

INDUSTRIAL RELATIONS- STRIKES

1995

JANUARY - MAY.

Strike threat casts shadow over 1995

By ALI MPHAKI

SOUTH Africa could start the New Year with a limp, if Tuesday's planned strike by the SA Health and Public Service Union goes ahead.

The union, comprised mostly of general assistants, received majority support for strike action in its ballot. It planned to start striking on Tuesday.

This was despite a warning by Public Service Minister Zola Skweyiya this week that unions were unlikely to find sympathy with the public or the ANC for a strike.

Skweyiya warned that a strike would harm ongoing talks.

Relations between the public service and government have been strained following government's rejection of a demand for a 15 percent across-the-board increase and an increase in the minimum wage to R1 500 a month.

On the other hand, the strike ballot being conducted among members of the Public Servants' Association (PSA), the largest public service union, is receiving overwhelming support. The deadline however, has been extended to January 15.

Negotiations

PSA President Caspir van Rensburg is reported to have said a decision over whether to go ahead with a strike was also dependent on continuing negotiations between parties.

On the education front, the largest teacher's union in the country, Sadtu, has warned that morale among teachers is at an all-time low due largely to meagre salaries and poor work conditions.

At a meeting of Sadtu, the National Professional

Teachers' Organisation of SA (Naptosa), and a top-level government delegation led by Deputy President Thabo Mbeki and FW De Klerk on December 14, government made it clear that it was impossible for it to address the current salary-related problems in the 1995/96 financial budget.

The government was prepared to offer a 1,4 percent increase, which was flatly rejected.

Meanwhile the Azanian People's Organisation has thrown its weight behind the looming public servants' strike.

Spokesman Vuyiswa Qunta warned that Azapo would even go to the extent of "holding some leaders hostage", if public servants' demands were not met.

Sapa reports that Nehawu said yesterday it would not take part in the strike.

Drastic strike action looms

By RAY HARTLEY

THE first serious test of the government's resolve to face down public service strikers begins on Tuesday when members of the ultra-left SA Health and Public Service Workers Union (Sahpswu) begin a strike over wages.

The union announced this weekend that its members would occupy government offices and disrupt the delivery of services in the new year in support of a demand for a 15 percent wage increase. (15%)

And speaking at the same press briefing in Pretoria, Azanian Peoples Organisation official Themba Nealo said his organisation had drawn up secret plans to take senior public servants hostage in support of the striking workers.

Government has repeatedly taken a hard line on a potential strike, saying there was no money to improve wages.

But, said Mr Nealo, the writing off of Namibia's R700-million debt and the salaries of office bearers was proof there was enough idle government money to meet the union's demands.

The strike announcement came as more substantial right-of-centre and mostly white public servant associations announced they would complete a strike ballot by mid-January with preliminary results showing overwhelming support for industrial action. ST 11/95

Sahpswu's Success
Mataitsane said his union would welcome a strike by conservative white public servants as long as they continued to support his union's wage demands.

But, he said, his union did not share the enthusiasm of conservative unions for the constitutional job guarantee for public servants.

"It's quite a tricky situation because we have a problem with directors-generals appointed by the apartheid regime continuing with their jobs".

The strike action would be designed to cause "maximum damage to the regime and minimum damage to us", he said.

Mr Mataitsane said government buildings in all major cities could be occupied on Tuesday, but refused to divulge further details of his union's plan. "In a revolution you don't disclose your tactics," he said.

A union statement described a court interdict preventing a strike at One Military Hospital as "another apartheid tactic to take away our workers' rights".

113 held in Pretoria march then released'

(152)

Minister and unions hit at public service strike

SKW 4/11/95

■ BY HELEN GRANGE, OWN
CORRESPONDENT and SAPA

Public Service and Administration Minister Zola Skweyiya and at least two public service unions have condemned the strike by public servants demanding higher pay

Yesterday was the first day of the strike by the South African Health and Public Service Workers' Union (SAHPSWU)

About 300 union members gathered at Church Square in Pretoria for a march on the Union Buildings yesterday

They were dispersed by police backed by the SA National Defence Force at the Poynton Building, where 113 marchers were briefly arrested because the march

was "illegal"

By lunchtime they were released and union leaders told the group that permission would be sought to march today

Last night, Skweyiya said the strike showed bad faith on the part of SAHPSWU and did nothing to advance the interests of either union members or the public

Skweyiya said his ministry was keeping an agreement reached with public service unions on December 14 after the intervention of deputy presidents Thabo Mbeki and F W de Klerk.

The National Education, Health and Allied Workers' Union (Nehawu) and the Institute of Public Servants rejected SAHPSWU's strike call.

They said there was no question of a deadlock in the pay talks since the intervention of Mbeki and De Klerk.

SAHPSWU strikers are pressing for a minimum monthly wage of R1 500 and a 15 percent pay rise

The uneasy alliance between the 18 public service unions, united in their rejection of the Government's minimum wage offer of R1 075 from April 1, is fracturing

Nehawu disputed SAHPSWU's claim of representing 68 000 public servants, saying it had a recorded membership of 1 085.

■ The Public Servants' League has postponed strike action due yesterday to February 1.

113 workers imprisoned, ⁽¹⁵²⁾ then released

ET 4/11/95

PRETORIA. — Police yesterday released 113 striking public servants arrested earlier in the day during a demonstration by about 400 people

Police spokesman Lieutenant-Colonel Andrew Lesch said the strikers, who ignored a police warning to end their illegal protest at Poynton building in Church Street, had been set free unconditionally

Those who claimed police had used batons to disperse them were welcome to lodge a complaint

South African Health and Public Service Workers' Union (Sahpswu) general secretary Mr Silas Baloyi said at least one union member had been admitted to hospital and the union had instructed its lawyers to look into the matter.

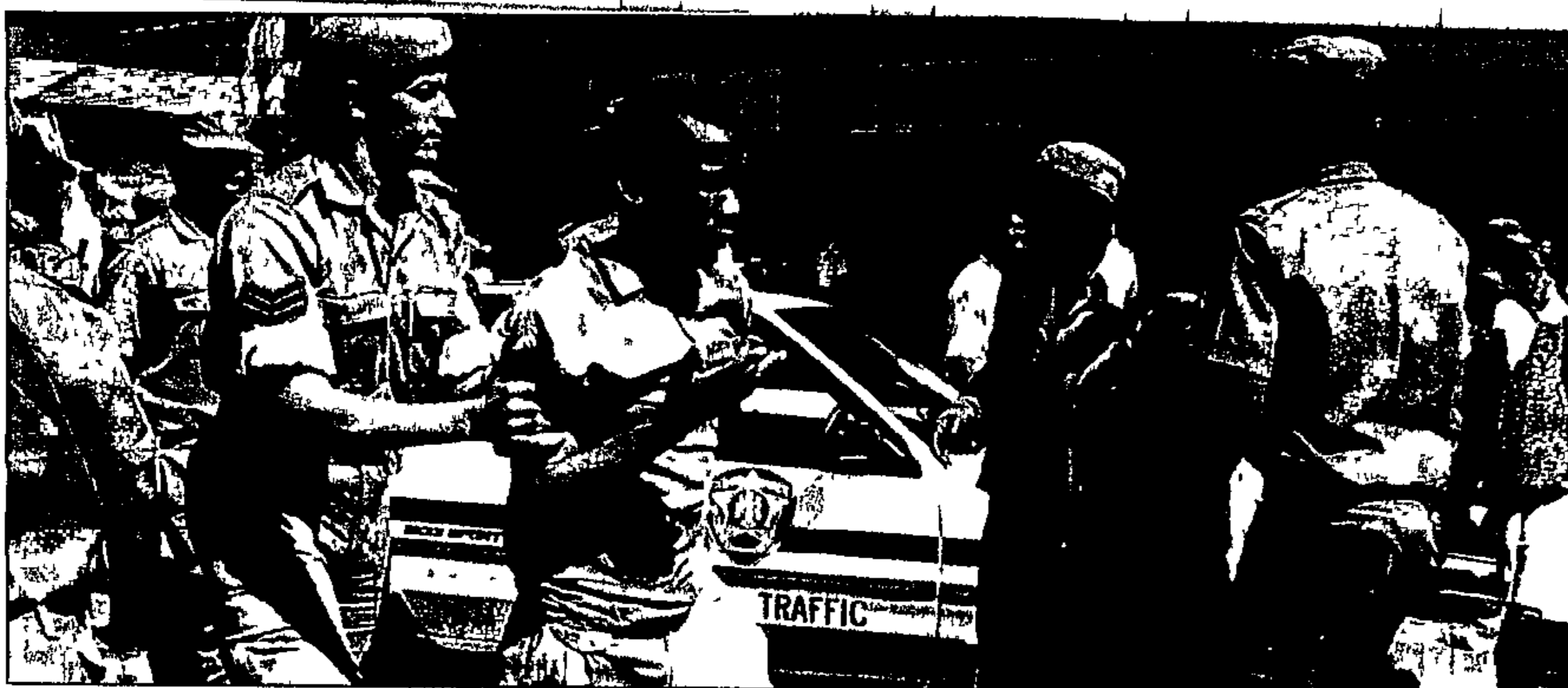
He said the union would apply for permission to march on the Union Buildings today

The demonstration began yesterday morning when about 200 Sahpswu members at 1 Military Hospital were ordered off the premises when they attempted a sit-in. They marched to Poynton building where they were joined by another Sahpswu group

Police warned the chanting and toyi-toying demonstrators their protest was illegal and ordered them to disperse

Col Lesch said about 150 Sahpswu members had later been given permission to march to the offices of the Department of Public Works in Minnaar Street to continue their protest.

That demonstration ended in the early afternoon when Mr Baloyi told the crowd permission would be sought for another march today — Sapa



A protester being
led away by
police during the
demonstration by
striking civil
servants in
Pretoria today
PIC PRETORIA
NEWS

Baton charge on strikers

(152)
somerset 4/11/95

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By Joe Mdhlela and Sapa

POLICE YESTERDAY used batons to disrupt a demonstration by about 2 000 members of the South African Health and Public Service Workers Union.

The demonstration, which started in Pretoria's Union Building yesterday, is expected to spread to other areas, including Durban and Cape Town.

The workers are demanding a minimum salary of R1 500 a month.

In Bloemfontein about 300 demonstrators stormed Government offices. Acting director-general of the Free State Mr Willie Claassen confirmed that a number of workers presented their demands to the regional authorities.

However, he could not say what line of action the authorities would take in meeting the wage demands.

The union's general secretary Mr Success Matatsane yesterday also claimed that 200 of their members involved in the demonstrations for a living wage" were assaulted and arrested by police.

After intervention by the union's officials the workers were released.

Police spokesman Colonel Andrew Lesch confirmed that police used force to disperse toy-

toying workers who had gathered outside Poynton Building in Pretoria.

"I was not at the scene, but it is possible batons were used to break up the demonstrations," Lesch said.

Matatsane said the police and the army were bent on suppressing genuine workers' demand by force.

This is a reminder to the working class that the Mandela Government was no different from the previous "repressive De Klerk regime", he said.

"We take strong exception that our members were assaulted by the police. We are contemplating legal action against them," Matatsane said.

The union represents 68 000 public service workers and has vowed to take the demonstration to all the major cities of the country by the end of the week.

Police and SA National Defence Force members kept a close eye on the chanting marchers as they proceeded through the city streets but the situation was reported to be calm.

Matatsane said the march was only the beginning of mass action that would affect all government departments.

A spokesman for the Department of Health said they were warned of the strike but it did not appear that many Sapsu members were employed by the department.

Seven hundred workers on strike (152)

~~By Mphahlele Duma~~
By Mpikeleni Duma

Sowetan

ABOUT 700 members of the Hotel, Liquor, Catering, Commercial and Allied Workers Union at the Country-Bird chicken breeders plant in Botshabelo, Bloemfontein, went on strike yesterday shortly after three of their colleagues were dismissed

Union spokesman Mr Thekonyane Makara said the workers were angered by the way management dismissed the workers yesterday

He said they had not followed procedure as laid down in the Labour Relations Act.

"Earlier this month the police arrested the dismissed workers at the plant for alleged theft.

"We intervened but were told the matter was in the hands of the police

Without a hearing

"Later the company agreed that the dismissed workers should be reinstated immediately. But yesterday they were dismissed without a hearing," said Makara.

Country-Bird general manager Mr PG Rossouw confirmed that there was a work stoppage and said workers were involved in an "illegal industrial action which could cost dearly"

He declined to comment about the dismissals in question

registration ● OFS Premier evades capture

Strikers tried to take Lekota hostage

(152) (233)
Sowetan
5/1/95

STRIKING PUBLIC servants on Tuesday attempted to take Orange Free State premier Terror Lekota hostage but he "slipped away" through a back door, South African Health and Public Service Workers' Union leaders claimed yesterday.

At a Press conference in Pretoria, SAHPSWU general secretary Silas Baloyi said Bloemfontein union members entered the Free State provincial administration building on Tuesday to present a memorandum to the premier

■ **SECOND PHASE** Union says it will target political leaders:

"They insisted on seeing Mr Lekota personally, intent on taking him hostage, but he used a back door to slip away"

Baloyi said the taking of hostages, including political leaders, would form part of the "second phase" of the union's strike

"Everyone feels we are only jok-

ing, but we have just started."

SAHPSWU national organiser Success Matatsane said "the chances are" the second phase of the strike would begin before the end of next week. The union began striking on Tuesday to press for a minimum wage of R1 500 a month and a 15 percent pay increase for public servants - *Sapa*

March called off, but strikers told to return

Star 5/11/95

BY HELEN GRANGE

A 400-strong crowd of striking public service workers who gathered in Pretoria's Church Square yesterday, the second day of their strike action, were told by union leaders to return tomorrow to march through the city centre

SA Health and Public Service Workers' Union (Sahpswu) leaders decided to call off yesterday's march after police refused to grant permission for the protest

This followed a clash between police and strikers on Tuesday, after which Sahpswu leaders agreed to seek permission for other demonstrations.

Sahpswu went on strike on Tuesday in support of demands for a R1 500 minimum monthly wage and a 15 percent across-the-board pay rise.

However, Sahpswu's strike is not supported by other public service unions and two have

publicly distanced themselves from it.

Police said the union had applied to march to the Union Buildings tomorrow

Sahpswu is also seeking permission to demonstrate at four other government buildings in Pretoria, including the offices of the departments of Finance and Home Affairs

Public Services and Administration Minister Zola Skweyiya has condemned the strike, saying it showed bad faith on the part of Sahpswu and did nothing to advance the interests of either union members or the public.

The Azanian Workers' Union, in a statement yesterday, pledged its full support for Sahpswu's strike

Two hundred Sahpswu strikers chased GaRankuwa Hospital deputy director Diko Maeko from the hospital premises near Pretoria yesterday morning

Shop steward Paul Motshegoa later alleged Maeko had been harassing Sahpswu members

Fired workers get bail.

(152) star 5/11/95

■ BY HELEN GRANGE

Ten former Spar employees who were arrested on Tuesday in connection with incidents of violence at Spar outlets on the West Rand were released on bail by the Roodepoort Magistrate's Court yesterday.

Three of the accused were released on bail of R500 each and the rest on R200 each.

The arrests were made after a group of dismissed Spar workers allegedly stole goods and caused damage estimated at R45 000 at the Florida Spar, and then moved to a Spar outlet in Wilropark and finally to a Spar outlet in Roodepoort.

Scores of Spar workers, who were among those who have been on strike at 61 Gauteng Spar supermarkets since November 9, were recently dismissed after some of the affected retailers declared the strike illegal and issued return-to-work ultimatums.

Gary Anstey, Spar's divisional human resources manager on the East Rand, said yesterday there appeared to be three

groups among the dismissed workers who were orchestrating a campaign of violence against certain Spar outlets.

"It seems dismissed employees, out of desperation, are forming criminal bands and orchestrating attacks and assaults at targeted stores," he said.

Last month police retrieved two petrol bombs from the Ellis Park Spar, after putting out a blaze in the supermarket's administration office.

Meanwhile, the SA Commercial Catering and Allied Workers' Union is planning to march on the Union Buildings on January 17 to deliver a memorandum highlighting its dispute with Spar.

Saccawu is demanding the reinstatement of 18 Linden Spar workers dismissed on May 10 last year and the setting up of a regional bargaining forum.

Anstey said yesterday that Spar could not agree to the demand for a regional bargaining forum because Spar was a "voluntary association" of retailers who ran their outlets independent of a corporate code.

Strikers threaten to become more militant

Special Correspondent

PRETORIA. — Striking health and public service workers are determined to demonstrate their seriousness — and have vowed to more militant from today

Whereas the first phase comprised mainly peaceful marches and placard demonstrations, today could see attempts at holding senior public

servants hostage and occupying buildings

This call for sterner action follows members of the South African Health and Public Service Workers' Union achieving little during their first two days of demonstrations — which the union had threatened would inflict maximum damage on the government
Yesterday, Sahlpswu general-

secretary Mr Silas Baloyi said the taking of hostages, including political leaders, would form part of the second phase of the strike.

"Everyone feels we are only joking, but we have just started. We still have a bag full of tricks."

A Garankuwa Hospital spokesman said about 600 general workers downed tools and took to the picket line.

And at 1 Military Hospital at Voortrekerhoogte between 180 and 200 general assistants at the hospital were on strike. Other staff members had taken over the duties of the strikers.

Conflicting reports have been received about more than 30 public servants at President Nelson Mandela's residences having joined the strike.

Union leaders yesterday claimed gardeners and cleaners at Mr Mandela's homes in Pretoria and Cape Town had refused to work

But a presidential spokesman denied the claims. He said none of the staff in the President's office or household was a member of SAHPSWU and there was no question of a strike.

ET 5/1/95

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Strikers block off hospital

(152) Soweran 5/1/95

By McKeed Kotlolo

STRIKING PUBLIC SERVANTS chased away management and turned away ambulances carrying patients at Garankuwa Hospital in the North-West yesterday morning.

They also blockaded all entrances to the institution

General secretary of the South African Health and Public Service Workers Union Mr Silas Baloyi said about 800 striking workers at Garankuwa Hospital ordered management staff out of the hospital and blockaded all entrances

He said management was told not to return to the hospital "They can only return to the institution when they have positive answers to all the workers' demands"

Baloyi also said ambulances from outside hospitals, such as Venda and Lebowa, were turned away with patients inside. Local ambulances were ordered out of the hospital premises. Management could not be reached for comment.

He added that management at the Jabulani Welfare Centre near Soshanguve, where about 300 workers are on strike, was ordered to stop transferring children to a home in Rustenburg. They were threatened with being given their marching orders if they continued with the transfers, Baloyi said.

He added that more than 40 000 of their members from all over the Transvaal were expected to take part in a march tomorrow at 10am from Brown Street in Pretoria to the Union Buildings, where a memorandum would be submitted.

Baloyi said the union had received permission to stage the march. Meanwhile, hundreds of strikers gathered on Church Square in Pretoria yesterday, waiting for permission to march to the Department of Finance, the Department of Home Affairs and the Commission for Administration offices at Transvaal House in Van der Walt Street. Permission was not granted and the local magistrate's court advised the union to seek approval from the Pretoria City Council.

● Sr Page 6

Transkei Airways hit by strike

CATHERINE CROOKES

TRANSKEI Airways workers began a strike on Tuesday after two white employees were appointed in the wake of retrenchments by the company, disrupting the airline's daily schedule.

Transkei Airways acting MD Tom Whitelaw said yesterday the new employees were appointed on a temporary basis as computer programmers at the head office in Johannesburg. (152) (17)

Whitelaw said he thought the company had been fair in its appointment of the contract workers, needed to relieve a backlog of work. The temporary employees were relieving in a department not affected by retrenchments.

He said "We may have been in the wrong in that we didn't tell the workers about the appointments." However, he felt it was a small matter which was not worth consulting them about. BDS/11/95

A spokesman for the workers, Lunga Kepe, said management had told the workers that the company was overstaffed. The workers felt management was unapproachable. The positions were not advertised.

Kepe said the workers would continue striking until they received an answer from management concerning the reason for the appointments. They wanted the contract workers to be replaced by existing staff members.

Whitelaw said management found it disconcerting that the workers' union, the Transport Workers' Union, only intervened yesterday. He said it was only the black workers that were striking and felt they were "thinking with their hearts rather than their heads".

Whitelaw denied a claim by the workers that management had issued a court order declaring the strike illegal.

The strike had been peaceful so far although workers were picketing at Umtata Airport yesterday afternoon.

Whitelaw said the airline's schedule had been disrupted as new cabin crew had had to be found at short notice. However, the pilots were not on strike and the schedule would be back to normal tomorrow.

Spars 'reject union forum'

INDIVIDUAL owners of Spar outlets in Gauteng affected by illegal industrial action since they began firing striking employees in November last year had rejected moves to set up a regional bargaining forum, the SA Commercial, Catering & Allied Workers' Union said yesterday.

A union spokesman said the union's requests to individual store owners proposing a meeting to discuss the establishment of a regional bargaining forum for workers had all been refused.

He said strikers, dismissed by their employers since they began their strike at various Spar outlets across the Gauteng region on November 9 last year, were continuing to picket individual stores.

More than a dozen own-

SUSAN RUSSELL

(152) ~~152~~
ers of Spar outlets have obtained court interdicts against strikers since November. The interdicts were sought in a bid to prevent illegal strike action.

The latest confrontation between strikers and Spar owners occurred on Tuesday when dismissed workers stole goods and caused damage estimated at about R45 000 at a Florida outlet.

In the Johannesburg suburb of Melville, a Spar-associated store had its doors and front windows smashed by people who also attempted to intimidate workers into joining the strike. **BDS/1/95**

Public servants stage all-day protest

PRETORIA — About 300 SA Health and Public Service Workers' Union strikers staged an all-day protest in Church Square yesterday to back demands for government to raise salaries. (152) (250)

A spokesman said at a news conference that the nationwide strike, in its second day, was going according to plan.

Among the strikers were 30 members of President Nelson Mandela's staff, national organiser Success Matatsane said.

The strike was still in "phase one", he said. The second phase should be reached by late next week and could include the detention of senior public servants.

The union was demanding a minimum wage of R1 500 a month and a 15% pay increase for all workers.

Union general secretary Silas Baloyi

STEPHANE BOTHMA

claimed Free State union members planning to take the province's premier, Patrick Lekota, hostage on Tuesday were foiled when Lekota left via a back door.

This could not be confirmed yesterday.

Matatsane claimed about 68 000 members were on strike.

The union has denied Public Service Commission claims that it has only 1 085 members. "We only submitted 1 085 names to the central bargaining chamber in June because to become part of a forum, membership of 1 000 was the only requirement," Matatsane said. (152) (250)

A gardener employed at Mandela's Pretoria residence, Isaac Kgokane, told re-

□ To Page 2

Public service (250) (152)

□ From Page 1

porters about 20 gardeners and 10 cleaners from the President's home were taking part in the strike.

Presidential spokesman Joel Netshitenzhe denied claims that Mandela's staff had taken part in the labour action or that they were union members.

The union was denied permission to march through the streets of Pretoria yesterday or to stage pickets outside government buildings. A large police and SA National Defence Force contingent turned out to prevent a repeat of Tuesday's events, when clashes broke out between security forces and demonstrators.

By late yesterday, union leaders were still waiting for permission to picket out-

side the buildings of the Finance, Receiver of Revenue, Home Affairs and Trade and Industry departments today.

"But whether or not we receive permission, we will continue with our actions," Matatsane said.

However, the union was granted permission to march to the Union Buildings tomorrow morning. About 15 000 demonstrators were expected to take part.

Matatsane said the move to apply for permission to stage demonstrations outside government buildings was a "tactical retreat" to avoid members being injured in police action.

● Picture Page 3
● Comment Page 6

Striking staff fired

MORE than 250 Northern Transvaal health department strikers have been fired, provincial spokesman Jack Mokobi said yesterday.

He said they had virtually dismissed themselves by failing to meet deadlines to return to work.

The strike was organised by the South African Health and Public Service Workers Union.

Mokobi said Sahpswu had no support in the province and did not represent the fired strikers.

The strikers were employed at hospi-

tals in Mankweng, Grootboek, Kgapane, Elim, Nkensani, and Maphutha Malatje. More than 100 employees at Maphutha Malatje Hospital lost their jobs.

A spot survey throughout the province indicated attempts by Sahpswu to arrange mass protests against the dismissals received little support.

The trade union has been given permission to march on the Union Buildings in Pretoria today to hand over a memorandum detailing grievances about their wages.

Threat to take Minister hostage

Police ready for clash with strikers

152
shaw 6/1/95

■ BY HELEN GRANGE

Police are bracing themselves for a potential clash today with striking members of the SA Health and Public Service Workers' Union (Sahpswu) who have threatened to take a Cabinet Minister hostage during a march from Pretoria's Church Square to the Union Buildings.

Several hundred Sahpswu strikers brought traffic in downtown Pretoria to a brief standstill when they demonstrated at four government buildings yesterday.

The union began strike action on Tuesday in support of its demand for a minimum monthly wage of R1 500 and a 15 percent pay rise.

Yesterday, Sahpswu national organiser Success Mataltsane said the strike would "enter a new phase" today and a Cabinet Minister would be taken hostage.

"At this point we are still determining the whereabouts of these Ministers after the holidays," he said.

Police spokesman Colonel Andrew Lesch warned. "It will be a black day if hostages are taken. The union should reconsider its decision.



Lekota . . . denied he had escaped being abducted.

"We are aware of the threats to take hostages and we are prepared for any eventuality. The Cabinet Ministers also have their own guards," he said.

Out of town

A claim on Wednesday by Sahpswu general secretary Silas Baloyi that Free State Premier Terror Lekota had escaped being taken hostage by union members by slipping through a back door was hotly denied by Lekota yesterday.

The claim was "untrue and must be condemned in the

strongest possible terms", Lekota said in a statement from Bloemfontein. His office said Lekota was out of town at the time of Wednesday's 40-strong Sahpswu demonstration at the provincial administration building in Bloemfontein.

In Pretoria yesterday, about 300 strikers demonstrated at the Transvaal House offices of the Commission for Administration, while smaller groups gathered outside the departments of Finance, Home Affairs, and Trade and Industry.

Sahpswu has permission to march to President Mandela's office today to present a memorandum on pay grievances. Union leaders expect 15 000 members to take part.

The Sahpswu strike has had little or no support in the Northern Transvaal, a provincial government spokesman said yesterday.

He said Sahpswu was not registered in the province, and did not appear to represent the interests of a single civil servant in the region.

None of the other 18 public service unions has come out in support of Sahpswu's strike action, and two unions have publicly distanced themselves from it.

Ministers hostage targets for strikers

PRETORIA — Striking public servants plan to take a cabinet minister hostage, South African Health and Public Service Workers' Union national organiser, Mr Success Matatsane, said yesterday

Several hundred Sahpswu strikers brought traffic to a brief standstill when they demonstrated at four government buildings here

The largest demonstration was at the Transvaal House offices of the Commission for Administration where about 300 strikers sang and danced for about 40 minutes before returning to Church Square

Sahpswu has permission to march to President Nelson Mandela's office today to present a memorandum of

pay grievances Union leaders expect 15 000 members to take part

Sahpswu began striking on Tuesday to press for a minimum monthly wage of R1 500 and a 15% pay rise

Before the strikers left Church Square, Sahpswu general secretary Mr Silas Baloyi told them "Should the government refuse to respond to our memorandum we can overturn and destroy" *CT 6/1/95*

He said today's march would be the beginning of the second phase of the strike, entailing the taking hostage of government leaders

Mr Matatsane said the first hostage would be a cabinet minister

"At this point we are still determining the whereabouts of these ministers after the holidays" — Sapa

PUBLIC SERVICE
Strike on hold

(152)
FM 6/1/95

A threatened strike by about 300 000 public servants appears to have been averted for a few weeks by the appointment of a task group to examine grievances. But the strike ballot now under way will go on, says Public Servants' Association GM Casper van Rensburg.

The SA Health & Public Service Workers' Union, however, which had earlier agreed to the task group, started a strike this week. As the FM went to press it was not clear how many of the union's claimed 50 000 members had stopped work. Union leaders could not be contacted to explain why they had decided to pre-empt work of the task group.

