes

OVER 20 000 motor assembly workers began a national overtime ban in protest against a six percent wage offer this week. 1316193

The National Union of Metalworkers of SA has demanded a 15 percent wage increase over and above the inflation rate spread over the next three years. (100) (152)

ANC calls for June 16 stayaway ⁽⁵²⁾ ~~(11)~~

Staff Reporters

THE ANC is to call for a stayaway in the Western Cape on Wednesday, the anniversary of the Soweto school uprising on June 16, 1976

Calls for the stayaway were made at a regional general council meeting in Manenberg yesterday. ARG 14/6/93

ANC spokesman Mr Willie Hofmeyr said "There was a strong call that we regard June 16 as a public holiday. It means there will be a stayaway."

He said most South Africans regarded June 16, the day Soweto pupils began protesting against being forced to take lessons in Afrikaans, as a public holiday.

Soweto Day: Millions expected to stay home

CT/4/6/93

Own Correspondent



JOHANNESBURG — Millions of South Africans are expected to stay away from work on Wednesday, the 17th anniversary of the Soweto uprising

Cosatu spokesman Mr Neil Coleman said yesterday the organisation, representing 1,2 million workers, expected a full stayaway by members

Sacob labour affairs director Mr Gerrie Bezuidenhout warned that where no other arrangements had been made the policy of "no work, no pay" might be followed — Sapa (152)

Sowetan 14/6/93
KFC 'to revoke agreement'

KENTUCKY Fried Chicken stores are to cancel a recognition agreement signed with the South African Commercial Catering and Allied Workers Union (Saccawu) ~~(SACC)~~ (S2)

This was said by Soweto businessman Jomo Sono, whose three Soweto outlets have been hit by a work stoppage sparked off by the dismissal of a worker on May 6

He said Saccawu had been informed about this



Hopes high to settle Checkers dispute soon

CT 14/6/93
SAPA
S2

JOHANNESBURG — Hopes are high for a settlement early this week in the dispute between Shoprite Checkers and the South African Commercial, Catering and Allied Workers' Union (Saccawu)

Both parties were optimistic about talks which resumed at the weekend to resolve the five-week, countrywide strike by about 10 000 workers

Sapa reports that several hundred Saccawu members held a peaceful march to the JSE on Friday

'Total' stayaway expected

MILLIONS of South Africans are expected to stay away from work on Wednesday to commemorate the 17th anniversary of the Soweto uprising

Cosatu spokesman Neil Coleman said yesterday the organisation, representing 1,2-million workers, expected a full stayaway by members

He said most companies already recognised June 16 as a paid holiday, and warned that Cosatu would act against companies which refused to recognise this

Sacob labour affairs director Gerrie Bezuidenhout said most companies had agreements to pay workers absent on June 16. But he warned that where no arrangements had been made for staff to stay away the policy of "no work, no pay" might be followed.

DIRK VAN EEDEN

No directives had been issued by Sacob and it was left to individual companies to decide on policy

The ANC said it considered June 16 a solemn day and believed it would be an official holiday in future

The ANC Youth League has organised 78 rallies around the country for Wednesday.

Putco MD Jack Visser said the bus company expected a full stayaway and no services would be provided on the day, although the Johannesburg City Council said it would run as full a service as possible

A Johannesburg municipality spokesman said residents who usually had garbage collected on Wednesdays should keep their refuse until next week, when a "double-up" collection would take place

Supermarket strike is over

SHARON SOROUR
Labour Reporter

SUCCESSFUL mediation has ended the five-week strike over a cancelled recognition agreement by more than 10 000 Shoprite Checkers workers

In a joint statement, Shoprite Checkers and the SA Commercial, Catering and Allied Workers Union (Saccawu) said a settlement had been reached with the help of Independent Mediation Services of SA.

All lock-out, strike and boycott action would end immediately, said Ms Adele Gouws of

Shoprite Checkers and Mr Jeremy Daphne of Saccawu

Both parties agreed to continue negotiations on a wide range of issues.

Workers went on strike on May 8 in protest against the company's cancellation of a nine-year recognition agreement with the union, and the unilateral imposition of a new agreement, which workers said severely curtailed their rights

Ms Gouws refused to comment on the details of the settlement, saying the company had no comment other than the

statement by both parties

Mr Daphne was in a press conference **ARG 14/6/93**

Violence has dogged the strike, with several picketing workers being arrested.

Mediation last month was suspended after it became clear the dispute would not be resolved.

Last week the company announced it would close at least two stores and retrench at least 2 500 workers as a result of the strike, which had aggravated adverse trading conditions.

Shoprite/Checkers dispute 'nearly over'

B/S of 14/6/93

ERICA JANKOWITZ

HOPES are high that a settlement can be reached soon in the dispute between Shoprite/Checkers and the SA Commercial, Catering and Allied Workers' Union. Both parties expressed optimism that talks which resumed over the weekend would resolve the five-week, countrywide strike by about 10 000 workers. Neither side would comment on how the meetings had gone, but both hoped a settlement could be reached early this week. (52) The meetings were chaired by Independent Mediation Services of SA panelist John Brand, but were not officially de-

scribed as "mediation". However, full mediation could be invoked later. Sapa reports that a march by several hundred Saccawu members to the JSE on Friday went off peacefully. A memorandum was handed to a JSE representative demanding reinstatement of a cancelled recognition agreement, that planned store closures not lead to job losses, that the company negotiate in good faith, and that it recognise Saccawu as the sole bargaining union. (52) (52)



CALM AMID THE STORM . . . Durban clothing manufacturer Mr Ben Jonsson, who decided to stay put following the fire that badly damaged a section of the Mount Nelson Hotel early yesterday. With him are city models (from left) Veronique Rossouw, Manina Colyn and Heidi Mugridge ● Report Page 9.

Picture BENNY GOOL

Syringes in Pepsi cans

NEW YORK — Investigators fanned through PepsiCo bottling plants and examined company personnel records yesterday to find out how syringes wound up in at least four cans of Diet Pepsi at opposite ends of the United States.

"The incident has stumped the experts because the canning process used by Pepsi is virtually tamper-proof.

The company said it is prepared to order a recall of the product if necessary, but has been advised not to do so by the U.S. Food and Drug Administration (FDA) because it might hinder the investigation.

The FDA has advised consumers not to drink Pepsi straight from the can — Sapa-Reuter

SAP warn on Soweto Day events

CT 16/6/93

Staff Reporter

THE police will respect the rights of those commemorating Soweto Day today but police spokesmen said yesterday unlawful conduct would not be tolerated and they had a duty to protect those who did not wish to take part in the events planned.

The ANC Youth League has called for a national school and work stayaway but Chamber of Commerce human resource manager Mr Charl Adams said they expected normal trading in the CBD.

However, Mr Adams said factories could be operating on skeleton staff.

A Western Cape Traders' Association spokesman has called on its members and all businessmen to close their businesses between noon and 2pm today.

A Cosatu spokesman said they have called on employers to regard Soweto Day as a paid public holiday and on members to participate in rallies.

'Against the system'

Various Cape bakeries and supermarkets said they would operate as usual.

● Meanwhile, Sapa reports that ANC president Mr Nelson Mandela said yesterday Soweto Day marked the 17th anniversary of the "heroic student upheavals against the system of Bantu education."

He said only a democratically-elected government could bring about "meaningful and thorough-going changes" to the education system.

He said education was in a deeper crisis than ever. The demands remained basic: Textbooks, classrooms, desks, equipment, electricity and salary increases — rights which white teachers and students look for granted.

For every rand spent on educating a white child, "a mere 20c" was spent on educating a child in a Department of Education and Training school, and where white schools averaged 18 children per teacher, black schools averaged 70 pupils, he said.

'Bring back witnesses'

By BARRY STREEK
Political Staff

THE two witnesses removed from South Africa before they could testify in the Winnie Mandela trial should be returned to give evidence about a hit list that included Mr Cyril Ramaphosa, Democratic Party MP Mr Lester Fuchs said yesterday.

The witnesses could also shed light on the disappearance of other youths, he added.

Mr Fuchs, speaking in Parliament, disclosed that he had gone

CT 16/6/93

to Diepkloof Prison to visit Xoliswa Falati, Mrs Mandela's co-accused who is now serving a two-year sentence for her role in the incidents.

Falati had told him she had lied in court to protect Mrs Mandela's alibi "because I was scared of her".

She also told him Mrs Mandela had been in Soweto, not Brandfort — as Falati had testified — at the time of the offences for which they were convicted.

"Mrs Falati now admits that

CT 16/6/93

not only did she perjure herself, but that she did so with the knowledge of one of Mrs Mandela's lawyers, Mr Dali Mpofo," Mr Fuchs said.

Both Mr Katiza Cebekulu, a co-accused in Mrs Mandela's trial, and Mr Pello Mkgwe, a victim of the kidnapping and assault, were smuggled out of the country to frustrate the legal process.

"Justice demands that Mr Cebekulu be returned to South Africa," Mr Fuchs said.





DEMOTED . . . Mr Temba Xaba, 39, of the Red Cross Children's Hospital, is the subject of a battle between two rival hospital unions — one of which has succeeded in having him demoted while the other is fighting for his reinstatement.

PS (152) CT 16/6/93 Picture HAROLD KING

Strike threat over clerk's demotion

By **CLAIRE BISSEKER**

OVER 200 Red Cross Children's Hospital workers are threatening to go on strike in support of a Zulu clerk who was demoted two days after receiving a promotion

Hospital management had bowed to pressure from a rival union and demoted him

The strike by Public Servants' League (PSL) members was suspended yesterday after their colleague, a Zulu pharmacy

clerk, Mr Temba Xaba, 39, received death threats

Mr Xaba, who has Std 6, but speaks four languages and has served the hospital as a clerk for five years, was promoted from the pharmacy to the reception desk on May 1

Two days later he was sent back to the pharmacy after complaints that he had not passed Std 8

PSL spokesman Mr Shane Williams said

yesterday the union was exceptionally angry with hospital management for "unjustly" demoting Mr Xaba after management received complaints from the National Education, Health and Allied Workers' Union (Nehawu)

Nehawu yesterday stressed that it did not have a personal vendetta against Mr Xaba and would take disciplinary action against any member found guilty of threatening him



Many workers stay at home for Soweto Day

152

ARG 16/6/93

Staff Reporters

BETWEEN 80 and 90 percent of workers from Peninsula townships who usually go to work by train or bus stayed at home today, many in terms of negotiated agreements with employers that June 16 is a paid public holiday.

Cape Chamber of Industries executive director Mr Colin McCarthy said more than 65 000 Western Cape workers in major industries took the day as a public holiday.

This was confirmed by Cosatu regional secretary Mr Jonathan Arendse, who said most of the 14 affiliated unions had negotiated that Soweto Day be observed as a paid public holiday.

But Cosatu affiliate the SA Democratic Teachers Union (Sadtu) declared Soweto Day a stayaway and urged teachers to attend rallies.

Mr McCarthy emphasised that employers accepted Soweto Day had been "institutionalised" as a paid public holiday and did not regard it as a stayaway.

Clothing, engineering, motor repair and textile staff were not at work

"There are a number of large industries where this has become a statutory public holiday in terms of Industrial Council agreements," he said.

At least 40 000 clothing workers and 25 000 engineering workers in the Western Cape were involved.

Textile factories had negotiated the day off in their plant agreements.

In smaller industries it was not a public holiday.

Peak hour trains from Khayelitsha and Mitchell's Plain carried about 20 percent of the normal number of passengers.

Trains on the Simon's Town line were about 60 percent full and those on the Bellville line were normal

Metro railway spokeswoman Ms Adri Bootsma said a train was stoned at Nolungile station, Khayelitsha about 7am. This was the only incident reported.

Golden Arrow bus service public relations manager Mrs Jeanne Welsh said buses from Crossroads, Guguletu, Langa and Nyanga were about 20 percent full and from Khayelitsha about 10 percent

● The Argus Bureau in Port Elizabeth reports that bitterly cold weather and rain put a damper on Soweto Day rallies.

Many businesses closed and shops used temporary staff

Most large companies recognise the day as a paid holiday while others adopted a "no work no pay" policy

South African Chamber of Business labour affairs director Mr Gerrie Bezuidenhout said it was up to individual companies to decide policy, but most companies had agreements to pay workers



Today's sur-prizes!

CASH prizes of R3 000 and R1 500 in SCOOP today, plus other exciting prizes. Check your SCOOP card with the winning lines on page 12

NORTHERN Argus

IN Northern Argus today

● Traders in Tyger Valley Centre claim rents are too high.

● Table View houses flood on to market as Dunoon settlement gets government go-ahead

TOMORROW

SOUTHERN Argus

Will Pollsmoor prison be enlarged? The Minister's not sure

Those Mowbray shacks must go, says councillor Ian Iversen.

Accord is 'toothless'

By Josias Charle and Sapa

Sanco president says more should be done to curb war talk:

THE National Peace Accord was toothless, South African Civics Association president Mr. Moses Mayekiso said at a June 16 rally at Soshanguve yesterday.

The commemoration services yesterday coincided with a massive stayaway — close to 100 percent in several Pretoria areas.

The stayaway was almost complete in Ateridgeville, Mabopane, Soshanguve, Garankuwa and neighbouring areas, residents said.

Peace would not prevail until racist whites stopped threatening blacks. When blacks chanted slogans such as "Kill the Boer, kill the farmer" there was an outcry among whites.

from campaigning in townships "but we will urge our people not to attend their meetings".

June 16 in brief

Sowetan 17/6/76
Industry standstill

INDUSTRY in Port Elizabeth was effectively shut down yesterday as workers headed for services to commemorate the 1976 national uprising that started in Soweto.

PE Chamber of Commerce Director Anton Vlok said the major industries, had ground to a halt. The African National Congress, Pan Africanist Congress and Azanian People's Organisation held rallies in the Eastern Cape.

The stayaway was between 80 and 90 percent effective in the Western Cape yesterday. Peak hour trains from Khayelitsha and Mitchell's Plain were reported to be about 20 percent full.

Sowetan 17/6/76
Big stayaway

IN the Border region the majority of black people stayed away from work yesterday to commemorate the day. The East London municipality said 97 percent of its staff did not turn up for work.

Sowetan 17/6/76
Barricades set up

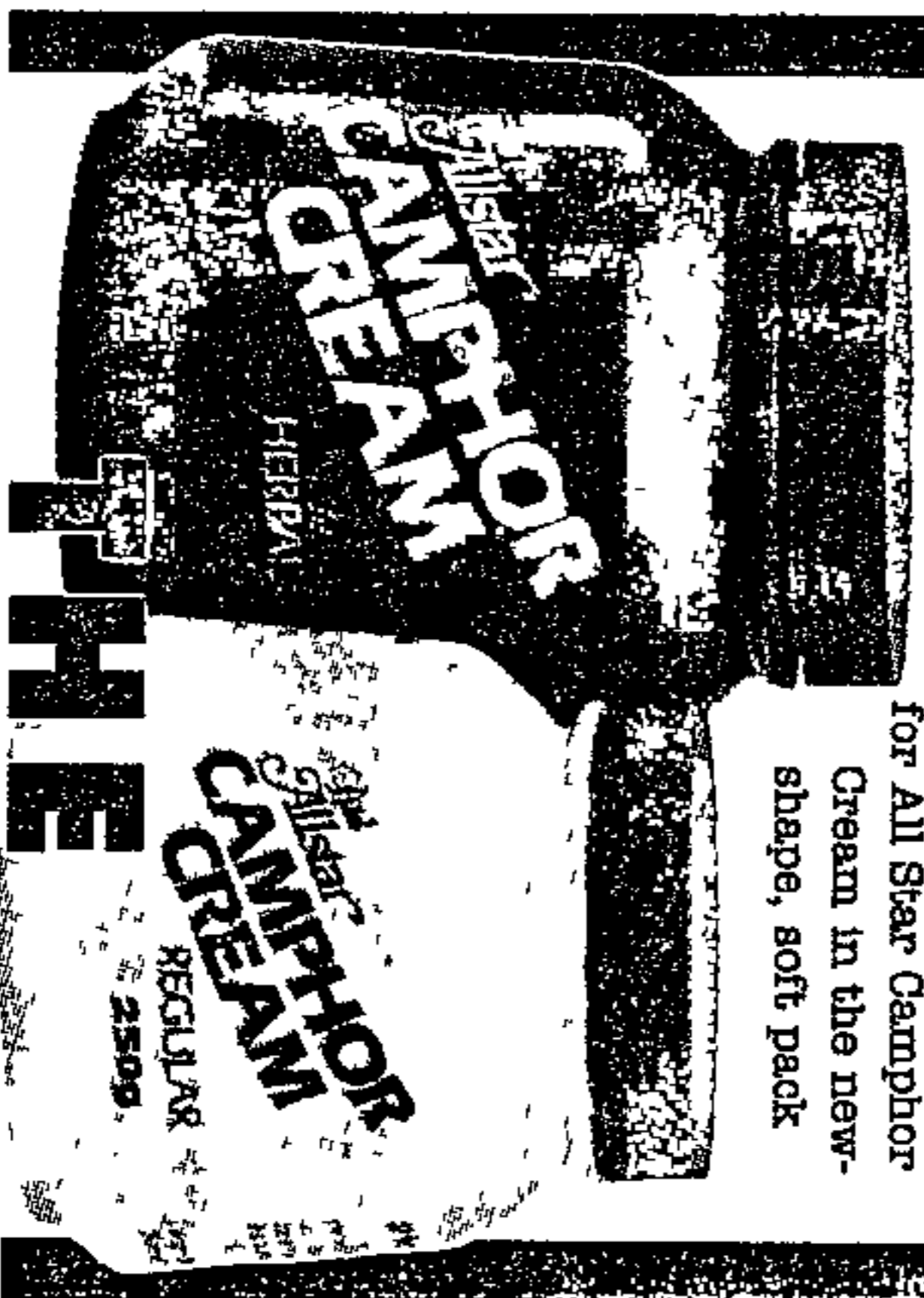
Casual labour was employed for the day and all essential services were maintained. Rallies and marches held in other centres in the Border proceeded peacefully.

Sowetan 17/6/76
Major businesses hit

THE Congress of South African Trade Unions reported an almost 100 percent stayaway at major businesses and factories around Durban and Maritzburg. The Durban Regional Chamber of Commerce said attendance figures varied but were generally very low.



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Chain store denies climbdown claims

Star 17/16/93

~~152~~ 152 ~~31~~

Staff Reporter

Shoprite/Checkers has reacted angrily to claims by the SA Commercial, Catering and Allied Workers' Union that the chain store backed down, resulting in an agreement which ended a gruelling six-week strike

It has also objected to reports in The Star in which Saccawu claimed it had achieved a victory over the chain store — described as a "major climbdown" by Shoprite/Checkers

Human resources director Callie Burger said in a letter to The Star that, contrary to claims by the union, the me-

diation process which led to the conclusion of the strike had been a success.

Burger accused The Star of biased reporting.

"Without the intervention of a mediator... it is unlikely that the dispute would have been settled at this stage," Burger wrote

He added that the chain had not reinstated the recognition agreement.

According to Burger the interim agreement was put in place purely to end the strike and result in a new recognition agreement, which needs to be drawn up within 120 days.

Notwithstanding a joint statement on the strike, the union had held a press conference within 36 hours to

claim "a victory for the working class" and implied that the company's agreement had been a massive surrender, Burger stated

He said the company hoped this was not the manner in which the union planned to adhere to other important clauses in the agreement.

Burger added. "There is little in the interim recognition agreement which was not offered to the union before the commencement of the strike action some six weeks ago"

● The Star's Labour Correspondent, Paul Bell, has taken careful note of Shoprite/Checkers' comments. He stands by his interpretation of the settlement





Comrades in arms . . . ANC supporters from Kattlehong circle impatiently outside the Vosloorus stadium while peace monitors negotiate with security forces for the return of their fellow marchers' weapons. Picture: Peter Mogaki

Star 17/6/93

'Negotiated holiday' for most workers (152)

By Michael Sparks and Shirley Woodgate

Yesterday — Soweto Day — was either a day to stay off work, or a holiday negotiated between workers and their employers, organised commerce and industry said

Johannesburg Chamber of Commerce spokesman Rick Beattie said the bulk of industry had negotiated June 16 as a public holiday, resulting in at-

tendance at work in the greater Johannesburg and Pretoria areas being close to zero

Some companies paid their workers, while others adopted a "no work, no pay", policy

SA Chamber of Business labour director Gerrie Bezuidenhout said most had negotiated the day as a holiday. There was no point in doing a survey on effectiveness of the stayaway

Experts estimated that the cost to the Johannesburg area

of a total shutdown in production was about R16 million

Putco said buses serving the Witwatersrand, Pretoria and parts of Natal came to a standstill

Fanie van der Walt, of Johannesburg's municipal transport department, said all available staff had been recruited to drive buses, keeping about half on the roads

Spoornet said trains were empty

Strike action 'likely to sweep public sector'

Bill Day 18/6/93

COSATU yesterday predicted that a wave of strike action would sweep the public sector from mid-July (152)

This could involve about 160 000 workers in municipal, health and local government services, as well as posts and telecommunications (152)

Organising department head Zweluzama Vavi said all Cosatu affiliates representing workers in the public sector were in dispute over wages and restructuring

The National Education, Health and Allied Workers' Union (Nehawu) — Cosatu's only affiliate party to the public sector caucus — reiterated its demand for re-opening negotiations on wage increases

The 5% ceiling set for all public servants had been rejected by all unions, he said

Nehawu had started balloting members in preparation for strike action although it was prohibited from striking in terms of the Labour Relations Act.

The SA Municipal Workers' Union (Samwu), which had been offered increases from 3%-5%, would start counting votes from its national strike ballot on Monday.

The SA Post Office and Telkom were also in dispute with the Postal and Telecommunications Workers' Association, because of a 5% final wage offer. The union

ERICA JANKOWITZ

would start balloting members from July 4, Vavi said (152)

If all unions negotiating in the public sector caucus and teachers decided to join the industrial action, about 300 000 workers could be involved, he said

However, it was reported earlier this week that the majority of public servants represented by the Public Sector League had accepted there was little they could do to improve their 5% wage increase

Vavi said Nehawu, Samwu and Potwa were scheduled to merge in May 1994. In August, the three unions would meet to finalise merger details.

The union created as a result of the merger would represent about 160 000 workers in the public sector, he said

On the issue of legislation covering the public sector, Vavi said the Commission for Administration was pushing to have a Bill passed during the current session of Parliament

Cosatu had objected to clauses relating to the definition of essential services and dispute resolution procedures

However, it felt there was a good chance the Bill would be passed

Sadtu calls on white teachers to protest

Southern 1916 - 2316/93

By Lorelle Bell and Shannon Neill

A SOUTH African Democratic Teachers Union (Sadtu) day of peaceful action marking June 16 and in support of teacher campaigns ended with the arrest of 41 teachers in Cape Town on Wednesday.

The day began with a picket along Rondebosch Main Road by over 300 teachers, culminating in a lunchtime blockade of the intersection between Adderley and Strand Streets in the city.

Hooters blaring and placards flying, a Sadtu motorcade drove around the city centre reminding people of the education crisis.

Traffic halted as singing teachers, parents and children took to the streets.

The demonstration was peaceful until Sadtu leaders were forced into a police van.

"Why are they using force? This is a peaceful protest," a teacher shouted.

Police threatened to arrest remaining teachers who, in turn, began chanting "an injury to one is an injury to all." Most then got into the police vehicle.

The teachers were taken to the Sea Point police station, charged with attending an illegal gathering and warned to appear in court on Thursday.

Sadtu's early morning picket was followed by a spontaneous decision to march on Westerford High School in Rondebosch.

Union officials described the visit as successfully "countering the fears of white schools sparked off by the demonising of teachers in the liberal press".



HALTING CARS AND RETRENCHMENT: A Sadtu member stops a driver entering Adderley Street during their blockade

(152)

(23)

Photo Yunus Mohamed

Some white schools developed strategies to counter an occupation of schools by black children.

But at Westerford, school headmaster Dr John Gibbon was faced by a courteous delegation instead.

Mr Basil Snayer, chairperson of Sadtu's Athlone branch, and Mr Lawrence Hoepner, vice chairperson of the southern suburbs branch, described the meeting.

"A delegation visited Dr Gibbon to express our feelings that the

school's apparent normalcy on June 16 was an affront to teachers who were commemorating the day and showed insensitivity to what had happened in 1976," they said.

"We also expressed our dismay at the non-involvement of white schools in rejecting rationalisation that meant teachers were threatened with retrenchment."

The Sadtu delegation requested that the headmaster close the school immediately and asked if all

the Sadtu teachers could meet with Westerford teachers in their hall.

These requests were refused since no prior arrangement had been made to send pupils home early but Gibbon allowed a delegation to meet with the staff.

Gibbon described the meeting as very helpful and an opportunity to learn to understand Sadtu's views and to share his own.

"I respect every teacher and teacher organisation's right to take

action against a particular situation," he said.

Plans are afoot to engage other white schools and Sadtu has already received invitations to meet staff at several schools.

"Model C schools have lost 9 000 teachers already and we cannot believe the silence of teachers in response," said Hoepner.

"We want to make sure that all teachers are organised to stop rationalisation."

Angels dancing on pinhead

THERE are, in the main, no angels in an industrial dispute. The Star wrote in a leader on Wednesday. There is, I discover, an exception when they dance on a pinhead.

The dispute between Shoprite Checkers and the SA Commercial Catering and Allied Workers' Union, which ended last week, was full of pins and dancing angels.

Arch among the angels was the recognition agreement, the termination of which by management last December offered, ostensibly, the casus belli for a 34-day strike that was very damaging to the chain and cost the union's members up to R13 million in lost wages.

The dispute over the recognition agreement has masked a much deeper conflict between Shoprite Checkers and Saccawu, since the two-chain merger in March 1992, over the new Pepkor-owned group's turnaround imperative and the union's attempt to protect its members' jobs.

Unnecessary

Some observers believe the strike was unnecessary, given the relatively narrow importance of the casus

belli, the recognition agreement. Even so, the agreement has been the cause of claim and counter-claim by both sides in the aftermath of settlement, as to whether "victory" or "defeat" can be construed in its resolution.

The angel that danced (so inelegantly) on the pin is more or less as follows. Both sides had agreed up to a year ago that the recognition agreement was outdated. But when negotiations failed to produce a new one, management gave notice in October of its intention to terminate in three months. Throughout that time the union did nothing.

Management terminated the agreement in December. The union demanded its reinstatement, saying management had attacked its rights.

Early in the strike, during the first round of mediation, the union indicated that it would water down its demand that the agreement be reinstated in its entirety, saying it would accept verbally reinstatement of certain clauses instead.

Management did offer verbal reinstatement of certain clauses but not on others. In the settlement that fol-

Labour Correspondent
PAUL BELL reviews the recent bitter dispute between the SA Commercial, Catering and Allied Workers' Union and Shoprite Checkers.

lowed, management accepted verbal reinstatement of all the clauses it had no problem with.

Who climbed down? Was it a climbdown? In retrospect, these are harder questions than they seemed at first. Certainly, the way in which the propaganda war was waged has much to do with the answer.

After the weekend meditation which resolved the dispute, the union held a press conference on Monday, offered an exposition of its "gains" and claimed victory.

Management, which had offered very little to the press throughout the strike, issued a subdued three-sentence "joint statement" that morning, worked out with the union as part of the weekend agreement and intended to be the sole statement from the

parties, saying settlement had been reached, all industrial action had ceased, and negotiations would continue with a view to restoring harmonious industrial relations.

Later in the day, surprised by Saccawu's independently issued "victory" statement, and construing this as a breach of the weekend agreement, the chain attempted to undo the impression that it had, by implication, suffered a "defeat".

It issued another statement, more upbeat, saying the interim agreement reached with the union fully addressed the company's major concerns with particular provisions of the defunct old agreement.

But the damage had been done. The company — having managed its publicity throughout the strike in a manner described by observers as naive, and on the basis of "the less said the better" — found itself outplayed once again by a union well versed in self-promotion.

Far more distressing, however, is the fate of the workers, who were hostages to intransigence by both their

union, with its own history of fission between moderates and militants, and their employer, a troubled company whose new bosses must make tough cost-cutting decisions if their charge is to be returned to profitability.

Observers of the dispute say the strike should never have happened, and that while it may have been folly for the union to claim victory, the damage to Checkers has been huge.

But for an explanation of the "dour, gladiatorial stand-off" that developed between the two sides, they testify to the "outdated, cloth-cap class-struggle rhetoric" that marked Saccawu's attitude throughout the clash, and to the "rights-oriented, Thatcherite hard line" of the Cape managers.

Who cracked? The union when its members had gone without pay for five weeks, stores were already closing, and retrenchments coming? Observers say the union was desperate to settle.

Prognosis

Or was the company becoming increasingly concerned about the violence at many stores, the drop in custom, which it has never quantified, although the union claimed a 60 percent drop in sales volume, and the longer-term prognosis for the financial health of the chain?

Shoprite faces a war in the market with powerful Pick'n Pay, with an OK Bazaars returning to health

The real work begins now. Management has been accorded its right to manage. Workers, in turn, seek greater job protection. Wage negotiations will doubtless initiate a protracted but deeper debate between Shoprite Checkers and the union over the extent of sacrifice management can expect from the workforce in rebuilding the chain.

Union ordered to stop strikes

Staff Reporter

A BELLVILLE plastics company has obtained an urgent Supreme Court order to prevent more than 100 of its workers from taking sporadic wildcat strike action

Part of the workforce at Marley's factory in Bellville have been holding wildcat strikes since June 10 over wage increase demands.

The court order interdicts members of the Chemical Workers' Industrial Union of South Africa from starting or taking part in an illegal strike.

Factory general manager Mr Jan Tredoux said in papers before Mr Justice W A van Deventer yesterday that the firm lost R4 000 each hour during work stoppages.

The union has until July 27 to show why the order should not be made final

Mr B Manca instructed by Webber, Shepstone and Findlay, appeared for Marley

Unions set likely date for strike

Star 25/6/93

By Paul Bell
Labour Correspondent

Six Cosatu-aligned unions representing hundreds of thousands of state and municipal workers have set "the end of July, beginning of August" as a tentative date for a general public sector strike.

Neal Thobejane, assistant general secretary of the National Education, Health and Allied Workers' Union, confirmed this after attending a meeting of the Public Sector Co-ordinating Committee in Johannesburg yesterday.

The unions include health, education, municipal, post and telecommunications, police and prisons workers.

July 30 is a Friday, and the following Monday is August 2, suggesting the latter date as a more appropriate starting point should the

public-sector unions decide on a fullscale confrontation with the Government.

The unions are in the process of declaring disputes with the Government, principally over its 5 percent ceiling on public-sector wage increases, and the union's demand that unilateral restructuring of the civil service cease.

No response had come from the Government other than a suggestion that working committees be set up to discuss the issues, said Thobejane.

Thobejane said regional committees were being established to plan industrial action in their areas from July 17, as a prelude to an all-out strike.

Municipal workers were meanwhile engaged in balloting in major centres around South Africa yesterday. A result is expected within days.

152

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Sacked workers return to jobs

Sowetan 25/6/93

By Ike Motsapi

■ NO MONEY Council claims it has no funds to pay sacked staff:

ABOUT 413 members of the South African Municipal Workers Union and other employees who were sacked by the Dobsonville Council last year returned to their jobs this week.

This follows a successful court application lodged by Samwu in the Rand Supreme Court last Friday to have the workers reinstated

According to the court order all workers are to be paid their salaries and benefits retrospective to the day when they were sacked

The council opposed the application and has now said it does not have money to pay the workers their salaries

In a letter to Samwu, written by city treasurer Mr Chris van Zijl, the council said it would have to approach the Transvaal Provincial Administration for assistance

A special council meeting was held this week to discuss the problem Van

Zijl promised to inform Samwu about the council's decision today

A TPA spokesman said the request had not as yet been forwarded to it

Mr Martin Sere, an official of Samwu, yesterday said all the workers who were sacked on November 2 after requesting the council to transfer them to other centres were back at work.

They were employed near a hostel and feared for their lives

Union to march on Sasol

Sowetan 25/6/93

By Ike Motsapi

HUNDREDS of South African Chemical Workers Union members will march on Sasol's headquarters in Johannesburg at the weekend to demand the reinstatement of workers dismissed in 1987

Mr Cunningham Ngcukana, secretary-general of the National Council

of Trade Unions will be among those leading the march

Mr Joseph Maqhekeni, an organiser of Sacwu, said the march was part of an ongoing six-year battle by the union after the dismissal of about 100 employees — all members of Sacwu — by Sasol 1 when they campaigned for better pay and working conditions. Maqhekeni said "The union won the case in the Industrial Court

but that victory was overturned by the Appellate Division of the Supreme Court following an appeal by the company. The dismissals led to a number of former employees losing houses and children being forced out of school because their parents could not afford to pay for them

"As a result we have a squatter camp near Zamdela because workers have no accommodation," said Maqhekeni



Airport apron staff embark on a 'go-slow'

CT25/6/93(5)

Staff Reporter

NEARLY 150 DF Malan Airport apron staff will embark on a "go-slow" strike today

Similar action earlier in the week resulted in all domestic flights being delayed by between 20 and 30 minutes

Apron staff embarked on a total strike yesterday, but a stand-by team was called in at 5am and of the five planes affected, none was delayed for longer than 11 minutes, South African Airways senior manager Mr Bruce Lutman said yesterday

Wednesday's go-slow delayed 14 domestic flights, but international flights were kept on schedule when uniformed staff worked as baggage handlers

Mr Lutman said yesterday that he

did not expect there to be any flight delays today as the stand-by team was now fully adept at their new task.

However, he refused to speculate on the potential for conflict between stand-in workers and the returning apron staff today, other than to say "a variety of contingency plans are in place"

An SA Rail and Harbour Workers' Union (Sarhwu) spokesman Mr Daniel Taka said that some apron staff were paid R4 an hour, the wage rate for temporary workers, "even though they have worked there for up to six years"

He also said workers were unhappy about the inadequate canteen and toilet facilities at the airport

Mr Lutman refused to respond to these claims yesterday, saying the issues were currently under discussion with Sarhwu



Eskom bosses of a fymbos park

DALE KNEEN
Weekend Argus Reporter

SUGGESTIONS have been called for by the Overberg Regional Services Council on how to develop the area between Gansbaai and Struisbaai a section of which has been bought by Eskom for a potential nuclear power station.

The Administrator of the Cape Mr Kobus Mearns has given the RSC the go-ahead to prepare a sub regional structure plan for the area known as the Roonstrandveld district of the southern Overberg.

Development suggestions will be included in the planning phase of the RSC's proposed structure plan which was called for in response to Eskom's purchase of land at Bantamslip.

Eskom's announcement in mid-1990 that it had bought the ground 30km southeast of Gansbaai sparked controversy as conservationists felt it would destroy an area known for its fynbos.

Eskom spokesman Mr Andre van Heerden said it was unlikely a nuclear power station would be built on the site this century and that there was no definite commitment to use the land for that purpose.

The land was earmarked as a potential site for a nuclear power station but that does not mean it will be used for that purpose. In the meantime we intend managing the site as a nature conservation area.

The Bantamslip land was one of four identified as possible sites for nuclear power stations. The others are at Tony's Bay near Port Elizabeth and Brazal and Schulpfontein near Kleinsee.

Anyone wanting to make representations is invited to submit written comments to The Chief Executive Officer Overberg Regional Services Council 26 Long Street Braddasdrp 7280 before August 10

Roads certified MAD

■ Roads are crumbling throughout the province while funds for maintenance are diverted to pay for anti-stone-throwing measures

CLIVE SAWYER
Municipal Reporter

ROADS in the Cape have gone MAD — which stands for Moisture Accelerated Distress a condition caused by tyres wearing grooves in them preventing proper drainage and leading to cracks and hazards for the motorist.

A funding crisis and more heavy traffic is worsening MAD throughout the Cape. Provincial officials this week revealed a stark picture of the road network deteriorating to third world standards.

It will get worse before it gets better said provincial roads engineer Mr Theuns Kruger.

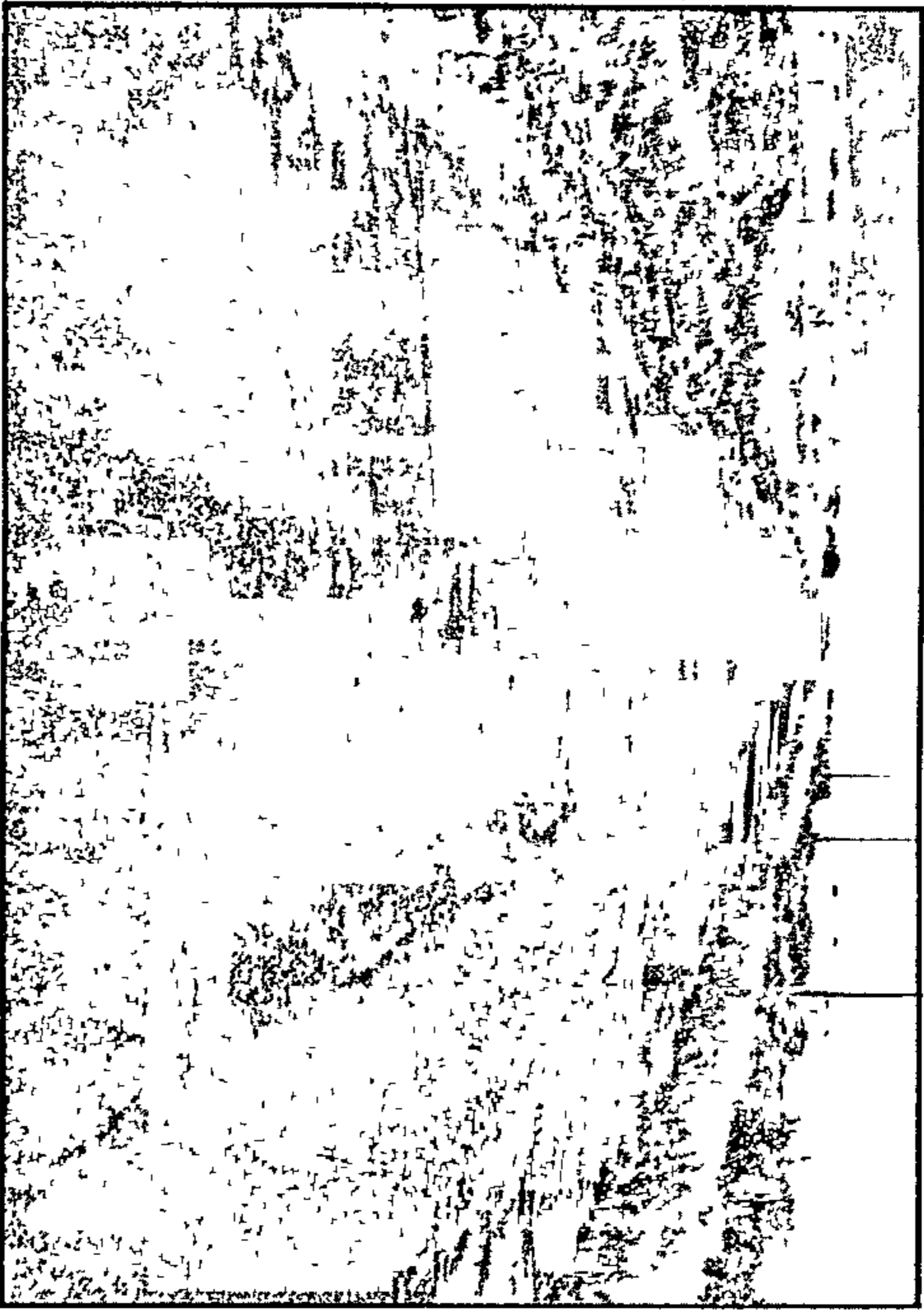
“Travelling around the country will become more problematic”.

Fuel costs for motorists could soar. Fuel consumption of a passenger car at 100km/h was 8 percent higher on a paved road with a bad surface than on a road in good condition.

Treasury funds for roads had plunged in the past decade. Now apart from road safety problems we have personal safety problems for which we have never had to provide in our budget.

It was disclosed the Gordon's Bay-Rooi Els road badly in need of repair for years was one of the maintenance projects put on hold to help fund new walls and bridges on the N2 hell run.

Repairs to a potholed road in the eastern Cape between Bedford and Adelaide would have to wait because of emergency spending on personal safety measures.



□ MAD, BAD AND DANGEROUS Funds are needed to repair and maintain roads like this one in the Cape

Those flyovers to nowhere are going . . . nowhere!

CLIVE SAWYER
Municipal Reporter

THOSE flyovers to nowhere will be with us for some time. With a shortfall of maintenance money for roads reaching R1 billion projects everywhere are being stalled.

Provincial roads engineer Mr Theuns Kruger said this week that this included the developer — Milnerton Town Council — would have to find them.

The CPA recently built developments at Jansenville and Molteno because of stone-throwing on divisional roads.

And the very farmers at whom rocks were thrown were among those who could be asked to help fund road main-tenance.

roads was down to less than 100 km a year while more than 1 800 km were classified as in poor condition.

Catching up with the backlog of rehabilitating only the roads older than 25 years would take 60 years said CPA material chief engineer Mr Etienne de Villiers.

Rehabilitation projects or some of the very few reconstruction projects still in progress included one very expensive — but temporary — item. The provision of bypasses of a reasonable standard for traffic to be diverted from stone-throwers — money that could be better spent on permanent projects said Mr Kruger.

He said many roads in the province could become toll roads as part of the national network.

But increasing the number of toll roads was a policy he opposed.

I do not think toll roads are the best thing — funds should be raised rather through an increased fuel levy, said Mr Kruger.

It was possible 'dedicated lanes could be created on some freeways for high-density vehicles like buses minibuses and fully-laden cars.

Asked what prospect there was for road upgrades in neglected township areas a provincial official said roads of metropolitan significance in theory, could qualify for assistance.

Building and maintaining roads in townships was the responsibility of the local authority he said.

Not only tarred roads were facing a crumbling future gravel ones also needed up-keep.

About R92 million was needed to repair gravel roads throughout the province but only R42 million was available.

Asked if tarred roads could be ploughed up and converted to gravel to save money Mr De Villiers said: We are not contemplating ploughing yet but it could happen where we could not do anything to patch up a road and it would be cheaper to rip it up.

“But I would hate to see that happen”.

the incomplete Foreshore freeways I would not say there is no prospect of their ever being finished but they will not be completed in the foreseeable future.

But in spite of the crisis a few projects were in progress — drastically fewer than were needed.

These were

- The N1 from Koeberg interchange to the Old Oak interchange, a R3,9 million rehabilitation project
- The Old Oak interchange is already being upgraded while this project will involve widening of and repairs to, Koeberg interchange structures
- The road from Britstown to Brak Rivier en route to Kimberley involving the rehabilitation of 52km of road
- The Outeniqua pass between George and Oudtshoorn

that improvements to the network will be possible only with substantial contributions from the private sector from for example farming communities for farm to market roads.

Motorists were warned to drive slowly and carefully as the provincial road network deteriorated.

Motorists travelling at 100 km h or more on our roads sometimes express concern

about work being done on black top (tarred) roads because black top roads are seen as being permanent.

Should you pause and carefully inspect such roads you would most likely see cracking rutting and brittle fatigue.

The shortfall in funds needed for maintenance of roads was R1 billion.

About 6 000 km of roads in the province were more than 25 years old 4 877 km were 15 to 25 years old while only 660 km — less than four per cent of all roads in the province — had been built in the past five years.

It would cost R35 000 a kilometre to resal roads to extend their lifespan by up to 10 years — but if they were allowed to continue deteriorating this would multiply tenfold.

Meanwhile rehabilitation of

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“But I would hate to see that happen”.

Two girls guilty of burning woman

DAVID VUTAR
Weekend Argus Reporter

TWO teenage girls have been found guilty in Cape Town juvenile court to charges of attempting to murder a woman by dousing her in methalated spirits and setting her alight.

The girls aged 13 and 19 pleaded guilty.

A third girl aged 14 pleaded not guilty, saying she tried to stop the attack.

The court found that four teenagers poured meths over vagrant Anna Swartz who had been sleeping under newspapers on May 30 in Dean Street Gardens and set her alight.

In statements before the court the two girls who pleaded guilty said they both ran away from home to become strutters (street children).

That evening they decided to sleep at St George's Cathedral. During the night their blankets and some clothing disappeared and were found with Ms Swartz.

They poured the methylated spirits over her and set her alight.

Magistrate Mr G O'wage postponed sentencing until July 30 for a probation officer's report. The hearing on the charge against the third girl was postponed until July 8 for further investigation.

Unions set a date to strike

Weekend Argus Correspondent

SIX Cosatu aligned unions representing hundreds of thousands of state and municipal workers have set their sights on the end of July and the beginning of August as a tentative date for a general public sector strike.

Mr Neal Thodeplane assistant general secretary of the National Education Health and Allied Workers Union confirmed this after attending a meeting of the Public Sector Coordinating Committee in Johannesburg.

The unions include health education municipal post and telecommunications police and prisons workers.

Strike: Govt-union showdown looms

Own Correspondent

DURBAN — A major showdown is looming between the government and six Cosatu-aligned trade unions after the announcement of a general public sector strike over wages at the end of next month.

The six unions set the end of July or beginning of August as a tentative

date for the strike in a Public Sector Co-ordinating committee meeting in Johannesburg last week.

More than 70 000 workers employed by 300 local authorities countrywide have begun a co-ordinated strike ballot after national wage negotiation deadlocks.

The SA Municipal Workers' Union faces wage offers ranging from a

wage freeze to around five percent. The union plans to use the dispute to challenge legal restrictions governing the "essential services" provisions on municipal workers' right to strike.

As part of the build-up, municipal services were disrupted in some Eastern Cape towns when workers staged protest marches.

The proposed strike includes unions in the health, municipal, post and telecommunications, education, prisons and police sectors.

• The National Union of Mineworkers of South Africa has instituted an overtime ban in an attempt to "speed up wage negotiations", collective bargaining chief Mr Les Kettle said.



Stoppages at

VW, Delta (152)

25-28/6/93 (122)

PORT ELIZABETH

Thousands of workers at the Volkswagen and Delta car plants here and in Uitenhage disrupted production on Friday over a dispute with their managements.

Representatives of both sides were meeting to resolve the issue, a Delta spokesman said last night

Mr Les Kettledas, spokesman for the National Union of Metalworkers, said he had just returned from Johannesburg and was "not yet acquainted with what happened on Friday"

Teachers vote ⁵² for mass action ³²

ARC 28/6/93

JOHN VILJOEN, Education Reporter

WHITE teachers in the Cape have adopted mass action to deal with disputes with the government

Delegates at the South African Teachers' Association (Sata) annual conference voted by a large majority to "resort to the use of responsible mass action when necessary"

The conference, the 4 400-strong association's 105th, is being held in Cape Town

Delegates also passed a motion supporting the stand by teacher bodies against the five percent pay increase and President De Klerk's intervention in salary negotiations

Teachers expressed "sympathetic understanding" for the frustrations of those "at the receiving end" of discrimination

They said they had warned authorities repeatedly of the harmful effects of apartheid education

The motion called for the state to speed up education reform through wide consultation to ensure every child had access to good schooling

The state should tackle, as a priority, the removal of the backlogs caused by discrimination

All teachers should recognise their calling to serve the youth and to do all in their power to assist the transition toward a better education service, the motion read



Municipal union poised to strike

By Day 29/6/93
ERICA JANKOWITZ

THE SA Municipal Workers' Union (Samwu) will embark on a national strike on August 2 which will affect about 70 000 municipal workers in 300 local authorities.

However, letters have been sent to municipalities requesting a re-examination of the union's demand for a R650 minimum monthly salary "with appropriate increases for those on higher rates", in an attempt to avert industrial action.

Samwu general secretary John Ernstzen said the strike ballot conducted from mid-June had shown an almost 90% vote in favour of a strike.

On July 13 Samwu and Cosatu's other public sector unions — the National Education, Health and Allied Workers' Union and the Post and Telecommunications Workers' Association — together with other participants in the public sector forum will meet to formulate combined action.

Samwu's major objections are the "totally inadequate wage offer" of between 0% and 6%, privatisation; unilateral restructuring with resultant retrenchments, and delays in the extension of labour relations rights to public sector unions.

NESTLE

Strikes despite hardship

Star 29/1/93

By Thabo Leshilo
Labour Reporter

Despite the difficult economic times, trade unions in South Africa continued to show a willingness to resort to strikes to defend the interests of their members, a survey has shown.

The results, published by labour experts Andrew Levy and Associates yesterday, indicated that 700 000 man-days were lost due to strikes in the first quarter of this year compared to 650 000 last year.

(52)

The figure for 1991 was 375 000.

Wage disputes and disciplinary action were the main causes of strife, each accounting for 28 percent of the strikes.

Other causes were grievances, retrenchments and disputes related to trade union recognition.

Up to 44 percent of the strikes occurred in the PWV region, followed by Natal and the eastern Cape.

The longest was the SA Clothing and Textile Workers' Union wage strike at Da Gama Textiles in the eastern Cape, lasting 33 days.

Two other major industrial actions were the nationwide Shoprite/Checkers strike and the strike by the SA Democratic Teachers' Union. These resulted in the loss of 240 000 and 160 000 working days, respectively.

Strike may halt refuse removal

Municipal Reporter

REFUSE removals and cleansing services may be disrupted in Cape Town and elsewhere from August 2, as the SA Municipal Workers' Union (Samwu) has decided to strike from that date.

About 11 000 of Cape Town municipality's 15 000-odd employees belong to Samwu.
Mr John Ernstzen, general-secretary of Samwu, announced yesterday that the de-

cision to strike had been taken at a national meeting at the weekend.
A strike ballot held among more than 70 000 municipal workers in 300 local authorities had been analysed and "nearly 90%" had voted for a strike.

The decision will be reported to Cosatu's public sector forum on July 13, where joint national action will be discussed with other public sector unions.
"Samwu remains committed to the ne-

gotation process to try to reach agreement," Mr Ernstzen said, holding out the hope of a resolution before the strike took place.
As far as the union was concerned, the municipal wage increases offered so far had been "totally inadequate".
Samwu was demanding a minimum wage of R650 a month, "with appropriate increases for those in higher wage scales."



Major losses as strikes surge in second quarter

BIDay 2916193

STRIKE action in the second quarter of 1993 rose steeply with about 635 000-man days lost between April and June, according to the latest Andrew Levy and Associates strike report

(152)

In the first quarter of the year strikes accounted for the loss of 65 000 man days.

In the first six months of last year about 650 000 man days were lost, sharply up from the 375 000 reported in 1991, the report said

Two major strikes dominated the second quarter: the Shoprite/Checkers stoppage and teachers' national action which accounted for 240 000 and an estimated 160 000 lost man days respectively.

The report said this trend was consistent with Cosatu's stated aim of expanding membership in the public sector and unions' "willingness to oppose moves they see as retrogressive despite the state of the economy"

About 20% of reported strikes lasted longer than 10 days, although about two-thirds were only two to seven days long "Almost half the strikes have a serious impact on pro-

ERICA JANKOWITZ

duction and loss of wages, both of which ultimately have a negative impact on the economy"

The report said a recession made it "more difficult for unions to win strikes" Reasons for this included Cosatu's efforts to portray "stability within its constituency"; a realisation of the economic impact of industrial action, and employers' willingness to counter industrial action, "often directly affecting job security"

Strikes during the period were triggered mainly by matters related to wages and discipline/dismissals, each accounting for 27,8% of industrial action Next were grievances at 22,2% and retrenchment at 16,7%

The report predicted that the wage trigger would predominate in the second half of the year as wage rounds dominated industrial relations activity Traditionally wage disputes trigger more than 50% of all strike action in any given year.

The report said 44,4% of strikes occurred in the PWV, followed by Natal and the eastern Cape National strikes made up 16,7% of the total

JOHANNESBURG

Despite a quiet start to the year, strikes so far have resulted in the loss of 700 000 man days, a slight increase from the loss of 650 000 man hours in the first half of last year, a report by Andrew Levy and Associates said

**Strikes
lose SA
700 000
man days**

Most of the loss occurred in the second quarter dominated by the Shoprite/Checkers strike and country-wide action by the South African Democratic Teachers Union

The main strike triggers were identified as wages and discipline, dismissal, followed by grievance, retrenchment and recognition

The report said there was a "very real willingness of unions to oppose moves that they see as retrogressive despite the state of the economy" (152)

"The real test of union militancy will be seen once the major wage rounds get underway," the report said, as wage strikes normally account for 50% of industrial action — Reuter

Star 30/6/93

National stayaway feared

By Kaizer Nyatumba
and Paul Bell

South Africa appears headed for a potentially crippling national stayaway tomorrow, despite the reluctance of the national leadership of the ANC-led tripartite alliance to specifically call for a countrywide stayaway to mark its "day of action in defence of democracy"

But some ANC regions — including the powerful PWV body — have already indicated they will be calling for regional stayaways

ANC deputy president Walter Sisulu said yesterday that the "day of action", called by the ANC-SACP-Cosatu alliance in protest against Friday's occupation of the World Trade Centre by rightwingers, would include marches and pickets on

police stations, rallies, mass meetings, church services, demonstrations, ringing of church bells and driving with lights on

Various regions of the alliance would decide whether or not regional stayaways would be staged

However, Cosatu secretary-general Jay Naidoo said the giant labour federation had called on employers to support "the forces of democracy"

Warnings

So far the PWV, the Natal Midlands and the northern Cape regions of the alliance have called for regional stayaways, and many more regions were expected to do the same today

Yesterday the alliance said the Government's failure to act on warnings of an imminent assault on the World Trade Cen-

tre, coupled with the security forces' lack of response, had exposed Pretoria's inability or unwillingness to defend the peace process

The alliance demanded the finalisation of the election date, formation of a transitional executive council, multiparty control over the security forces and the arrest and prosecution of the rightwingers responsible and their leaders

The organisations also called for the resignation of Law and Order Minister Hennis Kriel and SAP Commissioner General Johan van der Merwe

Sisulu emphasised that tomorrow's protests were intended to be peaceful

"We call on all South Africans, workers, business and religious bodies, as well as civil society, to organise peaceful demonstrations," he said

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152
204

Sowetan 30/6/93

Workers dig in ~~(152)~~

EIGHTY Metal and Allied Worker's Union of SA members in the Northern Transvaal yesterday entered the sixth day of their strike.

The employees of Emet Diamond Cutting Works embarked on the strike last Wednesday over allegations of harassment

(152)



ANC alliance calls for mass demonstrations over right-wing action

THE ANC/Cosatu/SACP alliance yesterday called on all South Africans to show their support for democracy by staging demonstrations tomorrow in protest against the storming of the World Trade Centre by right-wingers last week.

Cosatu general secretary Jay Naidoo said although the alliance was not calling for a national stayaway, regions "where there is capacity and where there has been proper consultation" could call for stayaways. Naidoo said the alliance would know today which of its regions would do so. Sources said the PWV region would be

among those calling for a stayaway.

Naidoo said the alliance met employers yesterday to elicit from them what steps they were prepared to take to "defend" democracy. An employers' response was expected today, he said.

ERICA JANKOWITZ reports that Saccola said Cosatu had told it that its action would be aimed at the minimal disruption of the economy. Saccola vice-president Johann Liebenberg said Cosatu did not expect the right-wing stayaway of forces as merely the occupation of a building but as "an attack on democracy and negotiations". As

WILSON ZWANE

such, Saccola was prepared to support the initiative, "but only if disruption of work was kept to an absolute minimum".

Selfa encouraged its members to try to agree with worker representatives at company level on appropriate and non-disruptive forms of action, such as lunchtime meetings. The federation, emphasised, however, that the policy of no work, no pay should — as in the past — be applied to any unauthorised absences from work. To highlight the campaign the ANC has

taken a series of newspaper advertisements urging all South Africans to take action in whatever form tomorrow to protest against the right-wing's action

ANC deputy president Walter Sisulu gave an assurance that planned demonstrations would be conducted in a disciplined manner. Sisulu and Naidoo were at pains to explain that the decision to declare tomorrow a day of action was taken only after a series of consultations with various formations, including churches. The National Council of Trade of Unions (Nactu) said although none of its leaders

Alliance

World Trade Centre today.

PAC deputy president Johnson Mlambo gave the assurance that his organisation was going there to "talk, not storm" and that the march would be peaceful. The aim was to highlight PAC concerns about security forces and to strengthen PAC calls for a neutral venue and chairman. Meanwhile, the AHI said the cause of the

30/6/43

From Page 1

Afrikaner had not been served by Friday's actions, Sapa reports. AHI vice-president P A Olivier said groups opposed to negotiations should not be prevented from expressing their democratic right to protest against them, but there were limits on how this could be done.

Comment: Page 2

To Page 2

were participating in negotiations. It supported mass action against the bias shown by police in their handling of the World Trade Centre affair. "We, therefore, urge workers and other liberation forces, not to go to work (tomorrow)", Nactu said. Inkatha has, however, slated a stayaway, saying it would damage the economy. Inkatha central committee member Velaphi Ndlovu said those who wanted to go to work should be allowed to do so. DIRK VAN EEDEN reports that the PAC will stage a demonstration at the

Wing action

news

in front Sowetan 30/6/98 Strike grinds on

MORE than 120 ticket sales clerks at Metro railway stations throughout the Western Cape who went on strike on Monday are refusing to return to work until at least some of their demands have been met.


This is in spite of an agreement between representatives of the workers and management earlier yesterday in terms of which management decided to postpone a court application to end the illegal strike and the workers agreed to return to work by noon (152)

Transnet strikers halted

Supreme Court Reporter

ONE HUNDRED and eight Transnet ticket sales clerks, two trade unions and two union organisers were yesterday in the Supreme Court restrained from participating in an illegal strike

ET 30/6/92
The court heard that 47 stations were affected by the strike

(152) 
Mr Justice H L Berman made the order after an application by Transnet against Mr D George, Mr E Jacobs, the South African Railways and Harbours Workers' Union, Transnet Allied

Trade Union and the clerks

Mr George van Rooyen of Metro, a Transnet division, said trains transported about 577 000 passengers a day in the Western Cape and the service was indispensable for the proper running of commercial activities

He said the clerks had been on an illegal strike since Monday because of their dissatisfaction with the temporary employment of people whose accounting expertise was being used

Mr A C Oosthuizen instructed by Mr L Bignault of Silberbauers appeared for Transnet

Strike losses up this year

Own Correspondent

DURBAN — The number of man-days lost to strike action increased considerably during the second quarter of this year compared with the same period in 1991, said Andrew Levy and Associates researcher, Ms Jackie Kelly *CT 30/6/93*

In 1991 the lost days came to 375 000, while the figure for the second quarter this year was 700 000 *(52)*

The recent 24-day Shoprite Checkers strike accounted for 240 000 lost man-days, while many more were lost in the Sadtu strike

INDUSTRIAL RELATIONS - STRIKES

1993

Sowetan 11/7/93

Festival gets exemption

NATIONAL Arts Festival organisers remain hopeful that planned mass action in Grahamstown will not affect the start of the arts festival today

The ANC-led alliance in the town has planned a march and a stayaway for today in line with national protests at the rightwing siege of the World Trade Centre in Kempton Park last Friday (29/2)

Festival spokesman Ms Heather Inge said yesterday that security around the festival had been stepped up and the organisers would deal with the situation as it

developed.

"We are aware they (the ANC) are talking about mass action and we hope that it will not affect the festival," she said

A spokesman for the ANC in Grahamstown, Mr Philip Nzanzeka, confirmed plans for today's action

He said the ANC supported the "cultural" aspects of the festival and that casual workers employed by the 1820 Foundation would not be asked to heed the stayaway call "This only affects permanent workers," he said — Ecn (152) (11/7/93)

Stay away - ANC

Sowetan 11/7/93

By Mzimasi Ngudle, Josias Charles and Sapa

THE African National Congress and its allies yesterday called for a stayaway today to protest against last Friday's siege by rightwingers of the World Trade Centre in Kempton Park.

The ANC, SA Communist Party and Congress of SA Trade Unions yesterday confirmed the stayaway and called for joint control of the security forces, the arrest and prosecution of those involved in the siege and the immediate resignation of Law and Order Minister Hennis Kriel.

Rallies are scheduled for Mamelodi, Atteridgeville, Soshanguve, Enkangala, Garankuwa, Hammanskraal and Sebokeng.

While the National Council of Trade Unions supported the action, its general secretary, Mr Cunningham Ngcukana, said people who did not wish to stay away should not be forced to do so.

However, Nactu's regional chairman in Pretoria, Mr Nakedi Mogale, slammed the stayaway call and said workers were angry that they had not been consulted on the matter. Azanian People's Organisation spokesman

Mr Lybon Mabasa said Azapo would not legitimise the multiparty talks by supporting calls for mass action.

- Pan Africanist Congress spokesman Mr Waters Toboti said the organisation did not have a formal decision with regard to the ANC alliance's "Day of Action".

Inkatha Freedom Party committee member and KwaZulu Minister Mr Velaphi Ndlovu said it was unwise to embark on mass action as this would damage the economy.

The call was also greeted with anger by workers who complained about the possibility of having their salaries cut and giving credibility to the actions of the rightwingers.

"We, the workers on the ground, are not going to give credibility to rightwingers by responding to their ghastly deeds with a stayaway," said Mr Madoda Sindane of Atteridgeville in Pretoria.

The Afrikaanse Handelsinstituut said it had advised its members to adopt a "no work, no pay" policy and to treat each case of absenteeism according to standing disciplinary measures.

The AHI said the the action was destructive and would serve no useful purpose.

"The alliance is creating problems for the country and for themselves which will remain after a democratic election," AHI spokesman Mr JP Landman said.

Council workers to strike

ARG 1/7/93

The Argus Bureau

PORT ELIZABETH — The South African Municipal Workers Union (Samwu) has voted for a nationwide strike from August 2 in pursuit of higher pay rises

Nearly 90 percent of members who voted backed a strike by 70 000 workers in 300 local authorities. Samwu's national meeting here was told

Secretary general Mr John Ernstzen said the decision would be reported to the public sector forum of the Congress of South African Trade Unions (Cosatu) on July 13, when joint action would be discussed with the other public sector unions

"The campaign, insofar as it affects municipal workers, centres around the totally inadequate wage offers from the major municipal employers," said Mrs Ernstzen

"In some instances no offers have been made while in others the offers average around six percent. In addition, the union objects to privatisation, unilateral restructuring and the consequential retrenchments"

Mr Ernstzen said meetings were being planned with Cosatu, political parties, community organisations and other sympathetic unions

Letters would be sent to employers urging them to re-examine Samwu's demands for a minimum wage of R650 a month, with appropriate increases for those in the higher wage scales



CITY LATE **

PHONE NOW
331-5277/8
Johannesburg



FOR MEN AND LANE FACE CLINICS

Workers defy stayaway

Staff Reporters

The ANC inspired worker stayaway made an immediate impact on passenger volumes on trains and buses this morning, but many commuters have defied the boycott and reported for work.

Rallies are scheduled for the following areas Mamelodi, Atteridgeville, Soshanguve, Ekangala, GaRankuwa, Hammanskraal, Sebokeng, Zone 7

Trains running in the PWV area all reported lower than usual passenger volumes.

A spokesman for Putco said buses from Soweto had got off to a slow start.

"However passengers began flocking to the Baragwanath loading station at about 6.30 and lots also walked to the Golden High-

way to be picked up"

At Soshanguve north of Pretoria 80 percent of Putco drivers turned up but less than 50 percent of their passengers did likewise

Thousands of Soshanguve and Mabopane residents in the central Transvaal ignored stayaway calls and reported for work (152)

For scores of taxi operators it was business as usual

There were no signs of intimidation and there was no evidence of the usual barricades in the Bophuthatswana-Pretoria area

In Boksburg there was a shortage of bus drivers

In Durban nearly all Putco drivers turned up, but passenger volumes were down.

According to the spokesman, many passengers hid behind houses then ran to

catch their bus as it approached "There's obviously a fear factor here," he said

● The Government last night announced measures to prevent what it claimed was a possible bloody confrontation between the ANC and militant rightwingers at the World Trade Centre (WTC) today The ANC alliance has planned widespread protest action following Friday's right-wing invasion

An ANC spokesman dismissed any plans to march on the centre, but a blanket prohibition on civilians carrying guns anywhere in the vicinity is in effect

General Constand Viljoen and General Tieme Groenewald, co-leaders of the Afrikaner Volksfront said they had no knowledge of the AWB planning any action.

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Stayaway gets muted response

THE hastily called ANC/SACP/Cosatu alliance stayaway in response to the right wing's occupation of the World Trade Centre failed to attract much support in most areas yesterday. (152)

Analysts reported a mixed response throughout the country. Absenteeism rates ranged from 0% in the western Cape to 100% in KwaNdebele. Sacob noted that the eastern Cape was most affected by the call, with businesses reporting 35% to 100% stayaways.

Johannesburg was minimally affected, with most businesses reporting 90% to 100% attendance. Sacob and the JCCI found about a 10% absenteeism rate at Johannesburg companies.

The SA Labour Bulletin surveyed 38 companies in the PWV employing a total of 31 752 workers. Bulletin spokesman

ERICA JANKOWITZ

Pete Richer said there was no uniformity in response, but on the East Rand most employers reported 0% to 20% attendance.

Putco figures showed passenger loads from Soweto averaging 86% of any normal day, but its northern route, incorporating KwaNdebele, recorded "very low passenger levels" of between 30% and 35%. Putco's East Rand routes reported a 60% drop-off in passengers and in Pretoria a 50% decline.

In Natal, routes were only 20% below normal. Sapa said businesses in Durban and Maritzburg reported 10% to 45% stayaway figures.

The mining industry was hardly affected, with normal attendance figures. How-

To Page 2

Stayaway

ever, some demonstrations were held outside working hours. (152)

Seifsa absenteeism rates ranged from 6% in the Cape to 98% in the Border region. The Transvaal reported 24,4% non-attendance. No reports of intimidation or violence were recorded by members.

In the retail trade, Pick 'n Pay spokesman Kevin Wynne said that in the Transvaal about 55% of employees reported for work. In the eastern Cape "close to 100%" absenteeism was reported and in the northern Transvaal 70%.

Sapa reported sporadic incidents of violence throughout the country during marches and demonstrations.

Two railway lines outside Khayelitsha were barricaded, preventing trains from

ferrying commuters to work in Cape Town for a few hours. At a Cape Town rally, an AWB flag was burnt to chants of "Kill the Boer, Kill Terre Blanche".

In Bloemfontein some reports of car and shop windows being smashed were received, and pedestrians were apparently manhandled by protesters marching through the town. A petrol bomb was also thrown at a policeman but landed in a shop, causing a minor fire.

Inkatha described the stayaway as "a damp squib" and said even more workers would have reported for duty if transport had not been disrupted and people intimidated into agreeing to the "ANC's Stalinist tactics".