Another key public service organisation, the National Education, Health & Allied Workers' Union, rejected the other union's call to join the strike. A strike by the Public Servants' League, due to have started this week, has been postponed until next month.

Van Rensburg says the appointment of the task group was agreed to on December 14 at a meeting between Deputy Presidents Thabo Mbeki and FW de Klerk and representatives of the 18 public service unions that comprise the Public Service Bargaining Council. The 18 unions have a total membership of about 300 000 but do not include educators and service personnel who make up the bulk of the 1,2m-strong public service.

Van Rensburg says agreement to the appointment of a task group was a very positive move by government and he is now confident that the wage and salary disputes can be resolved without resorting to industrial action. Nevertheless, the strike

ballot among public servants will continue until its originally scheduled close on January 15. The result is expected to be overwhelmingly in favour of a strike and will be used as a further bargaining tool during negotiations.

Van Rensburg says that while the task group has no deadline, the wage dispute must be resolved as soon as possible. Its work is due to start in the middle of this month and he would like to see it completed within six weeks.

He believes the task group will allow the two sides to move far closer on wage and salary issues. The unions originally wanted a pay package to be negotiated and implemented over three or four years. But, says Van Rensburg, government wanted specific details. A salary hike of 15% and a minimum monthly wage of R1 500 were demanded but rejected by government which proposed a minimum wage of R1 075 increasing to R1 500 in the 1996-1997 financial year.

He adds that, though the PSA is maintaining its position, it is prepared to work within the task group and will try to work out an acceptable package for the next three financial years that will be beneficial to government and the country. ■

Strike action at Union Buildings

(152) Sowetan 6/11/95

By McKeed Kottolo and Joe Mdhlela

■ **MAGISTRATE'S NOD** March

in Pretoria has been sanctioned:

MORE than 40 000 members of the South African Health and Public Service Workers Union are expected to march on the Union Buildings in Pretoria this morning to highlight their protest over wages.

General secretary of the union Mr Silas Baloyi said the marchers would be coming from "all the corners" of the country, including North-West, Northern Transvaal, Eastern Transvaal and Gauteng.

The march, which has been sanctioned by the local magistrate, is scheduled to start at Brown Street at 10am.

It will then make its way to the

Union Building's where a memorandum would be submitted to public works authorities, said Baloyi.

The union is demanding a minimum wage of R1 500, with 15 percent increase across the board for all its 68 000-strong public service workers.

Baloyi said Saphswu also required the personal intervention of President Nelson Mandela in this dispute.

Meanwhile, services at the troubled Garankuwa Hospital near Pretoria returned to normal yesterday morning. They had been disrupted by the striking workers on Wednesday.

Attempts to get official comment

from the hospital were unsuccessful as the public relations officer was reported to be unavailable.

The hospital has employed the services of a private security firm and posted guards in all strategic areas to keep order.

Ambulance services which were disrupted were operating normally.

Sources at the hospital denied that management had been driven away by the striking workers.

Meanwhile, workers at the Jabulani Welfare Centre in Soshanguve, who had also joined the strike, were locked outside the premises yesterday morning.

ANC indaba on poll tactics

By Mpikeleni Duma

THE Free State provincial executive committee of the African National Congress will hold a *bosberaad* in Bloemfontein from today until Sunday to map out "a programme of action".

Mr Ace Magashule, deputy chairman of the ANC in the province, told *Sowetan* yesterday "Strategies on how to challenge the forthcoming local government elections will be looked into so that the ANC emerges victorious".

He said the ANC, as part of the Government of National Unity, was faced with a colossal task to deliver in 1995.

Magashule said the *bosberaad* would look into the practical implementation of the resolutions of the ANC national congress recently.

E Cape doctors fear 'chaos'

HEALTH officials in rural Transkei and the Eastern Cape say the region's health situation has deteriorated to the point of "chaos".

The region's health delivery system has been plunged into severe crisis with reports of hospitals and clinics functioning without any water, bodies rotting in ill-equipped morgues, severe shortages of doctors and medicines and poor communications. The regional government's strategic health manager, Dr Siphiso Stamer, described the situation at Transkei hospitals and clinics as worse than appalling.

The Transkei was the "sickest pa-

tient of apartheid. The situation at Transkei hospitals is pathetic," he said.

Stamer said the level of care at Transkei hospitals was "minimal" and the shortage of doctors and medicines "critical".

A clinic at Nqamakwe, 60km from Butterworth, has been using rain water since New Year's Day when its water pumps broke down.

CPA regional health director Dr Pat Naidoo confirmed that many hospitals, particularly in rural Transkei and Ciskei, were functioning with erratic or no water supplies at all. — *Ecna*

Strikers 'ignored interdict'

BD 6/11/95

DEBORAH FINE

SA CATERING, Commercial and Allied Workers' Union (Saccawu) members had ignored a Rand Supreme Court order interdicting them from striking and had continued to picket outside the Parkview Spar supermarket, chanting "one Greek, one bullet", owner Loukas Sayias said yesterday.

Sayias was testifying in the Johannesburg Magistrate's Court where 23 of his former employees were charged with common law contempt of court.

It is alleged the Saccawu members deliberately disregarded a court interdict issued on November 10 last year declaring their November 9 strike illegal and barring them from coming within 500m of the supermarket should they continue their unlawful action.

Shop steward Nelson Sibanda testified that neither Sayias nor the union had informed the employees of the interdict on November 10.

He said the accused had learned of an interdict only on November 18, shortly before they were arrested.

Sayias said his attorney had handed the strikers copies of the interdict on November 10 after which they had continued to block the entrance to his shop. After repeatedly warning the accused to return to work he had finally dismissed them on November 14.

The workers had again refused to leave the premises and he had obtained a second inter-

dict on November 18.

ERICA JANKOWITZ reports a Spar spokesman said turnover had been affected by the Gauteng strike.

The Saccawu demand for central bargaining was "impossible" as no structure for regional bargaining existed, he said. And, even if such a structure were formed, any trader who did not approve the conditions negotiated would simply "leave the club".

The spokesman said the parties took the issue to mediation three years ago when Saccawu made a similar bid for central bargaining at distribution centre level.

There was now a two-tier bargaining system for these centres, but at retail level no such arrangement existed.

The spokesman said it was essential that Saccawu broke out of its positional bargaining stand and started negotiating interests. However, there was no real face-saving option open to the union at this stage of the strike.

Saccawu had embarked on "a well-orchestrated campaign" to escalate the dispute beyond the 50 stores originally targeted for industrial action, he said.

Traders were concerned for their safety and that of shoppers after violence erupted earlier this week at a few stores.

Strike deferred in good faith.

152 (2) 85 ARG 7/12/94
PRETORIA. — The South African Health and Public Service Workers' Union (Sahpswu) has suspended its strike pending President Mandela's response to a memorandum which was handed to his office.

Sahpswu national organiser Success Mataitsane said yesterday the suspension was a strategic move to demonstrate the union's good faith.

The union, which claims to represent 68 000 public-service workers, began striking on Tuesday to press for a minimum wage of R1 500 a month and a 15 percent pay rise.

Mr Mataitsane said Mr Mandela

had two weeks to respond.

"Should he fail to react positively, we will resume our strike and implement the second phase which could entail the taking of hostages, including cabinet members," he said.

Sahpswu official Themba Nealo added: "The next time we will not merely hand over a memorandum at the Union Buildings; we will force our way into the building."

About 800 Sahpswu members yesterday marched from downtown Pretoria to the Union Buildings to deliver their third memorandum in nine months. — Sapa.

Sparring with labour

(152) CP8 1195

By KHANGALE MAKHADO

Fury and frenzy over bail

SPAR may boast about being open seven days a week, but it is still not prepared to open up in negotiations with its angry workers

A five-month labour war in Gauteng between Spar and Spar workers organised by the South African Commercial, Catering and Allied Workers Union (SACCAWU) is threatening to become the longest labour wrangle in the new South Africa. At the heart of the often violent dispute is Spar's refusal to recognise the union

This has embroiled the franchise chain in pickets, strikes and arrests. There have also been arson incidents targeting management offices.

SACCAWU spokesman Sithembele Tshwete claimed that management, representing 220 stores throughout Gauteng, had shown no interest in holding talks with its 2 500-plus employees affiliated to SACCAWU.

Tshwete said that several attempts by the union to present recogni-

By MARTIN NTSOLENGOE

THERE was tension in a Roodepoort Regional Court this week when 10 striking Spar workers were made to appear in two different courts

Angry workers said they could not understand the sudden change.

In the morning they appeared in a district court and late in the afternoon in a regional court.

Bail in the District Court was set at R100 each, but in the Regional Court it was raised to R500

Regional Court magistrate AGA Du Toit postponed their case to January 18 for further investigations

The accused appeared shocked when bail was set down at R500. The eight men and two women looked angry and did not want to go down to the cells when ordered to by the court.

Meanwhile, friends, relatives and co-strikers went into a frenzy to raise the extra cash.

Some rushed home while others tried to contact their officials at the South African Catering Commercial and Allied Workers

Union. However, bail was only raised the following day

Their court appearance was a result of damage caused at two Spar outlets in the West Rand on Monday

They are accused of going on a rampage, assaulting a supermarket manager and causing damage costing thousands of rands at Spar outlets

A labour dispute was declared in September.

The accused are: Maxwell Nkomo, Bongani Ngema, Maria Mofhebe, Rosemary Mathwa, Thomas Mchubane, Jimmy Poo, John Tlase, Ephraim Ndlovu, Samuel Zwanaw and Joseph Mlshwa

Tshwete claimed that when workers engaged in the peaceful industrial action they became victims of management and police brutality. He said at the bottom of the dispute was management's refusal to agree to regional bargaining and recognition of SACCAWU

The union has also accused the company of discouraging union membership by harassing members

"Under the circumstances we think it would be weird to conclude different agreements with each and every store (there are 220 in Gauteng) and therefore our demand for regional bargaining seems reasonable"

Tshwete also called on Safety and Security Minister Sydney Mufamadi to look at the wisdom of police involvement in what appeared to have been a "purely labour matter"

The company says the situation at Spar outlets is different to that at other chainstores where SACCAWU has clinched national and regional recognition agreements

Spar Group Human Resources manager Leon Hoffman said while they were aware of the ongoing problems, there was little they could do as the company operated differently from other chainstores. "All the Spar outlets belong to individual retailers who simply trade under our name while at the end of the day they have a final say regarding the running of their shops," said Hoffman

He said the group's view was that the strike was not levelled at the Spar group, but at retailers and therefore he could not comment further

Decision on strikes by Friday

(52)

■ BY HELEN GRANGE

Public service unions which are strike balloting their members will be finalising their ballot counts this week and most should emerge with results by the weekend.

Early indications are that there will be overwhelming support for a strike, particularly by members of the Public Service Association, the largest of the unions.

Meanwhile, the unions are appointing representatives to sit on joint task teams with the Government to try to thrash out solutions to the dispute over wages and other working conditions.

The task teams, which agreed to the intervention of deputy presidents Thabo Mbeki and F W de Klerk in the dispute in November, are scheduled to begin work next month.

The SA Health and Public Service Workers' Union (Sahpswu) which conducted strike action in Pretoria throughout last week without the support of other unions, has suspended its strike to allow for further negotiations, union officials said on Friday.

Meanwhile, Sahpswu members employed by the South African Medical Service (SAMS) at Military Hospital and other medical units in Voortrekkerhoogte who joined the strike last week have been given notice to provide reasons in writing by tomorrow for their illegal absence. The Labour Relations Act prohibits essential service workers from engaging in strike action.

SAMS said in a statement should the employees fail to comply with the notice, they will face disciplinary steps.

Most of the public service unions support a demand for a R1'500 minimum monthly wage and a 15 percent across-the-board pay rise.

Civil servants suspend strike

(152) (152)
PRETORIA — The South African Health and Public Service Union (Sahpsu) suspended its strike at the weekend pending President Nelson Mandela's response to a memorandum

Sahpsu national organiser Mr Success Matatsane said the suspension was a move to demon-

strate the union's good faith

The union, which claims to represent 68 000 public service workers, began striking on Tuesday to press for a minimum salary of R1 500 and a 15% pay rise for public servants

Mr Matatsane said Mr Mandela had two weeks to respond to

CT 9/1/95
Sahpsu's demands

"Should he fail to react positively, we will implement the second phase of our strike which could entail taking hostages, including cabinet ministers"

Mr Matatsane said Sahpsu's members would be back at work today as a "strategic manoeuvre"

Public sector labour conflict 'inevitable'

CONFLICT between public sector workers and employers is almost inevitable this year, the Andrew Levy and Associates annual report on labour relations forecasts. -- Prospects for avoiding confrontation were minimal, it said. "It is difficult to imagine a combination of elements less propitious to workplace harmony"

This would affect strike activity in the public sector as union membership had grown considerably and wage increases over the past few years had been low

ERICA JANKOWITZ

Compounded by high expectations, the scene was set for an increased number of strikes in the public service.

The report describes old-order government officials as "edgy" about job security prospects. However, lower level employees, schooled in the Cosatu tradition of worker militancy, would resist government attempts to instil wage restraint.

To Page 2

Public sector

From Page 1

Superimposed on this was the issue of affirmative action which threatened entrenched bureaucrats while workers on the lower rungs would apply pressure for the process to be accelerated.

The report picks former homelands as being the most potentially disruptive element as many public servants there were appointed under the patronage system. Such appointees were often given "generous benefits and dubious promotions"

In addition, all public servants were constitutionally protected against retrenchment and frequently expected to improve their status under the new order.

The report also highlights state employment practices which it sees as "unimaginative (and) buttressed by restrictions on collective bargaining which are unlikely to be defensible" in the new order. In addition, new government structures were inexperienced in dealing with the state bureaucracy and its labour relations

Although Cosatu's position on industrial action in the public sector was ambivalent, the fact that the ANC-led government was elected by universal franchise put it in a better position to persuade Cosatu affiliates to moderate their demands.

Other predictions in the report were that collective bargaining would become more strained as the economy recovered. Workplace democratisation, including participative management structures, would be a part of unions' agendas. However, it was unclear whether unions would be able to control striking members or whether industrial action would again be "grassroots-driven" as was the case last year.

Government could use the National Economic, Development and Labour Council "to introduce some form of incomes policy and put moral pressure on the private sector to join in the public sector belt-tightening exercise"

lehong without electricity

Row over pay promise

HIGHER WAGES Some gardeners

earn a 'pittance' of R800 a month:

PRESIDENT Nelson Mandela yesterday promised public service gardeners higher wages after the passing of this year's Budget

Presidential spokesman Mr Joel Netshitenzhe said in Pretoria that Mandela had addressed more than 100 gardeners at his official residence, Mahlamba'ndlopfu, earlier in the day, assuring them that he knew some were earning a "pittance" of R800 a month.

Netshitenzhe was commenting on claims by leaders of the South African Health and Public Service Workers Union yesterday afternoon that Mandela had promised the gardeners a minimum monthly wage of R1 500 by March 31

Sahpswu general secretary Mr Silas Baloyi objected to Mandela "running behind our backs to talk to a section of our members instead of responding to the union"

He added: "Mr Mandela is trying to neutralise and to divide us"

Minimum wage

Sahpswu members last week went on strike for four days to press for a minimum wage of R1 500 a month and a 15 percent pay rise for public service workers.

Union leaders claimed that gardeners working at Mandela's residence had also gone on strike. This was denied by his office.

Sahpswu on Friday suspended the strike for two weeks to "the give the government the opportunity" to respond to the union's demands

According to Netshitenzhe, Mandela explained to the group that the current Budget had been inherited from the previous government

Salary adjustments

The new Budget in March, he said, would bring about salary adjustments for public servants, resulting in pay rises particularly for the lowest paid workers

Netshitenzhe said there was "no way" in which Mandela would have mentioned specific figures to the workers as he was fully briefed on the talks on public servant salaries —Sapa.

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Sowetan 12/1/95

Magistrate slams strikers for contempt of the law

JOHANNESBURG. — A magistrate has criticised the manner in which striking Spar workers, trade union members, squatters and people seeking homes were increasingly ignoring the legal process and doing what they pleased regardless of court orders

There was a strong police presence yesterday for judgment in the trial of SA Catering and Allied Workers Union shop steward Nelson Sibanda and 22 others from Parkview Spar

Magistrate J M Grobler convicted all 23 of contempt of a Rand Supreme Court interdict granted to Parkview Spar proprietor Loikas Sayias on No-

vember 10 last year declaring the strike at the supermarket illegal because the required procedure had not been followed

On November 18 last year he obtained a second interdict prohibiting the workers from harassing customers and interfering with the delivery of goods

ARC 12/11/95
The court rejected claims by the accused that they had been unaware of the first interdict, and accepted evidence given previously by attorney Gavin Smith that copies of the interdict had been distributed to workers

— Sapa

(152) (S)

3 500 indemnified police to be named

152

APR 13/1995

MICHAEL MORRIS
Political Correspondent

ALL 3 500 police indemnified last year — along with former Law and Order Minister Adriaan Vlok — against prosecution for possible apartheid-era “dirty tricks” are to be named, probably today.

The disclosure of the names follows the launch of an urgent probe ordered by Justice Minister Dullah Omar last night into why neither he nor the public were told about the indemnities.

And, in a further development today, lawyers for Shireley Gunn — whose charges against Mr Vlok in connection with the 1988 Khotso House bombing led indirectly to the disclosure of the indemnities — said they were considering “taking up” Mr Vlok’s indemnity with the Attorney-General.

“He can then look into whether the indemnity granted to Mr Vlok is valid or not,” said Essa Moosa.

In a statement reacting to the sweeping move in the dying days of the last National Party government, Mr Omar said that “as Minister of Justice, I do not recognise the validity of these indemnities.”

□ Lawyers consider

taking up Vlok’s case

Revelation of the “automatic” indemnities, granted just days before the April 27 election, has been greeted with shock in political and human rights circles and is likely to place a severe strain on relations in the government of national unity.

Former national director of Lawyers for Human Rights Brian Currin, who is chairman of an advisory committee reviewing about 800 applications for indemnity and amnesty, was shocked when told of the automatic indemnity.

He said “I know nothing about these indemnities and would question their validity. They were certainly granted in bad faith.”

Justice department officials have been instructed to prepare the list of names for publication today.

“The whole question as to how this happened without anyone being informed is being ur-

gently investigated,” ministry spokeswoman Sue de Villiers said.

Mr Omar said last night that he had “just discovered that, before the election, about 3 500 policemen — including Adriaan Vlok — submitted applications for indemnity to the Indemnities Office.”

He had been “totally unaware” of the applications.

The indemnities came to light when police commissioner Johan van der Merwe revealed that police had stopped the investigation into the involvement of Mr Vlok in the Khotso House bombing on August 31 1988 because the former Minister had been granted amnesty in terms of the interim constitution.

The now-hated investigation stemmed from charges of defaming the ends of justice and crimes injuria laid by Cape Town activist Ms Gunn, based on the sworn statements of for-

mer policemen who said Mr Vlok had congratulated them for blowing up the Khotso House headquarters of the South African Council of Churches.

General Van der Merwe said the police had, “after an instruction by the previous cabinet, suspended the investigation of all cases pertaining to offences committed with a political object before 8 October 1990.”

The individual applications were made to the Indemnities Office in March and April of last year, in terms of a Government Gazette dated April 24 1991.

This provided for “automatic indemnity” on application.

Mr Vlok has refused to comment and General Van der Merwe, who on Tuesday announced his retirement from the end of March, said he would discuss the matter with Safety and Security Minister Sydney Mufamadi.

General Van der Merwe said that in terms of the interim constitution amnesty would be granted once it had been established that an act or offence had been committed with political objectives.

Health staff protest

By Charity Bhengu (98) (152) and Social Welfare have cut the Government subsidy to the home "

HEALTH workers of the Witwatersrand Old Age Home in Parktown yesterday marched on the offices of the Minister of Health and Social Welfare after being locked out by their employers *Sowetan*

Sixty-eight workers said they had been locked out since December 12 after demanding a 20 percent annual wage increase

Home spokeswoman Matron AS Burger said the demands were "unrealistic"

She added: "The Department of Health

The Federation of Municipal Health and Allied Workers Union, which represents the employees, said they had inquired with the Department of Health and Social Welfare about the subsidy cut to the home 13/1/95

Their legal adviser, Miss Prudence Maripane, said "Gauteng minister of health and welfare Mr Amos Masondo said the idea was proposed but never implemented."

Strike hits East Cape hospital

UMTATA — Services at Holy Cross Hospital near Flagstaff in the Eastern Cape came to a virtual standstill when medical staff and workers went on strike over a critical lack of medicines and doctors

Patients had to prepare their own food and make their own beds

Among those striking were the two doctors manning the 500-bed hospital, nursing and clerical staff as well as general labourers.

Their grievances were brought to the attention of the province's health department last year, but no response was received, said a spokesman for the strikers

A health department spokesman in Bisho confirmed that officials would visit the hospital today to assess the situation — Sapa

1995 JAN 17 11 52 AM



Racist row . . . police remove signs posted on the gates of Orlando police station after black officers mutinied briefly yesterday.

PICTURE GARY BERNARD

Jan 17/1995 (152)

Officers transferred after mutiny

Two white officers have been transferred from the Orlando Police Station — scene of a mutiny by black policemen yesterday — to other posts.

The transfers were an "interim measure", ahead of an inquiry into the grievances of policemen who staged the work stoppage, said Soweto police liaison officer Colonel Herman Oosthuizen today

The inquiry will be headed by the Soweto district commissioner of police, Brigadier Chris Earle, and will complete its report by January 25

The mutiny was called off after negotiations between mutineers, Earle and a representa-

tive from Gauteng safety and security, Stephen Nkutha.

Police said yesterday that disciplinary steps might also be taken against the policemen who staged the mutiny

The protest was launched by policemen who claimed a senior white officer called a black colleague a "kaffir"

A *crimen injuria* case is being investigated against the policeman

Yesterday morning, more than 100 black policemen and women locked their white counterparts out of the station, accusing them of racism and demanding their immediate transfer

As a result of the mutiny, pris-

oners awaiting trial at Orlando police station were not served their meals.

The nearby magistrate's court was brought to a standstill when police refused to take the necessary dockets to court

Most of the mutineers belong to the SA Police Union and Police and Prisons Civil Rights Union

Others are non-aligned.

A spokesman for the mutineers, Constable Reuben Manganyi, said white officers also enjoyed the privilege of working only during the day, whereas "we work all the shifts"

— Staff Reporters

Strike threat 'not dropped'

PRETORIA — The Public Servants' Association (PSA) denied reports yesterday it had abandoned its strike threat, saying the final results of a ballot were not yet known.

PSA chief Mr Casper van Rensburg said new pay talks would be given a chance before strikes were held.

Recent reports said less than half the PSA's 100 000 members had taken part in the ballot,

meaning the union could not strike legally. Labour laws say the union can declare a legal strike only if 100% of members in non-essential services vote in a strike ballot.

He said the ballot results would be known next week.

Most public service unions are demanding a minimum monthly wage of R1 500 and a 15% pay rise — Sapa



Employers forecast less strike action this year

STRIKE activity is expected to decline in 1995, according to a survey published by management consultants FSA-Contact.

Survey co-ordinator Harriet Webster said the high level of publicity surrounding last year's strikes hid the fact that many SA companies experienced industrial peace in 1994.

According to the FSA-Contact survey, 64% of participating companies were not affected by strike action and 83% predicted no industrial action in their organisations this year.

About a third of the 36% of partici-

ERICA JANKOWITZ

pating companies rocked by strikes said they were triggered by wage disputes

"A common trend was that the unions' original demands were substantially higher than managements' counter-proposals and the final settlements reached," Webster said

According to Webster, union demands varied between 15% and 25%. Management counter-proposals averaged about 7%. (152)

Last year's settlement levels

ranged from 5,6% to 11,5% and a number of agreements included housing allowances and productivity and attendance incentives

Non-wage issues raised at negotiations included child-care facilities, training and development programmes, retirement benefits, training for retrenched employees, central bargaining and affirmative action

Webster said of the companies which predicted strike action this year most felt inflated expectations would disrupt negotiations

BD 18/1/95

Stabreweries of KZ, Jm over eight years Helen Surtees, who was employed by SAB, also admitted to illegally buying foreign currency and sending it out the country

Telkom services

ABOUT 2 800 of Telkom's Witwatersrand clients had been affected by either the theft of telecommunications cables or cables getting wet because of rain

It said in the Blawitch Park and Daggafontein Industrial areas, service to about 500 clients had been disrupted by attempted theft of a cable In Robertsham, service to about 600 clients had been affected by a stolen cable about 1 000 Grasmere clients and 600 in Mayfair were without a service after cables got wet Repairs were under way

REPORTS Business Day Reporter Sapa-Reuters

Hirovict of the Cahora Bassa (HCB) — had kept the operation in good condition during the war

He said HCB would coordinate contracts for clearing the landmines in the ground under the transmission line and for rebuilding the line itself

Science organisation to be revamped

THE Science and Technology Initiative is to be restructured into a more representative National Science and Technology Forum, a spokesman for the Arts, Culture, Science and Technology Minister said yesterday

The forum would facilitate liaison between the ministry and the science community, he said

The ministry has invited applications for membership to the restructured organisation Applications would be accepted until February 10 Criteria laid down for membership to the new organisation by the minis-

SELLO MOTLHABAKWE

try include adequate inclusivity, effectiveness, material interest and balance of influence Positions for significant science and technology players have been prepared

The ministry said it would widely advertise the transformation of the technical forum in view of its importance to the business community

Advertisements calling attention to the transformation and vacancies within the organisation would be run in the national media

Spar strikers plan to intensify action

THE two-month Spar strike was far from over and action, including a consumer boycott, would intensify, SA Commercial, Catering and Allied Workers' Union (Saccawu) assistant general secretary Herbert Mkhize said yesterday

The strike, triggered by Saccawu's demand for regional bargaining, had affected 220 stores in the Gauteng region with the dismissal of all 2 500 participants, he said

A Spar spokesman disputed this, saying that at a guess 75 stores had been affected, with some workers only recently joining the strike

As a total of 48 interdicts had been applied for, he estimated about 1 200 workers had been dismissed, as the strike had been declared unprocedural in court action.

ERICA JANKOWITZ

Mkhize said although full details of the new phase of industrial action could not be released, a consumer boycott of all Spar outlets, and the extension of the strike to other areas, were on the cards

He argued that contrary to Spar claims, the group had a central body which established a code of practice and at which minimum employment standards could be set and policy-related matters such as affirmative action discussed

A minority of store owners had indicated their willingness to bargain centrally and Saccawu had asked them to persuade others to follow suit, he said

The Spar spokesman reiterated the

Court tackles long delays

ERICA JANKOWITZ

THE Industrial Court had reached its optimal three-month lag between close of pleadings for unfair labour practice applications and being allocated a court date, Industrial Court president Adolph Landman said yesterday

In the recent past, parties had waited up to 18 months for a court date due to large workloads and staff shortages This was rectified by the opening of new courts and the appointment of more presiding officers and administrative staff

Landman said the court would not attempt to reduce the delay periods as parties required a reasonable period in which to prepare their arguments Parties whose pleadings closed on January 16 were allocated court time on April 18

At the end of November, 5 156 cases were pending at the four Industrial Courts with Pretoria accounting for 3 154 Almost 1 000 applications were received in November

Landman said advocate Sarel van Zyl had been appointed senior member in charge of the Kwazulu/Natal Industrial Court He replaced Myles Freeman, the who moved to the Industrial Court in Cape Town

Rubber bullets at Spar strike

JOHANNESBURG —
Police yesterday fired
teargas canisters, bird-
shot and rubber bullets
at striking Spar workers
in Hillbrow and arrested
at least one person dur-
ing the confrontation

A police spokesman
said police reacted after
being stoned. (152)

The strikers' two-
month-long protest start-
ed when the SA Com-
mercial, Catering and
Allied Workers' Union
demanded regional bar-
gaining CT 20/1/95

Since then 220 stores
in Gauteng have been af-
fected and 2 500 strikers
dismissed — Sapa

Sit-in over SDUs

152 231
Soweto
23/11/95

By Sibusiso Mabaso

ABOUT 200 Doornkop squatter camp residents in Soweto yesterday staged a sit-in at the local police station after three of their block meetings were disrupted

Residents took to the street demanding the arrest of notorious members of the Self-Defence Unit in the area.

They decided to stage a sit-in at the police station to register their protest.

They were also "sick and tired of being assaulted, intimidated and victimised by members of the SDU", they said

Residents said trouble started when about 20 heavily armed members of the SDU disrupted several block meetings arranged by the ANC and the civic organisation to discuss problems including community policing

ANC branch chairman Mr Boysen Mashego said residents had laid a number of criminal charges against certain members of the SDUs but nothing had been done

Duty officer Captain Tinus Swart, who spoke to representatives of the ANC and civic, promised residents that he would investigate their grievances and charges would be laid against the perpetrators of violence in the area.

1994 strike action 'no worse'

JOHANNESBURG — Contrary to public perception, only slightly more workdays were lost through strike action last year than in 1993, and the rate was in line with that of recent years.

ET 23/1/95
This is the finding of a strike survey conducted by Andrew Levey and Associates (ALA)

ALA found that 3,9 million workdays were lost during 1994

compared to 3,6m during 1993, 4,2m in 1992 and 3,8m in 1991

Last year, disputes over wages accounted for 65,3% of all strikes, followed by grievances — 19,8%, dismissal/discipline — 10,6%, recognition — 2,9%, other — 1,3% and retrenchment — 0,1% (152)

The top two strikes in terms of workdays lost were the 27-day motor and 22-day Pick 'n Pay strikes

"Amid the media attention on the Pick 'n Pay and auto strikes, every other strike was suddenly given media prominence (and) this resulted in a general mass hysteria," says the report

Most strikes occurred in Gauteng 64%, followed by the Eastern Cape 11%, kwaZulu/Natal 10%, countrywide strikes nine percent and the Western Cape six percent — Sapa

Queues as taxi strike continues

Police reported long queues of commuters waiting to get to work from Soweto this morning in the wake of yesterday's decision by the Soweto Taxi Services (STS) to go out on strike.

Many passengers were left stranded yesterday

"There has been no violence today but police are on standby," said SAPS spokesman Colonel Joseph Ngobeni

There was chaos yesterday when commuters were left standing along the Old Potchefstroom Road between Chiawelo and Protea as STS drivers voted to strike until the taxi violence, which has claimed at least 65 lives, has been stopped.

The STS accused police of doing nothing to halt the killing of taxi owners.

It warned yesterday that an all-out taxi war was imminent, accusing the rival Soweto Taxi Association (STA) of commanding ranks and mounting roadblocks to take passengers from STS taxis.

"We were forcibly removed from taxis going into Johannesburg and our driver was beaten up and money taken from him," said a Soweto woman.

An STS spokesman said STA drivers had attacked STS offices in Chiawelo, but police prevented a bloody confrontation.

He said STA drivers, mainly hostel dwellers, had been blocking roads, forcing passengers out of STS taxis and robbing drivers of their takings.

While he was speaking, gunshots were heard in the background and he claimed an STS member had been shot.

STS members said the problem had been reported to police and the Gauteng department of safety and security.

"It looks as if the police and Jessie Duarte (MEC for safety and security) will give this problem priority only when there is bloodshed," said an STS driver.

Some accused police of taking bribes from the STA to destroy police dockets.

No comment was available from the STA. — Sapa.

Star 24/1/95

red Gauteng private schools listed

Cosatu backs Spar workers

152

sowetan 24/1/95

■ COMMUNITY SUPPORT

Unions negotiating for boycott:

By Mzimasi Ngudle and Sapa

THE CONGRESS of South African Trade Unions has come out strongly in support of Spar workers in their eleven-week old strike over a demand for a central bargaining forum

In a statement yesterday, Cosatu supported the call for the boycott of Spar stores, adding that the dispute was no longer one between Spar stores and members of the South African Commercial, Catering and Allied Workers Union

"It has reached the stage where the

entire community must take a stand and support demands for trade union rights," the statement said

Saccawu spokesman Mr Herbert Mkhize said consultation with the South African National Civics Organisation was under way for a nationwide consumer boycott

The Spar workers went on strike at about 220 stores in Gauteng in November demanding the establishment of a centralised bargaining committee Mkhize said over 2 500 workers were dismissed during the strike

Meanwhile, the South African Health and Public Service Workers' Union yesterday threatened to resume its strike if wage talks failed

● Talks with the Public Service Bargaining Chamber will be held in Durban on January 30 Sapswu spokesman Mr Themba Ncalo warned that if there was still a deadlock by February 10, the union would go on strike. Sapswu suspended its strike early this month to "give the Government an opportunity to respond" to its demands of a monthly minimum wage of R1 500 and 15 percent increase in salaries

● About 1 000 Police and Prisons Civil Rights Union members marched on the Gauteng legislature yesterday as part of a nationwide campaign to bring about change in the South African police and correctional services departments The march was one of 13 planned by the union yesterday.

The marches are the first part of a campaign that will include a go-slow, sit-ins and a possible strike, Popcru Witwatersrand regional chairman Monwabisi Moto said

Workers on strike over 'witch-hunt'

ROGER FRIEDMAN, Labour Reporter

FOOD and Allied Workers Union (Fawu) members employed by the Simba group are on strike because they say the company refused to reinstate workers dismissed after an alleged undercover witch-hunt. (152)

The company also refused to accede to the union's demand that they "remove" the risk control manager, who apparently ordered the witch-hunt, the union said yesterday. ARGT 24/1/95

According to Simba, the surveillance operation was a success and a theft ring, which included sub-contracted security staff, was smashed

Regional director Ray Priestly said today that the strike — which started yesterday — was being viewed as "unprocedural".

The company was concerned that last week's strike ballot was rigged.

The union had refused to make its strike ballot register available for scrutiny.

"We have offered mediation and are waiting for the union's response," he said.

Mr Priestly said the company had offered to go into arbitration last week but the union had refused.

Firing the risk control manager would constitute an unfair labour practice.

According to Fawu, two of its members were dismissed on the balance of probabilities.

Workers did not condone theft but resented the "clandestine methods of surveillance" employed by Simba.

Health union
~~(S)~~ ~~(S)~~
workers halt
(S2)
wages strike
APG 24/1/95
Political Staff

A STRIKE by the SA Health and Public Service Workers Union (Sahpswu) workers has been called off after the government reopened salary negotiations

The union, which claims a membership of 68 000, had planned to resume the strike yesterday after suspending it earlier this month to give the government time to reconsider.

Sahpswu publicity secretary Themba Ncalo said the strike was suspended to give the new wage negotiations a chance, but said that if the scheduled meetings failed to reach agreement the union would strike on February 11

Wage talks are scheduled from January 31 to February 10 in Durban. Sahpswu is demanding a minimum R1 500 a month and a 15 percent increase

Earlier this month Sahpswu went on a four-day strike which led to clashes with police

Police (152) (152)
warders
CT 24/11/95
in racism
protest

HUNDREDS of policemen and prison warders marched to Parliament yesterday to express dissatisfaction over "entrenched racism" in the departments of Safety and Security and Correctional Services

The march by Police and Prisons Civil Rights Union members was part of a nationwide campaign to highlight grievances over the slow pace of political transformation in the two departments

Popcru national president Mr Enoch Nelani said his organisation was dissatisfied with the inaccessibility and ineffectiveness of Correctional Services Minister Mr Siphon Mzimela.

The protesters chanted and sang under banners which read, "It's still the old government's prison service" and refused to leave until the chairmen of the select committees on Safety and Security and Correctional Services, Mr Linda Mti and Mr Carl Niehaus, accepted their memorandum.

The memorandum noted that "apart from the national minister and some advisers, the majority of the management and command structure of the SAPS remains unchanged, old methods are still employed"



ON THE MARCH . . . Hundreds of uniformed policemen and women and prison warders marched to Parliament yesterday as part of a Popcru campaign to express dissatisfaction with the slow pace of reform in the police and prison services

Picture BENNY GOOL

Soweto taxi strike cripples commuters

About 500 drivers who belong to the Soweto Taxi Services (STS) continued their strike today, inconveniencing many Soweto commuters.

Yesterday police reported that vehicles were stoned at Midway Station in Soweto. Police spokesman Colonel Joseph Ngobeni said it was quiet in Soweto today.

Commuters have been hard hit by the strike which began on

Monday. Many have had to wait in long queues to get to and from Johannesburg in taxis still operating.

An STS spokesman said the strike, called in protest against taxi violence and conflicts with the rival Soweto Taxi Association, would continue until the Gauteng government's transport department addressed their grievances.

A forum established yesterday

to devise a way to end the taxi route dispute is due to meet today. It was initiated by the Southern African Black Taxi Association (Sabta).

Sabta conflict resolution manager Knox Matjila said rival taxi associations were not in the forum. They would be consulted after a programme to end the dispute had been drafted — Staff Reporter

(152)

57

152

show 25/1/99

Nine Wits workers dismissed

Nine protesting workers who held the Wits University administration registrar and its buyer hostage for 10 hours last year have been dismissed.

Wits said yesterday that the workers had been dismissed on Friday after mediation which included Wits administration, the National Education, Health and Allied Workers' Union and the SA Students' Congress failed.

Thirty other workers received sentences of suspended dismissals covering varying periods, or suspensions without pay, while some students were still to face disciplinary action.

The hostage drama was among the first of several incidents on the Johannesburg campus last year which heightened divisions at the university.

During the siege, registrar Bruce Dickson and university buyer Keith Hobson were held hostage by toyi-toying Nehawu and Sasco members after a disagreement about a disciplinary hearing for two cafeteria staff members who were caught slipping free food to students. — Staff Reporter.

Spar workers' boycott call backed

STAR 25/1/95 (152)

■ BY JUSTICE MALALA

The two-month-long dispute between 2 500 striking workers and Gauteng Spar supermarket owners is set to intensify after several organisations yesterday backed a call for a boycott of the stores

SA Commercial, Catering and Allied Workers' Union (Saccawu) publicity secretary Sithembale Tshwete said the union's call for a boycott of the 220 Spar stores in Gauteng had been endorsed by the ANC, PAC, Azapo and Cosatu

He said the SA National Civic Organisation had also backed the call

Tshwete said the deci-

sion to involve communities in the dispute came after Spar management had decided to "disregard" union pleas for a resolution of the problems

The workers embarked on the strike on November 9 after talks failed to bring about agreement

Saccawu is demanding a central bargaining forum for all problems related to Spar stores, including wages and alleged harassment of its members by supermarket owners.

But Spar central distributions spokesman Leon Hoffman said yesterday a forum of such a nature could not be established as all the Spar stores

were individually owned and were merely serviced by the Spar group.

He said the owners were totally independent and could therefore even buy their stock from other distributors and not the Spar group

"Therefore, one is dealing with different legal entities here. We cannot force the owners into a central bargaining forum because we do not have the power to do so and, as independent owners, they can negotiate such matters themselves," Hoffman said

Tshwete said the union yesterday met several Spar store owners who had decided to negotiate with the union

"The owners we met had no problems with the idea of central bargaining as they had been for it all along.

"Unfortunately these are the black store owners, who represent only a small percentage of the Spar store owners"

Endorsing the boycott call, Cosatu said the dispute was now no longer one between Spar and its workers.

"It has reached the stage where the entire community has no choice but to take a stand whether to support the demands of Spar workers for effective trade union rights or not," it said

Govt to act in
Spar dispute
BO 26/11/95

ERICA JANKOWITZ

THE Labour Department was expected to set up a meeting between Spar management and the SA Commercial, Catering and Allied Workers' Union (Saccawu) tomorrow, union spokesman Sithembele Tshwete said yesterday.

He said Saccawu representatives met Labour Department officials earlier this week to propose mediation to end the 10-week strike over regional bargaining. Ministry officials had agreed in principle to the proposal and said it would approach management on mediation.

Hundreds of workers have lost their jobs after striking illegally on November 9 at scores of Spar outlets in Gauteng. Incidents of police violence, intimidation and vandalism have been reported.

Spar management was not available for comment yesterday, but its stand had been to resist central bargaining because of its franchise arrangement.

Gas workers acquitted of contempt of court

LENORE OLIVER
Staff Reporter

(152)

ARG 26/1/95

procedures by reading out the contents of the order.

FIFTY Cape Gas workers who allegedly defied a Supreme Court interdict barring them from entering company premises following strike action last July, have been acquitted on contempt of court charges

Mr Bagley said one of the shop stewards had acted as an interpreter and as far as he (Mr Bagley) was concerned the workers seemed to understand

They were acquitted yesterday by Cape Town magistrate K Scheepers who said the state had not proved all the workers had understood the contents of the interdict

Asked by the workers' counsel, Ursula Bulbring, whether he was sure the workers understood Mr Bagley replied that he could not say whether the translation was correct because his knowledge of Xhosa was limited

This was due to the absence of an official translator to explain the terms of the interdict to workers at the time the order was issued

"It was explained to the workers that they would be in contempt of court if they did not obey the court order," he said

The court heard a Chemical Workers Industrial Union official at Cape Gas had acted as an interpreter when deputy Supreme Court deputy sheriff Gordon Bagley had read out the order to workers.

He said the order had stipulated the use of a loudhailer in the presentation of the interdict to the workers, but as workers had been in an enclosed space, "to have used a loud hailer would have caused chaos"

Mrs Scheepers said it had been the sheriff's duty to ensure an official translator would be available to present the interdict

Copies of the court order had been put up on Cape Gas gates and the workers had been told copies were available for their perusal, Mr Bagley said

Yesterday Mr Bagley told the court he had followed the

Cape Gas

workers acquired

CT 26/11/95

(152)

Staff Reporter

FIFTY Cape Gas workers were acquitted yesterday after a city magistrate said an official interpreter should have accompanied the sheriff who delivered the interdict to ensure the men understood it.

The 50 men were charged with trespassing on Cape Gas property in Woodstock last year during strike action.

In evidence yesterday Supreme Court deputy sheriff Mr Gordon Bageley told the court he had used one of the union members as an interpreter when serving the interdict.

Magistrate Mrs. K Scheepers said the person delivering the interdict had to have an official translator present to ensure that the people being served understood what was going on.

36 striking police officers suspended

152
STAR 27/1/95

■ SOWETO BUREAU

Thirty-six police officers who went on strike at Soweto's Orlando Police Station for the second time in two weeks yesterday have been suspended with immediate effect.

Yesterday's revolt began when five police officers, temporarily transferred two weeks ago amid allegations of racism and bias, were reinstated. They include station commander Colonel Gert Louw.

Soweto police spokesman Colonel Joseph Ngobeni said the five were reinstated on the order of the local district commissioner, Brigadier Chris Earle, who had found that the allegations against them were untrue.

By late yesterday, the 36 officers had not yet been served with letters of their suspension.

A Star team visiting the police station found at least 300 mutineers in a meeting.

A spokesman for the mutineers, Constable Reuben Munyangane, described the reinstatement as an "ugly decision that will lead to a confrontation. We won't accept this decision. None of our members was involved in the so-called investigation into our grievances."

Ngobeni said that according to Earle's office, only 50 officers had taken part in yesterday's mutiny. However, he could not say why only 36 had been suspended. He could also not identify those who had been sus-

pending.

Ngobeni undertook to see to it that things returned to normal at the police station.

Munyangane was sceptical: "We won't leave this matter lying down. We are meeting with the national leadership of our union, Popcru (Police and Prisons Civil Rights Union), on the way forward."

Sapa quoted another of the strikers' spokesmen, Constable Strike Ngubane, as saying the strike would continue until Gauteng's MEC for Safety and Security Jessie Duarte removed the officers accused of racism and bias from the police station.

At the time of going to press, the striking policemen were still in a meeting inside the Orlando Police Station.

Workers occupy

parliament

(S2)

ARG: 27/1/95

Nehawu sit-in at

Speaker's office

CLIVE SAWYER
Political Correspondent

MORE than 100 parliamentary workers sat-in in the national assembly chamber and the Speaker's office in parliament today, demanding the removal from his post of the secretary to parliament, Robin Douglas.

They also wanted a meeting with Speaker Frene Ginwala, who was not in her office at the time, and the removal of several other officials.

The workers, members of the National Health and Allied Workers Union (Nehawu), said they were angry over staff grievances

After waiting more than an hour in the assembly, workers decided to hand a memorandum to the office of parliament's other presiding officer, president of the Senate, Kobie Coetsee

Mr Coetsee told workers he would support a bilateral meeting between the presiding officers (himself and Dr Ginwala) and the union.

He said a meeting would be held next week to form an umbrella negotiating forum about staff conditions.

Efforts were being made to improve the status of parliamentary staff, he said.

Workers decided to take the step after union leadership reported Dr Ginwala was "preparing a response" to today's protest.

This was not in line with their demand for her to arrange a meeting about grievances, they said

The workers demanded the removal from their jobs of Mr Douglas, his deputy, Chris Lucas, and administration head Eon du Toit

Workers involved in the protest included service officers, cleaners, Hansard, catering, administration and finance staff.

The demonstration was peaceful and parliamentary police did not intervene.

Nehawu parliamentary branch spokesman Mtutu Masiza said trouble had been brewing for some time.

Many of the staff had joined after the election last year, to be shocked by poor working conditions and long hours

Advertisements had been placed to recruit new staff without making allowance for consultation with the union, or giving serving staff the chance to apply for the advertised posts.

The union wanted their grievances settled as soon as possible.

In a letter to the Speaker, Nehawu said the way the parliamentary secretariat was dealing with their grievances was "irresponsible and nonchalant"

In its letter, the union gave the Speaker a deadline of 12 30pm today to arrange the meeting it had requested

Mr Masiza said the union had asked for the secretary and two other top officials to be removed because they were obstacles to the transformation of parliament

4 years for brutal attack on foreman

LENORE OLIVER
Staff Reporter

(152) ARG 27/11/95
A CONSTRUCTION worker has been jailed for four years for "brutally" assaulting and permanently injuring a building site foreman during strike action

In the Cape Town Regional Court yesterday Nkosinathi Kutani, 31, of Site C, Khayelitsha, was found guilty of assault with the intent to do grievous bodily harm

He had pleaded not guilty

Kutani, a Stocks and Stocks employee, was among a group of building workers who, in the course of an illegal strike last

August, marched from site to site trying to gain support

At Cape Town harbour, Auto Atlantic site foreman Kevin Steenkamp, 42, tripped when he ran away from concrete blocks hurled by the strikers, and fell as he was surrounded by a group who beat him with iron bars

Mr Steenkamp had multiple bruises and abrasions on the lower back, right leg and forehead, and severe fracture and dislocation of his right ankle

He is still using crutches and will never be able to work again

Prosecutor Ray Frayne said behaviour such as the attack on

Mr Steenkamp was happening all over the country and the community was being intimidated

Magistrate J M Lemmer said the attack had been a brutal assault on a defenceless man

"This type of incident is getting out hand in this country and the community demands that something be done and that the accused be given an appropriate sentence," Mr Lemmer said

He emphasised Mr Steenkamp's injuries and the fact that he would never be able to work again

Kutani was defended by M W Mangului

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Regional judges 'should join Constitutional Court'

BD 27/1/95

CAPE TOWN — The Constitutional Court should expand to include judges from the provinces when adjudicating on conflicts between central and regional governments, the Inkatha Freedom Party has recommended.

In keeping with the party's drive to boost regional powers and autonomy in the new constitution, it said in a submission to the Constitutional Assembly's theme committee on relations between levels of government that each provincial legislature should elect judges from its own region to sit on the Constitutional Court.

Provinces should be able to influence "by means of their own judicial system" how the Constitutional Court interpreted the constitutional provisions which defined their autonomy, according to the submission.

"When assessing the compatibility of national legislation with provincial constitutions, the Constitutional

ADRIAN HADLAND

Court should be bound by the interpretation of the provincial constitution adopted in the provincial court system"

Each of the parties tabled submissions yesterday outlining their broad principles on the distribution of powers and functions at central, regional and local government level

The ANC said in its submission the division of power between the different levels of government should not be allowed to interfere with national unity. Additional factors concerning the future shape of provincial and local government systems included the "undeniable need for redistribution", the deracialisation of SA and the need to discourage political mobilisation on the basis of race, ethnicity or language.

For the Freedom Front, the recognition of traditional leaders' legitimacy and the realisation of "accept-

able forms of self-determination for those Afrikaners who have mandated us", were areas of particular interest.

The NP reiterated its position on autonomous powers for each level of government, the adoption of provincial constitutions and flexibility towards allowing provinces to develop their own, typical characters.

The DP also argued for the strengthening of the provincial system, including the allocation of more powers, together with the maximisation of openness and accountability at all levels

The parties will begin to debate these principles in the theme committee next week.

Sapa reports Provincial Government Commission chairman Thozamile Botha told a Pretoria news briefing it was not clear how members of the Senate represented the provinces in Parliament. This was a "deficiency" in the interim constitution which would have to be rectified

Policemen suspended

THIRTY-six policemen at Soweto's Orlando police station who participated in a strike were suspended yesterday with immediate effect on the orders of district commissioner Brig Chris Earl (152) (152)

This followed the conclusion of investigations into a strike by 50 policemen at the station earlier this month to protest against five officers accused of racism. Earl said the investigation had shown the accusations were false.

Soweto police spokesman Lt-Col Joseph Ngoben said the suspensions would remain in effect pending a decision by the Gauteng regional commissioner. The five officers, who were earlier temporarily transferred, would be reinstated.

He said 50 policemen at Orlando protested against the decision and stopped working yesterday. They called for the removal of the officers. — Sapa.

Govt to urge public servants to retire early

BD 27/1/95

DREW FORREST

PUBLIC servants will be asked to take voluntary retirement at the age of 50 in provinces such as Northern Transvaal and Eastern Cape, where the homeland system has left a legacy of massive overstaffing.

Provincial Government Commission chairman and Eastern Cape director-general Thozamile Botha said this after a news conference in Pretoria yesterday.

He said the Public Service Commission had recommended voluntary early retirement as the first step in tackling the duplication of services in provinces such as Northern Transvaal, which had to amalgamate the administrations of the old TPA, Lebowa, Venda and Gazankulu while being constitutionally barred from retrenching.

It is understood that Northern Transvaal has more than 30 directors-general.

Botha said the experience of his commission, which has been helping regional governments manage transition, was that provinces with a homeland legacy faced the gravest difficulties. "They are dealing with a whole bunch of laws which need to be rationalised and administrations which need to be integrated. Each territory had developed its own civil service culture and administrative centre."

Botha said that by April, departmental requirements would be mapped out and the absorption of homeland public servants would begin. Staff would be transferred across departments and regions.

This would still leave "staff additional to establishment posts", Botha conceded. "The process will have to be carefully managed — we cannot just throw people on to the streets. Serious discussions with trade unions will be needed."

Public Service Minister Zola Skweyiya has said retrenchment packages would be offered in a targeted way, to avert a skills exodus from the public service.

At the news conference, Botha released a document identifying key constitutional issues relating to provincial and local government. These would be investigated by his commission, a body set up to advise the Constitutional Assembly.

Questions to be scrutinised include the powers of the provinces, the nature of provincial constitutions, the electoral system at provincial level, the fiscal and financial powers of the provinces and the constitutional place of traditional authorities.

Striker jailed for crippling assault

CT 27/1/95

(152)

Staff Reporter

A BUILDING worker who assaulted a foreman during an illegal strike — causing injuries that will prevent the foreman from ever walking normally again — was sentenced to four years' imprisonment yesterday.

Nkosinathi Kutani, 31, of Site C, Khayelitsha, was part of an illegal building workers' strike in August last year. The striking workers marched to the harbour and attempted to force building workers at Auto Atlantic to join them.

When they refused, the strikers threw chunks of concrete and bricks at workers on site.

The workers fled, but foreman Mr Keith Steenkamp, 42, tripped and fell. A group of workers surrounded him and hit him with iron bars.

He suffered a severe fracture and dislocation of his right ankle, as well as multiple bruises and abrasions. Kutani was the only one of the attackers who could be identified.

Prosecutor Mr R Frayne said Mr Steenkamp would never be able to walk properly again, and five months after the incident he was still using crutches.

In aggravation of sentencing, prosecutor Mr R Frayne told the court incidents like this were happening all over the country.

"People from the community are being intimidated by people who tried to force them to do what they want them to do when the people want to work."

Before sentencing him to four years' imprisonment, magistrate Mr J M Lemmer said it had been a brutal assault on a defenceless man.

He said these types of incidents were "getting out of hand", and the community demanded that something be done about them. The only appropriate sentence, he said, would be direct imprisonment.

Mr MW Mangului appeared for the defence.

Policemen (IS2) renew strike at 'racism'

JOHANNESBURG —
More than 300 policemen at Soweto's Orlando police station went on strike yesterday for the second time in two weeks to demand the removal of five officers they have accused of racism. CT 27/1/95

Strikers' spokesman Constable Strike Ngu-bane said they had decided to resume the stayaway when the five officers returned to the station after being chased away last week.

He said the strike would continue until Gauteng's minister for safety and security removed the officers from the station.

SA Police Services spokesman Brigadier Chris Earl said an investigation last week showed the claims of racism to have been false.

Action would be taken against the strikers. — Sapa

Staff slammed over sit-in in Parliament

(152) 
ESTHER WAUGH
POLITICAL CORRESPONDENT

SPAN 28/1/95

CAPE TOWN — National Education, Health and Allied Workers' Union members, who yesterday occupied the National Assembly chamber and the Speaker's office, owed her an apology, Assembly Speaker Frene Ginwala said.

Parliamentary staff belonging to NEHAWU began their sit-in yesterday, demanding to hand over a memorandum to Ginwala.

While shop stewards waited for a response in Ginwala's office, about 300 workers debated their grievances in the National Assembly chamber.

NEHAWU members demanded a meeting with Ginwala to discuss their grievances. The union demanded to be part of staff recruitment programmes.

The sit-in was disbanded after the workers marched along the National Assembly's corridors to

the Senate, where they handed the memorandum to Senate president Kobie Coetsee.

NEHAWU turned down his proposal that a delegation could meet him in his office, and the meeting then took place in the corridor outside.

After the memorandum was read to him, Coetsee said the Senate had approved that future staff vacancies would be brought to the notice of existing personnel to allow them to compete for the jobs if they wanted to do so.

In a statement, Ginwala said "I am owed an apology from the staff concerned for occupying my office, or from the NEHAWU shop stewards on their behalf. I would also like it understood that this type of conduct is unacceptable and that labour relations cannot be conducted in this manner."

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STAN 28/1/96
Warders' sit-in goes on

REPRESENTATIVES of the Police and Prisons Civil Rights Union and the commanding officer of Leeuwkop Prison, north of Johannesburg, were in talks yesterday to try to end a sit-in by prison warders which had entered its third day. Correctional Services spokesman Lieutenant Rudi Potgieter said the dispute was about promotions. He could not elaborate. He added that 98 warders were involved — Sapa (28/1/96)

Internal Stability Division restores order

Mutineer dies in police station pandemonium

Jan 28 11 45 AM '95

ABBEY MAKKE

A MUTINY by black policemen and women at the Orlando Police Station in Soweto was brought to an abrupt end yesterday by a large contingent of Internal Stability Division and Dog Unit members who opened fire on the mutineers, killing one and wounding several others.

The dead officer has been identified as Warrant-Officer Jabhlam Xaba (35). He was shot dead after he and more than 100 colleagues, under immense pressure from the policemen called in to end the revolt, had raised their hands in the air, shouting "We are not fighting". The incident was witnessed by WeekendStar.

But Soweto police spokesman Lieutenant-Colonel Joseph Ngobeni said Xaba was killed when a clash erupted as officers attempted to arrest the mutineers. A member of the Dog Unit was wounded in the shoot-out.

The mutinous policemen — many of them suspended on Thursday after they went on strike when white colleagues were cleared of allegations of racism — had gathered at the Orlando station earlier yesterday and barricaded their selves behind the station's gates.

The riot policemen entered the compound in crowd-combat style, pointing rifles. Two stun grenades exploded in

rapid succession and a number of shots were fired.

Pandemonium broke out when irate members of the Orlando community gathered at the police station and tried to pelt the mostly white members of the ISD with stones. The ISD responded by firing teargas.

Trouble at the police station began last week after black policemen went on strike in protest against perceived racism. The station commander, Colonel Gert Louw, and four of his colleagues were temporarily moved to another station. When they returned on Thursday, the mutiny began afresh.