From Page 1

Youths organise Aids Awareness Day

70 000 set to go on strike

Sowetan 2/7/93

■ **90 PERCENT** Municipal union members vote to begin stoppage in August:

THE SOUTH AFRICAN Municipal Workers Union is to go on a national strike from August 2

This was decided at a Samwu national meeting in Port Elizabeth where the results of a national strike by over 70 000 municipal workers in 300 local authorities were analysed

About 90 percent of those balloted voted in favour of a national strike

Samwu secretary-general Mr John Ernstzen said the decision would be reported to a meeting of the public sector forum of the Congress of South African Trade Unions on July 13 where joint national action would be discussed with the other public sector unions

Ernstzen said "The campaign, insofar as it affects municipal workers, centres on the totally inadequate wage offers from the major municipal employers

"In some instances no offers have been made while in others the offers average

around six percent. In addition, the union objects to privatisation, unilateral restructuring and the consequential retrenchments in different local authorities

"The demand for the right to strike and a clear definition of 'essential services' are also being focused"

Meetings with Cosatu, political parties, community organisations and other sympathetic unions were being planned, Ernstzen said

He assured the community the union in no way wished to disrupt services like refuse and sewage removals and others. The municipalities must accept full blame for any possible disruption, he said

Letters would be sent to all the major employers and employer organisations urging them to re-examine Samwu's demands for a minimum wage of R650 a month with appropriate increases for those in higher wage brackets and to bargain in good faith — *Own Correspondent*

Stayaway defused by protest fatigue

152
1993
ARG 2/11/93

The Argus Correspondent
and Sapa

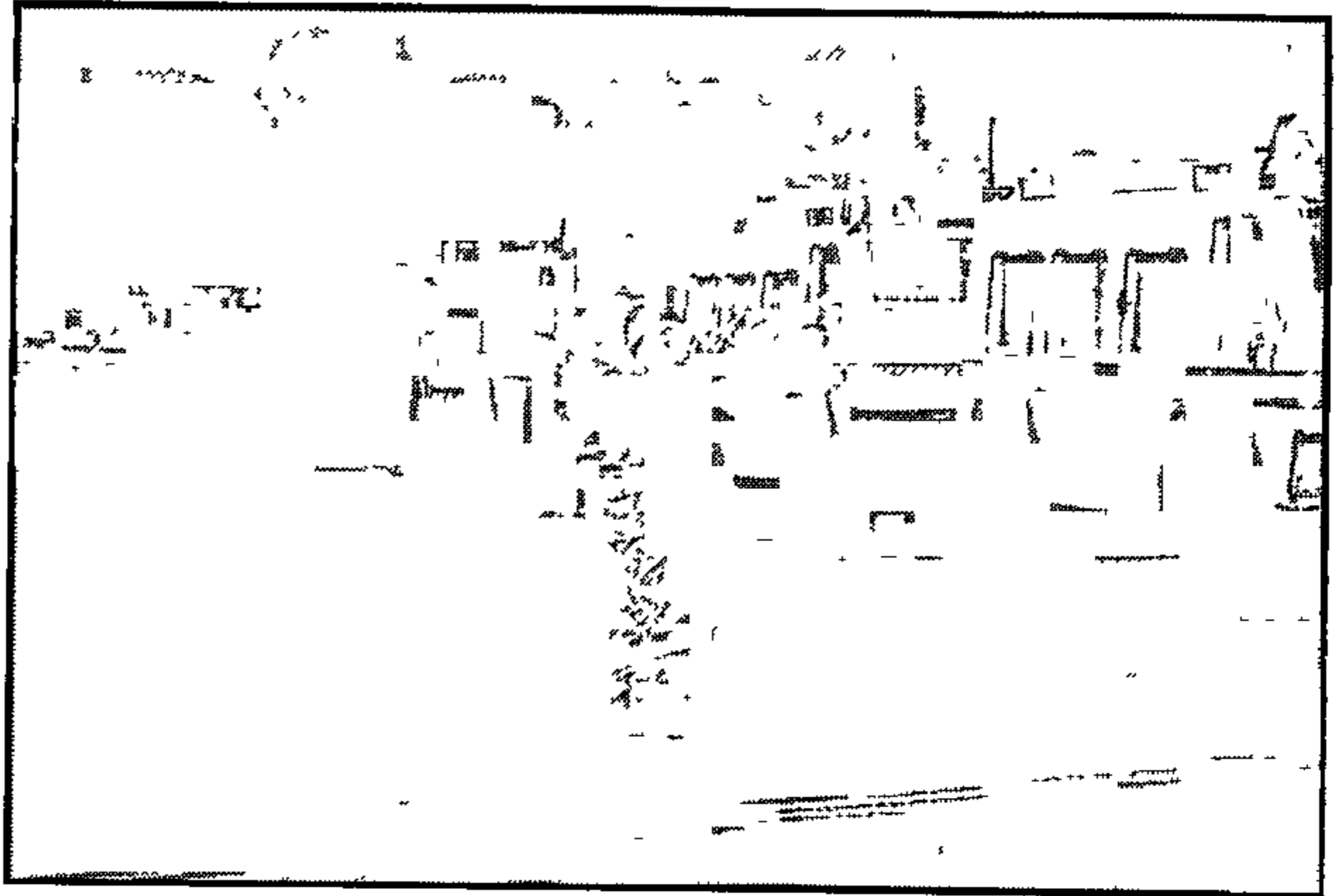
JOHANNESBURG — Most supporters of the ANC-SACP-Cosatu alliance particularly in Johannesburg, showed symptoms of protest fatigue by ignoring stayaway calls and reporting for work as usual

The alliance called for a day of protest yesterday at last Friday's siege of the World Trade Centre, but left it up to its regions to decide whether to call for a stayaway

Only 11 protesters turned up at the World Trade Centre — because, they said, they had heard there would be a march there

But rumours of alliance marches on the centre yesterday came to nothing and the heavily armed policemen fortifying the negotiations venue showed signs of extreme boredom

The Johannesburg Chamber of Commerce and Industry (JCCI) reported that attendance at work in the Johannesburg metropolitan area was between 90 percent and 100 percent



TIGHT SECURITY: A policeman directs a convoy of armoured vehicles outside the World Trade Centre in Kempton Park yesterday. A stayaway and protest at the centre failed to materialise

JCCI chief executive Marius de Jager said "Workers seem to be tired of the fact that every time something happens on the political front, they are expected to stay away from work"

He said employers had adopted a "no work, no pay" attitude and workers were "disillusioned at having to lose pay for political reasons"

For the most part, rallies and marches went off peacefully

But youths burnt an AWB flag to chants of "Kill the farmer, kill the boer" at St George's Cathedral in Cape Town

A petrol bomb thrown at a policeman during a march through Bloemfontein broke a shop window and started a fire, but no one was injured

Mixed response for stayaway call

Sowetan 21/7/93

■ **WORKER ABSENTEEISM** Thousands heed call while other areas record high attendance:

By Bongani Mavuso and Sapa

THERE WAS a mixed response throughout the country to the call by the African National Congress and its allies for a work stayaway yesterday. Assessments by business organisations showed that worker absenteeism varied between 30 percent and 90 percent in various parts of the country (152).

The call was made to protest against last Friday's siege of the World Trade Centre by rightwingers (112).

Some areas recorded 100 percent worker absenteeism while at others attendance was normal. An SA Chamber of Business survey of its members showed that in Johannesburg about 90 percent of workers turned up for work while in Cape Town there was a 100 percent turnout.

However, the SA Labour Bulletin recorded a 61 percent stayaway in the PWV region. Absenteeism on the East Rand and in the Vaal Triangle averaged 90 percent, the bulletin said.

Almost all companies adopted a "no work, no pay" policy while a small number granted workers a day's leave, the SALB said.

The Eastern Cape-Border region reported between 35 and 100 percent absenteeism.

In East London, between 85 and 100 percent of workers did not report for work while in Port Elizabeth worker attendance varied between 35 and 100 percent.

Business organisations in Natal said between 20 and 45 percent of workers did not report for work yesterday. The Maritzburg Chamber of Commerce said absenteeism in the city was about 45 percent while the Durban Regional Chamber of Business reported an average 20 percent worker stayaway.

Northern Transvaal executive director of the Chamber of Industries Mr John Toern said the alliance's call had fallen on "deaf ears" in Pretoria as most workers had reported for work.

The Pretoria City Council claimed a 100 percent worker attendance. Some council departments registered 10 percent absenteeism.

Council workers to ignore strike?

THOUSANDS of council workers in the Western Cape may ignore a national strike call by the SA Municipal Workers' Union (Samwu) due to begin next month

Last week members of Samwu voted in favour of a nationwide strike from August 2 for higher pay rises ~~(#007)~~

But more than 4 000 council workers in the

By JESSICA BEZUIDENTHOUT

Western Cape, who are members of the alternative union, the Western Province Local Authorities Workers' Association (WPLAWA), intends ignoring the strike call because they are currently involved in their own wage negotiations,

nialson officer, Mr Leonard Koza said this week.

WPLAWA, which unlike Samwu is recognised by the Regional Services Council, this week called on its members not to participate in the strike, as it could affect the union's own wage negotiations

"We are currently engaged in wage negotiations and such action

could only have a negative effect," he said

His organisation was also confident that its members would listen to their call not to participate in the strike, he said

WPLAWA is negotiating with the RSC for an increase in excess of the five percent offered by the council, as well on conditions of employment

Not clear

Samwu, which is not recognised by the RSC, has no bargaining power in terms of wage negotiations and conditions of employment for more than 1 000 members employed by the Western Cape Regional Services Council

At this stage it is not clear whether these workers would in fact participate in the strike, national collective bargaining officer, Mr Roger Ronnie said

Sun City strike⁹

STimes 4/7/93

SUN CITY staff downed tools yesterday in rejection of a R100 pay increase offered by management this week (52)

A spokesman for the strikers said they had demanded a 30 percent pay increase or R200 across the board, but management's offer only amounted to five percent

Workers also demanded a recognised trade union, immediate employment for casuals and an end to job discrimination in favour of "foreigners" (53) (54)

Protest stayaway 'a success'

Biday 5/7/93

JONATHAN DAVIS

COSATU believed the "day of national action" in protest against the right wing on Thursday was successful, despite news reports that the planned stayaway was not as widely observed as expected, the organisation at the weekend.

The NP said the poor observation of stayaway calls was proof that ordinary people were tired of being dictated to in an "authoritarian manner" by leaders.

In a statement, the NP said it was now obvious that the ANC/SACP/Cosatu alliance could not muster support for stayaway actions unless accompanied by large-scale intimidation (152)

However, Cosatu claimed stayaways had not been called for in certain regions, including the western Cape, parts of the Free State, Transkei and northern Natal

"Should the decision of the tripartite alliance and the broad mass democratic movement have been to call for a national stayaway, the situation would have been completely different," it said

Cosatu communications officer Keith Madonsela said the main emphasis of the day of action had not been on stayaways as the alliance was appealing to a constituency "beyond its immediate supporters"

The statement said support for democracy and condemnation of "right-wing terrorism" by business, churches and individuals outside the "mass democratic movement", as well as public pronouncements made on the day had brought attention to the need for peace and democracy.

Cosatu was satisfied with the number of people who attended meetings and rallies

Sacob and JCCI reported 10% absenteeism in the Johannesburg area on Thursday. Absenteeism was estimated at 24% throughout the Transvaal and at 20% in northern Natal.

The eastern Cape was said to have been most affected, with close to 100% of workers staying away throughout the region

Sun City ferries in staff to keep resort going

MANAGEMENT at the Sun City complex moved swiftly yesterday to ferry in staff from other "units" in a bid to keep its casinos and hotels operational

The move followed a lightning strike by 3 500 black staff at the weekend

Sun International MD Peter Venison would not say where temporary workers had been drawn from, but white staff were reportedly used to keep services going

Venison said he was unable to comment on the strike because workers had not yet forwarded formal grievances

It was reported yesterday that workers'

STEPHEN COPLAN

demands included a pay increase, a recognised trade union and an end to job discrimination

Venison said he did not know the reason behind the strike, but said it appeared wages were a major issue

A group of about 2 000 workers gathered on Saturday to protest outside staff quarters Venison said it was impossible, however, "to negotiate with a large crowd" and management would not do so until a formal leadership had been elected

Certain facilities had to be closed down, such as the Valley of Waves water complex and the Sky Train Sunday newspapers reported that only one restaurant was operating in each hotel

Venison said Sun City management was unable to recognise SA trade unions as they were illegal in Bophuthatswana But he said management had tried to assist employees in setting up a Bophuthatswana-registered trade union

The application for the registration of the trade union had been unsuccessful because of technical reasons, Venison said

Sun City: 'No one to deal with'

Star 5/1/93

By Phil Zoio

The strike by thousands of black staff members at Sun International's Sun City casino resort remained unresolved yesterday because no leaders emerged from the strikers to negotiate, says management

On Saturday, white staff had to provide skeleton services when three quarters of the 4 500 workers went on strike

A large crowd of strikers yesterday gathered outside the staff entrance but were chased away by members of Bophuthatswana police who fired teargas at them. Witnesses claimed that several strikers were assaulted.

Sun City managing director Peter Venison said the hotel's "black Bophuthatswana" staff were in the process of forming a union, as yet unregistered.

The SA Commercial Catering and Allied Workers' Union (Saccawu) is not recognised in Bophuthatswana.

Venison said management had addressed workers gathered at the staff gates to the Sun City complex on Saturday, inviting them to come forward and discuss their grievances, without success.

White staff yesterday contin-



Helping hand . white staff provided skeleton services when some 75 percent of staff members at the Sun City complex went on strike.

used to work exhausting shifts of between 12 and 18 hours

Many of the basic services and attractions of the hotel were not operating

Restaurants that were operating were very busy, mostly fully booked with long queues. Some guests had to wait hours to be checked in at reception

Venison dismissed claims in the Sunday press that black workers were striking because they were discriminated against and being made to stay far away from Sun City, while white staff members lived nearby the complex. "It's nonsense. People are given the property where they live according to their position," he said.

ns on SA set to go

Sowetan 5/7/93

Sun City workers strike

THE STRIKE by hundreds of black workers at the Sun City entertainment complex near Rustenburg continued yesterday after workers failed to turn up on Saturday. (227)

Sun International's managing director, Mr Peter Venison, said the complex was "coping rather well" despite the stayaway, with 25 percent of the workforce standing in for absent workers. (152)

But sources said management was fighting a huge battle to keep the hotel and gambling complex running as white staff provided a skeleton service with

the entire black staff of 4 000 out on strike

Black workers said their grievances centred around discrimination, saying while white staff were given free accommodation at the complex, they had to live 10km to 20km away.

They were also unhappy over the fact that many blacks were employed in a temporary capacity.

Venison denied the allegations about discrimination over accommodation and said free accommodation was given to workers according to their job categories and not according to race.

Sun City strike unresolved

The Argus Correspondent ~~152~~ of forming a union which was as yet unregistered.

JOHANNESBURG. — The strike by thousands of black staff at Sun City is still unresolved because no leaders have emerged to negotiate, according to management.

The South African Commercial Catering and Allied Workers' Union (Saccawu) is not recognised in Bophuthatswana.

On Saturday white staff provided skeleton services when an estimated 75 percent of the 4 500 workers went on strike.

Mr Venison said management had addressed workers gathered at the staff gates to the Sun City complex on Saturday, inviting them to come forward and discuss their grievances, without success.

A large crowd of strikers yesterday gathered outside the staff entrance but were chased away by members of Bophuthatswana police who fired tear-gas at them. Witnesses claimed that several strikers were injured and assaulted.

Many of the basic services and attractions of the hotel were not operating. More than half the restaurants, almost all the pubs and the Lost City water park were closed.

Sun City MD Peter Venison said staff were in the process

Saccawu could not be reached for comment.

Strike clouds Sun City

Own Correspondent

JOHANNESBURG — Management at the Sun City entertainment complex were forced to bring in staff from other "units" after a lightning strike at the weekend by three-quarters of the complex's 3 500 staff

Sun International managing director Mr Peter Venison said he could not say where temporary workers had been drawn from, but it was reported that white

staff kept services going.

Certain facilities had to be closed down, such as the Valley of Waves water complex and the Sky Train, and only one restaurant was open in each hotel, Sunday newspapers reported

Mr Venison said workers had not yet presented any formal grievances so he could not comment on the strike. It was reported yesterday, however, that workers' demands included a pay increase, trade union recognition

and an end to job discrimination. A group of about 2 000 workers gathered on Saturday to protest outside staff quarters. Mr Venison said it was impossible, however, "to negotiate with a large crowd" and he would not negotiate until a formal leadership had been elected.

Sun City management could not recognise South African trade unions as they were illegal in Bophuthatswana, he said

Ikapa workers down tools in bitter pay row

APR 6 11 1993 (152)

'Fat cheques for white staff'

EDWARD MOLONYANE
Staff Reporter

THE Ikapa Town Council, embroiled in a dispute with political organisations calling for the resignation of councillors, is also involved in a bitter wrangle with its employees over pay.

Council workers, mostly members of the South African municipal Workers Union (Samwu) yesterday downed tools after the council failed to pay the workforce.

According to workers, the dispute centres on the upgrading of the Ikapa council status to grade nine in 1990.

The workers say in line with this upgrading their own status also rose and the council promised to adjust pay scales.

"Last Friday they backpaid some of the workers while most got nothing.

"What galls us is that all the white officials have given

themselves fat cheques," a worker, who did not wish to be named, said yesterday.

He said it was decided that no one would work until the dispute was resolved.

Samwu officials and the CPA were unavailable for comment early today.

Earlier yesterday, scores of members of the Internal Stability Unit were on council premises, apparently to protect white council officials, who later drove away under police guard, workers said.

During a heated workers meeting, which union officials attended, some called for a complete work stoppage, while others countered that the community would suffer for lack of services.

It was suggested refuse removal workers would collect rubbish from the townships and dump it at council property daily.



REFUSE: Some of the refuse collected from the township yesterday and dumped on Ikapa Town Council premises by disgruntled workers involved in a backpay dispute with the council

Picture OBED ZILWA, The Argus

Sun City holding strike talks

JOHANNESBURG. — The management of Sun City was holding talks yesterday with a committee representing the 3 500-odd staff who went on strike on Saturday.

Sun International managing director Mr Peter Venison said that although unions were banned in Bophuthatswana, an arrangement had been made whereby staff elected a liaison committee to ne-

gotiate with management.

Meanwhile, staff were continuing what he termed an "illegal strike" yesterday and staff from other units were brought in. Mr Venison confirmed that "slightly more than 25%" of the normal complement of staff was on duty.

On Sunday an ANC delegation, led by Western Transvaal regional secretary Mr George Mathuse, approached Sun City management

with a view to assisting and mediating in the dispute, said Mr Venison.

"However, we told them we would rather negotiate directly with the staff as we did not want to politicise the issue."

The ANC released a statement yesterday calling on the Sun City workers to continue with the strike until their demands were met. — Sapa

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Sun City workers return

MMABATHO — Sun City employees returned to work yesterday after striking for three days

4 die in helicopter crash

CAIRO. — Four people died when a helicopter crashed in the Mediterranean yesterday.

— Old Master

CNA wins interdict after 'occupation'

CNA obtained an urgent interim interdict in the Rand Supreme Court yesterday against striking workers after about 200 of them occupied the company's Johannesburg head office. (152) (153)

The court was told that the employees, members of the SA Commercial, Catering and Allied Workers' Union, took over the boardroom and MD's office yesterday afternoon and shouted slogans such as "kill the bosses" and "one settler, one bullet". Judge R van Schalkwyk granted an in-

terim order prohibiting the strikers from entering the premises or congregating within 500m of the premises except to work. The strikers were also interdicted from intimidating and harassing CNA employees and from obstructing the company's business operations. ~~SSA~~

Workers embarked on a wage strike last week. The union has rejected management's increase offer of R160 a month across the board and stuck to its R230-a-month demand.

Toy factory workers locked out

152

FRG 9/7/73

SHARON SOROUR
Labour Reporter

THE educational toy manufacturer, Playthings, locked out members of its workforce in Epping after they refused to accept a final wage offer and negotiations ended in deadlock.

According to company director Mr Steve Knight, the legal lockout was enforced on July 2 and the company has withheld payment of wages and other terms and conditions of employment.

The company says the union used "unlawful tactics" to try to get the company to lift the lockout and to pay wages, including vandalising company property and hindering access to and from the property.

Mr Knight said the company entered into wage negotiations with the Paper, Printing, Wood and Allied Workers Union at the beginning of June, and "it became clear that there were vast differences between the two parties".

A deadlock was reached on June 4 and the matter was referred to the Department of Manpower, after which both parties attended a Conciliation Board meeting which also ended in deadlock.

Mr Knight said Playthings made a final wage offer of a 15 percent increase across-the-board, which was R18 a week, but when the talks deadlocked the union was demanding R47 across-the-board.

Mr Knight said "Playthings could not meet this demand as the company has run at a loss for the past three years. Coupled to the economic climate, R18 a week was the best the company could afford".

Union spokesman Mr Shahied Mahomed said workers were now demanding a R25 a week increase, but Mr Knight emphasised that R18 was the company's final offer.

Mr Mahomed said workers had not had an increase for two years.

Mr Knight said the company was satisfied it was conducting itself in a "lawful manner in all respects" and the lockout was part of the process of collective bargaining sanctioned by the Labour Relations Act and had been instituted to resolve the impasse between the company and the union.

Mr Knight said the company had asked the union to stop unlawful conduct "to no avail" and it was "unfortunate" that the union had not stayed within the lawful process of collective bargaining.

70 000-member teachers' body votes to embark on new strike

□ Union seeks to highlight crisis of salaries and retrenchments

JOHN VILJOEN
Education Reporter

THE South African Democratic Teachers Union's more than 70 000 members will begin a nationwide strike on August 16

The decision was taken at the union's annual congress yesterday

The union has also called for a day of national action on July 30 "to highlight the crisis of rationalisation and retrenchments" The date coincides with the formal launch of the National Education and Training Forum (NETF) in which the union has decided to take part

Meanwhile, authorities have repeated their firm stand on the "no work, no pay" principle for teachers.

The grievances behind the strike decision are similar to those which caused sporadic strike action earlier this year

The union, which reports that its membership has doubled over the past year to 74 240, is demanding an immediate stop to unilateral rationalisation and cutback measures

This includes the unacceptable salary dispensation, retrenchment of teachers and the withdrawal of service benefits

The strike vote is in response to delays in the establishment of the salary negotiating forum and the NETF

A national strike due to start on May 24 was suspended after an agreement was reached with authorities

The State agreed then to hold back on Supreme Court action against the union but now the stage seems set for a legal showdown over the strike call

Terms of the agreement included

- Parties agreed to reopen negotiations on salaries within four weeks, and

- Departments undertook not to implement new rationalisation programmes and retrenchments pending the proceedings of the NETF

In spite of the agreement, teachers went on strike in parts of the country, including the Western Cape, Soweto and the Eastern Cape

The union said yesterday the four-week deadline for re-opening salary negotiations had passed without any concrete progress

DET director general Dr Bernhard Louw said yesterday teacher strike action remained illegal

ARG 9/7/93 (321) (52)

Teachers threaten to strike

Biday 9/1/93

KATHRYN STRACHAN

SA Democratic Teachers' Union (Sadtu) members would strike from August 16 unless government agreed to demands for a minimum wage and backed down on retrenching more than 3 000 coloured teachers, the union said yesterday.

Sadtu president Randall van den Heever told the union's congress near Johannesburg that Sadtu had agreed to meet representatives of the National Education Department on July 22 to resume talks

He said teachers had rejected government's 5% salary increase offer and were demanding a R2 000 minimum wage. More than 60% of Sadtu teachers fell below this level, he said.

The congress decided that July 30 — the national education forum's launch date — would be a day of action to highlight retrenchments in departments administered

by the House of Representatives

Even before the forum is launched, its working groups have to find solutions to the retrenchment issue as teachers have vowed to abandon the structure unless it proves it can deliver

"We will not extend the life of a body if it is only a talk shop," Van den Heever said. Sadtu has been one of the most vociferous in calling for the forum's establishment

Van den Heever said the issue of retrenchments, due to take place this month, would be the test of whether the forum had legitimacy and was able to produce results

The union claimed that with a membership of 74 000 it was SA's "largest unitary

□ To Page 2

Teachers

Biday 9/1/93

□ From Page 1

and nonracial teachers' organisation".

No comment could be obtained from the National Education Department.

Meanwhile, Department of Education and Training director-general Bernhard Louw yesterday responded to reports on the DET's decision to cut teachers' salaries by R600 after recent strikes.

Unions have labelled the action "provocative", and blamed the department for causing the strikes.

But Louw said agreements had been signed with recognised teachers' organisations, including Sadtu, regarding the policy of no work, no pay.

"Sadtu was left in no doubt about the department's stand on this issue," he said. "No provision exists, at present, for legal strikes in education."

He said it would be "illogical and absurd" and "a waste of public funds" to pay teachers who did not teach.

LABOUR NEWS IN BRIEF

Compiled by **SHARON SOROUR**

Short-term action for economy

THE National Economic Forum (NEF) this week approved recommendations for short-term economic action — including protecting collective bargaining and job creation through public works programmes.

At its first plenary session since its establishment last October, the NEF, comprising organised business, government and labour, also voiced its intention to secure a partnership role with the government of the day in setting economic policy.

Finance Minister Mr Derek Keys emphasised the need to create an economy that answered more closely to the needs of the community.

Centralised bargaining was acknowledged as "one of the tiers" of the collective bargaining system.

Miners reject CoM pay offer

THE National Union of Mineworkers (Num) has rejected a final pay offer by the Chamber of Mines, and unions affiliated to the Council of Mining Trade Unions have declared a dispute and applied for a conciliation board hearing.

Num said gold mines had offered pay increases ranging from six to eight percent.

The offer was rejected because the higher gold price provided the mining industry with additional profit of R200 million a month, and workers had made big sacrifices in recent years by accepting increases far below the inflation rate, resulting in low living standards.

Footwear workers down tools

THOUSANDS of footwear workers in the Western Cape have downed tools following the breakdown of wage negotiations, according to the SA Clothing and Textile Workers' Union.

Union organiser Mr Ronald Bernickow said about 3 000 workers went on strike yesterday because they were unhappy about the wage offer from manufacturers.

Footwear Manufacturers Federation director Mr Dennis Linde confirmed the deadlock.

Toy firm locks out workforce

EDUCATIONAL toy manufacturers, Playthings, has locked out members of its workforce in Epping after they refused to accept a final wage offer and negotiations ended in deadlock.

Company director Mr Steve Knight said Playthings offered a final wage offer of R18 a week increase, but when the talks deadlocked the union was demanding R47 across-the-board.

Public servants slam 'decrease'

THE Public Service League this week slammed the five percent salary increase for public servants as a salary decrease in relation to the consumer price index.

League general manager Mr Bernard Wentzel said 70 percent of members fell into the lower income group and a five percent increase meant "a disgusting R35,70 a month".

Wildcat strike at Sun City

ABOUT 3 500 Sun City workers — 70 percent of the staff complement — staged a wildcat strike this week but returned to work after management agreed to address grievances tabled by a workers' committee at a meeting this week.

Teachers' strike slated

CT 19/7/73 (15)

JOHANNESBURG. — The SA Democratic Teachers' Union (Sadtu) resolution to strike has been sharply criticised by both the Department of Education and Training (DET) and the Azanian Students Convention (Azasco)

Sadtu announced this week that it would embark on a strike

DET director-general Dr Bernhard Louw said yesterday it was difficult to see why people thought that, at this late stage of the year, another desta-

bilisation of education was necessary. He said the DET would stick to an agreement signed between the DET and Sadtu to address problems.

Meanwhile, Azasco has called on parents to stand up for their children's right to learn "lest this country produce voting slaves".

Azasco president Mr Mark Mfiko said Sadtu's strike decision in the second half of the academic year showed insensitivity to the development of the black child. — Sapa

Ruling on death penalty

sets a
St Times 11/6/93
poser

**A recent judgment in Zimbabwe has implications for South Africa, writes
CARMEL RICKARD**

A MAJOR human rights judgment handed down by Zimbabwe's highest court could see a dramatic reduction in the number of prisoners hanged in that country.

The chief justice, sitting with four other judges, ruled last week that the death sentence on four condemned men be commuted to life imprisonment because they had suffered cruel and unusual punishment, sitting on death row for years, waiting to die.

(252)
A number of judges and human rights organisations in this country, aware of the case, have been waiting for the judgment with interest. If Pretoria should decide to abide by the decision in parliament, end its moratorium on hanging and announce an execution date for death row prisoners, some of the facts in a possible court application challenging the proposed executions in South Africa, could well overlap with the facts in the Harare case.

The four condemned men, convicted of extremely serious crimes, have exhausted all legal avenues to halt their execution. They have been sitting with about 100 others on death row, waiting to hear their fate.

Anguish

In March, a Harare newspaper reported that the four would be hanged within a few days, the first executions since 1987. The Catholic Commission for Justice and Peace in Zimbabwe acted immediately and won a temporary stay of execution until the courts could hear and rule on argument for a permanent stay.

On the day of the planned execution, one prisoner would have been on death row for six years and 21 days and the three others for about four years and four months. Each man lived daily with the fear of being put to death, suffered mental anguish and constant dehumanising treatment on death row.

According to the commission's argument, the anguish they suffered through waiting so long for execution amounted to cruel and unusual punishment and was thus unconstitutional.

The court agreed. The judges reviewed cases from around the world in which it was found that lengthy stays on death row were unacceptable — particularly delays not caused by the prisoners themselves — and could lead to the death penalty being commuted.

During the time the four men were waiting to be executed, the Zimbabwe government considered abolishing the death penalty, although it ultimately decided to retain hanging. While the issue was discussed, no one was hanged.

Reprieve

South Africa is in a similar situation at the moment, which is another reason for local interest in the outcome of the case.

The Zimbabwe judges, at the same time as commuting the death penalty on the four men, made recommendations for shortening the time condemned prisoners spend on death row, while still allowing them to exhaust all legal avenues in pursuing a reprieve.

Commenting on the decision last week, Zimbabwe President Robert Mugabe, who is personally opposed to the death penalty, said it would remain on the books until there was strong public feeling against it.

However, the director of the commission, Michael Auret, and Zimbabwe's former chief justice, Enoch Dumbutshena, both say the judgment will have far-reaching implications for the continued use of the death penalty. They say the new judgment means many on death row cannot now be hanged.

Those most immediately affected by the decision will be prisoners who, like the four in the recent case, have been awaiting execution for a number of years.

Jo'burg unions to merge

By Erica Jankowitz
13/7/93

THREE unions representing about 16 000 lower-paid Johannesburg City Council workers yesterday resolved to merge

At a meeting of about 200 shop stewards, Cosatu-affiliated SA Municipal Workers' Union, non-aligned Johannesburg Municipal Combined Employees' Union and Union of Johannesburg Municipal Workers decided to unite against the council's restructuring process

It was agreed that a merger committee be established with two representatives from each of the unions. Shop stewards also decided to hold joint report-back meetings with members to display unity at leadership level

As Samwu had already balloted workers on strike action in response to the 6% proposed increase by local authorities, the other unions pledged support of "possible industrial action" (SAP) (ISA) (MCP)

In a separate development, Samwu will today meet representatives of the major cities forum in an attempt to resolve the wage deadlock for which the union received a 90% vote in favour of strike action

Strike at Bosch Star 13/7/93 in Brits

By Paul Bell
Labour Correspondent

About 550 hourly-paid workers at the Robert Bosch, motor parts manufacturing plant at Brits have downed tools after being told that 30 jobs would have to be cut because of the economic downturn. (152)

The strike began last Thursday. Managers and salaried staff are running the factory to maintain vital product lines, says human resources director Bert Badenhorst. Strikers have been reporting for work but sit peacefully in the canteen.

The company had advised shop stewards of the National Union of Metalworkers of SA a month ago that the demand of auto parts had had a "disastrous" effect on Bosch's and other manufacturers' turnovers. Badenhorst said yesterday.

This had been done in terms of the union's recognition agreement with the plant but the union had "refused to continue the procedure" — which moves from disclosure of intent, to discussions on ways to minimise job losses, then the selection of employees for retrenchment.

It had demanded the company make cuts from top to bottom — if workers had to go, then salaried staff should not be exempt. When the company advised that this demand fell outside the terms of the agreement, presenting its own list, the workers went on strike.

A strikers' spokesman accused management of "unilateral restructuring", and said they had been told more retrenchments were planned.

Badenhorst said that if the action continued, the effect on the company's financial position might be such that further job cuts would be necessary.

Deadline for toy workers

Labour Reporter

CT 4/7/93

WORKERS who have been locked out at Playthings, an educational toy manufacturer in Epping, have been given one day to accept a final wage offer or be dismissed.

The company locked the workers out more than a week ago after wage negotiations reached deadlock and a conciliation board hearing convened by the Department of Manpower failed to resolve the dispute.

Company director Mr Steve Knight said workers had been told in writing they would be dismissed on Friday if they did not return by 4.30pm tomorrow.

The department is investigating a complaint about wages being withheld while the lockout is in progress.

Wage talks collapsed with the company offering a 15 per cent increase (R18 a week). The union demanded R37, which was lowered to R25.

Smuts Airport.

The ground handling agreement covers baggage and cargo handling, ramp services, airline representation, technical assistance, communication, operations and full passenger handling.

Sowetan 14/7/93
ANC to protest killings

THE ANC alliance has called a consumer boycott in Vanderbijlpark, Meyerton and Vereeniging to protest against continued massacres in Vaal townships.

The latest killings were in Sebokeng on Monday night. The ANC further said the refusal by the Vanderbijlpark town council to be part of the Local Government Negotiations Forum made the town a particular target for a consumer boycott.

Sowetan 14/7/93
Steel men back at work

HIGHVELD Steel and trade union representatives returned to work yesterday after a one-day work stoppage by the whites-only Mineworkers Union and the National Union of Metalworkers of SA.

Both unions were dissatisfied with the way in which Highveld Steel management at Witbank handled the case of a white worker accused of assaulting a black employee. The white worker was dismissed but was reinstated on Monday after a successful appeal.

Factory in strike feud

The Argus Correspondent

JOHANNESBURG. — Motor parts manufacturer Robert Bosch has told striking workers at its Brits plant it will begin its proposed programme of re-trenchments tomorrow unless they agree to discuss whose jobs should go. **ARC 14/7/93**

The company has brought in up to 70 workers, most of them unemployed whites from the Sonop community, to keep the factory going.

Bosch is anxious to maintain its reputation for timeous delivery. "It's a capital sin for a supplier to stop the production line," said a management source.

But the union involved, the National Union of Metalworkers of SA, is relying on management's difficulty in maintaining product quality under pressure.

The workers went on strike last Thursday after refusing to take part in talks on a company proposal to shed up to 30 jobs.

Leather trade debates strike

Labour Reporter

152

THOUSANDS of leather workers at footwear factories and tanneries nationwide are expected to go to the polls today to decide whether to strike because wage negotiations are deadlocked. CT 14/7/93

A strike ballot will be conducted in about 300 factories, said Mr Kessie Moodley, of the National Union of Leatherworkers, the biggest union in the industry.

There have been stoppages at several factories and more than 8 000 workers downed tools at Western Cape and Natal factories.

Mr Moodley said there were between 26 000 and 28 000 workers in the tanning and footwear industries and all would be balloted.

The results would be known in about a fortnight.

The union was demanding a 10 percent unconditional pay increase from July 1.

Plant hires whites to ride strike

See 4/17/93

By Paul Bell
Labour Correspondent

Motor components manufacturer Robert Bosch has told striking workers at its Brits plant it will begin its proposed programme of retrenchment tomorrow unless the workers agree to discuss whose jobs should be terminated. (1522)

The company has brought in up to 70 workers, most of them unemployed whites from the Sonop community, to help keep the factory going. Bosch is anxious to maintain its reputation for timely delivery to its motor manufacturing clients, a management source says. "In this business, it's a capital sin for a supplier to stop the production line."

But the union involved, the National Union of Metalworkers of SA (Numsa), is relying on management's difficulty in maintaining product quality under pressure. The workers went on strike last Thursday after refusing to enter into discussions with management on its proposal to eliminate up to 30 jobs.

Numsa organiser Albert Wöcke said management had told him yesterday the retrenchment process would continue despite the strike, and workers would be told of their retrenchment tomorrow. Human resources director Bert Badenhorst confirmed this, saying the union had been told it would move to stage 3 of the retrenchment process if the union would not participate in stage 2 by discussing management's proposed list of retrenchments.

Workers would be given a week to respond, then let go. The retrenchment package includes two weeks' pay, and two weeks extra for every completed year of service. The union estimates the saving to Bosch at R2 100 per month per job. According to Badenhorst, a management work study shows the plant to have a spare capacity of 30 jobs.

The company has presented the union with a list of 30 employees, based on the last-in first-out principle, whom it suggests should be retrenched. This includes six early retirees and four others who have already left Bosch's employ through natural attrition. The number of workers who would actually lose jobs would be no more than 20, claims Badenhorst. Numsa's Wöcke claims the recognition agreement containing the retrenchment procedure had been imposed on the union. He also accused management of contravening a 1988 agreement between I G Metall, the powerful German metalworkers federation, and German companies with subsidiaries in South Africa, to negotiate at company level with the representative trade union regarding all internal company affairs. Badenhorst said this was a "red herring" because the agreement had never been signed at plant level between Numsa and Bosch.

Wöcke acknowledged this but said I G Metall was being kept informed of the situation at the plant. The union wants to be able to negotiate the restructuring of the labour component of the factory's operations, but wants a twelve-month moratorium while its shop stewards are trained in work methods to enable them to negotiate effectively. Management has rejected these demands, saying it will not negotiate retrenchments, although it is prepared to consult.

Buthelezi *Star 14-7-1993* 'used govt car in PE'

PORT ELIZABETH — An official at the government garage in Port Elizabeth confirmed that Inkatha Freedom Party leader Chief Mangosuthu Buthelezi used a government car while attending an IFP meeting in the city on Monday.

The official, Ms V. Knoetze, said this was standard procedure for heads of state.

A spokesman for the Democratic Party, Bobby Stevenson, said if Chief Buthelezi had used the government transport this was wrong because taxpayers' money was used.

"We believe if people are on purely party political business they should provide their own transport," Stevenson said.

It raised the question of whether the political playing field was level when certain parties had access to state-funded facilities, he said.

New steel wage *Star 14-7-1993* offer gets a 'no'

By Paul Bell
Labour Correspondent

Steel and engineering employers have made a final wage offer of seven percent — upping their previous offer by one percent.

The Steel and Engineering Industries Federation of SA put its position yesterday but applied a little pressure. It told union negotiators it would back-date its offer to July 1 if agreement could be reached in principle by next Friday.

Labour's response was mixed. The largest union, the National Union of Metalworkers (Numsa), rejected the offer. Those unions comprising mainly skilled artisans indicated a conditional acceptance. Two others indicated they would refer to their members.

Seifsa's offer is on condition that unions allow employers in the Natal Midlands and Cape re-

gions to pay less than the agreed national level. In the Free State and Northern Cape, employers should be able to implement the wage increases only from January 1 1994.

Numsa's national negotiator, Les Ketteldas, recalled the union's congressional mandate to negotiators barely 10 days ago not to accept any wage increase less than inflation.

"In view of this, acceptance on our part is unlikely," he said.

While Ketteldas would not be drawn on the principal implication — that Numsa will declare a dispute — other union officials felt this was quite likely.

Seifsa also tabled its acceptance that employers would disclose information to unions on the need for retrenchment, and to help them find ways to avoid it.

NEWS IN BRIEF

~~B. Day~~ 14-7-93
Wage talks 'fruitless'

THE SA Municipal Workers' Union yesterday met the major cities forum in a bid to reopen deadlocked wage negotiations. Union president Petrus Mashishi described the meeting as "fruitless" as the forum, representing the seven major metropolitan areas, had agreed only to reopen negotiations at local authority level and not as a unified forum.

A follow-up meeting had been suggested, but no date set. The union's decision to launch a national strike on August 2 still stood.

Smaller towns in the Free State, Transvaal and Natal had indicated a willingness to move on the average 6% offer and a meeting was scheduled for next week.

30 000 workers to vote on strike

B. Say 14/7/93

ERICA JANKOWITZ

UNIONS in the footwear, tanning and general goods sector will conduct national strike ballots this week over a wage dispute with employers.

National Union of Leather Workers spokesman Kessie Moodley said about 30 000 workers were involved.

There have been work stoppages in Maritzburg, Cape Town and Durban.

Moodley said sporadic strikes involving about 3 000 workers had occurred in Durban, but the union had resolved the dispute at individual

factories by signing agreements granting wage increases above those on offer at the industrial council.

He said footwear and tanning employers had indicated their willingness to negotiate and a meeting had been scheduled for today with footwear manufacturers.

Footwear employers have offered a 7% conditional increase in response to the unions' 10% demand.

Right wing's sound and fury concerns business

Bi Day 151.7/93
(152)

ANDY DUFFY

JUST as it applies its own peculiar brand of fire and brimstone to the political arena, so the far right has begun issuing threats to industry

Under the umbrella of the Afrikaner Volksfront (AVF), the militant right has threatened business with go-slows, strikes, power cuts and industrial sabotage

The political credibility of the right wing aside, it is clear the movement does have the capacity to upset business severely

Supporting unions, such as the Mineworkers Union, the Steel and Allied Industries unions and the Post and Telecommunications Union, are not large in number. The MWU has just 44 000 members out of a total industry workforce of more than 1-million employees. Their influence, however, is another matter

In mining, MWU members dominate whole stratas of middle management. With such people out, even for a day or two, production, grades and costs are hit, damaging earnings for a whole quarter, higher gold prices or not

While unofficially the Chamber of Mines has admitted as much, officially it is loathe to comment. "We're not going to go outside and say this is the extent of damage that can be caused, because that can be debilitating," a source said. Current wage talks have also made comment tricky

Sacob is less reticent. Labour affairs director Gerrie Bezuidenhout said the whites-only unions in many cases were "the backbone of production". Any industrial action by them

will have serious consequences"

Anglo American, which could be hit on just about every one of its business fronts, is also taking the movement's comments to heart. But if the threat is obvious, how to react is less so. Companies are naturally reluctant to disclose their contingency plans

Eskom, brought into the firing line when the AVF claimed it could cut power supplies for up to three weeks, is counting on three elements: security, the ability of management to step into the breach, and common sense

"If you take Eskom out you cripple the whole country," an industry source says. "Then what is there to take over? You have shot yourself in the foot"

Strategy

Concerted action would certainly cause Eskom "embarrassment", the source adds, but once it had been shown to be ineffective, then the bluff would be called — a logic Eskom hopes will discourage the AVF from acting

The strategy suggested by Sacob is that companies react in the same way as they have to mass protests, such as rescheduling leave or adjusting production beforehand to minimise disruption

Telkom senior GM Johan Lourens says the organisation has "taken precautions to ensure it is able to provide clients with continuous services at all times"

In a worst case scenario, this presumably means concentrating on

emergency services. What further precautions there will be, Lourens declines to say, adding only that Telkom "will do everything in its power to safeguard its assets", including institute criminal prosecution

The prospect of right-wing industrial action also poses a different challenge from those of the past

Business makes clear that it has no objection to mass action, particularly, Anglo adds, "when no other channels for negotiations or protest are available". Anglo says that in this case, however, the multiparty talks are the "appropriate forum for negotiation and possible protest by the AVF. Industrial action is inappropriate"

Sacob joins Anglo in drawing a line. Bezuidenhout says there are certain criteria for what it deems acceptable action, mainly that it does not disrupt the economy or lead to violence

But disrupting the economy is precisely what the AVF threat implies. In such circumstances, Bezuidenhout says, it would be "difficult for us to take a stance on what business should and should not do"

Perhaps not unexpectedly, the AVF and its associates have made their threats through the media, for maximum publicity. None of the apparent targets, such as the Chamber of Mines and Eskom, have been approached directly

Business is divided over why the AVF does not detail its plans to use industry to secure its volkstaat. Many, though, are relying on the right wing's penchant for threatening damnation rather than its ability to summon it

Factory strikers' jab car tyres

By Paul Bell
Labour Correspondent

Striking workers at the Bosch auto parts manufacturing plant in Brits have been accused of slashing tyres in the company car park and intimidating casual labour.

Union officials, called in by the management yesterday to explain the incidents, distanced themselves from these actions.

The National Union of Metalworkers local organiser Albert Woeke said shop stewards had cautioned workers against such behaviour.

The tyres of three cars were slashed on Tuesday, said human resources director Bert Badenhorst. The car park has since been blocked off with barbed wire.

Yesterday morning strikers blocked the entrance to the plant and tried to prevent vehicles from entering. Black workers brought in to help keep the factory going were apparently threatened.

By mid-morning most of the strikers had gone home. Meanwhile, five striking foremen have received written warnings that they risk disciplinary action.

The men have already received verbal warnings for having taken part in previous "stayaways and other unauthorised industrial action". They were instructed to report for duty on Tuesday but have thus far failed to do so.

Management has postponed for a day the implementation of its proposed programme of retrenchments. This will now begin tomorrow.



Moss Chikane (foreground) and Godfrey Motsese join the road crew on the site of their scheme to upgrade Mamelodi township by training community residents. Picture, Peter Mogaki

Transnet pay

risers 7.5%

Sidau
GERALD REILLY

PRETORIA — About 60 000 Transnet workers from the lowest grade to middle management will get pensionable pay hikes of 7.5% this month. 15/11/93

This was decided at a meeting of the Transnet industrial council at the end of last week after several months of negotiations

Negotiations on salary increases for the remaining 100 000 Transnet workers are still in progress. Among these are Spoornet, Portnet and sea workers. 26/11

Federal council of Transnet unions secretary André Venter said there was "no great joy" at the increase.

Management assured the council that wherever possible retrenchments would be avoided. It is understood about 5 000 workers are vulnerable ~~to~~ to retrenchment. 15/2



Chemical workers strike

ERICA JANKOWITZ

ABOUT 70 workers at Technikon Laboratories on the West Rand went on strike on Monday ^{15/11/93}

Chemical Workers' Industrial Union spokesman Nelson Mthombeni said negotiations deadlocked with the company offering R20 a week across-the-board increase and the union demanding R60 ⁽¹⁵²⁾

He said the present minimum wage was R125 a week ~~300~~

According to both parties, management had increased its offer to R23 a week at a conciliation

board hearing, but this was withdrawn after the union rejected it ~~(140)~~

Mthombeni accused the company of calling the police to harass workers who had been picketing outside

Company director Mickey Haynes said management had to close its premises to striking workers in compliance with Medicines Control Council regulations. Workers had been requested to picket outside, but other companies in the area had objected



Council workers set to strike

By CAS St LEGER

SITIMOD DCIMETRO
August 2. 1817193

THE COUNTRYWIDE five percent wage increase offer to municipal employees could result in South Africa's first national local government strike next month. (253) (254)

Mr Petrus Mashishi, president of the 72 000-member SA Municipal Workers' Union, said a strike meeting will be held on July 28 to assess the position. (152)

Following the SAMWU committee meeting, a strike could be called for

He said that the union had received a 90 percent vote from its members, which represented one-third of lower-paid municipal employees in 315 local authorities, in support of strike action. (152)

"We gave municipalities a warning last month," said Mr Mashishi "Although some municipalities have increased their wage offer from five percent, we do not think it would be correct to single them out of strike action."

Municipalities face strikes over wages

Municipal Reporter

ARCT 20/7/93

A MUNICIPAL strike will begin countrywide on August 2 unless councils and the SA Municipal Workers Union settle on wage increases.

Samwu general-secretary Mr John Ernstzen said meetings had been held in the past two weeks with employer organisations and councils to try to reach a settlement.

Further meetings will be held this week in an attempt to settle the dispute by negotiation.

Samwu is demanding the greater of a minimum monthly wage of R650 or a 30 percent increase for its lower-paid members, and a 20 percent across-the-board increase for higher-paid workers.

Mr Ernstzen said Public Service International, the international trade secretariat to which Samwu is affiliated, fully backed the union's demands.

"Any blame for the disruption of services must be placed fully at the door of municipal employers who for years have been exploiting workers in the municipal sector," he said.

Council workers' Star 20/1/93 strike in balance

By Paul Bell
Labour Correspondent

Officials of the Johannesburg City Council and the SA Municipal Workers Union today begin a series of discussions in an effort to clarify issues related to the union's planned strike scheduled for August 2.

Yesterday Samwu's general secretary, John Ernstzen reconfirmed the decision to begin a national strike on August 2. (152)

The JCC is operating under the assumption that despite the discussions the strike will take place, human resources director Andre de Wet said. (153)

Discussions will centre on efforts to "identify the genuine issues" behind the strike decision. Council officials will sound out workers and report to the management committee later today. (154)

Ernstzen says employers have indicated a preference to settle the dispute through negotiation.

While the threatened strike originates in the nationwide limit of 5 percent on public sector wage increases, an important by-product has been an indication that employers might accede to national centralised bargaining.

For the first time, representatives of the seven largest municipalities — Johannesburg, Durban, Cape Town, Pretoria, Bloemfontein, Port Elizabeth and Maritzburg, which employ 40 000 of Samwu's 72 000 members — came together to meet the union in Johannesburg last Thursday.

Samwu was urged not to use this wage issue as the back door to achieving centralised bargaining. Workers have indicated their readiness to discuss the issue.

Meanwhile, today's planned meeting of up to 13 000 JCC workers has been postponed to next Thursday.

Permission for the meeting is being sought today from the management committee. "This is a very sensitive decision," said a leading JCC trade unionist. "Strike action always ought to be the last resort." His comment bore out de Wet's view that opinions among the JCC's workers were mixed.

Ernstzen noted that "two large municipalities" were "attempting to intimidate workers" into staying on the job. One council was trying to force workers to sign papers agreeing not to strike. Another was threatening to bring in convict labour to help keep services going, he said.

Municipalities face national strike

ABOUT 70 000 mainly blue-collar workers at 300 local authorities were expected to join a national strike from August 2, SA Municipal and Allied Workers' Union spokesman Roger Ronnie said yesterday.

After a series of meetings with local authorities, who have offered an average 6% wage increase, the union confirmed the strike decision yesterday. The union is demanding increases averaging 12%.

Workers were also protesting against unilateral restructuring involving job shedding and rationalisation, Ronnie said. Johannesburg City Council industrial re-

ERICA JANKOWITZ

lations adviser Andre de Wet said discussions were held with the union yesterday in an attempt to resolve the dispute. He said the management committee had considered the union's position on the council's apparent unwillingness to expedite the arbitration process.

Wage negotiations had broken down earlier this year with the union demanding 12.5% increases for the lowest paid categories and the council offering about 5%.

□ To Page 2

Municipalities Biday 21/7/93 □ From Page 1

across the board, although alternatives had been tabled within financial constraints, De Wet said. The council had to make salary adjustments within the amount that had been allocated.

The management committee was considering "enhancing its offer" and, if this was agreed to, "the content of the offer would have to be considered".

The parties were scheduled to meet again on Friday. In the meantime, the council would try to get an immediate arbitration date to resolve the wage issue prior to August 2, De Wet said.

Ronnie said the union was involved in continuing discussions as local authorities

had made it clear that they wished to settle the dispute. However, to date nothing "tangible has been tabled to make us relook at our position".

The union's members were involved in all types of service, including refuse removal, cleaning and road and sewerage maintenance, all of which would be affected by the strike, he said. But essential services such as nursing, ambulance, fire and rescue would be exempt.

Ronnie said the union was aware of local authorities trying to devise contingency plans in the event of a strike. He thought this involved using temporary labour.

Strikes by thousands of workers looming

ARG 22/7/93

□ More jobless as industrial action increases

PAT CANDIDO
The Argus Bureau

PORT ELIZABETH — Prospects for labour stability during the third quarter of this year are looking increasingly gloomy with threats of strikes involving thousands of workers

Strikes by municipal, motor industry and leather industry workers are looming during the next few weeks

The South African Municipal Workers Union will embark on a countrywide strike on August 2.

Samwu national secretary-general John Ertzen said further meetings had been planned and he hoped the mat-

ter could be settled through negotiation

The South African Democratic Teachers Union remains at loggerheads with the State over salary negotiations and rationalisation of teaching posts. Failure by the government to meet Sadtu's demands could lead to "mass action"

Negotiations in the automotive industry — a key sector of the Eastern Cape's economy — are on the brink of collapse over final wage increase positions adopted by employers and unions

Car makers have joined tyre manufacturers and engineering companies in offering a seven percent across-the-board increase while National Union of

Metalworkers of SA members are holding out for an increase of 15 percent

The national bargaining forum for the automotive sector meets this week in a final attempt to bridge the gap

The National Union of Leather Workers is also holding a strike ballot after employers offered a seven percent pay rise in response to union demands for 10 percent

The present increase in industrial action is coupled to a rise in the number of unemployed in the Eastern Cape. The number registered with the Department of Manpower stands at 21 590, only the tip of the iceberg

Municipal union to hold strike ballot

B. N. Day
22-7-93
ANOTHER Johannesburg City Council union would ballot members "with a view to obtaining support for the August 2 strike initiated by the SA Municipal and Allied Workers' Union (Samwu) nationally", it was announced yesterday. *152/215*

The Johannesburg Municipal Combined Employees' Union, which recently resolved to discuss a merger with Samwu and the Union of Johannesburg Municipal Workers, resolved on Monday to ballot members. In a joint statement, the three

ERICA JANKOWITZ

unions claimed to represent about 16 000 of the council's 21 000 workers. *(2-55)*

The unions were protesting against unacceptable salary increases and the council's attempt to link increases "with acceptance of the whole restructuring process, especially the new salary structure".

The council's unilateral decision to replace the existing structure with "a complicated matrix on an individual performance assessment basis" was unacceptable

'Scabbing' out during stoppage

CLIVE SAWYER
Municipal Reporter

MEMBERS of the mainly white-collar SA Association of Municipal Employees will not fill in for absent workers during the countrywide SA Municipal Workers' Union strike scheduled for August

More than 1 000 council workers from all branches met in the Civic Centre podium hall yesterday for a progress report on arbitration on wage demands

SAAME represents about

4 000 of the council's 15 000 staff Samwu represents the rest

ARG 22/7/73
Some at yesterday's meeting were in militant mood, with a proposal to join the August 2 strike drawing strong support

The 29,3 percent increase voted for councillors inspired derogatory comments.

Council management has increased its offer to staff to about 5,5 percent but has proposed cutbacks to leave and sick-leave benefits, and a limit

to accumulated leave of 185 days

The union has asked for an inflation-linked 11 percent increase

The next round of arbitration will be on July 26 and 27

Union leaders told the meeting it was SAAME policy not to "scab" when other workers went on strike.

Meanwhile, the Samwu leadership has said it would meet the city council executive committee to try to reach a settlement before August.

ERICA JANKOWITZ

LARGE-scale industrial action at Iscor was threatened yesterday by the National Union of Metal Workers of SA, the Mine Workers' Union and the SA Iron, Steel and Allied Workers' Union.

In what was possibly the first joint statement from unions traditionally at political loggerheads — Numsa is a Cosatu affiliate, while the MWU and Saisaw are aligned to the right wing — it was confirmed that a meeting was held yesterday "to consider what action should be taken regarding a dispute to be declared with Iscor."

The unions are protesting against a 6% wage offer tabled by Iscor which was described as "half the current inflation rate, which would inevitably result in further

Friday 22.17.93
Unions unite in Iscor strike threat

impoverishment" They said the company could afford "a much higher offer due to the depreciation of the rand/dollar exchange rate of 15% in the last year, with a further 10% being a distinct possibility"

Describing the company's attitude as "inflexible and insensitive", the unions rejected its proposed implementation date and "other conditions of employment"

The unions accused Iscor of distributing "intimidatory and divisive" circulars which they "rejected with contempt".

They said Iscor had been ranked the third most profitable steel producer in the recent Fortune 500 world listing.

iefs

Sowetan 23/7/93
Strike in third day

THE strike by hundreds of workers at National Sorghum Breweries' seven plants enters its third day today with no end in sight. The workers who are members of the Food and Allied Workers Union are demanding an across-the-board increase of R350 a month. Some of the plants affected by the strike are Egoli (Johannesburg), Pelindaba (Pretoria), Sondela (Sehokeng) and Tholo-Kudu (Pietersburg). ~~152~~ (152)

T...

Union snubs strike action

THE Federation of Municipal, Health and Allied Workers yesterday distanced itself from the proposed countrywide wage strike proposed by South African Municipal Workers Union members.

Co-ordinator Donald Morwatshehla said Samwu had not consulted other public sector unions when it decided to strike.

He said the federation regretted Samwu's action as it was still debating salary increases in the Industrial Council and would not decide to take any industrial action until the conditions for a deadlock were made clear.

Sowetan Reporters and Sapa

152

Unions not so keen on total strike

Star 23/1/93

By Paul Bell
Labour Correspondent

A countrywide round of negotiations between public sector workers and municipal and state employers has shown some progress on wage offers and there are indications that union enthusiasm for a national strike may be waning.

Negotiations were scheduled to continue for a second day today between the Commission for Administration and health, education and other public sector workers.

Municipal worker representatives and local authorities have been also been negotiating throughout this week and their deliberations are expected to come to a head by the weekend.

The public sector unions' grievances go beyond the 5 percent limit that State and municipal employers had placed on wage increases, and include demands that retrenchments and the so-called unilateral restructuring of departments and services be stopped.

Union leaders, determined to maintain pressure on the employers, were making no public concessions yesterday on their threat to strike from August 2.

The Cosatu-aligned Public Sector Co-ordinating Commit-

tee's chairman, Khabisi Mosunkutu, acknowledged that the employers were beginning to respond to wage demands, and that progress in these discussions might "decelerate momentum" towards a strike.

Mosunkutu's own union, the Post and Telecommunications Workers' Association, of which he is president, this week settled its wage dispute with Telkom by accepting a 5,8 percent increase backdated to April 1.

Mosunkutu said: "The union push is getting results but the strike date — August 2 — remains in effect. Without pressure we won't be able to deal with retrenchments and restructuring. The wage issue may decelerate momentum a bit, but we are still awaiting a proper response from the employers."

SA Municipal Workers' Union general secretary John Ernstzen says Samwu will negotiate to the last.

He was hoping the round of negotiations between his union and municipalities throughout the country would yield a clear picture by the weekend.

Cape Town City Council has postponed indefinitely its application for an urgent interdict against Samwu and agreed to reopen wage negotiations. In Pretoria discussions got under way yesterday.

Pact ends wildcat stayaway

^{51 Day}
²³¹⁻¹¹⁹³
A STRIKE by about 2 000 National Sorghum Breweries (NSB) workers ended yesterday with management and the Food and Allied Workers' Union (Fawu) reaching agreement on an unconditional return to work on Monday ~~(152)~~ (152)

The wildcat strike, which began on Friday, was in support of the union's demand for a R350 across-the-board increase in response to management's R120 offer. It was confined to breweries in the Transvaal.

Fawu regional secretary Ernest Buthelezi said the company had applied for court interdicts in some plants, preventing workers from returning to work on Monday.

Buthelezi said the company's current minimum wage was R700 a

ERIC JANKOWITZ

month. The wage demand was not excessive in light of NSB's results.

A company spokesman said NSB management would withdraw the interdicts and would not force workers to sign undertakings before their return to work ~~(256)~~

He said the dispute had been amicably resolved and mediation on the wage issue would continue today.

The parties had agreed to negotiate in good faith and to hold regular meetings on points of difference "so as to establish a good working relationship".

He said the issue of worker and shop steward training would also be addressed.

Leather strike ahead?

By Barbara-Ann
Boswell

LEATHER compa-
nies could be on the
brink of a strike

The National Coun-
cil of the National
Union of Leather
Workers (NULW) is
conducting a strike bal-
lot in the footwear and
tanning sections coun-
trywide. (152) (E)

Mr Kessie Moodley,
a spokesperson from
the legal department of
the NULW, said: "We
are in the process of
visiting over 300 facto-
ries and informing
employers and employ-
ees about the strike."

Workers demand a
10 percent increase,
but employers have
offered only a seven
percent hike, subject to
three conditions. (E)

The employers want
the options to pay
workers through bank-
ing accounts, cut and
split employees' annual
four-week leave, and
the option to individu-
ally introduce Industrial
Council Wage Incen-
tive Schemes. (E)

"Workers are paid
weekly and are used to
this. Electronic banking
will cause workers
immense problems,"
Moodley said.

Workers are also
opposed to the intro-
duction of individual
Industrial Council
Wage Incentive
schemes. "We believe
that whatever scheme
to be devised should be
a national and uniform
one", said Moodley.

Meanwhile, Cape
Town leather workers
who stopped work last
week to protest against
management proposals,
have been persuaded to
return to work by the
NULW until the strike
becomes legal.

Moodley said the
workers would proba-
bly vote to strike.
"The mood of the
workers is such that
they will reject of the
employers' offer".

Meiring will meet strikers

Staff Reporter ~~25~~

MUNICIPAL services in Guguletu, Langa, New Crossroads and Nyanga remain paralysed as the strike by about 700 workers at the Ikapa Town Council over a wage dispute enters its 14th day today.

Mr Krige said the administrator, Mr Kobus Meiring had agreed to meet workers next Wednesday to try and resolve the crisis.

Mr Meiring is presently overseas

Talks stall over strike

S. M. ...

THERE has been little movement in talks between Cape Town City Council and the SA Municipal Workers Union, a Samwu spokesman said yesterday

25/7/83

Union officials and council representatives met around-the-clock this week in an effort to avert the pending August 2 strike ~~(358)~~

Council spokesman, Mr Ted Doman, declined to give details of meetings of the past few days

(152)



CIP 25/7/93

NSB strike is over

By DAN DHLAMINI

THE seven-day strike over wages by Food and Allied Workers' Union (Fawu) members at National Sorghum Breweries plants in the Transvaal is over

Disgruntled workers were demanding an across the board increase of R350 a month

In a joint statement this week, Fawu and the NSB said an agreement was reached late on Friday night whereby employees will report for duty tomorrow morning without having to sign any undertakings

The NSB and Fawu said their relationship was good.

With the strike over, the NSB and Fawu have called on all employees, customers, distributors and suppliers to resume normal trade

(152) (182)

Scabs prepare for war with workers

C/Press 25/7/93

By BERENG MTIMKULU

OVER 400 hostel dwellers hired as scabs during last year's general workers strike at Baragwanath Hospital are adamant that they will not relinquish their supposedly temporary jobs.

And although it could not be officially confirmed, rumour has it that confrontation looms between reinstated members of the National Education Health and Allied Workers Union (Nehawu) and hostel dwellers who are members of the Inkatha-affiliated United Workers Union of SA (Uwusa).

Hostel dwellers, mostly

from Diepkloof, Jabulani and Merafe hostels, have threatened to blockade hospital entrances to stop general workers from reporting for duty on August 1 - the day on which they should relinquish temporary work, according to a Nehawu shopsteward whose name cannot be disclosed.

Of the 456 hostel dwellers, 335 are expected to end their work from August 1 and the rest should leave on August 31.

Some are reportedly armed with firearms while doing errands and cleaning the floors, hospital nursing staff told City Press.

Baragwanath Hospital superintendent Hester Vorster would not deny the allegation but said the latter allegation would be a "police matter" if Uwusa supporters carry unlicensed firearms to work.

Vorster further said the Uwusa-supporting workers would not accept the conditions of temporary employment as they were given the impression they were permanent staff when they were hired.

Asked to elaborate, she said she could not comment further, saying the conditions of employment were linked to the hospi-

tal's employment policy and she was "not allowed to comment on issues relating to hospital policy".

A memorandum submitted to the hospital's chief superintendent Dr Chris Van Der Heever by Uwusa members and members of the Hospital Personnel Association (Hospersa), says the two groups "adamantly" object to the plight of their scabs.

"Those to be retrenched had offered their services voluntarily during the strike - thereby helping the hospital in (a) time of need. (We strongly disapprove of) the inappropriate manner in which their help and goodwill is now being rewarded," said the memorandum.

The general workers strike began last year after Nehawu-affiliated hospital workers demanded a minimum wage of R1 100 and an across-the-board increase of R400 a month as well as six months' paid maternity leave. About 800 workers were subsequently dismissed when they did not report for duty after the TPA did not meet the demands.

On September 25 last year the union and TPA finally reached an agreement

Company resolve three-day dispute

NSB wage strike settled

Sowetan 26/7/93

By Ike Motsapi

HUNDREDS of National Sorghum Breweries workers, who had been on a wages strike for three days last week, are to return to work today

Workers went on strike when management refused to accede to their demand of a R365-a-month increase

The agreement was signed by the Food and Allied Workers Union and management on Friday ~~(1993)~~

The agreement, called a Record of Understanding, calls for the following

- Workers at all Transvaal outlets will return to work today and are not expected to sign any undertaking,

- Management agrees to consider withdrawing the present court order,

- Fawu recommits itself to the provisions of the recognition agreement,

- Fawu and management recognise that the wage dispute has been settled on July 23, and

- Both parties are calling on employees, customers, distributors and suppliers to resume their normal business with the company ~~(1993)~~ ~~(NSB)~~

**DP condemns
strike plans**

JOHANNESBURG. —
The Democratic Party
has condemned plans by
Soweto teachers to go on
strike next week, saying
they should pursue their
objectives through
negotiations.

152

24/7/93

Argus

C

Council prepared for strike

See p 2-1-1/93

By Paul Bell
Labour Correspondent

The Johannesburg City Council was yesterday battering down the hatches to deal with possible pay-related strike action by the SA Municipal Workers' Union on Monday.

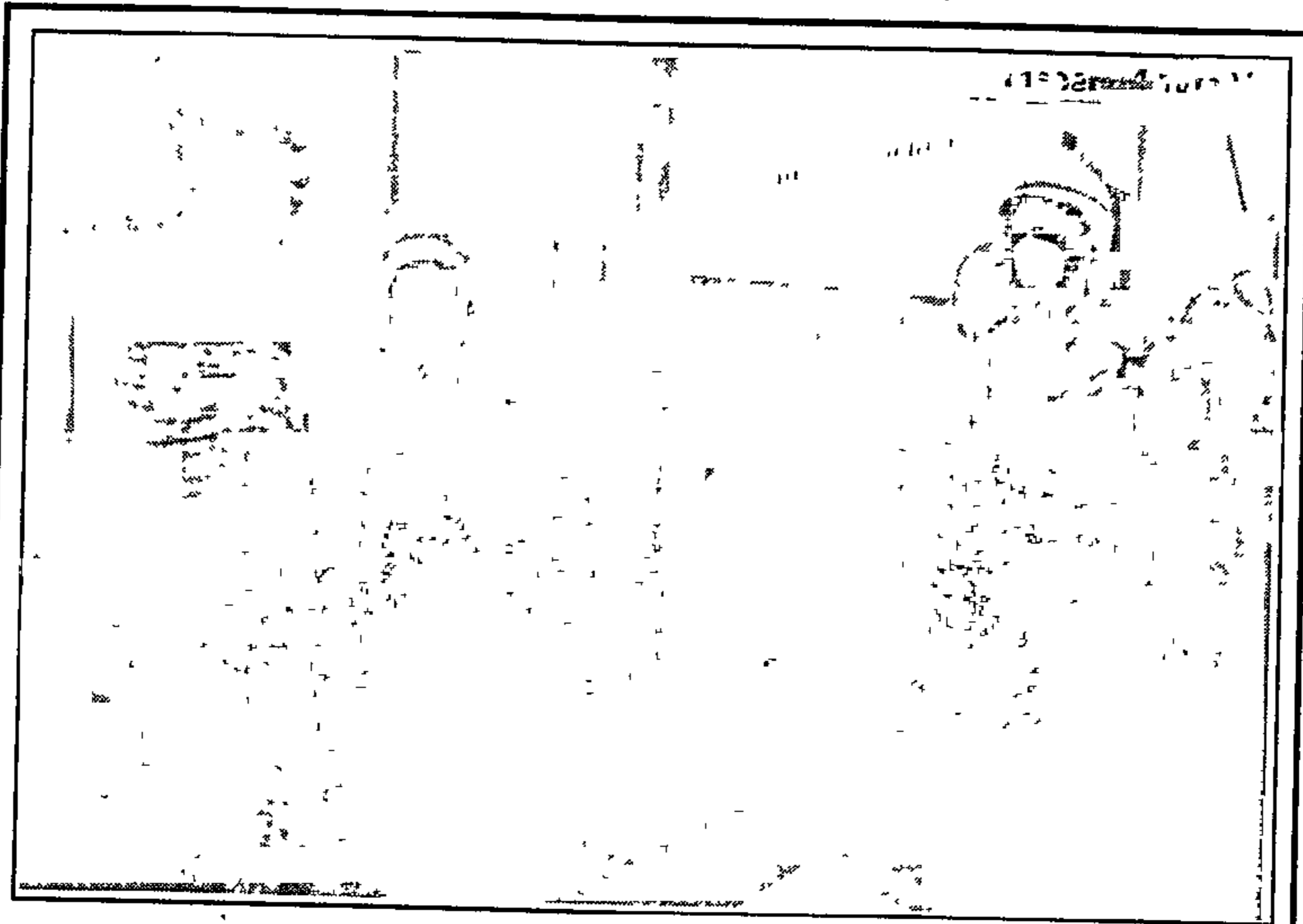
The council is prepared to deal with strike action, and will not shy away from using alternative labour. We have made contingency arrangements. The council now also seeks court relief. After talks broke down on Friday, it sought an interdict in the Rand Supreme Court to restrain Samwu from instigating, inciting or organising the strike, and its members from taking part. Samwu has

until tomorrow to respond. Meanwhile, two other unions are now considering balloting their members on solidarity action. Hassan Lorgat of the Johannesburg Municipal Combined Employees' Union said it had asked the council for permission to ballot its 2 500 members on strike action.

The Union of Johannesburg Municipal Workers, with about 9 000 members, is believed to be contemplating similar action. In terms of the Labour Relations Act, municipal workers may ballot for strike action, but striking remains illegal. Samwu's wage increase demand is 12,5 percent for unskilled workers and 7,5 percent for semi-skilled and skilled workers.

Council negotiators told Samwu the council was prepared to review its offer. It has R40 million for increasing wages for 1993/94, an effective offer of 5 percent, and is ready to take the dispute to arbitration. However, Samwu negotiator Richard Spalding said the council had not given the union anything to take back to members as an inducement to call off the strike. De Wet said the system relied on "merit-based increments" and was part of a restructuring the council had undertaken to enhance its service efficiency.

New outbreak of taxi violence



FEAR ... An elderly couple huddles against a wall in Mogadishu, Somalia, as a US serviceman from the Quick Reaction Force searches through a hospital compound where weapons were found.

PIC AFP

70 000 workers set to down tools

Sowetan 28/7/93

By Ike Motsapi

■ URGENT INTERDICT Workers

prepare for strike over wages:

A PLANNED strike by about 70 000 members of the South African Municipal Workers Union over wage demands will go ahead on Monday regardless of whether the court declares the action illegal

The union will hold rallies around the country on Friday to launch the strike (152) (159)

Samwu president Mr Petrus Mashishi yesterday said the union would ignore a court action lodged in the Rand Supreme Court by the Johannesburg City Council (250)

The council brought an urgent interdict to declare the planned strike illegal "We will not be filing an opposing motion because in terms of the law, we have no case. What we will be doing is to ignore whatever decision that may be reached by the courts"

"What I am positive about is that the action will go on as planned on Monday, unless a miracle happens. We are prepared to negotiate if we get reasonable approaches from various city councils regarding our de-

mands," said Mashishi. Meanwhile, the National Union of Mineworkers is to start balloting its 265 000 members on gold and coal mines after annual pay talks deadlocked yesterday, NUM assistant general secretary Marcel Golding said. Ballot facilities were expected to be in place by the end of the week and voting would probably start next week. Chamber of Mines spokesman Mr Adrian du Plessis confirmed the deadlock, saying a detailed statement would follow (251)

nesday, July 28 1993 ★

Municipal CT 28/7/93 250 152 strike plan

Own Correspondent
JOHANNESBURG —
The SA Municipal
Workers' Union
(Samwu) expects
about 80 000 municip-
al workers
countrywide to par-
ticipate in its wage
strike due to start on
Monday

**80 000
set for
dispute**

been scheduled by late
yesterday

He said the union
would not oppose an ur-
gent interdict against the
strike lodged by the Jo-
hannesburg City Council
with the Rand Supreme
Court. He said strike ac-
tion by municipal work-
ers was illegal and the
union, therefore, did not

About 70 000 paid-up Samwu mem-
bers and members of some smaller
unions would down tools and it was
expected that public transport and
garbage collection services would be
affected, the union said yesterday

Samwu president Mr Petrus Mash-
ishi said yesterday "The strike is defi-
nitely on unless we settle wages with-
in the next three days"

He said all balloted local authori-
ties and municipalities would be af-
fected. "Public transport will not run
in Johannesburg on Monday," he
warned

Mr Mashishi maintained the union
was still prepared to meet councils
and local authorities in a bid to break
the impasse, but no meetings had

have any basis on which to challenge
the application

He said the city council had spent
the last two days issuing individual
interdicts to all Samwu members con-
cerning the strike issue

Mr Mashishi said the union would
hold national rallies on Saturday to
co-ordinate the strike and draw up
guidelines for action He expected
workers to sustain industrial action
"for as long as it takes to get our
message through"

He said if any individual council or
local authority wanted to pre-empt a
strike, it would have to persuade other
bodies to negotiate on the same plat-
form, as "each body has the influence
to persuade others" to follow suit.