Police spokesman Ngobeni said the five were reinstated after an internal police investigation had found the allegations against Louw and the four others to be "absolutely untrue".

Violence threatened to erupt once again when members of the community attacked black policemen who had aided white officers while the mutiny was being crushed.

The volatile situation was brought under control when Gauteng Safety and Security MEC Tsepo Duarte arrived at the station shortly before midday to hold impromptu crisis talks with Soweto's top policemen, including spokesman Colonel

PTD.



STAND-OFF: A police officer confronts mutinous policemen at Orlando Police Station before yesterday's shooting. A WeekendStar reporter witnessed the mutineers raising their hands and shouting "We are not fighting!" before the riot police opened fire. PHOTOGRAPH BY TILMON

Sit-in: Speaker demands apology

CLIVE SAWYER
Political Correspondent

SPEAKER of the national assembly Frene Ginwala has demanded an apology from parliamentary workers who occupied her office.

The workers, members of the National Education Health and Allied Workers Union (Nehawu) yesterday occupied the Speaker's office and the chamber of the national assembly in support of their demands.

Workers, ranging from service officers to catering staff and cleaners, occupied benches in the assembly

The chamber is not in use because parliament sits again only on February 17

Yesterday extra benches were still in place to accommodate senators who were in the chamber for Monday's joint sitting with members of the national assembly as the constitutional assembly Workers, who made speeches and sang freedom songs, said they wanted their grievances settled so they did not delay the legislative and constitution-making process

The protest ended before lunchtime yesterday after a memorandum listing demands for meetings to improve working conditions was handed to senate president Kobie Coetsee.

ARG 28/1/95 (152)
A union spokesman said Dr Ginwala had failed to follow through her commitment as a democrat.

Dr Ginwala said the occupation of her office was unacceptable "Labour relations cannot be conducted in this manner."

She said the occupation had prevented her from attending to "certain pressing matters which required and still require my attention"

"I have been informed the staff concerned are Nehawu members and wish to hand over a memorandum

"As indicated on previous occasions, I am prepared to receive memorandums and representations from staff, provided an appointment is made beforehand."

No notice was given of yesterday's action, Dr Ginwala said

Staff grievances last year led to proposals for the formation of a parliamentary staff forum.

Staff sources said there were tensions because some employees brought in after the election had been appointed above the heads of existing staff

This week a delegation from the Public Servants League handed over a memorandum to the Speaker protesting against alleged preferential treatment given to Nehawu.

St James: Inquiry requested

JOHANNESBURG. — South African police commissioner General Johan van der Merwe said he had asked for a judicial inquiry into claims that police deliberately ignored warnings of an attack on the St James Church in Kenilworth, Cape Town, in which 12 people died.

The weekly New Nation newspaper, quoting an unnamed source, said police were forewarned of the July 25 1993 attack, but allowed it to go ahead "in order to fuel white fears and demonise black organisations, including the Pan Africanist Congress".

The newspaper said it had confirmed the attack was the work of the PAC's Azanian People's Liberation Army (Apla) and that it had informa-

■ To page 2

New twist in massacre case

■ From page 1

tion on police collaboration in other terror attacks.

Responding to the claim, outgoing commissioner General van der Merwe said he had asked Safety and Security Minister Sydney Mufamadi to approach President Mandela to ask for a judicial inquiry.

"This report is the first allegation of police involvement in Apla massacres which has come to my notice and it is seen in a very serious light.

"If the allegations are true, it is imperative that action be taken immediately against the individuals involved

FRGT 28/1/96
"On the other hand, if the al-

legations are false, it is imperative that the persons who made the fraudulent allegations be exposed. It is in the interests of justice and of the police that the allegations be investigated immediately

"The police cannot allow allegations of such a serious nature to be subjected to a lengthy criminal investigation with the accompanying insinuations and rousing of suspicions in the media. And, in this specific matter, it is important that the whole issue be dealt with in a transparent way, from the outset.

"The police will give its utmost support to assist such a commission in the investigation." — Sapa.



Workers on strike over 'witch-hunt'

Picture LEON MULLER
Weekend Argus

ON STRIKE. Food and Allied Workers Union members employed by the Simba Group have been on strike since Monday over allegations that the company conducted a clandestine witch-hunt against workers in an attempt to root out theft. The company claimed to have smashed a theft ring and dismissed several workers as a result. But, the workers claimed their dismissed colleagues were dismissed without evidence, and demanded their reinstatement. The workers are also demanding the "removal" of manager Paul du Plessis, on whose orders the witch-hunt was allegedly conducted. *ARG 28/1/95*

Cop killed as mutiny is crushed

ARG 28/1/95

(152) (251) (152)

ABBAY MAKOE and MICHAEL SPARKS
Weekend Argus Correspondents

JOHANNESBURG. — A mutineering black policeman was gunned down and several more were wounded when a large contingent of police crushed a revolt at the Orlando police station in Soweto.

A Weekend Argus correspondent witnessed the uniformed policeman being shot dead yesterday while raising his hands in the air, apparently offering to surrender, at the entrance to the police station. He could not be identified.

But police spokeswoman Major Sally de Beer said the policeman was killed when he shot and wounded his arresting officer.

About 100 other mutineering policemen, also with their hands raised, were forced into police vans. Police spokesman on the scene, Colonel Herman Oosthuizen, said those arrested would be charged with contravention of the Police Act regarding mutiny.

Another spokesman, Colonel Joseph Ngobeni, confirmed

that one policeman was killed but could only confirm that one of the mutineers was injured.

The 140-odd strikers arrested after the shooting were later released pending an investigation. Safety and Security Minister Sydney Mufamadi approved a ministerial inquiry into the shooting and its causes, a spokesman said.

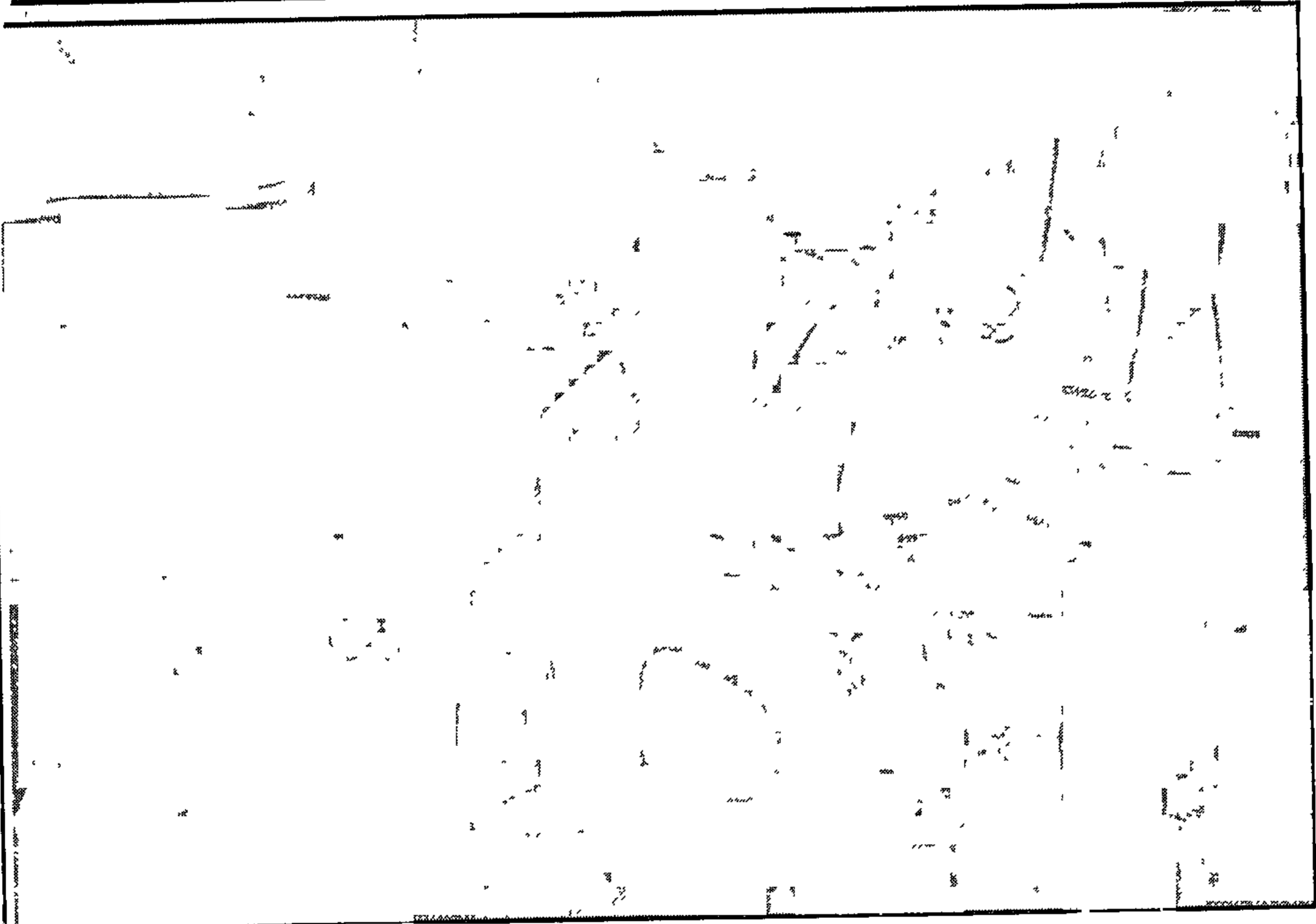
Gauteng Safety and Security Minister Jessie Duarte arrived on the scene shortly before midday. Angry residents told her the shooting of strikers had been ordered by an unnamed white brigadier.

By midday, the situation at the Orlando police station was very tense with a large number of people converging on the premises. They hurled insults at black policemen who aided white officers while the revolt was crushed. Police-women who were arrested sobbed and hugged each other. Stones were also thrown at

To page 4

Capstick-Base

P.T.O.



COP SHOTS COP: A South African police officer injured in a shootout with fellow officers at Orlando police station in Soweto yesterday is carried to an emergency vehicle by a paramedic and fellow policemen. One officer was killed and three injured when police reinforcements stormed the station to break up a sit-in by fellow policemen

ARLT 28/1/95 (15)

Rebel cop shot dead as police mutiny is crushed

■From page 1

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A spokesman for the mutineers, Colonel Reuben Mungane, said yesterday they

were surprised to see the return of the five "at the time when we thought serious steps were being taken to properly attend to our grievances. We were also not informed about the outcome of the police investigation into our allegations"

Colonel Oosthuizen confirmed that a charge of crimen injuria was being investigated against Colonel Louw for allegedly calling one of the black constables "n hardegat kaffir"

At the scene, Ms Duarte tried to calm angry local resi-

dents, saying "a bad thing has happened here today" She asked for one hour, and a delegation from the strikers to talk to police to try and resolve the situation

But she said the discussion would not start until the districts and area commissioners had arrived

The problem had apparently begun when about 50 strikers, in uniform and armed, staged a sit-in inside the police station and refused orders to leave

The strikers, members of the Police and Prisons Civil

Rights Union (Popcru), were demanding a review of the police promotions board, permanent appointment of assistant constables and speedy implementation of an affirmative action programme in the force

■ In another incident, police in neighbouring Eldorado Park stopped working yesterday morning, closing the main gate and placing pamphlets with demands on the gate

A police spokesman said the situation was tense but no violence had been reported from Eldorado Park

152

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ARG 28/1/95

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To page 4

Capstick-Daire



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Worker jailed for assault

(152) (S) sawetany 29/11/95
A WORKER who assaulted a building foreman so badly during an illegal strike that he will never be able to walk normally again, was jailed for four years by the Cape Town Magistrate's Court this week.

Nkosinathi Kutani (31) of Site C, Khayelitsha, took part in an illegal strike in August last year when workers marched to the harbour and tried to force building workers at Auto Atlantic to join them.

When they refused, the strikers threw chunks of concrete and bricks at workers on site.

The workers fled, but foreman Keith Steenkamp (42), tripped and fell. A group of workers surrounded him and hit him with iron bars.

He suffered a severe fracture and dislocation of the right ankle and multiple bruises and abrasions.

■ Reports by Sapa-Reuters-AP, Ecnas, Own Correspondents.

event ● Police students have to be screened

Spar Fun Run turns into fiasco

(152) (S) Sowetan 30/11/95

By Junior Motsei

THE star-studded Spar 10km Fun Run scheduled to be held in Pimville, Soweto on Saturday was aborted after it was allegedly disrupted by the company's employees, who are on strike

The workers are members of the South African Commercial Catering Allied Workers Union

The race was to have featured top runners like Elana Meyer, Willie Mtolo, Mark Page and Helene Joubert

Spar employees are currently on strike, demanding a central bargaining forum and 2 500 had already been dismissed by the company

Said organiser Mr Thulani Sibisi "Banners were destroyed and threats were made by Saccawu

members We worked for four months preparing for the event and it was destroyed in 30 seconds"

When a *Sowetan* crew arrived at Pimville, Saccawu members had already left and all efforts to get a comment from their officials drew a blank Sponsor Mr Cyril Mdietye said the disruption of the race had cost him R50 000

Mr Joe Morris of the Transvaal Road Running said "Sibisi worked loyally and faithfully for the race"

A number of runners, including Snowy Matthews, an aerobics instructor at Highgate, hung around Pimville Square in disillusionment "This was disappointing, particularly for Willie Mtolo, who flew all the way from Durban."

Spar strikers force cancellation of Soweto fun run

■ BY MARSHALL HOWARD

The threat of violence and fears for the safety of the athletes forced organisers to cancel Saturday's Soweto Athletics Club 10 km KwikSpar fun run in Soweto.

Striking Spar workers, continuing their countrywide campaign of disruption and non-co-opera-

tion in support of higher wage claims, arrived two hours before the scheduled 2 pm start of the race.

About 50 protesters tore down advertising signs, bunting and other race paraphernalia, forcing organisers to cancel the race because they could not guarantee the safety of the athletes.

Star attractions Elana Meyer

and Willie Mtolo were informed by telephone of the cancellation, but triple Comrades Marathon gold medallist Mark Page arrived at the race start to discover the disruption.

"People were just milling around the start and it was clear there was an ugly mood," he said.

"Apparently some of the pro-

testers said they would attack the runners if the race went ahead. Organisers had no option but to call it off.

"It's a pity because Spar put a tremendous amount of support into roadrunning in this country, especially women's running.

"The protesters don't seem to realise that all this does is turn public sympathy against them."

~~(152)~~ (152) Stan 30/1/95

Many stranded as taxi strike bites in Soweto

Many commuters from Soweto were stranded again today by a taxi drivers' strike, with Meadowlands and Orlando particularly badly affected.

About 500 drivers and owners belonging to the Soweto Taxi Services (STS) went on strike last week. (152)

The strike, called in protest against taxi violence and conflicts with the rival Soweto Taxi Association (STA), would continue until the Gauteng government's transport department addressed their grievances, the STS warned last week. ~~STS~~

On Saturday, three people were shot dead and another was wounded in a drive-by shooting in Meadowlands. A taxi owner was among the victims, but police have not made a definite link with the taxi war.

Soweto police spokesman Joseph Ngobeni said the situation was relatively quiet in Soweto this morning — Staff Reporter

STW 30/11/95

NEWS Bid to 'return' Zul

Strike for fair wages

~~152~~ (152) some pay 3/11/95
POLICE had to be rushed to the AECI plant at Umbogintwini near Durban yesterday as hundreds of contract workers staged a wildcat strike, bringing traffic to a standstill. The workers are demanding that their employer pays them fair overtime rates.

The strikers blocked entrances to the plant and normal operations came to a standstill because the strikers refused to allow general staff workers to enter.

The Internal Stability Division and the Dog Unit were deployed at the plant. After about two hours police and traffic authorities set up two road blocks to try to limit the number of people at the factory gates.

The strikers are mainly employed building AECI's new R300 million Lisene Project. They were hired by Group Five Projects through labour brokers.

By 7am, more than a kilometre of the road outside the plant had been occupied by taxis and private vehicles used by the strikers. Traffic authorities were concerned that the blockade could affect traffic flow at the nearby N2 road.

The situation became tense because general staff demanded to be allowed to report to work, but the strikers were adamant the blockade would continue until the main contractor at the plant, Mr John Humphries of Group Five, arranged for his labour brokers to pay workers normal industrial council overtime rates.

Humphries said the overtime had been built into the rates already being paid. "I can't pay them anything more. I have financial constraints," he said. He had been trying to avoid the strike by negotiating with workers but he had been unsuccessful. — *Sowetan Correspondent*.

Fruit workers strike
 Staff Report (152)

— About 1 000 employees of the South African Dried Fruit Co-Op (SAD) — 350 of them from the Western Cape — are striking for higher wages

The Food and Allied Workers Union (FAWU) members are seeking an 18 percent pay increase. They have been offered 13 percent

The national strike — the first legal strike at SAD — was proceeding peacefully, a SAD spokesman said

AKI 3/1/95

3/1/95 (152)

Hostage drama at Langa police station

□ Captain transferred after colleagues protest

PIETER MALAN
Staff Reporter

IN a police-against-police hostage drama, Langa policemen held their station commander hostage for more than three hours until senior officers agreed to his immediate transfer.

Yesterday, Police and Prison Civil Rights Union (Popcru) members prevented Langa station commander Wilhelm Hattingh from leaving his office until they were assured he would be transferred.

Popcru objected to what they termed Captain Hattingh's dictatorial and authoritarian management style.

His transfer was confirmed by fax by district commissioner Trevor Vermeulen just after 7pm.

Captain Hattingh left his office after more than three

hours and a jeering crowd of about 150 publicly celebrated their victory by slapping the roof of his car as he drove off.

The drama started just before 4pm when Popcru members entered Captain Hattingh's office and told him they would not let him go before their demands were met.

He had just returned from a month's leave.

Langa Popcru branch organiser Vincent Zaba claimed Captain Hattingh was a "dictatorial and autocratic character" and said the union demanded his replacement with an officer more acceptable to the community.

Constable Zaba said Captain Hattingh had failed to turn up for three meetings organised by the union to discuss problems with his management style.

Constable Zaba said Captain Hattingh had twice asked for a transfer himself because of these problems.

Captain Hattingh, visibly distressed and chain-smoking, told reporters in his crowded office that he was prepared to leave if his staff did not want him there.

"All we want is to avert another Orlando," he said, referring to the incident in Johannesburg on Friday when a striking policeman was shot dead and several were injured by other policemen.

During the drama, officers were careful not to antagonise the crowd outside the station.

They ordered Internal Stability Unit members guarding the entrance to the police station to leave at one point when tempers got heated.

After several hours of negotiations, the fax confirming Captain Hattingh's resignation was received at the station. Police negotiating officer Paul de Bryn demanded Captain Hattingh's release before handing the fax to Popcru officials, but Popcru Western Cape vice-chairman Cameron Meko refused to budge and Captain Hattingh was allowed to leave his office only after the fax was handed over.

The message from Colonel Vermeulen said Captain Hattingh was willing to leave Langa "for the sake of labour relations" and he was transferred to the district Commissioner's office with immediate effect.

Later Captain Hattingh said "only nine of the 89 policemen" working at Langa were among those demanding his resignation. The others were Popcru members from Guguletu and Khayelisha.



ANGRY CONFRONTATION: Popcru members and uniformed policeman confront one another outside the gates of Langa police station

Picture: PIETER MALAN The Argus

Ultimatum for striking nurses

(182) (S)
ET 31/1/95
EAST LONDON — The Eastern Cape Government yesterday warned about 300 striking nurses in the former Ciskei to end their illegal six-day-old pay protest or face dismissal.

The warning followed an emergency Provincial Executive Council meeting held in Bisho late yesterday.

Written notices were later served on nurses at Mdantsane's Cecilia Makiwane Hospital, giving them until Friday to provide a written note to the medical superintendent on why they were not performing their duties.

A verbal ultimatum to return to work by last Sunday was ignored.

Striking nurses at Keiskammahoek's S S Gida Hospital have been given until tomorrow morning to return to work.

The nurses have demanded an audience with President Nelson Mandela when he visited Bisho on Thursday. Sapa

Hospital strike attacks slated

Staff Reporter

DOCTORS have hit out at the physical abuse medical staff had to endure during the strike at Groote Schuur Hospital last November.

In a letter published in the latest SA Medical Journal, the Executive Committee of the Registrars Association of Cape Town (React) said "While React strongly supports the right to strike, it deplores the physical attacks that took place on its members and other doctors

"All workers are struggling for a better deal, but we should not lose respect for each other's rights in the process"

3/1/75

January 31 1995 5

Strike in parliament resolved ⁽¹⁵²⁾

Political Staff

THE issues that led to strike action by members of the National Education Health and Allied Workers Union (Nehawu) in Parliament on Friday had "to a large extent" been resolved, it was said in a joint statement yesterday

The statement was issued yesterday after a meeting between the presiding officers of Parliament, members of its secretariat and the union's shopstewards council ^{CF 311195}

It said the issues that led to the strike had been addressed and it was agreed a further meeting would be held "Management acknowledged that there was a delay in dealing with these issues

"Nehawu therefore sought to present an 'open letter' to the Speaker to secure her intervention

"Nehawu wishes to record that there was no intention to occupy the Speaker's office, and regrets any impression to this effect that has been created," the statement said

AECI

152
~~152~~

workers
Sowetan 1/2/95
to march

STRIKING AECI, Umbogintwini, contract workers said yesterday they would march to the Durban offices of a labour broker who they claimed had hired scab labourers in their place

The strikers, who decided to engage in further forms of mass action, have been told they would lose their jobs if they did not accept an offer of R5 an hour extra for overtime, and did not return to work. — *Sowetan Correspondent*

NEWS

Affirmative action demanded (152) (176)

Postal workers strike for better job opportunities

Star 1/2/95

More than a thousand workers at the Jeppe Street Post Office in Johannesburg embarked on a strike yesterday demanding the implementation of affirmative action in the Post and Telecommunications Department

Post and Telecommunications Workers' Association (Potwa) collective bargaining spokesman Joe Molekeng said workers were complaining about lack of promotion opportunities for blacks, racism in the workplace and inadequate training

"Post and Telecommunications have facilities for training and retraining their workforce, but these facilities are not made available to black workers and management is applying delaying tactics in putting into motion affirmative action," Molekeng said

In a statement, Post Office spokesman Ben Rootman said management had set a goal that the staff component would reflect the demographics of the country by the year 2000

"This policy was agreed upon by all the company's trade unions, and targets to reach this goal will be negotiated annually," Rootman said.

He said the Post Office and 16 representatives of three unions had met on Monday to discuss affirmative action in the Witwatersrand region

Potwa's Wiatersrand branch spokesman Pat Baloyi said a meeting yesterday involving union officials and Post Office management to resolve the dispute had reached a stalemate, and that management was unbending on its affirmative action policy

He said that while 15 white workers had recently been promoted to management positions, no blacks were being promoted or trained

"At least the same number of blacks must go through an accelerated management training programme and be appointed in that regard.

"This will avoid tokenism and also empower black workers," Baloyi said

"We have decided to suspend negotiations until we consult with our national executive committee"

Rootman said union members staged a sit-in on Monday night to press their demands — Sapa



Police rebellion spreads

Special Correspondent
POLICE rebellion against alleged racism spread to the eastern Transvaal yesterday, bringing to six the number of wildcat strikes at police stations country-wide.

Trouble also started brewing at Soweto's Orlando police station after the new commander refused to recognise the suspension of some of his men for participating in last week's strike.

The vice-president of the Police and Prisons' Civil Rights Union (Popcru) Mr Oupa Monyoba said policemen in Barberton, Nelspruit and in three other police stations in the Eastern Transvaal had staged sit-ins and marches to protest against "legalised racism" and victimisation of black policemen and Popcru members.

DP leader Mr Tony Leon said the government should take strong and decisive action against Popcru. "Their dangerous actions are in complete violation of the interests of law and order and stability."

The raised tempers at Orlando police station yesterday were sparked by a list from the Soweto commissioner containing the names of 41 policemen who had been suspended.

Newly appointed Orlando station commander Major Joel Mokwena refused to recognise the list's validity, insisting the suspensions were lifted on the day the arrested men were freed.

The suspended men had also not received their January salaries, prompting four of them to march to the offices of Gauteng Safety and Security Minister Ms Jessie Duarte to demand their pay.

Popcru leader Mr Thozamile Tana said the men had eventually received their salaries, but warned the suspension letters against the 41 men could result in more "action" being taken by the union.

May Mokwena's action files in the face of an order from Soweto district commissioner Brigadier Chris Earle, who insists suspension procedures be followed to the letter.

A spokesman for Brig Earle's office said the salaries had been withheld "as part of the suspension procedure".

● A planned sit-in by Popcru members at the Koeberg Training Centre near Cape Town was not held yesterday.

Compared to the police, employees of the crime syndicates are model workers. They're happy with the fruits of their labour and they never go on strike.

BUSINESS BRIEF

Passing the bag... of the Dutch village of Arcen en Velden pass sand bags on Monday to reinforce dikes along the River Maas.

PICTURE: AP

Chaos as flood areas evacuated — Page 4

Wildcat snoop... dike reported at seven stations across country

Police rebellion spreads

star 12/95

(152)

(152)

EX-EDWARD
English politician
(1552-1634)

aim the South
(7261-6581) service sparked
associated racism have
HERBERT Eastern Trans-

VICTOR to seven the
of disruptions across
the country

The unrest has been con-
demned by the Democratic and
National parties which became
the Polit. and Prisons Civil
Rights Union (Popery) of
creating a climate of instabil-
ty although it represents only
a tiny percentage of policemen.
They are urging the Govern-

TROUBLE spreads to several stations in Eastern Transvaal following the mutiny in Orlando

ment to act against it and the
DP has sent a report to the
Cabinet for discussion at
today's routine session.
New tensions are spreading
at Orlando police station in
Soweto where the protests
began last week. The hastily
appointed black commander is
refusing to recognise the sus-

person of some of his men for
taking part in the initial strike
that has led to Major Joel Mok-
wena replacing the white com-
mander who, with other offi-
cers, was accused of racism.
Major Mokwena insists the
suspensions were fitted on the
same day the arrested men
were freed after their strike
last week when a warrant offi-
cer was shot dead by Internal
Stability Unit.

Policemen at Hazzyview are
reported to have blocked en-
trances with vehicles and then
shuffled tyres in protest
against the conduct of trans-
fers and promotions.
But a planned sit-in by Pop-
eru members at the Koeberg
Police Training Centre near
Cape Town did not materialise.

Popery had earlier said its
members there were unhappy
about pay and the "arrogant
attitude" of the unit's com-
manding officer.
In Orlando, Major Mok-
wena's action flies in the face
of a direct order from Soweto
district commissioner Brig-
adier Chris-Earle, who is insis-
tent that suspension proce-
dures be followed to the let-
ter. Mokwena said he was hop-
ing to meet Earle to find out
"exactly what's happening
here".

Meanwhile, the Gauteng
standing committee on safety
and security has decided not
to take action against Orlando's
rebellious policemen until it
has received the results of an
investigation into last week's
sit-in.
Popery's Mokwena said
union officials were to meet
the newly appointed national
police commissioner, General
George Fvaz, to resolve the
problems plaguing the service.
"The most important issue
on the agenda is what Fvaz
calls discipline. We hope that
this discipline will be fair and
will be handed out to both Pop-
eru members and those who
have been harassing us," he
said.



General George Fvaz...
to meet Popery officials.

ARC 2/2/95 (152)

Nurses' strike ends

EAST LONDON — An illegal strike by nurses at Cecilia Makiwane hospital in Mdantsane has ended after an agreement was signed with the Eastern Cape provincial government

AECI protesters dispersed by police

~~152~~ (152) of 2/2/95
DURBAN: - Police fired teargas to disperse striking workers blocking entrances to the AECI chemical plant at Umbogintwini near Durban yesterday.

AECI spokesman Mr Mike Blizzard said more than 100 former employees of a company contracted to AECI had barricaded the entrance for the second time in two days, demonstrating against dismissals.

Police had fired teargas and towed away vehicles barricading the road. Four people were arrested.

"As far as I know police are still in the area and normality has returned," Mr Blizzard said.

But there were reports last night that the demonstration was continuing.

Strikers and management will meet tomorrow in an attempt to resolve the dispute. - Sapa

Sacked Spar workers in bid for negotiations

(S) (152) Star 2/2/95

■ STAFF REPORTER

About 100 dismissed Spar workers picketed outside the Gauteng Spar distribution point at Industria, Johannesburg West, and attempted to negotiate with Spar human resources manager Leon Hoffmann yesterday.

The protesters, who are members of the South African Commercial Catering and Allied Workers Union (Saccawu), insisted that Hoffmann was the key figure in the dispute and that only he could resolve the differences between employers and workers.

Spar workers went on strike in November demanding central bargaining for all the Spar supermarkets. Spar distribution centres management says each Spar store is owned by an individual who has the power to negotiate salaries with his workers for his particular store.

Saccawu general sec-

retary Habit Mkhize said that many of the strikers believed that Hoffmann could solve the problem by calling a regional forum with retailers.

"The workers want him to call for a regional document that stipulates basic salary, provident fund and other policy-related issues," he said.

Hoffman explained that all the Spar retailers were voluntary traders, a franchise-type agreement between the Spar Group and individual retailers.

"I cannot force owners to meet jointly. Neither can I insist that they come to a regional agreement."

One of the strikers from Greenside Spar and a spokesman for the demonstration, Themba Khumalo, said it was unfair that some workers received maternity leave while others were fired when they became pregnant.

"We want unified guidelines that all the Spars will adhere to."

SA ports face ⁽¹⁵²⁾ ~~SA~~ congestion crisis

CT 2/2/95

JOHANNESBURG - South African ports are faced with a severe congestion crisis following a rapid increase in import volumes and industrial action at the container terminal here

The South African Chamber of Business proposed yesterday a crisis workshop be held to address problems of container congestion at the Durban and Johannesburg container terminals

The chamber said several thousand containers were stacked in Durban awaiting transfer to the City Deep terminal in Johannesburg

The bottleneck was the result of an increased flow of imports into the Durban port and industrial action by drivers at City Deep, it said.

Over 1 000 containers of export cargo could not be placed on vessels due to the inland congestion, the chamber said.

Also, shipping lines may introduce a congestion surcharge on cargoes moving through Durban

"If this happens, the rest of the country's ports may be treated the same way," it said - Sapa

SA ports face congestion crisis

(152)
~~152~~

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MANAGEMENT

Recourse to strike interdicts threatened

152

BD 2/2/95

INTERDICTS declaring strike action unlawful will be more difficult for employers to obtain in terms of the new constitution, and courts should not be too hasty in granting these orders, Industrial Court president Adolph Landman says.

He says in the latest issue of Contemporary Labour Law that labour law is likely to be modified by constitutional considerations, taking into account the constitutional right to strike.

"It would seem to be permissible for a law to regulate the right to strike, but it would not be permissible for this regulation to begin with a prohibition and then seek to afford a limited right to strike."

Two types of interdict may be applied for a common law remedy sought in the

ERICA JANKOWITZ

Supreme Court and a statutory remedy available in terms of the Labour Relations Act granted by the Industrial Court.

Supreme Court orders are granted to forbid a trade union or workers from inciting a strike and employees from embarking on industrial action. Industrial Court orders restrain unlawful strike action. However, it is not possible to obtain an interdict against a lawful strike.

Landman notes trade union anxieties concerning a perception that courts interfere with industrial powerplay through the easy granting of interdicts. Limited time is usually afforded to respondents to prepare a case and oppose an application.

Another disturbing feature was that "the balance of convenience — usually but not

inevitably — favours the applicant, in these cases the employer".

Trade unions have been vocal in their rejection of employers running to the courts to prevent strike action. The SA Commercial, Catering and Allied Workers' Union, for example, has fought long and hard against retail organisations preventing picketing by getting interdicts which impose a 500m no-go area around stores.

Indications are that picketing will be addressed in the new Labour Relations Act, to be released for debate today.

Landman criticises lawyers who use interdicts "as the main means of conducting labour relations on behalf of their clients".

But, he says, interdicts have their uses. They signal the urgency of the situation and succeed in catching the attention of union officials and members. Once union

intervention has been established, parties are often able to negotiate.

Landman warns courts not to grant advance approval of the dismissal of strikers should they ignore an interdict.

Dismissal was a complex process involving fairness and equity considerations based on a process of investigation.

Courts should be careful to consider the legality of a strike before granting an order because an interdict, even a temporary one, was binding on both parties and had a marked effect on industrial action.

"If this is the case, as it is submitted it is, then there are powerful reasons why not only appropriate weight should be attached to the declaration of the court, but also why the issue of the validity of the strike should be subject to a right of appeal against that order, be decisive."

CT. 3/2/95
Spar interdict on union

JOHANNESBURG — The Spar supermarket group yesterday obtained a Rand Supreme Court interdict restraining members of the South African Commercial, Catering and Allied Workers Union from disrupting business at its West Rand warehouse. (152)

AECI workers' strike

Sowetan Correspondent

A WILDCAT strike by 300 contract workers at the AECI complex in Umbogintwini south of Durban has come to an end after sub-contractor, Group Five Projects, gave in to the workers' demands. (152)

The company will pay the workers Industrial Council overtime rates as they had demanded, but on condition they refrain from any industrial action in the future.

The strike had been on since Mon-

day. The workers' representative, Mr Keith Joseph, said the employees would hold a meeting to formally accept the offer. He said the workers had agreed not to embark on any action concerning the Industrial Council.

GFP management said the offer was made so that work on AECI's Lysine Project, on which the men have been employed, could be completed.

Joseph said attempts were being made to negotiate the release of six strikers arrested on Wednesday at a blockade staged at the complex.

Sowetan 3/2/95

152 (158)
**Postal
workers
to strike**
Sowetan

3/2/95
POST and telecommunications workers in North-West have resolved to embark on an indefinite programme of mass action from Monday

The decision was taken at a meeting in Phokeng, near Rustenburg, on Wednesday

Post and Telecommunication Workers Association members went on strike on Tuesday to protest against their delayed salary adjustment.

They ended their two-day strike yesterday

Potwa spokesman Mr Simon Sello said workers would stage sit-ins at all Telkom offices in the province — *Sapa*.

Unpaid teachers stage Jo'burg sit-in

■ EDUCATION REPORTER

Disgruntled teachers occupied the Johannesburg regional offices of the former House of Representatives (HoR) yesterday for the second time this week to demand their December and January salaries.

About 40 teachers from Klipspruit West Secondary School occupied the offices yesterday and about 61 teachers of Missouri High School in Eldorado Park sat in peacefully on Wednesday.

A Klipspruit West teacher, who did not want to be named, said her colleagues had embarked on the chalkdown because 15 temporary teachers

had not received their salaries for December and January.

She said several inquiries to the HoR had met with very little response.

"They always tell us that there is nothing they can do because they must receive instructions from Cape Town. But our principal cannot get through to Cape Town even though he has tried repeatedly.

"Now we are battling to make ends meet and still we are not being paid. Our situations are desperate. We have had enough and will not teach until they pay us," she said.

HoR spokesman Theresa Hanekom said yesterday the prob-

lem had been noted and the names of the temporary teachers who had not been paid had been forwarded to Cape Town.

Their salaries were expected to be processed immediately, she said.

Hanekom added that she did not know the reason for the delay, but the matter of late payment were being sorted out.

■ Although a single education department came into existence at the beginning of this year, the old education departments, under the old government are still operational in the different provinces to oversee the transition. They will hand over the reins to a single education department on April 1.

Star 3/2/95

(152)

Absa was one of a number of members who were arrested in the demonstration against the government's policy of buying deceptions in the

Peace: Warders stop action

(152) ARG 4/2/95
ALL strikes and protests by Western Cape prison warders have been stopped with immediate effect following a "breakthrough" agreement between union representatives and the regional prisons' commissioner, African National Congress MP Gregory Rockman said.

"All action has been suspended in the Western Cape region," Mr Rockman, a former president and founding member of the Police and Prisons Civil Rights Union (Popcru), said.

The deal with the regional commissioner of Correctional Services, Lieutenant-General Gerhard Spangenberg, and Popcru's Western Cape leadership, included a joint inquiry into alleged racism at the strike-hit Voorberg prison near Porterville in the Western Cape.

Western Cape Correctional Services spokesman Captain Mike Green confirmed about 50 Popcru-aligned warders at Voorberg had called off a three-day strike at 2pm yesterday.

They had demanded that the prison's two top-ranking officers be put on leave and their alleged racist behaviour investigated.

Mr Rockman said Popcru and the regional prisons department would send a joint committee of inquiry to



Gregory Rockman, MP: 'We never again want to see this sort of unrest'

Voorberg on Monday

Reported disturbances at the Brandvlei and Helderstroom prisons had also been called off, as well as a planned mass demonstration by disaffected Popcru members at Pollsmoor prison in Cape Town today.

"We never again want to see this sort of labour unrest in the Western Cape," Mr Rockman said — Sapa

'Varsity must pay us more'

By DAN DHLAMINI

CP 5/2/95
THE first Afrikaans university to open its doors to black students, some 23 years ago, is involved in an ongoing labour dispute with its black workers.

This week about 250 National Education, Health and Allied Workers Union (Nehawu) members picketed outside the Potchefstroom University demanding that the university management answer their grievances.

Placards reading "After 17 years of slavery at Potch University I am still earning R655 a month" and "Rector! We want a living wage!" were displayed during a lunch hour picket.

Some white students who watched the picketing proceedings, told City Press it was hard to understand how their university fees were so high, yet workers were still earning such low wages.

According to Nehawu's Potchef-

stroom branch secretary, Do Kgoadi, the workers were demanding an R850 minimum living wage, permanent status for all workers, a six months' fully paid maternity leave and 30 days' fully paid paternity leave.

Kgoadi told City Press that Nehawu members initially proposed a minimum wage of R1 300, but during negotiations with management the workers compromised and reduced the amount to R900, but both parties reached a deadlock when the university refused to grant them "even R850".

He said management had indicated that they wouldn't budge from the R800 they had offered, but workers felt this "intransigent position" could well lead to the disrupting of the university's operations.

University spokesman Prof Chris van der Watt told City Press that "substantive negotiations" were "still continuing".

Union wants end to depot blockage

152

INGRID SALGADO

THE SA Railways and Harbours Workers' Union would recommend to its members today that they stop preventing privately contracted hauliers from making deliveries at Transnet's City Deep container depot in Johannesburg, a Sarhwi spokesman said at the weekend. **5D6/2195**

The decision followed a meeting between Public Enterprises Minister Stella Sigcau and parties involved in the dispute at the depot.

After the talks Sigcau appointed a task force to resolve the quarrel.

The Sarhwi spokesman said contingency plans would be made to transport the 5 400 containers being held at the depot. "If this means workers must work overtime, then that must be allowed."

A Spoornet spokesman said last week it would take six weeks to clear the backlog.

A source said the task team would look into the use of private contractors and its effects on Spoornet workers' jobs.

Once this was resolved, the team would broaden its scope to examine more general grievances of all Transnet workers.

The group would be made up of four members with legal background and business interests. It would sit for two weeks.

Meanwhile, more than 6 000 Transnet workers marched to Spoornet's offices in Johannesburg on Friday to register their concern at the use of private contractors, who they felt were threatening their jobs.

A Spoornet spokesman said private hauliers at City Deep were for the first time able to begin clearing the container backlog while workers participated in the march. The depot had expected to clear 500 containers, the spokesman said.

Union set for Eskom showdown

JOHANNESBURG (152)
Mineworkers' Union (MWU) members employed by Eskom will demonstrate at power stations throughout the country tomorrow against an "affirmative" scaling down of their benefits and conditions of service, general-secretary Mr Peet Ungerer said yesterday.

He said the demonstrations would be legal and could intensify into "more drastic" protests should Eskom not accede to the all-white MWU's demands.

The union claims to represent 6 000 Eskom workers, over 80% in key positions at power stations.

CT 7/2/95
The protest followed a dispute regarding housing, water, electricity, transport and a new merit system - Sapa

Staff at resorts call off strike

Nov 7/2/95
An illegal strike by 330
Pilanesberg National
Park and Golden
Leopard Resorts staff,
which closed the resorts
in the North-West for a
week, ended yesterday
— Sapa. (152) (2/33)

Telkom to help if strike hits world title fight

(152) ERICA JANKOWITZ BD 7/2/95

A STRIKE by Post and Telecommunications Workers' Association members in the Northwest, which closed all post offices and disrupted telecommunications services yesterday, may affect media coverage of the boxing world title fight scheduled for Saturday.

Sun International sources expressed concern that additional lines might not be installed in time to accommodate international media coverage of the flyweight title fight between SA's Baby Jake Matlala and Mexico's Alberto Jiminez. The fight will be held at Sun International's Carousel Hotel north of Pretoria.

Telkom spokesman Amanda Singleton said Telkom had no jurisdiction to operate in the former TBVC areas, but was on standby to step in should the strike continue until the weekend. There were existing international broadcast facilities in the area and Telkom would operate them on Saturday if necessary.

A Potwa spokesman said all post offices in the territory were closed. All administrative and technical telecommunications services had been disrupted.

Potwa's members are striking because of government's apparent reluctance to introduce pay parity in the former Bophuthatswana. The spokesman said workers in the region were paid about 45% less than their colleagues in other areas, including other former homelands.

A series of meetings had been held with Post and Telecommunications Minister Pallo Jordan, the SA Post Office and Telkom. These meetings were attended also by members of the Public Service Commission and various postmasters-general.

A spokesman in the Minister's office said the issue was "very complex" as post and telecommunications workers in the former independent states did not fall under SA legislation. Until this was resolved, no final decision on pay parity, job evaluation and other grievances could be taken, she said.



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Eskom workers in protest demo

Staff Reporter

ABOUT 50 members of the predominantly white Mineworkers Union demonstrated for several hours outside Eskom's regional office in Bellville today to protest about the electricity utility's implementation of its affirmative action programme.

At Koeberg nuclear power station, members handed a memorandum to management outlining their grievances.

These included concern about the proposed phasing out of subsidies for housing, lights, water and transport.

The memorandum expressed union concerns about continued assistance to the "underprivileged" to the exclusion of similarly afflicted whites.

Protesters emphasised that the union would not disrupt power supplies to the Peninsula or cause disruption at the nuclear plant.

"At Koeberg we have decided not to take the day off. We will hand over a memorandum during lunchtime," said Koeberg branch union chairman Derrick Douglass.

The union was not against affirmative action but had a problem with the way in which it was being implemented by Eskom, he said.

An Eskom spokesman said, "We (Eskom management) will not comment at this stage because we don't want to bedevil negotiations."

~~26/11/95~~ (152) (210) ARG 8/11/95

Mandela warns strikers

152
Sowetan
16/2/95

PRESIDENT Nelson Mandela yesterday threw down the gauntlet to criminals and striking workers who broke the law, warning that the police would take firm action against lawlessness. In a wide-ranging interview at Tuynhuys, he said the Government acknowledged the right to strike, but violent and disruptive protests seriously undermined stability and economic growth and would not be tolerated.

"I have instructed the Minister of Safety and Security to tell the new Commissioner to take firm action against those breaking the law — taxis blocking the streets and people threatening to take officials hostage.

"I want those people to be brought to book. We are taking tough action against such people."

Mandela accused "those who got less than one percent" in the April election, and other groups which had not participated, of infiltrating trade unions to foment instability. The Government of National Unity was not in a position to meet the wage demands of public servants because of budgetary constraints, but would take steps to address basic needs in its Budget which it had drafted this year.

The 1995-96 Budget would address the huge socio-economic disparity between whites and blacks.

"The gap is too big. It must be closed and the Budget is intended to close that gap."

However, the move away from current budgetary priorities would be gradual to avoid economic disruption.

Mandela dismissed any suggestion of serious differences in the GNU and said tensions in the Cabinet should be seen against the background of differences between the political parties making up the Government.

The National Party and Inkatha Freedom Party were not "just rubber stamps" and were treated with respect.

"It is my duty to concentrate on that which unites us rather than on our differences."

Mandela said foreign and domestic investment was critical and the Government would act firmly to reduce the high crime rate, which, he said, had reached "unacceptable" levels —Sapa

State drops

Club
Conn

No money to meet demands

□ *Mandela says striking won't help*

(152) ARG 17/12/95

TYRONE SEALE
Political Staff

THE strike action threatened by some public sector unions would not force the government to meet large wage and salary demands, President Nelson Mandela said in his state-of-the-nation address.

He said today that while he was sympathetic to the plight of the public sector workers who were poorly paid, the government did not have the money to meet their demands.

"Mass action of any kind will not create resources that the government does not have and will only serve to subvert the capacity of government to serve the people."

Mr Mandela emphasised the government's commitment to a comprehensive three-year agreement with public sector unions to address issues such as improved pay packets, particularly for the lowest-paid workers.

"In this regard I would like to extend our sincere appreciation to the leaders and the majority of the public sector unions who have engaged with us in a constructive manner

which is sensitive to the needs of the country as a whole"

Mr Mandela said the government was ready to work with these unions to solve common problems.

He said conflict between the executive and administration organs of government had to be avoided.

"We are convinced that an adversarial relationship between the executive and the administration would impact negatively on the common task which these two institutions share — of serving the people of South Africa. Such an outcome must be avoided at all costs"

The government had been available and willing to address matters of concern to the public service workers, including questions of salaries, promotions, pensions and other working conditions.

"It is, however, also important that the public service should be willing to join hands with the government to address other important matters such as the racial and gender imbalances within the public service

"The public service will never be fully acceptable to the people as a whole and can never be truly responsive to the needs of the people unless it is composed, in all its ranks, in a manner that reflects the composition of our population."

He said the government had also invited the public sector unions to take part as fully as possible in the budgeting processes so they could make a contribution to the difficult task of deciding how best to distribute the state's limited resources

"We are committed to the motivation of all public sector workers so that they become conscious, willing and skilled agents for the transformation of our society according to the objectives spelt out in the reconstruction and development programme."

As part of this process, the cabinet had instructed ministers to remain in constant contact with the members of their ministries and departments, to brief them about their tasks, report on progress achieved and generally, to be involved in the struggle for change.

**Nurses told:
Stop strikes**

CT8/2/95 (152)

EAST LONDON. — Hundreds of striking nurses at two Eastern Cape hospitals were accepted back at work yesterday, on condition they promised in writing not to strike again.

Local Health Minister Ms Trudy Thomas warned she would take disciplinary action if their actions affected the provision of health care — Sapa-Reuter

Eskom protests 'may result in sabotage'

BY JUSTICE MALALA
LABOUR REPORTER

The all-white Mineworkers' Union (MWU) has warned that mass action by its 6 000 members at Eskom power stations, which begins with protest marches today, could enter an "uncontrollable" second phase if management does not meet its demands.

Union officials yesterday said emotions within its ranks were running high and there might be industrial sabotage at some power stations if Eskom management did not stop moves to bring about parity in the benefits of all employees.

MWU organising secretary Flip Buys said yesterday the union would stage peaceful protest marches to various power

stations

The marches would begin at 6 30 am when shifts changed at the power stations and would continue until noon when memoranda detailing the union's grievances would be handed over to managers

The MWU is protesting against Eskom programmes to scale down housing, transport, water and electricity benefits to effect parity between black and white workers

The union is also aggrieved at Eskom's affirmative action policy, which it says will affect about 12 000 jobs for whites

Eskom spokesmen could not be reached for comment yesterday but a source within the organisation said management planned to restart negotiations with the MWU

STAV 8/2/95

Policeman shot dead was raising his hands in surrender

WARRANT Officer Jabulani Xaba was raising his hands in surrender when he was shot dead by internal security division members at Orlando police station, an inquiry by the Independent Mediation Services of SA (Imssa) has found.

The report, submitted to Gauteng safety and security minister Jesse Duarte yesterday, recommends that disciplinary measures and possible criminal action be taken against division members involved in storming the strike-hit station on January 27. Gauteng government spokesman Chris Vick said it had been forwarded to

National Police Commissioner George Fivaz for a decision on what steps to take.

The report blames the initial unrest at the station on police managers Xaba's death on January 26 followed the "perceived total failure (of senior officers) to respond on any meaningful basis" to the repeated attempts to bring grievances to their attention which were impeding the performance of members' duties.

At a news conference yesterday after the report was released, Duarte said there was "no question" that police officers identified by the inquiry would escape disci-

MARK ASHURST

iplinary action. But she stressed that "the issue is not simply one of racism... that has been made into an issue by the Press rather than ourselves".

"We understand there are deep racial tensions within the SA Police Service. Our attitude is not to sensationalise them. There is a good core of professional people in the police service — we have to make sure these people become managers."

Three of the five officers transferred from Orlando police station on January 16,

BP 8/2/95

after police members barricaded the station to protest against the officers' "aggressive and abusive conduct", were black.

Those laying complaints had participated in the internal police investigation, which cleared four of the officers of allegations against them, Duarte said. The fifth, Maj Johan de Klerk, was accused by witnesses of using racially abusive language, and Duarte said she would recommend to Fivaz that De Klerk "should not be working at a post with people (as) he clearly has a problem".

The inquiry, which was conducted over

Policeman (152)

SAPS legal services:

Soweto district commissioner Chris Earle has told SABC radio he was responsible for sending the division into Orlando but Duarte could not confirm this. She said Safety and Security Minister Sydney Mufamadi had banned the use of internal stability divisions in labour disputes.

The report criticised Brig Johan van den Heever, who led the raid. It claimed he "emphatically insisted that force be used to bring the situation under control". Faced with "a non-violent industrial protest", the division's conduct had "assumed the nature of a war-time operation".

Policemen detained had been verbally and physically harassed, denied medical care and confined in crowded vehicles for

BD 8/2/95

From Page 1

more than six hours. Division members had opened the doors of a vehicle and set dogs (detainees) nearest to the entrance, forcing them to the front of the truck "so more people could be loaded on."

Imssa also criticised the role of union representatives in the decision to barricade Orlando police station on January 16 and 26. Although Popertu said last week this had not been sanctioned at national level, a shop steward "should have anticipated that barricading the police station would have created an adversarial situation".

NOMA VEINDA MATPHANE reports that Popertu is to press for the opening of a murder docket into Xaba's death. It also wanted the state to compensate his widow.

● Comment Page 12



four days but had no powers to subpoena witnesses, had received "no co-operation" from senior police managers, Imssa spokesman Barry Jammy said. This had been "a source of some embarrassment for police legal advisers" who did participate.

Imssa's Edwin Molahlehi said he was satisfied that the testimony heard by the investigators was a true reflection of what happened. Witnesses, some of whom were members of the militant police union Popertu, had been open to questions by the

To Page 2

White union to stage Eskom mass action

ABOUT 4 000 members of the all-white Mineworkers' Union will embark on a national mass action campaign at Eskom power stations today - under the banner of "Operation Turning Point".

This action is in protest against the company's proposed changes to workers' benefits and its alleged unfair application of its affirmative

RENEE GRAWITZKY

action programme which, the union claims, could jeopardise the job security of 12 000 whites.

White workers have taken a day's leave to embark on protest marches

If no response is received by February 15 the mass action will enter phase 2 and could become "uncontrollable". The union's Flip Buys said emotions were running high and the union could not guarantee that future action would remain peaceful. Nor could sabotage be ruled out.

The union said that negotiations over the change in benefits, including housing and transport subsidies, deadlocked after the company remained firm on its decision to reduce such subsidies. The union believes this is part of the company's strategy to "redistribute" employee benefits across the board to all other employees.

Buy's questioned whether Eskom's facilities could continue operating if the company relied on its affirmative action appointees in the event of all members taking part in mass action

808/2/95

Wits offers union arbitration

WITS University authorities have offered to put to arbitration the demands of the National Education Health and Allied Workers' Union (Nehawu).

The union is demanding that the university council reinstate nine fired staffers and withdraw disciplinary action against 39 workers and 11 students linked to a hostage drama on campus in October last year.

University vice-chancellor Bob Charlton said yesterday about 80 Nehawu workers marched around the campus calling on

MDUDUZI KA HARVEY

workers to strike, but with little success. 30/8/2/95

"No services were disrupted and registration of new students proceeded normally," he said.

The cases of 11 students facing charges of damaging university property would be heard shortly.

Discussions between the university and Nehawu were continuing.

Earlier this week Nehawu vowed to continue protesting until the council met their demands.

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spokesman Jack Brown said

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Cosas will lead protest at Orange Farm school

BD 8/2/95 **MDUDUZI KA HARVEY**
 THE regional leadership of the Congress of SA Students (Cosas) will lead a march to the Voice of the Black Nation school at Orange Farm to demand that it reinstate 200 boys expelled at the beginning of the term.

The expulsions followed a decision by the school's director Mzwandile Khumalo to convert the school into one for girls only. Cosas says this was done unilaterally.

Among allegations made by Cosas was that Khumalo — pupils say he owns six schools in the area — had accepted fees and not refunded them to expelled pupils. He was accused, too, of hiring unqualified and under-qualified teachers.

Cosas spokesman Mahlomola Kekana said. "We are calling on Gauteng premier Tokyo Sexwale and the education minister to act immediately."

Attempts made to contact Khumalo yesterday proved unsuccessful.

Another conflict is looming in Soweto, between an estimated 300 pupils who have not been placed at schools, school principals and district management teams. These students are some of an estimated 6 000 Gauteng students still not placed at schools.

Soweto Education Co-ordinating Committee spokesman Jolly Mantongo accused some principals of saying their schools were overcrowded when they were not, and of turning away pupils.

Mantongo said, also, that part of the problem was the non-cooperation of the district management teams. "They are not accessible to us. We were supposed to work as a team, but out of four planned teams only one has been functioning. The only centre where pupils can report their problems is at old Vista."

Gauteng education ministry spokesman Robinson Ramate said "There are many schools with empty classes.

"It is just a matter of finding the schools which are overcrowded and relocating pupils to schools which are empty," he said.

SunBop hit by labour problems, depressed trade

From CHARLOTTE MATHEWS

JOHANNESBURG. — Sun International Rophuhatswana's (SunBop) profit in the six months to December 1994 dropped by 4% to R129,5m, compared with the same period in 1993, after labour unrest in July and lower-than-expected December trading.

Analysts who had forecast a 15 to 20% rise in earnings a share in 1994/95 from SunBop, may be disappointed, especially since the board's forecast for full-year earnings is that

they will "at least match those of the previous year".

Turnover lifted by 4% to R747,7m, but operating profit slipped by 8% to R164,2m as margins were reduced by the high fixed cost of the business and the increased casino levy at Sun City and the Carousel.

The tax rate was about 10% because of allowances on developments at the Lost City and the Carousel, which is likely to be the rate for the full year.

On earnings of 109c (113c) a share, an unchanged interim dividend of

75c is being paid.

Chairman Sol Kerzner said yesterday results were adversely affected by two events.

The first was labour problems in the North West Province in July.

Although this closed the Sun City resort for a short time, cancellations flowing from these problems affected SunBop for several months and the situation only returned to normal in October or November.

Secondly, December trading was depressed, not in occupancy but in daily visitors. Kerzner said it ap-

peared that more people were now going to the coast in December than previously because coastal resorts, including those of Sun International, had done better this year.

During the past six months the group's average occupancy level had been about 70%, despite an increase in the number of rooms available.

Kerzner said the group did not make public the proportion of income from hotel occupancy and the proportion from casinos because its philosophy was that it was in a single business which was marketed

as a unit.

Indications were now that occupancy levels were very strong and forward bookings encouraging.

A lot of business was coming from abroad and SunBop expected the next six months' trading would be good, he said.

SunBop had a strategy to reduce its costs in certain areas.

A combination of far better trading and more stringent cost control would, it was hoped, see full-year earnings at least equal those of the previous year, he said.

(152) CT 9/2/95

White miners' protest 'serious'

ET-9/2/95 (26) (152)
PRETORIA — Business leaders and the authorities should not make light of the protest by the all-white Mineworkers' Union, Freedom Front leader General Constand Viljoen warned yesterday.

He said the MWU demonstration at Eskom plants earlier in the day against affirmative action signalled the beginning of a firm stand

"They are saying: 'Enough is enough. Justice should be applied evenly.'"