NUM prepares ballot as pay talks deadlock

JOHANNESBURG — The National Union of Mineworkers (NUM) said it would start balloting its 265 000 members on gold and coal mines next week for strike action after annual pay talks deadlocked.

Assistant general-secretary Marcel Golding said talks snagged at yesterday's final conciliation board meeting over 5% to 8% basic wage increases offered by gold mining employers, and 6.5% to 8% rises at collieries.

NUM has demanded a 13% increase for members at gold mines and a slightly lower inflation-matching increase for coal miners.

Ballot facilities were expected to be in place by the end of this week and voting would start next week, he said.

"There's strong rank and file disapproval of the chamber's offer," he said.

A voting decision would be available in two week's time, he said.

The Chamber of Mines employer body offer for workers in the gold sector was linked to profit-sharing scheme at some mines. Gold miners received a basic wage rise of 5% to 6% in 1992/93.

The wage talks cover 22 NUM-organised gold mines and 16 collieries — Reuter

70 000 workers set to down tools

Sowetan 28/7/93

By ike Motsapi

■ URGENT INTERDICT Workers

A PLANNED strike by about 70 000 members of the South African Municipal Workers Union over wage demands will go ahead on Monday regardless of whether the court declares the action illegal.

The union will hold rallies around the country on Friday to launch the strike (152) (152)

Samwu president Mr Petrus Mashishi yesterday said the union would ignore a court action lodged in the Rand Supreme Court by the Johannesburg City Council (250)

prepare for strike over wages:

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mands," said Mashishi. Meanwhile, the National Union of Mineworkers is to start balloting its 265 000 members on gold and coal mines after annual pay talks deadlocked yesterday, NUM assistant general secretary Marcel Golding said. Ballot facilities were expected to be in place by the end of the week and voting would probably start next week. Chamber of Mines spokesman Mr Adrian du Plessis confirmed the deadlock, saying a detailed statement would follow (250)

Blind workers to march

BLIND and disabled members of the Paper Workers' Union are planning to stage marches in Cape Town, Durban and Johannesburg on Saturday to demand living wages

CT28/7/93

New committee to handle Ikapa pay dispute

EDWARD MOLOINYANE
Staff Reporter

THE crisis at the Ikapa Town Council, which has been embroiled in a bitter pay dispute with workers for the past month, will be dealt with by a committee formed after a meeting between Administrator Kobus Meiring and striking council workers.

CPA spokesman Frikkie Odendaal said the nine-member committee, comprising three members each from the province, the Ikapa Town Council workers and the community, would start working today as a "matter of urgency".

"The committee will investigate and make recommendations to the administrator to solve the dispute between the town council and its workers," he said.

The workers say that since Ikapa was upgraded to a grade 9 municipality in 1989, they have been promised salary adjustments in line with the new status.

But when the back-pay was made early this month, only a few were paid and the rest received nothing.

Strike move soon
Municipal Reporter

A DECISION ⁽¹⁵²⁾ over
whether to proceed with
a national municipal
strike is expected by the
weekend ^{APR 21/15}

South African Muni-
cipal Workers Union
branch stewards met
last night for talks.

If the strike — in pro-
test against low wage
offers from municipal-
ities — is called,
employees with more
than 300 councils will
stop work.

Sowetan 29/7/93

Strike decision ~~1994~~

THE South African Municipal Workers Union will decide today on whether to go ahead with a proposed strike by its 70 000 members

Negotiations remained at a stalemate yesterday but Samwu executive member Mr Richard Spalding said the decision to strike would rest on the information the union's national co-ordinating committee was gathering from municipalities around the country. (25) (152)

Municipal workers rule on strike today

(52) (25)
(140A)
29/7/93

JOHANNESBURG — The 70 000-member South African Municipal Workers' Union (Samwu) will decide in Cape Town today whether to go ahead with its proposed national strike

Negotiations remained at a stalemate here yesterday, but Samwu executive member Mr Richard Spalding said the decision to strike would rest on information which the union's national co-ordinating committee was gathering from municipalities around the country

After a shop-stewards meeting last night Mr Salie Manie, president of the Cape Town branch of Samwu, said the results of the shop-stewards meeting would not be made public but would be relayed to delegates at today's national meeting

Mr Spalding said the Johannesburg City Council "has up until now not made a good contribution. Its attitude is that it's still unwilling to negotiate"

Illegal

Council executive director Mr Dirk Lamprecht said this was not true. After the union refused to accept the five percent wage increase offer, both parties had agreed to take the matter to arbitration. Despite this, Samwu was now proposing a strike

Mr Lamprecht said the council had not yet heard the outcome of its application for an interdict to stop the strike

Strike action by municipal workers is illegal. Meanwhile, the Federation of Municipal, Health and Allied Workers yesterday distanced itself from the proposed strike. Co-ordinator Mr Donald Morwatshehla said Samwu had not consulted other public sector unions on the strike, and the federation was still debating salary increases in the Industrial Council — Sapa, Municipal Reporter

Hundreds in sit-in at store

Sowetan 29/7/93

By Ike Motsapi

BUSINESS was disrupted yesterday when hundreds of Morkels furniture chain employees staged sit-ins countrywide to protest against management's alleged refusal to accede to wage increase demands.

The workers are members of the South African Commercial Catering and Allied Workers Union.

However, workers are set to return to their jobs today and will consider strike action if talks between the union and management did not produce fruitful results.

Mr Isaac Pile, a spokesman for the workers, confirmed that all employees would be back at work today.

Mr Ernest Harvey, general manager, human resources at Morkels, said management and the union agreed that all workers should return to work today while further negotiations were taking place.

Pile said workers demands were:

- Sales staff a minimum of R2 000 plus 10 percent commission
- Administrative staff a minimum of R2 000

He said management was instead offering a basic wage of R1 100 across the board plus a 2,88 percent commission for sales staff.

Municipal strike planners to meet

Star 29/7/93

152

By Paul Bell
Labour Correspondent

Municipal strike planners from around the country will convene in Cape Town today to make a final assessment of their negotiations with municipalities and are expected to confirm their decision on a national strike from Monday.

In Johannesburg, however, while there was no break yesterday in the deadlock between the SA Municipal Workers' Union and the city council, there was also no certainty that strikers would come out in numbers that the unions would describe as a success.

Instead, union leaders are hoping that the strike will build, even if it does not begin with complete solidarity among the approximately 13 500 workers most likely to join the strike. The total workforce is 22 000.

The Johannesburg Municipal Combined Employees' Union (JMCEU) was yesterday refused permission by the council to ballot its 2 500 members for strike action. Its executive is now expected to consider solidarity measures that would stop short of strike action —

such as a go-slow

This would keep the union within the confines of the Labour Relations Act, which bars municipal workers from striking, and at least close to the terms of its agreement with the council to submit to arbitration the wage dispute that is driving the action.

The Union of Johannesburg Municipal Workers, with about 9 000 members, was meeting yesterday to consider its position. No one was available for comment but other unionists felt it unlikely that the UJMW would respond to the strike call with alacrity.

Interdict

Although many members of the JMCEU and the UJMW are expected to join the strike, the issue, say strike leaders, is whether their unions will officially endorse the action. This is more likely with the JMCEU than with the UJMW.

On the legal front yesterday, council human resources director Andre de Wet said that by the afternoon return date for the interdict sought against Samwu by the council, the union had not responded.

Samwu, whose 80 000 members are statutorily barred from striking, admits it has no

case at law. The matter will be heard tomorrow.

De Wet said the council had also called on Samwu to return to negotiations immediately. So far the council has had no response.

The council has completed the process of informing workers about their obligations in the event of a strike. De Wet said firing strikers was an option but this would depend on the way in which any action was conducted, and how services were affected.

In other developments

● The Federation of Municipal, Health and Allied Workers has distanced itself from the strike. Co-ordinator Donald Morwatshehla said Samwu had not consulted other public sector unions when it decided to strike.

He said the federation regretted Samwu's action as it was still debating salary increases in the Industrial Council and would not decide to take any industrial action until the conditions for a deadlock were made clear.

● The Pretoria City Council has assured residents that it has formulated an emergency programme which includes providing services for electrical and water emergencies as well as the collection of refuse.

Meiring has talks with union

CT 29/7/93
Staff Reporter

CAPE Administrator Mr Kobus Meiring held a marathon meeting last night with SA Municipal Workers Union (Samwu) representatives in connection with the three-week-old strike by Ikapa Town Council workers.

A spokesman for the CPA, Mr Frikkie Odenaal, said members of the community, including organisations such as the Azapo, the PAC and the ANC, had also attended.

A deadlock had been reached over the issue of "discriminatory" increases and backpay.

A CPA spokesman said last night it had been decided at yesterday's meeting to form a working group of nine members, consisting of three Ikapa workers, three members of the Ikapa community and three CPA officials.

The group would meet today and make recommendations to the Administrator.

Municipal workers to begin strike on Monday

(S2) 28
~~(S2)~~

ARCT 30/7/73

17/73

□ 'Taking no more rubbish from apartheid councils'

CLIVE SAWYER, Municipal Reporter

A NATIONAL municipal strike begins on Monday, with the South African Municipal Workers Union (Samwu) blaming employers.

The union said it would "take no more rubbish from apartheid councils".

Rallies would be held in the Western Cape and other regions countrywide in the run-up to the strike.

Past municipal strikes had seen refuse piling up in streets and other services in disarray.

Samwu said municipal workers were among the lowest-paid in the country. There was no national minimum wage and some still earned less than R200 a month.

"Municipalities must take full and collective responsibility for the crisis in the municipal sector.

"Too many have not adhered to previous agreements, and too many have for far too long treated the plight of municipal workers lightly."

The union demanded a monthly minimum wage of R650, increases of 20 to 30 percent for those earning more than R650 monthly, 26 working days' annual leave, pension or provident funds for all, March 21 and June 16 as paid public holidays, and a 40-hour working week with no loss in pay.

Since the first announcement a few weeks ago that the union was to strike, talks had continued in a bid to avert it.

Employers had "not moved at all or not moved far enough." Some had declined to meet the union.

Legally, municipal workers may not strike.

The union said councils were hiding behind such restrictions.

"The decision of the union has not been taken lightly. Municipal workers are part of the community and will be affected equally by its actions. We call on the community to support the workers and its members."

● See Page 9.

Municipal strike will affect major cities badly

South African 30/7/92

By Ike Molsapi

THE PLANNED STRIKE BY about 72 000 members of the South African Municipal Workers Union which begins on Monday is set to bring the country to a standstill.

If it goes ahead cities will be paralysed because of the expected breakdown in the supply of essential services.

Hardest hit will be the Johannesburg City Council where wage negotiations with Samwu have deadlocked.

More than 300 local authorities will be affected and thousands of bus commuters will be left stranded while tons of rubbish will be left uncollected.

Mr John Ernstzen, general secretary of Samwu, said "No real progress has been made in negotiations which have taken place between the union and municipal employers over the past week.

"Negotiations have reached a deadlock because the council has once again adopted a totally intransigent position resulting in talks breaking down."

So far the council is offering a five percent salary increase but says it is prepared to negotiate with Samwu.

"No, the council has not limited its wage offer to five percent of current wages, nor has it refused to consider increases higher than five percent. In fact, it has made an alternative offer of effective increases of 10 percent for certain lower job categories," the Council said in a statement.

The council has meanwhile lodged an urgent interdict with the Rand Supreme Court to declare the intended action illegal. It has also made concerted efforts to make sure that the strike action fails.

Full page advertisements have been placed in newspapers in which the Council say "The people of Johannesburg and employees of the City Council are deeply concerned about the threatened illegal strike which Samwu proposes to launch on Monday in support of its nationwide wage and other demands."

ESSENTIAL SERVICES Will be disrupted unless a miracle occurs, says union.

"If Samwu goes ahead with strike action vital municipal services will be disrupted, and the wellbeing of the community will be severely prejudiced."

However, the strike is set to go ahead next Monday regardless of whether the courts declare the action illegal.

And Samwu will be holding rallies in various parts of the country today which will culminate in the strike action on Monday.

Mr Petrus Mashishi, president of Samwu, said yesterday the union was ignoring a court action lodged by the council with the Supreme Court.

Mashishi said "We will not be filing an opposing motion because in terms of the law we have no case. What we will be doing is to ignore whatever decision might be reached by the courts."

"What I am positive about is that the strike action will go ahead as planned on Monday unless a miracle happens. We are prepared to negotiate if we get reasonable approaches from various city councils regarding our demands."

Mashishi said the workers were demanding a 15 percent across-the-board salary increase but that the response to its demands had been discouraging.

He said the Pietermaritzburg City Council offered a 14 percent salary increase after workers went on strike.

The rest of the councils are offering between two-and-a-half and four percent. The Cape Town City Council is offering about seven percent.

Samwu has about 80 000 members nationally, of which 42 000 are employed by the major cities. In Johannesburg Samwu has about 5 500 members as well as about 3 000 who belong to other unions.

The council, in the interdict, has sought against Samwu to prevent the strike, cites the possible impact on the city as follows:

- An 80 to 100 percent curtailment of bus services, leaving up to 15 000 commuters stranded, including scholars.
- The possible closure of Rand Airport.
- The danger of burst water mains, contaminated water supplies, gas leaks and sewer blockages.
- Curtailment of over 40 000 daily refuse collections from homes, hospitals and restaurants and 125 tons of street litter in the central business district.
- Samwu's membership also include 34 percent of traffic personnel, and 44 percent in the ambulance services, and
- Electrical power and disease containment services could also be affected.



IGNORE. Samwu president Mr Petrus Mashishi says they will ignore a court interdict.



NEWS Doctor challenges medical aid

Labour briefs

Municipal strike rally

THE South African Municipal Workers Union will hold rallies throughout the country today to get a fresh mandate from members regarding the intended strike action that starts on Monday.

In Soweto a rally will be held at the Jabulani Amphitheatre from 10am.

Another rally will be held at the George Thabe Stadium from 10am.

Numsa march

THE National Union of Metalworkers of South Africa is expecting thousands of its members to attend a march on

Sowetan 30/7/93

Monday to the offices of G Vincent Company, a subsidiary of Macsteel, to demand the reinstatement of workers dismissed in 1992. The march starts at 10am from Elandsfontein Railway Station.

Annual congress

THE Chemical Workers Industrial Union holds its fourth national congress in Johannesburg from today until Sunday.

About 250 delegates are expected to attend the congress at Nasrec in Crown Mines near Soweto.

Sowetan 30/7/93

Sowetan 30/7/93



Samwu strike from Monday

152/1109

ET 30/7/93

Staff Reporter

THE 70 000-strong South African Municipal Workers' Union (Samwu) is to go on a national strike from Monday after a decision was taken by the national co-ordinating committee at the Samwu head office in Cape Town yesterday.

Details of the Samwu strike action were disclosed by Samwu assistant secretary-general Mr Martin Sere, who said that strike action would definitely go ahead and would continue for an "indefinite period".

The decision to strike follows a deadlock in negotiations with various local authorities.

Mr Sere said that up to 70 000 Samwu members at about 300 local authorities in the four provinces would not turn up for work on Monday.

'Municipalities to blame'

JOHANNESBURG. — Any disruption of refuse and sewerage services should be placed on the doorstep of the various municipal employers' organisations, the ANC said.

Reacting to the decision to strike taken by the SA Municipal Workers' Union yesterday, the ANC said it was gravely concerned at the intransigence of the municipal employers in

dealing with the union's demands. The response of the local authorities had been to resort to legal action against the union, inadequate wage offers and alleged intimidation of workers by employers, the ANC said.

The ANC called on all municipal employers to enter into genuine negotiations with Samwu if the country was to avert a general strike. — Sapa

The strike action was expected to receive the support of other trade unions.

"We discussed the major issues at the meeting and decided that we are going ahead with the strike."

"This is not just a wage issue but a recurring issue which involves demands which have not been addressed since 1990."

Central to the union's demands are a R650 minimum monthly

wage and 20-to-30% pay increases for workers who earn more than this.

Mr Sere said Samwu also demanded 26 working days' annual leave, pension and provident funds for the workers, a 40-hour working week and March 21 and June 16 as paid public holidays.

Mr Sere added that Samwu hoped that talks with local authorities could continue in the hope that "something tangible" could be negotiated.

and Hobbes



Labour briefs

WN 30/7-5/8/93
Municipal strike

looms next week

~~(HCA)~~ ~~(S2)~~ (S2)
■ THE country is likely to be faced with a crippling municipal strike from Monday that could disrupt traffic control, water and gas supply and refuse removal, among other services.

The South African Municipal Workers' Union (Samwu) said 80 000 workers around the country are likely to come out on strike to protest against low wage offers and the restructuring of municipalities.

The Johannesburg City Council lodged an urgent interdict against the strike in the Rand Supreme Court this week and also handed out individual interdicts to all Samwu members.

Samwu said it would not oppose the action because municipal services are classified essential services and workers have no right to strike. The union therefore had no basis on which to challenge the strike.

The strike, if it is not averted, will be the most concerted challenge yet by a Cosatu-affiliated public sector union to the five percent ceiling imposed by state and local authorities on wage increases.

Factory gets Star 20/7/93 order against 400 strikers

By Abdul Milazi
Labour Reporter

The German-owned Brits auto parts manufacturer, Robert Bosch, has obtained a court interdict preventing striking workers from intimidating casual labour and damaging property.

The interdict was granted by a Pretoria industrial court on Friday after the strikers, all members of the National Union of Metalworkers of SA (Numsa), had allegedly slashed tyres in the car park and blockaded the entrance, preventing casual workers and vehicles from entering (152)

About 400 of the company's 520 workforce went on strike on July 8.

They are refusing to discuss with management a proposal to eliminate up to 30 jobs. Instead they demand that the company negotiate retrenchments with the union.

Robert Bosch has re-

jected this demand and brought in casual workers to help keep the factory going.

Bosch human resources director Bert Badenhorst yesterday said that the situation was quiet but strikers were still standing outside the gates shouting abuse at casual workers, in an attempt to intimidate them.

Badenhorst said the company would go ahead with the retrenchments despite the strike.

Letters had been sent to 20 workers notifying them of the company's intention to terminate their employment.

Badenhorst said his company was not prepared to negotiate with Numsa until the strikers returned to work (152)

Numsa spokesman David Modimoeng replied that Bosch would "make matters worse" if it continued retrenching without negotiating with the union.

LABOUR *Fm 30/7/93*
Political agenda

There's an air of inevitability about the threatened countrywide strike by municipal workers, scheduled to begin on Monday

Though the dispute is national, the focus is largely on Johannesburg, where the city council and 12 unions — tied into an in-house industrial council agreement — have been locked in wage negotiations since mid-February ~~(252)~~ (152) ~~(152)~~

Probably the only way of averting strike action is the 11th-hour application by the city council to the Rand Supreme Court for an urgent interdict, which was due to be heard at the end of the week ~~(252)~~

The dispute is primarily about wages. However, the issue is complicated by a slightly different, apparently more militant, line adopted by the 8 500-strong Johannesburg branch of the SA Municipal Workers Union (Samwu). It has added to its list of grievances the alleged interference by government in local authorities — specifically, unilateral restructuring and the so-called pegging of public-sector wages at 5% by President F W de Klerk. This suggests that

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its stance is as much politically motivated as it is by working conditions. *Fm*

From the council's viewpoint this means running two sets of negotiations in tandem. The union, which represents largely unskilled workers, wants a 12,5% across-the-board hike in these categories. The city has tabled 5% and offered more for specific categories. The negotiators have R40m to juggle among 22 000 workers. *30/7/93*

The council's industrial relations director Andre de Wet says the city's offer is calculated on a formula based on what it can afford and on comparisons with the market. To that extent, he argues that Samwu's position is particularly untenable since the lowest wage — R1 037 — is almost twice the national minimum of R650. ~~(152)~~

He adds that though pay increases were due to come in on July 1, 80 hours of negotiations followed by three days of mediation (chaired by Stellenbosh's Blackie Swart) failed to break the logjam in May.

The unions then declared a dispute and a provisional date for arbitration has been set for August 5 and 6. The city, has, however, also offered to revise its pay offer and suggested arbitration prior to the strike deadline — provided Samwu abandons its strike plans. The union has refused — hence the court action ~~(252)~~ ~~(252)~~

"Nor will the union commit itself to returning to work if the pay issue is resolved. It has adopted a double-barrelled approach where it could fire the second barrel in the form of the unilateral restructuring issue, if the first doesn't work," says De Wet. *(152)*

While the *FM* was unable to contact the union before going to press, Samwu has condemned the council for its recourse to the law, rather than "good faith" negotiation to settle the issues. It believes about 70 000 local authority employees around the country will participate in the strike. ■

Strikes may soon rock SA economy

(152)

ARG 30/7/93

□ Workers stick to their guns

SHARON SOROUR, Labour Reporter

WAGE strikes by hundreds of thousands of workers could soon rock South Africa's embattled economy in five major sectors, including gold and coal mining, education, local government and the motor and leather industries

As the economy limps through one of its toughest depressions, workers in key areas appear determined to stick to wage demands

An impasse in mid-year wage talks in several sectors could result in 80 000 municipal workers, 70 000 teachers, 240 000 miners and 26 000 leather workers going out, some as early as next week.

● Last minute talks are being held to avert a nationwide municipal strike by SA Municipal Workers' Union members, who are threatening to go on strike on Monday

The union rejected a 5 percent wage offer and warned that municipal workers would not collect refuse and commuters would be stranded.

● The National Union of Mineworkers is to hold strike ballots on 26 gold mines and 28 collieries after pay talks with the Chamber of Mines collapsed

Assistant general-secretary Marcel Golding said members accepted a 5 percent increase for two consecutive years.

The union has demanded a 13 percent increase for gold miners and more than 20 percent for coal miners

The chamber said the gold mining industry was facing a "fragile recovery" and increases sought by the union would not only jeopardise the return to profitability of certain mines but reverse the progress achieved over the last few years to ensure viability and international cost competitiveness.

Final offers from the gold mines ranged from 5 percent to 8 percent and the collieries' offers ranged from 6 percent to 9 percent.

● The metal and engineering industries could face a crisis if four unions, including the giant National Union of Metalworkers of SA (Numsa), refuse to accept a final offer of 7 percent

Partial agreement was reached this week with the other nine unions accepting the offer. The negotiations affect 9 000 companies and 284 000 workers. The unions have until Monday to respond

● Teachers from the SA Democratic Teachers Union will begin a nationwide strike on August 16 to demand an immediate end to unilateral restructuring and cutback measures

These include unacceptable salary dispensation, retrenchment of teachers and the withdrawal of service benefits

● A strike ballot is being conducted at footwear factories and tanneries nationwide after wage talks deadlocked

The union is demanding a 10 percent unconditional pay increase from July 1. Management offered 7 percent

Work stoppage over voter education demand

South 317-418193

By Mansoor Jaffer

WORKERS at the Paarden Eiland industrial firm Forlezer this week downed tools after management refused to allow two shopstewards paid time off to attend a Cosatu voter education programme

Management partially backed down, but still insists the shopstewards be paid from their sick leave allocation, according to Forlezer shopsteward Mr Roger Piedt.

Piedt, a member of the National Union of Metal Workers of South Africa, said the workers reject this proposition and will take it up in negotiations soon.

He said 50 workers conducted a three-hour work stoppage on Tuesday. (192) (152)

Mr Piedt was one of more than

500 shopstewards at the launch of Cosatu's voter education programme at the University of the Western Cape on Wednesday.

The workers were addressed by a line-up of speakers which included the ANC's Dr Allan Bocsak, SACP general secretary Mr Charles Nqakula, and Cosatu's assistant general secretary Mr Sam Shilowa.

There were presentations on the rights, rules and processes of voting, workplace canvassing and the campaign for identity documents. A mock ballot concluded the programme. (1457)

Western Cape regional secretary of Cosatu, Mr Jonathan Arendse, said the launch was the start of a voter education programme leading up to next year's national election.



JONATHAN
ARENDESE

Steier 31-7-93

Threatened municipal strike peters out

THE municipal strike planned to begin in Johannesburg on Monday has petered out into a one-day stay-away, with council workers planning to join the march down Oxford Road on that day together with members of the National Union of Metalworkers

As an alternative to the strike, representatives of the city council and the union will meet at 1 pm on Monday to try to reach a wage settlement in the presence of an arbitrator, who will then be asked to

PAUL BELL
Labour Correspondent

confirm whatever agreement has been reached

It is understood that the Independent Mediation Services of SA will be asked to provide a mediator for the process

This emerged after the council and the local branch of the SA Municipal Workers' Union (SAMWU)

spent yesterday afternoon in discussions at the offices of the council's human relations director, Andre de Wet

According to De Wet, Monday's meeting will be held "to discuss settlement of the wage dispute so as to avert the strike"

Should the meeting have to continue beyond Monday, the council said, it was willing to continue the following day and beyond "on the understanding that the strike, if it

takes place on Monday, is held in abeyance pending the outcome of the continued negotiations"

A council spokesman said the council had recognised that it was impractical for the union to call off its action between now and Monday. Monday's march would therefore be permitted to go ahead

The council will facilitate the march by placing its traffic personnel on duty along the route. The

● TO PAGE 2.

Steier 31-7-93

Municipal

● FROM PAGE 1.

march will begin in Fox Street, move to the Civic Centre where a memorandum will be handed to the council, then proceed down Oxford Road.

Motorists have been advised not to park in Oxford Road between 10 am and lunchtime on Monday

The march's destination is the offices of the SA Motor Industry Employers' Association in Arnold Road, Rosebank. The offices have been taken over, to all intents

and purposes, by the National Union of Metalworkers of SA (NUMSA), who will be protesting at what they describe as efforts by the employers to break the National Industrial Council for the Motor Industry.

This row has been simmering for more than a year, with NUMSA and the employers unable to reach an agreement since July 1992.

However, SAMWU's national strike, now taking on the appearance of a mild show of force rather than a showdown, is expected to continue as planned in other municipalities

Court order against strike

152
CT31/7/93

A TEMPORARY order preventing the South African Municipal Workers' Union (Samwu) from going ahead with its strike on Monday has been granted by the Supreme Court, Cape Town

Mr Justice W E Cooper granted a temporary interdict yesterday following an application by the Cape Province Local Authorities' Employers Organisation — representing municipalities, regional services councils and black local authorities — against the planned strike over wage demands in the Cape Province

Samwu head office in Cape Town last night said that interdicts were sought and granted to the "Johannesburg City Council, Durban City Council, East London Municipality, the Municipal Employers Organisation and the Cape Province Local Authorities Employers Organisation"

But the union, which did not oppose the application, said it

Workers are set to defy ban

would defy the court orders restraining its members from "promoting, instigating and participating in any strike"

Mr Justice Cooper also ordered Samwu to take all reasonable steps to stop or curtail strike or industrial action and to show by August 11 why the order should not be made final

Samwu said "these acts by the employers which effectively criminalise their employees are strongly condemned and notwithstanding the orders, the strike will continue on Monday"

The union said it was committed to continued negotiations

The Supreme Court was told yesterday that a municipal strike would be disruptive and a potential health hazard

Only emergency and essential service municipal staff will work in Cape Town from Monday and piles of litter and uncollected refuse can be expected to collect

Fire brigade, ambulance and health care personnel would not be part of the action

Last night the Democratic Party said the strike decision could not have come a worse time

The National Party also condemned the proposed strike

● In Port Elizabeth an assurance was issued that essential services would continue

Mr M J Fitzgerald, instructed by Webber Shepherson and Findlay, appeared for the Cape Province Local Authorities' Employers Organisation. The union was not represented

Council will try to minimise strike

ARCT 1/8/93

250 152

ARCT 1/8/93

SHARON SOROUR

Labour Reporter

THE Cape Town City Council says it will do "everything possible" to minimise the effects of a possible strike by more than 23 000 Western Cape municipal workers, including 12 000 council workers, which starts on Monday

The national strike by the 70 000-strong SA Municipal Workers Union is expected to seriously affect services, especially the collection of refuse

An attempt to avert the strike was made by the Cape Province Local Authorities Employers Organisation, which obtained a Cape Supreme Court order interdicting and restraining the union from instigating and organising any strike or industrial action which contravened the Labour Relations Act.

Union spokesman Roger Ronnie said the union did not oppose the motion because "the law was against municipal unions in any case" as municipal workers did not have the right to strike

Mr Ronnie said the union had "extended the hand of negotiations, but management has run to the courts"

Council executive committee chairman Louis Kreiner appealed to people not to transact any business in the Civic Centre concourse before 10am on Monday.

"The council and the union have agreed that union members may gather in the concourse before 10am to be addressed by their leaders, before moving off to other meeting places," Mr Kreiner said in a statement

Mr Ronnie said the strike would disrupt the collection of refuse and other municipal services but "essential" services would be provided as fire brigade workers, ambulance men, health care personnel and certain traffic officers would be exempted from the strike

He said the union would "assess the situation" if the weather turned "nasty", and storms brought down electrical cables and blocked stormwater drains

The Port Elizabeth municipi-

pality appeared to be "slightly co-operative" as it had made certain council premises, including toilets, available to strikers

Municipal bus services will be affected in other parts of the country, but not in Cape Town as the workers were not union members

The union is demanding a minimum monthly wage of R650 for the municipal sector, 20 to 30 percent increases for workers earning above R650, at least 26 days annual leave, pension or provident funds for all workers, paid public holidays on March 21 and June 16 and a 40 hour working week with no loss in pay.

Mr Kreiner said the minimum monthly wage Cape Town municipality paid workers was R1 091 plus benefits which could increase the package "substantially"

He accused the union of "double changing of the goal posts" for withdrawing from a proposal made by the union that the matter be referred to arbitration if the parties were unable to reach agreement.

Strike Classes may 18/93 cripple SA's big cities

By LEN KALANE

TOTAL chaos. That could be the situation in all SA's major cities from tomorrow when about 70,000 members of the SA Municipal Workers' Union (Samwu) go on strike over pay and other demands (152).

Cities targeted for the strike include Johannesburg, Durban, Pretoria, Cape Town, East London, Port Elizabeth, Bloemfontein and Kimberley.

In Johannesburg, union officials alleged the city council was conducting a misinformation campaign in an attempt to break the strike.

Reports quoted the council's human relations director, Andre de Wet, as having said a meeting would be held on Monday "to discuss settlement of the wage dispute so as to avert the strike." The reports added the strike would be converted into a one-day workers' stayaway.

Samwu acted swiftly yesterday to counter the reports "This campaign is clearly aimed at causing division among workers on the eve of the strike," said the union.

PEARL RANTSEKENG reports from Durban that Samwu has vowed to continue with the strike in defiance of the city council's application for an interdict declaring the strike illegal.

The union, which boasts about 2,000 members in the Durban City Council, has vowed to continue with the strike irrespective of the interdict.

Strike still on despite court ban, says union

S. Times (C. Metro)

11/8/93

By JESSICA BEZUIDENHOUT

MUNICIPAL services will almost certainly grind to a halt in the Western Cape tomorrow as thousands of council workers down tools in spite of a Supreme Court interdict preventing their strike

The duration of the strike is uncertain as Municipalities and the SA Municipal Workers Union (Samwu) have indicated that talks could continue this week. (152) (300) (1400)

Indications yesterday were that the Cape Town City Council would be hardest hit by the strike action with 11 000 of its workers downing tools

Services such as cleansing, water-works, libraries, cash offices and housing estate offices will be most affected. (354) (300)

Arrangements have been made to maintain emergency services such as ambulances, health care personnel and fire brigade workers, Samwu spokesman Mr Roger Ronnie said yesterday

A union spokesman confirmed yesterday that Samwu would ignore interdicts granted by the Supreme Court to the Cape Province Local Authorities' Employers Organisation and other municipalities around the country

'Workers criminalised'

He said Samwu did not oppose the court applications as present labour legislation offered no protection to municipal workers and criticised the action, saying it "effectively criminalised" workers

Talks between Samwu and the city council broke down with the union demanding a minimum monthly wage of R650 and a 20 to 30 percent increase for those workers earning above R650.

It also demanded at least 26 working days annual leave, pension/provident funds for all workers and a 40-hour working week with no loss in pay.

Mr Ted Doman, spokesman for the city council said Samwu had rejected the council's final offer of increases ranging from 10 percent for lower paid employees to 5½ percent for better-paid employees

Meanwhile, the SA Association of Municipal Employees (Saame) called on its members to report for work as usual tomorrow

● Political Reporter NORMAN WEST reports that if a planned nationwide strike by motor industry workers, also due to begin tomorrow, goes ahead it could mean disrupted service at some garages. No forecourt attendants to fill and service cars, tea ladies, sweepers or even mechanics will be available

Deals put off strikes

By DAWN BARKHUIZEN and RAY HARTLEY

LAST-minute deals between private- and public-sector employees and unions have defused looming labour action around the country.

The National Union of Metalworkers of SA which had planned to start countrywide mass action tomorrow, will instead sign a deal with vehicle manufacturers.

The National Union of Mineworkers called off a scheduled strike ballot on Friday after eleventh-hour talks with the Chamber of Mines.

And in Johannesburg, a threatened strike by municipal workers who belong to the SA Municipal Workers Union has been called off after city and union officials agreed to try to settle the wage dispute before an arbitrator.

Municipal workers will now join a planned march in Oxford Road instead of embarking on the planned strike though workers in other cities will go ahead with the illegal strike.

The Numsa deal, which comes after 30 sessions of tough bargaining between trade unionists and South Africa's nine vehicle manufacturers, sets new standards in industrial relations and marks a swing away from confrontational wage negotiations, unionists say.

The agreement paves the way for "multi-skilling" the 26 000-strong workforce — a policy that has already boosted the flagging Australian car industry and improved production in Japan.

The agreement was "eight years ahead of anything else", said Numsa negotiator Gavin Hartford, and aimed at raising production to world-class levels.

Manufacturers hope the agreement will inject new life into the beleaguered car industry — now experiencing one of its bleakest patches after losing millions of rands through work stoppages after Chris Ham's death, earning warnings from overseas parent companies that factories would be relocated to countries such as Korea unless quotas improved.

The agreement lays down principles for plotting career paths for all employees, cross-training and upgrading blue-collar skills, introducing industry-wide provident and medical-aid schemes, and creating the country's first-ever work-security fund for retrenched workers.

As part of the deal, hourly paid workers at BMW, Delta, Mercedes-Benz, Nissan, Samcor, Toyota, Volkswagen, Associated Automotive Distributors and Man Truck and Bus Company can expect a 10-percent wage increase.

The Chamber of Mines agreed to take the NUM wage dispute to mediation in exchange for an undertaking from the NUM to suspend its strike ballot. Mediation is expected to begin this week.



FACE TO FACE . . . William Misi and Johan Lemmer in a heated confrontation over whether the NP MP tried to bribe the DP official

ST Times 11/8/93

NEWS Taiwan trip a success - ANC

11th-hour talks to avert strike

Sowetan 2/8/93

By Tsale Makam and Sapa

said on Saturday:

REPRESENTATIVES of the Johannesburg City Council, the SA Municipal Workers Union and other relevant unions will resume negotiations today with a view to settling the wage dispute and averting a proposed strike by the SA Municipal Workers Union.

"The question of suspending the strike, to allow for further talks on the days following Monday, has not been agreed to by Samwu."

However, there is still some uncertainty as to whether or not the strike will continue after today.

Samwu said at the weekend municipalities in Johannesburg, Durban and East London and the Cape had won court interdicts to stop the strike but the workers would defy the ruling.

It was agreed between the concerned parties on Friday that today's planned strike by an estimated 70 000 Samwu members would go ahead while negotiators tried to settle their differences.

Samwu is demanding a R650 minimum monthly wage, increases of between 20 and 30 percent and a 40-hour working week for its members.

According to Johannesburg's labour relations director, Mr Andre de Wet, it was also agreed that if talks continued beyond today the strike would be called off pending the outcome of the continued negotiations.

"Many workers are still earning less than R200 a month."

But Samwu's Cape Town head office

The bosses have hidden behind the 5 percent wage freeze announced by President FW de Klerk.

"They have also hidden behind the laws that prevent us from striking," Samwu said.



Transport Star 2/8/93 services hit hard by strike

Staff Reporters

Johannesburg's transport services were severely disrupted by the municipal workers' strike this morning, with only 20 percent of buses running on most routes. (25)

Workers in the waste removal department turned up but were refusing to work, a council spokesman said. (26)

Only about 20 percent of buses from Johannesburg's two main depots — Milner Park and Village Main — were running. From the west, Roodepoort buses into Johannesburg were picking up commuters inside the Johannesburg area in accordance with an agreement between the two councils. (52)

The municipal strike - Pages 2, 9

Traffic was not disrupted except for a major build-up in Heidelberg Road due to a shortage of buses, said the spokesman.

The bus service from Eldorado Park was operating normally and half the normal number of buses from Fern-dale were in operation.

About 9 000 striking workers were expected to take part in a march through the city and the northern suburbs today, possibly joining National Union of Mineworkers marchers

The planned route of the march was from Fox Street between Krus and Eloff streets and north into Rissik Street past the Civic Centre, where a memorandum was to have been delivered.

Marchers were then set to move along Loveday Street, right into Hoofd Street and left into Joubert Street extension (Victoria Street). Then it was planned to move right into Oxford Road, left into Bolton Road in Rosebank, right into Cradock Avenue and stop between Bolton and Arnold where a memorandum would be handed in at the SA Motor Industry Employees' Associa-

● To Page 3

Transport strike hits commuters

● From Page 1

tion.

In major towns surrounding Johannesburg, a virtual total strike has been reported. Star

Vereeniging, Germiston, Witbank and Alberton said no workers had reported to work, and Middelburg, Brakpan, Bedfordview, Edenvale and Nigel were all expecting major stay-aways. 2/8/93

In Pretoria only about 5 percent of workers stayed away from work, contrary to an expected strike of 3 500, a spokesman said. (52) (26)

The Johannesburg City Council will today resume negotiations with Samwu and other municipal unions in an attempt to avert the Johannesburg strike. (26)

Samwu said yesterday its estimated 70 000 members countrywide would go on strike today

There is a dispute over whether Samwu workers in Johannesburg have agreed to suspend their strike after today.

Samwu has about 9 000 members in the city, out of a workforce of 21 500

Councils ready for PWV strike

Star 2/8/93
152

By Cyril Madlala
and Jacqueline Myburgh

Less than half the 19 major municipalities in the PWV area around Johannesburg expect a disruption of services by strikers today.

The Star spoke to representatives of these municipalities and was told that eight expected a strike; five were not certain whether their workers would follow South African Municipal Workers' Union action; and six were not expecting a strike.

Vereeniging expected a total strike with refuse removal and the sewage purification works likely to be worst hit.

Personnel officer Chris Steyn said the council would sit out the first 24 hours before hiring temporary staff.

In Pretoria, about 3 500 workers were expected to strike, but a spokesman for the municipality said all services would be manned by temporary workers.

In Middelburg, 459 of the municipality's 602 workers were expected to strike.

Council spokesman Gene Heydenrych said waste removal services were likely to be disrupted and that temporary staff would be hired if the strike was prolonged.

Germiston's Burger Hoffman, deputy head of management services, said about 1 100 workers were likely to strike, but it was not clear what services would be affected. Temporary staff were on standby to man the city's essential services.

In Brakpan, about 150 of the municipality's 900 workers could go on strike.

Town Clerk Thys Human said all services would be operating, with temporary staff manning the buses, waste removal and the sewerage plant.

In Alberton, about half the council's 1 550 workers had indicated that they would strike, mostly affecting refuse removal, said Town Clerk Lappies de Beer. Temporary staff were on standby, he said.

Bedfordview Town Clerk Anton Kruger said all the council's 300 employees were members of Samwu and a

These are the South African Municipal Workers' Union demands, and the Johannesburg City Council's offer.

NATIONAL DEMAND

- Monthly minimum wage of R650.
- 20-30 percent increase for those earning over R650.
- 26 working days' leave.
- Pension and/or provident funds for all.
- March 21 (Sharpeville) and June 16 (Soweto) commemoration days as paid holidays.
- 40-hour week with no loss in pay.
- Stop unilateral restructuring of public services.

LOCAL DEMAND

- Improved offer from Johannesburg City Council on its approximately 5 percent average wage increase: 12,5 percent for unskilled workers, 7,5 percent for semi-skilled and skilled workers.
- Renegotiation of the salary structure and the merit, as opposed to across-the-board, increases "unilaterally imposed" by the council.

COUNCIL'S OFFER

- A R40-million increase in the wage bill, offering an average increase of just more than 5 percent; but for workers in some categories, up to 10 percent.
- Expedited arbitration to speed up settlement.

100 percent stayaway was expected.

"Provision has been made to hire a minimum number of people from outside to ensure that essential services like fire and ambulance are carried out," he said.

A strike could be expected at Nigel, where Samwu organises some of the 500 workers.

It is understood emergency plans are in place but a spokesman for the council, Sam van Zyl, was not available for comment.

Some councils were not sure if workers would strike.

Edenvale Town Clerk Petrus Jacobs did not expect the 500 employees to join the strike.

"I spoke to them this morning (Friday), and they have not really decided what they are going to do."

Arrangements had been made with several companies to provide labour to carry out essential services should the men come out.

On Friday it was not clear if Kempton Park's 1 000 workers would join the strike. Samwu shop stewards were locked in negotiations with the manpower department, said town secretary Daan Swanepoel.

"We are prepared, but it will be a great pity if (the strike) happens," he said.

Temporary staff would be employed and key services

including sanitation, water and electricity would be manned, he said.

A Verwoerdburg municipal spokesman seemed uncertain whether workers would be striking. Residents had been asked to keep refuse on their property if services were disrupted.

At Krugersdorp, personnel officer Andries Lategan said 25 percent of the municipal workers were Samwu members. He was not sure whether they would strike.

Almost half the municipal workers in Brits were Samwu members but they had said they would not strike, said Johan Rosslee, assistant City Secretary.

Municipalities which said their staffs would not strike are Roodepoort, Randfontein, Midrand, Sandton, Springs and Benoni.

● Only two lowveld towns may be affected by the strike.

Spokesmen for the Nelspruit and Malelane municipalities said there were "definite indications" that certain Samwu members would be taking part in the strike.

Emergency plans in both towns will, however, ensure that essential services will not be interrupted.

White River, Barberton and Komatipoort municipalities said they did not expect strike action.

At labour's furthest reaches

IF THE public service is labour's last frontier, local authorities are at its furthest reach

Consider the following 1992 minimum monthly wages the Public Service — R709, Spoor-net — R1 050; Eskom — R1 136, Telkom — R1 020

By comparison, the average wage in local authorities, a sector which employ more than 300 000 people nationally, was R529 last year, according to the Labour Research Service

By those lights alone, today's strike by municipal workers — though partial and fractured — would make some sense. But the dispute which has led to today's action is being driven by a combination of national and local issues, creating disjunctions between them that make resolution a complex, virtually impossible, task

Which suggests that the objective of the 80 000-strong South African Municipal Workers Union, an increasingly militant affiliate among Cosatu's public sector unions, is more a show of strength than a showdown

This seemed to be the sum of things as strike leaders in Johannesburg agreed on Fri-

day — at the brink of action — to go back into talks with the City Council today

That average wage of R529 is one that has been dragged down by the preponderance of small municipalities that constitute it. It nevertheless makes Samwu's national-level demand for a minimum wage of R650 eminently reasonable

But where does that leave Johannesburg, where Samwu members constitute no more than a quarter of the 22 000-strong workforce? Its City Council pays a minimum wage of R1 037 — 60 percent more than the national minimum demanded by Samwu

The situation in the other major cities is not dissimilar. Labour adviser Andrew Levy characterises these workers as comparatively well-paid, and the recipients of reasonable leave, allowances and sick-pay benefits, with a relatively higher level of job security. And at least half of Samwu's members are employed by the so-called Mayor Cites group

Given the disparate conditions which prevail in this sector, and the fact that Samwu represents at most a quarter of the national municipal workforce, why has the union

Today's industrial action by the SA Municipal Workers Union represents a mild show of strength rather than a desire for a showdown, writes Labour Correspondent PAUL BELL.

taken what must be considered something of a gamble?

One needs, says Cosatu organiser Siphso Binda, to go back to 1991 and a resolution at a Cosatu congress that the federation should strengthen its presence in the public sector. Since then it has been developing a strategy that includes unity among the public sector unions, and the coordination of action

In regard to unity, Cosatu has tentatively announced May 1994 as its target for the formation of a new super union that will merge Samwu with the National Education, Health and Allied Workers' Union and the Post and Telecommunications workers' Association

cutting on wage increases in the public sector. This, in conjunction with union concerns over government's efforts to cut the public payroll, provided a focus for co-ordinated action among the Cosatu-aligned unions, as well as co-ordination between Cosatu and other public sector unions, including Nactu and Fedal affiliates

The Cosatu unions in particular have been threatening since May to call a general strike over the wage and restructuring issue. After six weeks of discussion, a consensus began to emerge around August 2 for the initiation of strike action. It would be left to regions, however, to mobilise around local grievances

The South African Democratic Teachers' Union, additionally angered by retrenchments and conditions in black education generally, came within an ace of going out at the end of May. Appeals were made to the community to support the strike. But the black education crisis is such that little sympathy would be generated for a teachers' strike, and after Cosatu's intervention, it was averted

Since then, the Cosatu unions' enthusiasm for concerted strike action on August

2 seems to have waned. Samwu, whose wage grievances are more pronounced, has been negotiating on wages with municipal authorities in all four provinces, and in particular with the Mayor Cites — with the development of national collective bargaining as one of its objectives

In Johannesburg, however, the local issue on which Samwu had persuaded its members to go out, depended additionally on the "restructuring" that the JCC has proposed by reorganising the basis on which it will award pay increases in the future — effectively substituting across-the-board increases for increases related to efficiency and productivity. Samwu calls this union-bashing

Unfortunately, the Johannesburg branch accepted a decision early in July to go along with the 11 other unions who represent council workers, to accept arbitration as the next step in resolving the wage dispute. The strike proposal pre-empted this process, put Samwu beyond the law, and also put it somewhat at odds with its main supporters among the city's other unions □



Strikers return but slow to start

Star 3/18/93

Staff Reporters

Johannesburg's municipal strikers turned out at their places of work this morning, following last night's break-through in wage talks, but they stalled resuming work pending a union report-back meeting.

The wage deal, struck after more than six hours of talks yesterday and ratified by arbitrator Professor Martin Brassey, does not apply to areas outside Johannesburg.

According to the the South African Municipal Workers' Union (Samwu), 59 000 workers went on strike yesterday in 180 local authorities.

While the union prepared for an ongoing national strike, the mood in Johannesburg City Council was jubilant last night.

"The city lights have been switched back on," a negotiator said following the Johannesburg agreement.

But Samwu organisers were less enthusiastic about the outcome. Samwu regional secretary Steve Sihlangu admitted his union had been outsmarted in the negotiations and now faced the unenviable task of selling the agreement to its 5 500 striking members.

ing municipal bus drivers, cleansing department workers and other strikers had pitched up at various depots this morning. But, he said, they had not resumed work as a union meeting was scheduled to take place sometime this morning.

Bus services were running at about 75 percent normal capacity, said Duigan, but this was thanks mainly to volunteer drivers.

The municipal strike - Page 2

"At the moment, also, it appears that waste collection is not happening," said Duigan. "It will probably slowly get back to work in the course of the day. But no one really knows."

Sihlangu's best guess at an effective return date was tomorrow morning. He said organisers would have a difficult time selling the agreement to members.

The agreement, focusing on wage issues, took more than six hours to hammer together.

It provides for a 7.5 percent increase for unskilled and semi-skilled workers with ef-

To Page 3

Star 2/18/93

Strikers return but slow to start

Star 3/18/93

From Page 1

fect from July 1 and another 2.5 percent from January 1.

Skilled workers in grades four and higher would receive a 5 percent increase from July 1 and 2 percent from January 1.

Although the lowest salary in Johannesburg is R1 037, some wages in smaller towns are as low as R250.

Samwu's head office in Cape Town denied shortly after the announcement was made that an agreement had been reached in Johannesburg. But arbitrator Brassey then confirmed the breakthrough.

In Johannesburg, where council workers marched with members

of the National Union of Metalworkers, a council spokesman estimated that 5 500 of its employees had not reported for work yesterday.

About 7 000 people marched to the Civic Centre, and then on to Rosebank, where the SA Motor Industry Employers' Association has its offices.

Memoranda were presented to municipal and motor industry employers. The demands concern Numsa's prolonged dispute with the motor industry over wages and the future of this sector's industrial council.

Yesterday the employers committed themselves to a further six months in the forum.

Samwu is demanding a national minimum wage of R650, and increases of between 20 and 30 percent for those above that.

For its members in the so-called Major Cities Group, Samwu wants a R150 across-the-board or 15 percent increase (which ever is the greater).

Other demands include a 40-hour week, at least 26 days' annual leave, pension and/or provident fund cover for all workers, and public holidays on the Sharpeville and Soweto anniversaries.

Samwu said last night that the strike had already forced some employers to rethink their offers. The union would hold a national meeting today to assess "the state of play".



Strike goes on *Star 3/8/92* in many towns

Metro Staff

Municipal workers in several towns around Johannesburg were continuing to strike today, but councils kept services running using temporary staff.

The towns east of Johannesburg appeared worst hit, but some councils reported promising negotiations with the SA Municipal Workers' Union (Samwu).

Bedfordview town clerk Anton Kruger said there was still a total stayaway in the town. Workers had been offered a similar deal as was clinched last night in Johannesburg, and would respond today. Essential services were being provided.

In Edenvale, services were disrupted as workers stayed away again today. But a spokesman was optimistic the union would react positively to an offer made by the council yesterday.

In Witbank, town secretary Pieter Rorich said the strike of almost all workers would continue today. There was virtually no communication between the strikers and the council because the union had not submitted any demands. Rorich said services were not disrupted.

The strike continued in Middelburg which yesterday reported a total stayaway by Samwu members (about 80 percent of municipal workers), said a spokesman for the town clerk.

Brakpan town clerk Thys Human said about 150 of the council's 900 workers were still on strike today, but that municipal services were hardly affected. He said strikers had indicated that they would not return to work until their demands were met. (21) (152)

In Germiston, there was a limited stayaway, and the council said it was negotiating with workers. (250)

Alberton staff reported this morning that the almost total strike in that town was continuing.

Municipal strike talks resumed following Supreme Court interdict

□ Shop stewards sit in on exco with essential services on the line

SHARON SOROUR
Staff Reporter

TENSE municipal strike talks resumed today after an occupation of the Civic Centre executive suite by union leaders ended about midnight with a Supreme Court interdict granted to the city council.

Exhausted negotiators agreed to meet today in an attempt to break an impasse which led yesterday to more than 1 000 workers packing the Civic Centre concourse and allegations by the council of assault, theft and damage to property.

Executive committee chairman Louis Kreiner said the conduct of certain strikers was "outrageous" and the council could not be expected to tolerate "flagrant criminal activity on public premises".

At stake at today's talks is the resumption of services in several departments, including cleansing, housing and roads.

Tension mounted yesterday after the council accused the SA Municipal Workers Union (Samwu) of reneging on an agreement to end its concourse meeting before 10am.

Council spokesman Ted Doman said workers "drifted off during the afternoon, but in an unexpected move about 50 shop stewards forced their way into the offices of the executive committee and demanded a meeting".

The council declined and, when the stewards refused to

leave, sought a Supreme Court interdict to evict them.

Hours before the interdict was served, The Argus gained access to the executive suite and spoke to union branch chairman Salie Manie.

He said "We hoped exco would meet us to resolve the issue, but they refused and we decided to stage a sit-in. We are concerned that they did not think the issue warranted any urgency."

"We are prepared to stay here the whole night. If they want to take action they must do what they feel best. If they evict us it will only polarise the situation further."

The interdict was served at 10 30pm and workers agreed to leave the building.

Mr Kreiner said the union had refused to go to arbitration and was "punishing Cape Town" when wages the council paid were already among the highest in the country.

"This is a national strike, certainly aimed at other municipalities and it is intolerable that under these circumstances the people of Cape Town should be victimised by sympathy strike action," said Mr Kreiner.

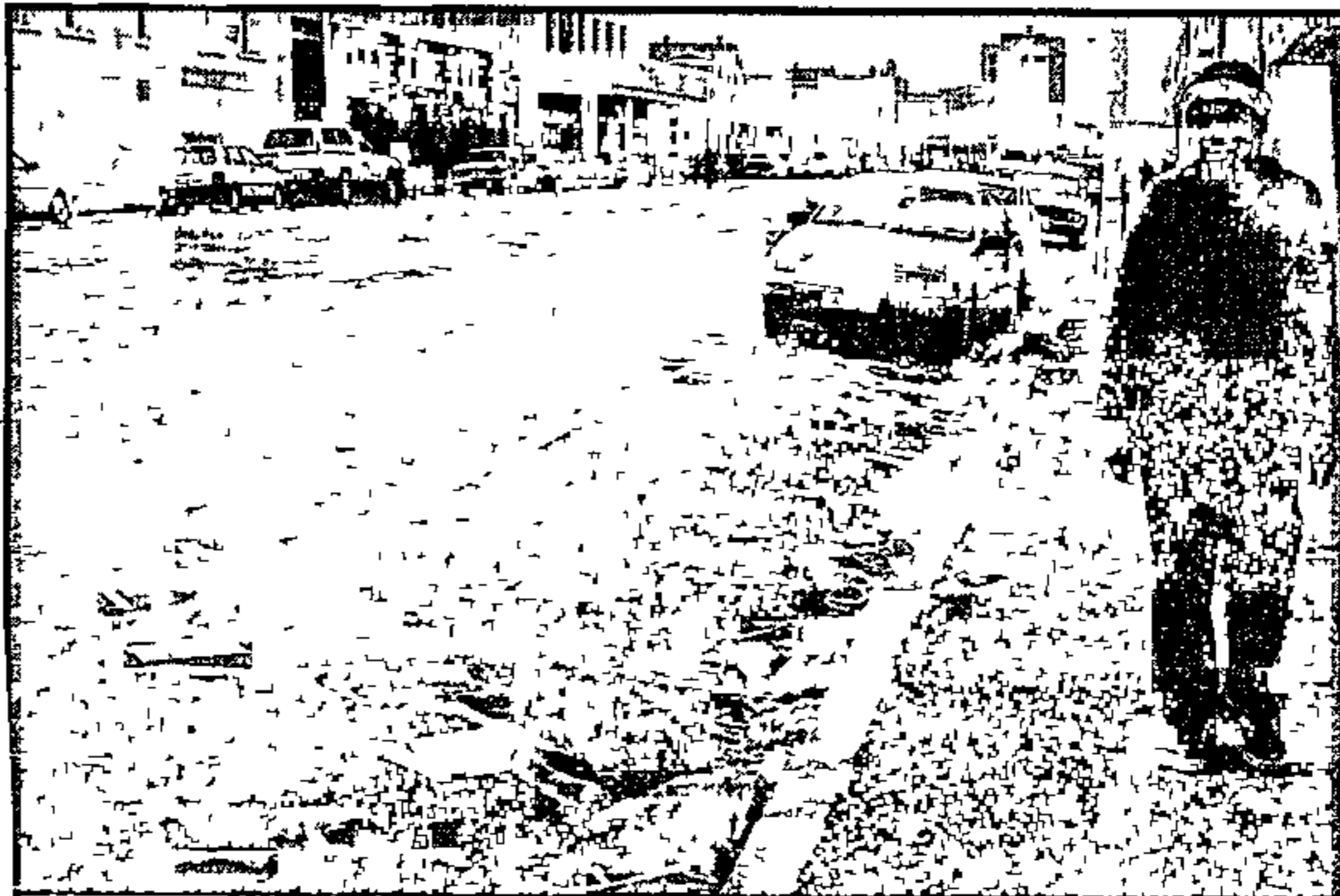
The union said more than 59 500 workers in 176 municipalities supported the strike.

The Johannesburg City Council said last night it had struck a wage deal after six hours of talks.

Unionists confirmed the deal, but stopped short of saying the strike was off.



CONFRONTATION: Striking municipal workers heckle police outside the Civic Centre where they were prevented from entering the building as talks to resolve the one-day strike resumed today. Pictures: OBED ZILWA, The Argus.



LOADS OF RUBBISH: Main Road, Woodstock, is strewn with litter as the strike by municipal workers hits the cleansing department which handles refuse removal.

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152 3/8/93 ARG 3/8/93 152 223 224
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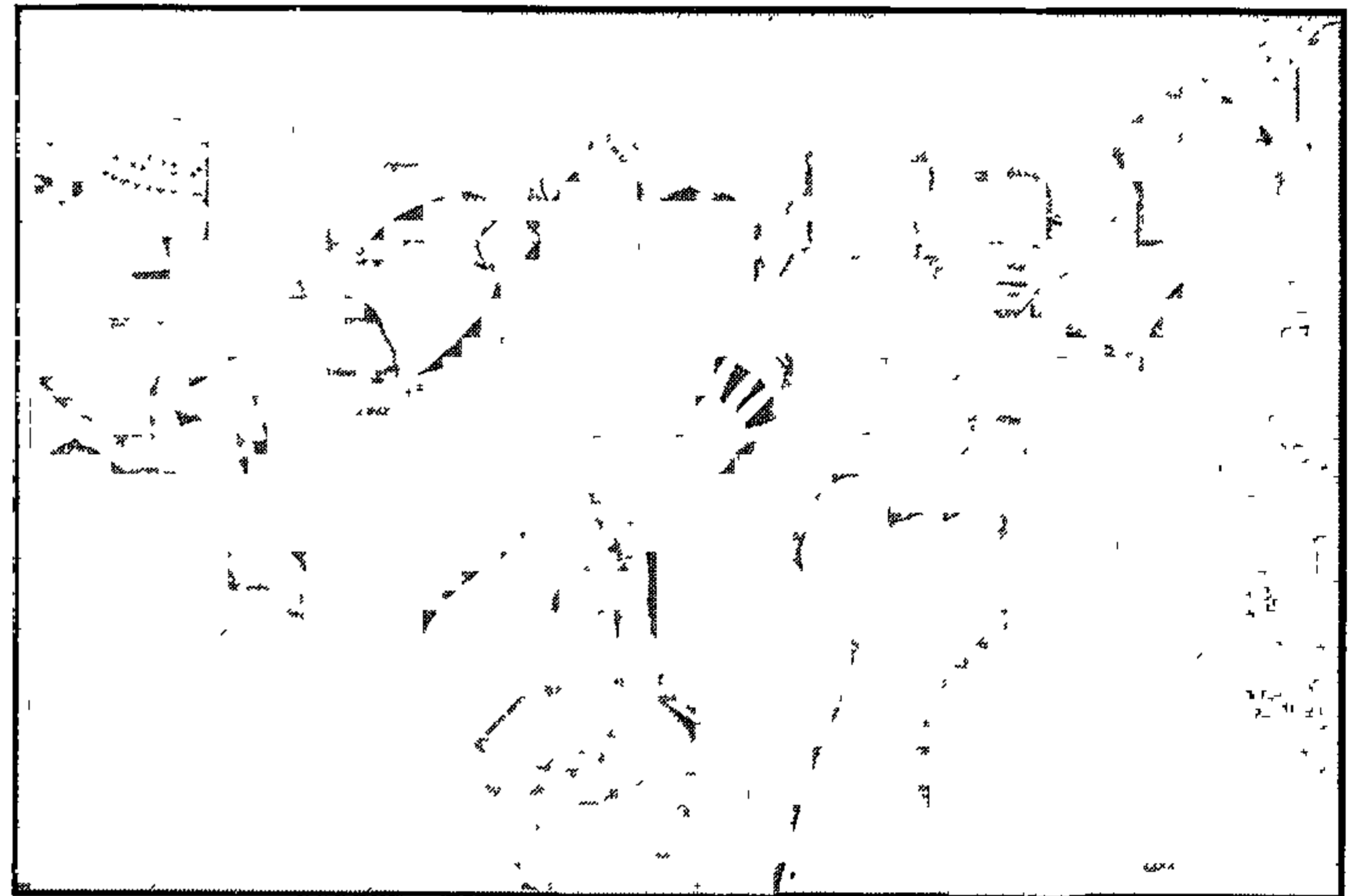
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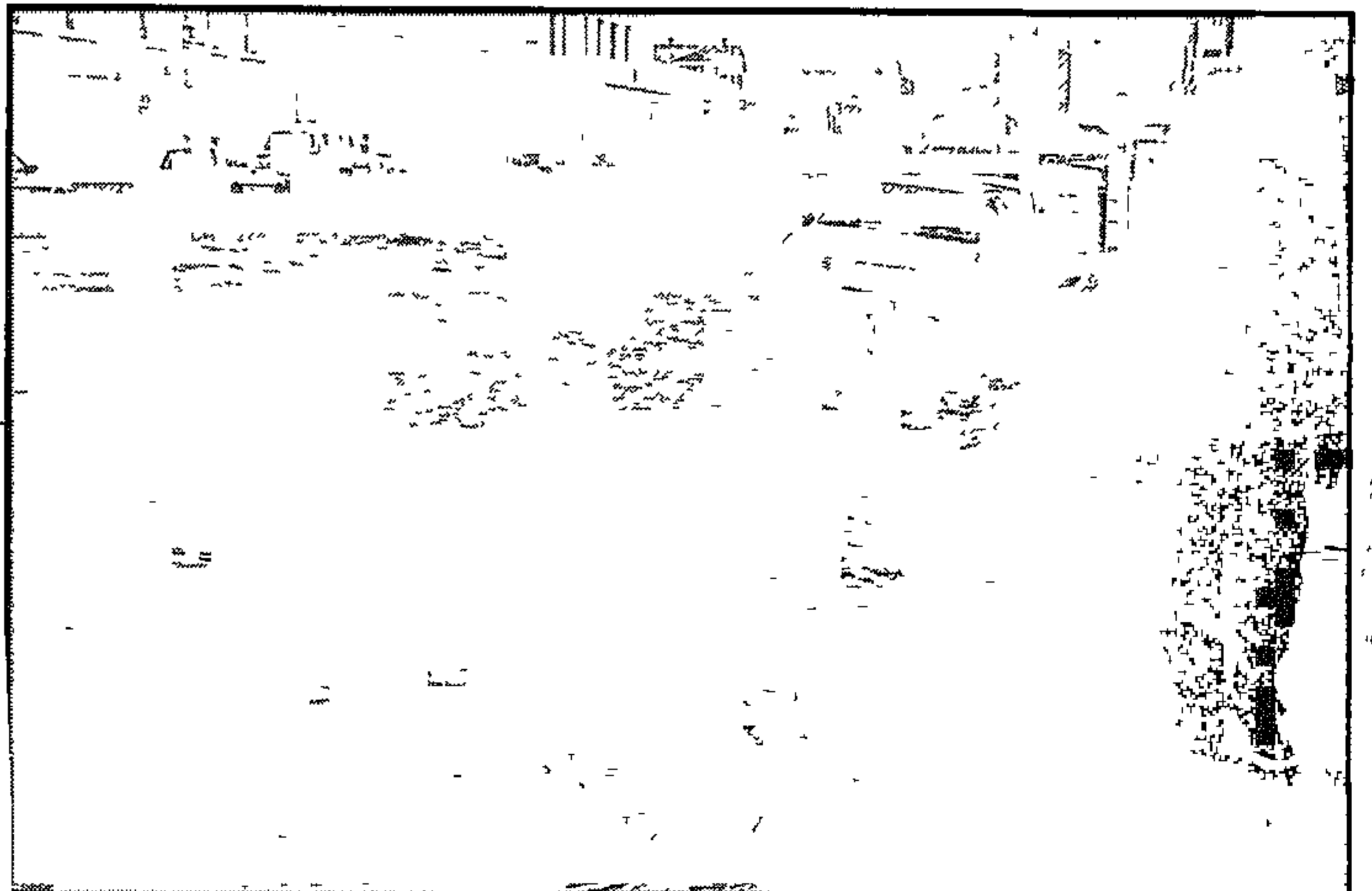
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Pictures OBED ZILWA, The Argus



LOADS OF RUBBISH: Main Road, Woodstock, is strewn with litter as the strike by municipal workers hits the cleansing department which handles refuse removal.

Council workers on rampage

STEFAANS BRUMMER
and SHARON SOROUR
Staff Reporters

STRIKING municipal workers ran through the streets of Bellville today, turning over refuse bins and uprooting plants

And in Cape Town scores of police barricaded the Civic Centre to prevent hundreds of workers from entering the building.

In Bellville police kept a low profile as groups of workers toyi-toyed and marched, watched mainly by municipal officials and traffic police.

But a group who made their way to the Bellville municipal offices from depots in Bellville South said police had shot at them with rubber bullets. No injuries were reported.

A group of about 100 ran along Voortrekker, Durban and Modderdam roads, uprooting plants and emptying every refuse bin, strewing the contents across pavements and roads.

"This is my handiwork," a

(Turn to page 3, col 6)

Council workers rampage

(Cont from page 1)

woman shouted as she pulled plants from a neat flowerbed.

A march leader defended the action as legitimate "They feel they put these things into the soil."

At 9 45am police blocked Modderdam Road and warned marchers to disperse.

Some ducked into a side road and made their way to the municipal offices, where a debate over the legitimacy of garbage

dumping ensued.

In Cape Town there was a heavy police presence on the station side of the Civic Centre

More than 300 striking workers heckled police and jeered at the internal stability unit.

In terms of an agreement with the council the union was to advise its members to meet in the basement of the Good Hope Centre after they allegedly reneged on an agreement to vacate the Civic Centre concourse by 10am yesterday.

Pay pact ends Johannesburg council strike

By ~~Erica Jankowitz~~ ^{2/18/93} ERICA JANKOWITZ

AFTER a disruptive one-day strike by about 25% of Johannesburg city council's workforce — more than 5 000 workers — a wage agreement was signed late yesterday ending the strike in the city

In terms of the agreement split increases backdated to July 1 were granted

An SA Municipal Workers' Union (Samwu) spokesman said grade one to three workers would receive pay hikes of 7,5% with an additional 2,5% in January, with other grades getting 5% and 2% Merit increases would be discussed only at next year's talks

But the strike is expected to continue in other areas, he added. (25)

Almost 60 000 municipal workers in 176 local authorities throughout the country took part in the first day of the strike yesterday, the union claimed. However, reports from individual municipalities suggested less enthusiastic support

Durban was hardly affected by the strike as only about 10% of its workforce belonged to the union. (152)

In Cape Town about 1 000 workers gathered but later dispersed peacefully. The council's executive committee will meet union representatives today.

Samwu spokesman Roger Ronnie said other, smaller, municipalities had also agreed to workers' demands and negotiations had been reopened with most of the major cities. He hoped these would be successfully concluded this week.

However, he reported some cases of intimidation by employers. In Vanderbijlpark, 21 workers were arrested for trespassing and the union was raising bail

GAVIN DU VENAGE reports Johannesburg was literally trashed by thousands of municipal workers, who strewed rubbish from Rosebank to the CBD. Police accompanied the marchers from the town centre to Braamfontein, where a memorandum was handed to town clerk Graham Collins and Soweto administrator Steve Burger

National Union of Metalworkers members, who also took part in the march, handed over a memorandum to the SA Motor Industry Employers' Association

● Picture: Page 3

'Rampage' in Rhodes strike

Own Correspondent

GRAHAMSTOWN

Striking workers at Rhodes University allegedly "rampaged" yesterday, vandalising university property, forcing students from lectures and allegedly assaulting a businessman.

CT 3/8/92
Police on standby said they made no arrests.

The university said residences could not feed students as the strike entered its sixth day. Workers are demanding higher pay.

Negotiations between Rhodes and the National Education, Health and Allied Workers' Union stalled when the administration refused to discuss pay hikes until strikers resumed work.

Rioting follows Soweto, 4/8/93 union meeting

THREE policemen and a striker were injured yesterday when about 300 people, apparently members of the South African Municipal Workers Union, stoned cars at the Good Hope Centre in Cape Town (250) (152)

After gathering at the Civic Centre, some members of the crowd ran to the Good Hope Centre, overturning rubbish bins as they ran. They threw stones at cars in Oswald Pirow Drive and at the Good Hope Centre (213)

Police tried to calm the crowd but three policemen were injured and two police vehicles damaged

Police used only rubber bullets, Captain John Sterrenberg said

He said according to initial police reports one man injured his arm, a policeman's eye was gashed by a thrown object, a second policeman was hit on an ankle and a third was bruised when he was jostled by the crowd

Police arrested six men.

The strike by thousands of Samwu members in Johannesburg ended on Monday night after the council and union negotiators reached agreement on wages

Samwu president Mr Petrus Mashishi flew to Cape Town late yesterday to help negotiators at head office in their talks with the council.

In Cape Town the council and union representatives reopened talks in a bid to break the wage impasse

In Durban about 1 000 striking municipal workers marched to the City Hall to deliver a memorandum and in Port Elizabeth council officials held talks with Samwu representatives.

In Grahamstown union workers were given an ultimatum to return to work tomorrow or face dismissal and in Uitenhage, Beaufort West and Despatch workers continued their strike



Strike continues

RHODES University workers continued to strike yesterday in spite of a resumption of wage negotiations with the university administration

The strike began last Thursday after the administration refused to meet demands for a R200 across-the-board wage increase, offering R92 instead. — Sapa.

42/93
SF 152



News in brief

Sowetan 4/8/93
Re-register at Technikon

HUNDREDS of students yesterday gathered to re-register at Garankuwa's Setlogelo Technikon which has been closed for about four months because of student unrest

There was a strong police presence but no incidents were reported Technikon acting rector, Professor JM Phala, said nearly 1 000 students turned up for re-registration, but he declined to comment on criteria being used for re-admission.

Sowetan 4/8/93
Back to work for workers

A MONTH-LONG strike by 530 workers at the German multinational Bosch plant at Brits, near Pretoria, will end today after agreement was reached to refer the dispute between the workers and the company to arbitration

The workers, all members of the National Union of Metalworkers of South Africa, went out on strike to protest against the retrenchment of 26 of their colleagues Workers to be retrenched are on unpaid leave pending the outcome of arbitration. (152)

Sowetan 4/8/93
Court ruling on reporter

A JOHANNESBURG magistrate yesterday ruled that *Beeld* newspaper reporter Andrie Cornelissen has to answer questions on remarks allegedly made by the African National Congress youth leader Peter Mokaba

Cornelissen had refused to answer questions about a report that Mokaba had uttered the controversial slogan "Kill the Boer, kill the farmer" at a meeting at the University of the Witwatersrand in May Magistrate Mr R le Roux said Cornelissen's grounds were vague and speculative and based on what he and colleagues thought the consequences would be if he answered questions. (245)



New bid to settle strike

Star 4/8/93

Staff Reporters

Municipal worker and employer representatives will meet in Kempton Park today to try to end the strike affecting at least 60 Transvaal local authorities.

They will be hoping to avoid the ugly turn the nationwide strike has taken in Cape Town, where workers clashed with police yesterday, leaving 10 strikers and seven policemen injured. Six strikers were arrested for public violence.

The strike by Johannesburg municipal workers ended yesterday after a settlement between the council and the SA Municipal Workers' Union.

Alberton town clerk Lap

pies de Beer said striking workers had until today to return to their jobs before the council would take disciplinary action.

Municipal Employers' Organisation secretary Peet Roodt was optimistic, saying the two parties were "not far away from each other".

Sapa reports that the Cape Town City Council has reopened negotiations in a bid to end the strike. (152)

A Cape Town police spokesman said yesterday's injuries occurred when police fired rubber bullets and birdshot at strikers. Police said strikers had stoned windows, cars and policemen.

In the Transvaal, Alberton, Bedfordview and Edenvale are staggering under a

total stayaway. About 90 percent of Brakpan's workers failed to report for work yesterday. Only 15 percent of Boksburg's employees stayed away. Kempton Park experienced a 45 percent stayaway, but this has been attributed to violence in Tembisa.

In the Vaal Triangle, Vereeniging had a 100 percent and Vanderbijlpark a 72 percent stayaway.

The strike did not affect Krugersdorp, Randfontein and Roodepoort, on the West Rand. Midrand and Randburg were also unaffected.

Durban municipal workers marched through the city without incident yesterday.

● Pay boost — Page 2

SHARON SOROUR and HENRI du PLESSIS, Staff Reporters

THE three-day strike by thousands of municipal workers in Cape Town has been suspended.

Settlement was reached this morning between the Cape Town City Council and the Cape Town branch of the SA Municipal Workers' Union.

In a joint statement, chairman of the city's executive committee, Louis Kreiner, and Cape Town chairman of the union Salie Manie, said that "after protracted negotiations, which started in February, an agreement has been reached which satisfies both parties".

Full council services, some of which were disrupted, will resume from today although it may take a day or two to make up backlogs in certain areas, they said

"Adjustments, agreed to by both parties, will not necessitate any additional increase in rates," they said

The strike will continue in other municipalities.

Earlier Mr Manie said the council put a revised offer to the union yesterday which was "an improvement on their last position"

"I think it will be received positively by workers," Mr Manie said

Shop stewards held report-back meetings at depots to advise workers of the offer today.

Hopes of reaching a settlement yesterday were dashed when police fired birdshot and rubber bullets at strikers outside the Good Hope Centre, where they had gathered for a meeting

Workers apparently pelted the police with objects before the shooting.

Several people were injured, including three policemen, and at least six workers were treated at Woodstock Hospital for birdshot wounds.

Police spokesman John Sterrenberg said six workers were arrested on charges of public violence. Mr Manie said they were released on bail of R100 each.

He warned that "all hell will break loose" if police interfered with striking workers.

Mr Manie left the meeting with the council executive committee to rush to the Good Hope Centre, saying the union had been "on the point of settling the strike".

He said the council would now have to "take responsibility for what has happened to its workers ... we told them if they were going to call in the police they would have it on their own consciences if anyone got hurt or killed. We will put this problem at their door."

Workers said police did not warn them before opening fire "for no reason whatsoever"

Police at the scene told Mr Manie about 200 workers marched along Sir Lowry Road to the centre, stoning cars and intimidating people.

Mr Manie said "That does not give police the right to shoot people ... we feel police have fabricated things to justify what they have done"

A witness said police behaved "brutally" towards strikers.

Mr Manie said he told police the incident was "totally unacceptable"

"We will determine exactly what has happened here and not only tell everyone in the country, but in the world," he said

Police said 60 men forced the driver of a waste removal company vehicle to dump his load of rubbish in the street in Sacks Circle, Bellville South yesterday.

The men, armed with iron bars and sticks, stopped the lorry at 8.20am and intimidated the driver, a spokesman said. Two people had been arrested and would face charges of littering and malicious damage to property.

● See page 5

City strike suspended

Agreement

satisfies

both the

parties

joint

statement

152
APR 4/8/93

Pay boost for city workers

Star 4/8/93

By Paul Bell
Labour Correspondent

The two-day strike by members of the SA Municipal Workers' Union (Samwu) employed by the Johannesburg City Council has extracted an additional R10 million in wages for the council's employees in 1993-94.

Council human resources director Andre de Wet said the amount budgeted for increases had risen from R40 million to R50 million as a result of Monday night's settlement between the council and the unions.

In cash terms, the settlement gives the council's lowest-paid (Grade 1) workers an additional R78 a month between July 1 and December 31, rising to R104 on January 1.

Dissatisfied

The offer, based on a staggered increase of 7,5 percent, plus a further 2,5 percent in the second half of the wage year, moves the Grade 1 monthly minimum from R1 037 to R1 141 for the year. Grade 2 goes up from R1 090 to R1 199, and Grade 3 from R1 135 to R1 241.

In Johannesburg, strikers were expected to have returned to work this morning, following yesterday's meeting of about 5 000 strikers in front of the City Hall. There, as expected, union leaders had to sell the deal hard.

"We have achieved what we wanted to achieve," Samwu's lead negotiator in the city, Richard Spalding, told the crowd. This was greeted by a hubbub of dissatisfaction.

Taking the microphone from Spalding, Johannesburg Combined Employees Union (JCEU) general-secretary Hassen Lorgat shouted, "There is no better deal in town. The union is not as

strong as when it started, because other workers have gone back to work."

De Wet said he thought the settlement was fair. Asked why, in that case, the council had waited until the city had been hit by a strike before making a fair offer, he replied that each party had used the pressure it could muster.

He acknowledged Samwu's "show of strength" but said Monday night's negotiations had been, effectively, an arbitration, given the presence of an arbitrator. This was a process to which the council had already agreed.

"Samwu forced that process into top gear, it expedited the arbitration. But the same result could have been achieved through arbitration. In general terms, it might have been expected that an arbitrator would have made that award."

The status in Johannesburg of Samwu, with its 5 500 members, has received a boost as a result of the union's role in organising the strike.

Failure

But a major disappointment was the failure of the Union of Johannesburg Municipal Workers (UJMW) to throw the full weight of its estimated 8 500 members behind the strike.

Union leaders were clearly annoyed at the UJMW's decision not to support the strike, leaving prospects for the three-way unity initiative between Samwu, the JCEU and UJMW in doubt.

But the UJMW was unrepentant. General secretary Hilow Maeko also said Monday's talks had expedited the arbitration.

"Were they happy with the offer? We cannot exactly be happy, what with inflation. Our last demand was for 12,5 percent. But some say it is better than nothing under the circumstances."

Friday 4/8/93

Fewer workers observe municipal strike

THE second day of the SA Municipal Workers' Union (Samwu) strike was heeded by fewer workers in most areas and marred by violence in Cape Town

Samwu regional organisers from around the country were meeting last night on whether to continue the strike, which had been resolved in some areas

Our Cape Town correspondent reports that police fired rubber bullets and bird-shot during a Samwu demonstration. The union said 10 workers were injured. Police said three policemen were injured in the clash, which arose from protesters stoning cars. Six people were arrested. Cape Town city council spokesman Dul-

ERICA JANKOWITZ

cie Perks said negotiations between officials and the union were suspended after this incident, but resumed later. Another meeting will be held today.

Reduced support for the strike in western Coast and Boland towns was reported, as was a willingness by employers' associations to continue negotiations.

Durban was more badly affected by the strike yesterday, with more than 700 workers disrupting bus services and electricity supplies. Council spokesman Mike O'Meara said the city's management committee would meet today to discuss the

union's demands and possible action.

"As far as we're concerned wages have been settled and are being implemented."

In Johannesburg, workers attended a report-back meeting and ratified the wage package agreed to on Monday night. The council said about 3 600 employees did not report for duty. (152)

A Samwu spokesman said some employers had responded to strike action. The Municipal Employers' Association, which represented local authorities in Natal, the Free State and Transvaal, had agreed to meet the union today. The conservative-aligned employers' organisation had set up a meeting for next Friday. (204)

CT 4/18/93

Strike still on at university

GRAHAMSTOWN

Rhodes University workers continued to strike yesterday in spite of a resumption in wage negotiations with the university administration.

The strikers have upended dustbins and lectures have been disrupted. The strike began last Thursday after the union's wage demands were refused. — Sapa

News in p

Sowetan 5/8/93

Workers arrested

ABOUT 350 retrenched municipal workers and sympathisers were arrested at the Pietersburg Civic Centre yesterday on charges of trespassing (~~HOA~~)

Those arrested were given the option of a fine or appearing in court next month. About 600 members of the South African Municipal Workers Union in Pietersburg were retrenched after they had refused to return to work when negotiations on wage increases collapsed. (152) (~~25~~)

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Sowetan 5/8/93

Cape strikers get ultimatum

MORE than 10 000 striking municipal workers from mostly rural Cape areas face dismissal if they do not return to work today, South African Municipal Workers Union official Ms Merle Brown said yesterday. (153)

She confirmed that union members who marched to the Bellville offices of the Cape Province Local Authorities Employers Association yesterday had

demanded that the ultimatums be withdrawn. "We have between 10 000 and 12 000 members at about 130 municipalities in the Cape Province who have been issued with notices to return to work, failing which they will be dismissed." (154)

Employers' association legal adviser Mr Etienne Vermaak said the employer body was struggling to arrange a meeting with Samwu. — Sapa. (152)



Municipal strike off in major cities

Star 5/8/93

152

By Brendan Templeton and Jacqueline Myburgh

Municipal workers agreed to suspend strike action in the Transvaal, Natal and most of the Free State after employers tabled an improved offer last night.

The South African Municipal Workers' Union (Samwu) made the announcement after marathon talks with the Municipal Employers' Organisation, which represents 129 local authorities in Natal, Transvaal and Free State.

But most of the Cape and some Free State goldfields municipalities have still failed to reach agreement.

It is understood that last night's breakthrough had included a 12-month moratorium on retrenchments.

Samwu said it had decided to call on its members in the three provinces to suspend their strike while they considered the revised offer.

Striking Johannesburg workers returned to work yesterday, following their endorsement of a deal between the union and the council.

The three-day strike in Cape Town was sus-

pending after a settlement was reached yesterday morning.

City council spokesman Ted Doman told Sapa the modest increases for lower paid workers added about R240 000 to the city's annual wage bill.

Samwu said 2 000 of its striking members agreed to suspend their action in Port Elizabeth pending the outcome of further negotiations.

Transkei and Ciskei workers suspended their strike action pending further negotiations with employers.

Samwu national co-ordinator Merle Browne said the goldfields towns of Welkom, Oendalsrus and Meloding, near Virginia, were refusing to recognise or bargain with the trade union.

Dirk Nel reports that about 350 members of the Pietersburg Municipal Workers Union were arrested yesterday on charges of trespassing, after ignoring requests to leave the civic centre, where they were allegedly having an illegal meeting.

Police liaison officer Major Arno Vogel said a large number paid R50 admission of guilt fines. The others will be required to appear in court on September 9.

10 000 face the sack after talks collapse

STEFAANS BRÜMMER, Staff Reporter

ABOUT 10 000 municipal workers on strike in the Western Cape could be fired today after a breakdown in negotiations.

While Cape Town municipal workers are back today after the city council and the Municipal Workers Union (Samwu) settled yesterday, a Samwu delegation stormed out of separate negotiations in Bellville with the Cape Province Local Authorities Employers' Organisation, which represents 270 local authorities.

Most Cape councils have given employees an ultimatum. Return to work today or be regarded "as having resigned".

Many workers continued striking today, said Cape Province Local Authorities Employers' Organisation legal advisor Etienne Vermaak.

"They turned up, but refused to work and played soccer or cards."

He said high strike figures were reported by northern areas and south Peninsula municipalities, including Fish Hoek and Simon's Town.

In the northern areas striking workers congregated at municipal depots and offices today and stood around or toyed.

In Goodwood, where nearly all the municipality's 300 wage earners were still on strike, police arrested two for strewing garbage.

Town clerk Dave Wilken confirmed workers had been given the ultimatum, but said "We have our own way of handling it."

Kuils River municipality reported a 90 percent stayaway today, and in Brackenfell, where 95 percent have been on strike

ARG 5/8/93
since Monday, town clerk Phillip Graham said "a lot of people" were not working today.

In Bellville striking workers congregated in front of the civic centre, but "not as many as on previous days", said town clerk Kobus Coetzee.

Samwu Western Cape chairman Trevor Serfontein said an estimated 10 000 workers in the Western Cape were still on strike after yesterday's settlement in Cape Town.

The employers' organisation and the union blamed each other for yesterday's talks breakdown.

"We really thought we could resolve matters, but they walked out without even saying goodbye," said Mr Vermaak.

The ultimatum, delivered by letter to striking workers on Monday, was "reasonably final", he said.

Mr Serfontein said the union had reduced its demands to a R500-a-month minimum wage, a 16 percent increase for those earning between R500 and R1 000 and 10 percent for those earning more.

Yesterday's talks followed a march by about 3 000 northern areas municipal employees through the streets of Bellville to the Bloemhof offices of the employers' organisation.

Workers demanded in a memorandum urgent talks and the withdrawal of the ultimatum.

The employers' organisation agreed to talks, but said the ultimatum was final.

Police monitored the march, but kept their distance. Union marshals maintained tight discipline.

● See page 4.

Pay rises of up to 10% for council staff

152
11/8/93
A1495/8/93
Strikers back to work today

SHARON SOROUR
Labour Reporter

CAPE Town municipal workers, who return to work today after a three-day strike, will get wage increases of between 5.5 percent and 10 percent under an agreement between the council and the SA Municipal Workers Union

The strike by thousands of city workers, part of nationwide action by the 70 000-strong union, was suspended yesterday

The parties said full council services, some of which were disrupted, would resume immediately, "although it may take a day or two to make up backlogs in certain areas"

Adjustments, agreed to by both parties, would not mean any rates increase

Samwu Cape Town chairman Salie Manne said the settlement was not "ideal" but the union had negotiated more money for members, especially for low-paid workers

Mr Manne said more than half the council's 12 000 employees had supported the strike, even though they did not attend strike meetings

Under the agreement, the minimum monthly wage will increase to R1 186, workers on the lowest pay scales will get a 10 percent increase (about R100 a month) and workers on the

highest scale will get a 5.5 percent increase (about R600 a month), Mr Manne said

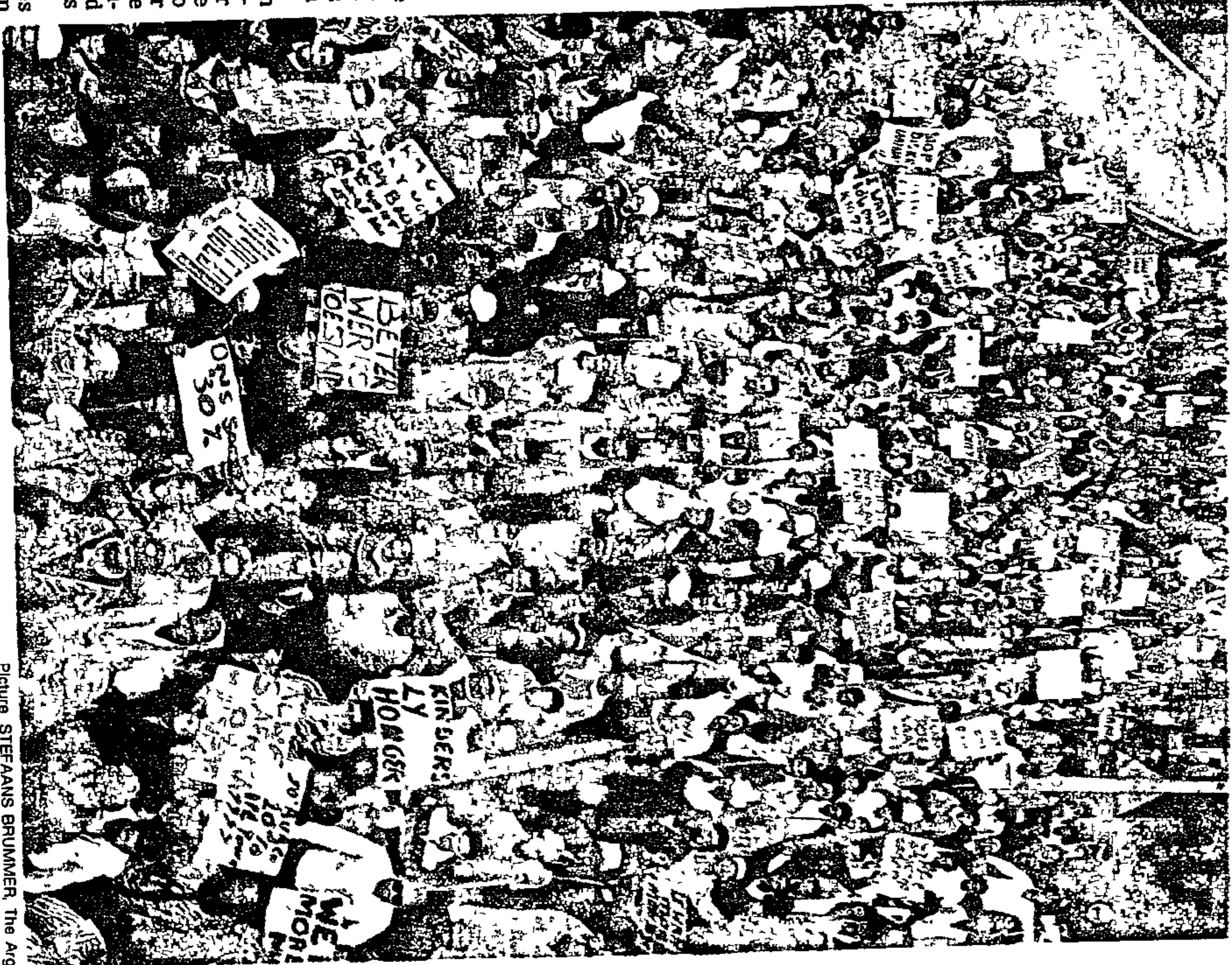
He said the union had suspended all other demands about conditions of service to get the best financial settlement, "so that workers can feel it in their pay packets"

The union proposed that it be allowed to contribute to running the city more efficiently, for example, by agreeing that workers should not be allowed to accumulate more than 185 days' leave

Mr Manne said the union, which was demanding a minimum monthly wage of R650 nationally, acknowledged that major cities paid more "but we could not accept that they took no responsibility to exert pressure on smaller municipalities to ensure they paid workers a decent wage"

He added "We were on strike to improve the wage offer of the council especially for low-paid workers, and we were part of a national campaign to see how our collective power could be used to improve the lot of workers in other municipalities, where they are paid starvation wages — some less than R200 a month"

He said local authorities would be restructured from October 1, when smaller ones would be incorporated into larger ones, and these should have taken a stand to work towards raising minimum wages.



Picture STEFANS BRUMMER, The Argus

ON THE MARCH: Striking municipal workers march through Bellville to the Local Authorities Employers' Organisation offices to demand urgent talks with their union and the withdrawal of an ultimatum to return to work or be fired

Local municipal strike resolved

By PETER DENNEHY

THE council workers' strike ended for Cape Town municipality yesterday when one branch of Samwu accepted a revised wage offer, but the strike continues in hundreds of other local authorities around the country

Thousands of council workers in the northern areas received letters from their employers warning them that unless they return to work today, they will be fired

About 3 000 workers from Bellville, Parow, Goodwood, Durbanville, Kuils River, Kraaifontein, Mfuleni, iKapa, Langa, Langa West and Crossroads converged on the Bellville offices of the Cape Province Local Authority Employers' Organisation (CPLAEO) yesterday morning, demanding the withdrawal of these letters

The workers are already defying a Supreme Court interdict prohibiting them from striking

The CPLAEO is an association of 270 members, its legal adviser Mr Etienne Vermaak said. In 147 of these, Samwu claims to have signed up the majority of employees

But strike grows in other areas

A memorandum was handed over at the Bloemhof Centre, and the two sides began negotiating in the afternoon, but Samwu walked out after 20 minutes, dissatisfied with the employers' revised offer

Meanwhile, in Cape Town, council PRO Mr Ted Doman said agreement was reached with Samwu on a package of annual increases ranging from 10% for the lowest-paid workers to 5.5% for those higher up on the scale

This will cost the council an extra R250 000 a year
In effect, yesterday's adjustment meant

that about 4 000 workers earning about R1 200 a month would have an extra R8 or R10 in their pockets each month.

No increase in rates will be required
● Samwu head office said yesterday that despite some settlements the strike was growing, with 61 000 workers from 213 municipalities out on strike

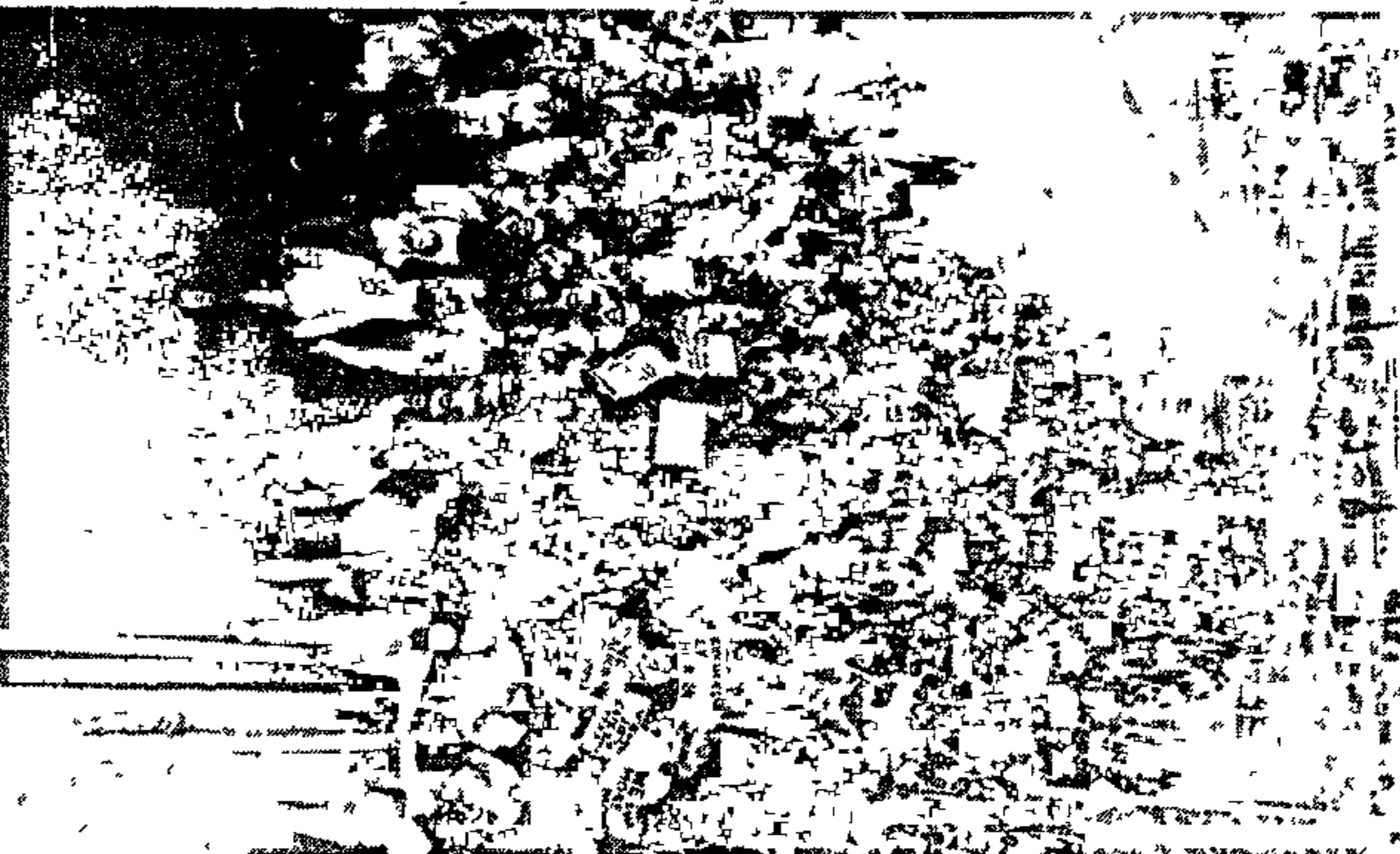
In Bloemfontein, Port Elizabeth and Durban, workers were considering revised offers by management, while Pretoria municipality's workers had agreed to return to their stations today.

● Police said seven policemen had been injured in the clash with Samwu workers near the Good Hope Centre on Tuesday

● Police used tearsmoke and fired rubber bullets to disperse a crowd of about 150 — including Samwu workers — who dumped refuse at the Bellville South taxi rank

● A group of about 60 men stopped a Waste-Tech truck in Sack's Circle, Bellville South, and ordered the driver to dump his cargo on Tuesday

● Grahamstown residents are being kept on tenterhooks as both the Rhodes University and municipal strikes remain unresolved.



MARCHING FOR MORE . . . About 3 000 striking municipal workers from several northern areas municipalities march up Bill Bezuidenhout Drive in Bellville
Picture ANNE LAING

veizer-Reneke ●

Cape cities sack striking workers

6/8/93

LOCAL authorities throughout the Cape yesterday started dismissing workers who ignored an ultimatum to end a three-day strike.

Workers who had not reported for duty by the 7.15am deadline were deemed to have resigned, Cape Province Local Authorities Employers Association legal advisor Mr Etienne Vermaak said yesterday.

"At most places workers have reported for work but did not clock in and have been playing soccer or sitting around playing cards," he said.

Sixty percent of the 147 municipalities affected by the strike had taken action against strikers, he said.

South African Municipal Workers Union official Mr Merle Brown said dismissals had been widespread in the province. — Sapa.

APR 6-12/81 93
No rubbish from
city council (152)

ROSEBANK, in the western northern suburbs of Johannesburg, belonged to the 5000 garbage-collectors, bus-drivers, street-sweepers, nurses and library municipal workers who took to the streets in protest this week.

Members of the South African Municipal Workers' Union and other unions brought Johannesburg to a crawl when they held a one-day strike this week.

They marched with members of the National Union of Metalworkers to the Johannesburg city council's headquarters at the Civic Centre and to Rosebank where a memorandum was presented to the Motor Industry's Employers' Association.

Marshals tried to ensure that the march, or rather the jog, was orderly and well-disciplined, but bins in Johannesburg were trashed, turning the city into a huge rubbish tip. Pot-plants were overturned on the Queen Elizabeth bridge and saplings provided portable shade in the midday heat.

"We're not take rubbish from an apartheid run city council," said a striker as he emptied a bin-liner of garbage outside the Civic Centre much to the consternation of the marshalls.

Replacement labourers worked late into the evening, replacing plants and sweeping roads.



Civic protest ... Municipal workers on the march to the Johannesburg city centre

PHOTO PETER MCKENZIE

Workers strike to clean up national wages

A124 6-12/8/93

252 252 152

THIS week's municipal strike, in which 66 000 workers in 213 municipalities took to the streets, brought the need for organised, centralised bargaining in the sector into sharp focus. At the time of writing the strike had been settled in Johannesburg and deals were close to conclusion in Cape Town, Durban, Port Elizabeth and most smaller municipalities.

However, strike action is still continuing in the Cape Peninsula and the Boland. The South African Municipal Workers' Union (Samwu) warned that in the absence of "substantial progress" in talks in these areas, the stoppage would continue. Municipal employers threatened to dismiss striking workers by yesterday.

The strike highlighted for the public that workers in one corner of the country could earn R200 a month, while those doing the same work in the cities earned five times as much.

Urban city councils were quick to issue press releases saying they paid their workers well over the SAMWU demand for a minimum of

The municipal workers' strike was over pay, but the fundamental issues were a demand for recognition, a cohesive bargaining arrangement and fair national wages, report

Ferial Haffajee and Pamela Dube

R625 a month.

This and the urban bias of strike reporting elicited responses of "So what are they striking about?"

"The focus on major cities distorted our wage demand for a R650 a month minimum wage," says Samwu organiser Merle Brown, adding that "one of the objectives of the strike is centralised bargaining. Only when we called a strike did we manage to get all municipalities together".

While the average minimum wage of city municipal workers is about R1 000 a month,

the average wage in smaller towns is between R200 and R500. Workers in Ciskei earn a minimum of R200 a month, while the union alleges that some Transkei workers still earn just over R100 a month.

This has not emerged clearly from strike reporting, because municipal strikes inevitably hurt the cities more than they do small towns.

So while the strikes in Johannesburg and Cape Town were concluded with little drama — workers ended up with increases of nine and 10 percent, just two percentage points less than the union's final demand — it is the bargaining strides made in rural areas and towns that are the biggest victories of this strike.

These municipalities are represented in two employer organisations called the Municipal Employers' Organisation (MEO) for the Free State, Natal and Transvaal and the Cape Province Local Authorities Employers' Organisation (CPLAEO) which represents employers in the eastern, western and parts of the northern Cape.

The MEO met the municipal union for only the second time this year. "It was their first move around our current wage campaign," said Brown. Good progress was made in talks, late this week.

And while the CPLAEO at first held fast, saying it would only negotiate with Samwu if the strike was called off and a "more modest" demand tabled, it was forced into negotiations on Wednesday, when workers from municipalities as far afield as Worcester and Beaufort West were bused into Cape Town to march on the organisation's Belville headquarters. But these talks ended in deadlock, the union said.

The scattered bargaining arrangements in this sector are further complicated by the major cities which each bargain at local level.

A representative of the Johannesburg City Council said: "There are so many employer organisations, it calls for us to re-look at the situation and (to consider) consolidation. The major cities forum has decided to continue the discourse on broader, national structures."



Star 6/8/93

Cape dismissals a threat to Tvl accord

By Brendan Templeton
and Paul Bell

Dismissals and threatened dismissals of thousands of municipal workers in the Cape yesterday may jeopardise agreements in Johannesburg and the rest of the Transvaal.

Mass dismissals in at least 20 Cape municipalities were reported when strikers refused to return to work after a breakdown in talks with employers.

Workers in most of the Transvaal, Free State and Natal returned to work yesterday after successful talks with the Munic-

ipal Employers Organisation. The Johannesburg strike was called off following an agreement on Monday.

The SA Municipal Workers Union (Samwu) warned that its members nationwide were ready to resume striking if Cape local authorities did not reinstate its members.

But Cape employers seem determined to break the strike's back with a hardline policy.

"At most, a few thousand people have effectively dismissed themselves," Sapa reports Cape Province Local Authority Em-

ployers' Association legal advisor Etienne Vermaak as saying.

Confirmed dismissals took place in Grahamstown, Beaufort West, Knyana and George.

The hard-line tactic appears to be meeting with success. Vermaak said workers in several municipalities had agreed to call off their four-day strike and negotiate.

While the union has met with success in negotiating higher wages in wealthier cities, it is struggling to convince smaller, poorer local authorities to increase workers' wages.

Some Cape municipal work-

ers were earning as little as R253 a month, the union said. Samwu is demanding a R650 minimum monthly wage.

In Natal, the Durban City Council warned between 1 500 and 2 300 strikers to resume work on Monday or else face dismissal.

Dirk Nel reports that strikers in Pietersburg were fired yesterday for refusing to return to work. Municipality spokesman Tom van der Hoven said they could re-apply for jobs, but new applicants were also being considered.

ANC to propose revision of Model C

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THE ANC would propose that the Model C school system be reviewed under an interim government in an effort to utilise the country's educational resources more effectively, the organisation's national head of education, John Samuel, said yesterday. *Biday*

Educational assets had been arbitrarily handed over to a small minority and they would have to be transferred back into the national pool for a more equitable allocation of resources. *68193*

Whether this proposal would be implemented would depend on an interim government, he said.

However, with the great demand on educational funds, the ANC would support parents who were willing to pay for schools with additional facilities. Private and semiprivate schools would be accommodated as long as they stayed within certain guidelines such as nonracialism.

The ANC's main objection to Model C was that it allowed parents to decide admission criteria which could be racial-

KATHRYN STRACHAN

ly applied.

The major questions on how education should be restructured would be decided by the national education and training forum. The forum, which will be launched tomorrow, will comprise stakeholders from across the spectrum.

Reacting to Samuel's statement, National Education Minister Piet Marais said no country could afford to give up the high levels of education that had been attained through parental support.

"The increased demands that the provision of education will make in the future make it imperative that the advantage of more than R500m which has already been ploughed in by parents of state-aided (Model C) schools must not be surrendered. Rather, this system should be extended to provide more parents with the opportunity to have a greater say and to make a greater contribution."

Probe told investments not made in good faith

CAPE TOWN — Capital & Asset Managers (Cams), a subsidiary in the Masterbond group, breached the Financial Institutions Act in the handling of its clients' funds, the Nel commission heard yesterday.

Pieter Botha, leading evidence for the commission into the affairs of the now defunct Masterbond group, said during proceedings that funds were invested contrary to instructions, no certificates were ever provided as security for the individual investor, and the whereabouts of investor funds were not known.

Botha said this conduct was a breach of the Financial Institutions Act pertaining to the investment of funds.

He said the Act required "due diligence" and "utmost good faith" in the investment of client funds.

Contravention of the Act carried a maximum sentence of 10 years' imprisonment or a R10 000 fine or both, he said.

Giving evidence yesterday Cams former money market manager Rob Bailey admitted that although he had, in a specific situation, expressly demanded that about R6m in 1991 "not be placed in Club Myk-

Own Correspondent

onos in Langebaan" he could not say if this instruction was followed.

Botha, drawing on filed information, pointed out to the commission that these funds had in fact "ended up in Club Mykonos Langebaan". Botha then warned Bailey that his behaviour, when investing client funds, contravened the Financial Institutions Act.

The commission heard that funds were pooled and accumulated to invest in short-term debentures, even though clients had instructed that investments be placed in the money market.

Bailey admitted that in certain circumstances investments received by Cams to be passed on to Masterbond for investment in short-term debentures were not placed in a bond but were instead returned to Cams, which then placed the funds at a bank.

In earlier evidence, Botha accused Cams' management of earning "triple commissions" in this manner. This was denied by former Cams MD Michael Wells

Cape municipalities begin dismissals

SEVERAL smaller Cape local authorities dismissed striking employees yesterday.

SA Municipal Workers' Union (Samwu) spokesman Merle Brown said the union had been unable to ascertain how many members were on strike. A number had been arrested, she said. *Biday*

The employers' offer of an additional 2,5% increase from April was totally unacceptable. It would raise the minimum wage to only R320 a month, she said. *68193*

In Durban the city council management

ERICA JANKOWITZ

committee, in consultation with its recognised unions, told about 1 300 strikers that if they did not return to work by Monday, their contracts would be terminated. The council was not prepared to reopen wage negotiations, a council spokesman said.

Brown said workers had suspended the action in a number of centres. If Samwu was unable to reach agreement in the smaller municipalities, the strike might be "escalated to national level". *(152)*

MUNICIPAL STRIKE
Fm 6/8/93
Not too much rubbish

Public sector wage negotiators are likely to take heart from the fleeting nature of the municipal workers' strike, which showed signs of cracking by the end of the first day — though it could drag on in some towns

In the first place, the level of support for the strike must have disappointed the organisers for the SA Municipal Workers' Union. In the run-up to the Monday stoppage, it confidently predicted that most of its 70 000 members would come out. But, by its own assessment, just over 30 000 heeded the stayaway call in 103 towns and cities. *(152) (250)*

The "nationwide" strike of August 2 was based on stalled wage negotiations with certain municipalities. Though mainly about wages, the bargaining was complicated by the union adding the grievance of alleged central government interference in local authorities with specific regard to restructuring and the so-called pegging of public sector wages at 5%. *(152) (250)*

Perhaps more significant than the apparent early collapse of the strike is that the dispute in the biggest centre, Johannesburg, was settled by arbitration by the end of the first day. The agreement reached was substantially closer to the city council offer than the union demand.

Wage increases

The union, which represents largely unskilled workers, wanted a 12,5% across-the-board wage rise, while the Johannesburg council offered 5% with additional money in specific categories. The council said it had a sum of R40m in increases to share among 22 000 workers in 12 unions. Before going to arbitration, union and council agreed to set aside the other issues and concentrate on wages.

The consequence was that the arbitrator, Martin Brassey of Independent Mediation Services of SA, awarded unskilled workers 7,5% from July 1, followed by a further increment of 2,5% from January 1. In the semi-skilled and skilled categories, increases will be 5% from July 1 followed by a further 2% in the new year.

Council industrial relations director

Fm 6/8/93
Andre de Wet is happy with the settlement. "We did the best we could under the circumstances and the way it is structured means that it won't cost us that much more than we anticipated." He adds, however, that it does mean the city will exceed the wage increase allocation of R40m by a "couple of million".
While the final tally in lost wages has not been calculated, a rough estimate puts it at R150 000 in Johannesburg for the one day.
Labour attorney Dhaya Pillay believes the settling by arbitration of municipal wage increases at 5%-7% has broad implications for public sector collective bargaining, where President F W de Klerk's 5% maximum applies. *(250) (254) (152)*

Though the municipal workers are governed by the Labour Relations Act and State employees fall under the new Public Service Labour Relations Act, Pillay feels the closeness of the mediated settlement to government limits means it is reasonable to assume that public sector unions will also reluctantly accept similar levels. Public sector strikes, in spite of rumblings to the contrary, are, therefore, unlikely.

A further indication of lack of resolve is that only one major municipal union chose to strike over pay.

Pillay adds, however, that the public sector could take some form of industrial action to protest against the arbitrary manner in which workers were notified about the 5% limit. ■

Municipal stayaway 'falters'

152

~~152~~
~~152~~

CT 6/8/93

Municipal Reporter

THE municipal workers' strike in the Cape faltered yesterday, with some workforces returning to their jobs

Union leaders representing those still on strike were engaged in last-ditch negotiations with municipalities

In most areas in other provinces, the strike has already ended

Most northern area municipalities did not seem to have carried out the threats they had made in letters to thousands of their workers that they should return to work yesterday or consider themselves dismissed

However, the Samwu head office in Athlone said it had "initial reports" that workers at more than 20 municipalities had been dismissed, and the total council workforce in Adelaide had been arrested

Mr Etienne Vermaak, a legal representative speaking on behalf of the Cape Province Local Authority Employers' Organisation (CPLAEO), said member bodies would be willing to re-employ "or even reinstate" those workers who had been dismissed — on certain conditions

"The condition is that they must be more realistic in their demands," he said. The union still wanted 16% increases for some workers, 18% for

some others, and a minimum wage of R500 a month

"The minimum wage is not such a problem, but 16% and 18% are not on." He named several municipalities which had "gone under" in the past year and sunk to the status of local areas

Samwu said that it had been prepared to consider suspending the strike on Wednesday, but the CPLAEO had made an improved offer of "only an extra 2,5% from April next year". Their previous offer for those earning over R500 a month had been between 5% and 7,5%, the union said

● One man was arrested for strewing refuse in Voortrekker Road, Goodwood, yesterday, and another for wearing camouflage pants

Workers claimed yesterday that a man got out of his bakkie with a handgun and threatened one of the workers outside Parow municipality

They claimed a policeman on a motorcycle in the vicinity failed to arrest him

A police spokesman said such incidents should be reported to police

● In Durban striking workers have been given an ultimatum to return to work on Monday or face dismissal

There have been several claims of intimidation and assault of non-strikers wishing to work. A rival union reached a pay deal with the Durban municipality in June

By Waghied Misbach

THE BIG cities in the nationwide municipal strike grabbed the headlines this week, but the real struggle is in the poorer rural municipalities

As the strike entered its third day on Wednesday, Cape Town City Council and the Western Cape region of the 70 000-strong South African Municipal Workers Union (Samwu) reached an agreement to suspend the strike

At the same time that dispute was being resolved, about 1 000 workers from areas stretching to the Eastern and Northern Cape marched on the offices of the Cape Provincial Employers Organisation (CPEO) in Bellville (250) (152)

Workers said the employer body refused to enter negotiations which cover 147 municipalities and 12 000 workers in mostly rural areas (255)

The workers were given notices by the CPEO that they would be dismissed if they did not return to work, said Merle Brown, Samwu national organiser (254)

After the march workers were told by union officials the strike would continue into a fourth day (140A)

Workers from these areas claim they are earning well below the salaries offered by the big city councils. In some areas workers earn between R200 and R500 a month.

Goodwood and Stellenbosch workers said labourers earned R281 a fortnight while operators earned R390 a fortnight. They said there are no benefits like medical aid and pension funds.

"Working conditions are bad. They treat us like dogs, like we are

Rural municipal workers are left out in the cold

South 718 - 11/8/93



MESS ACTION: Cape Town streets were filthy this week during the Municipal Worker' strike

Photo Yunus Mohamed

animals," said one worker

He said they wanted to work an eight-hour day — currently they work nine and half hours

Goodwood workers demand a R650 minimum wage, with a 30 percent increase for other workers

Mr Salie Manie, chairperson of the Cape Town branch of Samwu and national executive member, said this week the union also wanted to

stop the countrywide restructuring at municipalities

Manie said the municipalities have started privatising certain services

He said this was "ill-timed" as moves were already underway to restructure the sector in talks with the Local Government Negotiating Forum (LGNF)

Manie, vice-chairman of the LGNF, says this was taking place

on "apartheid ground rules".

Manie said privatisation resulted in retrenchments and there was often a cutback in services

He slammed the action of the police on Tuesday when 10 workers were injured after police fired tear-gas and rubber bullets at them outside the Good Hope Centre

Police said seven of their members were injured.

Worker Clive Abrahams, who was at the scene, said "They just started shooting while we were walking over the bridge." He denied workers provoked police by throwing stones.

Another worker said they started throwing stones only after the police opened fire on them.

A worker who did not want to be named showed two teeth of a fellow worker. He said a group of policemen had "stamped on his face"

The policemen allegedly dragged the bleeding worker down the steps and "threw" him into a police van.

Manie said he would report the incident to the union's international secretariat

Municipal workers face the sack

21/10/83 818193
STRIKING municipal workers in Durban have been given until tomorrow to return to work or face the sack (152) (250) (244)

The ultimatum by the Durban City Council was issued this week as the strike organised by the SA Municipal Workers' Union intensified, with workers vowing to continue boycotting work until the council meets their demands

Samwu regional secretary Fakazani Mgwaba said they were not going to heed the call to return

Angry union hits out at strike dismissals

By JESSICA BEZUIDENHOUT

THE SA Municipal Workers Union (Samwu) yesterday criticised the Cape Province Local Authorities Employers Organisation's (CPLAEO) decision to attach conditions to the reinstatement of dismissed workers

(C memo)
The CPLAEO, umbrella body for 25 Cape Province local authorities, issued members in several areas with notices outlining conditions on which they could be re-employed, Samwu spokesman Mr Roger Ronnie said

(152)
"Samwu will not just sit back and allow the organisation to dictate conditions of employment," he said

Dismissed

The CPLAEO dismissed more than 2 000 municipal workers earlier this week after they failed to return to work.

The CPLAEO said the municipality was not bound to re-employ dismissed workers or to give any reason for not doing so.

It said that re-employment would be considered providing the worker agreed to refrain from participating in further strike action on Samwu's demands

More than 70 000 Samwu members around the country downed tools on Monday in protest against a five percent wage increase offered by councils

Meanwhile City Council workers returned to work on Wednesday after a satisfactory agreement was reached with the union

Teacher strike On as talks fail

'No concessions' on 2 key issues

JOHN VILJOEN, Education Reporter

ATTEMPTS to prevent the 74 000-strong South African Democratic Teachers' Union (Sadtu) from going on strike from Monday have failed, it emerged today.

The union's national executive decided during a meeting in Johannesburg at the weekend to uphold its members' call for the strike, taken at last month's annual congress.

Union president Shepherd Mdladlana declined to give details of the meeting, saying a full statement would be issued later today.

But the "bottom line" was that the national executive had upheld the decision to strike, Mr Mdladlana said.

There had been no concessions from the state on two key teacher grievances.

The government had refused to budge on its offer of a 6,7 percent wage increase and the House of Representatives was going ahead with rationalisation programmes, he said.

The union also condemned Education and Culture Minister Piet Marais and House of Assembly education authorities for compelling teachers to join the Teachers' Federal Council (TFC).

House of Assembly authorities were not allowing freedom of association at a time when it was the norm in South Africa, Mr Mdladlana said.

This was a "worrying issue" for Sadtu, which believed House of Assembly teachers should be free to join the TFC or any organisation they wished.

News of Sadtu's confirmation of its strike plans contrasts with the optimism surrounding the founding of the National Education and Training Forum this weekend.

The Democratic Party last week appealed to Sadtu to put its case at the forum rather than take to the streets.

There were also appeals from the state aimed at avoiding a strike.

Authorities have warned that it is illegal for teachers to strike and that a policy of "no work, no pay" would apply.

School strike is on

10/12/91
Sowetan 10/12/91

By Bongani Mavuso

MEMBERS OF THE South African Democratic Teachers Union would go on strike on Monday, the union announced yesterday

Sadtu secretary-general Mr Randall van den Heever said the union decided on the action after the Government had failed to meet its demands for an acceptable "living wage" for teachers and its failure to immediately halt all unilateral rationalisation and cutback measures

The Congress of South African Students, Pan Africanist Students Organisation and the Transvaal United African Teachers Association condemned the impending strike

Cosas spokesman Mr Bafana Twala said yesterday his organisation did not support the strike action because it was "badly timed" and would be detrimental to pupils

However, Twala said, Sadtu's demands were "reasonable" and Cosas supported them "Already, much school time has been lost this year. We are afraid the teachers' strike will badly affect year-end results, especially for matriculants who need to catch up," Twala said

Struggles

Paso spokesman Mr Raselepe Machobane said his organisation was not opposed to the strike "in principle" Machobane said they understood the nature of the teachers' struggle against the Department of Education and Training

"One thing that Sadtu should bear in mind is that maximum damage should be caused to the regime and minimum damage to pupils," Machobane said He called on Paso members to assist pupils with their schoolwork

Tuata president Mr LM Taunyane said the call by radical elements of the "organised teaching profession" for another strike at this time of the year showed that those teachers were irresponsible members of the profession

"So much school time has already been lost this year as a result of teachers' strikes and boycotts. It is doubtful that there will be any improvement at all in the matric results," Taunyane said

Reassessing strike

Teachers embarking on such actions were not interested in their profession, educating the children they taught, Taunyane said

Van den Heever said Sadtu had formed a "national strike council" which would meet on August 21 in order to reassess the strike and decide whether it would continue or be called off

He said Sadtu regretted that teachers were forced to embark on a strike at this time of the year "If the Government meets our demands, then the strike will be suspended," he said

He said the strike would be "short and effective" and various organisations, including community, political and labour, had been consulted

He said Sadtu rejected the 6,7 percent salary increase for teachers. Sadtu demands a 20 percent increase

"The question of the Government's minimal response to teachers' salary demands, and the disruptions caused to schools in the middle of the year by retrenchment of teachers, have caused serious dissatisfaction in the ranks of the Sadtu membership

"The charge that the State demonstrates bad faith in respect of service conditions of teachers has been exacerbated by the Government's unsatisfactory response to these issues," Van den Heever said

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PenTech strike over wages

A STRIKE by workers at the Peninsula Technikon (PenTech) in Bellville South demanding a R200 increase on monthly wages enters its seventh day today, Transport and General Workers' Union organiser Ms Shereen Samuel said.

CT 10/8/93
A PenTech spokesman said at most 45 workers were on strike but Ms Samuel said about 60 workers downed tools last Tuesday.

The spokesman said the management offer was 8,1% on minimum earnings — Sapa

2 000 municipal workers lose their jobs

MORE than 2 000 workers had been dismissed, mainly in the Cape, in the course of the week-long strike by municipal workers, SA Municipal Workers' Union (Samwu) spokesman Roger Ronnie said yesterday. *8/Day*

However, it also appeared yesterday that the strike had reached a "sensitive stage" The union refused to comment further, except to say a comprehensive statement on plans would be released today. *10/8/93*

Ronnie said Samwu's decision to

ERICA JANKOWITZ

suspend the strike stood in all areas except the Cape. *(2/3)*

In Pietersburg more than 700 workers were dismissed last week after the municipality issued an ultimatum They were fined R50 each for trespassing and were told they had been fired They were prevented from entering work premises.

In Durban all workers had returned to work by yesterday. *(152)*

Teachers to down chalk

152

8/31/93

CT10/8/93

THE South African Democratic Teachers' Union said yesterday it would embark on an indefinite teachers strike starting on Monday

More than 600 schools in the Western Cape will be affected

The 75 000-strong national union has more than 8 000 members in the Western Cape and will be striking because their demands in salary negotiations have not been met. They are also protesting against government retrenchments and restructuring.

Sadtu Western Cape regional secretary Ms Ingrid Mafolenwe, said teachers would go to school on Monday but would not teach.

At more than 600 Western Cape schools the majority of teachers were Sadtu members. Non-union teachers at those schools would continue to teach.

● More than 2 000 Natal schools will be affected by the strike. Teachers will either stay away from schools or boycott classes.

A Sadtu spokesman said "We have to abide by the decision tak-

Over 600 schools affected

en by the national executive committee to engage in the strike. We are gearing our structures for the action and are having meetings with parents this week.

"The union will not be meeting the government in the near future. It is now left up to the government to avoid a protracted strike," the spokesman said.

The union action follows a breakdown in wage negotiations with the department of national education. The 100 000-member union demanded an increase of 20%, rejecting the government's five percent offer.

After re-opening negotiations

in July the government increased its offer by 1,7%

At a news conference in Johannesburg Sadtu general secretary Mr Randall van den Heever said the "government had negotiated in bad faith".

A national strike council formed by the union would meet on August 21 to decide whether to continue or suspend the strike.

The union said rationalisation in the HoR was another bone of contention leading to the strike, adding that 650 HoR posts had stood vacant since teachers resigned in July.

Department of education and training spokesman Mr Corrie Rademeyer said the interests of pupils, who had already suffered severe disruptions to schooling, should be borne in mind.

Mr Van den Heever said Sadtu hoped the strike would not be protracted so it could get on with the task of preparing pupils for examinations. There are less than 50 school days before final examinations. — Staff Reporter, Own Correspondent, Sapa

152
263
ET 10/8/93

Strikes dog small Cape towns

ISOLATED incidents of industrial action continued at Cape municipalities yesterday

Mr Jasper van der Westhuizen, spokesman for the Cape Province Local Authority Employers' Association (CPLAEA), said strike-related protests continued at the Parow, Durbanville and Brackenfell yesterday

The CPLAEA and the Municipal Workers' Union are to meet at 2pm today after talks which ended in a union walk-out on Wednesday

The union suspended its strike in the Free State, Natal and Transvaal late last week.

The strike was called off in most Cape areas but continued in rural towns — Sapa

Sowetan, 11/8/93

Council out of cash

THE Mohlakeng Town Council has run out of funds and its staff have been warned not to expect their salaries at the end of August.

Town clerk Mr Deon Cordier yesterday said the only way to guarantee staff salaries was to ask the Government to increase its monthly subsidy.

But, he said, this had led to a strike by about 350 members of the Municipal, Education, State, Health, Allied Workers Union, who downed tools on Monday.

(152)

ANC in bid to Sowetan 11/8/93 avert strike

By Bongani Mavuso

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THE African National Congress yesterday vowed to do everything in its power to avert the teachers' strike scheduled to begin on Monday

ANC national executive member Ms Cheryl Carolus said black education was about to be plunged into another crisis which the country could not afford

"We are determined to leave no stone unturned to avert this crisis," Carolus said

The South African Democratic Teachers Union announced this week that its members would embark on the strike after salary negotiations between the union and the Government had deadlocked

Carolus said the ANC was convinced the crisis could be resolved "It (the crisis) centres on matters which had been resolved in principle. The only problem is the non-implementation of agreements on the part of the Government," she said

The strike could be averted if the agreements entered into between the Government and Sadtu on May 21 were implemented, she said.

The ANC believed the situation could be defused if the proposed meeting between the Government and Sadtu, scheduled for August 18 and 19, was brought forward to this week

MIKE MOKOBE, DEPUTY CHIEF OF DEPARTMENT OF EDUCATION, and Mr Kobus Kleynhans and Minister of Man-
Bosman



Municipal union talks

CAPE TOWN — The Cape Province Local Authority Employers' Organisation and trade union leaders met yesterday in a renewed bid to settle differences which sparked a week-long strike and more than 2 000 dismissals. (152)

An SA Municipal Workers Union delegation headed by general secretary John Ernstzen met an employers' organisation team led by secretary Andre Swart. (152)

The union's open letter in a Cape Town newspaper yesterday reiterated its demand for a R650 minimum monthly wage.

Many rural municipalities with conservative attitudes were reluctant to meet union spokesmen, the union claimed, adding that workers were far more vulnerable in rural towns than in cities.

Employers' organisation legal adviser Etienne Vermaak confirmed yesterday's industrial council meeting to "discuss issues relating to the strike" — Sapa

ANC, teachers to discuss strike

ET 11/8/93 (152) (221)

Political Staff

THE ANC is to arrange an urgent meeting with the South African Democratic Teachers' Union (Sadtu) to try to find last-minute measures that could avert next week's strike by teachers

Sadtu would be asked to give the ANC "a different plan of action" when they met, ANC Western Cape secretary Mr Tony Yengeni, said yesterday

He stressed that the ANC had decided at a meeting over the weekend to back the teachers' demands, and fully supported their right to hold the strike, which is scheduled to start on Monday

It seemed unlikely yesterday that the strike could be averted and National Education Minister Mr Piet Marais announced he had begun interdict proceedings against the strike action

At the centre of Sadtu's decision to

strike is its claim that the government is continuing with teacher cutbacks in the House of Representatives despite its promise to refer all further restructuring to the newly formed Education Forum

Meanwhile a wide range of organisations warned yesterday that education would be plunged even further into crisis by the strike

However, Education Forum spokesman Mr Alan Tonkin said there was a clear agreement between Sadtu and the government on how the issue would be handled within the forum. The matter was being implemented in complete accordance with the terms of the agreement, he said

Sadtu also cited the government's refusal to agree to its demand for a 20% salary increase as a reason for the strike. While negotiations were proceeding, the union announced it would strike, as the government would not move beyond its 6,7% offer

~~Workers~~
Workers in PE back
on strike

APR 11 1973
The Argus Bureau

PORT ELIZABETH. — Deadlocked wage talks between the SA Municipal Workers' Union (Samwu) and the Port Elizabeth municipality today prompted a reimplementation of last week's suspended strike

Several hundred municipal workers gathered in front of the city hall to protest against the municipality's refusal to accept Samwu's latest demands, which have dropped from 20 percent to 14 percent and finally to 12 percent

But town clerk Paul Botha said the municipality's policy remained one of no negotiation with striking workers.

Mr Botha said wage talks would start again when municipal workers returned to work

The union planned to meet Mr Botha today

Sowetan 12/8/93
Back to strike action

MORE than 2 000 municipal workers in Port Elizabeth resumed strike action yesterday as their wage dispute with the Port Elizabeth City Council continued. (S.A.) (152)

The South African Municipal Workers' Union said in a statement the workers had resumed the strike, suspended last Wednesday, because of the breakdown in negotiations held on Monday "The strike is primarily due to the Port Elizabeth municipality displaying absolutely no will to meaningfully address the demands of the workers," Samwu said (S.A.)



Cape strike action resumes

ERICA JANKOWITZ

MORE than 2 000 municipal workers resumed their strike in Port Elizabeth yesterday as a result of the municipality "displaying no will to address workers' demands"

SA Municipal Workers' Union (Samwu) spokesman Roger Ronnie said the suspension of the strike on Monday was subject to management making a "positive move" When this was not forthcoming, workers decided to resume the strike **By Day**

He hoped talks would be reopened with the municipality, but by late last night no plans had been made

Ronnie said that in Pietersburg, the 700 dismissed workers had been offered the opportunity of reapplying for their jobs and told they would be given preference if they did so by August 25 However, it appeared management wished to retain the right to re-employ selectively

Ronnie said workers had rejected the offer **12/8/93**
He said the Pietersburg municipal-

ity would not guarantee that all workers who applied for jobs would be hired, but the employer had indicated they would not be reinstated, but treated as new employees

As a result, Samwu had approached the local chamber of business which it would meet on Monday. It was exploring the possibility of putting "community pressure" on the employer to reconsider, he said

He believed no casual labour had been hired, but Samwu had not been informed of how services had been affected **(2/3) (152)**

Meanwhile Samwu is scheduled to meet Cape Province local authorities today to try to resolve the dispute

Ronnie warned that the outcome of all these meetings was crucial to the resolution of the strike as employer intransigence might "very well lead to the resumption of a national strike" in the sector



'Teachers will defy any strike ban'

JOHN VILJOEN, Education Reporter
A COURT interdict will not deter teachers from going on strike from Monday, South African Democratic Teachers' Union (Sadtu) president Shepherd Mdladlana said today.

Sam de Beer, minister of Education and Training, is applying for a court order against Sadtu in the Pretoria Supreme Court today.

The State seemed to think an interdict would deter teachers from going on strike, Mr Mdladlana said. "But I don't think that is the case."

The court application was not the issue, he said. The fact was that the Department of Education and Training (DET) had failed to keep an agreement to resume wage talks within four weeks of the talks held on May 21 which prevented a national strike.

These talks had been delayed until July 21 and then postponed until August 18 and 19. The teachers' protest

was a reaction to the government's "delaying tactics"

Mr Mdladlana said he was "not at all optimistic" that the strike could be averted at the last minute.

"We are dealing with an arrogant and intransigent government"

Asked about the timing of the strike so close to final exams, Mr Mdladlana said it was the State which was disrupting education.

The May 21 agreement included an undertaking that no new rationalisation would take place. Yet 650 teachers had left House of Representatives schools

He accepted the Congress of South African Students' sentiment that the timing of the strike was unfortunate

But so was the removal of these teachers from the classroom.

"Whether they get the court interdict or not, the fact is that 650 teachers are gone."

Pupils would be expected to come

to school on Monday in spite of the strike Contingency plans had been devised, Mr Mdladlana said

At some schools teachers had handed out assignments for pupils to work on during the strike.

Student representative councils and class monitors had been fully briefed on alternative plans for pupils.

Teachers would still come to school "It is not a stayaway. The schools are the site of the struggle"

Apart from the contingency plans, teachers would attempt to make up lost time after the strike, he said.

He warned authorities against applying a "no work, no pay" policy and deducting "huge amounts" from teachers' pay packets. "That's going to be another problem."

Mr De Beer has applied for an order interdicting Sadtu and its national executive and regional leaders from inciting, encouraging or persuading teachers to strike or promoting a strike.

Pay us or we'll strike — teachers

Negotiate, says the state, as 60 000 teachers threaten to strike over salaries. **Philippa Garson reports**

W/M 13-19/8/93

(152)

UNLESS the government and South African Democratic Teachers' Union come to an eleventh-hour agreement, 60 000 teachers will strike next week, delivering yet another blow to an already disastrous academic year.

With only two months before exams, matric pupils will be affected by the strike. However, the industrial action is not expected to last longer than a week.

So far attempts by the African National Congress and National Education and Training Forum (NETF) to broker a meeting between the government and union before the strike date, August 16, have been unsuccessful.

The Congress of South African Students (Cosas) has sent out conflicting messages around the teachers' intention to strike — calling for the strike to be delayed, yet tacitly supporting it.

Sadtu's decision to strike follows an ultimatum issued to government to respond before that date with a

better salary increase than the 6.7 percent offered. The union is asking for a 20 percent increase.

Sadtu and three other teacher bodies are locked with the government in public sector wage negotiations, reopened in the wake of the crisis meeting between President FW de Klerk and ANC leader Nelson Mandela in May to solve the education crisis. After the initial five percent increase offered to all public servants early this year, the government has agreed to 1.7 percent more since negotiations resumed.

The state has ignored the ultimatum, calling on Sadtu to take its demands to the next round of negotiations on August 18 and 19.

Department of National Education deputy director-general Clive Roos said the state could not enter into separate negotiations with Sadtu as "there were many parties to the process of negotiations. The state is saying very clearly that negotiations are going to have to take place within the agreed upon structures for salary

negotiations".

The Department of Education and Training applied in the Pretoria Supreme Court yesterday for a court order to declare the strike illegal, interdict union leaders from promoting the strike and teachers from embarking on strike action. Sadtu was set to challenge the interdict in court yesterday on the grounds that the strike was not illegal. At the time of going to press the outcome of the legal action was not known.

Sadtu general secretary Randall van den Heever said the interdict, if won by the DET, would be "very difficult to enforce". He said the state was attempting to shift the responsibility for correcting salary imbalances to a new government next year.

Sadtu official Vivienne Carelse said the stalemate arose during negotiations last month when it emerged that the state was negotiating increases for limited categories of teachers only.

Linked to the union's demand for better salaries is the call to stop rationalisation and scrapping of teacher posts in the House of Representatives. In Sadtu's view, the department should trim its top-heavy

bureaucracy before cutting teacher posts and funds allocated for schools. Although 3 200 teaching posts are due for the chop, far more temporary teachers could be in line for retrenchment.

The NETF has intervened in recent weeks in the rationalisation crisis, preventing about 3 000 teachers opting for "voluntary retirement packages" from leaving their posts until December. Sadtu is dissatisfied with the education department's response to the 600-odd posts already vacant. However, it is backing the NETF's attempts to solve the problem.

The NETF is not expected to intervene in the salaries issue as it is a labour dispute.

Cosas general secretary Thendo Ratshtlanga said the organisation condoned rather than supported the strike. "As Cosas we acknowledge the demands by the teachers as legitimate. (we believe) that if the government look drastic steps towards addressing the pleas of teachers, the strike (could) be averted."

Cosas is to meet Sadtu to find other mechanisms to help pupils continue their studies if the strike goes ahead.



Teachers chalkdown on Monday

ARCT 13/8/93

■ Last-minute talks and a court application have failed to avert a strike by 75 000 teachers starting on Monday.

JOHN VILJOEN
Education Reporter

THOUSANDS of teachers across the country will strike on Monday following the failure of last-ditch talks in Cape Town and despite a local Supreme Court order against the intended action.

The 75 000-member South African Democratic Teachers' Union (Sadtu) has opted for a chalkdown over demands for a 20 percent pay increase and an end to rationalisation

Teacher bodies met the state in separate salary and rationalisation talks yesterday. But Sadtu described both meetings, facilitated by the National Education and Training Forum (NETF), as disappointment.

House of Representatives Education and Culture Minister Pieter Saaman was quick to condemn the union

The strike would affect the future of innocent pupils, especially as it came close to exams, he said

The strike showed Sadtu's contempt for the negotiation process and should be called off in the interests of education, socio-economic development and stability, he said

The State has said it will apply a no-work, no-pay principle during the strike

Union secretary Randall van den Heever said court interdicts would have no effect on strike plans

Court orders merely proved the obvious, that teachers were

legally not permitted to strike.

Union negotiator Vivienne Carelse said teachers would exercise the universally accepted right of strike action

Ms Carelse told a Press conference yesterday that Sadtu would "not be made to feel guilty and responsible" for the disruption to education caused by the strike

It was the state which was disrupting schooling, she said.

Referring to rationalisation in House of Representatives schools, Ms Carelse said 650 posts had been frozen. She calculated this had left 3 250 classes unattended

The union was taking this action — a "responsible and disciplined" strike — as a last resort

"The state is fully empowered to avert the strike, but they are not negotiating on the same terms that we are"

The union's demands were reasonable and legitimate and aimed to address the education crisis

Ms Carelse said only the union's national strike committee had the power to instruct members to resume teaching

Further salary talks with the state on Wednesday and Thursday would have a "pivotal" effect on the strike.

"The strike is not indefinite. It is as definite as the state would like to make it," she said

Although more than 70 000 Sadtu members are due to chalkdown from Monday, they will be the only teacher body on strike

The Union of Teachers' Associations of South Africa (Utasa), which has about 25 000 members in House of Representatives schools, and the 116 000-member National Professional Teachers' Organisation of South Africa (Naptosa) are among those not joining Sadtu

Ms Carelse, part of a Sadtu delegation at yesterday's wage talks, said the meeting had failed to deliver.

The state had nothing to offer the four teacher associations — Sadtu, Utasa the Teachers' Federal Council, and Naptosa — which met yesterday.

There has been no advance on the pay offer of 6,7 percent for public servants

The state turned yesterday's meeting into "a useless exercise" and had not shared the union's determination to find a solution. The public should hold the government responsible for what would happen on Monday, Ms Carelse said

Union secretary Randall van den Heever, who was at talks with the House of Representatives over rationalisation, said Sadtu had been under severe pressure to avert the strike

It had met authorities with this in mind, but had been disappointed by the approach of state officials

Department staff arrived for the meeting under-prepared and it had become deadlocked. Sadtu, Utasa and the authorities would talk again next Friday

● See page 6.

Attack on 'fat cat' workers

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152
753

CR13/8/93

Staff Reporter

A CAPE TOWN city councillor tore into the municipal workers union yesterday in the wake of the municipal strike — describing the workers as fat cats who were grossly overpaid

In a letter to the Cape Times, Mr Arthur Wienburg said the strike had been "political", as city workers were paid almost double the strike demand for a basic wage — and received much more than private sector workers

Workers and SA Municipal Workers' Union (Samwu) president Mr Salie Manie had also behaved like "the AWB storm troopers at the World Trade Centre" in causing R40 000 worth of damage to the Good Hope Centre during the strike

"Mr Manie had the gall to say he warned the council against calling in the police. What does he want? A blank cheque to conduct anarchy, insurrection and mayhem?" Mr Wienburg asked

Having jobs made Samwu workers part of an elitist group

Demands for additional wages without commensurate produc-

Councillor: Strike was political

tivity drove up inflation and prevented the council from creating jobs for those out of work.

Mr Wienburg said strikers demanded a minimum wage of R650. Council workers got a minimum total package of about R1 500, including housing

Council research showed that catering staff were paid double what their counterparts earned in the private sector, and the building and production unit staff earned about 40% more than those in the private sector

"It is quite clear that the strike was of a political nature," Mr Wienburg said

The R250 000 workers would receive in addition to what they were originally offered would cost the workers collectively over R500 000 in lost wages

He said Mr Manie and his co-workers saw themselves as future councillors, but "heaven help us if people who cannot conduct themselves in a dignified manner and show no restraint take control of the city's R2 billion per annum budget"

Mr Wienburg asked "how many people died or suffered additional trauma" when the union had reneged on a promise not to disrupt essential services, which had led to the ambulance service being able to respond to only 99 out of 200 calls

Acting exco chairman Mr Leon Markovitz said Mr Wienburg's views contained "a minimum amount of facts coupled with a labour relations policy one could not even contemplate in today's climate"

"The matter has been successfully settled and we are now moving forwards, not backwards"

● Samwu president Mr Manie said last night that the strike was partly in support of some municipal workers in other areas who were paid less than R300 a month

The union had stuck to a deal with council that only emergency ambulance calls were answered

Teachers' strike ruled unlawful

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CT13/8/93
JOHANNESBURG — The SA Democratic Teachers' Union (Sadtu) strike, due to begin on Monday, was yesterday ruled unlawful by a Pretoria Supreme Court judge — but the union has vowed to go ahead

Sadtu president Mr Shepherd Mdladlana last night said the ruling would have no bearing at all on the union's decision to strike

"The court has only confirmed that under South African law teachers are not allowed to strike. It does not affect our decision to strike," he said

Mr Justice M M Joffe ordered Sadtu to show by September 14 why the order should not be made permanent.