Gen Viljoen said if affirmative action resulted in depriving people of job opportunities on a racial basis, the country would lose large numbers of highly qualified entrepreneurs

"The responsible way in which the MWU is conveying this message deserves praise and is in stark contrast to the irresponsible industrial action by some other groups," he said — Sapa

Police patrol Wits after workers riot

BD 14/2/95 (152)

WITS University vice-chancellor Bob Charlton has called in the SA Police Service to patrol his campus.

This follows workers' rampage through the institution last week, breaking windows and assaulting security personnel.

Thirty members of the National Education, Health and Allied Workers' Union (Nehawu) were arrested in connection with Friday's rampage and released on bail.

Charlton said: "After members of campus security were assaulted I had no choice but to call in the police."

Police would remain on campus until the situation calmed down.

Nehawu was attempting to force the university administration to reinstate nine dismissed staff members and withdraw disciplinary action against 39 workers and 11 students linked to a hostage drama on campus in October.

Charlton said workers stormed the university campus, breaking glass in the catering department and stealing food and money.

The disciplinary action against the workers and students would not be reversed.

"The union is trying to bully us. The disciplinary procedure was legal, just and in line with the Labour Relations Act," Charlton said.

MDUDUZI KA HARVEY

Students' Representative Council president Muzi Sikhakhane said most students were not clear on what the union members were demanding and did not support them.

Meanwhile, negotiations between Nehawu and the university are continuing. Both parties have selected arbitrators to look into the issue.

Nehawu secretary-general Neal Thobejane confirmed the arrest of 30 members of his organisation.

"It was completely wrong for the police to be called," Thobejane said.

The union had been called on to the campus when workers went on the rampage, he said.

"We talked to shop stewards who assured us our members were not involved," he said.

Nehawu was investigating the circumstances of the destruction of property and would act against members who were found to have been involved.

However, it was considering other forms of action to force the university administration to reinstate the workers who had been fired.

"Mass action will stop only when management decides to adopt a reasonable approach," Thobejane said.

Taxi industry 'not deregulated'

THE invasion of the taxi industry by illegal operators gave the incorrect impression that government had deregulated the industry when all it had done was invite the pirates to acquire permits, the Transport Department said yesterday.

Responding to claims that deregulation had caused the taxi glut, Transport chief director Theo Naeder said. "All that happened was that at one time government invited the pirates to apply for permits to get them into the process. Statistics show that few permits have been issued lately."

Meanwhile, tension between Soweto taxi bodies persists. However, Sapa reports, Gauteng transport and roads standing committee chairman Mathole Motshekga said the truce agreed at a meeting he

THEO RAWANA

organised was not in danger

Motshekga was responding to allegations by Soweto Transport Services (STS) spokesman Sam Masemola that Soweto Taxi Association members had prevented STS taxis from operating at the weekend — even after Friday's meeting where both taxi bodies agreed to end violence and intimidation immediately.

Motshekga said the meeting had recognised that isolated conflict could not be ruled out. Commitment to the truce at a leadership level was what mattered.

he said the agreement would be finalised at a follow-up meeting tomorrow and monitoring mechanisms agreed on

workers hostage. It was not a racial issue.

Schoeman farm strike

MEMBERS of the National Union of Farmworkers were on strike at Schoeman Boerdery, Delmas, yesterday, a day after farm owner and former NP Cabinet minister Hendrik Schoeman apparently committed suicide. (152)

Union organiser Tumediso Modise said the workers began the strike after a colleague was unfairly dismissed last week.

'Boere' fail to appear

ALLEGED Boere Mafia leader Johnny Weichselbaumer, 34, failed to appear in the Johannesburg Regional Court yesterday, where he faced charges on 45 counts of fraud involving the cashing of falsified cheques.

His alleged deputy, Jan Daniel Pretorius of Sasolburg, also failed to appear in court. Warrants were issued for the arrest of both men.

Police said it was feared Weichselbaumer had fled the country. He had also failed to appear in a Cape Town court in January.

His Kensington home was empty yesterday.

REPORTS: Business Day Reporters, Sapa.

a larger percentage of whites than in previous surveys expected an improvement in the economy.

Forty-eight percent of respondents expected an improvement in their financial position over the next 12 months, while 18% expected a deterioration, the survey showed

earnings-adjusted... downwards. Their confidence remains, however, at a high level.

Sixty-six percent of respondents expected the economy to improve over the next 12 months, compared with only 32% expecting a deterioration, the survey showed.

Nafcoc left out of new forum

THEO RAWANA

A ROW has broken out between the National Federated Chamber of Commerce (Nafcoc) and Business SA (BSA) over Nafcoc's exclusion from the business component of the National Economic, Development and Labour Council (Nedlac).

The list of representatives submitted by BSA last week to Nedlac — which will be launched officially on Saturday to replace the National Economic Forum and the National Manpower Commission — had no names from Nafcoc.

BSA president Dave Brink said yesterday Nafcoc had been excluded because the organisation withdrew its BSA membership last year.

However, the two organisations were discussing Nafcoc's rejoining, he said.

Nafcoc president Joe Hlongwane said the parties met on Friday to work on bringing the organisation

"on board" the PSA's Nedlac team. The meeting ended with Brink saying Nafcoc would be given a 50% vote.

"Today's meeting was to discuss what it means," Hlongwane said. Instead Brink said it could not be done as it would considerably increase the number of officials.

"We don't want to be left out of Nedlac, but we don't want to be bundled with people who still want to maintain the status quo. BSA's conditions are unfavourable," he said.

"People who struggled all the way in this country cannot be kept out of Nedlac." BD14/2/95

Nafcoc's executive committee would meet today and take its complaint to President Nelson Mandela.

Brink said: "We have put our teams together. Right now we are not including non-members."

Concern over Katz's capping proposal

CAPE TOWN — The Katz commission's proposal of a cap on employer and employee contributions would eventually result in a loss in expected tax revenues to the fiscus, Old Mutual employee benefits GM Chris Newell said yesterday.

He said the R200m tax-take improvement expected through the cap was likely to have the reverse affect over the medium to long term.

The cap would result in a move towards "fiscally privileged" defined contribution provident funds, which would result in a loss in expected tax revenues, he said.

If the funds did not convert employers would have to finance pen-

EDWARD WEST

sion fund deficits with after-tax money, which was likely to result in scaled-down benefits as employers attempted to capture some tax relief. "Why should they utilise after-tax money when they can simply reduce benefits and pay employees more?"

Newell said this would significantly affect individual provision because any increase in salary was likely to go towards consumption expenditure. Capping pension fund contributions would also limit the scope for any future benefit improvements.

The commission had perpetuated, even worsened, the extent of dis-

crimination which already existed between private sector employees and public servants.

Public servant lump sum benefits were entirely tax free, as opposed to being capped in the private sector.

"If the proposals are legislated as they stand, they will result in massive upheaval as funds scurry to avoid the additional tax burden."

Newell said a new body should be constituted — to include retirement industry experts — and be mandated to develop holistic proposals with the long-term interests of retirement fund members, pensioners and state in mind.

Opening
our hearts

More prison warders join protests

DURBAN — A go-slow by prison warders at Kwa-Zulu/Natal's Empangeni prison, which sparked a riot yesterday morning, had spread to at least six other prisons by the evening.

Correctional Services spokesman Capt Mike Deysel said members of the Police and Prisons' Civil Rights Union (Popcru) embarked on a go-slow at prisons in Maritzburg, Vryheid, Eshowe, Estcourt, Newcastle and Kokstad.

He said Popcru members at New Hanover said they would protest today.

Deysel said three Popcru warders had been arrested for intimidation.

Popcru said its protest was aimed at "unfair" distribution of merit wage increases.

INGRID SALGADO reports that a prison warder at Leeuwkop prison near Johannesburg died last Friday after a prisoner stabbed him in the neck with a sharpened spoon.

A prisoner, Andrew Christopher, also died in the ensuing scuffle, police spokesman Col Dave Bruce said yesterday. **BD 11/2/95**

About 150 prisoners were "getting noisy" in the prison's courtyard and a search of prisoners found one armed with a sharpened part of a pair of scissors, he said. Another prisoner then attacked Sgt M Nkonjama. He later died in hospital.

Two other warders sustained stab wounds. Sgt TC Ngqobo's condition was "serious" and he was in intensive care. — Sapa.

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Strikers target military hospital

Staff Reporter

CT 14/2/95

STRIKING public servants who threatened to take hostages to draw attention to their dispute chose the wrong target yesterday when they gathered outside One Military Hospital in Voortrekkerhoogte near Pretoria, where the army was on standby

The action was planned by about 180 members of the South African Health and Public Service Workers Union (Sahpswu) at the hospital.

This was the first step in the union's Operation Moonlight, which includes the formation of a military wing and marches on governmental institutions. Sahpswu publicity secretary Mr Themba Ncalo said yesterday the union's members at the military hospital were on a go-slow because of what he termed "heavy police presence" there.

He said hostages would be taken "when and where the opportunity arose" across the country. He said the union would not stop its campaign until the government reviewed its position on salary and wage increases.

SA National Defence Force spokeswoman Major Erica Brid said yesterday there had been no disturbances at the military hospital, but the army was aware that there had been threats of violence. She said the army was prepared.

Sahpswu, together with several other unions representing civil servants, is demanding a R1 500 minimum salary and a 15% increase for employees across the board.

(200) (55) (152)

Farm strike after suicide

JOHANNESBURG. — Members of the National Union of Farmworkers (NUF) embarked on a strike at Schoeman Boerdery yesterday, a day after farm owner Mr Hendrik Schoeman apparently committed suicide. CT 14/2/95

Mr Schoeman, a former NP cabinet minister, was found dead on Sunday morning in his car in a mealie field on his Delmas, Eastern Transvaal, farm.

Police believed the gunshot wound to his head was self-inflicted.

NUF national organiser Mr Tumedisio Modise said the workers had embarked on the strike after a colleague was unfairly dismissed last week. (152)

The strike was confirmed by Schoeman Boerdery. — Sapa

'Policeman helped looters escape'

RENEE GRAWITZKY

A POLICEMAN allegedly helped 286 former Spar workers escape from John Vorster Square after they were arrested for looting and trashing the Eloff Street Spar in Johannesburg yesterday, police spokesman Col Dave Bruce said.

The workers escaped when the holding cell was unlocked by a policeman who had allegedly been intimidated, he said. Fourteen workers did not escape.

Police were investigating.

Bruce said the workers showed a "tremendous amount of criminality and premeditated theft".

Over the past few days several Spar outlets had been hit by similar action. Last week non-striking workers at an Alberton Spar outlet were allegedly forced on to a tram, assaulted and thrown off the moving train. Criminal charges had been laid against those who could be identified.

Spar West Rand MD Roelf Venter said the action allegedly perpetrated by striking workers could no longer be tolerated as it had turned criminal.

The company was going to "approach the highest levels in the SAPS" to take action against such behaviour, and would not meet any party involved.

SA Commercial, Catering and Allied Workers' Union spokesman Sithembele Tshwete said a third element had joined the strike and sought to distract Saccawu's plans in a violent fashion. Saccawu had launched an investigation to identify the parties involved.

At no stage was violence against employers contemplated, and the union officially distanced itself from the recent incidents, Tshwete said.

NEWS

Policemen injured in Spar sit-in

300 protesters escape from cell

152 14/2/95 slaw

■ LABOUR REPORTER

More than 300 people arrested after a demonstration at a Spar outlet in the city centre escaped from a temporary holding cell at John Vorster Square police station yesterday

The workers escaped after the door of the holding cell was left open by a policeman, SA Police Service media liaison officer Colonel Dave Bruce said. Only 14 of the workers were still in custody last night, Bruce said.

The escape followed a chaotic and violent attempted sit-in at a Spar store in Eloff Street. The action, which is part of a campaign by Gauteng Spar workers for a central bargaining

forum to cover workers in all stores in the region, began at about 11 am when the workers marched to the store

The escaped workers, all members of the South African Commercial, Catering and Allied Workers' Union, entered the supermarket at about 2.20 pm and began filling large refuse bags with groceries, Bruce said.

Management called the police who arrested the demonstrators and took them away in vans to John Vorster Square. Bruce said those trampled in the attempts to evade arrest were treated by paramedics

Soon after being let out of the vans at the John Vorster Square holding cells, the demonstrators escaped

"At the moment we do not know whether the policeman opened the door as a result of intimidation or sympathy with the protesters, but investigations are continuing," he said.

He said substantial damage was caused at the supermarket and a number of policemen were injured when protesters threw bottles of tomato sauce at them.

A witness said the crowd of demonstrators descended on the store and began toyi-toying and chanting in the store. Soon afterwards the police arrived and "all hell broke loose", he said

"They shot teargas into the air and sjambokked everyone who was there. It was like the old apartheid days," he said.

Council rethinks vaccination project

slaw 14/2/95

■ CITY REPORTER

The transitional metropolitan council (TMC) is to review the former Johannesburg City Council's "One-for-One" project which enabled medical aid members to sponsor Hib vaccinations to children in poorer communities.

The project, initiated by the city council in conjunction with several medical aid schemes, enabled medical aid members to sponsor the vaccination of underprivileged children by having

their own children inoculated at council clinics

The vaccine, Haemophilus Influenza Type B, which prevents illnesses such as meningitis, pneumonia and all other flu symptoms, is not compulsory in South Africa, although the national Health Department has recommended that it be given as part of the routine vaccination.

Dr Natalie Mayet of Johannesburg's administration said the high cost of the vaccine was the

main reason it had not been made compulsory. Because clinics did not want to turn poor children away, about R300 000 had to be found from other savings to cover the project's costs.

TMC councillor Sizakele Nkosi, who chairs the health and social services committee, said she would ask the executive committee to consider implementing the project throughout Greater Johannesburg, in a manner that benefited poor people from all areas.

Warders walk out of Empangeni jail

Sowetan Correspondent

■ NINE PRISONS Popcru calls members out on strike:

STRIKING POLICE AND PRISONS Civil Rights Union members yesterday walked out of Empangeni Prison in KwaZulu-Natal in what the province's Department of Correctional Services spokesman said was a full-blown strike

The spokesman said all Popcru members there walked out without official leave after refusing to go on parade yesterday morning

Staff shortage

He however, said warders from Pretoria had been sent to the prison to alleviate the staff shortage

A total of nine KwaZulu-Natal prisons have now been affected by Popcru go-slow action

"Our main concerns are for the well-being of prisoners and the com-

munity, who have a right to demand that we fulfil our duty. We are doing everything to resolve the matter as soon as possible and see to it that prisoners do not escape," said the spokesman

Popcru spokesman Mr Baba Nyandu said he expected political intervention to resolve the protest because management was "conservative and not prepared to listen to us"

National spokesman for the department Mr Mike Deysel said senior management was travelling to the province to assess the problems first-hand

"But that doesn't make the go-slow any less illegal and the demands by Popcru cannot be met" he said

Sowetan 15/2/95

At the centre of the protest is Popcru's demand that a merit wage increase be shared by all staff

Nyandu said the union's stance was not in defiance of President Nelson Mandela's call on civil servants to temper their protests

Conservative

"We are committed to the Government but we are being forced by conservative management

The go-slows will continue until there is a moratorium on the merit increase," he said

Deysel said "In my opinion it's a completely irresponsible action by Popcru. There are legitimate alternative mechanisms for grievances"

Business Standard 28/2/95
quality to study for

Spar and police to discuss action today

BD 15/2/95

RENEE GRAWITZKY

SPAR head office will meet the SA Police Service today to discuss alleged criminal behaviour of striking workers and police action during industrial action.

Spar has also asked to meet Gauteng safety and security minister Jessie Duarte to discuss the action of dismissed Spar workers.

Nineteen Spar employees who appeared in court yesterday were granted R500 bail, but only one worker paid.

No charges were laid.

Gauteng police spokesman Col Dave Bruce said the 19 would be held at Diepkloof prison.

Justice Minister Dullah Omar said workers had the right to strike and engage in peaceful demonstrations and protest, "but nobody has the right to engage in the kind of violence and disruptive conduct which has taken place at Spar shops, causing considerable damage and loss."

Omar said people who had damaged property during the Spar strike and a recent protest march by former Umkhonto we Sizwe cadres in Durban would be charged and brought to court.

He welcomed a statement by SA Commercial, Catering and Allied Workers' Union (Saccawu) official Sithembele Tshwete denouncing the violent conduct of some strikers and saying that the union would try to identify the culprits.

He also said the SA Health and Public Service Workers' Union should be leery of plans to take hostages as part of its campaign for higher wages.

"Any person attempting to take any person hostage or committing any other violence will be arrested and will face appropriate charges."

Union officials involved in planning or

conspiring to take hostages would also face charges

Sapa reports Bruce said many of the arrested Spar demonstrators escaped from John Vorster Square on Monday, allegedly with the help of a policeman. The investigation of the escapes had not been concluded and a decision had to be taken on whether criminal or interdepartmental charges would be pressed, he said.

Cosatu spokesman Neil Coleman said his union federation condemned acts of violence in industrial action by union members or other parties, including police and employers. He said that while the action was condemned, the failure of Spar management to enter discussions with the union had allowed various elements to exploit the strike.

The NP said labour unrest and its effects had reached a level in SA which would be unacceptable in a civilised country.

Plundering the supermarket was the kind of action that made potential investors close existing businesses, not open new ones, it said.

□ DEBORAH FINE reports that the Spar Group obtained a final interdict barring Saccawu members from disrupting business at its central distribution warehouse in Industria.

A provisional order to this effect was granted earlier this month after about 200 people dismissed by Spar — armed with bricks and sticks — gathered at the warehouse and prevented other employees and delivery vans from entering or leaving the premises

Yesterday's final order was granted by Judge JC Coetzee after Saccawu failed to oppose the action

Strike rate sticks to the average

(S2)

THE number of strikes in 1994 was only slightly higher than in 1993 — and not totally out of line with previous years, writes ADRIAN HERSCH.

The latest report, issued by labour law firm Andrew Levy & Associates notes: "The impression was created that all sectors of the economy were seriously affected by industrial action. In analysing the data it is evident a larger number of smaller strikes took place."

The firm found that 3.9-million mandays were lost during 1994 compared with 3.6-million in 1993, 4.2-million in 1992 and 3.8-million in 1991. Last year's figure was less than half the record high of 9-million mandays lost in 1987.

Wages were the main strike trigger, accounting for 65.3% of all strikes, followed by grievances (19.8%), dismissal/discipline (10.6%), recognition (2.9%), other (1.3%) and retrenchment (0.1%).

The two strikes to lose the most mandays were the 27-day strike in the motor industry and the 22 days lost at Pick 'n Pay.

The report says prominence given to strikes in the media led to "general mass hysteria that workers countrywide had taken to the streets".

Most strikes occurred in the PWV (64%), followed by the Eastern Cape (11%), Kwazulu-Natal (10%), countrywide (9%), and the Western Cape (6%).

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Unionists march on head office

More than 1 000 members of the South African Commercial, Catering and Allied Workers' Union marched to Bidvest and Bidcorp Group's head office in Johannesburg yesterday to demand the immediate reinstatement of 600 workers dismissed two years ago. In a memorandum handed to group executive director Colin Kratzman, Saccawu threatened consumer boycotts, pickets and sit-ins if the company failed to address the demand within seven days. Kratzman said the company would not be able to respond within seven days as the head office was not responsible for day-to-day operations within the group — Sapa. (152) (152)

(152) (258) (85)

Union sticks to its hostage plan

The SA Health and Public Service Workers' Union is continuing with preparations for its campaign, which includes the taking of white employees as hostages, despite joining a government task team to look into conditions of service yesterday. General secretary Silas Baloyi said in Cape Town yesterday that the union did not trust the Government's commitment to improve salaries. The union's campaign got off to a lumpy start this week when plans to take white employees hostage at 1 Military Hospital near Pretoria were thwarted by the presence of defence force members. — Labour Reporter

STAR 15/2/95

Minister warns strikers

By BARRY STREEK,
Political Staff

WORKERS who took part in violence, hostage-taking and unlawful activities were breaking the law and would be prosecuted, the Minister of Justice, Mr Dullah Omar, said yesterday.

He also warned trade union officials involved in planning to take hostages that they would be charged as well.

In a tough statement, Mr Omar stressed that workers had the right to take part in union activities freely, to strike and to engage in peaceful demonstrations and protest.

"But nobody has the right to engage in the kind of violence and disruptive conduct which has taken place at Spar shops, causing considerable damage and loss. Such conduct cannot be tolerated."

Mr Omar said he welcomed the statement by the spokesperson for the SA Commercial Catering and Allied Workers Union (Saccawu), Mr Sithembele Tshwete, denouncing the unlawful violence of participants in the Saccawu strike by Spar employees.

He also said he had noted that Saccawu had launched an

'Firm action on violence'

investigation to identify the people involved and added:

"Firm action is required to put a stop to such conduct.

"The same applies to those MK marchers who recently caused damage to motor cars and property during or after their protest outside the ANC offices in Durban.

"We defend and will protect the right to peaceful assembly, demonstrations and protest.

"But this right does not include the kind of conduct described. Attacks on innocent persons and property will not be tolerated or condoned."

Mr Omar said that in both these cases, state prosecutors had been asked to take steps to ensure that the culprits were charged and brought before court. "Care should be taken to

ensure that there is no witch-hunt of workers or peaceful demonstrators engaged in legitimate union activity

"However, individuals who have been clearly identified as participating in causing damage to property must be made to face appropriate charges within the framework of the constitution and law."

It was also a matter of concern that the South African Health and Public Service Workers Union (Sahpswu) had taken steps to take people hostage as part of their campaign for higher wages

He warned Sahpswu that anyone trying to take any person hostage or committing any other violence would be arrested and charged. Union officials could face similar charges

(525)

CT 15/2/95 (152)

121 15

125

Workers at Shell on strike

~~153~~ (52)
JOHANNESBURG —
Chemical Workers Industrial Union (CWIU) members employed by Shell have embarked on a legal strike after a dispute over employer contributions to the union's provident fund

The union said yesterday 218 members were striking at factories nationwide

CWIU national co-ordinator Mr Macvicar Dyasopu alleged Shell was acting contrary to President Nelson Mandela's calls for stability in the workplace

He also accused multinationals investing in South Africa of undermining the right to collective bargaining embodied in the recently released Labour Relations bill

Mr Dyasopu said the workers were protesting against Shell's proposed 13.5% contribution to retirement contributions. The union is demanding 15%

Shell spokesman Mr Humphrey Khoza said the company had requested an urgent meeting with the union to resolve the deadlock

"We strongly believe the 13.5% contribution is equal to if not better than the highest in the industry" — Sapa

Employees strike vote

WORKERS at AECT's Aniken plant at Umbogintwini in Kwa-Zulu/Natal have voted to join a strike by about 300 other workers from the group, demanding an across-the-board 12% pay rise. The strike began at Kynoch Fertilisers & Chemicals on Monday.

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NEWS IN BRIEF

(152) Shell workers strike

CHEMICAL Workers' Industrial Union members employed by Shell SA have begun a legal strike following a dispute over employer contributions to the union's provident fund. **BD 16/2/95**

The union said yesterday 218 members were taking part in the strike at factories countrywide.

Union national co-ordinator Macvicar Dyasopu said the workers were protesting against Shell's proposed 13,5% contribution towards retirement contributions. The union is demanding a 15% contribution from Shell.

Union plans to defy govt

Special Correspondent

(152) (154)
THE SA Health and Public Service Workers Union (Sahpswu) unveiled plans yesterday to spread its defiance campaign to the Western Cape.

Secretary-general Mr Silas Baloyi said despite government threats to prosecute unionists who take hostages that the union would do so.

CT 17/2/95

CP 7/2/95
**Shell strike
may spread**

Special Correspondent.

~~CP~~ (152)
DURBAN — The Industrial Chemical Workers Union has threatened to intensify the industrial action by Shell drivers with a go-slow at depots other than the Island View depot

By yesterday several garages around Durban had run short of petrol. The strike in its fourth day today is due to a dispute over transfer of a pension fund

Police assure Spar they will act against strikers

RENEE G. LAWITZKY

THE SA Police Services has assured Spar that it will act against striking workers involved in criminal activities. (S) (152)

This follows a meeting between the Spar Group and representatives of the SAPS this week.

The announcement comes in the wake of President Nelson Mandela's warning that police would take firm action against strikers involved in criminal activity. BD 17/2/95

Mandela said government acknowledged the right to strike, but violence and disruptive protests seriously undermined stability and economic growth and would not be tolerated.

For the first time since the strike started, a meet-

ing was held this week between a number of consultants acting on behalf of the majority of Spar owners and the SA Commercial Catering and Allied Workers' Union to discuss ways to resolve the ongoing dispute over bargaining forums.

At the meeting the union said consideration could be given to stopping industrial action if employers agreed to negotiate the issues in dispute.

These included the establishment of bargaining forums and the dismissals of more than 1 000 workers during the strike and court interdicts.

Of concern to all parties was the level of lawlessness experienced during the strike.

The parties will meet again later this month.

Threat to disrupt petrol deliveries

By Sapa and Sowetan Correspondent

■ **NO SUCCESS** Shell urgently

STRIKING Chemical Workers Industrial Union members yesterday threatened to disrupt delivery of petrol to Shell and Engen outlets countrywide

CWIU national coordinator Macvicar Dyasopu warned the three-day-old strike affecting Shell South Africa subsidiary companies in KwaZulu-Natal and the Eastern Cape would spread to all provinces if Shell refused to negotiate with union officials

He said the strike, involving Shell drivers, was to resolve a dispute over company payments to the union's provident fund

"The ball is in their court," Dyasopu said "They have not made any indication for a meeting with us" *Sowetan 17/2/95*
"We are now talking to our mem-

trying to arrange a meeting with union:

bers in the Gauteng and Free State regions," he said, accusing Shell of not trying to solve the dispute

The union was also considering action against Engen, which was reportedly assisting Shell to make up for delivery shortfalls in KwaZulu-Natal Shell spokeswoman Koosum Kalyan said the company was urgently trying to arrange a meeting with the union, without success

She said in the event of a national strike deliveries would continue on a "scaled-down" basis

A large group of toyi-toying workers was reportedly marching on Shell House in Durban yesterday

By yesterday several BP and Shell garages had already run out of supplies and petrol attendants remained

at garages only to turn customers away

The strike has also affected supplies to BP stations in Durban and Maritzburg, which receive petrol from the Shell Island View depot

A union spokesman in Durban, Mr Tobias Mseleku, said the union was disappointed by Shell management's failure to respond to the strike and as a result the union was in the process of identifying other depots across the country, including KwaZulu-Natal where workers were still operating as normal, to join the strike

Engen spokesman said they had received several orders for petrol from beleaguered BP and Shell garage owners and had supplied them as far as possible

Strikers block petrol depot

RENEE GRAWITZKY 152

STRIKING workers blockaded Shell depot entrances in Durban yesterday, preventing trucks from leaving.

The blockade was still in place late yesterday afternoon.

Fears of petrol shortages had caused a run on petrol stations.

The run, which resulted in a number of petrol stations running dry.

Shell spokesman Koosum Kalyan said contingency plans were in place if the strike spread countrywide.

She said deliveries were continuing and dealers were operating on a limited scale. **BD 17/2/45**

About 200 members of Chemical Workers' Industrial Union have been on strike since Monday in Durban and the Eastern Cape in support of three demands linked to negotiations over the company's agreement to participate in the Chemical Industries National Provident Fund.

The union rejected the company's proposed contribution of 13,5% which Shell claims is the highest company contribution; demanded the surplus from the company's pension fund which, according to the rules of the fund, belong to the pension fund and said non-union members should be eligible to join the fund.

The union was not available for comment yesterday.

Labour Bill 'may cause unrest'

BD 20/2/95

ERICA JANKOWITZ

THE draft Labour Relations Bill was already causing ripples in labour relationships and this year's wage round was likely to be as disrupted by industrial action as had been the case last year, industrial relations consultant Gavin Brown predicted.

Speaking at a Deneys Reitz seminar on Friday, Brown said the Bill's intentions were good, but in the short to medium term confusion over its content and its release to coincide with the wage round would generate labour unrest.

He said the social and political climate of uncertainty into which the Bill was launched would do little to help it meet its aim of moving SA labour relations from adversarialism to co-operation.

Employers were concerned about unions' interpretation of the Bill's participative management provisions and forecast strikes over issues previously deemed to be management prerogative.