Meeting

Yesterday the Western Cape region of the National Education Co-ordinating Committee expressed its "unqualified" support for the strike

The Cape Teachers' Professional Association and the African Teachers' Union of SA said yesterday they could not support the strike

● A Sadtu spokesman said late last night that the union had persuaded Education Minister Mr Piet Marais to meet them in Cape Town at 9am today to discuss issues including salary negotiations, while the National Education Training Forum would meet House of Representatives education officials at 10am today to discuss education rationalisation — Own Correspondent, Staff Reporters, Sapa

Pick



Discount Supermarkets



CLASS 1
CLEAN MEDIUM
POTATOES

299

Gold (Ldn) (close) \$373.90
Gold (NY) (close) \$367.50

WANTS ON BEHALF OF

Teachers to defy court orders

Staff Reporter

THE SA Democratic Teachers' Union will press ahead with their national strike despite a flurry of successful urgent court interdicts outlawing their chalkdown

Last night the Cape Town Supreme Court also ruled in favour of the government, declaring the strike action illegal and indicting each member of Sadtu "from taking part in the proposed strike"

The Department of Education and Training and the Min-

isters of Education and Culture in Kwazulu, the House of Representatives and the House of Delegates have all successfully applied to have the strike declared illegal.

Five hours of talks in the city between Sadtu, the Union of Teachers' Associations of SA (Utasa) and representatives of the House of Representatives ended in deadlock and the court interdicts failed to sway Sadtu.

"At this point we have a deadlock — the strike is on Monday," Sadtu general secre-

tary Mr Randall van den Heever announced at a press conference.

National Education Minister Mr Piet Marais told the Cape Times during the National Party's Amanzimtoti congress the indefinite strike by 75 000 teachers would be a "disaster for education" if it went ahead. He said the "no work no pay" rule would apply.

Mr Marais said the government was prepared to do "everything possible" to ward off the strike, including meet-

ing with a Sadtu delegation this weekend.

However, he told delegates, the government was not going to deal with Sadtu with "kid gloves" **CT 14/8/73**

Supreme Court Judge Mr Justice F D J Brand, in his city chambers last night, said the interdict was in the "interests of the hundreds of thousands of school children".

He said the reported intention of Sadtu not to obey the interdict was against the rule of law "fundamental in a civilised society" **(S2)**



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Municipal settlement ends strike



CT14/8/93

By PETER DENNEHY

NEW minimum wages for municipal workers have been agreed on in a settlement that has resolved the strike in almost all of the local authorities still observing a stayaway, as well as disputes that have dragged on for two years

In terms of the settlement reached late yesterday, the Cape Province Local Authority Employers' Organisation and SA Municipal Workers' Union agreed on three new minimum monthly pay rates of R404, R497 and R550, backdated to July 1 this year

They also agreed that in two years there would be a single minimum wage rate for the whole Cape Province, based on the R550 level

This year's minimum adjustments will mean many workers on or above the minimum levels will receive increases of between 17% and 35%, according to the joint statement. Other wages above the minimum have been adjusted by between 7,5% and 13,5%

Employers who wanted to be exempted from the agreement would have to lodge a motivated application to the Industrial Council

The parties also agreed to enter into negotiations on a reduction in working hours to a target of 40 hours a week.



51 Times 15/8/93
Parents slam strike

ALTHOUGH it faces sanctions and criticism from teachers and organisations across the board, the South African Democratic Teachers' Union (Sadtu) has vowed to go on strike tomorrow, reports NORMAN WEST.

Three court orders have prohibited the strike, and Sadtu also faces the wrath of parents and organisations opposed to teacher strikes.

Among the bodies that have slammed Sadtu's strike call are the Principals Council of Soweto and the Azanian Students Movement (Azasm).

The PAC's Benny Alexander and ANC Western Cape regional secretary Tony Yengeni did not question the right of teachers to strike.

"But we don't want to inherit a generation of illiterates," said Mr Yengeni.

Political 'hijackers' under fire in Atlantis

Political Reporter

A TELEVISION programme in which the Democratic Party's chairman for Atlantis, Mr Jeff Leonard, takes up the cudgels for the township's unemployed, has been slammed as "a cheap political stunt".

Mr Danny Oliphant, a Cosatu office-bearer and vice-chairman of the unaligned Atlantis Community Forum (ACF), claimed political parties were trying to claim credit for the "victories" the forum had won for the township.

He said a moratorium on action over service payment arrears had been agreed on at a meeting between the Western Cape Regional Services Council's chief director of finance, Mr P

S/ Times (C Metro)
Schenk, and representatives of Atlantis community at the beginning of the week. 15/8/93

The moratorium was a "great victory" It would be in force until January 31.

"For the first time in a long time, Atlantis residents can feel relaxed," Mr Oliphant said. Our aim is to have all debts written off and let Atlantis start afresh."

In terms of the agreement, the WCRSC has undertaken

- Not to disconnect electricity and water,
- Not to evict tenants,
- Withdraw all summonses, and
- Freeze arrears until January

"The political parties make empty promises The Atlantis Community

Forum is apolitical and is not interested in empty promises or in our people surviving on food vouchers alone. We want employment to be created to enable our people to regain their dignity," Mr Oliphant said.

Mr Leonard and Mr Schenk could not be reached for comment yesterday

Killing: Identikit ready

By CHIARA CARTER

POLICE are to release an identikit of a man wanted for questioning in connection with the murder of nine-year-old Lorenzo Naidoo of Uitsig, Elsies River.

Lorenzo's body was found at a refuse dump on the corner of 35th Avenue and Modderdam Road on Tuesday

His shirt was over his head and he had been bludgeoned on the chest. He had not been sexually molested

Two witnesses told police they had seen a "light-skinned" coloured man in a red tracksuit grab the boy about a kilometre from where his body was found

Linked

Lorenzo's family last saw him about 6pm on Monday evening when he left on an errand

A spokesman for the police said an identikit would be released tomorrow

He said it was too early to comment on speculation that the killing might be linked to the Station Strangler

However, police were investigating "all possibilities"

In October, 10-year-old Jacobus Louw was found sodomised and strangled at Mmandi Beach, leading to speculation that the Station Strangler was back.

Hospital staff plan go-slow

By JESSICA BEZUIDENHOUT

MORE than 300 hospital workers and nurses who are members of the Public Service League in Worcester intend to embark on an indefinite go-slow, says PSL spokesman for the area Reggie Farao

The decision had been reached by "unhappy" members, who were disappointed with the government's offer of a five-percent salary increase, Mr Farao said

Staff would work only two hours a day and, if a crisis arose, would refuse to help, even if this meant hospitals would not run smoothly, he said.

This would also apply to emergency services

A spokesman for National Education and Health Workers' Union, Pedro George, said Nehawu members would not take part in the strike

Rationalisation

Mr Farao said PSL members were aware of the serious implications of the strike for services, but had no alternative

"Our people refuse to accept the government's plans for rationalisation," he said.

Both hospitals in the town were under-staffed and the government was continuing to freeze posts.

Meanwhile, the PSL's general manager, Mr Bernard Wentzel, said the strike was not a national action

Its branches were autonomous and each could decide according to the needs of its members.

Although the go-slow would contradict the PSL's policy of exploiting other measures to resolve the problem, the organisation would support the Worcester branch, Mr Wentzel said

Negotiations between the PSL and the government's Commission for Administration would continue this week.

Teachers' strike chaos expected

152
~~151~~
~~150~~

ET 16/8/93

CHAOS is likely at more than 600 schools in the Western Cape today as members of the SA Democratic Teachers' Union (Sadtu) begin an indefinite national strike.

The strike is going ahead despite an appeal by the Congress of SA Students (Cosas) to teachers to delay their action to a time that is less critical for pupils facing exams.

Sadtu, which has about 80 000 members, reaffirmed its decision after last-ditch efforts to reach a compromise failed at the weekend.

The strike, declared unlawful, aims to make the government concede to demands for a 20% wage increase and a halt to coloured teacher cutbacks. Wage negotiations will continue this week.

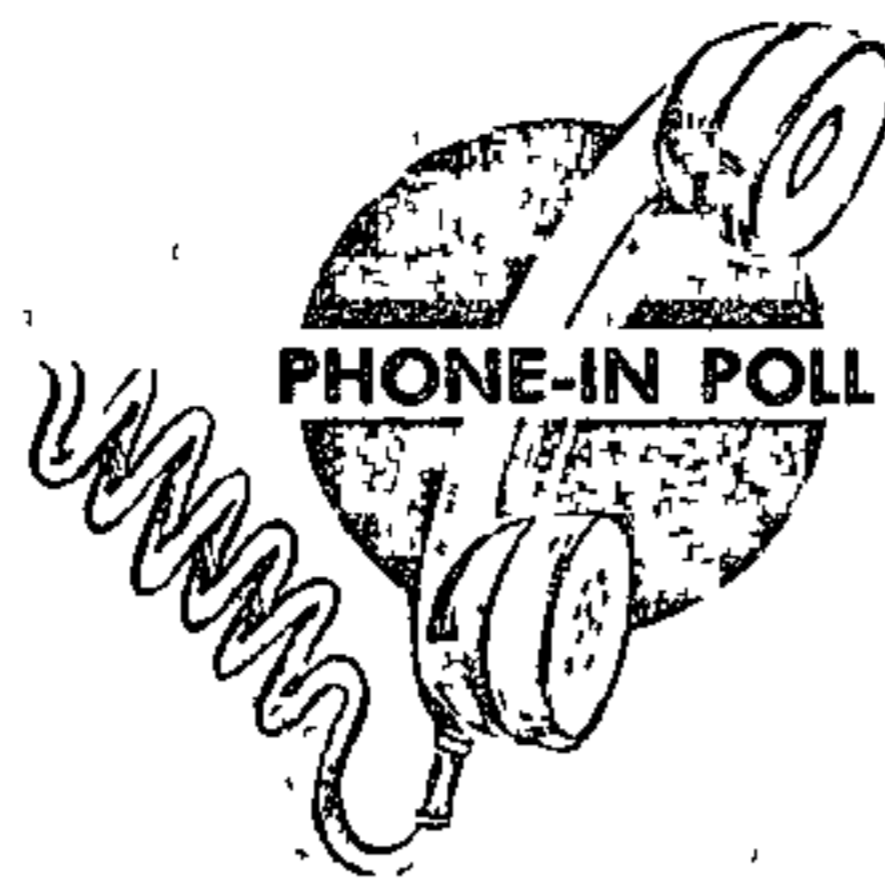
The Union of Teachers' Associations of South Africa and the National Professional Teachers' Organisation of South Africa have decided not to take part in the strike. The Cape Teachers' Professional Association, which represents 22 000 Cape teachers, yesterday slammed the strike.

More than 600 black and coloured schools in the Western Cape — where Sadtu has 8 000 members — will be affected. Sadtu's chairwoman in the Western Cape, Ms Vivienne Carelse, yesterday brushed aside claims that there was any split in its ranks and blamed the government for the strike.

Dr Allan Boesak of the ANC yesterday said the teachers' demands were reasonable and the ANC fully supported them.

At the Natal NP congress, National Education Minister Mr Piet Marais warned that the "no work, no pay" principle would be applied.

Azapo yesterday called on Sadtu to cancel the strike. — Staff Reporter, Own Correspondent



Should teachers strike?
Phone us on ☎ 488 4584
before 9pm and give us
your views.

Support for strike varies ^(B2) in Cape ^(B2)

Staff Reporters ^{ARC 17/8/93}

WHILE black education is at a standstill under the weight of a nationwide strike, Western Cape authorities say the effect on coloured schools has been limited.

Thousands of South African Democratic Teachers' Union (Sadtu) members stayed away from school for a second day today.

Department of Education and Culture (House of Representatives) spokesman Claude Adriaanse said only between 20 and 30 percent of teachers, mostly in high schools, went on strike yesterday.

In some areas, such as Uptington, the strike seemed to have had no impact at all.

In Worcester "a few secondary schools" were affected, with teachers travelling to Bellville for a rally.

At George teachers at three high schools went on strike. The percentage stopping work varied between 30 and 90 percent, Mr Adriaanse said.

But early indications today were that the strike was spreading, especially in the Southern Cape, he added. A clearer picture would emerge later.

There are several court interdicts declaring the strike illegal and the 22 000-member Cape Teachers' Professional Association, whose members work in coloured schools, is not on strike.

152

In Cape Town today hundreds of striking teachers converged on the Khayelitsha stadium and then marched to the police station, where they presented a memorandum to DET regional director Johan Brand.

The marching strikers were joined by hundreds of residents, who chanted slogans. At the Khayelitsha police station Dr Brand, accompanied by liaison officer Mtumtuzeli Belewa, said the memorandum would be submitted to the Department of National Education as soon as possible.

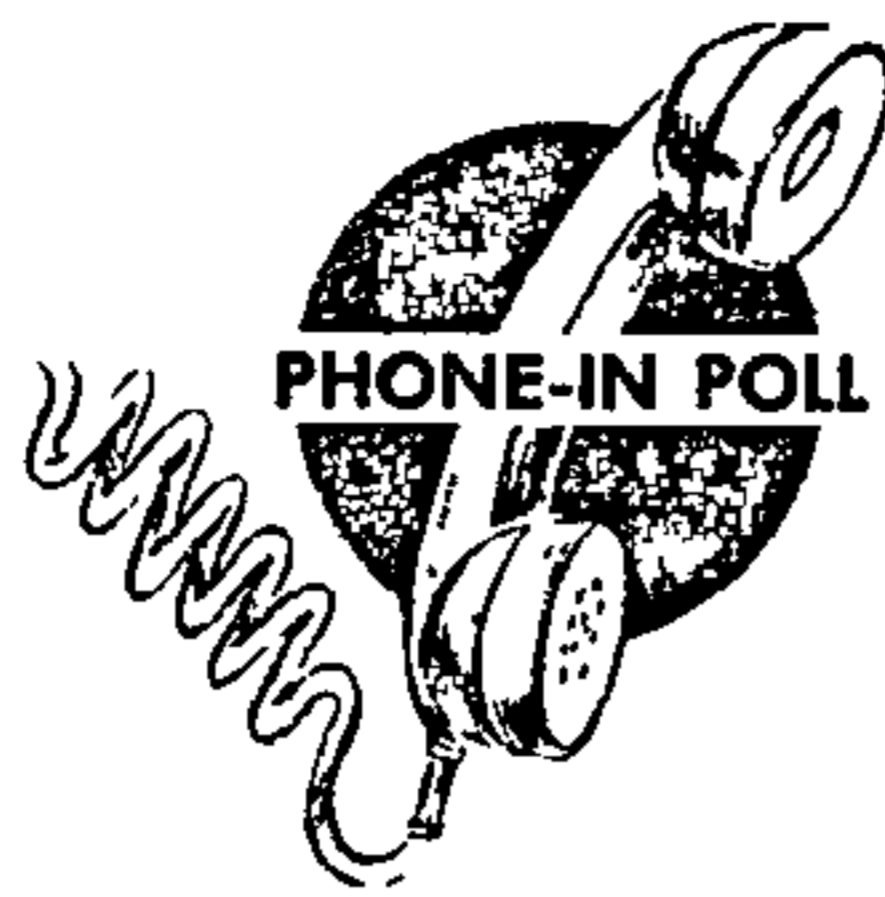
"We want to say to the DNE that the apartheid tactics are a clear indication that the government has no intention of resolving the education crisis, which is disruptive and counter-productive in this period of transition towards a democratic government," the memorandum read.

Several police vehicles were in evidence but there were no incidents when the march began.

National Education deputy director-general Clive Roos has criticised the union, saying the issues over which it is striking are all under negotiation.

In Natal the union claimed an 85 percent stayaway.

In Port Elizabeth about 4 000 teachers joined the strike yesterday. Pupils who were left without teachers were seen leaving their classrooms on their way back home.



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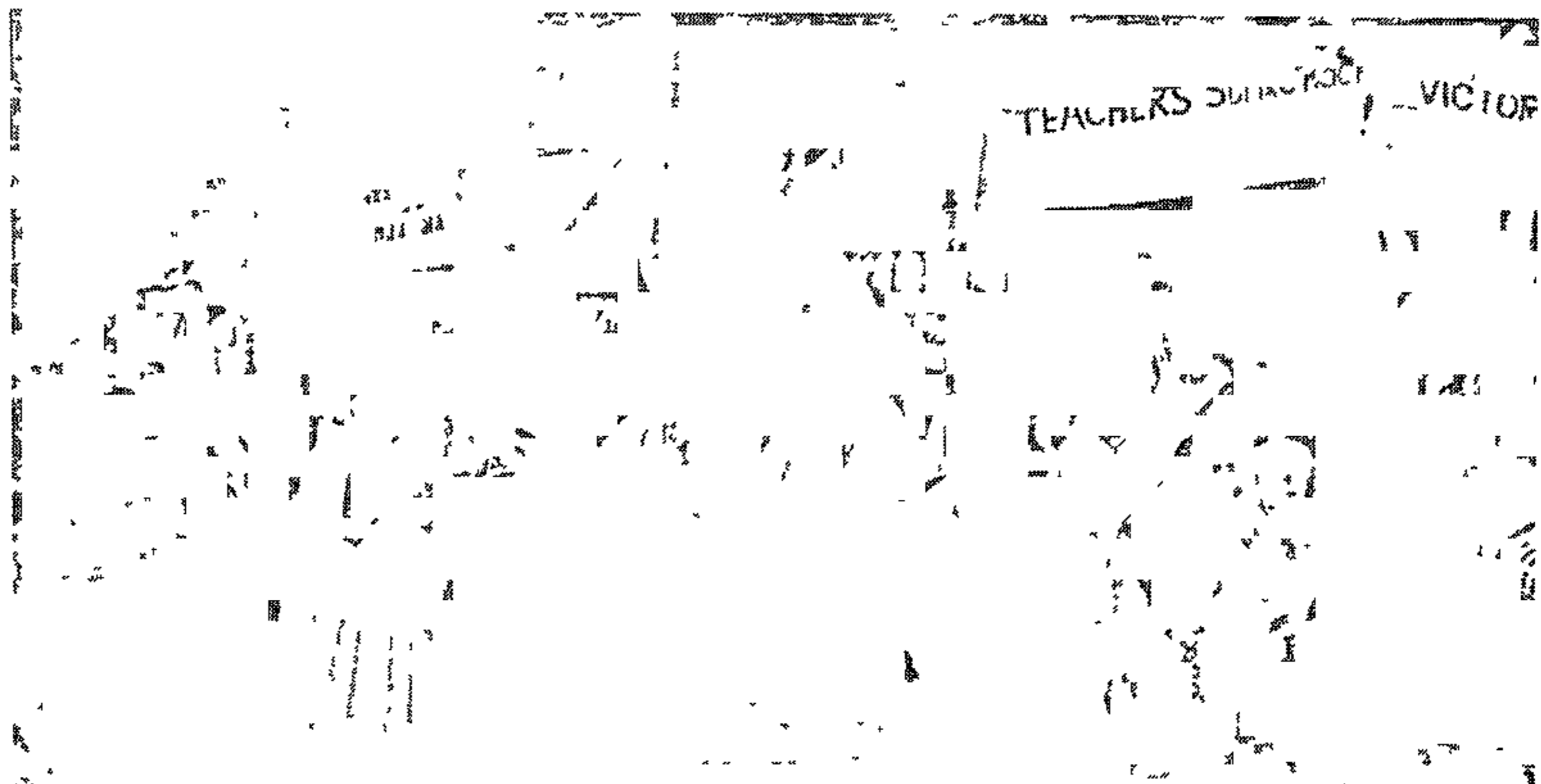
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STRIKING TEACHERS .. These teachers were among a crowd of 3 000 or more striking educators who attended a rally at UWC yesterday afternoon

Picture ANNE LAING

City 'blockade': 13 arrested

Staff Reporters
POLICE held 13 people after a protest and blockade at the intersection of Adderley and Strand Streets by about 600 pupils yesterday afternoon

The action by the Western Cape Students' Congress (Wesco) was in support of the teachers' strike

Police ordered protesters to vacate the intersection but Wesco

chairman Mr Aubrey Daniels later led about 20 pupils and sympathisers down Adderley Street. Police arrested most of them

Hundreds of pupils then marched to Caledon Square to demand their release

Those held were taken to Sea Point police station where they declined bail of R100 each. Six

youths and seven adults later appeared in the Magistrates' Court, where they were not charged or asked to plead but were warned to appear on September 17

The adults arrested were Mr Aubrey Daniels, 20, Mr Riaan Abrahams, 19, Mr Morne Phillips, 19, Mr Xola Ngesi, 31, Ms Kashief Butler, Mr Samuel Plaatjes, 27, and Mr Muzi Velaphi, 32

(152) ~~152~~ CT 17/8/93

'Paralysis' as teachers strike

(152) ~~152~~
CTT/8/93

JOHANNESBURG — A strike by thousands of teachers demanding higher pay paralysed education in townships countrywide yesterday

The Department of Education and Training reported widespread stayaways, more effective in townships than rural schools, with parts of the Western Cape and Soweto hardest hit

Teachers demand a 20% pay hike and have rejected the state's improved offer of 6,7%

The SA Democratic Teachers' Union (Sadtu), which is co-ordinating the indefinite strike, claims a membership of 80 000. A DET spokesman said this meant the strike had affected about three million pupils

Several Peninsula headmasters declined interviews yesterday, but a source said at least 325 of 418 teachers in the Elsie's River area were on strike

About 3 000 striking teachers

W Cape, Soweto 'hard-hit'

rallied at the University of the Western Cape stadium yesterday to hear their leaders

Sadtu national president Mr Shepherd Mdladlana told the rally that as teachers were now on strike, "this is war, therefore we need war talk."

"If you have started war, are you going to be told by your enemy to stop?" he asked

Cosatu speaker Mr Salie Manie

said 100 000 teachers countrywide had take-home pay of just R700 a month or less

He asked strikers to do more "to get parents on your side"

Mr Tony Yengeni, regional ANC general secretary, said the ANC in the Western Cape was "squarely" behind the action

But he said the concerns of many parents were genuine, adding that "we must make up time lost by the students"

In Soweto pupils roamed the streets as teachers brushed aside criticism and trampled court orders declaring the strike illegal

Sadtu deputy general secretary Mr Thula Nxesi said Sadtu considered the first day of the strike a success and was not considering halting the action

● Pupils in Maritzburg decided on an "each one, teach one" campaign to study old exam papers during the strike — Sapa, Staff Reporter

Municipal strike largely over

ERICA JANKOWITZ

THE national municipal strike has effectively ended and only two areas — Pietersburg and Port Elizabeth — were still being disrupted by industrial action yesterday.

The SA Municipal Workers' Union described the strike as successful. All dismissed Cape local authority workers would be reinstated immediately, union spokesman Roger Ronnie said.

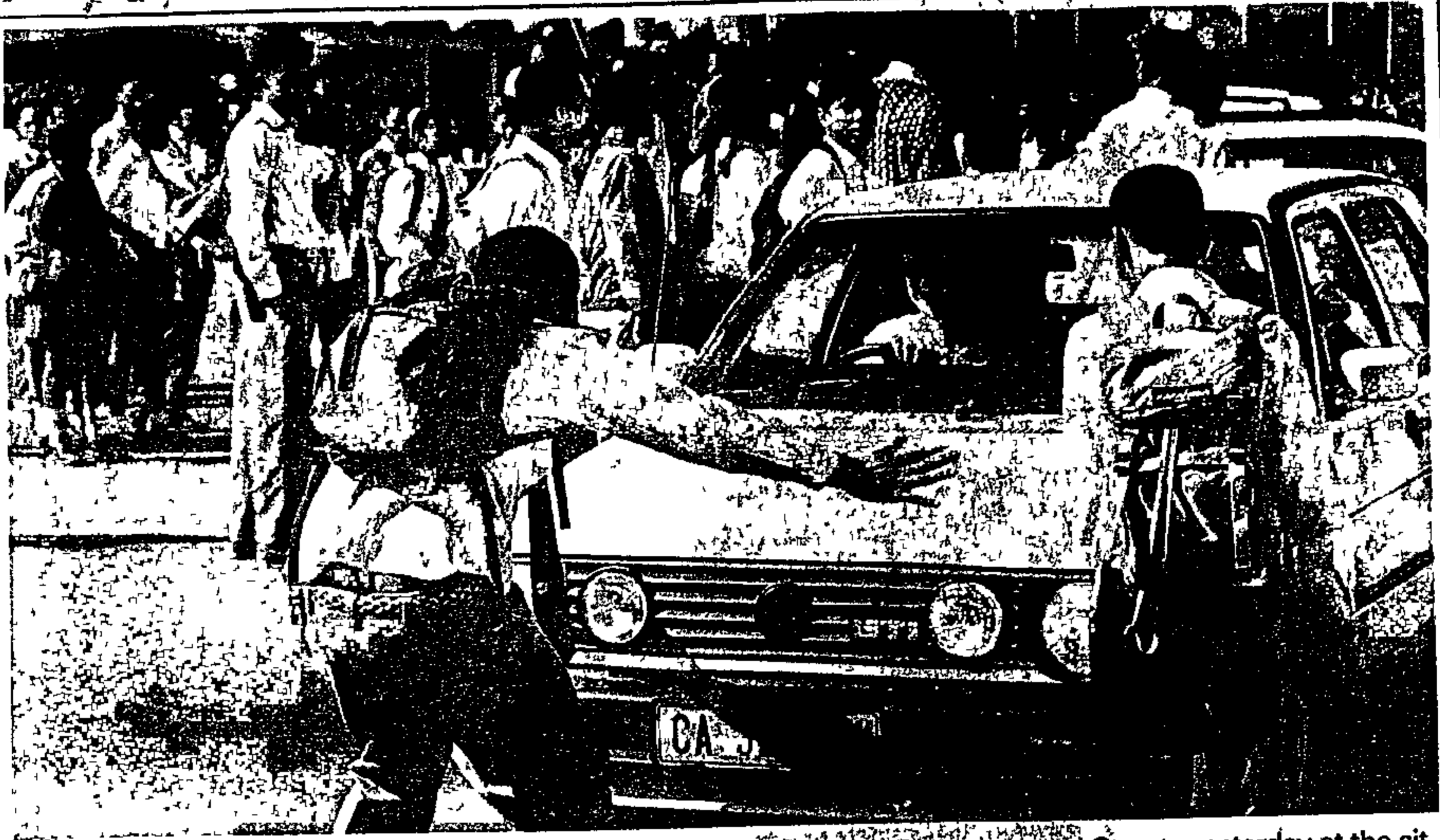
An additional success was that the union had "broken through the 5% wage ceiling imposed by government".

He said the most important concession made by the Cape Province Local Authorities Employers' Organisation had been an agreement in principle to a R550 a month minimum wage from July 1995. This would be implemented immediately in some towns.

The union had also made gains in terms of an agreement to establish a centralised provident fund, reduced working hours, maternity leave and housing allowances.

It was understood that Port Elizabeth workers would return today after an agreement reached with the council.

In Pietersburg a meeting between the municipal employers' organisation, the union and municipal representatives had been suggested, but no date had been set, Ronnie said.



NO-GO AREA . . . Pupils block motorists at the intersection of Adderley and Strand Streets yesterday at the sit-in protest organised by the non-aligned Western Cape Students' Congress (Wesco). Thirteen protesters were later arrested. Picture: BENNY GOOL

Talks bid to halt strike

Own Correspondent

JOHANNESBURG — Striking teachers are to continue their wage talks with education officials tomorrow after yesterday's start to the crippling strike

SA Democratic Teachers' Union (Sadtu) general secretary Mr Randall van den Heever said teachers had gone ahead with their strike for wage increases and against staff cutbacks in spite of three court orders declaring it illegal

The 80 000-strong union said the high level of support for the strike could force an early break-

through in its push for a 20% wage hike. The state is offering 6,7%. The chalkdown, which comes barely two months before two

STRIKE 'PARALYSES' W CAPE SCHOOLS

— PAGE 4

million pupils face their year-end exams, ignores an appeal by the Congress of SA Students to teachers to delay their protest until a less critical time

The Department of National Education's deputy director-

general, Mr Clive Roos, attacked Sadtu for striking when all the issues it offered as reasons for striking were under negotiation

But the ANC backed the union, saying that teachers had legitimate concerns

● Soweto Education Co-ordinating Committee spokesman Mr Jolly Mathngo said pupils had reported to school yesterday morning to discuss ways of continuing their studies without their teachers

● Paralysis as teachers strike — Page 4

Rina Venter



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Tastic strike now boycott

DURBAN. — A strike by Tastic Rice employees in Maritzburg has developed into a campaign to boycott the company's products by the Food and Allied Workers' Union. Workers at the firm's other plants had accepted a 12% increase.

CT 17/8/93

two of the entrants in the...

Picture

Pupils teach pupils

CT18/8/93 (152)

Staff Reporter
PUPILS in township schools countrywide are teaching each other in "Each One Teach One" campaigns while their teachers are out on strike

Teachers at many schools have prepared work schedules for their pupils to ensure that learning continues while they are on strike, according to the National Education Coordinating Committee (NECC)

At Fezeka High School in Guguletu pupils held their own alternative classes yesterday

In Orlando, Soweto, reporters were surprised to see that a teacher standing in front of the blackboard explaining algebraic equations to a group of matric pupils at a high school turned out to be just another pupil taking his turn to instruct the class

High school pupils in townships near Durban and Maritzburg were yesterday also substituting formal education with "Each One, Teach One" classes, an NECC official said



EACH ONE TEACH ONE . . . Manelisi Mpandle, a physics whizzkid, gives his classmates lessons at Fezeka High School yesterday. **Picture FANIE JASON**

On the Rand some pupils held sit-ins and other protests at education offices in support of the strike by the SA Democratic Teachers' Union, while others held alternative lessons

The name of the "Each One Teach One" campaign originates from the 1980s, when it was used

by the Congress of SA Students
A Department of Education and Training spokesman yesterday confirmed that widespread alternative classes were being held, saying they were a reaction to "desperate times"

● **More teachers join Sadtu
chalkdown — Page 5**

Strike gathers momentum

27/8/73
(152)

Sadtu and DET claim 'fairness'

JOHANNESBURG — Both the SA Democratic Teachers' Union and the Department of Education and Training last night claimed to be fair about the status of teachers.

Both sides gave their views on TV's Agenda programme and DET director-general Mr Bernard Louw and Sadtu general secretary Mr Randall van den Heever answered calls from viewers.

Mr Louw said teachers had a nerve to strike only eight weeks before exams, jeopardising pupils' futures and wasting public funds.

Mr Van den Heever said that after years of negotiations "in professional style" the state had always made it impossible to break deadlocks. He believed the government had orchestrated negotiations to the point where there was no alternative but to strike.

● The Conservative Party yesterday called for all black schools to be closed while Sadtu members were on strike — Sapa

THE national teachers strike gathered momentum as it entered the second day yesterday with more teachers joining the chalkdown.

The Department of Education and Culture (DEC) in the House of Representatives admitted yesterday that the effect of the strike against cutbacks and for a pay increase of 20%, as opposed to the state's improved offer of 6.7%, had increased substantially at schools under their control.

DEC spokesman Mr Claude Adriaans said fewer teachers had reported to schools yesterday than on Monday.

He said that whereas on Monday the effect ranged from 20% to 50%, many schools, especially in the Mitchells Plain area, had closed earlier yesterday.

Mr Adriaans said the percentage of strikers was very low at primary schools, however, "perhaps because their situation is complicated by the fact that

Schools hit harder on second day

young pupils cannot organise alternative classes on their own"

The South African Democratic Teachers' Union has described teacher support of the strike as "phenomenal".

National general secretary Mr Randall van den Heever said most of their regional structures had reported support of between 85% to 100%.

In Natal almost all House of Delegates and Department of Education and Training (DET) schools were affected, the National Education Co-ordinating Committee said

In Port Elizabeth Sadtu regional secretary Mr G M Naidoo said 93% of teachers in DET schools had joined the chalkdown.

"There has also been a dramatic increase in the number of non-Sadtu teachers who have joined the strike action," he said.

More teachers started striking in East London as well as other border areas.

In the Transvaal, Pretoria's Mamelodi and Soshanguve townships were worst hit, a DET spokesman saying there was "basically no teaching" there.

In Atteridgeville, however, teaching resumed at schools that were partly affected on Monday.

● The Pan-Africanist Congress said yesterday the teachers' strike was inopportune and would seriously damage chances of African pupils doing well in their forthcoming examinations.

It appealed to Sadtu and the government to find a solution to the genuine problems of teachers — Staff Reporters, Own Correspondents, Sapa



Teachers to hold street protest

APR 18/81 B
JOHN VILJOEN
Education Reporter

STRIKING South African Democratic Teachers' Union (Sadtu) members were to protest outside the Cape Provincial Administration building in Wale Street where key salary talks with the state resume today

The talks, which the union has said could have a "pivotal" effect on the duration of the strike, are scheduled to last two days

The Sadtu protest was to start at 10am.

The union, which has 75 000 of the country's 300 000 teachers as members, is seeking a 20 percent wage increase as one of its key demands. According to Sadtu, more than 109 000

TEACHERS' STRIKE
88 FOR — 87 AGAINST
— see page 5

teachers take home only R700 a month

Union members, who have been striking since Monday, have accused the state of delaying tactics in resuming salary talks

In terms of an agreement signed on May 21 negotiations were to resume within four weeks, but only re-opened two months later, Sadtu says.

Yesterday about 2 000 members of the Khayelitsha branch of Sadtu marched to a police station in the township where they presented a memorandum to the DET's Western Cape director Johan Brand.

The union's demands are:

- An end to cutbacks and a restructuring of education.
- That the House of Representatives immediately stop offering retirement packages
- That the 650 House of Representatives teaching posts which have been closed re-open
- A living wage for all.

Teachers press for final offer

ARG 19/8/93

JOHN VILJOEN
Education Reporter



SOUTH African Democratic Teachers' Union (Sadtu) negotiators will push the state hard for a final wage offer when salary talks resume in Cape Town today

The state met four teacher organisations and representatives of 11 public sector staff associations in all-day talks yesterday

Sadtu negotiator and vice-president Duncan Hindle reported "very little success" afterwards

State negotiators had indicated they had "a broader man-

date" but were not prepared to disclose it, Mr Hindle said

"We will push the state very hard for clarity on their offer."

While the teams were negotiating in Parliament Towers in Plein Street, a large crowd of striking teachers — at one stage more than 2 000 — protested outside

The protest drew criticism from the state delegation, which at one stage withdrew to discuss it before deciding to continue with talks.

Official House of Representatives figures on the teachers' strike have been greeted with disbelief by the union

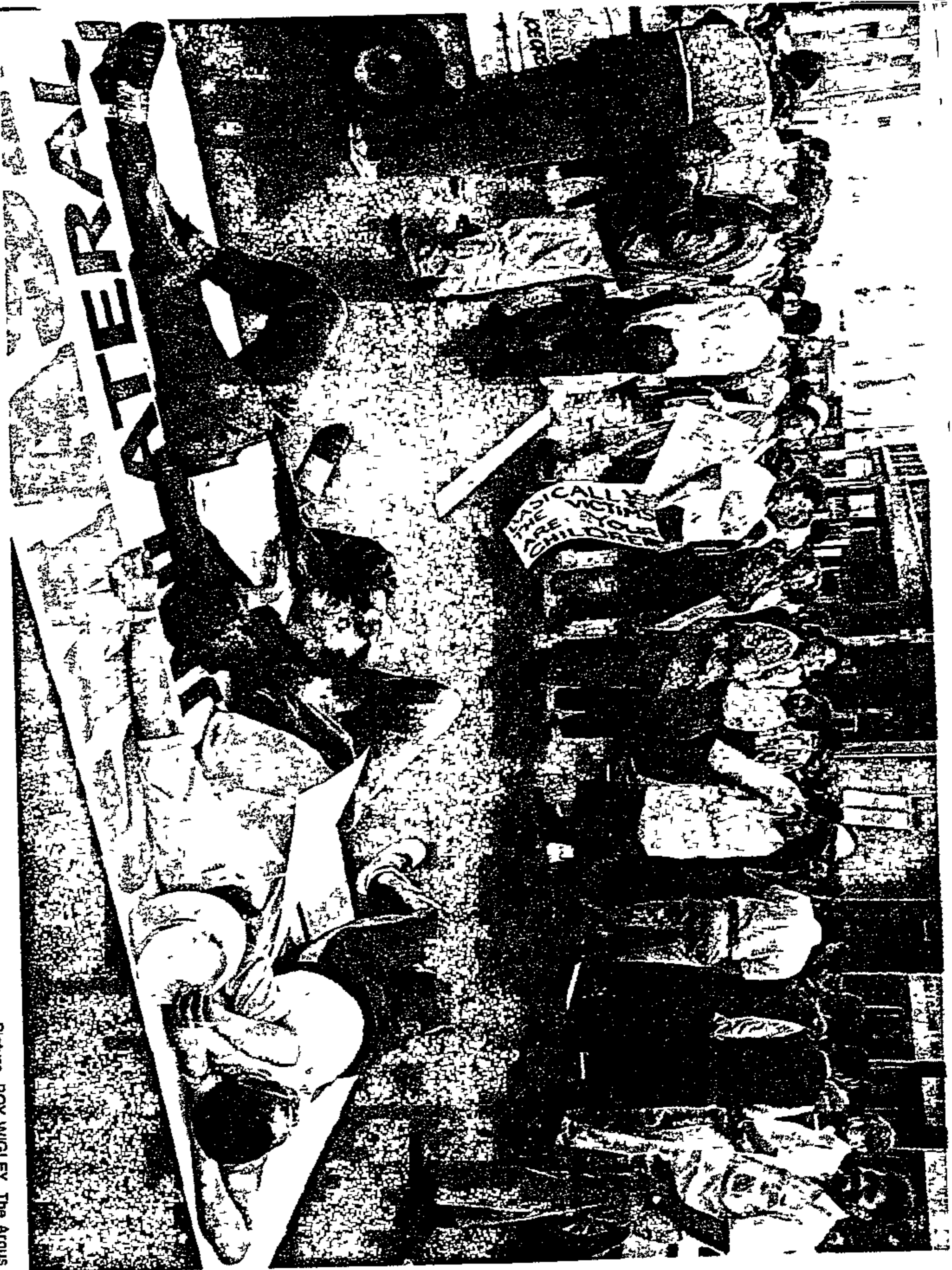
On Monday only 27 percent

of the 5 000 registered Sadtu members in its schools countrywide were on strike, a House of Representatives spokeswoman said

The spokeswoman said yesterday's figures showed less than 20 percent of House of Representatives high school teachers were on strike. The level at primary schools was put at less than three percent.

Sadtu vice-president Vivienne Carelse rejected the figures

Eighty-five percent of the union's members in the Western Cape were on strike and support for the strike in rural areas was good, she said



Picture ROY WIGLEY The Argus

STRIKE BREATHER: Tired Sadtu members take a break during a day of singing, dancing and chanting yesterday outside the venue of key pay talks with the state.

Teacher union dismayed at De Klerk stance

Education Reporter

PRESIDENT F W de Klerk's statement that the government could not consider the salary demands of the South African Democratic Teachers' Union (Sadtu) has dealt a

blow to hopes of an early end to the three-day old teachers' strike. Sadtu general secretary Randall van den Heever said from Johannesburg today he was "stunned and taken

aback" by President De Klerk's statement. He still hoped a salary deal could be brokered with the state when wage talks resumed in Cape Town today. If not, the union would be in "a very difficult position on whether to call off the strike".

President De Klerk said Sadtu's call for a 20 percent increase would lead to raised taxes. ● See page 5

City taxis may
strike today

THOUSANDS of commuters could be left stranded this morning as the Convention for a Democratic Taxi Association (Codeta) has called on drivers to cease all trade until the executives of Codeta and taxi owners resolve their differences, Codeta vice-president, Mr James Mafuya said last night.

A meeting is to be held this morning.

Why the bar on municipal strikes?

WJM 20-26/8/93 (152)

OPINION: Luci Nyembe

IT IS an anomaly that while public servants have recently been granted strike rights municipal workers are still prohibited from striking.

The Public Service Labour Relations Act (PSLRA) became effective on August 2 the same day on which 62 000 municipal workers embarked on a national strike. This is not the first strike in the local government sector — already in 1913 sanitation workers engaged in the famous "bucket strike".

The demand this time was for a minimum wage of R650 per month and a percentage increase of 30 percent on the lower scales to 20 percent on the higher. It is not hard to imagine that the R200-R400 which workers earn in many local authorities, particularly in rural towns can buy little more than the few pennies earned by their forebears in 1913.

In the week before the strike, a number of local authorities applied for interdicts against the strike. The courts granted the interdicts on the grounds that strikes in local authorities are illegal. The interdicts covered around 320 local authorities except for Port Elizabeth, Bloemfontein and Kimberley.

Section 46 of the PSLRA prohibits strikes in local authorities or in any service within the jurisdiction of a local authority. The grounds for this prohibition are that local authorities are part of the public service that they provide "essential services" and that any disruption of services is contrary to the public interest.

Municipal workers perform a variety of jobs. They provide electricity, water, power, sanitation, passenger transport and fire fighting services. They are health workers, librarians, town planners, city engineers, cleaners and traffic cops. Let us apply a simple test: Does the temporary disruption of library services endanger the public health? Are all municipal services essential to the life and health of the population? Does the temporary disruption of public services cause inconvenience to the public?

According to the International Labour Organisation, strikes may be prohibited in "essential services" defined as "services the interruption of which would endanger the life, personal safety or health of the whole or part of the population".

Clearly emergency services should not be disrupted. Many other services are not "essential" and the disruption of sanitation services becomes a hazard to life and health only after a certain period. Earlier this year sanitation workers in Dobsonville took strike action for more than three months. This caused some inconvenience to the local community but no danger to life or health.

In many countries, procedures have been negotiated between employers and unions to minimise danger and disruption due to strikes. This has included the provision of minimum and emergency services by union members.

The municipal strike lasted, on average, two to three days. In some localities, dismissals were instituted within two days. Minimal disruption was experienced by the public and the only real victims appear to be the workers themselves.

Workers in rural areas, where the union has had difficulty negotiating a return to work because of the large number of local authorities involved, have borne the brunt of the dismissals. In a country where human rights and a Bill of Rights are the latest buzzwords the rights of more than 200 000 municipal workers are still restricted.

EDUCATION CRISIS: Settlement doubtful as De Klerk sticks to five percent increase offer

Unexpected opposition to strike

VIRULENT criticism of the national teachers strike from the community, student organisations and at least one major "liberation movement" looks set to drive teachers back to the classroom within days.

This weekend's regional congresses of the South African Democratic Teachers Union (Sadtu) — where members will discuss the week's negotiations with the government on salaries and retrenchments — are likely to take crucial decisions on whether to end the strike action or continue next week.

But an announcement on Wednesday by President FW De Klerk that the government was not willing to improve the initial five percent increase given to teachers may have scuppered hopes for a settlement this weekend.

Over 70 000 teachers around the country heeded the Sadtu call to strike this week.

Sadtu claimed that 85 percent of

The national teachers' strike has drawn surprise criticism from students' organisations and the PAC, reports **Ferial Haffajee**

Its members in Natal stayed away from work. The strongest support for the action was in the Transvaal where teachers' marches and pickets marked the week.

Opposition to the strike came from predictable quarters, like the government and parents who inundated radio stations and newspapers with angry trades. Unexpected opposition came from students' organisations like the Congress of South African Students and the Pan Africanist Students Organisation (Paso).

Paso said campaigns should take place "before 8am and after 2pm during the week".

The Pan Africanist Congress also came out against the strike while the African National Congress placed blame "on the doorstep of the government". The Congress of South

African Trade Unions accused the government of arrogance in its handling of the protest action and of reneging on agreements hammered out at the end of the last strike.

Meanwhile, most schools preferred to let pupils out early, while non-striking teachers at other schools supervised classes where there were no teachers. In Cape Town on Monday about 600 pupils picketed in the town in support of teachers' demands.

Sadtu teachers who went on strike in May this year, ended their action once they received assurances that salary negotiations would be reopened and retrenchments stopped. But two months down the line they charge that the government is dragging its heels on offering a decent increase and that retrenchments have not ended. At the end of July the gov-

WM 20-26/8/93

ernment improved its wage offer from five to 6.7 percent, which is still a long way short of Sadtu's demand for a 20 percent increase.

The union this week again said it was willing to negotiate this figure but it is unlikely to settle at anything less than 10 percent. A Sadtu delegation will today meet representatives of the Department of Education and Culture in the House of Representatives to discuss retrenchments at coloured schools. Retrenchments and the rationalisation of the education sector are also being negotiated at the fledgling National Education and Training Forum, which has been careful to stay out of the fracas this week.

The government said each of the strikers' demands was under negotiation.

"Internationally, striking while negotiations are in progress is considered an unacceptable labour practice," said Clive Roos, deputy director-general of National Education.

Deserted schools, idle pupils

Amy Waldman visits Soweto schools

MONDAYS at Veritas Secondary School in Meadowlands, Soweto usually begin with the retrieval of school chairs which have disappeared into the surrounding neighbourhood over the weekend. "We know where the shebeens are," a teacher explains.

But this Monday there was no school, although a few pupils stood around with their satchels. It was day one of the South African Democratic Teachers Union (Sadtu) strike.

A few Sadtu members showed up, unsure about whether the strike was on. Gradually they peeled off and wandered homewards, leaving the school caretaker sitting pensively in a dismal deserted room.

One teacher admitted that despite her frustrations with the government she hoped the strike would end soon. "I'm very worried about my pupils, especially my Standard 10s," she said, referring to the months of schooling already lost this year. "But tomorrow we won't come because it's very tense. The pupils say they want to learn and they may thrash us for striking."

Another staff member said she had only heeded Sadtu's strike call because of the union's strike monitoring committee.

Dominic Makhubu and Jane Mashego are Standard 10 pupils for the second time. They didn't pass last year and are pessimistic about their prospects this year. "It discourages you to come to school and know you are going to fail," Mashego said. If she doesn't pass this time she won't return. "Next year it will be the same."

Conscious of how dispirited pupils have become, at least one Veritas teacher tried to work on Monday. He was reduced to giving pupils drumming lessons on an overturned waste bin. "All I can do is try to keep them busy," he explained. At Morris Isaacson School in White City Soweto pupils said most classes were without teachers even before the strike started. "They come sometimes," one pupil said.

Teachers basking in the sun outside the classroom block explained that, because they were paid less than they should be, they worked less. Their pupils sat in the classrooms copying off the boards until school more or less closed at 11:30am.

At Morris Isaacson rubble stands where a science laboratory used to be. All the experimental apparatus, the sinks, tables and chairs have been stolen and what remains has been vandalised. A couple of years ago, the library and offices burnt down. The DET has not rebuilt them.

The teachers have little control over their scholars. Said Petunia Tshabalala, a tough Standard Nine pupil and president of Morris Isaacson's SRC: "Thugs come and disturb us. The SRC discusses it and then the boys go and give them a thrashing. If a girl's been raped, maybe they'll go with some knives. Teachers stay out of it. They say student affairs are their own."

Hlangwe Secondary School in White City is supposed to start at 7:50am. At 8:30 on Monday morning, as the first period was about to end, pupils were still meandering in and the classes were less than half full. Sarah Matiwane, who has been teaching for 18 years, said because most of the pupils have no books she must write every exercise on the board. "There are no chairs, no win-dows. Imagine having to get up early and come here. It demoralises you. Teachers are just killing time," she said.



Teacher power These teachers at Chris Jan Botha high school supported the strike, but others disagreed

PHOTO: PETER MCKENZIE

Ferial Haffajee visits a Bosmont school

THE Chris Jan Botha high school in the coloured area of Bosmont near Johannesburg shows why this week's national teachers strike has been such a vexed affair.

Some teachers are on strike, others vigorously oppose strike action. Some pupils want to support their teachers but fear losing study time in the two short months before exams start. Some parents are up in arms about the chalk-down; others sympathise with the teachers.

Somewhere in the middle is principal Hilton Mayet, who agrees "that teachers have major grievances", but who fears that protests such as the strike make for "illiterate children, and will ensure that the white man will still rule us in the new South Africa".

Amid the general confusion, pupil government took over at CJB when a quarter of the teaching staff went on strike this week.

CJB pupils are politically militant, and many wanted to support their teachers' wage and retrenchment protests by staging a "pens down" or a total boycott.

Divided teachers agree to disagree

The students representative council called a mass meeting at which they presented three options to pupils: attend classes where teachers were available, go on a pens-down and refuse to be taught or boycott classes.

"We drew up ballot papers and students voted in the morning and we compiled the results by Monday afternoon," says Lydia Cairncross, the SRC president. The vote went 45 percent in favour of attending classes, 35 percent for boycott action and 18 percent for the pens down (a new form of mass student action).

In line with the vote, CJB pupils attended classes this week dutifully changing classes when the bell went. But they held pickets every morning to support their teachers. "We toyed around the school and used the placards from the last strike," says Cairncross.

The last teachers strike at the end of May drew all the teachers into the

protest action behind the South African Democratic Teachers Union's demand for an improved pay offer and an end to retrenchments at coloured schools.

This time only 16 of the school's 59 teachers are out on strike. "While the non-Sadtu teachers support our demands, they feel they cannot support the strike because of the timing," says Rashid Khan, the chairman of the Sadtu branch at the school. Final exams begin on November 2 at CJB and that is just over two months away. "But what time is the right time?" Khan asks. He adds "This creates the impression that Sadtu teachers are not concerned. We do not want exams to be interrupted. We have extracted a firm commitment from Sadtu teachers that they will hold catch-up classes."

This week, striking teachers at CJB painted posters directed at colleagues asking "I'm on strike, why aren't you?" and "I want more than

five percent, don't you?" One teacher said that after his five percent increase earlier this year, his take-home pay was two rand less than what he had earned previously because deductions had increased.

Rodney Davids, a guidance teacher at CJB who decided not to strike this time round, took a different view. "I'm a unionist at heart and I was on strike earlier this year. But you're not dealing with inanimate objects, you're dealing with children. We disagree with Sadtu's strategy, not with its aims."

Both sets of teachers are determined that this week should not divide what is usually a united staff. "We have agreed to disagree. At the end of the day, we have to work with each other," says Khan.

School principal Mayet looks haggard. He has been busy trying to determine which of his staff are out on strike while fielding calls from angry parents. "I was just on the phone with a parent wanting to know why we allow children to make decisions," he says.

But Mayet is an optimist. This week's strike was not without its lessons. The student ballot "taught students about democracy and how

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Govt threatens Sadtu

THE schools crisis escalated yesterday when the government threatened to terminate its recognition of the South African Democratic Teachers' Union (Sadtu) for engaging in irresponsible and destructive actions, including its present strike.

The ANC and Cosatu warned the move would only lead to an "all-out confrontation" between teachers and the government.

The Department of Education and Training (DET) said Sadtu had until midday today to re-

spond. Wage talks between the government and striking black teachers deadlocked yesterday, but both parties agreed to continue negotiations today.

However, Sadtu vice-president Mr Duncan Hindle said late yesterday there appeared to be a "small but significant" shift by the government who said they would be prepared to discuss this year's general salary increases.

Sadtu yesterday lowered its 20% wage hike demand to 15%.

Sadtu general secretary Mr

CT 10/8/93
Randall van der Heever said the national strike council would meet tomorrow to review the stoppage that has affected more than two million black pupils.

Meanwhile, about 1 000 striking Sadtu teachers marched from District Six to the DET on the Foreshore and then to Plein Street where talks were being held. They presented a memorandum at the DET offices condemning the state's refusal to grant a 20% salary increase — Sapa, Own Correspondent, Staff Reporter



Picture LEON MULLER, The Argus

STRIKE MARCH: Sadtu members protest outside the offices of the Department of Education and Training before marching through Cape Town yesterday.

Strikers wait for state on wage demand

(152) (874)
ART 20/8/93

JOHN VILJOEN, Education Reporter

FIFTEEN public employee organisations — including the striking South African Democratic Teachers' Union (Sadtu) — expect the state to respond today to a new demand for a 15 percent wage increase from December 1.

Talks also resume in Cape Town today on rationalisation in the House of Representatives, where the scrapping of 3 200 posts is a key grievance in the four-day-old Sadtu strike.

The union's national strike council is expected to meet in Johannesburg tomorrow to discuss continuing or ending the work stoppage.

Meanwhile the Department of Education and Training (DET) has threatened to cancel its recognition agreement with Sadtu because of the strike and several other complaints against the union.

The DET accuses Sadtu, among other things, of "blatant intimidation" of principals and accuses its president, Shepherd Mdladlana, of "intimidating and provocative statements".

This week Mr Mdladlana warned principals to beware of being "informers" for authorities.

"We have ways of dealing with informers," he said at a rally at UWC.

The Sadtu delegation attending the wage negotiations in Cape Town yesterday reported some progress in their dealings with the state.

The state "appeared to be budging", said negotiator Duncan Hindle. There appeared to be "a small but significant shift" in the state's position.

He told several hundred teachers protesting outside the talks venue in Plein Street that "we have no doubt that part of what caused that shift has been not from the negotiators inside, but from the negotiators outside".

The state was now prepared to talk about general salary increases this year.

The 15 organisations had agreed on 15 percent as a general demand, which reflects a drop from Sadtu's original calls for a 30 and then a 20 percent increase.

But finality on the wage issue would not be gained at these talks, Mr Hindle said.

There would be further meetings, but the state had indicated it would make a final decision within 21 days.

● Why we are on strike — page 13.

Teachers test State mettle

Talks "critical" as Monday noon deadline is set

PROLONGED wage talks with the State are at "a very critical stage" according to the striking South African Democratic Teachers' Union (Sadtu).

Cape Town negotiations — originally set for two days — between the State and 15 public-sector employee groups, enter their fourth day today.

The staff associations, including Sadtu, have agreed on a 15 percent wage increase as a general demand, but so far the State has not budged on its offer of 6,7 percent.

Sadtu originally sought 20 percent.

When talks ended yesterday Sadtu negotiator Thulas Nxesi said they had reached "a very critical stage" and would resume at an undisclosed venue this morning.

■ Representatives of 500 000 public-sector workers and 250 000 teachers have been locked in salary talks with the State for three days. The teachers will decide today if they've heard enough to call off their week-old strike.

JOHN VILJOEN Education Reporter

ARG 21/8/93

It was expected to be a "very short meeting", he said, suggesting that final word on a wage offer from the State was expected.

The union's national strike council is scheduled to meet in Johannesburg to decide whether to end or continue with the action which is believed to have affected about two million pupils.

But, a top union source said yesterday it seemed likely that the five-day-old strike would

persist into next week.

Separate National Education and Training Forum-brokered talks yesterday with House of Representatives authorities on plans to cut 3 200 posts in the department failed to produce any major victories for the union.

Sadtu general secretary Randall van den Heever said "we have mapped-out a reasonable route" for solving the rationalisation problem.

"My personal view is that the

matter is resolvable, but it has become emotional and politicised," he said.

When the strike council met today it would consider report-backs from negotiators at the wage and rationalisation talks and also the effect the strike was having on the culture of learning, Mr van den Heever said.

For the third successive day, hundreds of teachers sang, danced and chanted outside the negotiation venue in Plein Street.

Meanwhile the relationship between Sadtu and the Department of Education and Culture, House of Representatives, worsened yesterday.

Late yesterday afternoon the department joined the Department of Education and Training in threatening to cancel its recognition agreement with Sadtu because of the illegal strike and the "blatant intimidation of principals".

The department has given Sadtu until noon on Monday to respond.

The department yesterday attempted to obtain an order in the Cape Town Supreme Court to restrain Sadtu members from intimidating non-striking teachers.

The application was postponed for seven days.

Education and Culture Minister Pieter Saaijan said yesterday there had been several reports of Sadtu members intimidating those not taking part in the strike.

Sadtu was using disruptive methods and violent tactics and was only interested in personal gain, Mr Saaijan said.

The strike was enjoying only limited support and country-wide the overwhelming majority of schools was engaged in normal teaching and preparation for the final exams, he said.

Hovering Brown Haze — fires industry and transport to blame

LENORE OLIVER
Weekend Argus Reporter

INDUSTRY and transport have been identified as the main contributors to the pollution which leads to the unsightly brown haze that has become a feature of the city's autumn and winter skies.

According to a comprehensive pilot Brown Haze study by the Energy Research Institute at the University of Cape Town, the main sources of air pollution around the city are vehicle emissions, the wood fires in low-income settlements and the burning of oil and coal by industry.

The study, initiated last year, was carried out at the Cape Showground and Hartleyvale sports field by researchers Richard Dutkiewicz and Mark

de Villiers

The haze, which usually occurs from April to August, is characterised by a white to brown mist that extends over most of the Peninsula and Cape Flats — reaching a height of 40m or more.

The haze is most intense in the early morning and gradually disperses.

It consists of solid or liquid particles and gas molecules, which can be man-made or natural.

Activities of the pilot study included particulate sampling, gaseous pollutant measurement and the collection of meteorological data.

Brown Haze days were selectively sampled and, in addition, a few non-haze days were sampled for comparison.

In total seven haze days and

three non-haze days were sampled in June, July and August last year.

"On a hazy day industry contributed 50 percent of the particulate matter, while transport contributed 34,7 percent. Domestic contributed nine percent and commerce 6,2 percent," said Professor Dutkiewicz.

The total particulate composition on a hazy day was 297, compared to 35 on a non-hazy day.

During June and July this year pollution levels sometimes rose to well above the guideline.

The study concluded that further research was necessary to categorise those factors causing the haze, which could be mitigated through regulations.

ARG 21/8/93

Teachers' strike set to continue

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CT 2/8/93

DEFIANT teachers continued their chalkdown yesterday as education authorities and the SA Democratic Teachers' Union (Sadtu) failed to reach agreement

Talks between education authorities and Sadtu failed yesterday to forge agreement despite the union lowering its demand for a 20% salary increase to 15%

The government has refused to budge on its stated 6,7% hike for public servants

Sadtu general-secretary Mr Randall van der Heever said yesterday the union's strike council would meet in Johannesburg today to decide whether to augment the strike by a programme of action

He said there was "serious tension" as the department had tried to bring a second interdict against strikers

Mr Van der Heever told union members that "a reasonable process was identified in terms of resolving problems of rationalisation but that it was going to depend on the good faith of both parties"

Assistant general-secretary Mr Thu-

las Nxesi, who was at the meeting on salary negotiations, reported that "talks were at a very critical stage"

Ms Vivienne Carelse, Western Cape chairwoman, said it was "more than likely" that the strike would continue next week

House of Representatives (HoR) education minister Mr Pieter Saaijan yesterday accused Sadtu of negotiating in bad faith

He said his department was committed to continuing the negotiations, despite claims that non-striking teachers were being intimidated

The HoR could possibly make concessions, in addition to allowing teachers who wished to stay on until the end of the year to do so, he said

About 2 500 teachers in Johannesburg marched on education offices in Braamfontein and Parktown

Reports from other centres indicate that the strike is holding

A Sadtu spokesman said there was no teaching in many parts of the Transvaal, while in the Eastern Cape and Natal, schooling was erratic

In the Free State, schools were still at a standstill — Sapa, Staff Reporter

Chalkdown: (152) Sadtu defiant

JOHANNESBURG. —

Teachers remained defiant yesterday despite a threat to have their union "de-recognised" as their nationwide chalkdown entered its second week. (S)

Department of Education and Training spokesman Mr Geoff Makwakwa said the SA Democratic Teachers' Union was maintaining its strike, with black schools in the metropolitan areas still the hardest hit.

Sadtu has said it will announce tomorrow whether the strike action will continue, but this will depend on government wage offers.

While the wage issue and teacher retrenchments in the House of Representatives have been separated at talks, the union has been making demands on both counts. — Sapa

NEWS IN BRIEF

BIDay Manufacturing up

MANUFACTURING production rose a seasonally adjusted 1,6% in June against year-earlier figures, the Central Statistical Service reported yesterday *24/8/93*

Manufacturing production was also 0,05% higher than in the first half of last year. The increase could be attributed to improved production of textiles (up 4,8%), plastic products (6,4%), motor vehicles (3,5%) and in "other manufacturing" industries (14,5%), the CSS said. Electrical machinery and transport equipment industries registered the largest decreases for the period. *(23)*

BIDay 24/8/93 Decrease in strikes

MID-year strike statistics were markedly lower than last year's, the Manpower Department said in its August Labour Focus *(152)*

Between January 1 and June 30 there were 160 strikes, compared with 219 for the same period in 1992. Altogether 19 534 workers went on strike, costing the economy 125 477 mandays and causing a R6,657 084m loss in wages.

BIDay Protea Chemicals

ABOUT 100 members of the Chemical Workers' Industrial Union (CWIU) embarked on an illegal work stoppage yesterday over wages and disciplinary action on demonstrations against Protea Chemicals' joining the Chemical Industry National Provident Fund, CWIU official Susan Tilley said *24/8/93*

Executive director of the Germiston factory, Tony Wetton, said management was trying to resolve the dispute. *(23-1107)*

REPORTS Business Day Reporters Sapa

R1bn needed or farmers go bust

BIDay 24/8/93

DIRK VAN EEDEN

farmers probably earned less than 2,5% profit on capital employed, making it far more profitable to leave capital in an ordinary savings account than to farm, De Jager said.

In real terms, gross income for cattle farmers in 1991 was about the same as in 1975 and had fallen since. However, production inputs had increased dramatically.

US and European livestock farmers received huge subsidies from their governments, making it cheaper for SA to import meat in the short and medium term. But, if current GATT negotiations were implemented, it would not be economically viable for these governments to continue subsidising meat production on the current scale. This would lead to substantially higher meat prices on the international market, making importation a less attractive proposition for SA.

Meat imports would not only have a negative impact on SA's balance of payments, but would also lead to the destabilisation of rural areas, De Jager said.

PRETORIA — Unless the livestock farming industry received an immediate injection of about R1bn in state aid, 70% of livestock farmers would go bust, Red Meat Producers' Organisation manager Gerhard Schutte said yesterday. *(23)*

The organisation's economist Fritz de Jager said more than 70% of all livestock farmers owed more than 15% of their capital employed. Under current conditions it was impossible for these farmers to service their loans through farming.

Earlier this month Agriculture Minister Kraai van Niekerk announced an R81m government aid package for livestock farmers in extensive grazing areas to maintain core breeding herds. A further R50m was granted as low interest production loans.

This fell far short of the more than R1bn requested, but the meat organisation understood these subsidies had to come from an already strained national budget, Schutte said.

No statistics were available on livestock farming rentability, but

Airlink announces 10% fare increase

BIDay 24/8/93

STEPHANE BOTHMA

AIRLINK Airline will increase fares on its Johannesburg-Richards Bay route by 10% to R660 from September 1. *(269)*

Escalating operational costs, including a rise in the fuel price, higher passenger levies at state airports and an increase in air navigational services charges forced the increase, Airlink sales and marketing manager Karin Egly said.

In January, Airlink gave an undertaking to absorb any operational costs on the route for a period of at least six months.

Egly said that now, almost nine months later, the airline faced a situation where it had no option but to pass some of the rising costs on to passengers.

Cut-rate domestic airline on the cards

BIDay 24/8/93

STEPHANE BOTHMA

Robertson said he was in the process of putting investor groups together to raise R50m capital to buy five 164-seater Boeing 727-200 aircraft from the US at R10m each.

Despite the existing excess capacity in the domestic market, with SAA, Flitestar and Comair already serving the two routes, Robertson said he was confident Lionair would be a success. *(23)*

"Figures we have run — only on a passenger service without any cargo

— have showed us that we will have an annual turnover of R300m, of which R200m will be running costs and R100m profit," he said.

He said he intended to keep overheads low by leasing the aircraft to Lionair and by running a "no frills" all-economy seat service.

Robertson, who yesterday officially applied to the Directorate of Civil Aviation for a licence to operate the service, said he could start flying on November 1 if other airlines did not oppose his application to the Licensing Board.

A CAPE Town businessman has set out to raise R50m from local investors to start a new domestic airline targeted at black and lower income white travellers.

Lionair would offer return fares between Johannesburg and Cape Town at R600, and at R300 between Durban and Johannesburg to compete directly with buses, trains and minibuses, MD Neil Robertson said yesterday.

Advance booking rates on the routes could be as low as R200 return to Cape Town and R100 to Durban.

Call for end to teachers' strike

□ Violence and intimidation condemned by NECC, but Cosas remains defiant

JOHN VILJOEN and
EDWARD MOLOINYANE
Staff Reporters

THE National Education Co-ordinating Committee (NECC) has appealed for an end to the teachers' strike and says it cannot condone violence or intimidation

But the Western Cape region of the Congress of South African Students (Cosas) seems set to continue with its violent "Barcelona and Bujuba" strategies in defiance of the organisation's national executive

A Cosas spokesman in Johannesburg today distanced the organisation from the strategies which have brought violence to Western Cape townships

"We have no national programme of Barcelona and Bujuba actions," he said

The matter would be discussed with Western Cape Cosas leaders, said

Western Cape Cosas spokesman J J Tyhahlisu said pupils would continue with Barcelona and Bujuba actions although the regional executive would discuss the strategy today

In Cape Town yesterday a Cosas speaker said pupils would fight side by side with teachers and make townships ungovernable through operations Barcelona and Bujuba

The Cosas threat from a representative of the Nyanga branch, came at the end of a march by more than 1 000 pupils, parents and striking teachers to the Foreshore offices of the Department of Education and Training

The marchers were led by ANC Western Cape secretary Tony Yengeni, who told teachers they should continue striking until demands were met.

South African Democratic Teachers' Union (Sadtu) leaders are expected to announce today whether the strike will continue

The DET said yesterday the situation in its schools was unchanged. The worst affected areas were urban centres in the PWV, Natal, and Eastern and Western Cape.

The NECC said yesterday that the issues which had caused the strike had to be resolved immediately in the interests of the future of teachers

The NECC supported the demands of Sadtu and other teachers' bodies for a pay increase and an end to retrenchments

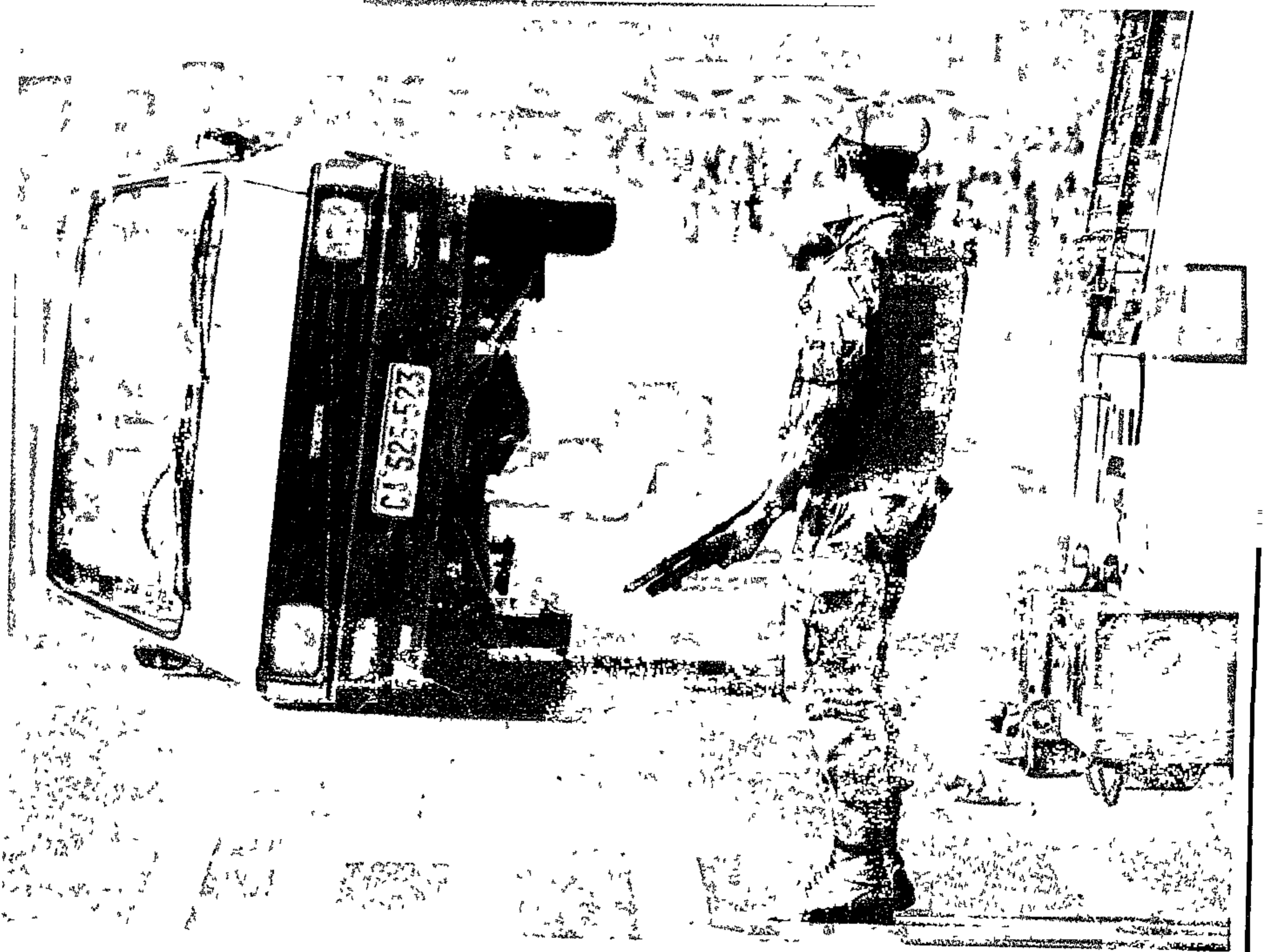
"But the strike is hurting our people, and therefore we would like the dispute between the government and the teachers to be settled immediately so that learning and teaching can continue"

● The Pan Africanist Students' Organisation (Paso) said it would protect non-striking teachers threatened by Sadtu members involved in the strike

A Peninsula African Teachers' Union (Penata) rally at Khayelitsha Stadium yesterday heard that teachers not on strike were being labelled "reactionaries" and were being threatened by strikers.

While speakers stressed that the teachers' demands were genuine, the strike was roundly condemned as playing into the hands of "the regime", which wanted to see the "African child deprived of education"

● Sporadic incidents of stone-throwing and torching of vehicles in Khayelitsha and on Lansdowne Road near Brown's Farm continued yesterday



Picture FANIE JASON

ARMED AND READY: Rampaging youths have turned Khayelitsha into a dangerous area for some vehicles, like this bakkie which was stoned, turned on its side, and set alight. A policeman stands guard as onlookers watch

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Violence and intimidation condemned by NECC, but Cosas remains defiant

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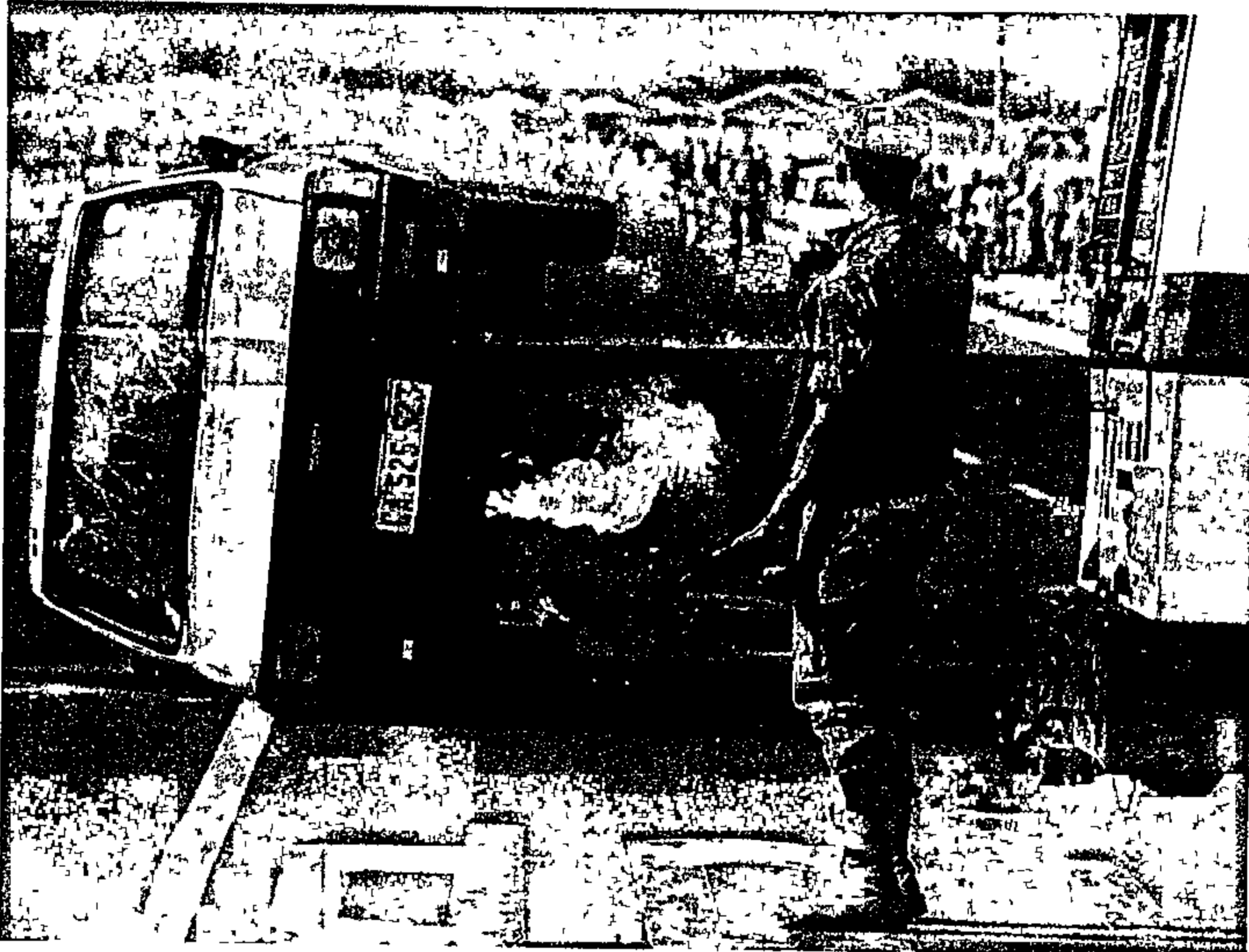
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ARMED AND READY Rampaging youths have turned Khayelitsha into a dangerous area for some vehicles, like this bakkie which was stoned, turned on its side, and set alight. A policeman stands guard as onlookers watch



'BARCELONA BUS' ... A microbus burns fiercely on NY3A in Guguletu yesterday after being set alight by pupils supporting the Sadtu strike. The incident is believed to be part of the Cosas "Barcelona Flames" campaign, which involves stoning and burning vehicles Picture FANIE JASON

Teaching row 'solved'

CT 25/8/93

JOHANNESBURG. — A dispute about teacher retrenchments in the House of Representatives (HoR) has been resolved, the crisis committee of the National Education and Training Forum (NETF) announced yesterday.

NETF chairman Mr Alan Tonkin said the HoR education department had informed all affected teachers they could extend their services until the end of the year. The department had also granted temporary replacements to schools needing them.

Mr Tonkin said the retrenchment issue was separate from the South African Democratic Teachers' Union (Sadtu) strike over teacher salaries.

A decision on the fate of the strike — now in its eighth day — is likely to be made today.

In Cape Town yesterday, ANC regional secretary Mr Tony Yengeni called on more than 1 000 teachers to continue striking until their demands were met. He said the ANC "fully supported" the strike.

A Cosas spokesman told the teachers that his organisation would fight side by side with them.

The DET said it abhorred any form of violence and that resorting to it was unacceptable.

● The government has offered an extra R850 million to its R2 200 million salary bill in negotiations with public servants and educators, the Commission for Administration said yesterday.

A commission spokesman said the extra money would be available from November 1.

Sadtu welcomed yesterday the government's decision, but rejected an attempt to link it to Sadtu's 15% wage increase demand — Sapa, Staff Reporter



ON THE MOVE ... ANC regional secretary Mr Tony Yengeni, with dark glasses, leads more than 1 000 marchers to DET offices yesterday afternoon. Pupils, parents and teachers marched in support of the Sadtu strike. Picture BENNY GOOL

'One judge, one bullet' call in court

12/18/13
Staff Reporter

SUPPORTERS of 42 SA Democratic Teachers' Union (Sadtu) members accused of holding an illegal march yelled "One judge, one bullet" in the Cape Town courtroom yesterday (152)

The teachers appeared in the Magistrate's Courts in connection with an illegal march in the city on June 16. No charges were put to them

Sadtu supporters crowded into the courtroom, where they sang and shouted slogans before proceedings began

One accused, Ms Amanda Sanger, told them their political aims would not be furthered "in this court", and appealed for quiet

Magistrate Mr D Marais postponed the matter to October 12 and extended their bail of R100 each.

Mr B van den Bergh prosecuted
Mr Y Ebrahim appeared for the accused

'Progress on Ikapa strike'

Staff Reporter

IKAPA town council workers are returning to work after progress in talks between the council and the SA Municipal Workers Union (Samwu), a provincial administration spokeswoman said yesterday. ~~(S)~~ (IS2)

The 1200 workers began striking in early July over a wage dispute with the council following Ikapa's upgrading to a grade 9 municipality. Workers had demanded that pay scales be adjusted upwards as their status had risen. ~~(S)~~

However the spokeswoman said "the talks have reached a sensitive stage and are not over yet" CT 26/8/93

Strike enters 14th day

~~1420A~~

(52)

JOHANNESBURG. — The national strike at Lennon-Paterson Agencies enters its 14th day today, the Commercial Catering and Allied Workers' Union said.

CT26/8/93

Strike enters 14th day (14th) (52)

JOHANNESBURG — The national strike at Lennon-Paterson Agencies enters its 14th day today, the Commercial Catering and Allied Workers' Union said

CT26/8/93

(152)

Striking teachers draw up new demands

Despite pressure to go back to the classrooms, teachers vow to take their strike into a third week, reports **Philippa Garson**

STRIKING teachers look set to embark on a third week of industrial action in defiance of mounting pressure to return to classrooms.

Flouting expectations that it would suspend the two-week-old strike the South African Democratic Teachers Union (Sadtu) instead placed a new set of demands this week at the door of National Education Minister Piet Marais.

The teacher body said it would not call off the strike unless the government committed itself to negotiations for across-the-board salary increases with a deadline for resolution. So far the government has negotiated increases for limited categories of teachers only in wage talks reopened this month.

Negotiators battle time

Chris Louw

TIME was running out for South Africa's negotiators this week as they tried to finalise four pieces of draft legislation in time for the special sitting of Parliament on September 13.

The draft legislation aims to "level the playing fields" in the run-up to the country's first democratic elections.

It includes Bills establishing the transitional executive council (TEC) and six sub-councils, the independent electoral commission, the independent media commission and the independent broadcasting authority.

The legislation is being drawn up by technical committees on the instructions of the negotiating council and must be passed by parliament before it becomes law.

The agenda for yesterday and Monday was changed to give negotiators more time to complete discussion of the draft legislation. This meant that further talks on the third retreat of the constitution were shelved until next Wednesday.

SA2 27/8-2/9/83

Sadtu has now demanded a satisfactory statement of intent to be made by Marais on the salaries issue — amounting to an agreement to finalise negotiations on general salary increases before the end of the third term.

The withdrawal of interdicts restraining striking teachers and an undertaking not to victimise those who downed chalks.

Department of National Education deputy director general Clive Roos said it was regrettable Sadtu had not terminated the strike in the light of "substantial funds offered to address specific category needs". He added however that the state remained committed to negotiations. Sadtu must consult its regions before calling off the strike.

Meanwhile, new labour legislation which grants teachers the right to strike and provides a bargaining structure for wage disputes is to be tabled in parliament next month (see page 37).

About 70 000 teachers countrywide have been on strike since August 9 pending the outcome of the salary negotiations with the gov-

ernment. The state, which has not shifted from its initial 6.7 percent across-the-board increase has however allocated an extra R850-million for teachers in the lower most poorly paid categories. These teachers will get pay hikes from November.

Sadtu together with three other teacher bodies, is pushing for a 15 percent across-the-board increase having shifted from its initial demand of 20 percent.

Despite mounting opposition from many parents, pupils the Pan Africanist Congress its student movement and sections of the Congress of South African Students (Cosas), teachers are unlikely to return to school unless the government commits itself to full salary negotiations.

Sadtu president Sheperd Mdladlana said the strike had led to major gains on the issue of teacher retrenchments in the House of Representatives and salary increases for teachers in limited categories.

However, it was through the efforts of the National Education and Training Forum (NETF) that a deal was struck between Sadtu

and the House of Representatives. The latter has now agreed to encourage some 3 000 teachers not to opt for voluntary retirement until the end of the year and has undertaken to fill already vacant posts with temporary replacements. The NETF has refused to be drawn on the salaries deadlock.

Mdladlana denied that Sadtu had been under pressure from "the liberation movement or labour movement of this country" to stop the strike. "Teachers are taken for granted as people who do not feel pain who do not suffer," Mdladlana said, adding that teachers were being blamed for poor exam results, a consequence of the many critical problems facing black education and were being unfairly portrayed as lacking commitment and responsibility.

Meanwhile, the strike has sown division in education circles and raised the political temperature on the ground, with parents in Port Elizabeth staging a mass meeting in protest against the strike and Cosas students in the Cape embarking on a hot-headed, violent campaign of support for the teachers' action, despite threats of disciplinary action by its national leadership. Cosas national leadership was quick to nip in the bud the controversial previously touted strategy of occupying white schools by suspending its Southern Transvaal publicity secretary Mahlonoma Kekana for promoting the idea.

Gaye Davis reports from Cape Town that militant Western Cape members vowed to continue their violent campaign of attacking vehicles and property until the government capitulates to the teachers' demands.

Dubbed Operation Teacher Come Back the campaign employs the twin strategies of Operation Barcelona (torching vehicles) and Operation Butjba (verminicide for destruction) — deployed in the Western Cape in May during the campaign to have exam fees scrapped.

"If we can pressure the government by burning its properties in our townships the government will respond very quickly," said Cosas Western Cape chairman Mbateli Mbonde. "Our last campaign with the exam fees was a success. While people were talking to the government we were on the ground moving. We are tired of sitting outside the final exams, we hear there is a deadlock in the talks — we believe our actions will break the deadlock between teachers and government." The national leadership has distanced itself from the strategy.



City pupils lock out striking teachers

ARC 27/8/93

Education Reporter

ANGRY pupils at a Cape Town high school today locked out striking teachers saying they could enter only if they undertook to give classes

Bernadino Heights Secondary principal Wellesley Adonis said pupils refused to let more than 20 striking SA Democratic Teachers' Union members into the school

'My pupils are fed-up They are tired of their teachers striking Exams are coming and they are not getting anywhere with their studies,' he said

The Sadtu members refused the pupils' request to teach and left, Mr Adonis said

The school would continue with the 18 non-striking staff, he added

The Western Cape region of the Congress of South African Students today denied it had called off its violent "Operation Barcelona" campaign

A Cosas spokesman said the state of the campaign in support of striking Sadtu members, would be clarified at a Press conference today

ANC regional secretary Tony Yengeni said yesterday that if Operation Barcelona had led to the death of Amy Biehl it had to be condemned

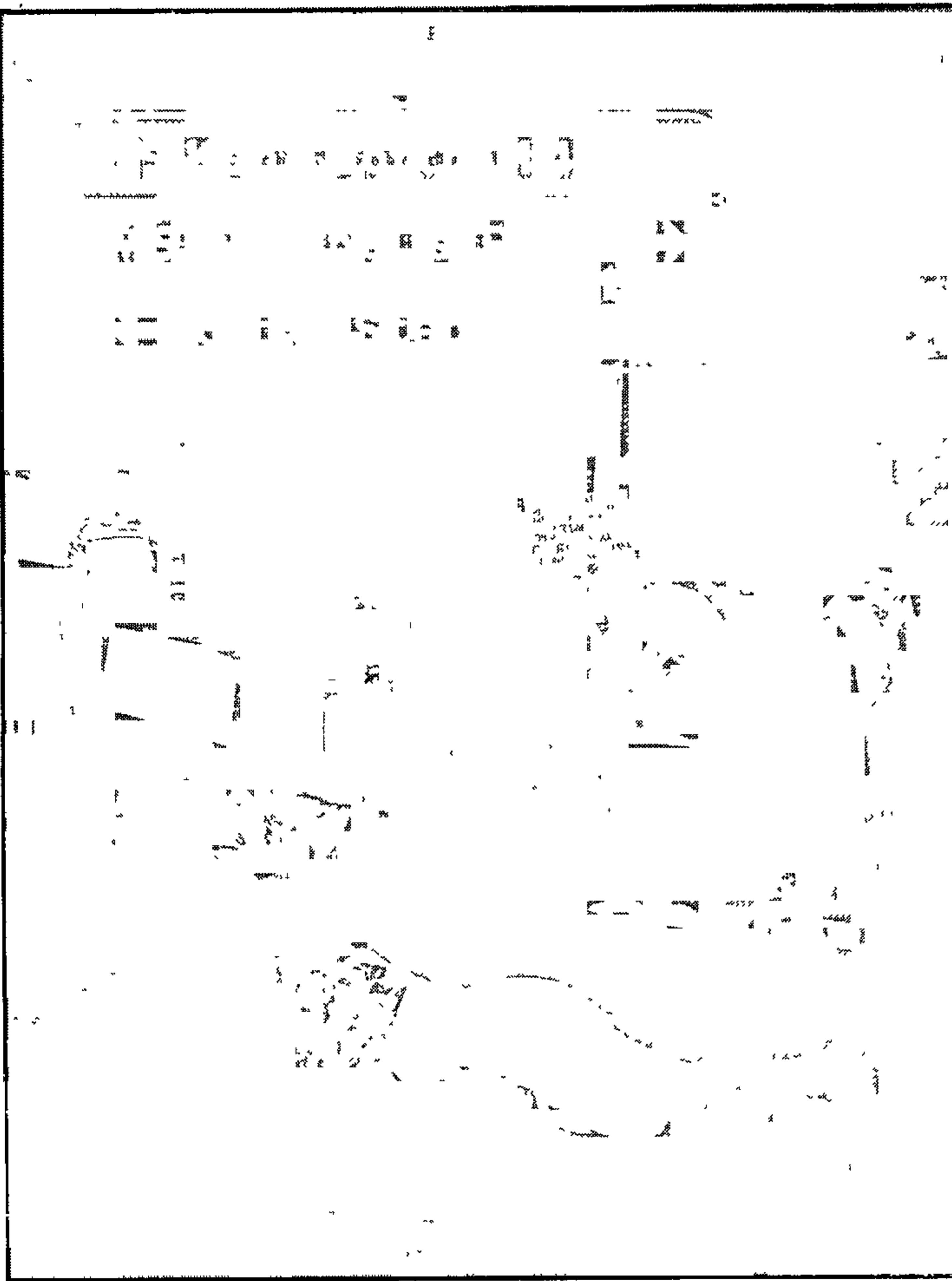
Meanwhile a meeting between Sadtu and education authorities in Pretoria failed to produce signs that the strike — in its 10th day — was about to end

The Department of Education and Training yesterday warned teachers of the provision for "automatic dismissal" for unauthorised absence from duty for more than 14 days

The DET called on Sadtu not to lead teachers into a situation where they automatically discharge themselves

The DET also said departments could not lift Supreme Court interdicts against the union The courts had found the strike unlawful in terms of the law

In another development, the Azanian Students Movement (Azasm) yesterday called on black pupils to target white schools



Picture BRENTON GEACH The Argus

STRIKE LOW-DOWN: Members of the Khayelitsha branch of the South African Democratic Teachers' Union protest in Wynberg yesterday Striking Sadtu members were to gather in Worcester today for a day of "mass action"

JOHN VILJOEN
Weekend Argus Reporter

AFTER two weeks of major disruptions to schooling, the teachers' strike has ended — with the South African Democratic Teachers' Union (Sadtu) claiming "a massive victory".

The union yesterday committed its members to efforts to make up lost time — especially for matrics who, in the case of black schools, begin final exams as soon as October 19.

Sadtu's 75 000 members went on strike on August 16 demanding a living wage, a general salary increase and a halt to cutbacks in education spending — especially with regard to retrenchments.

Union president Shepherd Mdladlana said yesterday that the union's strike council believed progress on these demands constituted "a massive victory for Sadtu, whose strike action has delivered these gains, and for teacher trade unionism in general".

However, his victory claims were dismissed by the 116 000-member National Professional Teachers' Organisation of South Africa (Naptosa).

It was "totally incorrect" for Sadtu to pretend it was solely responsible for the gains, Naptosa president Leepile Taunyane said.

Representatives of all four major teacher organisations took part in the Combined Education Caucus talks with the government.

Much of the "real work" was done in a technical committee in talks with the Department of National Education.

The Sadtu representative arrived an hour late for that meeting — only to be informed about the deal, Mr Taunyane said.

Teachers claim big victory as strike called off

Meanwhile, Mr Mdladlana warned of further industrial action if wage negotiations next month failed to deliver "concrete benefits in a short time".

He warned, too, that victimisation of Sadtu members, such as the deduction of salaries in terms of the "no work, no pay principle", and legal action, could cause "a further crisis in education".

The government would be responsible should this happen, he said.

A key victory Sadtu claimed was the government's agreement to a living wage for teachers, including a salary increase of 58 percent for the lowest category, and a minimum monthly salary of R1 437,75.

This had "eradicated one of the major legacies of apartheid education", Mr Mdladlana said.

He noted that the government had committed itself to resuming negotiations on a general wage increase of 15 percent for public sector workers.

Also, substitute teachers were being appointed in classes which had been left unattended because of the rationalisation programme in the House of Representatives.

The government had also indicated that its recognition agreements with the union were not threatened.

"Sadtu salutes its members for the unflinching commitment they have made to the success of the strike," Mr Mdladlana said.

The union also praised the "massive support" of other teachers, pupils, parents and communities, as well as the "consistent support" of Cosatu and the ANC.

Sadtu members were committed to programmes which would recover lost learning time, he said.

Sadtu said yesterday it intended signing the salary package on September 6. However, all teacher organisations would pursue the demand for a 15 percent increase in the salary account.

The Department of Education and Training said it welcomed the end of the strike, but said it would watch the situation in its schools "closely" next week.

House of Representatives education minister Pieter Saarlman expressed his "deep sense of regret for the belated decision".

The strike had caused "absolute chaos in certain schools" with cases of intimidation and physical violence between parents and teachers.

He thanked "the majority of teachers" who had continued

with their duties during the strike, despite "extreme intimidation".

Mr Mdladlana said the union was concerned about "highly inflammatory" statements by leaders of the Pan Africanist Students Organisation (Paso) during the strike.

He warned that teachers would be forced to defend themselves against any attacks by Paso members.

He called on Paso leaders to discipline their members and to stop them making provocative comments.

Sadtu's Gugulethu branch yesterday condemned the killing of American student Amy Biehl as "a callous act of barbarism".

The teachers said they regretted the connection made in the press between the Sadtu strike and violence.

Sadtu rejected "all violence in the strongest terms".

Announcing the suspension of "Operation Barcelona" yesterday, the Congress of South African Students, Western Cape region, expressed its "sincere and deepest condolences to the grieving family and entire American community".

The Cosas leadership condemned all criminal activities which took place under the banner of its campaign.

Regional organiser J J Tyhailisu said Cosas could not be held responsible for Miss Biehl's death.

Her killing was a "racist and criminal act".

Barcelona and Bujuba had not meant to threaten human life, but had been intended to put pressure on the government to respond to "educational demands", Cosas Western Cape chairman Maleki Mbonde said.

DP hits at teachers

Weekend Argus Reporter

THE Democratic Party has welcomed the end to the teacher's strike but condemned it as an unnecessary event which would never have occurred in a sane society

"Striking is a last resort and teachers should hardly, if ever, use this tactic," the DP said in a statement last night

"The present crisis could have been resolved by both parties accepting early on that the 36 pay levels for teachers

ARG 28/8/93 (52)
need to be reduced to fewer than 10. Only then will teachers receive fair salaries."

The statement added that the Parliamentary Education Standing Committee would meet next week to discuss the Educators Labour Relations Bill

"This will create structures for negotiation on salaries and conditions of service."

"Teachers will gain the right to strike and employers to lock out," the statement explained

Police 'still investigating' campaigns

Staff Reporters

THREE months after police began investigating statements by Congress of South African Students' (Cosas) leaders who had launched violent campaigns, police said yesterday they were still investigating the matter. Cosas' Barcelona strategy involves burning government

vehicles and property while Bujuba is armed at forcing "reactionary forces" to leave townships.

Barcelona — also known as Barcelona Flames — was conceived to end exam fees, the formation of one education department and in support of the South African Democratic Teachers' Union strike

However, Barcelona was suspended yesterday in the wake of the murder of American student Miss Amy Biehl by alleged Pan-Africanist Students' Organisation (Paso) members. ~~(SAP)~~ (S2) Asked yesterday why police had not taken action, Regional Commissioner of Police Major-General Nic Acker

said "The SAP started an investigation about three months ago" and that they were not holding back their investigation

Attorney-general Mr Frank Kahn said the Cosas docket had not been forwarded to his office for a prosecution decision. ~~CT 28/8/93~~ Cosas yesterday reaffirmed

its decision to suspend Barcelona and emphasised there was no possibility of it being relaunched after a careful study of the "unproductive" results

The killing of Miss Biehl contributed to the decision

● Killings stem from slogans

— Page 4



Back to school

CT 28/8/93 (152)



REGATTA VICTORS . . . Zeekovlei's winning 1993 Joko Lipton Challenge Regatta team yesterday. They are (back, from left) Gary Farrow, Rick Mayhew, Chris Hathaway and, with his head buried in the R500 000 Sir Thomas Lipton Cup, skipper Chris King
Picture: PETER STANFORD

Union calls off teachers' strike

JOHANNESBURG. — Teachers will return to work on Monday following a "massive victory", the South African Democratic Teachers' Union (Sadtu) said yesterday.

But the union warned of further industrial action if wage negotiations scheduled for September faltered or if teachers who took part in the strike were penalised.

Sadtu president Mr Shepherd Mdladlana said the strike council "is of the opinion that the gains constitute a massive victory for Sadtu and for the teacher trade unionism in general."

Unresolved

Foremost was the government agreeing to a minimum monthly salary of R1 437,75 and continuing salary negotiations on September 17.

The government had also agreed to the establishment of the National Education and Training Forum to attend to restructuring in education.

Substitute teachers were also to be appointed and the government had given the assurance that the recognition agreement with the union was not under threat.

Mr Mdladlana said there were still unresolved issues, such as union recognition in the white House of Assembly.

Rejected

House of Delegates' matriculants are to start their final exams on October 21 while pupils in the lower standards start on November 15.

But National Professional Teachers' Association of South Africa (Naptosa) executive director Mr Andrew Pyppe rejected Sadtu's claim that it was responsible for winning the minimum wage.

He said this had been negotiated at a forum consisting of Sadtu and Naptosa, the Teachers' Federal Council and United Teachers' Association of South Africa before the strike began.

The Department of Education and Training welcomed the suspension of the strike, but said Sadtu owed an explanation for disrupting education at a crucial time.

But Minister of Education and Culture in the House of Representatives Mr Pieter Saaman expressed regret at the "belated" decision to suspend the strike. — Staff Reporter, Own Correspondent, Sapa

bly, as well as in the Ciskei and Bophuthatswana.

Teachers have been demanding a 15% wage increase and an end to teacher retrenchments in the House of Representatives.

National treasurer Mr Harold Samuel said now that the strike was over, Sadtu members would commit themselves to catching up.

Strike at Old Mutual

SHARON SOROUR
Labour Reporter

HUNDREDS of workers at Old Mutual head office in Pine-lands are on strike

According to the Transport and General Workers' Union, about 350 workers stopped work today over wages and conditions of service

A spokesman for the union's shop steward committee said a dispute was declared in June and attempts at resolving it through mediation and a conciliation board hearing failed

The union held a strike ballot and 85 percent of workers vot-

ed in favour of taking strike action, he said

Workers were demanding a 12,5 percent average monthly increase while management was offering 10 percent.

"But the main issues are job security and backdating the offer to July 1.

Old Mutual wanted workers to agree to a flexible arrangement which could include their moving from one department to another.

● An Old Mutual spokesman confirmed the strike. The company offer was "about 10 percent", which amounted to an increase of R120 a month

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152 58
AUG 30/8/93

Old Mutual strikers defy

court order

Labour Reporter **APR 31/8/93**

STRIKING Old Mutual workers have defied a Supreme Court interdict ordering them to vacate the reception area and main banking hall of the insurance giant's Cape Town head office.

More than 100 workers occupied the offices yesterday, but by the time the order was served only about 35 remained, said company spokesman Phillip Sack.

The interdict ordered workers to leave the building and refrain from interfering with customers using the banking hall, said Mr Sack.

But they refused to leave the building and allegedly crumpled up the order and threw it back at the court official.

"They are still here . . . we have not enforced the order yet because we are not keen to involve the police until the situation becomes critical," he said.

The company would meet representatives of the Transport and General Workers Union this afternoon to discuss the strike by general workers and security staff.

About 350 workers went on strike over wages and conditions of service on Monday after voting for industrial action in a strike ballot.

Attempts at resolving the dispute through mediation and a conciliation board hearing failed.

Workers were demanding a 12,5 percent average monthly increase, with management offering about 10 percent, a union spokesman said.

A company spokesman said the offer amounted to an increase of R120 a month.

Many teachers still absent as strike ends

Education Reporter (S2) (32) ARC 31/8/93

THERE have been mixed reports of teacher turnout on the first day after the end of a two-week South African Democratic Teachers' Union (Sadtu) strike

Coloured schools had a "very normal" day yesterday, said a spokeswoman for the Department of Education and Culture, House of Representatives

All teachers returned to work, she said.

The only reported disruption was in Mitchell's Plain where pupils took part in an illegal march.

But, the situation in black schools yesterday was "far from satisfactory", said a Department of Education and Training spokesman

"In many areas, teachers did not report or return to schools. Many of them attended Sadtu report-back meetings," he said

The absence of teachers had a bad effect on pupil attendance, he added

KWV locks out workers as wage deal fails

SHARON SOROUR
Labour Reporter

ARC 31/8/93

WORKERS at KWV in Paarl, Worcester, Vredendal and Upington have been locked out by the company after wage negotiations failed to produce an agreement

Members of the Food and Allied Workers' Union (Fawu) and the National Union of Food, Wine, Spirits and Allied Workers (Nuwsaw) were locked out yesterday, the company said.

KWV chief personnel and communications executive Theo Pegel said it was "unfortunate that we were forced to take these steps, because we have had amicable relations with our trade unions since their inception

"Employees who accept our offer will be allowed to resume their duties and the others have the opportunity to consider it," said Mr Pegel

The lock-out affected 217 employees at the organisation's distilleries in Paarl, Worcester, Vredendal and Upington

"KWV instituted the step to give employees who were not represented by the trade unions, and who accepted the wage offer, the opportunity to carry on with their duties"

KWV had been involved in wage negotiations for the past four months, but the dispute could not be settled. A conciliation board hearing last Friday also failed to resolve it

"Various offers made by the KWV were rejected by the unions, which led to the breakdown"

The KWV offer included a minimum wage increase of 9,7 percent, while the two unions' demands varied between 15 and 20 percent, said KWV

A Nuwsaw spokesman said KWV's increase amounted to R95 a month, while union members were demanding R150 a month

Strikers clash

13 injured as police fire shots

By PETER DENNEHY

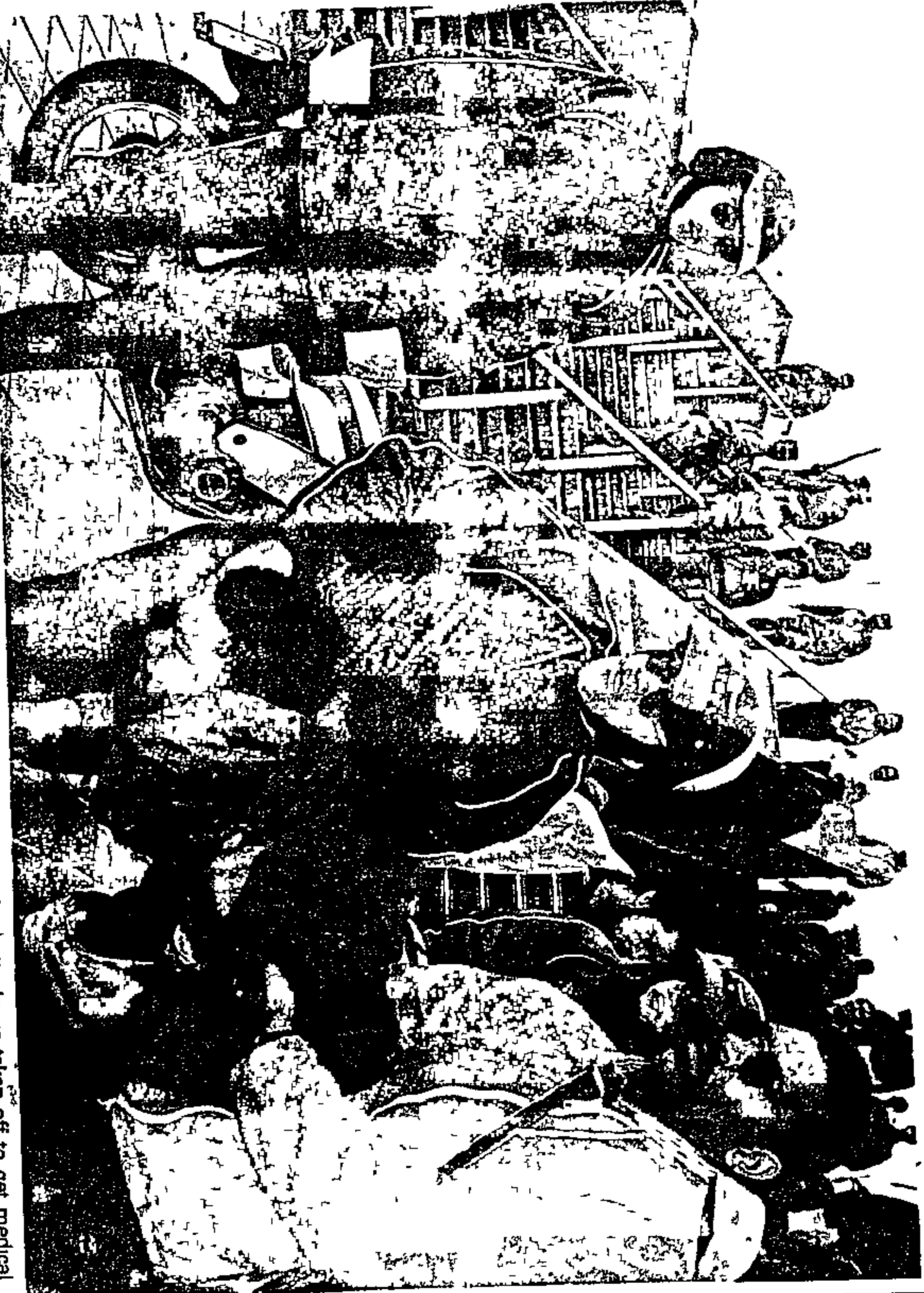
THIRTEEN people — including three policemen — were injured in the city centre yesterday when the municipal wage strike turned violent.

Police fired teargas, birdshot and rubber bullets after strikers threw objects at them. The clash took place shortly after a South African Municipal Workers' Union (Samwu) meeting at the Good Hope Centre when a police cordon prevented about 150 strikers from heading for the Civic Centre on the Foreshore.

Some protesters broke away, one turning rubbish bins, while the steps of the Oswald Prow side of the Good Hope Centre were spattered with blood. Union members were angry after the clash saying police had used excessive force.

Samwu workers were yesterday banned from the Civic Centre after a prolonged sit-in on Monday. Police were called in to ensure they complied with a court order keeping them out.

Mr Salie Manie, chairman of the Cape Town branch of the union said he had warned the council against calling in the police. Even if refuse had been thrown around which he could not confirm, this did not justify shooting people, he said. Samwu general-secretary Mr John Eritzen last night urged police to keep their distance and their numbers down. Union members were disciplined and tolerant, he said, "but if police arrive in the numbers that they do, it is a recipe for disaster". Hospital sources said six people had been treated for birdshot wounds.



Picture: ALAN TAYLOR

IN PAIN Samwu member Mr Gavin Sebastian of Hanover Park, who was shot in the buttocks, is taken off to get medical assistance by a concerned traffic officer and others.

Rubbish was also strewn in the streets of Woodstock by workers on their way to a union meeting. Meanwhile ambulance services have come to the aid of the strikers and are only able to respond to a limited number of calls. An ambulance spokesman said last night that he, St John and Red Cross ambulance services had pitched in to help and many dead on arrival cases were being taken to the Sall River mortuary by the police. He said that on Monday ambulances were only able to respond to 99 of 200 calls and

people were phoning to complain about the service. "Right through the night we can only deal with the serious emergency cases and we are doing our best. Many people just don't understand this and we've just got to take all the abuse," he said. While about 60 000 municipal workers nationwide downed tools yesterday, a settlement was reached in Johannesburg last night and negotiations continued in Cape Town. Council spokesman Mr Ted Doman, said the council had made a renewed wage offer, which needs ratification by Samwu. The union will report back to the council at 11am today.

"It is hoped that agreement will be reached by today," he said. About 4 500 workers had been on strike in Cape Town, he added. Union leaders were due to report to shop stewards on the new offer last night, and they would in turn report to members at their depots this morning. Mr Manie said regions had been given a mandate to accept offers from their local councils, provided these did not contravene certain guidelines. Attempts to privatise services slated.



SPRING BLOSSOMS: Today is the first day of September, the official beginning of spring in the southern hemisphere, and Maralize Swarts of Paarl took time off to celebrate among new blossoms sprouting in Vredenberg Farm in Paarl. Picture DOUG PITHEY, The Argus

Teachers plan 'Operation Catch-up'

JOHN VILJOEN
Education Reporter

THE Western Cape region of the South African Democratic Teachers' Union has announced plans for an intensive 'Operation Catch-up' to recover time lost during the teachers' strike

At the same time the union warned that it would respond to moves by education departments to deduct pay from teachers who took part in the two-week strike

The union yesterday announced that the Sadtu Athlone Central branch had arranged a "spring school" for matrics

to be held at Hewat College between September 24 and 28

Spring schools have also been arranged by Sadtu branches in Bellville, Ravensmead, Mitchell's Plain and Nyanga

In addition, most schools in Nyanga are not closing for the September vacation, according to Sadtu

Sadtu branches in Mitchell's Plain, Bellville, Athlone, Langeberg, Atlantis and Ravensmead are co-ordinating afternoon and Saturday classes

Regional strike co-ordinator Theo Combrinck said Sadtu members had been told to ignore letters from educa-

tion departments informing them of pay deductions

Sadtu could not take responsibility if the State disrupted Operation Catch-Up, Mr Combrinck said at a Press conference yesterday **ARCT 119193**

ANC Western Cape education spokesman Ben Wright said his organisation supported the catch-up effort. He appealed to the government "not to aggravate the situation further"

Meanwhile, Sapa reports that attendances at Cape Department of Education and Training schools returned to normal yesterday with about 90 percent of pupils in classes **(32) 32152**

Union threatens KWV

JOHANNESBURG. — The Food and Allied Workers' Union (Fawu) has threatened to mount an international boycott of KWV wine over a wage dispute which has seen more than 200 production workers locked out of KWV premises at Paarl, Worcester, Vredendal and Upington

The lock-out began on Monday when the union and the co-operative failed to agree on wages at a meeting

Fawu said it had not threatened a strike and accused KWV of locking out

workers without reason

The union warned it would begin an international boycott and seek Supreme Court action if KWV continued the lock-out

A KWV spokesman said the co-operative had acted in terms of the Labour Relations Act. Yesterday 53 of the 217 workers locked out had accepted a minimum wage increase of 9,9% and were allowed to return to work, he said. — Sapa

152) 182)
cr 1/9/93

Violence at Old Mutual

Staff Reporter

MOTOR car tyres have been slashed, property damaged and catering staff assaulted during a sit-in by striking workers at Old Mutual's head office at Pinelands **CT 2/9/93**

Early this morning a contingent of police were monitoring the situation as union representatives were locked in talks with management over wages, job security and housing bonds

The sit-in is in defiance of a Supreme Court order on Monday, when the demonstration started.

Transport and General Workers' Union organiser Mr Thami Makeleni said the workers would not leave until their demands were met.

Last night workers at the building were awaiting a decision from management on whether a subsequent contempt of court order issued would be acted on by the company

Sowetan
Distillers lock out staff

ABOUT 100 workers remained locked out of KVV distilleries in Paarl, Worcester and Upington in the Cape for a fourth day yesterday as they continued to reject a company wage offer *319193*.

KVV spokesman Mr Cas du Plessis said, however, all 33 unionised workers at Vredendal and about 45 at Paarl had accepted the wine giant's 9,7 percent increase on minimum wages. Threats by the National Union of Wine, Spirits and Allied Workers' Union to have the lockout declared unlawful had not yet materialised, he added. *(152)* *(152)*

— *Sowetan Correspondents and Sapa* *(355)*

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ARG 3/9/93

Goniwe witness 'evasive'

□ Counsel accuses general

PAT CANDIDO, Argus Bureau

PORT ELIZABETH — Head of military intelligence Joffel van der Westhuizen was today accused of giving contradictory and evasive evidence at the Goniwe inquest

George Bizos, SC, appearing for the families of Cradock activists Matthew Goniwe, Fort Calata, Sicelo Mhlawuli and Sparrow Nkhonto, was cross-examining General Van der Westhuizen, who was head of Eastern Province Command in 1985 when the four were murdered

Earlier in the inquest Colonel Lourens du Plessis, his staff officer, said a signal which appeared in newspapers calling for the permanent removal from society of Mr Goniwe, his brother Mbulelo and Mr Calata, was an order to kill

Mr Bizos said today he could not understand how a general, a brigadier and a colonel, who had advanced so far in the army and were accustomed to using clear and precise military language, could so have misunderstood one another that each had his own interpretation of the signal sent on June 7, 1985

General Van der Westhuizen said Colonel Du Plessis, who signed the signal, could have made a mistake because he was under tremendous pressure and could be careless and a little confused at times. But he also admitted that Colonel Du Plessis was a reliable and loyal officer

General Van der Westhuizen said he could not say why there were three interpretations because he could not actually remember the signal, or the conversation he was supposed to have had with General Johannes Janse van Rensburg of the State Security Council

Colonel Du Plessis had said it was an order to kill, General Van Rensburg had said it meant Mr Goniwe should never be re-appointed a teacher and General Van der Westhuizen interpreted it to mean Mr Goniwe should be re-appointed

General Van der Westhuizen said the East Cape Joint Management Centre had, in a signal on May 23 1985, recommended that Mr Goniwe not be re-appointed

Mr Bizos asked General Van der Westhuizen why nobody had questioned the words "permanent removal from society" if the signal was interpreted in the way he suggested

General Van der Westhuizen said he could not give an answer.

Mr Bizos: You and General Van Rensburg are not telling the truth about the telephone conversation on June 7. You are giving contradictory evidence which is highly unlikely

General Van der Westhuizen: It is not contradictory. You must remember, it was long ago. I did not write or send the signal. The colonel could have made a mistake

Mr Bizos: I put it to you that you are adapting your evidence in such a manner to support what General Van Rensburg said in his?

General Van der Westhuizen: I'm trying my best to remember

Mr Bizos: Colonel Du Plessis said in his evidence that nobody ever contacted him to say the signal was nonsensical

General Van der Westhuizen: I accept that
(Proceeding)

03 2.11
152 152
KWV workers still out

About 100 KWV workers remained locked out of distilleries in Paarl, Worcester and Upington for a fourth day yesterday as they continued to reject a company wage offer.

CT 3/9/93

Mutual ready to evict strikers

APG 4/9/93
INSURANCE giant Old Mutual was set to evict striking workers who have occupied the reception area and main banking hall of its head office in Pinelands for most the this week

The company obtained a second Supreme Court order after workers defied an interdict telling them to leave the building and not interfere with other employees and clients

About 350 workers went on strike on Monday over wages and conditions of service

5% wage freeze 'smashed'

THE recent nationwide municipal strike smashed the unilateral 5 percent public sector wage freeze imposed by President De Klerk, the South African Municipal Workers' Union (Samwu) has claimed. After a recent Samwu national executive council meeting in Cape Town, the 70 000-member union said the strike led to an average 10.5 percent pay increase for its members.

Miners in underground sit-in

ABOUT 2 500 mineworkers started an underground sit-in at the Anglo American Vaal Reefs 2 mine near Klerksdorp this week in protest against racial discrimination they allege takes place regarding hoisting facilities

Napac retrenches 170 workers

THE Natal Performing Arts Council (Napac) this week retrenched 170 workers as part of a restructuring process, in spite of a strike over the issue. The move followed a withdrawal of government subsidies earlier this year



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ET 71193
Sandton workers strike (USA)

JOHANNESBURG — More than 1,000 municipal employees in Sandton, north of Johannesburg, downed tools yesterday morning, demanding a 12,5% across-the-board wage increase (S2)

15 000 workers on strike

MORE than 15 000 members of the Municipal Education State Health and Allied Workers Union (Meshawu) yesterday went on strike over wages countrywide

Meshawu spokesman Mr Phambili ka Ntloko said the union was demanding that minimum wages be increased from R500 to R805 a month plus

Sowetan 8/9/93
R100,63 across-the-board salary increases The management is offering R53 salary increases

Mr Peet Roodt, a spokesman for the Municipal Employers Organisation (MEO), said talks with Meshawu were in progress He said they could reach a wage settlement soon

A spokesman for Meshawu said

workers would continue with the strike until their demands were met

Workers on Monday marched on municipal offices to present their grievances (~~255~~)

The protests were in Kagiso, Parys, Sasolburg, Klerksdorp, Sandton, Randburg, Virginia, Ennerdale and Benoni

(152)

Workers end 1-day strike

Sawetan 8/19/93
Sandton and Randburg municipal workers resumed work yesterday, ending a one-day strike.

Sandton Town Council liaison officer Daleen van Wyk said services were back to normal.

Sandton town clerk Cybil Mostert described Monday's action as reprehensible, saying salary

negotiations were under way and that there had been an undertaking that no industrial action would be taken while negotiations were being conducted.

Workers are fighting for a 7,5 percent increase for upper-level jobs and 12,5 percent for lower-level jobs.

(152)

Stand-off as RSC staff locked in

Staff Reporter

PROTESTERS and police were locked in a tense stand-off at the Delft Civic Centre yesterday when three Regional Services Council employees locked themselves in an office during a community protest.

Delft Civic Association chairman Mr Wayne Koen said the two men and a woman had locked themselves in when he and his supporters occupied the offices to hand over a petition.

"Now they are saying we are holding them against their wishes"

The sit-in was part of a campaign by the Joint Civics Forum to scrap R70 million arrears in rent and service charges.

Another sit-in took place in Eerste River yesterday.

A police spokesman said the sit-in ended when the protesters handed their memo to police to be passed on to RSC officials.

Lockout: Union tilts at KWV

Supreme Court Reporter (152) AUG 10/9/93

A UNION locked out by KWV in Worcester because of a wage dispute has challenged the wine giant in the Industrial Court

The Food and Allied Workers Union claim the lock out, which began on August 30, is an unfair labour practice

Workers were locked out of KWV premises in Worcester, Marl, Uppington and Vredendaal after negotiations on wage increases reached a deadlock on August 27. More than 200 workers were affected but about 100 have now accepted a 9.7 percent minimum increase. By agreement, the application has been postponed until Wednesday

Sit-in protesters locked in

(212) (2619) (152) Staff Reporter CT 11/9/93

THIRTEEN squatter toddlers, their mothers and ANC and peace committee members were locked in at the Melton Rose RSC offices in Kleinville, Kuils River, late last night after a sit-in that started on Wednesday

The sit-in was against an agreement written up by the RSC on the water supply to squatters, said ANC spokesman Mr Chris Nissen. He said he and two peace committee members had gone to the offices to mediate, but were locked in by RSC officials

Municipal workers accept wage offer

B/Day 13/9/93
A WAGE settlement has been reached between the Municipal Employer's Union, which represents a number of Transvaal municipalities, and the Municipal, Education, State and Health Workers' Union.

The union held a one-day strike last week which disrupted refuse removal services in a number of towns, including Sandton and Randburg.

Union assistant general secretary Phambili Ntloko said at the weekend the dispute declared last month had been "undeclared", allowing the

GAVIN DU VENAGE

wage deal to be reached.

A wage offer of 7,5% for upper job levels and 10% for lower job levels had been accepted, he said.

Ntloko said the union was pleased with the results of negotiations as the increases were higher than those achieved this year by other unions.

He said he expected numbers of white workers at municipalities to start joining the Nactu union. (152)

RSC evicts protesters

Staff Reporters

WESTERN Cape Regional Services Council security officials today broke down a door and fired teargas at Joint Civics Forum protesters sitting in at the RSC's Melton Rose office, forum spokesman Charles Basson said

About 20 protesters were in the offices about 11.45am when the security officials broke in, he said.

The incident took place while forum leaders were in talks with senior RSC officials at the peace committee offices in Bellville

An umbrella of civic and resident organisations in RSC-controlled areas, the forum is demanding that R70 million rent and services arrear payments for the unemployed and breadwinners earning less than R1 000 a month, be written off

(ISA) (SIA)
ARG 131993

RSC building, car damaged

STONES were thrown at the Regional Services Council building in Kleinville causing at least R10 000 worth of damage and, in another incident in the suburb, a council car worth R95 000 was set alight, police said.

The incidents followed a protest sit-in at the RSC's Melton Rose, Kleinville, office on Monday which ended abruptly when security officials fired teargas into the building.

Joint Civics Forum members were demanding that R70 million of rent and services arrear payments be written off for the unemployed and breadwinners earning less than R1 000.

Police said that late on Monday groups of people pelted stones at the RSC building, shattering all the windows. A petrol bomb lobbed into the building did not explode.

And RSC employee Mr J van

Rooyen was forced to stop the council car he was driving by two men who blocked his path in Keerom Street, police said.

Mr Van Rooyen was ordered out of the RSC vehicle, which was then set alight, the spokesman said.

● More than R20 000 worth of damage was caused to a stationary truck in Mbekweni, Paarl, when petrol was sprinkled in the cab and ignited yesterday.

Strikes: managers blamed

Star 16/9/93

■ BY PAUL BELL
LABOUR CORRESPONDENT

Hostile management attitudes towards unions are behind the rash of industrial action in the retail sector in the period April-July, say labour analysts IR Network (152)

Group research shows the SA Commercial, Catering and Allied Workers' Union to have been involved in 15 percent of the industrial action that took place nationwide in this period.

The 34-day Shoprite-Checkers strike of May-June lost the economy

some 240 000 man-days and cost workers R13 million in wages

Stoppages at mines were mostly related to worker grievances, and not initiated by the National Union of Mine-workers. In many instances, action might have been averted had NUM been recognised on the mines in question. NUM was often involved as a third party in resolving disputes.

The fairly high incidence of strikes by the National Union of Metalworkers of SA is ascribed to the union's campaign to save the motor sector's industrial

council, which many employers wish to dissolve

The common trigger of industrial action was wages (46 percent of action), followed by discipline and dismissals (23), grievances (11,5), retrenchment (11,5) and recognition (7,6)

Wage increases in the period March 1-June 30 averaged 10,61 percent, a drop of almost 4 percent on the previous quarter.

Unions did better, however, in the chemical, pharmaceutical, packaging, printing and transportation sectors, says IR Network

news in brief

^{Sowetan} Consol workers on strike

ABOUT 500 workers at Consol's plastics division in Germiston went on strike yesterday demanding the company rescind its decision to withhold wages following a lock-out 16/9/93 (208)

The Chemical Workers' Industrial Union said yesterday management had barred workers from premises the last week during a protest against the possible retrenchment of about 100 workers. The union said the lock-out was illegal. A company spokesman was not available for comment. 152

Promat students protest

HUNDREDS of students at Promat College of Education yesterday marched to the institution's head offices in Sunnyside, Pretoria, to hand over a memorandum in protest against the scheduled closure of the teacher training section of the college at the end of the year. Sowetan 16/9/93

The starting point of the march was the American Embassy because, according to college SRC president Peter Kutumela, most donor companies which have apparently withdrawn financial support for the college are American-based. The college's management announced last month that the teacher training section would close because of lack of funds.

Numsa fails to resolve fate of council

ATTEMPTS by the National Union of Metalworkers of SA (Numsa) to prevent the collapse of the Motor Industries Federation industrial council met with limited success yesterday, according to union negotiations coordinator Les Ketteldas.

Ketteldas added that the crucial issue of wage increases had not been discussed at yesterday's meeting between Numsa and the SA Motor Industries Employers' Association. Employers had insisted the future of the council be resolved before the wage issue could be raised.

The council administers workers' social security funds that total about R1bn.

Association general secretary Vic Fourie said yesterday a technical

ERICA JANKOWITZ

committee had been established to discuss the administrative details of securing the social security funds. The committee would consist of representatives of both parties and was scheduled to meet on October 1.

However, Ketteldas said the parties had failed to reach agreement and the association had refused to negotiate any issues until the matter of the funds had been resolved.

This was unacceptable to Numsa, which would report back to shop stewards this weekend to devise a plan of action. Numsa would be raising its problems in the motor industry in a number of forums, including the

National Economic Forum

Since January 1992 the almost 200 000 workers covered by the council agreement have not received pay increases as negotiations have continually deadlocked. The latest obstacle to reaching a settlement was an apparent attempt by a lobby within the employers' association to destroy the council, Ketteldas said.

A last-minute concession by employers to extend the administrative function of the main agreement for six months to the end of February meant the parties had a limited time to settle their differences, he added. But as workers had not received increases for 20 months, it was critical that negotiations were not further delayed.

Ampros strike over contractors

NEARLY 1 800 workers at Anglo American Property Services (Ampros) in Johannesburg and Pretoria went on strike yesterday against management's new policy of contracting out services.

NUM media officer Jerry Majatladi said the strike seemed set to spread to Durban today as talks ended in deadlock last night.

He said Ampros had contracted private cleaning, security and maintenance services two weeks ago and workers feared this practice meant a loss of jobs.

Majatladi said agreement had been reached on the four other demands by the union working groups would investigate union complaints of discriminatory practices, maladministration of pension funds, lack of proper job evaluation and an unfair housing subsidy scheme.

KATHY STRACHAN

Ampros could not be reached for comment last night but Sapa reports that Ampros operations director Alex Gullan said earlier the company had not retrenched, and was not planning to retrench, any workers.

He said Darragh House was the only Ampros-administered building in the Johannesburg central business district where outside contractors had been employed, a step taken after the owners had requested that costs be reduced.

None of the Ampros staff working at Darragh House had been retrenched, but had instead been employed in other positions.

Gullan said yesterday's stoppage had taken the company by surprise because workers had not previously expressed grievances.

Poland wants to boost its SA trade

PRETORIA — Poland would like to invigorate its relations with SA, especially in trade and economics, Polish Foreign Minister Prof Krzysztof Skubiszewski said yesterday.

Skubiszewski, who is visiting SA, has met President FW de Klerk, ANC president Nelson Mandela and Foreign Minister Pik Botha.

He said Poland would like to increase its trade with SA.

His country could import food and technology from SA, a highly industrialised country which produced much of the machinery and equipment Poland needed but could not produce.

Poland had a negative trade balance and its industries needed to be re-equipped. There were "broad possibilities" in this area, Skubiszewski said — Sapa.



Angry workers bring services to standstill

2 municipalities *Star 7/9/93* crippled by strike

■ SANDTON BUREAU

Sandton and Randburg municipal workers have brought services in the two towns to a standstill because of strike action over a wage dispute

National Union of Public Service Workers (NUPSW) assistant general secretary Phambili Ntloko said a deadlock over wage increases had been reached last month and the only way left was for workers to express their dissatisfaction through strike action

He said the councils had offered a 5 percent wage increase for upper job levels and a

7,5 percent increase for lower job levels. The NUPSW was insisting on a 7,5 percent increase for upper job levels and a 12,5 percent increase for lower job levels

Sandton Town Council public relations officer Daleen van Wyk said residents should rest assured that everything possible would be done to ensure that services would be attended to as soon as possible

Sapa reports that the Sandton Town Council has already requested residents to keep refuse on their properties for collection next week and has promised to solve problems regarding other essential services soon. (152)

NUPSW spokesman Frans Sebane said the strike would spread to a host of municipalities in the Transvaal and the Free State.

The NUPSW, a National Council of Trade Unions affiliate with 50 000 members, had planned similar action in Kagiso near Krugersdorp, Parys in the Free State, Sasol, Klerksdorp, Orkney in the western Transvaal, Roo-depoort and Benoni.

The strike by municipal employees is the second since the beginning of August. On August 2, thousands of members of the SA Municipal Workers' Union downed tools to press for higher wages. (152)

Tygerberg workers occupy admin block

Staff Reporter

WORKERS at Tygerberg Hospital occupied the hospital's administration building yesterday in a protest against "corruption", wage discrepancies and alleged intimidation by senior hospital officials

CT 17/9/93

National Education, Health and Allied Workers' Union (Nehawu) regional treasurer, Mr Wilfred Alcock, said workers were demanding

- An independent audit of all personnel files.
- True wage parity
- An end to "racist disciplinary action"

152

- Independent investigations to uncover theft

- Fair promotions and appointments.

- Adequate security for health workers.

Hospital spokeswoman Mrs Corrine Goushard said all the matters raised by the workers would be addressed. Some matters would have to be referred to the Cape Provincial Administration (CPA).

The protest at Tygerberg began about 8am yesterday and ended about 11am, when CPA officials and hospital authorities agreed to meet Nehawu representatives on Monday

Give the workers jobs back — judge

THE Labour Appeal Court has ordered the reinstatement of 17 Lanzerac Hotel employees who were unfairly dismissed in May 1992, about 14 months after Pepkor chairman Christo Wiese bought the estate near Stellenbosch

Labour Appeal Court presiding judge Mr Justice J H Conradie said the retrenchments were unfair as the workers had not been consulted about retrenchment — merely notified.

He ordered Lanzerac Landgoed (Pty) Ltd to reinstate the dismissed workers and pay them the equivalent of six months' salary, plus interest of 18,5 percent over one year.

The company was also ordered to pay the applicants' costs of appeal.

Mr Wiese, the shareholder in Lanzerac Landgoed, bought the neglected estate in February 1991, wanting to restore the Cape Dutch manor house as a residence.

He had also considered closing down the estate's struggling hotel business, fearing it might inhibit his use of the manor house as a home, the judge said.

After several changes in ownership of the hotel, the workers were retrenched at the end of April, 1991, losing an ensuing Industrial Court application for their reinstatement.

According to the court, Mr Wiese had told Mr S P Fitzgerald of Halycon Hotels (Pty) Ltd — who rented the hotel from Mr Wiese — that he would pay the redundant workers' severance packages.

Mr Fitzgerald had made it a term of agreement with Mr Wiese that he would be entitled to trim the staff complement in accordance with his own management criteria.

In their appeal, the dismissed workers argued they had not been given adequate notice, the selection process was unfair, and that the respondent had failed to consult them about the retrenchments.

Counsel for Lanzerac Manor said they were temporary employees and not entitled to the full panoply of retrenchment procedures — Sapa

Workers end Carlton strike

GAVIN DU VENAGE

THE two-day strike that paralysed the Carlton Centre last week had been resolved, Ampros human resources director Piero Farina said at the weekend.

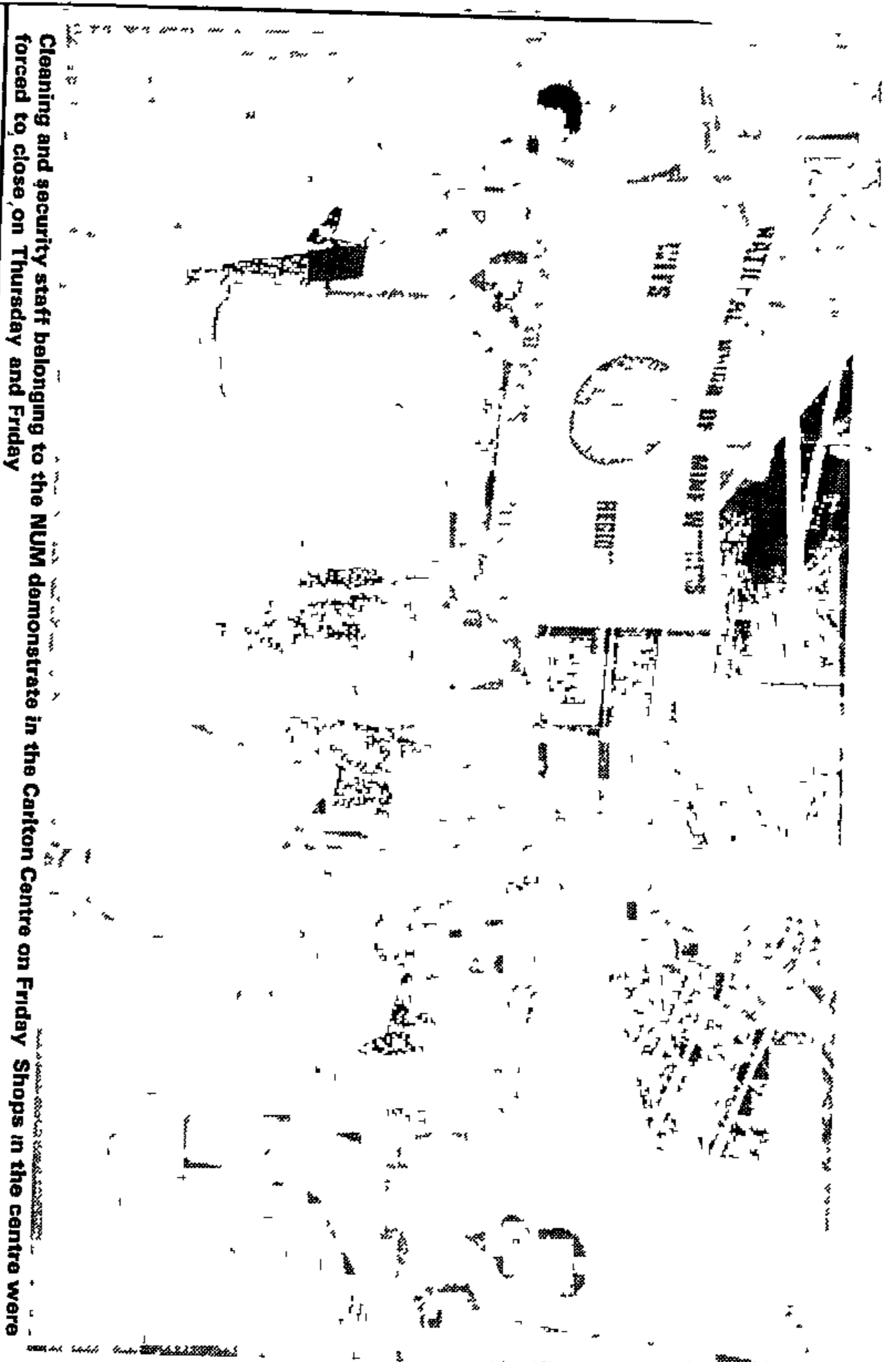
Cleaning and security staff — members of the NUM — from several Ampros buildings held demonstrations outside the Carlton Centre which forced shops in the centre to close.

Farina said all staff agreed to return to work late on Friday after it was agreed all grievances would be addressed.

Main issue of contention was the hiring by Ampros of sub-contractors Ampros had agreed to discuss, the issuing of any new contracts with the union before employing subcontractors.

Cleaning and security staff belonging to the NUM demonstrate in the Carlton Centre on Friday. Shops in the centre were forced to close on Thursday and Friday.

Picture: ROBERT BOTHA



of peareg a law sduah non-pannunga...
A V H ' e g ' o f ' s a p p r o p r i e t a r i a n s p r o d u c t i o n s e c t o r s . . .

Negotiations as usual at Saccawu's offices

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) was involved in several labour disputes and negotiations with companies despite the Rand Supreme Court's application to liquidate the union.

Yesterday was set down as the return date for the application but the union requested a postponement to give it time to respond, said Saccawu general secretary Papi Kganare.

Last week, Saccawu brought an urgent application to have its six suspended executive members evicted from their offices, but this failed as their suspension had lapsed. However, the union would conduct an internal disciplinary inquiry on Sunday against four of the six suspended members, Kganare said. The four were accused of "delaying a national congress decision".

Meanwhile, it was business as usual at Saccawu, and plans had been made to conduct a strike ballot at Metcash Trading Limited today, spokesman Jeremy Daphne said. The dispute was connected to wages, with the union demanding a R200 a month increase in response to the company's R150 offer.

About 5 000 Saccawu members at CNA/

Gallo started balloting for wage strike action last week and the process would end soon. More than 1 000 members at Dion Discount Centres were depending on a conciliation board to resolve their wage dispute.

Kganare said Shoprite/Checkers had given notice of plans to shed 1 500 jobs, but the union had called for a new approach and a 12-month plan.

The Pick 'n Pay dispute about 3 800 re-trenchments continued and the parties were still discussing the key issues of job flexibility and mobility, he said.

At Lennon Peterson Agencies, the wage strike entered its 42nd day today with a march planned from Zoo Lake to the company's Rosebank head office this morning, Daphne said.

The union was also involved in campaigning for the reinstatement of the 100 dismissed Gill and Ramsden workers whose wage dispute had been resolved.

Mediation at Garrie had not resolved the two parties' differences on wage increases, but a further meeting was scheduled for Monday.

On the organisational front, Daphne said Saccawu had adopted programmes to ensure industrial councils in each of its sectors by December 1994. It would also ensure empowerment of women in union ranks and initiatives to "engage management regarding new approaches to work organisation and production".

Saga reports a commission to investigate the empowerment of women in Saccawu had been set up to determine and analyse the position of women in the union and on shopfloors and formulate recommendations.

"This will include investigating the sexual division of labour training and career path opportunities, the internal functioning and environment of the union, the effectiveness and status of gender forums and interpretation of women's subordination," Saccawu said.

Discussions on reorganisation of the workplace, changing methods of production and new relations in production had begun within the union.

It was hoped that the union could play an active role in the restructuring of its industries, the union said.

Teachers in dispute over Sadtu, school's dress code

□ Guguletu nine have not taught for three weeks

AKL 22/9/8

EDWARD MOLOINYANE
Staff Reporter

NINE teachers from a Guguletu primary school have not taught for three weeks following a dispute with the principal over dress code and union membership.

The bitter row at Sonwabo Lower Primary involves teachers who are members of the South African Democratic Teachers Union (Sadtu), who took part in the recent teachers' strike.

The teachers, who held a placard demonstration on

school premises today, said the "victimisation" started after the suspension of the strike when the principal discovered they belonged to Sadtu.

Spokesman Felicia Madolo said the principal, Julia Finye, barred the teachers from teaching after they refused to wear a uniform of red overalls, which was a compulsory dress code at the school.

The principal, who with six other teachers belongs to the Peninsula African Teachers Association (Penata), had told them after the strike that no teachers at "her" school would be allowed to belong to Sadtu.

The nine had since reported to school daily but were physically barred from entering classrooms to teach, they said.

"After the strike she bundled pupils from three classes into one class so that only those in her good books could teach."

She said Mrs Finye ran the school as if it were "her private property".

"Her husband works here as a caretaker, her two daughters as a teacher and a secretary."

Mrs Finye refused to comment today. The school gates were locked and The Argus was refused en-

try by caretaker Mr Finye.

The row at Sonwabo has been condemned by the Guguletu branch of Sadtu.

Chairman Zolani Phahlane said the Department of Education and Training had been made aware of the situation there early this month but was dragging its feet.

"This harassment is a result of the teachers joining Sadtu. It is this union's belief that freedom of association is something that all should respect," the branch wrote in a memorandum addressed to the DET regional director dated September 1.

Falling wall kills worker

Staff Reporter

A MUNICIPAL worker died in Goodwood when a garden wall collapsed on him while he was digging a trench beside it.

The man had stopped breathing when colleagues, firemen and Metro emergency personnel dug him from the rubble.

A spokesman said a heavy slab of masonry landed on the worker's chest and a mobile crane was used to hoist it off

Kalk Bay workers return after 2-day illegal strike

Labour Reporter

WORKERS at the New Kings Residentia in Kalk Bay who embarked on a two-day illegal strike are back at work.

According to Lifecare Group spokeswoman Helen Duingan, members of the National Education, Health and Allied Workers' Union (Nehawu) went on strike on Monday while wage negotiations were being conducted.

"Lifecare indicated that, although they were willing to

continue with the negotiations, they could not do so under duress.

"The union members did not accept this and by Monday evening the company issued an ultimatum to employees to return to work by Tuesday morning," she said.

Negotiations resumed and "we understand an amicable agreement was reached on Tuesday". All employees were back at work, she said.

Fire sweeps through home

Staff Reporter

A LAVENDER Hill family lost all their belongings when a fire swept through their home about 10am today.

A fire brigade spokesman said a burning candle probably caused the blaze which gutted the corrugated iron home of Michael Harris in Alexander Road.

The Harris family — Mr Harris's wife, Thelma, and children Zeida, Nothelma and Devan — was not at home

Wiese's wine dream sours

Gaye Davis in Cape Town

PEPKOR chairman Christo Wiese's failure to properly consult workers before retrenching them has turned his dream of restoring the Lanzerac Estate near Stellenbosch to its former glory into a nightmare.

The Labour Appeal Court has ordered the reinstatement of 17 Lanzerac Hotel employees dismissed in May last year, finding that their retrenchment was an unfair labour practice in that they were not consulted but merely notified they were to be laid off.

In addition, Wiese's company, Lanzerac Manor (Pty) Ltd, must pay each worker compensation of six month's salary with interest, as well as the costs of the appeal lodged after they lost an industrial court application for their reinstatement last October. *WM 24-30/9/93*

The judgment, handed down last week, described how Wiese wanted to turn the historic house into a private residence, but kept the battling Lanzerac Hotel going by leasing it to the former manager. Its "slide into ruin" continued, however, and the hotel management "disappeared into the corporate night" without paying its staff.

One of Wiese's companies, Skiereiland Beleggings (Edms) Bpk, which later changed its name to Lanzerac Manor, then took over the hotel which continued to run at a

huge loss until Wiese went into partnership with hotelier SP Fitzgerald of Hakyon Hotels (Pty) Ltd.

Fitzgerald made it a term of his agreement that he be allowed to cut back on staff, while Wiese undertook to pay employees' severance packages. But while these were deemed by the court to have been "adequate", the process was not.

Counsel for Wiese argued that full retrenchment procedures weren't necessary as the workers were temporary, though later conceded that this in itself should not have deprived them of rights they would otherwise have enjoyed.

Mr Justice JH Conradie and two assessors found there was no reason why following proper retrenchment procedures should have interfered with staff cutbacks at the hotel: "Consultation was not attempted because it was not thought necessary," the court said.

Nor did the fact that Fitzgerald had been given a free rein to trim staff remove Wiese's company's responsibilities to his employees.

Describing the case as "a serious violation" of the rights of the retrenched workers, the court ordered their reinstatement and compensation, saying that although retrenchment guidelines worked out by the industrial court and Labour Appeal Court were no more than guidelines, they could not be departed from without reason.

Hotel pay strike (152)

JOHANNESBURG — Five hundred employees stopped work at the Carlton Hotel here yesterday to press home wage demands. CT28/9/93

Big drop in strike action — report

BIDay 29/9/93

ERICA JANKOWITZ

STRIKES had cost SA industries 2,4-million man days so far this year, 22,5% down on the first three quarters of last year, Andrew Levy and Associates reported yesterday.