The old statute would become less effective during the period the parties took to finalise the draft in the National Economic, Development and Labour Council (Nedlac) and employers, using current methods, would find regulating labour relations difficult.

Responding to Brown, ministerial task team member Andre van Niekerk said there were no illusions about the role of law in regulating industrial relations. But, hopefully, it would establish a framework to

change adversarial mindsets.

He said the team's contention was that sectors which needed urgently to restructure to meet the challenge of global competition, were better served by a legislative structure allowing flexibility, self-regulation and participation in decision-making. The Bill tried to encapsulate this.

Brown predicted a flurry of activity as parties renegotiated recognition agreements which suddenly became of great importance under the new legislative framework. A recurring theme in the Bill was that collective agreements would override the statute, giving such agreements much greater status.

"Legally these are now critical documents and many will have to be reviewed to bring them in line with the statute."

Not only would this cost management time, but also unions would need to ensure they had the requisite experience to negotiate agreements.

Brown felt the Bill would be passed with few changes, but its first amendments could be expected shortly as its full political and economic consequences became clear.

Van Niekerk said parties to Nedlac would not be bound by the constraints the team's terms of reference imposed on them, with the exception of constitutional considerations. This would include the right to strike and for employers to lock workers out.

Blockades at six Spar shops

NEWS CONTINUED

SIX Spar outlets in the Gauteng region were blockaded by groups of protesters claiming to be members of the SA Commercial Catering and Allied Workers' Union yesterday.

In each incident the protesters attempted to gain access to stores and at the same time blocked the entrances. In some cases the stores were able to close the doors before the groups could gain access, a Spar spokesman said.

The Norwood store was the only one affected by violence, but this happened when store security attempted to stop the workers from obstructing the entrance. (15)

Co-owner Anthony Georgiou was allegedly assaulted and property slightly damaged.

The SA Police Services arrested a number of people and the owners have laid charges of trespassing, assault and damage to property.

These incidents at Spar outlets came in the wake of President Nelson Mandela's warning last week that the government would not tolerate disruptive behaviour by striking workers.

The union was still investigating which parties were involved and whether this was an attempt to discredit and destabilise the union, said a union spokesman.

ANC leaders call Rocky to account

MARK ASHURST

THE ANC national leadership will summon Rocky Malebane-Metsing today to account for the charge of conspiracy to murder he filed against Northwest premier Popo Molefe.

ANC national spokesman Jackson Mthembu said party leaders had not been informed of Malebane-Metsing's intention to make his allegations public. It was "likely" he would be asked to meet the ANC's "top six" today, said Mthembu.

At a Mmabatho news conference, Molefe denied the allegations, describing them as "preposterous".

Police later confirmed that Malebane-Metsing registered the charge yesterday.

This was contrary to Malebane-Metsing's claim that the charge was laid on Sunday. Police had received only a letter from his lawyers asking them to lay a charge.

Yesterday sources in the Northwest government were confident Malebane-Metsing's political career in the province was drawing to a close. The ANC national leadership had "finally realised Rocky is a problem", said one.

Congress spokesman Mthembu said: "He has been less than frank. He did not indicate that he was going to hold a Press conference. He was asked to take the matter to the police to investigate the veracity of the allegation because he did not provide tangible evidence."

Malebane-Metsing claimed on Monday that ANC leaders Cheryl Carolus, Jacob Zuma and Walter Sisulu had "given their blessing" to a police investigation of his allegations at a meeting that day.

However, sources said President Nelson Mandela had resolved at a meeting with Molefe on Saturday that Malebane-Mets-

ing should step down voluntarily before an inquiry into an irregular loan of R16.6m, granted by Northwest parastatal Agribank during his tenure as minister, was made public. Malebane-Metsing's decision to make public his allegations could have been an attempt to avert this. Monday's news conference was called before he met ANC leaders.

Molefe was confident the ANC would take appropriate action at its meeting today: "We should allow for internal processes within the ANC to deal with the matter in terms of the (party) constitution."

He denied that Malebane-Metsing had a strong popular following in the province. "The NEC thought so, I didn't. I have been making this analysis since before the election. There has been a bit of playing to the gallery and the television."

Sapa reports from Mmabatho that an internal commission of inquiry launched by the Northwest agriculture department found yesterday that Malebane-Metsing had acted in disregard of the law when he instructed the province's Agribank to grant a loan to Liberty Foods.

The commission found the loan had been irregular and that Malebane-Metsing had acted "in disregard of the law and (Agribank) procedures" when he instructed the bank to grant the loan.

The money was lent to Liberty Foods Manufacturing to buy North Hills farm, situated between Johannesburg and Pretoria, which was about to be auctioned.

The commission found that further amounts had been advanced to Liberty Foods, resulting in a debt of R17.3m plus guarantees of R2.1m.

BD 22/2/95

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Police arrest 56 picketing strikers at Norwood Spar

BY BOBBY BROWN

Norwood police yesterday arrested 56 strikers picketing outside the Super A Spar in Norwood, Johannesburg, on charges of assault, trespassing, damage to property and contempt of court.

Union (Saccawu) members have been forbidden in terms of a court order from certain actions in the vicinity of Spar outlets.

Anthony Georgiou, a partner in the store, said the strikers entered the Spar at 10 30 am in little groups pretending to be shoppers.

"They all threw their groceries on the floor and started singing at the front of the store," he said. When they refused to leave, police and security guards with dogs were called to remove them.

Georgiou was attacked in the scuffle when the strikers left the store before the doors were closed.

Norwood police station spokesman Warrant-Officer

Chart Ammandate confirmed the arrests and said an assault charge would be investigated.

"The person responsible for the assault was captured on our closed-circuit TV, but he had left by the time the police started their arrests," Georgiou said.

The strikers smashed one of the shop's windows and damaged several pot plants, according to Georgiou.

Saccawu spokesman Themba Khumalo said the court order had expired in mid-January.

"They cannot be arrested for contempt of court because the interdict is no longer valid."

The workers, all of whom have been dismissed from their individual Spar stores, are demanding regional bargaining

Blockades at six Spar shops

RENEE GRAWITZKY

SIX Spar outlets in the Gauteng region were blockaded by groups of protesters claiming to be members of the SA Commercial Catering and Allied Workers' Union yesterday.

In each incident the protesters attempted to gain access to stores and at the same time blocked the entrances. In some cases the stores were able to close the doors before the groups could gain access, a Spar spokesman said.

The Norwood store was the only one affected by violence, but this happened when store security attempted to stop the workers from obstructing the entrance. (152)

Co-owner Anthony Georgiou was allegedly assaulted and property slightly damaged.

The SA Police Services arrested a number of people and the owners have laid charges of trespassing, assault and damage to property.

These incidents at Spar outlets came in the wake of President Nelson Mandela's warning last week that the government would not tolerate disruptive behaviour by striking workers.

The union was still investigating which parties were involved and whether this was an attempt to discredit and destabilise the union, said a union spokesman.

SD 22/2/95

Soldiers in pay protest

About 100 disgruntled soldiers from 21 Battalion in Lenasia gathered at Johannesburg City Hall yesterday to demand at least R30 000 each in backpay

A spokesman for the soldiers, Rifleman Reuben Mchego, said they had received three increases since 1992 and should have been given a lump sum of R10 000 in backpay with each increase

The servicemen, whose contracts expire on March 31, also demanded integration into the police, the ambulance service, fire brigade, the traffic department or private security firms

The South African National Defence Force said although there had been pay problems it was unlikely the soldiers' backpay could amount to R30 000

Spokesman Lieutenant Marius Terblanche said the terms of the contract were explained to the battalion by their officer commanding, Colonel C Topper.

At the briefing, a team of psychologists was present for "those who couldn't handle the shock". *STAV 23/2/95*

Grievances on pay had also been discussed with Witwatersrand commanding officer Major-General Vos Benade.

Their complaints had been submitted to the "highest level"

— Sapa

~~(254)~~ (152)

Protest over poor wages (152)

DURBAN — Hundreds of social workers marched here yesterday to protest against poor wages

ET 23/2/95
The placard-carrying protesters brought traffic to a standstill as they marched from Durban City Hall to the offices of the provincial department of social welfare and pensions where they handed in a memo asking that all those involved be consulted about financing and subsidising certain welfare services. Their protest follows a similar one in Cape Town on Tuesday. — Sapa

Protest over health plan

(152) Municipal Reporter

SEVEN HUNDRED Western Cape health workers who belong to the traditionally-conservative SA Association of Municipal Employees (SAAME) are to protest at the Good Hope Centre today.

SAAME national president Mr Hans Deetlefs said yesterday the protest was over the announced takeover by the province of parts of health services that have traditionally fallen under municipalities.

CT 24/2/95
He warned that unless the situation in local authority health services was addressed "industrial action will shortly follow, bringing health services to a grinding halt".

Shell, union agree on fund

BD24/2/95 RENE GRAWITZKY

AN AGREEMENT on a number of issues relating to the Chemical Industries' National Provident Fund was reached between Shell and the Chemical Workers' Industrial Union yesterday.

It was expected that the majority of striking workers would return to work by Monday.

Earlier this week, contingency plans for the delivery of petrol had been disrupted as workers continued to blockade the depots.

Following discussions, the union went back to its members and requested them not to behave in an undisciplined manner. The blockades ended on Wednesday.

The agreement provided for a company contribution of 14% to the fund and for the issue of eligibility of the fund to be referred to IMSSA within the next two months for mediation or arbitration. Other issues included in the agreement were that the actuarial reserve value of those employees who joined the provident fund would be transferred from the pension fund, the present actuarial reserve value would be increased by 10% and a joint committee would finalise the drafting of the provident fund agreement within two months.

Army sent to crush mutiny

⇒ From Page 1
yesterday afternoon.

A member of the police interim communication committee representing the mutinous policemen said they had been caught unawares by the action of the defence force, who were experienced in the use of mortar bombs.

"The policemen also had mortars, but didn't know how to operate them. That is why they had to surrender to avoid bloodshed," he said.

Earlier there were unconfirmed reports of looting in some parts of Transkei, but threats of a nurses' strike in support of the policemen's demands did not materialise.

Commissioner Fivaz said the police and defence

force were deployed in a joint effort to stabilise the region.

"Such undisciplined actions by civil servants, especially police officials, can no longer be tolerated and will be dealt with appropriately."

Commissioner Fivaz said the police action was "aggravated" by the fact that the blockades were enforced at a time when police grievances were being addressed by Mr Mandela, Safety and Security Minister Sydney Mufamadi and himself.

"It must be emphasised that no grievance can justify the kind of reckless and irresponsible actions indulged in by these officials."

Mr Mhlaba, who spent most of yesterday trying to defuse a hostage drama at St Albans Prison in Port Elizabeth, said he had travelled to Umtata on Friday to keep the scheduled appointment with the policemen.

"Then I received reports that they wanted me to go with a cheque, which in effect would have been the payment they wanted, and failing that they would take me hostage," he said.

"I went against the advice of my office staff, my security personnel and my wife because I wanted to show the policemen I was sincere in my effort to resolve their grievances."

He said the Eastern Cape government would not tolerate sit-in strikes, the illegal erection of road-blocks or the taking of hostages. All future blockades and disruptions by individuals or organisations in the region could be met by "organised military force"

The policemen had set Tuesday as the deadline for the payment of R16-million they say they are owed for overtime and back-pay.

Commissioner Fivaz said legitimate grievances of policemen throughout South Africa were being addressed as part of "the broader rationalisation and amalgamation process" of the new police force.

"Some of the so-called grievances — such as salary disparities — of these

unruly Transkei police officials are self-induced as a result of illegal interference with the computerised salary system," he said.

"The time has come to act decisively against undisciplined elements within police ranks. Not to do so will mean that the people of South Africa will be at the mercy of increasing crime and violence."

He said the joint operation would remain in place until the situation had stabilised.

Among those caught up in the blockade were former Transkei president Chief Tutor Ndamase and Transkei Attorney-General Christo Nel SC.

An Umtata resident, Joe Mnyengo, said he and his pregnant wife, who was suffering from severe labour pains, were forced to walk two kilometres to a hospital yesterday when the striking policemen refused to let them through a blockade.

The blockade was condemned by the South African National Civics Organisation and the South African Communist Party.

Sanco executive member Kiddo Dodo said the blockade was "very provocative and disruptive". He warned that it would cause serious economic problems in the region and called on the government to act against the policemen.

Communist Party regional general secretary Rob Nogumla said the blockade of roads was "a blatant assault on the right of innocent members of the public" and a violation of their freedom of movement.

Yesterday afternoon Mr Mhlaba assured awaiting trial prisoners at St Albans Prison, who shot and critically injured one warder and took another hostage, that he would do his best to speed up their court applications for bail if they stopped the drama.

Spokesmen for the 102 prisoners that have been barricaded in a section of the prison with their hostage, Warrant-Officer Jonathan Phillips, since Wednesday evening agreed to discuss the premier's signed condition and then continue negotiations today.

Trains cancelled due to wildcat Metro strike

(27) (152)
ARLT 27/2/95

Staff Reporter

TWELVE commuter trains were cancelled today due to a wildcat strike by Metro rail staff.

Metro spokeswoman Riana Jacobs said eight trains were cancelled on the Cape Flats line, three in Bellville and one from the southern suburbs

The trains were cancelled as a result of staff shortages and more cancellations could follow. Other trains were running late.

Ms Jacobs said thousands of commuters were affected

It was not yet clear why the strike had been called or how long it would continue, but Metro Rail management was investigating

Every effort was being made to normalise the service before the afternoon peak hour.

Metro apologised to commuters who had been inconvenienced.

● Frustrated commuters were caught in traffic jams today for up to one and a half hours after a bus broke down

on De Waal Drive just after 7 am.

Traffic chief Wouter Smit said the bus broke down in the left lane on hospital bend and partly blocked a second lane

As the brakes were "blocked solid", traffic authorities could not move the bus and City Tramways had to send a breakdown vehicle which also got caught in the traffic.

The bus was eventually moved after 9 am.

● Commuters are going to have to pack their own beers and sandwiches — the dining car on the line between Cape Town and Simon's Town has been temporarily withdrawn

The reason for the withdrawal was to modify the car's "systems", a spokesman said.

No date has been set for its return. The car will be out of commission "until further notice", he said.

"Off the Rails regrets any inconvenience to their clients."

The dining car first entered service on the Simon's Town line September last year and has been temporarily withdrawn before

Cop dies in T'kei strike

EAST LONDON —
Umtata was quiet yesterday after a policeman was killed and another wounded when the defence force stormed roadblocks set up by striking police in the Eastern Cape

"Things are back to normal in Transkei, all police stations are working normally and the roads are clear," a South African National Defence Force spokesman said

A policeman was killed and another wounded when striking police members opened fire on the SANDF and police sent to end the blockade on Saturday

Fifty-five policemen were arrested. Orders to end the strike followed consultations between President Nelson Mandela, Safety and Security Minister Mr Sydney Mufamadi and police chief Commissioner George Fivaz. — Reuter

Metro workers back on the job

JOSEPH ARANES, Staff Reporter

THERE was relief for railway commuters today as Metro Rail Services workers returned to work following a day of disruptions.

Thousands of commuters were inconvenienced yesterday when about 200 Cape Metro Rail Services workers downed tools and protested on the concourse of Cape Town station.

Metro workers confirmed today it was business as usual. **ARG 28/2/95** Metro spokeswoman Riana Jacobs apologized to commuters for inconvenience yesterday. Workers' grievances were being addressed by management, she said.

The workers, mostly conductors, were protesting against what they alleged were "racist apartheid policies" practised by Metro management.

Worker spokesman Charles Lukas said conductors were "sick and tired of being as-treated second class workers".

"Things have changed in this country — apartheid is dead but here at Metro, management are still clinging onto the evils and practices of the past. They don't want to accept the change

"White conductors are paid R3 020 a month while we get paid R2 800. They can be promoted to line and area managers but we are not allowed to be although some of us are, better educated and have more experience."

Mr Lukas said the workers handed Metro management a petition.



Picture: HANNES THIAHRT
WORKERS PROTEST: Some of the hundreds of Metro Rail Services workers who downed tools at Cape Town station in protest against alleged racial discrimination.

Action urged on union threats

CT 28/2/95 (152) (S#)
SOUTH AFRICAN Health and Public Service Union (SAHPSU) publicity secretary Mr Themba Ncalo should be charged for his kidnap threats on cabinet ministers and white civil servants, the ANC said yesterday.

Mr Ncalo's threats in support of the union's wage demands — made during

CCV's Newsline on Sunday — were a criminal offence and a challenge to the government, the ANC's Senator Jackson Mthembu said.

The ANC urged the government to act firmly against any individual or group who intensified ethnic tensions and promoted lawlessness — Sapa

N Tvl govt fires 3 000 strikers

(152) ~~2/3/95~~
PIETERSBURG

More than 3 000 workers of the former Gazankulu government, who were all out on strike, have been fired, it was reported yesterday

They were all members of the National Education, Health and Allied Workers' Union

A spokesman for Northern Transvaal Premier Mr Ngoako Ramathlodi office said the Nehawu members who had been dismissed, would forfeit their leave pay

CT 2/3/95
A union spokesman said the dismissals were invalid as the outcome of talks held with the labour unit of the premier's office last week, was still being awaited

— Sapa

Saccawu sets out agenda

RENEE GRAWITZKY

THE immediate reinstatement of dismissed Spar workers would be the priority for next week's talks between the SA Commercial Catering and Allied Workers' Union (Saccawu) and Spar, the union said.

This issue had to be resolved before issues such as bargaining forums could be discussed. (152)

Sources claimed employer representatives agreed to discuss the adjudication of allegations of misconduct with the option of arbitration.

60 3/3/95
The union agreed to a blanket moratorium on hostilities until the March 9 meeting, sources claimed. At that meeting, a written moratorium would be tabled for discussion. This would create an atmosphere to facilitate discussion on the future of the dismissed workers.

Traffic police
CT 17/2/95
strike on Rand
~~25/2/95~~ (152)

JOHANNESBURG - More than 300 striking traffic officers and ambulance and fire department staffers here vowed yesterday to continue their action until their demands are met

The strikers said they would only resume work once a dispute over implementing a new salary plan had been resolved

Yesterday, delegates from the South African Municipal Workers' Union and the Johannesburg Municipal Employees Association were locked in talks — Sapa

APG 7/3/95

Union march to dockyard will go ahead

Labour Reporter

A MARCH by National Education Health and Allied Workers Union members at the Simon's Town dockyard will go ahead today in spite of "hastily convened meetings" between union officials and top defence personnel, Nehawu said.

Nehawu is demanding that the defence force enters a recognition agreement with it.

Nehawu regional chairman Wilfred Alcock said the defence ministry had responded to a request for an urgent meeting with Defence Minister Joe Modise by convening a meeting between Deputy Minister Ronnie Kasrils and union officials yesterday.

Today, the union will hold discussions with General Andrew Masondo of defence headquarters in Pretoria.

● The National Party has slated the march as contributing to "reducing this once proud institution (the navy) to a demoralised go-slow area".

NP senator Mark Wiley said, "Nehawu owes the thousands of dependants of the employees it is inciting, an explanation for putting these jobs on the line".

TB patients sent home in strike

MATATIELE: Tuberculosis sufferers are being sent home from the Santa Hospital here because of an illegal strike which has left the hospital with 10 medical staff to cope with more than 100 patients.

About 90 of the staff, most from the National Education, Health and Allied Worker's Union, started striking on Friday, leaving patients unfed and bringing laundry and kitchen facilities to a halt.

A hospital spokesman said the strikers want a particular matron to resign. — Special Correspondent

CT 7/13/95

(152)

Bara council to meet over nurses' strike

BY NHLANHLA MBATHA

The Baragwanath Hospital College Council will meet on Thursday to discuss the four-week-old dispute between nursing students and the administration, hospital spokesman Hester Vorster said yesterday

Student nurses, protesting against the scrapping of their course-completion bonus by the Government's Commission for Administration, have not been attending classes since the be-

stan 7/3/95
gunning of last month
According to Vorster it had been decided by the commission, after consultation with the staff association and the unions concerned, to replace the bonus with "three notches extra on starting salaries for nursing sisters"

Vorster said the students' protests came to a head on February 3 when they disrupted a nurses' graduation ceremony at the University of the Witwatersrand's Great Hall

~~192~~
They stormed the hall, overturned tables, broke glassware and spilt soft drinks on guests, causing damage estimated at about R11 000, she said

While the college remained closed, all 573 four-year-course nursing students affected by the dispute have been reporting for duty in the wards

"In the meantime students are expected to work in the wards for 40 hours a week, and a no work, no pay policy is being observed," Vorster said.

NEWS IN BRIEF

Strike about bonuses

THE recent go-slow and strikes by Correctional Services members at several prisons in KwaZulu/Natal had resulted from dissatisfaction in the way the annual merit awards bonuses were presented to a select few.

Correctional Officers' Union of SA Western Cape president John Joseph said members were unhappy about the "deplorable, racialistic and biased criteria" applied in awarding the merit awards bonuses. **BD 7/3/95**

Joseph claimed in 90% of cases it was the same people every year who were awarded the bonuses

High hopes for end to Spar strike

(152) SPAN 8/3/95

■ BY JUSTICE MALALA
LABOUR REPORTER

A four-month-old dispute between 2 500 striking Spar workers and store-owners in Gauteng might be resolved soon if the employers reinstate all dismissed workers when they meet their representatives tomorrow.

South African Commercial, Catering and Allied Workers' Union spokesman Sithembele Tshwete said yesterday this would pave the way for the renewal of negotiations for a central bargaining forum, the issue that sparked off the strike.

The dispute, which began on November 9, has led to the arrest of more than 300 workers as well as R2-million damage.

Work stoppage holds up fruit ships

Labour Reporter (152) ~~(150)~~
THREE ships chartered by Unifruco to take Cape fruit overseas remained idle at their moorings in Cape Town harbour today because of an unprocedural work stoppage at International Harbour Services.

Negotiations between International Harbour Services — a Unifruco subsidiary — and the

ARG 8/3/95
Transport and General Workers' Union yesterday failed to resolve the dispute

A spokesman for the union said today that management had made certain verbal undertakings yesterday and had asked the employees to return to work. But he said the workers would do so only if the undertakings were in writing.

Central to the dispute is the

fact that most workers are employed on a seasonal basis with few benefits.

A Unifruco spokesman said the delay in loading the ships would not affect the fruit, which was in cold storage and could remain there for several months if necessary.

The main cost to the company was the three idle chartered ships.

1501013195
Strikers stage march

ABOUT 300 striking Spar workers yesterday marched to John Vorster Square police station to hand in a memorandum demanding an end to the arrest of strikers and a meeting with Justice Minister Dullah Omar (152)

Porters stop work over ~~the~~ hospital pay

LIBBY PEACOCK
Health Reporter

PORTERS at Groote Schuur Hospital today downed tools to protest against disparities in salaries and lack of night-shift allowance and danger pay.

They have threatened to occupy the office of senior medical superintendent Anne Brand.

One porter said his net salary was R241 a month (excluding a housing subsidy). It was impossible to support his wife and two children.

Most porters said they could not afford their train fares to work, and some were forced to "steal" rides on third class.

There were disparities between the salaries of porters: those with 22 years' service were paid R14 000 a year, while those with 12 years' service were paid R16 000 a year.

The porters do not belong to a union.

A hospital spokeswoman said the administration was "busy addressing the problems" She would not elaborate.

Saccawu calls for strike intervention

THE SA Commercial Catering and Allied Workers' Union (Saccawu) would seize every opportunity to resolve its continuing dispute with Spar and had called on the Labour Ministry to explore the possibility of more meaningful intervention, general secretary Herbert Mkhize said yesterday.

This followed a breakdown last week in negotiations between consultants, who were representing a group of Spar owners, and the union. (S 2) (C)

At the meeting, the union was charged with having violated the verbal moratorium on violence or provocation, agreed previously, on numerous occasions

People had been abducted and assaulted

RENEE GRAWITZKY

— 15 had been hospitalised — and one store was burned to the ground

Mkhize denied that the burning of a Spar store was related to the strike. It had been caused by an electrical fault, he said.

The union's central executive committee would be meeting on March 19 to discuss a report on the illegal action which took place during the strike. If Saccawu members were involved they would be dealt with, he said. 20/5/95

The union was considering an approach by about 30 owners to enter into discussions without involving consultants.

279 police went on strike — Mufamadi

Political Staff (152)

THE South African Police Service lost more than 300 working days in January when 279 members went on strike.

Safety and Security Minister Sydney Mufamadi said grievances had included racism between members and discrimination and victimisation against members by management.

Other grievances were promotions, autocratic management, salaries and transport to and from work.

The national commissioner met the three relevant, recognised employee organisations on January 31 to address labour relations problems as a matter of urgency.

A national committee had been established to ease a speedy resolution of disputes.

Mr Mufamadi was answering a question by Douglas Gibson (DP) in the national assembly.

SA and France sign trade co-operation deal

SOUTH Africa and France have signed an agreement in Cape Town to set up a commission to promote trade and industrial co-operation.

It was signed yesterday by Minister of Trade and Industry Trevor Manuel and French Minister of Trade, Posts and Public Works Jose Rossi.

Mr Manuel said it would strengthen collaboration between South Africa and France and make the most of the opportunities created by South Africa's "open-doors" policy towards the international community.

Improved trade relations with France, now holding the presidency of the European Union, were also a "strong signal" to the EU at a time when South Africa sought closer relations with the community.

South Africa's application to join the Lome Convention, which regulates the EU's trade relationship with 81 African, Caribbean and Pacific states, comes before

the EU's council of ministers on April 10

Mr Rossi said the number of French companies operating in South Africa had grown from 20 to 100 in the past four years

He denied that France, under pressure from its domestic agricultural sector, had opposed South African membership of the Lome Convention, which will offer duty-free entry to the vast European market for most South African exports.

Mr Rossi said France had strongly supported the EU's decision last year to grant favourable trade terms to South Africa on the basis of its Generalised System of Preference.

Thus, together with the growth in French imports from South Africa, showed France was "not protectionist"

A "collective decision" by the EU council of ministers would determine whether South Africa joined the Lome Convention. — Sapa.

WEEKEND ARGUS SPECIAL

All you ever wanted to know about...

NEWS Students defy government, AN

Officers end strike

Sowetan Correspondent

~~THE~~ ~~STRIKE~~ (152)
A TWO-DAY strike by more than 350 Johannesburg traffic officers, ambulance staff and fire brigade members ended yesterday after agreement was reached on the review of contentious salary grades

The workers returned to work yesterday afternoon after an all-day meeting between the Johannesburg Municipal Employees' Association, the SA Municipal Workers' Union and Johannesburg administration delegates. The strike began on Tuesday afternoon.

Samwu negotiator Mr Richard Spalding said the workers had embarked on the strike because of the "unfair manner" in which a progression plan, aimed at bringing equity in salaries between various members of the department, had been implemented.

"The plan was supposed to determine pay according to experience but at the end of the day members found that everyone was being paid the same salary with experience not being considered," Spalding said.

Task team

According to a letter drafted by the negotiators, a task team to investigate matters relating to the progression plan would begin work today and present a report to workers and management by next Thursday.

The task team, made up of 10 worker representatives and under the guidance of an administration official, would then submit the report to the Transitional Metropolitan Chamber's executive committee by March 28, which would implement the agreement.

Sowetan 7/3/95

Jo'burg council strike ends

A two-day strike by more than 350 Johannesburg traffic officers, ambulance staff and fire brigade members ended yesterday after agreement was reached on the review of contentious salary grades.

The workers returned to work yesterday afternoon after a lengthy meeting between the Johannesburg Municipal Employees' Association, the SA Municipal Workers' Union (Samwu) and Johannesburg administration delegates. The strike began on Tuesday afternoon.

Samwu negotiator Richard Spalding said the workers had

embarked on the strike because of the "unfair manner" in which a progression plan, aimed at bringing equity in salaries between members of the department, had been implemented.

According to a letter drafted by the negotiators, a task team to investigate matters relating to the progression plan would begin work today and present a report to workers and management on Thursday.

The task team would then submit the report to the transitional metropolitan council's executive committee by March 28.

— Labour Reporter

SPALDING

(152)

Municipal strike called off

Weekend Argus Correspondent

~~152~~ (152) ARG 18/3/95
JOHANNESBURG. — A two-day strike by more than 350 Johannesburg traffic officers, ambulance staff and fire brigade members ended after agreement was reached on a review of salary grades.