This was attributed to union job security concerns, more aggressive management attitudes and "the rather surprising stability that has been maintained on the shopfloor, contrary to what has been occurring in the broader society", the report said.

However, it warned that other forms of industrial action which stopped short of full-blown strike action, such as go-slows, overtime bans and work stoppages, had been used by workers to express dissatisfaction.

It noted that it was normal to have a significant increase in strike activity in the third quarter of every year as most wage rounds occurred at this time. The first two quarters accounted for 700 000 lost man days in stark contrast to the 1,7-million lost from July 1 to end-September.

The most affected sector this year was the public sector which accounted for 70,6% of all lost days.

This was attributed to two big strikes: the dispute between the SA Democratic Teachers' Union and government which contributed 895 000 man days, and the other involving the SA Municipal Workers' Union which added 162 995 to the overall figure.

Further action by teachers could be expected if wage talks were not successful, the report said. With the passage of the Public Sector Labour Relations Act in August, "which allows for true collective bargaining in this sec-

tor", it was expected that as unions increased their influence, they would resort more readily to strike action to enforce demands. (152)

The retail sector accounted for 16,4% of the total man days lost, the textile sector for 5,4%, mining for 2,1%, manufacturing for 1,7% and the chemical sector for 1,6%.

As usual, wage strikes cost SA the most man days, 67,5% of the total. Grievances were next at 16,9%, retrenchments at 13,5%, with discipline, dismissal and recognition issues contributing the balance of 2,1%.

"Wage strikes traditionally form the major strike trigger, especially in times of economic hardship. The grievance trigger was again significant and included the Shoprite/Checkers strike which accounted for 24 000 lost days on the issue of the withdrawal of a recognition agreement," the report noted.

National strikes accounted for 83,8% of the total. The PWV, the most affected single area, contributed 8,6%. This was followed by the eastern Cape at 6% and Natal at 0,3%.

"As greater centralisation of collective bargaining occurs, we can expect the number of national strikes to increase," the report said.

Industrial action to end-September 1992 led to the loss of 3,1-million man days compared with 2-million for the same period in 1991.

The report did not take stayaway action into account when compiling statistics.

Public sector becomes flashpoint for strikes

wsm 1-7/10/93 (25) (52)

Ferial Haffajee

THE public sector is set to become a fiery site of labour conflict with 70 percent of recorded strike action in the past three months notched up in that area.

And this figure could increase in the future, suggests Andrew Levy and Associates, which compiles quarterly strike statistics. The labour consultancy says: "With the passing of the Public Sector Labour Relations Act in August, which allows for true collective bargaining in this sector, it is anticipated that as unions increase their influence, they will more readily resort to strike action to enforce their demands."

Another potential problem could be the Congress of South African Trade Unions' opposition to the new Act. The federation says that it was unilaterally passed despite trade union objections to certain clauses.

In addition, both Cosatu and the National Council of Trade Unions (Nactu) are planning mergers of their public sector affiliates, which will place the new unions among the biggest in the country.

What the unions save on administrative costs, they will spend on strengthening unionisation in the sector and drawing in new members.

Should there be strike action, they will also draw out all state sector workers, not just sections like municipal or health workers

The teachers' and municipal workers' wage, retrenchment and rationalisation strikes accounted for 895 000 and 162 995 working days lost respectively.

But general strike action for 1993 at the end of September dipped by about 20 percent on last year's figures for the same period: 2.4-million working days have been lost to strike action this year, while the figure at the end of September last year was 3.1-million working days.

The retail sector chalked up the second-highest number of strikes with 16.4 percent of strike activity measured happening in that area. The textile sector accounted for 5.4 percent of strikes, while the mining, manufacturing and chemical sectors were relatively quiet and accounted for less than two percent of strike activity on average.

The recession continues to dictate that wage disputes trigger most strikes. This year is no exception, with 67.5 percent of the strikes being the result of such disputes.

Grievances accounted for 16.9 percent of the strikes, while retrenchments and dismissals and disciplinary disputes accounted for 13.5 and 1.8 percent of the strikes. Recognition of trade unions is becoming less and less of an issue and strikes for such disputes accounted for less than one percent of strike activity.

Almost 85 percent of strikes were national and there was generally little regional strike activity.

Surgery disrupted by strike at Tygerberg

ANDREA WEISS

Health Reporter ARG 29/9/73

AN urgent meeting was in progress at Tygerberg Hospital today following protest action which saw the hospital suspend all but emergency surgery

The hospital made the move yesterday when staff were prevented from entering the linen room to fetch theatre supplies

Workers burst into the linen room and prevented staff from folding clean linen, following an earlier demonstration in the records department where records staff and union members allegedly came to blows

Today, National Education Health and Allied Workers' Union spokesman Allistair Charles said the union would lay criminal charges after two of its members were assaulted

Mr Charles said the assaults had provoked the further action in the linen room which resulted in the suspension of non-emergency surgery.

"Our intention is to normalise the situation," he said.

Yesterday, 18 shop stewards went into a meeting with labour relations medical superintendent Nelius van Eeden at lunchtime in an attempt to defuse the situation

The meeting was suspended at 6pm and resumed today

Dr Van Eeden said that the actions were disrupting the hospital's service to patients.



Pictures LEON MULLER, The Argus

AFTERMATH: Tygerberg Hospital's usually tidy linen room was in disarray yesterday after Union members stopped staff from fetching linen supplies for theatre

The day before, protesters had prevented food from being distributed to patients

Dr Van Eeden said the hospital was not in dispute with Nehawu.

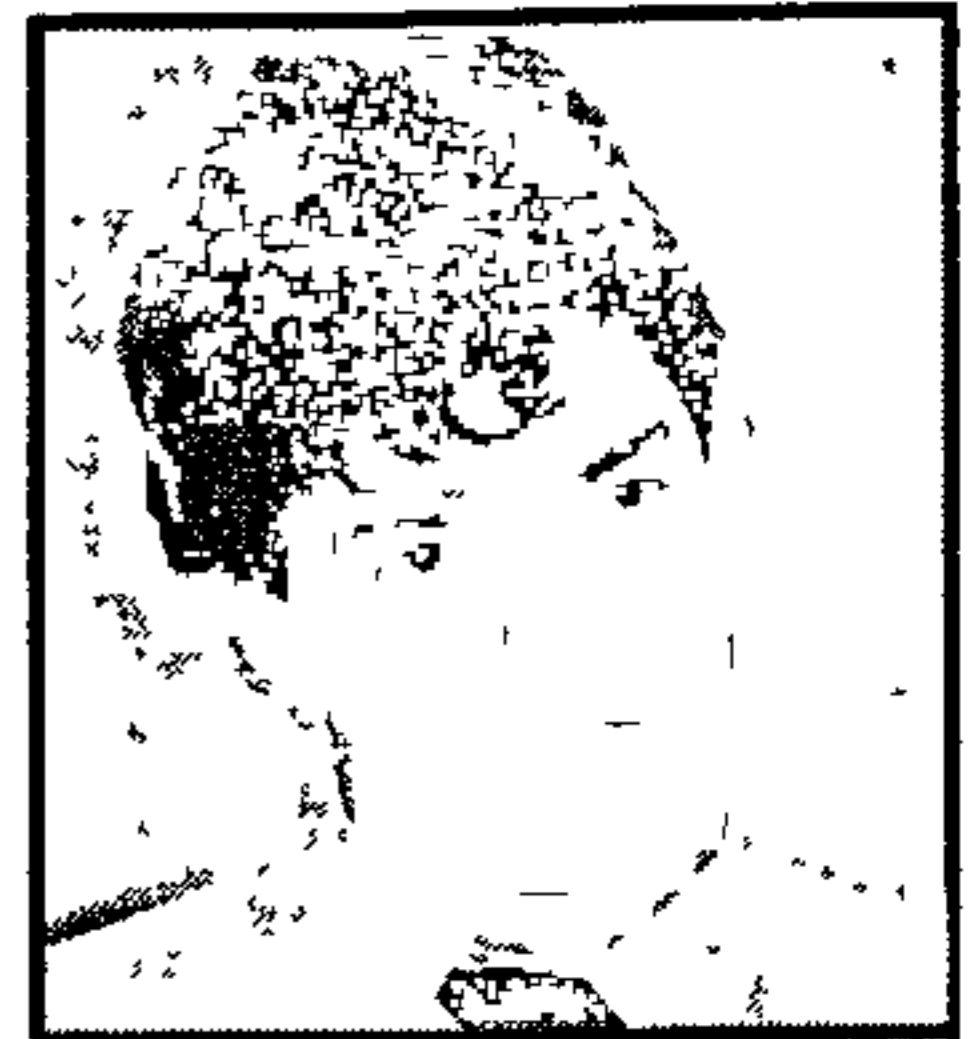
The union's grievances included racial inequity in salaries and alleged racism.

He said that the salary matter had to be dealt with by the Commission for Administration, which controls civil ser-

vice salaries, and could not be dealt with by the hospital.

Also, many of the allegations of racism were not substantiated on paper — making it difficult for the hospital authorities to follow them up.

The protest action is in line with a decision by Nehawu to demand that the Cape Provincial Administration end racism, ensure wage parity and commission an independent audit of personal files.



SPOKESMAN: Labour relations medical superintendent Nelius van Eeden

Teachers' body to join ANC's voting campaign

JOHANNESBURG — The South African Democratic Teachers' Union (Sadtu) is to apply for immediate affiliation with Cosatu and throw its weight behind the ANC election campaign.

The union made these announcements at a state-meeting yesterday after a two-day national council meeting here.

Sadtu also suggested five of its office bearers be included in the ANC's election list. — Sapa

18.00: The boy and the beautiful
18.00: Top 20. Hit parade
18.57: Devotion
19.00: News
19.30: Prospects. Magazine programme with profiles, consumerism, technology, health, the arts.
20.00: The Puppet Masters. Xhosa series about a young man forced into a life of crime. English simulcast
20.30: Ezodumo. Traditional music
21.00: News
21.12: Cassidy Becoming more and more involved. Charlie has to think deeply about her future
20.00: 48 Hours. News magazine
21.00: Absolution. A student wants to get even with the priest who forbade him to have contact with a drifter. Richard Burron, Dominic Guard, Dal Bradley, Andrew Keir, Willoughby Gray
23.00: K-9. A narcotics policeman and his four-legged partner James Belushi, Kevin Tighe
01.00: Judgment in Berlin. One plane passenger and three defectors. Martin Sheen, Sean Penn
03.00: Deceived. A widow discovers her husband's double life. Goldie Hawn, John Heard
00.05. Transmission ends

Four killed in station attack

JOHANNESBURG — Gunmen opened fire on passengers at Soweto's Ikwezi station last night, killing three men and a woman. Police said they were expecting arrests shortly.

And on Tuesday, a commuter was stabbed while travelling to Germiston station. He later died.

Three people were wounded when up to 20 men fired AK-47 rifles and small arms into the Scaw Metals hostel in Wa-

deville, Germiston, this week. They used a sledgehammer to smash a hole in a wall.

Twelve people were killed and 20 injured at the same hostel a month ago.

An IFP spokesman said members of the ANC's military wing Umkhonto weSizwe had attacked them in a bid to drive Inkatha out of the hostel.

In KwaThema an IFP official Mr Samuel Motha, 35, was shot dead early yesterday as he left home for work.

The bodies of seven people, including two policemen, were found in Thokoza, Katshehong and Tsakane on the East Rand on Tuesday and yesterday.

All seven had been shot dead, and two of the bodies had also been burned.

Taxi driver Mr Peter Mapane, was shot dead near Thokoza on Tuesday morning.

In Natal two men were shot dead and a woman was wounded when gunmen fired on them in their huts near Estcourt. The huts were set alight. — Sapa

Top IFP man hurt on campus

JOHANNESBURG — IFP central committee member Mr Themba Khoza was slightly injured after Vista University students disrupted a panel debate at the university's Soweto campus yesterday, an IFP statement said. — Sapa

More than 200 police officers on strike in PE

Own Correspondent
PORT ELIZABETH — More than 200 members of the Police and Prisons Civil Rights Union (Popcu) went on strike yesterday at all police stations and the New Brighton Magistrate's Courts, bringing the administration of justice to a halt.

Senior police officers and a delegation representing the striking police met yesterday. The meeting will continue today.

The strike is in protest against the "sudden and unacceptable" transfer of the strikers' popular leader, Captain Mzingisi Moshara.

Police in pre-dawn swoop on ANC office

Own Correspondent
EAST LONDON. — Police swooped on the ANC office here in a pre-dawn raid yesterday morning after an MK soldier and two other people were arrested for carrying illegal arms.

The MK member, identified by the Border ANC as Mr Petros "Bushy" Vanyu, is a regional ANC liaison officer.

Mr Vanyu, 30, Mr Luthondo Beza, 30, and an unidentified woman were detained at a road-block in Cathcart late on Tuesday night.

Two R5 rifles, a BXP sub-machinegun and 75 gmm rounds of ammunition were confiscated from the car in which they were travelling.



Business Report

Own Correspondent

JOHANNESBURG — Strikes had cost SA industries 2,4-million man days so far this year, 22,5% down on the first three quarters of last year, Andrew Levy and Associates reported.

This was attributed to union job security concerns, more aggressive management attitudes and "the rather surprising stability that has been maintained on the shopfloor, contrary to what has been occurring in the broader society", the report said. However, it warned that other forms of industrial action which stopped short of full-blown strike action, such as go-slows, overtime bans and work stoppages, had been used by workers to express dissatisfaction.

Strike action slows

(S2) of 30/9/93

It noted that it was normal to have a significant increase in strike activity in the third quarter of every year as most wage rounds occurred at this time. The first two quarters accounted for 700 000 lost man days in stark contrast to the 1,7-million lost from July 1 to end-September.

The most affected sector this year was the public sector which accounted for 70,6% of all lost days.

This was attributed to two big strikes: the dispute between the SA

Democratic Teachers' Union and government which contributed 895 000 man days, and the other involving the SA Municipal Workers' Union which added 162 995 to the overall figure.

The retail sector accounted for 16,4% of the total man days lost, the textile sector for 5,4%, mining for 2,1%, manufacturing for 1,7% and the chemical sector for 1,6%.

As usual, wage strikes cost SA the most man days, 67,5% of the total. Grievances were next at 16,9%, re-trenchments at 13,5%, with disci-

pline, dismissal and recognition issues contributing the balance of 2,1%.

"Wage strikes traditionally form the major strike trigger, especially in times of economic hardship. The grievance trigger was again significant and included the Shoprite/Checkers strike which accounted for 24 000 lost days on the issue of the withdrawal of a recognition agreement," the report noted.

National strikes accounted for 83,8% of the total. The PWV, the most affected single area, contributed 8,6%. This was followed by the eastern Cape at 6% and Natal at 0,3%.

The report did not take stayaway action into account when compiling statistics.



Crisis at hospital after strike deal

152
2/30/9/93
Staff Reporter

THE crisis at Tygerberg Hospital continued yesterday despite an agreement having been reached between the CPA and Nehawu that no disciplinary action will be taken against absent employees.

The hospital yesterday ran on emergency measures after actions by workers on Tuesday disrupted the supply of clean theatre linen

Hospital spokeswoman Ms Karien Goussard said the hospital would continue operating on emergency measures until Friday

Urgent meetings were held yesterday between the union and the CPA. Union leaders urged workers to go back to their duties

Workers at the hospital have been engaged in various protest actions for the past 12 weeks following unsuccessful

negotiations with the CPA around salary disparities and alleged racial discrimination

Dr Nelius van Eeden, labour relations medical superintendent, said protest action had resulted in food services to patients being disrupted, and a backlog of medical records

On Tuesday there was a demonstration in the records department where staff and union members allegedly came to blows

Late yesterday it was agreed disciplinary action against employees who had been absent from duties from September 3 to 29 would be suspended until December 31. If no further incidents occurred until then, no disciplinary action would be taken

Negotiations on the original grievances will now be resumed

Striking SAP win demand

Own Correspondent

152

PORT ELIZABETH — Police yesterday backed down and met the demands of striking police officers here over the transfer of a colleague

CT 11/10/93
The New Brighton police station officers ended their strike after an officer announced the cancellation of the pending transfer of popular Captain Mzingisi Moshara and two other officers.

Police get it tough as ANC backs jurists (152)

APR 9 11 10 1993
JOHANNESBURG — The African National Congress yesterday heaped praise on the International Commission of Jurists' pre-election recommendations

The ICJ report, in which the jurists levelled criticism at local police, was released here on Wednesday.

The commission also called for a joint peacekeeping force, overseen by an international peacekeeping unit under the Electoral Commission.

Reacting to the proposals, the ANC said the commission's finding on the role of the Internal Stability Unit, KwaZulu police and various homeland police forces, as well as the Waddington Report on the police earlier this year, were a serious indictment on the force's image.

The police reacted angrily on Thursday to ICJ suggestions that neutral policing in South Africa was non-existent.

Major-General Leon Mellet said it was absurd for the ICJ to assume the role of police experts after a mere two-week visit to the country.

But, the ANC differed.

"The finding reinforces the ANC's view that the Internal Stability Unit, which has performed a para-military role, should be withdrawn from our townships and the KwaZulu police force disbanded to give way to more accountable and community representative police force," said the statement.

On the police's perceived legitimacy crisis, the ANC proposed this be addressed urgently to ensure a constructive role during the transition to democracy. — Sapa

Game workers ready to strike

Sowetan 11/10/93

By Lulama Luti

A NATIONAL strike by workers at Game Stores throughout the country is on the cards

This follows a decision in which members of the South African Commercial, Catering and Allied Workers' Union at the stores voted in favour of the strike (152)

And according to Saccawu spokesman Mr Bukani Mngoma, the strike would affect well over a 1 000 workers in the Transvaal and Natal

"Workers are now gearing themselves for what could be the most devastating and humiliating strike the company has ever experienced," the union said in a statement. Mngoma further lashed out at the company's management for pressing ahead with retrench-

ments and said the move was meant to threaten workers. The union is demanding, among other things, a R200 across-the-board increase, a minimum wage of R1 400 a month, a laundry allowance of R15, discounts of 14 percent for staff and unconditional days off.

The company has offered an increase of R120 across-the-board and a monthly minimum wage of R1 320. It has also asked that the union drop all its demands. Mngoma said the two parties would meet tomorrow in a last-ditch attempt to avert the strike.

"The decision to meet them is despite the fact that the strike ballot results entitle the union to immediately call on its members to implement the strike.

"Depending on the outcome of tomorrow's meeting, we may have to continue with the action from Wednesday," he said.

Star 11/10/93
**Strike at
Game looms**

■ BY ABDUL MILAZI

Workers at the Game furniture chain stores nationwide are set for a showdown with management before the end of the week if tomorrow's wage negotiations fail

More than 1 000 workers voted in favour of a strike when the South African Commercial, Catering and Allied Workers' Union (Saccawu) balloted its members last week after three months of wage negotiations had deadlocked.

However, Saccawu spokesman Bukani Mngoma said the union had temporarily put the strike on hold after management agreed to meet the union tomorrow.

Mngoma said the union would go ahead with the strike if management did not change its stance at the meeting. He said if talks failed this would be the first national strike at the furniture chain's stores since the Natal strike in 1989.

The union is demanding a R200 across-the-board increase and a minimum monthly wage of R1 400, while the company is offering a R120 increase and R1 320 monthly wage.

The union is also demanding a R15 laundry allowance, 14 percent staff discounts and unconditional days off.

Strike at Swazi Sun hotels ends

MBABANE — A five-day wage strike at four Sun International hotels in Swaziland has been resolved ~~(S)~~ (S2)

The parties agreed to a 17% wage increase for the lowest paid and seven percent for the highest paid workers

Sun International has also undertaken not to retrench workers during the current agreement, it said

Operations at the four hotels, the Royal Swazi Spa, the Ezulwini, Lugogo and Nhlanguano Sun hotels will resume immediately — Sapa

Crippled Lebowa is ready to explode

Sowetan 14/10/93

AN explosive situation is developing in Lebowa, crippled by 60 000 government employees on strike.

The strike is to show sympathy for 15 colleagues dismissed by officials of Mr André Fourie's Department of Regional and Land Affairs

Government employees massed outside government buildings in Lebowakgomo yesterday demanding a meeting with Fourie.

Urgent talks between Lebowa government department heads and officials delegated by Fourie began in Lebowakgomo yesterday in an effort to defuse the tense situation, which has been deteriorating since the South African Government's takeover of Lebowa's financial affairs on September 1

The homeland's public servants last month expressed dissatisfaction

with salary cheques paid out after the takeover.

An official in Lebowa's Department of Home Affairs confirmed yesterday that all work in local government departments had stopped.

The 15 Lebowa officials, members of the civil service organisation and the Interdepartmental Co-ordinating Forum, were allegedly ordered out of their offices for allegedly obstructing the work of seconded officials instructed to speed up the processing of claims from businesses to whom large amounts had been owing since June.

The Pietersburg office of the Department of Regional and Land Affairs, which is helping to process the claims, yesterday refused to disclose the total amount involved.

ICF chairman Mr Moseamo Sebola said the Works Department

officials had refused to pay white suppliers of services to Lebowa because thousands of labourers and general assistants on the Lebowa payroll had not been paid their August salaries.

Civil servants at a meeting later decided that they would all go on strike in solidarity with the dismissed workers; he said. "We are saying that if SA is so eager to pay the white suppliers why is it not ready to pay the labourers their meagre R500 salaries?"

"The strike will continue for as long as our members are walking the streets," he said. A spokesman for Chief Minister Nelson Ramodike said there had been no talks between Fourie and the Lebowa cabinet on the future of the homeland's administration.

Sowetan Reporter and Own Correspondent

1 000 workers strike

Sowetan 14/10/93

ABOUT 1 000 workers at Game Stores countrywide began an indefinite strike yesterday after negotiations with management collapsed.

The workers, all members of the South African Commercial, Catering and Allied Workers' Union, decided on the strike action after management refused to accede to their demands. Stores already affected by the strike are

in Pietersburg, Nelspruit, Bruma Lake in Johannesburg, Game City in Durban and Alberton

Union spokesman Mr Bukani Mgomo said the union was demanding an increase of R165 across the board, a minimum salary of R1 400 a month, a monthly laundry allowance of R15, discounts of 14 percent for staff and unconditional days-off. He said management was instead offering a R120 across-the-board increase, R1 320 minimum a month and that the union drop all its demands



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Game workers on strike

ABOUT 600 SA Commercial, Catering and Allied Workers' Union (Saccawu) members began a legal wage strike at most of the 15 Game Discount World stores in Natal and the Transvaal yesterday after talks deadlocked on Tuesday night, Game MD Dan Barrett said.

But workers were expected to report for work as usual today pending management's response to a revised wage demand sent by the union on Wednesday, he added.

The parties had deadlocked with the company offering R150 across-the-board or 10% and the union demanding R200 or 17%, Barrett said.

On Wednesday sit-ins started, but by yesterday more than half the 1 000 Saccawu members had joined the strike which had badly affected the West Street and Bruma stores and the Durban Warehouse, he said.

About 200 picketers had prevented shoppers from entering the West

ERICA JANKOWITZ

Street branch, but the company had applied for and was granted a court interdict to prevent this behaviour.

Barrett said not all stores at which Saccawu had members had joined the action, making it difficult to estimate the exact number of workers affected.

Saccawu spokesman Bukani Mngoma said the union had suspended the strike pending Game's response to a union letter sent on Wednesday in which a revised demand of R165 was tabled. Game had been unable to respond because of the strike and the union had extended its deadline to today.

Mngoma said "close to 1 000 members" were on strike, but would be persuaded to suspend industrial action until the new deadline.

Barrett said stores were trading normally and would continue to do so even if the strike continued.

Sadtu warned against strike

JOHANNESBURG. —
The Azanian Students' Movement (Azasm) warned the South African Democratic Teachers' Union (Sadtu) yesterday it would act if the union continued to strike next year.

Azasm publicity secretary Mr Kgomotso Modiselle said here Sadtu had acted irresponsibly this year.

He claimed Sadtu had shown a "don't care" attitude towards the future of black pupils.

"Azasm will defend the future of the education of black pupils and act against the union," he said. — Sapa

Court asked to jail teachers

Supreme Court Reporter
THREE teachers who defied a court order by taking part in a SA Democratic Teachers' Union (Sadtu) strike in August should be jailed for contempt of court "as a deterrent" the Supreme Court was told yesterday.

This was said by counsel for the Department of Education and Culture in the House of Representatives, Mr Francois Klopper, in an application to declare three teachers — Mr Bernard Fortuin, Mr André Thomas and Ms Sandra Minnaar — in contempt of a court order.

The order of August 13 interdicted Sadtu members from taking part in a proposed strike

A similar application for a

Order not to strike was defied

fourth teacher, Mr Raymond Titus, was postponed sine die

Mr Klopper said the application concerned the education of many thousands of children and was in the public interest.

In papers, DEC deputy director Mr Norman Daniels referred to the wide publicity the court order had enjoyed, and said the teachers could not have been unaware of its contents

The department feared the strike would be continued soon

with disastrous effects

The teachers admitted striking but denied they had wilfully, intentionally, male fide or unlawfully been in contempt of the court order.

They had not understood or appreciated the effect and implications of non-compliance with the court order.

They had intended no disrespect to the court and, had they known the consequences, they would have complied with the court order. They apologised to the court for their apparent disrespect.

Mr Justice R M Marais said he would deliver judgment at 9am on Monday.

● Scores of Sadtu teachers blockaded the steps of the Supreme Court yesterday to protest against the charges

152
ET 15/10/93

Striking cops told: 'Return or be fired'

Own Correspondent

27/6/10/93

PORT ELIZABETH. — Striking policemen and women here were given an ultimatum by regional commissioner Major-General Daan Huggett last night — return to work by Tuesday or be fired

Gen Huggett said 204 policemen and women had not attended work during the past two days.

He had earlier attended an emergency meeting with a crisis committee, formed to address the tension between policemen and their officers in township police stations

The meeting ended in deadlock, according to the ANC, but further talks will be held on Monday.

The talks were held between senior police officers, policemen suspended from the force pending mutiny allegations, those who refused to report for duty, the ANC, the Police and Prisons Civil Rights Union and the SA National Civic Organisation

Popcru's national president Mr Gregory Rockman, who was at yesterday's meeting, could not be reached for comment last night.

Cosatu: Strike to be decided on

1028
152
CT18/10/93

Own Correspondent

JOHANNESBURG. — Cosatu's call for a national strike on November 15 is to be ratified by members this week

Cosatu spokesmen said yesterday the strike decision had been considered because of concern about legislation now being discussed at the negotiating council

Among the clauses Cosatu objects to is part of the interim constitution granting civil servants blanket security of tenure after the April 27 elections

A blanket guarantee would restrict future restructuring of the civil service and the elimination of "waste inherent in the apartheid bureaucracy", Mr Ebrahim Patel, deputy secretary general of the SA Clothing and Textile Workers Union (Sactwu) said

"It would also seriously affect affirmative action unless the future government had an infinite capacity to swell the number of public servants," he said

The National Education, Health and Allied Workers Union particularly opposed "discriminatory action" whereby security of tenure had not been guaranteed for civil servants in the TVBC states and self-governing territories, outgoing deputy general secretary, Mr Philip Dexter said

"White workers are assured their

positions, black workers are not Cosatu obviously will not accept this," he said

Cosatu's other concern is the proposal to enshrine an employer's right to lock employees out

Mr Patel said the right to strike, which was contained in the draft bill of rights, merely served to counter employers' property rights. If these were bolstered by the right to exclude workers, it would fundamentally "distort the balance of power"

Strike action was described by Mr Dexter as Cosatu's last resort. He said Cosatu's demands were alliance positions and had been put forward at negotiations by the ANC but had not been taken into account in the redrafting of proposed legislation

Action

A special Cosatu executive committee meeting has been scheduled for November 5 to discuss feedback and whether the negotiating forum had responded.

Meanwhile, Cosatu has scheduled a programme of action at workplaces, including meetings, factory occupations and sit-ins. Also on the agenda are a march to the World Trade Centre on October 28 and mass rallies.

Cosatu would also meet as soon as possible with the ANC and would request a meeting with the negotiating council, Mr Patel said

Mokaba calls to end strike

Own Correspondent (52)

PORT ELIZABETH — ANC Youth League leader Mr Peter Mokaba called on striking policemen and women to go back to work today. *CT 18/10/93*
Speaking yesterday at an ANCYL rally here, Mr Mokaba said the community needed community police "If policemen come from outside they are intruders and criminals," he said
"We have not yet won the revo-

lution We have heard that Popcru (Police and Prisons Civil Rights Union) here has been charged with mutiny and this I see as Mr De Klerk trying to break the accord the police have with the people," Mr Mokaba said

In the same speech he urged the community to "drive the Instability Unit Police Force out of the townships in the Eastern Cape"

" We have seen them in the Vaal Triangle, they are involved in acts of violence there We do not want that situation to arise in the Eastern Cape," he said

Referring to the SADF raid in Umtata, he said "This was at a time when General Bantu Holomisa and Comrade Mandela were out of the country The government of Mr De Klerk deemed it fit to strike in Umtata at that time"

Union chiefs explain reasoning behind Cosatu's national strike call

THE proposed blanket constitutional guarantee of tenure for public servants would undermine the capacity of future policy makers to eliminate the duplication and waste inherent in the apartheid bureaucracy, SA Clothing and Textile Workers' Union deputy general secretary Ebrahim Patel said yesterday.

He was explaining part of the rationale behind the Cosatu executive committee decision on Saturday to recommend a "national strike" on November 15.

The federation also objected to including a clause in the proposed Bill of Rights en-

shrining an employer's right to lock out employees

18/10/93
The call for a strike was subject to ratification by members who would be canvassed from this week.

Patel said Cosatu was not attempting to purge the public service. "However, a blanket guarantee will limit a future government's ability to restructure the public service. It would also affect affirmative action programmes unless the government had an infinite capacity to swell the number of public servants."

1522
National Education, Health and Allied

B/1587
ERICA JANKOWITZ

Workers' Union outgoing general secretary Philip Dexter said security of tenure was guaranteed only for SA public servants and did not cover the TBVC states and self-governing territories.

"White workers are therefore assured of their positions. Many black workers are not."

Patel said the right to strike, contained in the draft Bill of Rights, merely served to counter employers' property rights. If these were bolstered by the right to exclude workers, it would distort the balance

of power

Dexter said the demands were alliance positions and the ANC had made submissions at negotiations concerning them. However, this had not resulted in the labour movement's real concerns being taken into account in the redrafting of the proposed legislation.

The strike would be a last resort in making its position known.

Patel said a special Cosatu executive committee meeting had been set for November 5 to discuss the matter further.

Meanwhile, a programme of action would start at workplace level, including

- meetings, factory occupations and sit-ins
- A march to the World Trade Centre and mass rallies were also on the agenda.
- Cosatu would also meet the ANC as soon as possible to discuss the issues and would request a meeting with the negotiating council to give its view on the proposed Bill of Rights and "request it not to proceed with the existing wording", Patel said.
- However, Cosatu wanted the process to proceed towards an April 27 election.
- Cosatu would also meet Nactu and the Federation of SA Labour Unions to discuss joint action.

All Popcru strikers told 'return to work'

ALL 18/10/93

(52)

□ But Mokaba wants the charges to be dropped

The Argus Bureau

PORT ELIZABETH — Controversial Peter Mokaba has called on the members of the Police and Prisons Civil Rights Union (Popcru) to go back to work — but says the charges against them must be dropped

And the Motherwell police station commander Captain Nic Wolmarans at the weekend issued notices warning the Popcru members they would be dismissed if they did not report for duty by 7.30am tomorrow

The police, who have stayed away from work since last week in protest against 88 members being arrested on mutiny charges, says they will not return until members of the Internal Stability Unit (ISU) are removed from the township police stations

Yesterday, at a large African National Congress youth league rally in Zwijve, Port Elizabeth, youth league president Mr Mokaba asked the community "to chase" Internal Stability Unit members out of the townships from today

A delegation from the Crisis

Committee, comprising of members of the ANC, the PAC, the South African National Civic Organisation, the Congress of South African Trade Unions (Cosatu) and Popcru is scheduled to meet the Eastern Cape South African Police Regional Commissioner Daan Huggett today at 2pm to negotiate an end to the police crisis

The Crisis Committee has warned that if the regional commissioner and the SAP police commissioner did not restore normality, they would be faced with mass action

The committee plans to send memos to the World Trade Centre to be debated by the multi-party forum as a matter of public inquiry into the police activities in Port Elizabeth as a whole. These would also be sent to the ANC and the PAC at national level

At yesterday's rally Mr Mokaba said "I can say, comrades, do not allow F W de Klerk to bring violence here at any time. What he wants now, after the police in this region have indicated a willingness to

work with the people, is to break that accord between the police and the people. He is suspending them as Popcru and bringing in the Internal Stability Unit

"You must chase them out of the townships. They are known for what they have done to our people. They have killed people in Sebokeng, in Thokoza, Kattlöhong and in Natal

"They are going to kill here too. If we do not chase them out we are going to start burying again. The police under Mr De Klerk have never had a human soul

"There is no discussion about the issue. Popcru members must go back to work and the charges must be withdrawn against them. We want community policing here and residential police"

Popcru president Gregory Rockman said last night a meeting of the Crisis Committee, representative of Popcru, ANC, PAC, Sanco with Azapo sending an apology had resolved to negotiate with police authorities from today

Strike: Delay in sentence

152

CT19/10/93

Supreme Court Reporter

THREE De Doorns Primary School teachers were found by the Supreme Court yesterday to have been in contempt of a court order that prohibited members of the SA Democratic Teachers' Union (Sadtu) from taking part in an unlawful strike.

Mr Justice Marais said the court was acutely aware of the strongly — and no doubt sincerely — held differences of opinion which existed on whether teachers in state schools should go on strike, and whether rationalisation was necessary or in the interest of the country

In the light of the mitigating factors, the judge said, the stigma of a prison sentence, albeit a conditionally suspended one, was not something he wanted to inflict on the teachers unless their future conduct compelled him to do so

Provided the teachers abided by the conditions they need not appear before the court again on October 23, 1995, Mr Justice Marais said

The judgment follows an application by the Department of Education and Culture, House of Representatives, for the imprisonment of the teachers for six months, suspended for three years

The teachers said they were aware of the order but had not considered the consequence of non-compliance

Mr Justice Marais said the court was acutely aware of the strongly — and no doubt sincerely — held differences of opinion which existed on whether teachers in state schools should go on strike, and whether rationalisation was necessary or in the interest of the country

These questions should await determination by a more broadly representative national education department, the judge said.

What the court had to decide was whether or not the teachers had broken the common law of the land by deliberately refusing to obey an order of the court, and, if so, whether and how, they should be punished

"A civilised society depends for its social cohesion and its socio-economic and political stability

upon obedience being shown to the lawfully given decisions of the courts, no matter how unpalatable those decisions may be to the parties adversely affected by them.

"If those against whom court orders are made are free to ignore them with impunity, simply because they have been exhorted to ignore them, the abyss yawns before us all," he said

● Sadtu has secured an undertaking from the Department of Education and Culture (HoR) that it would hold "formal discussions" with union representatives this week to determine the status of the three teachers after their court appearance

Sadtu spokesman Mr Daryl Howard said the union wanted to establish what bearing the sentence would have on the future service contracts of the three

Several teachers and supporters damaged an iron gate outside the DET offices in Roeland Street while a union representative met DET officials yesterday

No arrests were made despite a heavy police presence outside the DET offices

Star 19/10/93

Bosses refuse to play the Game with union

■ BY ABDUL MILAZI

There is no end in sight to the strike by more than 1 000 workers at the Game Discount World stores as the SA Commercial Catering and Allied Workers Union (Saccawu) yesterday vowed to fight to the finish.

Workers downed tools at the Game stores countrywide on Wednesday after the three-month-old wage negotiations ended in deadlock.

Saccawu national organiser Bukani Mngoma said. "We will continue to strike until we flatten them (management). We cannot accept their offer."

Managing director Dan Barrett said Game was not prepared to raise its offer of a R120 across-the-board increase. The workers demand a R200 increase and a minimum wage of R1 400 a month, while the company is offering R1 320. Other demands include a R15 laundry allowance, 14 percent staff discount and unconditional days off.

Barrett said all his stores had employed casual workers and things were back to normal. Strikers intimidating customers and casual workers had stopped after six court interdicts.

(29) (152)

(365)



Talks on plan to strike

HIGH-LEVEL but inconclusive discussions took place between ANC, SACP and Cosatu leaders yesterday as divisions between the alliance partners emerged over the union federation's proposed national strike next month

In a terse statement after the meeting, the ANC said only that it had been agreed to refer the matter discussed to the broader tri-

partite alliance leadership.

But an SACP leader who was at the meeting said Cosatu appeared to have "misunderstood" the implications of certain clauses in the draft constitution put forward as the reason for the strike

Cosatu objected to the inclusion of an employer right to lock-out and security of tenure for civil servants

CT 19/10/93
The SACP source said both ANC and SACP negotiators had stressed in the negotiating council that they would not agree to any clauses which precluded restructuring of the public service and affirmative action

He said that once negotiators had met Cosatu leadership for further discussions, the problem "would be resolved quite easily"

NEWS Press responsibility also needed

Sowetan 20/10/93

Workers at Coca-Cola on strike

By Ike Motsapi

MORE than 4 000 employees at Coca-Cola plants throughout the country went on strike yesterday over wages.

The workers, members of the Food and Allied Workers' Union, are demanding monthly across-the-board salary increases of 25 percent. Management is offering seven percent.

Chairman of Fawu's national shop stewards council Mr George Nene said yesterday the union and the management of Amalgamated Beverages Industries — owners of Coca-Cola — had been negotiating for wages since September 28 without reaching a settlement.

Management has raised its initial offer of five percent by two percent since negotiations started.

News

No censorship to silence the Press

Sowetan 20/10/93

By Glenn McKenzie

A NEW government will not use censorship to silence the Press, an African National Congress negotiator said at the Sowetan Nation Building Press Seminar at Vista University in Soweto yesterday

The ANC's Mr Joel Netshitenzhe said his party did not favour specific legislation limiting freedoms of the Press. Rather, the Press would have to abide by a new charter that protected individual freedoms

"There will be no censorship in the new dispensation. We don't believe there should be a group of wise men and women who decide what we should or should not read," said Netshitenzhe.

Media lawyer Mr Paul Jenkins said there should be a balance between the freedom given to the Press and the freedom protecting individuals

There should be restrictions built into a Press code to prevent harming individual reputations. "We can't have the media intruding into people's private lives if it is not wanted. The extra-marital affairs of Mr and Mrs X are not the business of the Press."

Netshitenzhe agreed that media freedoms should not be limitless. He said voluntary journalistic bodies and the courts should play a role in and share Press responsibility

Broadcast licences could possibly be taken away if a television or radio stations infringe individual freedoms

Netshitenzhe said the Press should be allowed to freely comment on all actions of the new government, including a state of emergency. He said the ANC could not rule out a state of emergency but there must be very compelling reasons to declare one



Cosatu to forge ahead on strike

Own Correspondent

JOHANNESBURG — Cosatu insisted yesterday that it would forge ahead with plans to hold a general strike and added to its list of grievances the Freedom Alliance's "disruptions". It opposed a referendum to resolve the negotiations impasse and the granting of unnecessary regional powers.

(24) (52)
Cosatu general secretary Mr Sam Shilowa said Cosatu could not allow the Freedom Alliance to hold the country to ransom.

CR 20/10/93
● Cosatu set to strike — Page 5

Cosatu set to strike alone if necessary

JOHANNESBURG — Preparations are in full swing for a general strike on November 15 to buttress the Congress of South African Trade Unions' demands

At a news conference here yesterday Cosatu general secretary Mr Sam Shilowa said the trade union federation was sending its senior

officials to different areas of the country to canvass worker support for the mass action programme

He said the proposed strike would go ahead irrespective of the views of its tripartite alliance partners, the African National Congress and the SA Communist Party, if Cosatu's demands were not met by No-

vember 5.

Cosatu is objecting to a clause in the interim Bill of Rights entrenching the right of employers to lock-out striking workers and to a recommendation at democracy talks guaranteeing civil servants security of tenure after April 27 next year

Cosatu president Mr John

Gomomo stressed that Cosatu was an independent democratic federation "The ANC does not have a right to tell us what to do," he said.

The ANC and SACP have said only that they would consider the proposed mass action

The Cosatu programme includes:

- Workplace meetings (October 25 to 29)
 - A march to the World Trade Centre (October 28).
 - A picket of government installations (November 1 to 5)
 - Mass rallies (November 6 to 7)
 - Sit-ins and occupations of factories (November 8 to 12)
- Sapa

CF 20/10/93
153D

NEWS 'Non-students' feted at festival ● Municipal staff's long wait for increases

Soweto council *Sowetan 21/10/93* workers strike

By Mzwandile Jacks

THE entire work force at the Soweto City Council went on strike yesterday in demand of a 5 percent wage increase which has not been paid to them since last year

This has added to the woes of Soweto residents, who have been threatened with the electricity cuts starting from yesterday

The 2 800 workers include the administration staff, nurses, social workers and blue collar workers at the council's premises in Jabulani

Workers, who are members of the South African Municipal Workers Union, downed tools after a series of futile meetings with the council's management over the money owed to them since July 1 1992

The salary increase was supposed to be effective from the end of July last

year and to this day none have received it

Addressing the workers yesterday, acting town clerk Mr Louis Geldenhuis said the council was in a very difficult financial position and thus could not pay its employees (152)

"This situation is not of our making. We are not responsible for it and we are part of the staff," he said

Asked if he would sign a letter guaranteeing that he would pay the workers at the end of this month, he said he would not make promises that he could not keep

Mr Lathe Setlhapelo, a union spokesman, said the council was using "delaying tactics" and this prompted the decision to go on strike. Workers demand that they get their increased salaries at the end of this month and that Geldenhuis should sign a letter assuring workers that they receive their increased salaries, Setlhapelo said



Strikes hit bottling firm

ERICA JANKOWITZ

ABOUT 3 000 Food and Allied Workers' Union (Fawu) members embarked on an illegal strike at Amalgamated Beverage Industries (ABI) plants in the PWV region on Tuesday after workers in Durban started industrial action on Friday, ABI human resources manager Dave Smith said.

ABI bottles all leading soft drink brands, including Coca-Cola and Sparletta. A company spokesman said other companies were also involved in bottling the drinks and there were large stocks available.

According to Smith, the two parties were in the process of wage negotiations when Fawu implemented an illegal overtime ban.

At the time management had moved from its opening offer of a 5% increase to 7%. The union had stuck on its 27% wage demand coupled with calls for a number of other benefits, including housing subsidies and additional annual leave.

As a result of the overtime ban disciplinary action was initiated against several drivers in Durban who had not completed their delivery rounds. These workers did not attend disciplinary hearings and a strike ensued.

This had spread to all PWV operations, he said.

The company was willing to continue negotiations as soon as work was resumed.

Fawu was not available for comment.

This had undermined confidence in South Africa

"In a sense the strike could have the same effect. That's why we are saying let's see how we can resolve this issue," Mr Manuel said

He added that the petrol price issue had to be resolved before December

By ignoring the National Economic Forum's recommendation to scrap the 7c a litre increase, the cabinet had sided with Energy Affairs Minister George Bartlett. But it also set 'a scene for conflict'

Asked about interest rates, he said the ANC was debating how independent the Reserve Bank should be from the Ministry of Finance

"In the medium term we need an independent Reserve Bank," Mr Manuel said

Affirmative action also needed to be applied at the bank where the only black workers were sweepers

Mr Manuel warned personnel recruiting agencies to stop misrepresenting the movement's views on affirmative action

Affirmative action was not only for people who were "black" or Xhosa speakers as certain advertisements put it, but applied to all sections of the disadvantaged community, Mr Manuel said

See page 5

DENNIS CRUYWAGEN Political Staff

THE Congress of South African Trade Unions' planned general strike on November 15 would undermine investor confidence in South Africa in the same way the raid on Umtata had, says African National Congress finance spokesman Trevor Manuel

The trade union federation has called the strike to protest against clauses limiting workers' rights in the draft constitution

At a lunch in Atlantis yesterday, where guests paid R200 each to listen to him, Mr Manuel said the ANC was trying to resolve the matter in a mature manner

It had met Cosatu on Monday and more meetings would be held

"We'd like to avert the idea of a national strike"

It was bad enough to return from abroad after talking to investors about the need to invest to ensure stability and peace and then to read about the SADF raid on an Umtata house

Manuel warns of consequences 'as bad as Umtata raid'

Strike 'threat to investment'

ARG 22/10/93

(152)

(152)

W Cape clothing industry braced for action as Sactwu supports strike

□ Union slams 'anti-worker clauses' in draft bill of rights — commits to mobilisation

AR 26/11/93 (52)

WESTERN Cape clothing employers can brace themselves for industrial action in the run-up to the proposed November 15 strike after a decision by the powerful South African Clothing and Textile Workers' Union (Sactwu), to endorse Cosatu's call for a national work stoppage.

Sactwu media officer Shahied Teladia said the union's national executive took the decision at the weekend.

The 160 000-strong union, Cosatu's third largest affiliate, condemned the inclusion of a clause in the proposed bill of rights enshrining an employer's right to lock out employees and the proposed blanket constitutional guarantee of tenure for public servants.

Sactwu agreed on a programme of action, which included workplace meetings, a march to the World Trade Centre, mass rallies and sit-ins, factory occupations and sending faxes to African National Congress secretary-general Cyril Ramaphosa, calling on him to move to scrap the lock-out clause.

Employers are to be asked to sign a declaration that they have not requested the lock-out clause in the bill of rights.

Mr Teladia said, "To the best of the union's knowledge, there is no example of any country in the world where the employers' right to lock out workers has been written into the constitution.

"While the union's national executive was mindful of the economic damage caused by strikes, it also felt workers had to protect their own rights through action on these fundamental areas," he said.

Sactwu also criticised negotiators who agreed to "anti-worker" clauses in the bill of rights and committed itself to mobilise through Cosatu's regional structures.

In earlier reports, union assistant general secretary Ebrahim Patel said a blanket guarantee of tenure for public servants would limit a future government's ability to restructure the public service.

Mr Patel said the right to strike, contained in the draft bill of rights, merely served to counter employers' property rights.

If those were bolstered by the right to lock out workers, it would distort the balance of power.

● At the weekend Cosatu former general secretary Jay Naidoo denied a split between the ANC and the labour federation was imminent, saying it was "impossible" as 99 per cent of Cosatu members were card-carrying members of the ANC.

The ANC and SACP have not officially reacted to Cosatu's announcement of a general strike

SHARON SOROUR
Labour Reporter

Mixed response to Cosatu strike call

BIDAY 26/10/93

ERICA JANKOWITZ

COSATU affiliates appeared divided yesterday over the national strike call.

Two of the largest affiliates issued differing statements about their plans of action. Last week's strike call came in response to entrenching a lock-out clause in the interim Bill of Rights and constitutional protection of public service jobs after the election.

The National Union of Metalworkers of SA (Numsa), representing about 240 000 members, said its central executive had discussed the strike call. "The committee resolved to ask Cosatu to urgently seek a resolution to the problem with the National Manpower Commission and the alliance in order to ensure that workers' rights are protected."

Numsa officials refused to say if this meant Cosatu's second largest affiliate was not wholeheartedly behind the proposed strike. "It is a thorny issue and we cannot disclose more details," a source said.

Other union sources said some affiliates had expressed resistance to the decision, but would abide by it as it had been ratified by Cosatu's central executive committee.

The Southern African Clothing and Textile Workers' Union (Sactwu) was unequivocal in its support of the strike. As Cosatu's third largest affiliate, representing more than 160 000 members, Sactwu said objections to an employer's

right to lock workers out and protection of public service jobs after the election had to be taken seriously. "The Cosatu call for a national strike on November 15 has been fully endorsed by the national executive of Sactwu," the union said. (SACP) (52)

Sactwu committed itself to mobilising support for the strike and adopted an action programme starting yesterday. Included in the plan are sending faxes to the ANC calling for the lock-out clause to be scrapped, asking employers to sign a declaration distancing themselves from the clause, workplace meetings, a march to the World Trade Centre on Thursday, pickets, rallies and sit-ins.

The NUM, Cosatu's largest affiliate, said it had yet to evaluate Cosatu's proposal.

Sapa reports Cosatu's four Transvaal regions said they would attract 50 000 marchers on Thursday. They said regional ANC structures had expressed support for the campaign.

Cosatu's other alliance partner, the SACP, aligned itself with Cosatu's stand. The SACP supported scrapping the lock-out clause, but said current negotiations on the future of the public service did not include entrenching individuals in existing posts.

DP's Ainslie joins the ANC

DURBAN — Natal DP executive committee member and prominent unrest monitor Roy Ainslie yesterday defected to the ANC. BIDAY

He said he had always hoped the DP would form an election pact with the ANC but this had become less likely over the past few months. 26/10/93

"I believe the ANC needs a huge and decisive victory in the elections and it appears there are people in the DP whose sole purpose is to deny them this," he said.

He would be co-ordinating the ANC's monitoring campaign in southern Natal in the run-up to elections. There was "no doubt" the ANC would win a majority in Natal, but a peaceful climate was needed so people would vote.

Natal DP chairman Kobus Jordaan said Ainslie took with him a commitment to transform SA into a country where the liberal, democratic values of the DP would be imbued in all its citizens. He hoped Ainslie would achieve this in the ANC, although the DP believed its commitment to democracy was questionable. — Sapa.

Guns held members

POSSESSION of firearms by Police and Prisons Civil Rights Union (Poperu) members was "worrying" because the organisation's loyalties did not lie with professional policing, Law and Order Ministry spokesman Craig Kotze said yesterday.

Law and Order Minister Hennis Kriel met top SAP generals yesterday to discuss Poperu activities and "politicisation of force" by the union and the ANC, Kriel confirmed.

He declined to divulge details of meeting, but said police grievances had also been discussed. Kriel would issue statement "in due course".

Referring to the dismissal for mutiny



Hulett strike called off

CT 26/10/73
DURBAN — A four-day strike by aboutt 1000 workers at Hulett Refineries, a subsidiary of the Tongaat-Hulett group ended yesterday, Tongaat-Hulett spokesman Ron Phillips said

The workers, all members of the Food and Allied Workers' Union, returned to work after management had agreed to give serious consideration to the proposals put forward by the union

The refinery was closed for three days for maintenance during the strike but re-opened yesterday, Phillips said

The workers were demanding a 15% wage increase and a 40-hour working week, while the company was offering eight percent and wanted the present 45-hour week to remain — Reuter

ANC opposes lock-out clause

JOHANNESBURG — The ANC made public its opposition yesterday to any constitutional guarantee of civil servants' jobs after the election and to the entrenchment in a bill of rights of the right of employers to lock out workers in labour disputes

ANC PWV regional secretary Mr Paul Mashatile called on ANC members to join Cosatu's protest march to the World Trade Centre tomorrow

(152) (152) CT 27/10/93
But he said a proposed general strike by the 1,3 million-member Cosatu was still being discussed

"It needs careful assessment," said Mr Mashatile, adding that the ANC was urging its negotiators at the World Trade Centre to stand firm against the inclusion of the two proposed bills in the interim constitution

He said after a new round of talks by the ANC/Cosatu/SACP alliance that guaranteeing civil

servants' jobs "will ensure apartheid remains with us"

Giving unequivocal backing to Cosatu's protest march, Mr Mashatile said the campaign would take to the streets the alliance's opposition to the protection of civil servants' jobs and the lock-out clause

Cosatu said about 50 000 members will march tomorrow, starting a series of protests in defence of worker rights — Sapa

Illegal strike continues at ABI

THE illegal strike by about 3,000 Food and Allied Workers' Union (Fawu) members at six of the seven Amalgamated Beverage Industries plants was not resolved yesterday, despite protracted negotiations, ABI spokesman Dave Smith said.

Only ABI's East Rand plant has not been affected by the action.

Fawu members embarked on the strike on October 19 to force management to withdraw disciplinary action against 26 drivers who had not completed delivery rounds because of an overtime ban called by the union during wage talks. (152) (152)

27 110 193
ERICA JANKOWITZ

Yesterday the company offered to reduce its penalty if the drivers were found guilty and would refer its right to discipline to arbitration.

However, both were "rejected out of hand by Fawu", Smith said.

He said ABI obtained interdicts against union members yesterday. A Supreme Court order was to prevent further damage to company property by strikers and an Industrial Court interdict was granted as the overtime ban and strike were illegal.

NEWS Union may not intimidated workers • Minister 'pushing SA to the brink'

Coke strike illegal

By Ike Motsapi

THE strike by about 4 000 employees of Coca-Cola in its second week has been declared illegal by the Rand Supreme Court yesterday.

The court also ordered striking members of the Food and Allied Workers' Union to refrain from intimidating or assaulting or using any form of violence against non-striking workers. Fawu members went on strike over wages and management's decision to discipline workers who complied with

Sowetan 28/10/93

the union's ban on overtime. Mr Neville Barber of Westcom, the company's public relations division, said the company was concerned about the violence that had erupted especially at Midrand Factory.

He said talks between Fawu and management aimed at ending the strike had collapsed.

Mr George Nene, chairman of Fawu's national shop stewards council, confirmed that the talks held yesterday did not produce the desired results.

Rockman blasts Kriel

LAW and Order Minister Mr Hennus, to embark on a national strike if Kriel is "steering the country to the brink of civil war", Police and Prisons Civil Rights Union president Mr Gregory Rockman claimed yesterday.

In a stinging attack on the minister's response to the deepening police crisis, Rockman, a former lieutenant, accused Kriel of making unilateral changes to the SAP and of failing to address the grievances of black police officers.

Recognition

He warned that Popcrn-supporting SAP members countrywide were ready

Sowetan 28/10/93

to embark on a national strike if Kriel is "steering the country to the brink of civil war", Police and Prisons Civil Rights Union president Mr Gregory Rockman claimed yesterday.

In a stinging attack on the minister's response to the deepening police crisis, Rockman, a former lieutenant, accused Kriel of making unilateral changes to the SAP and of failing to address the grievances of black police officers.

He warned that Popcrn-supporting SAP members countrywide were ready

"bona fide and legitimate" union activity within the SAP and that he had asked the Police Board for advice on dealing with unions. However, he stressed that no grievances could be used as an excuse for strikes or mutiny and he attacked Popcrn for allowing itself to be "hijacked" by the ANC to further this organisation's political agenda.

Kriel did not refer to the Port Elizabeth crisis, other than to say that he was "considering" a Popcrn demand for a meeting on the dispute. — *Ecm.*



Thousands in protest on lock-out

CT 29/10/93

Own Correspondent

JOHANNESBURG. — In a show of strength yesterday tens of thousands of Cosatu members converged on the World Trade Centre to protest against entrenching a lock-out clause in the interim Bill of Rights and against the constitutional protection of civil servants.

The march went off peacefully but started very late, despite assurances by Cosatu to employers that it would not disrupt production.

Protesters — in buses, cars and on foot — were still arriving at 2pm when the march was due to end.

In an apparent move to counter claims that the march on the centre was not warranted as SACP and ANC negotiators had agreed to the inclusion of the clause in the interim Bill of Rights, SACP leader Mr Slovo told the crowd there had been a "misunderstanding".

Cosatu general secretary Mr Sam Shilowa said Cosatu expected the matter to be dealt with by the negotiating council on Monday.

A national strike is scheduled for November 15 if Cosatu demands are not met.

• The Confederation of Employers of Southern Africa has called on employers to persuade workers they had the right to work on November 15 and the right to protection should they wish to work.

NEWS Dispute over ban on overtime • Louw opens

Striking 4 000 to march

Sowetan 29/10/93

By Ike Motsapi

ABOUT 4 000 members of the Food and Allied Workers' Union on strike over wages at Coca-Cola are to march on the company's head office in Johannesburg next Tuesday

The workers will meet at the Alexandra Community Hall in 12th Avenue at 10am and march to the offices of Amalgamated Beverages Industries, the holding company of Coca-Cola, in Wendywood at about 1pm

The national strike is in its second week at all Coca-Cola plants

Mr George Nene, chairman of the national shop stewards council, said "Fawu is going to intensify the strike by involving the Congress of South African Trade Unions and civic organisations

"This week management met with the union but the talks deadlocked," Nene said "The union is saying that the company cannot discipline its members for a decision that was taken collec-

tively at a mass meeting to ban overtime.

"The decision is that of Fawu and management cannot discipline workers on an individual basis. If the union can allow management to continue victimising its members, then Fawu is no more

The strike has been declared illegal by the Rand Supreme Court

Mr Neville Barber of Westcom, the company's public relations division, said the order was granted against Fawu on Wednesday

Facing hard times on the platteland

C1 Reads 31/10/93

By ALF JAMES and JANET HEARD

It is often a struggle to survive in the platteland of the western Transvaal, especially if you are a manual worker with little education

Dawid Daniel, a 47-year-old butcher, was born and bred in the conservative Bloemhof district. He lives with his wife and three children in a council house in the "coloured" township of Coverdale

Oom Daan, as he is affectionately known in the area, is one of the 41 municipal workers involved in a dispute with the Conservative Party-controlled Bloemhof Town Council

Oom Daan has worked for the council for 16 years. His salary pay slip shows that he earns R423 a month, which amounts to R313,25 after deductions

On this salary, Oom Daan has to try and support his family of five. "My children have had to find part-time work to pay for their own uniforms," he says

The workers embarked on a strike on September 6 in protest against what they call "slave wages". They demanded a R500 across-the-board salary for all workers while the council offered a five percent increase

Dug in their heels

Negotiations deadlocked and the result was that the workers were asked to sign a new contract if they wished to return to work

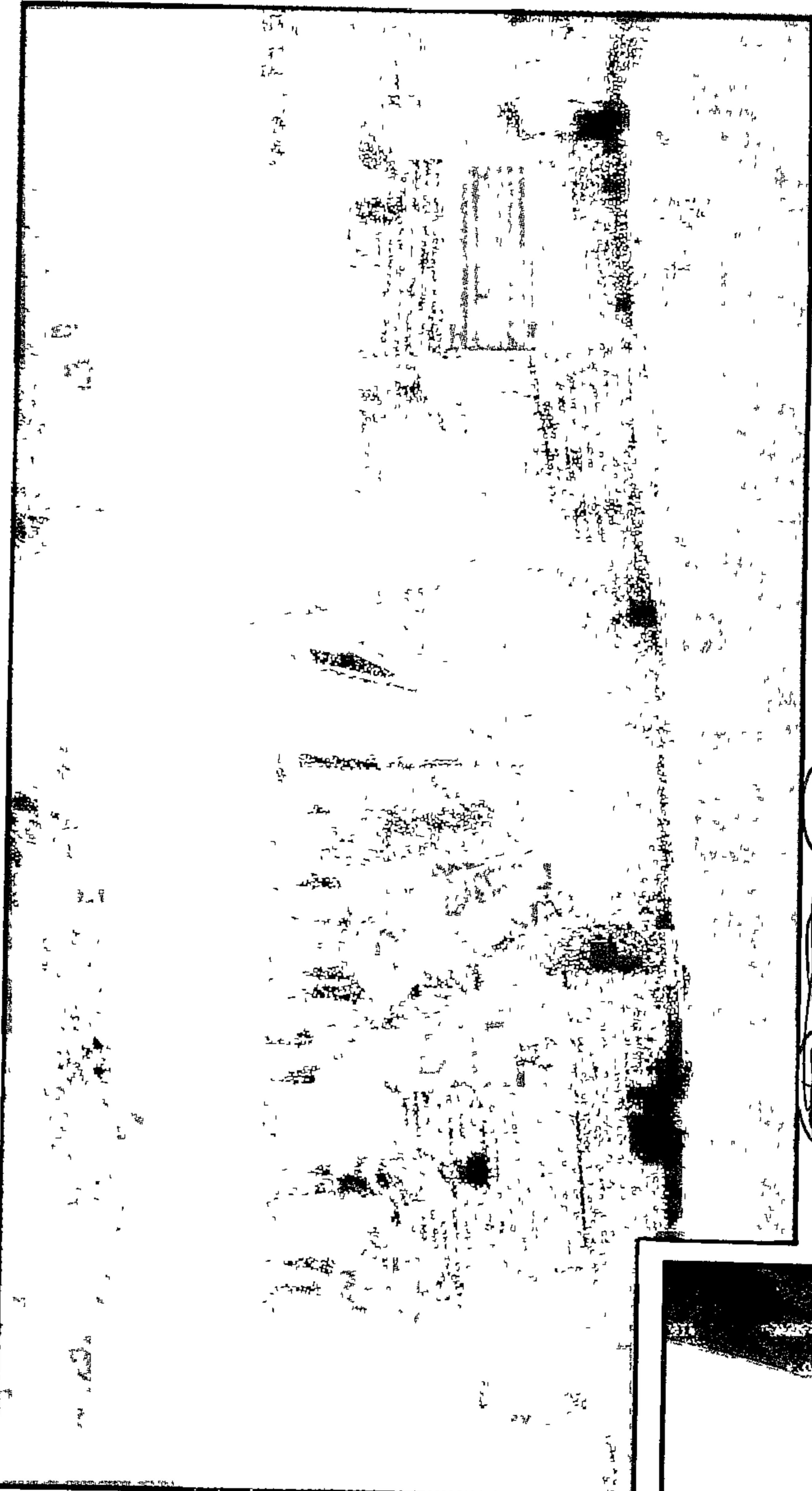
While a few of the workers opted to return, 41 dug in their heels, refused to sign a new contract and in the words of the town council "dismissed themselves"

When 41 workers are dismissed, one would not expect an entire community to rally behind their cause. However, the civic associations of Coverdale and the neighbouring black township of Botumelong, a community of about 16 000, and the 46 Indian families who live in nearby Salamaat, put their weight behind the workers and embarked on a consumer boycott of white-owned businesses in Bloemhof on October 6

In addition to protesting against the dismissal of the workers, the consumer boycott has also served to rally the community against the planned privatisation of public services in Bloemhof

When asked why there was a boycott of Bloemhof, the town's mayor Johan Visser said "I don't know why they are boycotting, only they themselves know"

T's Bloemhof council is one of the largest single providers of employment for township-dwellers - em-



DESPERATE MIGRATION . . . One of the many shantytowns that have sprung up alongside townships in the Western Transvaal due to the influx of out-of-work farm labourers.

playing about 65 workers - so the dismissal of 41 workers has had a devastating effect on the impoverished community

Oom Daan said there were few other employment options in the area. There are only two other major employers - a dairy factory and an agricultural co-operative. The remaining jobs are made up of domestic work, gardening and a few jobs in the town's small CBD

Patrick Dintwa, projects officer of the Botumelong Civic Association, estimated that unemployment runs

152



SLAVE WAGES . . . Oom Daan's three children have to find odd jobs to scrape together money for their own school uniforms.

cost of living

Oom Daan and his fellow workers are counting on winning back their jobs with improved working conditions and pay. Or else, Oom Daan says, he sees little hope for the future and his children

Embarking on a boycott in the town of Bloemhof can be dangerous, says Dintwa

"In May this year, when a boycott was undertaken to support the demands of the civic association that Bloemhof's facilities be opened to all races, an armed column of AWB members marched on Botumelong, bulldozer in tow, threatening to flatten the civic leaders' homes. The AWB was stopped at the entrance of the township by the SAP," he said

Boiling point

Unlike many townships around Johannesburg, Botumelong is a peaceful place and has not been the scene of political violence

"However, racism in the town is at boiling point," said Dintwa. "South Africa is undergoing change, yet Bloemhof still wants us to live in the times of the 1960s. Besides the workers' grievances, we are protesting because the council shouldn't be allowed to privatisate government services unilaterally without involving the black community who have contributed to the development of the town"

Bloemhof's mayor confirmed that the town was one of 21 CP town councils in the western Transvaal that last week announced they were not prepared to integrate their town councils

Visser said a poll had recently been held in the town in which 97 percent of white residents took part and 99,4 percent voted in favour of maintaining a segregated town council

The boycott enters its fourth week tomorrow and at the time of going to press, there is little sign of a break in the deadlock between the two communities

at 80 percent in the township

Dintwa said that in Botumelong and townships throughout the western Transvaal shack dwellings had sprung up following the influx of farm labourers laid off due to the protracted drought

Oom Daan says he fears victimisation as a result of the strike. "Because I am known as a striker, it will be hard to get work in the area. It is a small community"

The years of hardship have taken their toll on Oom Daan, who looks much older than his 47 years. His

face bears many lines and his fragile frame is that of a much older man

When asked if work conditions had improved during his 16 years at the municipal abattoir Oom Daan was adamant that things had in fact got worse

"Working conditions are bad. We are given no gloves to work with or masks to shield us from the stench. We have no medical aid and are never taken to the doctor for check-ups," he claimed

Added to that, inflation eats into Oom Daan's salary, increases never having kept pace with the rising

ABI drivers abducted as strike continues

TWO Amalgamated Beverage Industries (ABI) truck drivers abducted in central Johannesburg had not been found by late yesterday, a company spokesman said.

During the nine-day strike by about 3 000 workers at ABI's seven plants in the PWV area and Natal, attempted petrol bombings and stoning of trucks had been reported, he said.

The strike was called in response to management disciplining drivers who had not completed delivery rounds because of an illegal overtime ban, implemented by Food and Allied Workers' Union (Fawu) members to force the pace

of wage negotiations

Talks with Fawu would resume today with a mediator in attendance.

All plants were running on skeleton crews. Temporary labour and "employees not on strike" were ensuring about 60% of distribution took place.

Fawu national organiser Erik Nkoma said the union had offered to make up lost production at weekends and by working overtime, but would not concede to management's insistence on disciplining workers who had refused to work overtime.

5/Nov 29/10/93
ERICA JANKOWITZ

(152) (152)

Union ends illegal strike at ABI plants

8 Day 2/11/93

THE 13-day illegal strike by 3 000 Food and Allied Workers' Union (Fawu) members at seven Amalgamated Beverage Industries (ABI) plants ended yesterday. (152) (19)

ERICA JANKOWITZ

The parties said that normal operations would resume on Thursday. The delay between the parties agreeing to return to work and orders being filled was because of operational reasons and logistical problems as well as communicating the dispute's resolution to Fawu members, a company spokesman

said. The spokesman said the two drivers' assistants abducted last week had returned later that evening after having had the union's position "democratically explained" to them.

No further violent or intimidatory incidents had been reported after this event and further meetings were facilitated by a mediator, he said.

Negotiations had resumed yesterday, culminating in the agreement

Back in harness

Sowetan

By Ike Motsapi

3/11/93

THE strike by more than 4 000 members of the Food and Allied Workers' Union employed by Coca-Cola is over and workers are set to return to work tomorrow

Fawu and the management of Amalgamated Beverages Industries, the holding company of Coca-Cola, reached agreement with the help of an arbitrator on Monday.

In a joint statement released by management of ABI and Fawu yesterday, the two parties agreed to end the strike.

The statement reads "Management and the union have decided, for various reasons, that operations would return to normal by Thursday November 4

"Wage negotiations would resume today and tomorrow," the statement said

Mr George Nene, chairman of Fawu's national shop stewards council, confirmed yesterday that the 13-day strike was over

He also confirmed that the union and management would start wage negotiations tomorrow.

Nene said the union demanded an 18 percent salary increase while the company only offers 7 percent

He said the minimum weekly wages of workers was R396

Strikes, go-slows hit councils

Star 4/11/93

■ OWN CORRESPONDENT

At least seven Transvaal black councils have been affected by go-slows or full-blown strikes because workers have not been paid their salaries and bonuses or over wage disputes

Transvaal Provincial Administration liaison officer Sakkie van der Walt said the "non-payment

of staff is a result of residents not paying for services".

About 1 500 Diepmeadow council workers downed tools yesterday, claiming they were owed money from 1990.

Workers in Soweto, Dobsonville and Daveyton on the East Rand are on a "go-slow" because the Metropolitan Chamber failed to give them a guarantee on the payment of money owed

them.

At Atteridgeville, Pretoria, some 500 civic employees stopped work when their request for a 5 percent salary increase was rejected. (152)

Council workers in Mohlakeng, Randfontein, and Thabong, Welkom, have also decided to stop work because they have not been paid their October salaries. (354) (250)

Campuses littered after strike

Staff Reporter

UNIVERSITY of the Western Cape and Peninsula Technikon students are writing exams with litter going uncollected for the third day yesterday because of a strike by contract cleaning staff

Nearly 300 Cape Contract Cleaners' workers are demanding a 16% pay increase but have only being offered 9.5%.

On Monday, the workers marched through both campuses, emptying dirtbins in protest

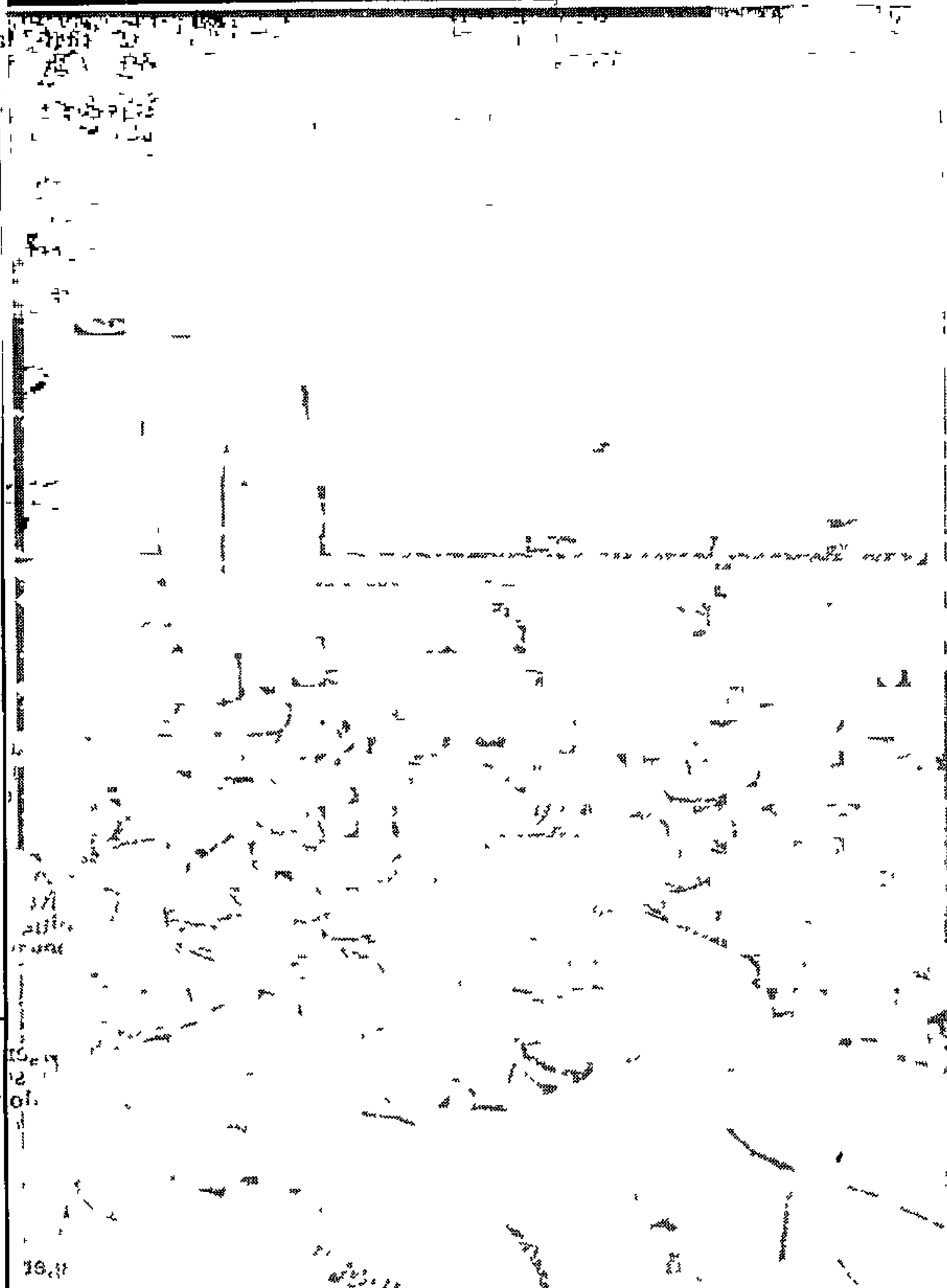
It was disturbing that the strike came at exams, but students supported the workers, UWC SRC vice-president Mr Lindokuhle Dlamini said.

UWC spokesman Mr Michael Doman said it was agreed at yesterday's meeting that the workers would inform them today whether they would return to work

Technikon spokesman Mr Nick van Oordt said workers had decided to end the strike yesterday, but had not returned

Mr Thami Makeleni, of the Transport and General Workers' Union, said a strike in the cleansing industry planned for Monday had been suspended but some branches "had their own demands and decided to go ahead"

Cape Contract Cleaners could not be reached for comment last night



LITTER PROTEST . . Mr Yusuf Mohamed, 21, a commerce student at the University of the Western Cape, walks through the rubbish left lying in the cafeteria by contracted cleaning workers who have been on strike since Monday. The workers marched through the campus emptying dirtbins in protest against a 9.5% wage offer.

Picture CLIVE SMITH

Strikes hit seven councils

Sowetan 4/11/93

By Ike Motsapi

AT LEAST seven Transvaal black councils have been hit by go-slows or full-blown strikes because workers have not been paid their salaries and bonuses (152) ~~(500)~~

Officials of the Transvaal Provincial Administration, South African Municipal Workers' Union and the National Education, Health and Allied Workers' Union confirmed yesterday there were problems at several towns.

Those on strike include clerks, traffic officers, nurses, labourers, cleaners and switchboard operators

TPA liaison officer Mr Sakkie van der Walt said yesterday they were concerned about what was happening, especially in Diepmeadow and other areas surrounding Soweto

"We are concerned about what is happening and we are talking to various parties to try and resolve the problems

"I must, however, stress that the nonpayment of staff salaries is a result of residents not paying for services. Again, I must stress that the local authorities are responsible for paying staff," the TPA official said

Yesterday about 1 500 Diepmeadow Council workers downed tools because they were allegedly owed money — including bonuses — dating back to 1990

A spokesman for Diepmeadow Council work-

ers said they were concerned about, among other things, deductions from their pay for pension and provident funds, medical aid and housing loans and subsidies

In Soweto, Dobsonville and Daveyton on the East Rand, council workers are taking part in "go-slow strikes" because their grievances have not been addressed. Workers employed by these councils are demanding money owed them, Samwu official Mr Martin Sere said.

Sere said there was general dissatisfaction among workers about not being paid their salaries. He said in Soweto and Dobsonville workers had failed to get guarantees from the Metropolitan Chamber about whether they would be paid money owed them

In Atteridgeville, Pretoria, about 500 council workers downed tools yesterday after they were apparently told they would not get a five percent salary increase promised them.

On Tuesday about 400 employees of the Mohlakeng Council near Randfontein refused to work because they claimed they had not been paid their October salaries. About 900 employees of the Thabong Council in Welkom stopped work over wages two weeks ago

Some of the workers told *Sowetan* they had not been paid their October salaries and that they had been warned not to expect any pay in future because funds had run dry

Workers at other councils on the East Rand have also embarked on go-slows.

Cleaning staff back to work at UWC

Labour Reporter

(152) (54)

MORE than 200 contract cleaning staff at the University of the Western Cape are back at work after a three-day strike

ARC 4/11/93

University spokesman Michael Doman said workers were cleaning buildings today

A Transport and General Workers' Union spokesman confirmed that workers, employed by Cape Contract Cleaners, had returned to work

University authorities were to meet company officials today, while another meeting with the parties and the union was due tomorrow

A total of 199 full-time and 34 part-time cleaners were on strike

Labour briefs

Municipal strike ~~255~~ (152) in Atteridgeville NMS-11/11/93

■AN illegal strike by municipal workers in the Pretoria township of Atteridgeville this week seriously affected removal and maintenance services, according to the Pretoria City Council.

It said the five percent wage demand at the root of the strike by the non-aligned National Union of Employees of Local Authorities could not be met because of the failure of many Atteridgeville residents to pay service charges.

A five percent increase is due in terms of an industrial council agreement. However, the Atteridgeville council said it would apply for an exemption. — Sapa

Union challenges Putco

Sowetan 5/11/93

By Ike Motsapi

THE Transport and Allied Workers' Union is to ask the Rand Supreme Court to order Putco to allow the union to appeal against the dismissal of 163 members in 1991. (222)

The workers were dismissed during a three-day strike and Tawu wants to lodge an appeal with the Labour Appeal Board (152)

Mr Mudini Marvha, information officer of the National Council of Trade Unions, said the application would be made on November 23.

"After losing the case during compulsory arbitration following the dismissal of 163 Tawu members during a strike, the union decided to appeal to the Labour Appeal Board

"This appeal was blocked by Putco. They argued the board had no jurisdiction since the matter had been arbitrated under Industrial Court rules.

"Tawu's Supreme Court application is intended to unblock its effort to lodge the appeal with the board

Baby charges dropped

PRETORIA. — Murder charges against five National Education, Health and Allied Workers Union members, accused of responsibility for the deaths of 14 babies during a strike at Garankuwa hospital in 1990, have been provisionally withdrawn.

Sapa

ARC 6/11/93

Footwear strike to go ahead

ABOUT 19 000 workers in the footwear sector would embark on industrial action this week following an Industrial Court ruling on Friday, National Union of Leather Workers spokesman Kessie Moodley said.

The move follows intensive court deliberations on a Footwear Manufacturers' Federation attempt to have the union's strike ballot declared invalid.

Moodley said a preliminary judgment finding irregularities in the union's behaviour had been overturned on Friday and the federation had been ordered to pay legal costs.

The dispute that sparked the ballot stemmed from a breakdown in wage negotiations. Employers offered 7.5%

ERICA JANKOWITZ

increases and the union demanded a 10% adjustment.

The federation challenged the union on its methods of balloting as well as the fact that it had signed plant-level wage agreements at several factories.

However, Moodley said the court had found these agreements in no way affected the dispute at industrial council level.

Weekend meetings were planned for shop stewards to communicate the decision to workers and to decide on what form of industrial action would ensue. Moodley said plants which had granted 10% increases would probably not be targeted.

Durban hospital strike 'may spread'

Own Correspondent

DURBAN — The crisis caused by the strike of general assistants at the Prince Mshiyeni Hospital in Umlazi last week looks set to deepen amid fears that it could spread to other beleaguered Durban hospitals.

The 1 200-bed hospital was temporarily shut down and its patients — particularly the

emergency cases — distributed among King Edward VIII, R K Khan and Addington hospitals.

The result of negotiations yesterday between the strikers, the Nehawu-affiliated South African Health and Social Services Organisation and Prince Mshiyeni management remained a mystery late yesterday.

The chief medical superintendent at the overcrowded and understaffed King Edward VIII, Dr Lall Dwarakaperasami, warned that "problems" were expected today from workers at the hospital regarding salaries and conditions of employment.

Unable to say how many Prince Mshiyeni patients King Edward had treated, he esti-

mated the figure would be "in into thousands".

"In every department, our numbers have increased. We are at capacity with about 96% of our beds full. Where possible we are discharging patients earlier."

The hospitals reported they are suffering from a dire shortage of support staff such as nurses

CF911193
152

Cosatu's general strike threat is fading

152
ARG 9/11/93

The Argus Correspondent
JOHANNESBURG

The African Trade Unions of South Africa Congress to call a general strike from Monday is fading as internal opposition to the action — mainly from miners and metalworkers — continues to mount and the talks at the World Trade Centre move rapidly to a climax.

By tomorrow, when Cosatu meets in special executive committee to review the strike call — made in an attempt to have lock-out rights for employers struck out of the interim bill of rights — that threat lifted or not, could be a political dead duck.

Even so, Cosatu will now place the ball back in the court of the constitutional negotiators, who lobbed it to the National Manpower Commission (NMC) 12 days ago after Cosatu staged a march to the World Trade Centre.

That could put the federation on a collision course with the African National Congress and with two of its affiliates, the National Union of Mineworkers and the National Union of Metalworkers, which, if Cosatu decides to press on with a strike, could offer their members options that would effectively keep them out of it.

Union sources indicated yesterday that both unions, which account for at least a third of the federation's 1.2 million members, were firmly opposed to a strike.

Cosatu's intention to refer the controversy back to the World Trade Centre comes after a meeting of the NMC last night at which Cosatu failed to persuade employers to accept a new formulation in the bill of rights. This, it is understood, would have dropped a specific reference to the lock-out right while giving both labour and employers a right to take industrial action, including strikes.

This formulation would have offered Cosatu a face-saving device. But employers are understood to have maintained their insistence that if the lock-out right is not to be specified, nor should the right of workers to strike.

On the other hand, sources indicated today that Cosatu considered it had made progress in pressing the negotiators on three other issues it had connected to the strike call — regional powers, the public service and the election date.



Striking SA Commercial, Catering and Allied Workers' Union members protesting outside the Johannesburg Stock Exchange yesterday where they presented a memorandum about their wage dispute with Game Discount World. Picture: ROBERT BOTHA

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BIDAY 9/11/93

Game strike set to end

ERICA JANKOWITZ

GAME Discount World management indicated last night that settlement between the group and the SA Commercial, Catering and Allied Workers' Union (Saccawu) was imminent after an almost four-week long wage strike.

Game MD Dan Barrett declined to give details of the settlement as the parties would probably sign a wage agreement only today. Union spokesman Bukani Mngoma also declined to comment saying he would only know today if his members had accepted the proposal.

Barrett said Saccawu had indicated some of the 600 workers on strike would return to work today in some of the 14 affected stores (152)

He said trade within the group had been affected marginally by the action.

Meanwhile, Saccawu members marched from the union's head office in Johannesburg at lunchtime yesterday to present a memorandum at the JSE concerning their dispute with Game.

Saccawu said the march had been well attended by about 1 000 members of the union employed in various retail chains in Johannesburg. Saccawu officials from Durban joined in the march, which was peaceful.

Bombs go off

fraud or

Hospital crisis spreads

The Argus
Correspondent

DURBAN. — The Natal hospital crisis deepened when about 900 general assistants stopped work at King Edward VIII Hospital to enforce their demands for better working conditions.

Strike action has already led to the closure of Prince Mshiyem Memorial Hospital in Umhlangeni.

Dr L. Dwarkapersad, superintendent at King Edward, said 900 general assistants had gone on a sit-down strike this morning.

The strikers had listed about 20 demands concerning salary, housing and other issues.

The doctor made an urgent plea to the public for voluntary assistance to help maintain services.

"We have already had people from the Red Cross and ambulance services assisting us but we need many more people to assist on a voluntary basis."

He said that unless urgent help was forthcoming, the hospital would be faced with a mountain of rubbish.

"The workers are on a sit-down strike on the Medical School campus and I don't know how long it is likely to continue," he said.

Footwear workers all set for national strike

(152) ARG 9/11/98
SHARON SOROUR
Labour Reporter

THOUSANDS of footwear workers nationwide are set to go ahead with a strike after an Industrial Court ruling dismissing an interim order granted to employers interdicting workers from taking action.

The interim interdict granted to the Footwear Manufacturers' Federation in October was dismissed with costs in the Industrial Court last Friday.

"This means that the National Union of Leather Workers can now embark on a legal strike nationally, with the confidence that it has complied with all the provisions of the Labour Relations Act and that the majority of its members in the footwear sector have voted freely, fairly and secretly," said union education officer Kessie Moodley.

Mr Moodley said the union would convene meetings with its 19 210 members to continue "strategic planning" of the stalled strike.

"Strike action will vary from full-scale action to go-slows and overtime bans. Such action will affect about 27 000 workers in the footwear sector."

Areas likely to be hardest hit are Cape Town, Port Elizabeth, South Western Districts, Maritzburg, Durban and Pinetown, where the union has its largest concentration of members.

Of the industry's 23 000 workers, about 5 000 are in the Western Cape.

Annual wage negotiations at national industrial council level deadlocked in July. Management was offering a conditional 7 percent increase, and the union was demanding a 10 percent increase from July 1.

In seeking the court order, employers charged that the union had already concluded plant-level wage agreements, and that its balloting was unprocedural and it had balloted companies which were not party to the industrial council.

In the past year, a number of shoe factories reverted to plant-level negotiations.

Mr Moodley said the "obvious" solution to the dispute was for the federation to agree to a 10 percent increase, and that it be embodied in the industrial council agreement.

He said it was "well known" that the vast majority of employers were already paying increases ranging from 5 percent to 10 percent, but the union wanted to secure a national minimum wage so that the industry was governed by one "wage regulating measure" and the preservation of a central bargaining forum.

However, the court judgment had placed the union in a stronger position because the court held that the wage agreements concluded at the various factories had no bearing on the national industrial council dispute.

● The federation could not be reached for comment.

Portnet wildcat strike

152

27/10/11/93

DURBAN — A number of Portnet employees embarked on an illegal strike here yesterday, causing some disruption to port activities

Cosatu to decide today on calling general strike

The Argus Correspondent

JOHANNESBURG. — Cosatu will decide today whether to proceed with its threat to call a general strike. But if it does go ahead, it may postpone the action. General secretary Sam Shilowa con-

firmed that Cosatu had deadlocked with employers at Monday night's meeting of the National Manpower Commission on the controversial provision, in the proposed interim Bill of Rights, which confers on employers the right to take lock-out action against workers.

"The ball has now been placed firmly in the court of the World Trade Centre," said Mr Shilowa.

He said if Cosatu did proceed with a strike, it might be necessary to postpone it until mobilisation was complete.

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10077 (152)

Cosatu to decide on strike today

Binay 10/11/93

ERICA JANKOWITZ

COSATU's executive committee will meet today to decide whether the national strike scheduled to start on November 15 will go ahead, general secretary Sam Shilowa said yesterday.

However, the indications at a media briefing were that Cosatu would back down on its proposed strike, with Shilowa emphasising the positive steps taken to address most of its demands. All except the contentious lockout clause in the interim Bill of Rights had been largely resolved, Shilowa contended.

Monday night's National Manpower Commission meeting to resolve the lockout impasse ended in deadlock with a decision to refer the issue to the negotiating forum, acting commission chairman Louise Tager said. Shilowa said he expected the forum to resolve the issue in Cosatu's favour as the federation's alliance partners, the ANC and SACP, had been fully briefed on labour's expectations. A further meeting of the alliance was scheduled for tomorrow.

"Parties who are intent on union-bashing and worker-bashing will have themselves to blame if the country faces a general strike," he said.

Tager said four proposals were tabled at the lengthy NMC meeting:

- One from independent members suggesting the lockout clause be deleted and a clause inserted ensuring that labour legislation may only be amended with the NMC's approval.

Labour had indicated it would back this proposal subject to ratification by members. Employers had rejected it as "it elevated the right to strike to a substantive right whereas the right to lockout would only be a procedural one";

- One from labour, including all major union federations, suggesting that only the right to strike be enshrined in the interim Bill or that the Labour Relations Act be amended to afford workers protection from dismissal during legal strike action, and

- Two from employers, the first deleting all specific reference to the right to strike and to lock out, and the second amending the lockout section to allow employers to take "industrial action". (152)

Amid reports on the apparent breakdown of resolve among the largest Cosatu affiliates on the strike call, Shilowa assured journalists that both the NUM and the National Union of Metalworkers of SA fully supported the decision.

Newly elected metalworkers' union general secretary Enoch Gdongwana confirmed his union wanted "an untrammelled right to strike" and was prepared to take part in Cosatu's national action call.

Shilowa said NUM general secretary Kgalema Motlanthe, unable to attend the briefing, had also indicated the NUM's unqualified support.

He said Cosatu had made every effort to resolve the issues by negotiating in good faith. In the process it had made significant gains on the tenure of civil servants, the powers of regional government and a fixed election date.

On the separate issue of the R850m IMF loan, Shilowa said Cosatu would oppose any attempts to introduce structural adjustment programmes which entailed wage cuts for workers. He said a letter to this effect had been sent to the IMF and Cosatu had made its position clear to the ANC.



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Union will not sign wage pact as Game strike ends

B/Sau
0/11/93
THE SA Commercial, Catering and Allied Workers' Union said yesterday it had retreated on the 24-day wage strike at Game Discount World, but would not formally sign a wage agreement. *(152) (S)*

Union spokesman Jonathan Gumbi said the union would instead send a letter to Game indicating agreement on the final wage offer. The union reserved all its rights in calling for a return to work.

Workers were returning to work and all stores would be back to normal by Friday, Gumbi said.

However, Game had started retrenching workers and 66 had received termination letters, despite

the union not having been properly consulted.

Gumbi said the union was to seek legal advice and would meet Game's management today.

He said the union had accepted a R120 or 10% across-the-board increase retrospective to July 1. Workers in the lowest category would receive R200.

A shrinkage agreement which could pay up to R24 a worker a month had also been agreed.

The union would formally sign a full wage agreement if Game did not carry out its decision to discipline workers accused of intimidation during the strike.

ERICA JANKOWITZ

Cosatu may retreat from strike threat

Own Correspondent

JOHANNESBURG — Cosatu looks set to back down on its proposed strike — scheduled to start on November 15

All except the contentious lockout clause in the interim Bill of Rights had been largely resolved, Cosatu's general secretary Mr Sam Shilowa said yesterday

Cosatu's executive committee will meet today to decide whether the national strike will go ahead

Last night's National Manpower Commission meeting, which was called to resolve the lockout impasse, ended in deadlock with a decision to

refer the issue to the Negotiating Forum

Mr Shilowa said he expected the forum to resolve the issue in Cosatu's favour.

Amid reports on the apparent breakdown of resolve among the largest Cosatu affiliates on the strike call, Mr Shilowa said both the NUM and Numsa fully supported the decision.

On the separate issue of the R850m IMF loan, Mr Shilowa said Cosatu would oppose any attempts to introduce structural adjustment programmes which entailed wage cuts for workers.

Game workers to end strike

Star 11/11/93

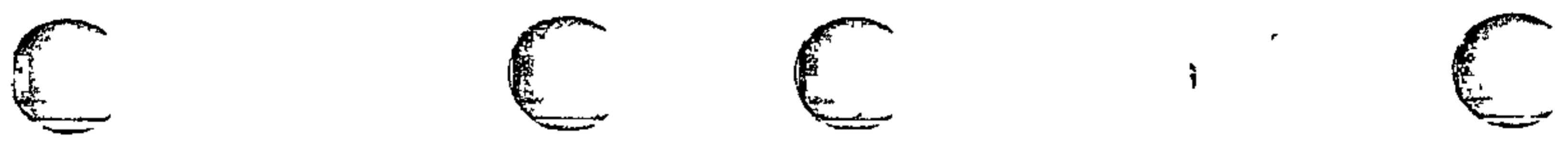
More than 1 000 striking workers at the Game Discount World stores will return to work tomorrow after their union and management reached an informal settlement this week following more than three weeks of wage ne-

gotiations. South African Commercial, Catering and Allied Workers' Union national organiser Bukani Mngoma said although the union had initially demanded a R200 across-the-board increase, it had

accepted an offer of R120, or 10 percent, across the board.

It had also agreed to a wage of R200 a month for the lowest-paid category workers, as a deadlock-breaking mechanism. — Staff Reporter.

(152)



Cosas against 'mass action'

Sowetan

11/11/93

By Bongani Mavuso

THE Congress of SA Students and the National Education Co-ordinating Committee say they are opposed to the planned "mass action" by the Soweto branch of the SA Democratic Teachers' Union (SDTU) (152)

The protest action is scheduled to start today

Cosas spokesman Mr Albert Mahlangu said the action might lead to clashes between pupils and teachers

"Most pupils are concentrating on their exams. Although we agree with the teachers' demands, Sadtu should decide whether it wishes to abandon the pupils during this crucial time

"We agreed with Sadtu to place a moratorium on mass action during ex-

aminations," Mahlangu said.

The NECC's Mr Desmond Thompson said the teachers' action was "out of line"

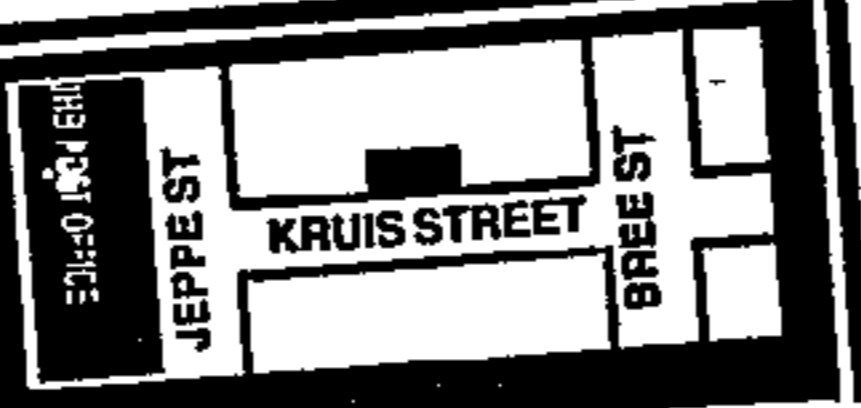
"There must be other means to address problems at this crucial time. We plead with Sadtu to suspend the action until the exams are over," Thompson said.

Sadtu Soweto branch chairman Mr Matakanye Matakanye declined to reveal the form of action teachers would embark on.

He said the action would not disrupt the examinations.

The Soweto Education Crisis Committee said it would hold a mass meeting at Soweto's Eyethu Cinema at 10am today to inform the community about the planned action

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Alleged ATM swap



Cosatu calls national strike on Monday over Bill of Rights

COSATU's executive committee unanimously agreed to go ahead with its one-day national strike on Monday to remind multiparty negotiators of unions' demands on changes to the Interim Bill of Rights, Cosatu general secretary Sam Shilowa said yesterday.

However, discussions were continuing and if an acceptable agreement was reached before Monday, the strike would be called off.

Further industrial action, including strikes, would be implemented until the federation's demands were met on the constitutional right to strike and the deletion

of the lockout clause from the Bill. "If negotiations are concluded without realising our goals, we will continuously engage in various forms of action until we win."

Shilowa said discussions at the World Trade Centre between parties to the National Manpower Commission had failed to reach agreement on these issues yesterday. He emphasised the need for negotiators to accept an "unfettered right to strike" in principle, with the wording being worked out separately.

"The right to strike lies at the heart of the trade union movement. We will ensure that the movement towards democracy does not

ERICA JANKOWITZ
RISOU 11/11/93

take this away. And it must be an explicit right, not an implied one."

Cosatu had done all it could to ensure that the National Manpower Commission resolved the issue. Once it became apparent that neither employers nor unions would budge, the commission referred the issue to the negotiating forum.

"The ball is now squarely in their court. If they are concerned about the effects of a strike, the onus is on them to meet our demands," Shilowa said.

He said the ANC and SACP backed Cosatu's position, but he did not know immediately if they would support the strike.

Cosatu's regions and affiliates would decide on further actions at the weekend.

TIM COHEN reports that Manpower Minister Leon Wessels said Cosatu's decision was contrary to the spirit of negotiations and was "totally uncalled for".

He said the parties had seemed to be heading for agreement after eight hours of negotiations yesterday. They had been on the brink of reaching an agreement when a messenger from Cosatu had arrived and informed the meeting that the strike would go ahead if the politicians did not meet

Cosatu's demand.

Shilowa had attended the talks before leaving for the Cosatu executive committee meeting.

"The whole matter has been handed back to the politicians to sort out," Wessels said. "In a couple of weeks we have had a situation where Cosatu has twice turned its back on agreements reached at National Manpower Commission meetings, simply by saying that the decisions taken by their delegations were not officially approved by their structures."

He said Cosatu was trying to "score a point" against the ANC.

dispute

stage pickets and sit-ins against DET • Two claim salaries unpaid

Sadtu plans 'total onslaught'

By Bongani Mavuso

THE SOWETO branch of the SA Democratic Teachers' Union says it will stage pickets, marches and sit-ins to force the Department of Education and Training to repay teachers whose salaries were deducted in May.

At a meeting held at Soweto's Eyethu Cinema, the union's national spokesman

Mr Tshapo Mathodlana said plans for a "total onslaught" against the DET would be conveyed to the union's branches in the township for ratification.

External and internal examinations would not be disrupted by the "mass action", he said.

The union said its members would hold a picket at the Orlando-Noordgesig intersection today. On Monday, a mass meeting will be held at Jabulani Technical College.

Sowetan 12/11/93

Mathodlana added that as part of the "total onslaught", marked scripts and internal examination results would not be handed to the DET or principals.

"The results will be presented to parents or the Soweto Education Crisis Committee," Mathodlana said.

The meeting also demanded that inspectors and subject advisers be expelled from the old Vista University campus in Soweto where they are based. The demand follows the DET's "2X-15"

Examinations will not be disrupted by mass action

Extraordinary concession" to consider granting paid leave to teachers who were absent from duty during the strike on condition that the inspectors were allowed free access to schools during the examinations.

(S2) 12-18/11/93

Baby death case against strikers dropped

Damaging defence claims contributed to murder charges against hospital strikers being dropped, reports Paul Stober

MURDER charges against five National Education Health and Allied Workers Union (Nehawu) shopstewards were dropped this week after defence lawyers indicated they would reveal horrific conditions in black provincial hospitals and renew allegations of the possible involvement of Sabax drips in the deaths of 14 babies.

During 1990, Sabax drips were withdrawn from hospitals after a number were found to be contaminated. During 1992, a magistrate inquiring into the deaths of infants, all of whom were on Sabax drips while being cared for in intensive care units around Johannesburg, found no one was to blame for the deaths.

The Nehawu case would have had significant implications for hospital workers. If the state had won the case, their newly acquired right to strike, under the Public Servants Labour Relations Act, would have been severely undermined by the prospect of the state pressing criminal charges for neglect of essential services.

However, defence lawyers indicated the prosecution was much less willing to pursue the case since Louisa van der Walt left the prosecution team to defend Gaye Derby-Lewis in the Chris Hanu murder trial. Improved relations between the Transvaal Provincial Administration and Nehawu are also said to have made the TPA less enthusiastic about the politically loaded trial.

The shopstewards were charged with 14 counts of murder in March this year after the state alleged they had instigated a week-long strike at Ga-Rankuwa hospital in March 1990. A commission of inquiry into the strike found that the babies had died because they had not received proper care due to the strike and recommended they be charged with murder.

The defence was to have submitted that the prosecution could not prove the infections which killed the babies were a result of the strike as conditions in the hospital generally were

conducive to outbreaks of infection. They would also have submitted evidence pointing to Sabax drips as a possible source of the infections.

Research undertaken in June 1991, by Dr Peter Cooper, head of Paediatrics at Baragwanath hospital and Dr Tim Wilson, former head of the Alexandra clinic during the inquiry into the strike, pointed to Sabax drips as the possible source of the infections which killed the babies. The number of unexpected deaths, the sudden and massive outbreak of infection among the babies and the similar and unusual reactions

of the babies before their deaths, pointed to a common source of the epidemic.

All the babies were on Sabax drips at the time new infections were discovered and at the time of their deaths.

The research concluded "The evidence of contaminated AFS (Sabax drips) remains circumstantial but is nevertheless strong and certainly strong enough to raise a reasonable doubt that it was responsible for the unexpected deaths of most if not all of these babies." Sabax believes the strike inquiry totally exonerated them from any responsibility for the deaths.

Dr Glenda Grey, who worked in the paediatrics department at Baragwanath Hospital, pointed out to the defence that the strike could not be blamed for the deaths because infections break out in hospitals all the time. Grey believed there was no way of keeping track of what was general negligence at hospitals and what problems were caused directly by the strike.

In a letter sent to the chief medical superintendent at Ga-Rankuwa hospital in July 1988, the head of the neonatal services pointed out that with 87 patients in a ward meant for 40 occu-

pancy was over 200 percent. Due to a shortage of equipment, the "admission criteria for the neonatal intensive care unit is the strictest South Africa".

He went on: "Due to the above-mentioned factors, I and my staff cannot be held responsible for any misdiagnosis, in appropriate or inadequate treatment rendered in the neonatal service and we hold the hospital authorities responsible for any legal action which may arise." By the time of the strike, two years later, conditions had not improved and the neonatal ward had an occupancy rate of 175 percent.

Cosatu cancels strike action

COSATU yesterday called off Monday's national strike, claiming it had won important concessions from employers on the inclusion of the right to strike in the interim Bill of Rights. **Biday**

However, it denied that this move was a relief for the federation and contended that all regions and affiliates had backed the call for "at least a one-day strike".

In a compromise deal struck by multi-party negotiators, in consultation with Cosatu and employer federations, the lockout clause was restricted to collective bargaining issues instead of an unfettered right to lock out workers to change conditions of employment. **12/11/93**

Cosatu general secretary Sam Shilowa said the right to strike would be a fundamental right, whereas the right to lock out would be more restricted than current legislation dictated. **(152)**

"No employer or court will be able to dismiss workers on a legal strike when the Bill comes into operation. This is an impor-

ERICA JANKOWITZ

tant victory for workers. We are convinced that with employers having agreed to our proposal now before the technical committee, and the NP and ANC backing it, no party — including the DP — can block it."

Shilowa said the right to strike would be explicitly included in the interim Bill, but it would be limited to collective bargaining action. Cosatu would strive to have this right extended to include political, economic and social strikes.

The compromise clause was endorsed by government and the ANC yesterday and referred to the technical committee on fundamental rights. The negotiating council will debate the full list of rights today.

Employer organisations endorsed the compromise clause. The SA Consultative Committee on Labour Affairs (Saccola) said it supported the proposed wording amending the Bill. "We believe it will re-

□ To Page 2

Cosatu

Biday
12/11/93
sult in parity between the positions of employers and employees regarding action in the form of strikes and lockouts."

It also welcomed the institutionalisation of the National Manpower Commission in the constitution, saying the commission needed "the full support of all the social parties... to give effect to the strike and lockout provisions". **(152)**

Saccola and the Afrikaanse Handelsinstituut (AHI) praised the role played by

12/11/93 □ From Page 1

politicians in averting the strike

Sapa reports that the AHI said it was satisfied that "the interests and rights of the employer enjoy adequate protection in the Bill, as well as in the constitution".

Manpower Minister Leon Wessels said the dispute's resolution augered well for the future. "Disputes cannot be resolved by threats and strikes."

● Comment: Page 8

Cosatu to scrap strike after ANC deal?

It is unlikely Cosatu's strike will go ahead this week after the deal reached by the ANC and the government on the future of the civil service, reports

WAGHIED MISBACH

WILL it or won't it happen? That's the question bedevilling South Africa's toughest trade union movement on whether the threatened national strike will bring industry to a halt on November 15.

Cosatu and its tripartite alliance partners — the ANC and the SACP — were locked in discussion earlier this week in an effort to resolve the strike impasse.

The 1,2 million-member trade union federation announced the national strike last month to protest against the inclusion of the controversial clause which gives employers the right to lock out striking workers. It also opposes the protection accorded to civil servants after the April elections.

However, the ANC is confident the deal struck with the government this weekend on the future of the public sector will appease Cosatu on the eve of the strike.

ANC spokesperson Mr Carl Niehaus said the deal, which will be reflected in the interim constitution, "would address Cosatu's fears".

The ANC and the government agreed on a formula, which still guarantees jobs for current civil servants after next April, but which will also allow for affirmative action and restructuring of the sector.

Mr Sale Manie, the chairperson of the Western Cape South African Municipal Workers Union (Samwu), is convinced the strike will not go ahead.

"The ANC has not given the government a blanket guarantee on the public sector."

Manie, who is also vice-chairperson of the National Local Government Negotiating Forum, said the deal between the ANC and Cosatu meant new laws could be passed after elections to enable restructuring to take place.

"The government initially wanted posts, pay scales, benefits and security of tenure entrenched in the constitution."

"All we promised was that civil servants will continue to get what they are getting now after the April 27 elections," he said.

He dismissed suggestions that the civil service will be a burden on a new government.

Cosatu's reaction to the deal could easily be interpreted as a move towards compromise. A resolution at Cosatu's September congress rejected special protection for civil servants under a democratic government.

"The deal is a very positive development," said Cosatu spokesperson Mr Bhekis Nkosi. "We said we will only go ahead with the strike if all avenues of communication had failed."

Niehaus said the ANC will avoid a "bulky public sector" that would place extra strain on the resources of a new government.

But, he warned, those people who refuse to abide by the basic principles of a non-racial South Africa "may have to take early retirement".

Niehaus was clearly trying to appease those within Cosatu who are calling for the expulsion of public servants whom they accuse of stealing public resources.

Niehaus pointed out though that other issues, like the lock-out

clause, had yet to be resolved, and did not want to say outright that the strike would be called off.

Cosatu affiliates like the National Education, health and Allied Workers' Union (Nehawu) and the Southern African Clothing and Textile Workers Union (Sactwu), have already started campaigns at the workplace in the Western Cape.

They have asked employers to sign an agreement that they do not support the lock-out clause. Both unions have been at the forefront of the call to strike.

But discussion around the issue is currently taking place in the National Manpower Commission (NMC) and will be resolved this week, said Nkosi.

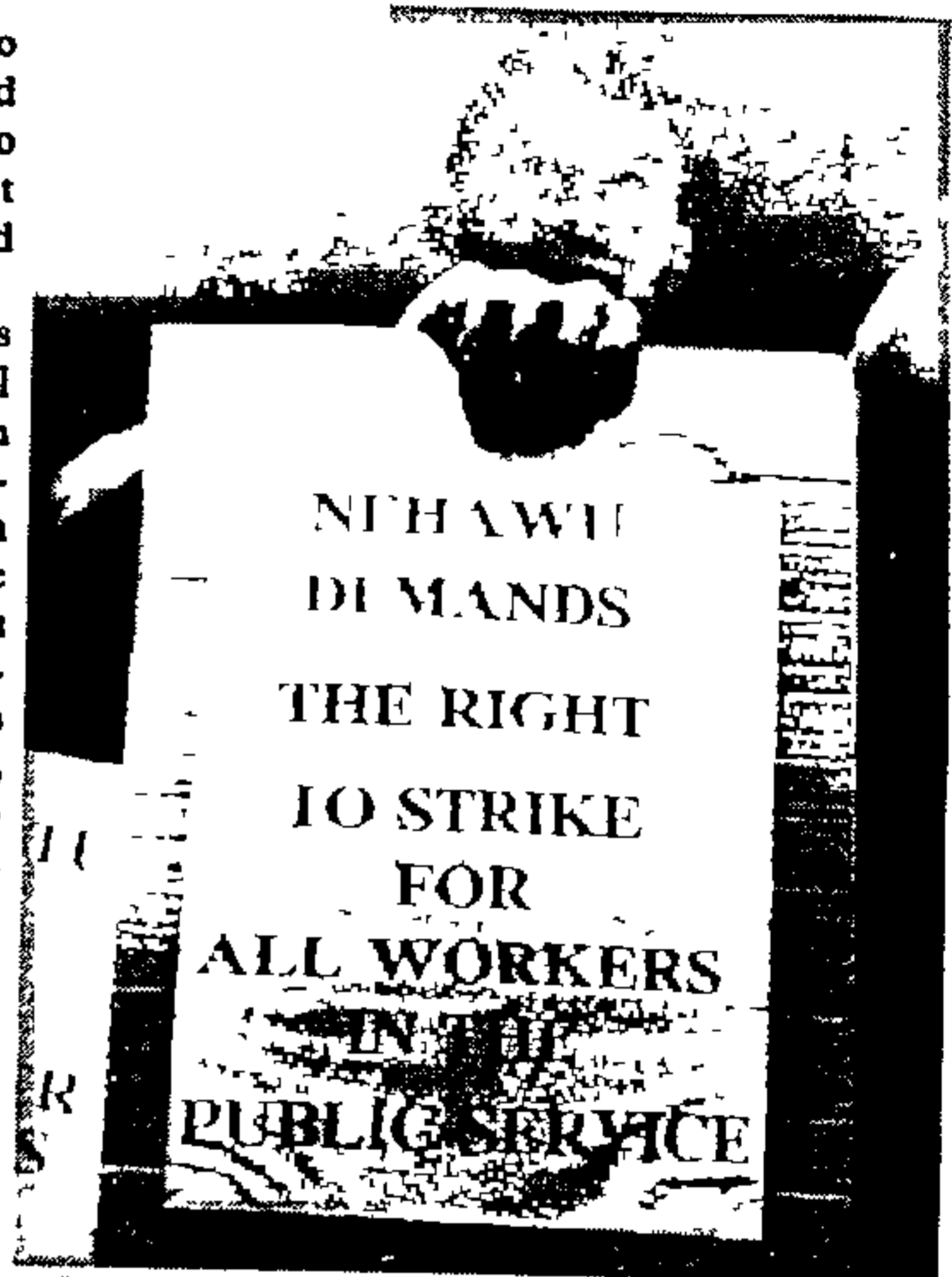
He said a Cosatu central executive committee meeting to decide on whether to strike had been postponed until a decision was reached in the NMC.

Bhekis was optimistic the talks between labour, government and business in the NMC would favour Cosatu's demands.

Niehaus brushed aside reports that there was division in the tripartite alliance because "talks were continually taking place between the three partners".

The ANC and Cosatu have consistently denied any tension in their relationship.

That Cosatu will support the ANC in the upcoming election has never been in doubt, but there are



STRIKE OUT: Workers protest, but Cosatu's general strike may be called off this week

problems.

One has been Cosatu's perception that its nominees for the ANC election list could be sidelined.

Whether the list issue was related to Cosatu's call for the strike is unclear. However, Cosatu is determined to stay independent from the political mainstream.

At its recent congress it resolved not to rubber-stamp constitutional agreements reached at the multi-party talks.

In fact, Cosatu called for the strike without consulting either the SACP or the ANC.

However, with all the manoeuvring and behind-the-scenes talks, Cosatu is likely to get what it wants in the end. Only a foolhardy political organisation would ignore the rumblings of a federation with Cosatu's clout only a few months before South Africa's crucial democratic elections.

SITE refunds 'may top R700m'

B. Naidoo 16/11/93

BEATRIX PAYNE

SITE tax repayments could exceed R700m, Cosatu said at a news conference yesterday.

Cosatu's negotiations co-ordinator Jayendra Naidoo said an independent audit conducted by Cosatu found that an average of R350 in refunds was owed to each worker — regardless of union affiliations — in the manufacturing, heavy industrial, textiles and catering sectors.

According to the audit, one in every four workers had paid too much SITE tax, Naidoo said.

Commissioner of Inland Revenue spokesman Sydney Pope could not confirm the R700m figure and reiterated previous statements that the department could not quantify figures until applications had been received.

Sources said the department could pay out hundreds of millions of rands in refunds. Many non-Cosatu members, such as teachers and office workers, earned less than R50 000 and may have overpaid.

Research showed workers with children and female breadwinners had made the most overpayments, said Cosatu information officer Sarah Cliffe.

Under SITE tax new IRP2 forms had to be submitted every time an employee's personal circumstances changed.

Naidoo said overpayments had occurred where many employers had not bothered to ascertain the personal circumstances of their employees

and had classified their workforce for the highest rate of deductions.

Claims that Cosatu had encouraged workers not to fill in IRP2 forms were incorrect. He said, however, the unilateral nature of the introduction of SITE had meant it had not received the co-operation of workers at the time.

Cosatu vice-president Connie September said the refunding process should be speeded up so that employees could receive repayments as soon as possible. She said refunds should be granted before April 27 to ensure they came from current government's coffers.

Pope could not say when refunds would be paid, but the department would process applications as swiftly as possible. This would depend on how quickly employees and employers were able to collect IRP2 forms and ID documents, he said.

Cliffe said the tax was unwieldy and not understood by employers or employees.

Cosatu would begin a campaign from November 20 to inform and educate its membership to assist fellow employees and non-union workers to make applications for refunds, said September. She said unemployed and retrenched workers would also be urged to make applications if they had paid too much SITE.

Leather workers' strike called off

B. Naidoo

Own Correspondent

CAPE TOWN — A national strike planned for today by the National Union of Leather Workers was called off yesterday after the union and the Footwear Manufacturers' Federation agreed to meet this morning and discuss wage issues.

Union spokesman Kessie Moodley said yesterday that although members at 80% of SA's footwear factories had "downed tools" as part of a one-day protest when the federation failed to respond to a 10am deadline yesterday, the union later called off the action after the federation agreed to talks in Johannesburg this morning.

Moodley said the "vast majority" of footwear manufacturers had agreed to a 10% salary increase and urged the federation to sign an Indus-

trial Council agreement granting a 10% increase to all footwear workers retrospectively from July 1.

"The Footwear Manufacturers' Federation has agreed to hold a meeting with the union this morning and also agreed to discuss the 10% wage increase and the signing of an industrial council agreement. What is left is to agree to a 10% wage increase retrospective to July 1," Moodley said.

The union would go ahead with a nationwide strike if the talks failed.

Moodley said the largest footwear group, Conshu, had signed a written undertaking to grant a 10% wage increase. However, the union's demand that the increase be made retrospective to July 1 had not been met.

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Agreement on wage rates

By Day ERICA JANKOWITZ

THE National Union of Leather Workers and Footwear Manufacturers' Federation yesterday reached agreement on industrial council wage rates affecting about 27 000 footwear workers, thus averting full-scale strike action, union spokesman Kessie Moodley said.

A two-tier wage increase granting 8.5% backdated to July 1 and an additional 1.5% from December 1 was agreed. This would remain in effect until June 30 next year, Moodley said. In addition, a plant-level agreement signed after November 12 would be honoured and Conshu would grant a 10% increase from November 10.

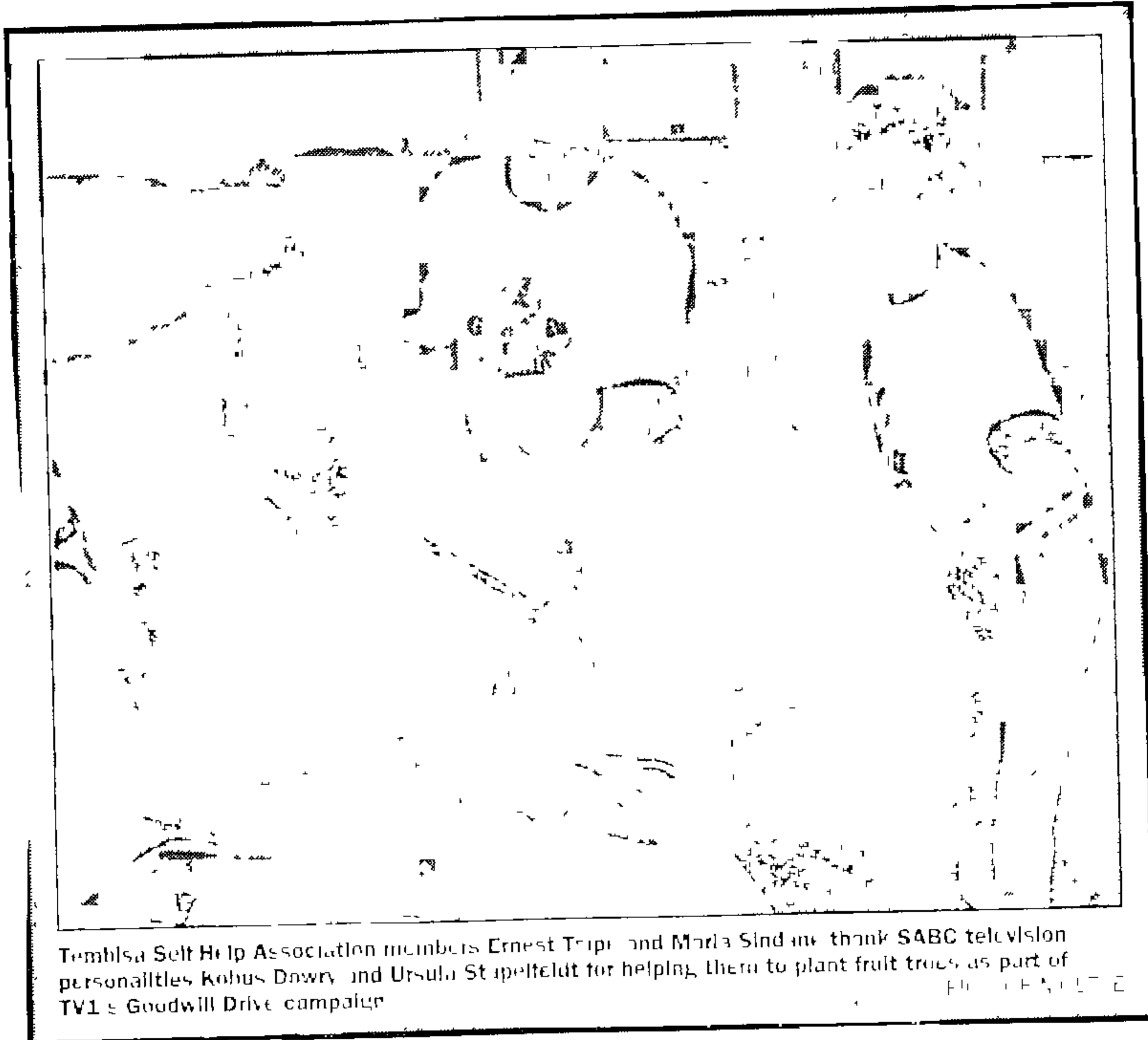
Moodley said various forms of industrial action, ranging from overtime bans and work stoppages to full-day strikes, had hit the industry since Monday. However, workers were expected to report as normal from today.

He said the Industrial Council, feared to be under threat as a result of the plant-level agreements, would remain in force.

(152)

(15)

Anger over claims cut-off date



Tembisa Self Help Association members Ernest Tripp and Maria Sindini thank SABC television personalities Kobus Dowry and Ursula Stapelfeldt for helping them to plant fruit trees as part of TV1's Goodwill Drive campaign.

Retrenchments trigger strike

Sowetan 17/11/93

By Ike Motsapi

NAME CHANGE Move from

Heidelberg to Delmas was the spark:

THE strike by the workforce at I&I Delmas, which relocated from Heidelberg to Delmas this week, enters its third day today amid talks aimed at ending the industrial action.

The strike was allegedly sparked off on Monday by management's refusal to negotiate better retrenchment packages to staff members affected by the company's move to the Far East Rand.

The company has now changed

its name from I&I Heidelberg to I&I Delmas.

Workers from the Heidelberg plant, who refused to accept management's retirement and transfer offer have been staging a sit-in at the Delmas factory since Monday (152) (152)

The striking workers are members of the Food and Allied Workers Union.

Mr Sakie Kekane, Fawu's East Rand branch organiser, said "The reason for

the sit-in is that management is not prepared to accede to the workers' demand."

Mr Trevor Brodick, the company's group human resources manager, confirmed that there was a sit-in at the company.

Brodick said "Management and workers failed to reach agreement on a retirement package and the number of employees to be transferred."

Star 19/11/93

Beverage wage talks deadlock after strike

Wage talks between Amalgamated Beverage Industries and the Food and Allied Workers' Union have deadlocked and the union has requested the establishment of a conciliation board to hear the dispute

The deadlock came after both sides had agreed to mediation following a two-week strike

by more than 3 000 workers which ended a fortnight ago, and which caused some disruption to deliveries of soft drinks in the PWV.

(152) (152) (152)

Management has offered a 10 percent increase — raising the minimum wage by R171 to R1 882. The union is demanding 16 percent — Labour Correspondent.

Star 23/11/93

ID delay as clerks strike

■ BY ZINGISA MKHUMA

Scores of people were turned away from the Department of Home Affairs office in Market Street, Johannesburg, yesterday because of a staff strike.

More than 36 clerks stopped work to demand the scrapping of job reservation and to call on whites holding senior positions to help at the counter.

A spokesman for the striking workers said that since calls went out for potential voters to apply for IDs for next year's

election, they have had to work long hours processing thousands of applications.

The workers gave a petition to the department's regional director for the Witwatersrand, George Orr, on Thursday outlining their grievances.

When approached for comment, Orr said he knew nothing about the strike but confirmed that he had received a petition. He said the workers were demanding that staff members, "from top to bottom", should be engaged at the counter.

(152)

(152)

Midrand
Staff 24/11/93
strike lasts

three hours

About 600 municipal workers in Midrand went on strike briefly yesterday morning after a misunderstanding about an internal disciplinary hearing.

An official at the SA Municipal Workers' Union said he was not aware of all the facts relating to the strike, but that it had been resolved following negotiations.

Midrand town clerk Henry Lubbe said the workers had gone on strike in support of two members of staff who had been summoned to a disciplinary hearing. The strike had lasted from 7 am to 10 am, when the two staff members themselves supported a return to work.

— Metro Staff (152)

Police fire teargas and rubber bullets after employees blockade factory entrance in Bellville

26 workers held after strike clash

AR 24/11/93

SHARON SOROUR and STEFAANS BRUMMER Staff Reporters

POLICE fired teargas and rubber bullets to remove strikers from the Bellville South factory of SA Nylon Spinners after they blockaded the entrance and allegedly threatened other employees.

At least 26 workers were arrested on a charge of public violence, said police liaison officer Virna Louw. They had applied for bail.

Sergeant Louw said one worker, who fell and hurt his chin, was taken to hospital. Police opened fire after employees threw stones at them.

Production at the factory, one of the country's largest synthetic yarn producers, ground to a halt, causing "very

substantial losses"

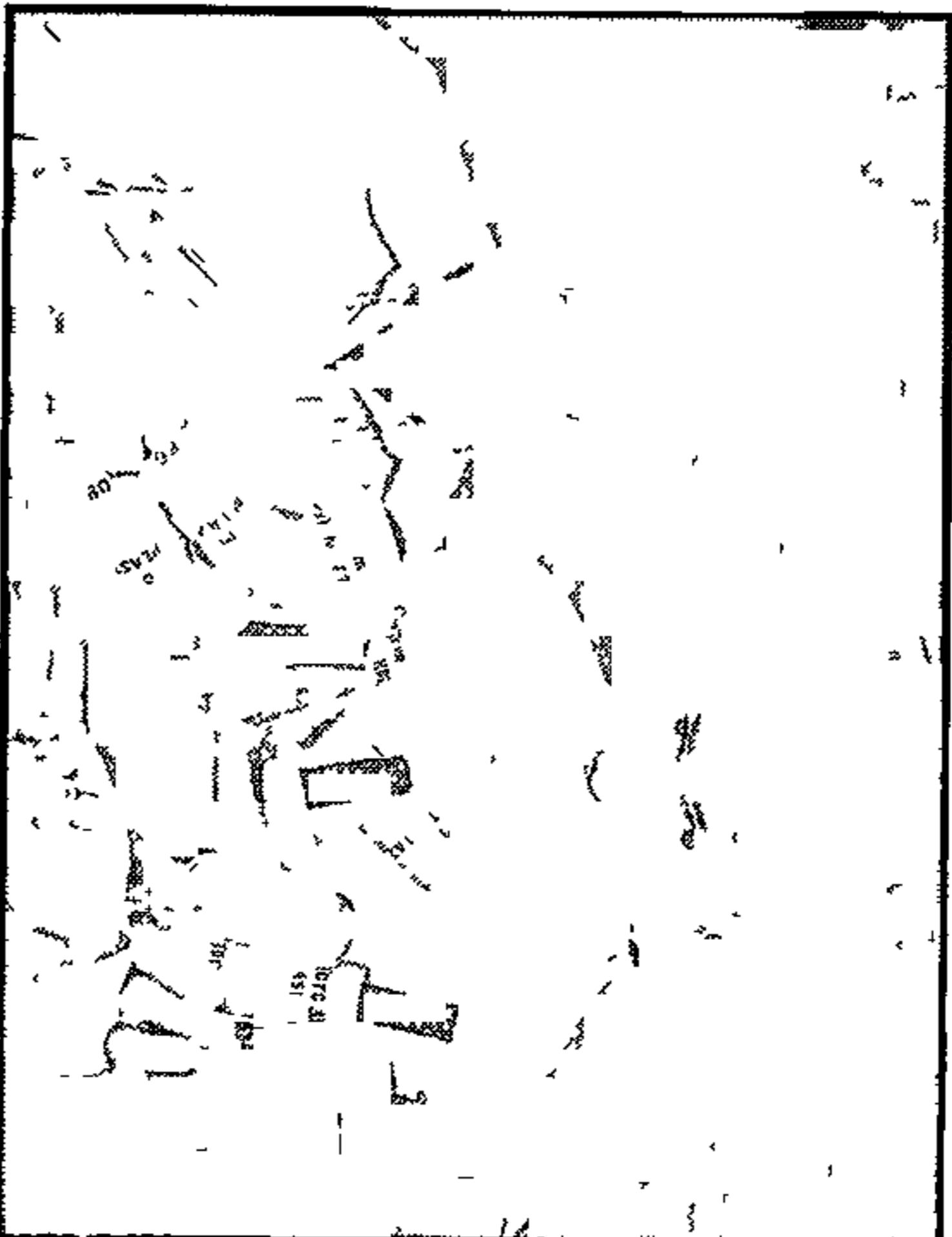
Managing director Peter Boxall said workers on an illegal strike threw stones and blocked the entrance to the factory in Sacks Circle.

Hundreds of shift workers, members of the Southern African Clothing and Textile Workers' Union, downed tools yesterday. They also stopped work for 24 hours at the weekend.

Mr Boxall said "We were in the middle of normal wage negotiations when we had an un-procedural stoppage last weekend, which slowed down the process considerably."

"Large numbers of workers on a number of shifts occupied the road in front of the factory. Police were called as we were forced to protect the people inside and the equipment."

He declined to elaborate on the company's wage offer.



DANGEROUS DEBRIS: Striking workers hold empty shells after police fired teargas and rubber bullets

Union negotiator John Eagles said the strike was a "spontaneous action" by workers after the union told them management's latest offer.

"Our commitment to a negotiated settlement remains but we are not going to settle for anything less than inflation."

The union's wage demand "was almost double the offer."

Mr Boxall confirmed workers had been given ultimatums yesterday to return to work by

noon or face dismissal. But the action was delayed and a new deadline set. He could not confirm the deadline.

"There will be dismissals as we cannot have a situation like this in the factory. It takes ages to get back up again and the losses are very substantial."

Mr Eagles said union members had not used force to keep employees who wanted to work outside the plant.



STANDOFF: Members of the Internal Stability Unit monitor proceedings outside SA Nylon Spinners after hundreds of striking workers blocked the entrance and prevented vehicles and staff from entering

Pictures LEON MULLER, The Argus

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ARCA 24/11/93

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Members of the Internal Stability Unit monitor proceedings outside SA Nylon Spinners after hundreds of striking workers blocked the entrance and prevented vehicles and staff from entering

Pictures: LEON MÜLLER, The Argus

1 500 workers to strike

Sowetan 20/11/93

By Ike Motsapi

ABOUT 1 500 members of the Chemical Workers' Industrial Union are poised to go on strike over wages next week.

The decision by the union was taken after months of campaigning that their dispute with management be taken to the Conciliation Board for a final determination

The workers, who are employed by Johnson and Johnson, won their battle for a CB hearing due to be held on December 8

This is the result of a strike by workers at Janssen Pharmaceutica, a subsidi-

ary of Johnson and Johnson in Midrand, north of Johannesburg, about three months ago

Mr Meshack Ravuku, national company negotiator for CWIU said: "The application for the CB hearing will take place on December 8 in Johannesburg.

Bargaining forum

"The companies that will be involved are Janssen Pharmaceutica (Midrand), Johnson and Johnson Professional Products (Midrand) and Johnson and Johnson (Pty) Limited (East London)

"We have won our battle that negotiations should be taken to a central bargaining forum.

"The issues that gave rise to the dispute are wages. The union demand a 13 percent monthly salary increase while the companies offered a mere eight and a half wage rises

"These companies had previously rejected the union's proposals that the matter be referred to mediation.

"It is therefore very clear that the company did not wish to reach an amicable settlement with the union

"The company and its subsidiaries refused that the matter be referred to mediation," Ravuku said.

A management spokesman promised to respond to the union's allegations today

Rubber bullets ET 2/12/73 fired at workers

JOHANNESBURG — Police yesterday fired rubber bullets, teargas and stun grenades at protesting Midrand municipal workers, seriously injuring five people and slightly injuring three others.

Police said the workers were protesting against the arrest of four colleagues accused of assaulting another municipal worker, who lost an eye in the attack.

Protesters gathered with sticks, knobkerries and other weapons, and according to police, "an aggressive atmosphere" developed.

● Police reported finding the bodies of four men and a woman in East Rand townships on Tuesday.

They also reported that 24-year-old Constable Johannes Chauke was shot by strangers at his home in Tsakane's Extension One on Friday.

He died from his injuries at Pholosong Hospital.

● A report of four more deaths in Natal this week pushed November's toll to 216 — two short of the unprecedented 218 deaths in October. — Sapa

2,500 ABI workers begin pay strike today

MORE than 2 500 Amalgamated Beverage Industry (ABI) workers will begin a legal strike today after both mediation and a Conciliation Board hearing failed to resolve a pay dispute. **BIDAY**

Members of the Food and Allied Workers' Union (Fawu) voted to go on strike by more than 70% in a poll held earlier this week. They have demanded a 15% pay rise while ABI has offered 10%. **31/12/93**

An ABI spokesman said yesterday the company was making contingency plans to

GAVIN DU VENAGE

reduce disruption of production and deliveries to the minimum. ABI is a major producer and bottler of soft drinks.

Eight ABI sites in Durban and the PWV area will be affected.

"A 10% increase in times of an 8% inflation rate is fair and reasonable," the spokesman said.

He added that while the company remained open to talks, 10% was its final offer. **(152) (152) (152)**



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New Year shock for workers

Sowetan 31/1/93

By Ike Motsapi

THE LEGAL NATIONAL STRIKE by about 5 000 members of the Food and Allied Workers' Union employed at all Coca-Cola plants throughout the country over wages begins today.

The decision followed the collapse of last minute talks aimed at resolving the dispute between management of the Amalgamated Beverages Industries, the holding company of Coca Cola plants, and Fawu officials yesterday.

Fawu is demanding salary increases of 15 percent for its members. Management has made a final offer of 10 percent.

The union is to ask political, civic church and community organisations to support the strike.

In another development the South African Commercial Catering and Allied Workers Union and management of Pepkor the holding company of Shoprite Checkers seem to be set on another collision course — this time over retrenchments.

Mr Papi Kganare general secretary of Saccawu, announced that management of Pepkor is to retrench about 1 500 workers.

And in Venda, government services ground to

a halt yesterday following a sit in by more than 22 000 civil servants over wages.

ABI's spokesman Mr Neville Barber yesterday said eight sites in Durban and the PWV areas will be affected by the strike. Other plants are expected to operate normally. But the union said the strike was national.

Barber said about 2 500 workers voted 70 percent to 30 percent in favour of a work stoppage in support of Fawu's demand for a pay hike of 15 percent.

Kganare said Saccawu has already declared a dispute with management and we are busy mobilising our members to resist this latest threat by Pepkor.

Pepkor's spokesman, Mr Surge Martinengo, dismissed Saccawu's allegations. "We know of only 40 people who are going to be affected by the retrenchments at a store which closed in August and not 1 500," he said.

Saccawu members went on strike for six weeks over wages earlier this year after a dispute with Pepkor management.

Barber said the company's 10 percent salary increase offer would add R171 a month to the wages of its lowest earners.

Star 3112193

Bottler faces strike, shortage

Amalgamated Beverage Industries — bottler of top-selling brands Coca-Cola and others — is bracing itself for a strike starting today

ABI said in a statement yesterday that 2 500 of its workers would take part in the industrial action after wage talks had broken down.

The company said eight ABI sites in Durban and the PWV region would be hit by the

strike, affecting the availability of some soft drink brands and packs.

Plans were being made to keep disruption of production and deliveries to a minimum, it said ~~(S)~~ (152)

The strike was in support of a demand for a 15 percent wage increase.

Management had offered 10 percent to bring the minimum wage to R1 882 a month,

it said.

"Our wage levels are among the best in the country and a 10 percent increase in times of 8 percent inflation is fair and reasonable," ABI said

It remained open to renewed negotiations with the Food and Allied Workers' Union, but the company had budgeted for an 8 percent increase "and 10 percent remains our best offer". — Sapa.

Threat of motor strikes spreading

8/15/04 8:12:193
THERE are fears that strikes at Toyota's Durban plants and Samcor's Pretoria plant, which started on Monday, might spread to other factories. (152) (142)

In a bid to prevent this, manufacturers and the National Union of Metalworkers of SA (Numsa) are to meet in Port Elizabeth today.

The unprocedural strikes were sparked by tax deductions from ex gratia payments to workers which were part of this year's national bargaining forum agreement, Numsa negotiator Gavin Hartford said.

Numsa believed the payment should be a type of donation and the companies should not deduct tax. The issue had not been resolved at negotiations, he said.

ERICA JANKOWITZ

Toyota spokesman Roy Houghton said it was a statutory requirement to tax ex gratia payments. He confirmed about 5 000 workers in the company's Durban operations were on strike.

Toyota said the strike's effect on model availability would be negligible as the plant was due to close on Friday for the Christmas break.

Samcor spokesman Ruben Els said about 2 500 hourly paid workers had been on strike at the Rosslyn plant since yesterday morning, but were expected to report for work today in anticipation of a resolution being struck at today's meeting.

Tax dispute likely to bring car manufacturing industry to a halt

THE car manufacturing industry throughout SA is likely to grind to a halt today after employers and workers were yesterday unable to reach agreement on tax deductions from ex gratia payments.

Commenting on an emergency meeting called by the union yesterday, National Union of Metalworkers of SA (Numsa) negotiator Gavin Hartford said the union felt management had taken a short-sighted decision on the tax deductions, "given the fact that it would cost manufacturers somewhere in the region of R1,5m to R2m to pay workers' tax. To date Toyota has

lost about R9m as a result of its strike and Samcor about R5m".

Two Toyota plants in Durban and Samcor's Rosslyn plant were shut down this week as a result of the dispute. Hartford expected workers from other manufacturers to down tools today "with the further prospect of not resuming work at the January start-up" after the Christmas break.

Nissan MD and National Association of Automobile Manufacturers of SA vice-president John Newbury said Numsa's argument was spurious as it could not call a strike over every contentious issue and ar-

ERICA JANKOWITZ
B/D/S/A 9/12/93

gue that strike costs amounted to more than the cost of reaching agreement on the union's terms. He felt workers stood to lose a great deal more than the tax deduction as some plants had been on strike for several days.

"Taking earnings is normal practice and we are bound by the fiscal laws of the country," he said.

The gratuity payment of about R300 a worker formed part of this year's wage agreement, but the issue of taxation had

not been resolved during talks. Hartford said taxation was discussed, but the parties had decided to cross this hurdle when the payment was made.

Toyota announced yesterday it had closed its Prospecton vehicle assembly plant, ahead of the scheduled Christmas close tomorrow. Its stamping and components plant operated normally yesterday, but was affected by strike action on Monday and Tuesday.

Hartford said Toyota had effectively locked workers out and Numsa intended to oppose this "unilateral" management fac-

tle. "We believe this is a clear indication that Toyota management is unwilling to conduct industrial relations in a co-determined way. Toyota is unlikely to go into production on January 11 and customers should know there will be a scarce supply of these cars in the new year."

The chairman of the national bargaining forum agreed to approach the Receiver of Revenue in an effort to find a workable compromise. However, Numsa did not know when this meeting would occur and manufacturers were sceptical that a tax concession would be granted.

Receiver to rule on car strike issue

Biday 10/12/93

ERICA JANKOWITZ

THE Receiver of Revenue will meet two representatives of the car manufacturers' National Bargaining Forum on December 17 to give a ruling on whether tax should be deducted from year-end gratuities. And once this ruling has been given, both parties have undertaken to abide by it, Midlands Chamber of Industries spokesman Madeleine Loyson said yesterday.

Meanwhile, the threatened strike in car plants did not materialise yesterday, with only Samcor's Rosslyn plant and the Toyota vehicle assembly plant in Prospecton still reporting no production.

Toyota closed its plant yesterday, a day ahead of schedule, saying it was impractical to reopen it for one day with production having been disrupted since Monday. But management denied it had locked workers out.

The company said workers had not complied with a National Union of Metalworkers of SA (Numsa) undertaking for workers to return to work pending the outcome of Wednesday's meeting. Both its component and

stamping divisions operated normally yesterday.

A Samcor spokesman said the plant could not operate either yesterday or on Wednesday because of "a high level of delinquent absenteeism". Three days of production were lost and today was not a scheduled production day as the plant would officially close for its year-end break.

Samcor did not foresee problems with the January 10 resumption of production as the issue should have been resolved by then, he added.

Other manufacturers — including Delta, Nissan and Volkswagen — reported limited or no disruption yesterday, but a National Automobile Association of SA spokesman said there were "rumblings" of further action in the industry.

These manufacturers are scheduled to close for the Christmas break later in the year, but most will reopen on January 10.

Numsa said it would await the outcome of the scheduled meeting and study the Receiver's opinion.

● Comment: Page 8

Rival unions to picket LH Marthinusen plant

Erica Jankowitz
23/12/93

THE National Union of Metalworkers of SA (Numsa) will picket LH Marthinusen's Denver plant in Johannesburg today alongside members of its four rival unions at the company including the Nactu-affiliated Metal and Electrical Workers' Union of SA and right wing-aligned SA Iron, Steel and Allied Industries Union (ISA) (52)

Earlier this year, a similar combination of union members staged a successful wage strike at Highveld Steel.

A Numsa spokesman said the union would protest against the company's decision to retrench workers despite proposals of alternative cost cutting measures.

Company financial manager Mike Chamberlain said all alternatives had been considered and during the consultation process the company reduced its proposed number of retrenchees from about 40 to 21.

Numsa said it had suggested better packages were offered to attract those who may wish to opt for voluntary retrenchment. "After all, this would be the humane thing to do," the spokesman said.

The union spokesman emphasised the union believed the company was viable and if acceptable alternatives to the proposed retrenchments were found, all workers would band together to build up the company.

"Cost cutting throughout the organisation not just on labour costs should be fully explored," she said.

Chamberlain said the parties were still exploring alternatives and the door had not been closed on discussions.

ABI workers vote for strike

Biday 30/12/93

GAVIN DU VENAGE

A STRIKE at Amalgamated Beverage Industries (ABI) seemed unavoidable after about 2 500 Food and Allied Workers' Union (Fawu) members voted for industrial action, the company said yesterday.

Workers on Tuesday voted 70% in favour of a strike. However, it was not clear when the strike would begin, and company officials would meet the union today. "We will then finalise the steps we need to take to minimise disruption to our production and deliveries," a spokesman said.

Fawu has demanded a 15% pay hike while ABI has offered 10%.

The company was adamant that its 10% offer was a "fair and reasonable increase in the light of current business and economic circumstances". The spokesman

said the offer would add R171 a month to the wages of its lowest paid workers, bringing the minimum wage to R1 882.

Mediation and Conciliation Board attempts to resolve the dispute had failed.

A 13-day illegal strike in October left a number of ABI employees injured and delivery vehicles destroyed. In one incident two non-striking drivers were abducted and released only after having the union's position "democratically explained to them". The strike severely affected deliveries and left hotels, cafes and retail outlets short of soft drinks.

Fawu officials could not be reached for comment yesterday.