SA Municipal Workers' Union negotiator Richard Spalding said the workers had embarked on the strike on Tues-

day because of the "unfair manner" in which a progression plan, aimed at bringing equity in salaries between various members of the department, had been implemented

"The plan was supposed to determine pay according to experience, but at the end of the day members found that everyone was being paid the same salary, with experience not being considered"

Fewer man days lost through strike action

(152)

RENEE GRAWITZKY

A SHARP reduction in the number of man days lost during the first quarter of 1995 compared with the corresponding period in 1994 was recorded by Andrew Levy & Associates in their recent strike report for the period ending March 31.

During this period, 60 000 man days were lost compared with 295 000 in 1994 and 65 000 in 1993.

The report said strike action had "returned to the normal pattern of the annual wage round", which reinforced the view that "1994 was atypical, given the political climate".

The report pointed out, however, that the main wage round had not started in earnest and the real extent of a shift from last year's levels would only be evident later in the year.

Cosatu spokesman Neil Coleman said it was premature to draw dramatic

conclusions from these figures as "close to 75% of members were still going into negotiations with the majority taking place between April and July".

The main strike triggers were retrenchments (12%), wages (50%), grievances (14%) and dismissals (7%).

The majority of man days lost were a result of a five-week strike by Food and Allied Workers' Union (Fawu) at SA Dried Fruit Co-operative, Fawu members on strike at Simba and the Spar strike. Only the Spar strike had been carried over from 1994.

The unions involved in the largest number of man days lost were Fawu (51%), SA Commercial Catering and Allied Workers' Union (17%), National Union of Farmworkers (11,25%), Chemical Industrial Workers' Union (6%), NUM (4,6%) and Numsa (4,2%).

(152) (358)
SA pay levels static

Sowetan 23/3/95

LONDON — South Africa's Government has taken on a 'formidable objective' in trying to reduce strike action, while real pay levels remain static or in decline, says the *London Financial Times*

In the process, it has surprised many people, not least supporters of the ANC, by the combative attitude it is taking towards pay demands.

"One of the most serious concerns about the country's long-term ability to compete internationally was that the new Government would prove too sympathetic to the demands of organised labour, says the paper

Evidence of how tough the Government intends to be in resisting pay rises was supplied by last week Budget, the paper reports

The increase in public sector pay is to be held at 3,25 percent, a six percent fall in real wages for the majority of workers — *Sowetan Correspondent*.

Anti-semitism a key issue in dismissal case

ANTI-semitism has emerged as a key issue in an Industrial Court case over the dismissal last April of 200 employees by Highlands House, a Jewish old age home in Cape Town.

The workers, members of the National Education, Health and Allied Workers' Union (Nehawu), were dismissed by the home and Fedics following an illegal strike. Fedics kitchen staff also participated in the strike.

Management has argued that the strike was characterised by intimidation, assaults and the chanting of anti-semitic slo-

RENEE GRAWITZKY

gans such as "kill the Jew". This made reinstatement impossible.

ANC MP and former Nehawu general secretary Philip Dexter said management's central argument that all the dismissed workers were guilty of anti-semitism was an attempt to ignore the real issue. Management "used an error on the part of a small group of workers" to justify a refusal to reinstate.

Evidence was led by the home that the inhabitants, some of whom were holocaust

survivors, had been traumatised by the events surrounding the strike.

Milton Sham, who presented expert evidence on anti-semitism, said "it was reasonable on the part of the employer not to take back people who applauded anti-Jewish demagoguery".

Dexter recommended that individual inquiries be held and those found guilty of racism, anti-semitism or intimidation be dismissed. "The whole workforce should not be collectively accountable for the action of a few" **BD 23/3/95**

The case continues. **(152)**

50 detective (52) units go on ~~(52)~~ overtime strike

ARL 24/3/95

ROGER FRIEDMAN
Labour Reporter

FIFTY Western Cape detective units have begun an after-hours strike over their exclusion from a R15-million special grant which police management says will be divided among shift workers only

Detectives will not go to crime scenes after 4pm and the strike will affect after-hours bail applications and late-night arrests

Even police mortuaries are affected, with no work being done on bodies after 4pm.

Top detective Leonard Knipe, head of the Violent Crimes Unit, said today his members would not be joining the strike, although detectives were being treated "abominably poorly".

Colonel Knipe said he "sympathised" and understood the detectives' predicament, but did not feel that going on an after-hours strike would solve their problems

"It is inconceivable that at after-hours bail applications, magistrates and prosecutors are paid overtime, but detectives not," he said

South African Police Union Western Cape secretary and former national president Andy Miller said the allocation of the R15 million department particular allowance to shift workers had infuriated detectives

The money would be better used for paying overtime.

At a shop-stewards meeting yesterday, the decision was taken to launch the after-hours strike

Detectives gave the government two weeks to meet their demands. In the meantime they would investigate after-hours murders and rapes only

If the demands still were not met, not even murders and rapes would be attended to after hours and detectives would "start forwarding dockets to (national police commissioner George) Fivaz"

Demands include payment of shift allowances, standby allowances and clothing allowances

Detectives also demanded clarification whether they would get salary increases this year after a letter from Police Financial Services claiming no wage increases were being contemplated was leaked to the union yesterday

INVESTIGATE ONLY SERIOUS CRIME AFTER HOURS

City detectives go on overtime pay strike

CT 24/3/95

(152)

STANDING DOWN: A last-minute bid by police management to avert strike action by detectives failed yesterday when shop stewards from Peninsula detective branches decided to end stand-by duties at night and over weekends. Crime Reporter **JACKIE CAMERON** reports

THE South African Police Union (Sapu) last night rejected a last minute police management bid to avert after hours strike action in support of a demand for overtime pay

Sapu detective branch shop stewards agreed at a meeting at their Parow headquarters yesterday to end stand by duties at night and over weekends with effect from last night

Detectives will only attend to serious crimes — including murder, robbery and rape — after 4pm and before 7 30am until police management negotiates a stand by allowance for them, a union spokesman said

The action would continue for 14 days unless an agreement was reached earlier

This means detectives will not gather evidence for after-hours bail hearings or attend crime scenes

Police spokesman Colonel Raymond Dowd said last night that detectives would probably be divided into three shifts as an interim measure to prevent them from having to work overtime

"We appeal to police members not to resort to illegal activities like strikes and go-slows. There are grievance channels and we appeal to them to make use of these." The Western Cape police management was lobbying for improved salaries

He said he envisaged "no major problem" in crime investigations at this stage

A memorandum had arrived from Pretoria on Wednesday saying detectives would also qualify for a merit

payout that is being given to uniform branch members

Sapu vice chairman Major Arno Nel said the possibility of detectives working in split shifts would not alleviate the problem, as investigations required that detectives work after hours on individual cases

After-hours work included arresting suspects at their homes in early-morning swoops and meeting informers

Not victimised

Angry detectives told the Cape Times yesterday that they worked an average of 60 hours overtime a month and carried between 40 and 60 investigation dockets at any one time

Non-union members would not be victimised, they said

Major Nel said "The community will be angry with us, but they must take their anger to the politicians"

Yesterday's meeting followed the leaking of an internal police memorandum from the financial services department to national Police Commissioner George Fivaz, which claims the Public Service Commission had not considered salary increases for policemen by March 10

Anger has been mounting within police ranks for some time, as they have received no firm indication that their salaries will be increased in line with former TBVC homeland police members

The union, in a newsletter to members this week, said that according to their calculations, the police budget has been reduced by more



DETECTIVES' ANGER: Angry SA Police Union shop stewards for Peninsula detective branches agreed yesterday to halt all after-hours work — except in connection with murder, robbery and rape — to back their demand for overtime pay. This is the first time that detectives have embarked on this kind of action

PICTURE: BENNY GOOL

than two percent in real terms — thus lessening the chances of a "reasonable" pay increase

Police last received a salary increase about two years ago of just over three percent

Freeze

Major Nel said meetings with police management in Pretoria had been unsuccessful in obtaining guarantees of reasonable increases for police members and warned that further industrial action could be expected if police demands were not met

BARRY STREEK reports Last night Public Service Commission spokesperson Ms Annalie Strydom said there was no question of a salary freeze in the civil service, including the police force

Negotiations were taking place over a three-year plan for civil service salaries, she said

Ms Strydom pointed out that Finance Minister Mr Chris Liebenberg had said in the Budget last week that R2,5 billion had been earmarked for the improvement of service conditions in 1995/6

Mr Liebenberg had said that the actual amount and how it would be used were still being negotiated by the state and employee organisations

"They cannot just look at the police in isolation. They have to look at all public servants," Ms Strydom said

Her statement does not contradict a police communication dated March 10 this year, which said a general salary adjustment or profession-related salary increase was out of the ques-

tion. The communication, signed by Brigadier G J Coertze of the police financial services, and counter signed by Mr Fivaz, said there was no talk of any salary adjustment for the police and no salary increases were to be announced immediately

No problems

WILLEM STEENKAMP reports Police spokesman Captain Wicus Holtzhausen said last night that he had spoken to all detective branch duty officers and they had experienced no problems with stand by detectives

Also, a spokesman for police radio control said he was unaware of any detectives refusing to attend to crime reports

Union objects to case

 (152) ARG 25/3/95
Weekend Argus Labour Reporter

THE Chemical Workers Industrial Union says it views Capegas' insistence on prosecuting 62 workers for their part in a "bloody wage strike" last July as a "direct attack on the union"

Scab workers were allegedly intimidated and beaten up by the strikers, while a security guard hired by the company to shepherd their trucks killed one striker when he allegedly opened fire after a truck had been stopped at a roadblock set up by workers

Union branch secretary Colin Ram said R20 000 had been spent on legal costs for members who faced jail sentences of up to 10 years.

Strikes erode Pick 'n Pay's earnings

ED 27/3/95

EDWARD WEST

CAPE TOWN — Strike-hit Pick 'n Pay on Friday announced a 21,93% earnings decline to 50,57c a share in the year to end-February 1995 but was optimistic over future prospects.

Chairman Raymond Ackerman said the retailer was confident of lifting pre-tax profit a quarter in the current six months.

As a result of the strike at the end of the first half-year period, pre-tax profit for the past year at R139,7m was 16% lower than the previous year, but was better than the expected R130m.

Ackerman said Pick 'n Pay was poised to continue growing. Joint MD Rene de Wet said current sales were 15% up on last year and accelerating.

A final dividend of 24c was declared, bringing the total for the year to 31c.

After the strike, gross margins were deliberately depressed to win back customers. With the inclusion of the Score acquisition, sales broke R7bn for the first time after growing 18,5% to R7,92bn.

Pick 'n Pay turnover grew 12% in the second half, while for the whole year sales grew 9,12%. Group trading income was 23,7% down at R113,1m (R148,2m).

Score — the results of which were consolidated for the first time after Pick 'n Pay acquired a 50% stake for R16m — made R17m pre-tax profit.

Price Club swung into strong profit growth in the second half despite opening five stores. The Boardmans group also made a solid contribution.

A R12,1 extraordinary item in the results reflected the write-off of goodwill for the Score acquisition. Long-term liabilities on the balance sheet of R93m, compared with only R3,5m last year, reflected the purchase of preference shares to reduce the secondary tax on companies liability.

Pick 'n Pay Holdings, which derived its income from a 51,9% stake in the group, reported earnings of 15,31c (18,15c) a share.

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Drop in strike activity, but wage talks loom

152
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ET(BR)28/3/95

After a tumultuous 1994, the labour front is far quieter. However the volatile public sector remains a cause for concern

BY CLAIRE GEBHARDT

ECONOMICS EDITOR

Man-days lost to strikes dropped dramatically in the first quarter of 1995 to 60 000, compared with 295 000 in the same period last year.

Labour consultants Andrew Levy & Associates attributed this to an "atypical 1994" when man-days lost escalated as a result of the political climate

"Under these circumstances, when smoothed and adjusted, these figures are as expected and probably indicate a return to the normal pattern of the annual wage round."

The caveat is that very few companies have begun wage negotiations yet.

Levy said that, unlike last year when a number of strikes were carried over from the previous year, there was only one major carry-over this year — the protracted action by Saccawu members at Spar. This strike was an important marker for franchise operators and the issue of centralised bargaining, said Levy.

"Even though the workers involved in this dispute have since been dismissed, the situation remains tense, with stores being looted and trashed and a high level of violence taking place"

While wage-related strikes still dominate the picture (50 percent) Levy said it is interesting to note that recognition-related strikes were dominated by the strike at Spar.

Retrenchment-related strikes (12 percent) probably represented the tail-end of companies affected by the long economic downswing; these were likely to decline.

Strikes stemming from grievances (14 percent) were consistent with previous years, while those related to dismissals (7 percent) were still low, indicating that most companies were now conversant with procedures to be followed.

Levy said early indications were that wage negotiations were settling quickly and within expected ranges "But it is too early to say that this indicates single-digit settlements across the economy"

Best indications would come from the mining, metal and motor sectors within the next few months

The greatest unknown quantity was the public sector: "As yet no indications of settlements from that front have emerged"

Levy said that a single strike in 1995 had accounted for a very high percentage of man-days lost. "Surprisingly, this strike — a wage-related strike at SA Dried Fruit Co-operative, involving 800 workers for five weeks — received scarcely any publicity."

This strike, combined with the strike at Simba, accounted for Fawu agam leading the stakes in terms of man-days lost, with 51 percent followed by Saccawu (17 percent), NAFW (17 percent), CWTU (6 percent), NUM (4,6 percent) and Numsa (4,2 percent).

Significant drop in strikes

(152)

goweran 28/3/95

THERE has been a significant drop in strike action compared with the same period last year, an industrial relations report stated yesterday

Consultants Andrew Levy and Associates said in its quarterly report that 60 000 Mondays were lost from January to March this year, compared with 295 000 last year

Unlike last year, when the political climate and first democratic election contributed to most of the lost time, 1995 had fewer industrial disputes

The report singled out the Spar supermarket strike as the major labour dispute of 1995

It said the situation at Spar was tense, stores had been looted and trashed and the level of violence was high

The Food and Allied Workers Union strike at the SA Dried Fruit Cooperative and Simba factory accounted for 51 percent of industrial action

The SA Commercial Catering and Allied Workers' Union accounted for 17 percent, Chemical Workers' Industrial Union 6 percent, the National Union of Mineworkers 4,6 percent and National Union of Minerworkers of SA 4,2 percent — *Sapa*

Police refuse to stop go-slow

Star 28/3/95

(152)

■ BY JUSTICE MALALA

Leaders of policemen on a go-slow strike have refused to stop the protest — in support of pay hikes — despite reaching agreement with Police Commissioner George Fivaz

In an urgent meeting yesterday to resolve spiralling go-slows and "work-to-rule" protests by detectives, administrative and court officials in the Eastern Cape, Fivaz agreed with police unions that a meeting would be held with government ministers today to discuss their demands

The police protest, which

yesterday spread to the North-West, would continue until officials came up with concrete solutions, SA Police Union secretary-general Peter-Don Brandt said after the meeting.

The police are demanding that they be paid for overtime and for being on stand-by in case of emergencies, better living and working conditions, and payment of a prestige bonus of about R350 each.

More than 5 000 Sapu members are taking part in the action in the Eastern Cape alone

Brandt said the union would stop the action only if the Government agreed to the estab-

lishment of a separate bargaining chamber for negotiating police remuneration packages, the offer of an acceptable pay and working conditions package "and the acceptance of the members' importance".

Fivaz said he would be meeting Safety and Security Minister Sydney Mufamadi, Public Service Minister Zola Skweyiya and Finance Minister Chris Liebenberg with a proposal to compensate police with "extra remuneration for their extraordinary working conditions".

► We're here to serve
- Page 15

Strikers of '88 will get their jobs back

(25) (152) Star 28/3/95

BY SONGIWE MLANGENI
CITY REPORTER

Former Soweto council workers, who were fired in 1988 while on a three-month strike, yesterday won a seven-year-battle when the council decided to give them first preference for existing job vacancies

Western Metropolitan Substructure mayor Danny Kekana said most of the workers would be re-employed as they had the necessary skills

"We will consider them first because we are understaffed and they come with experience. When

these people went on strike during the times of the old regime, we supported them. Now that things have changed they must be re-employed," he said.

Kekana said the former workers would be put in positions that matched their skills. But he cautioned that the process would be slow

Most of the former workers were fired from the cleansing department when it was privatised. About 500 people were left jobless during that time and most claimed they never received their benefits.

1995 sees drop in lost man days

(152) SPAN 28/3/95

BY CLAIRE GEBHARDT
ECONOMICS EDITOR

Man days lost due to strike action have dropped dramatically in 1995 to 60 000, compared with 295 000 in the first quarter of last year.

Labour consultants Andrew Levy Associates attributed this to an atypical 1994 when man days lost escalated as a result of the political climate and the then-forthcoming election.

Under these circumstances, when smoothed and adjusted, the figures were as expected and

probably indicate a return to the normal pattern of the annual wage round.

The caveat is that very few companies have begun their rounds of wage negotiations as yet

Levy said that, unlike last year when there were a number of strikes carried over from the previous year, there was only one major carry-over this year: The protracted action by Saccawu members at Spar

This strike was an important marker for franchise operators and the issue of centralised bargaining, said Levy.

While wage-related strikes still dominate the picture (50 percent), Levy said it was interesting to note recognition-related strikes were dominated by the strike at Spar

Retrenchment-related strikes (12 percent) probably represented the tail-end of companies affected by the long economic downswing, and these were likely to decline

Strikes stemming from grievances (14 percent) were consistent with previous years, while those related to dismissals (7 percent) were still low

Levy said early indications were that wage ne-

gotiations were settling quickly and within expected ranges

Best indications would come from the mining, metal and motor sectors within the next few months.

The greatest unknown quantity was the public sector: As yet no indications of settlements from that front have emerged.

Fawu again lead the stakes in terms of man days lost, with 51 percent followed by Saccawu (17 percent), NAFW (11,2 percent), CWTU (6 percent), Num (4,6 percent) and Numsa (4,2 percent).

Student strike call slammed

PRETORIA: The South African Students' Congress yesterday condemned plans by the Azanian Students' Convention to organise a national student strike

"Although we agree with their grievances, we are against a strike, as it would have a negative influence on our students' academic progress," Sasco's Gauteng branch said in a statement here

They also accused Azasco of following the "anti-government political agenda" of its parent body, the Azanian People's Organisation

"Azasco should not use students as political pawns for its own ends," Sasco said.

Meanwhile, thousands of teachers from the Mabopane district north of here left their classrooms unattended to protest yesterday against what they called the clampdown on union activities by senior education officials — Sapa

Slow year for strikers

All has been relatively quiet on the industrial action front so far this year. **Reg Rumney reports.**

STRIKE action has been relatively subdued so far this year — but it is early days. Man days lost in the first quarter of this year are low compared to the first quarter of last year, according to Andrew Levy & Associates.

In the first quarter of 1995, 60 000 man days have been lost, compared to 295 000 in the first quarter of 1994.

Andrew Sparks of Andrew Levy & Associates notes, however, that 1994 was atypical, given the political climate prior to the election.

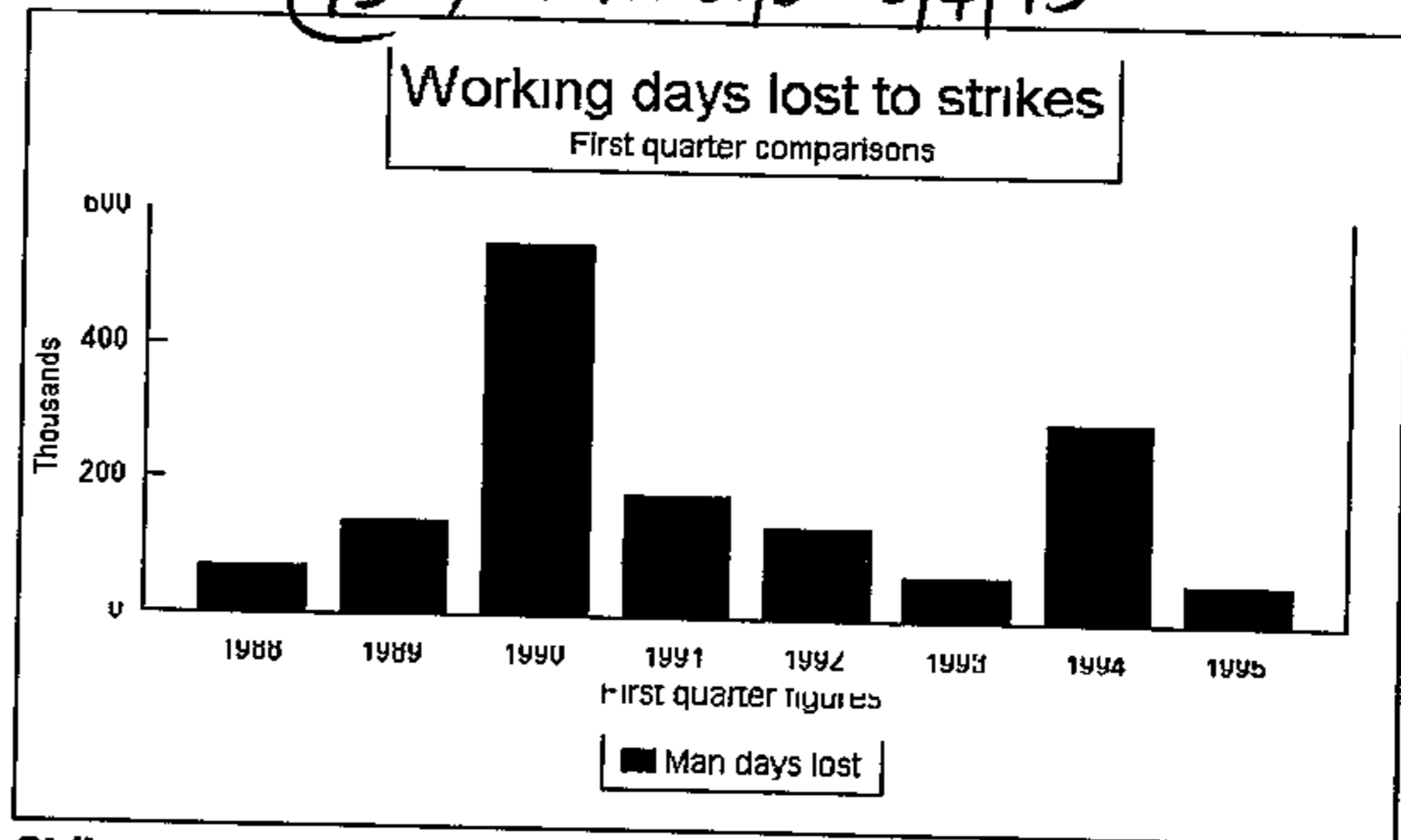
However, few companies have begun their rounds of wage negotiations, and the period when wage negotiations become central is about to begin.

Early indications are that wage negotiations are being settled quickly, says Sparks, and within expected ranges, but it is too early to say that this indicates single-digit settlements will be the norm across the board.

"Best indications will come from the mining, metal and motor sectors within the next few months."

Sparks describes the public sector as the "greatest unknown quantity"

The Budget provides for an increase of only 3.25 percent in the "remuneration of employees" This is a real decrease of six to seven per-



Strike count: This year's figures are significantly lower than last year's

cent, given inflation expectations this year

Old Mutual economist Dave Mohr predicted recently that wage increases in the private sector would match inflation this year

Spark says that unlike last year, when a number of strikes had carried over from the previous year, this year only one major strike was carried over. This was protracted action by members of the South African Clothing Catering and Allied Workers' Union (Saccawu) at Spar

"Even though the workers involved in this dispute have since been dismissed, the situation remains tense with stores being looted and trashed and a high level of violence taking place. This strike is an important marker for franchise operators and the issue of centralised bargaining"

While wage-related strikes are still dominant, at 50 percent, the Spar strike is related to union recognition.

Retrenchment-related strikes, notes Sparks, at 12 percent probably represent the tail-end of companies affected by the long economic downswing, and these are likely to decline

"Strikes stemming from grievances (14 percent) are consistent with previous years, and those related to dismissals (seven percent) are still low, indicating that most companies are now conversant with procedures to be followed"

A single strike during the first quarter of this year accounted for a high percentage of the man days lost, as in 1994, with the ABI strike.

This wage-related strike at the South African Dried Fruit Co-op, involving 800 workers for five weeks, received scarcely any publicity, comments Sparks

All nine provinces affected by police go-slow

THE South African Police Union (SAPU) work to rule protest over pay demand spread to all nine provinces yesterday and included about 45 000 of its members, a union official said.

The work to rule is now throughout the country and in all nine provinces, and there are about 45 000 of our members involved and about 15 000 non union members, said SAPU national organiser Gerhard van der Merwe.

He said the action would not hamper policing at the Rand Easter Show.

The union is demanding a pay increase for all its members and overtime pay. A decision was taken by our structures that we would work at the Rand Show because of the treatment they would get but our members are refusing to do any duties at the Rugby World Cup because of the minimal Rugby Union security no longer shows any appreciation for our work. Merwe said the go-slow would spread to the Eastern

TO PAGE 2

Police strike

Transvaal and Northern Transvaal yesterday

Asked how the action would affect policing, Van der Merwe said: "The bottom line is that uniformed police are working 40 hours a week from 48 and detectives have cut their hours from 16 hours a day to eight."

Gauteng Safety and Security MEC Jessie Duarte

appealed to the union yesterday to end their protest action. "I feel obliged to question why SAPU members in Gauteng are still observing their go-slow. Every effort is being made to resolve this issue, but SAPU is continuing with its industrial action, something which is affecting the quality of policing," she said. — Reuter

Public anxiety over cop go-slow

By **DESMOND BLOW**
and **SAPA**

REPORTS of a dramatic increase in violent crime and hijackings have caused many terrified residents to stay at home this weekend as the South African Police Union's (SAPU) work-to-rule

protest spreads through all the nine provinces

Police have been at pains to assure the public that crime has not increased as a result of the go-slow strike. They say that although the solving of crime by detectives may be slower because they are working an

eight-hour day instead of the usual 16 hours, the crime prevention policemen are still available

But there are threats that if their demand for better pay is not met thousands of disaffected police officers will not do duty at stadiums during next month's Rugby

World Cup. **CP 2/4/95**

Contrary to the statements of senior police officials, crime does appear to be surging because of the go-slow no less than 10 shootings have been reported on the East Rand since Friday, the latest being early yesterday at a construction site

Edenvale where two men were robbed by four armed men. The robbers opened fire on the men as they tried to flee. Both were wounded and taken to hospital

The largest robbery in Gauteng this year occurred on Friday night when

■ **To Page 2**

Fear over cop go-slow

■ **From Page 1**

security guards were delivering a large amount of money to the Standard Bank in Alrode, and they came under heavy fire from all directions by a heavily-armed gang.

In the ensuing gunfight two guards were wounded and damage of about R8 000 was caused to nearby cars and shops.

The gang took a security guard hostage before fleeing in a vehicle, registration NPL 595 T.

In other reported incidents:

■ Two Coin Security guards were wounded, one critically, when they encountered armed robbers leaving the premises of Rennie's Travel in Isando on the East Rand on Friday morning.

■ Four armed robbers held up Iona Sleep in the John Harper Chemist shop in Benoni on the East Rand and escaped with cash and goods worth R34 000.

■ Alfons Klaus Rauscher (62), owner of the Auto Trek Service Station in Lambton,

Germiston, on the East Rand, was shot dead during an armed robbery at his premises early on Friday. **CP 2/4/95**

■ A Sandton man, Jonathan Robertson (33), was fatally wounded in an exchange of fire with armed robbers outside his home on Thursday evening, police said.

■ In Bhambayi, north of Durban, two women were shot dead and four other people were wounded when gunmen opened fire on the taxi in which they were travelling.

The dead women were Z Majola (25) and G Buyela (23). The motive for the attack is not known.

■ In Phoenix, also north of Durban, two women were shot dead by two unidentified men. No arrests have been made.

■ In Stanger on the North Coast a man was shot dead when a row broke out in a taxi and a suspect was arrested.

Despite the go-slow, arrests were effected in the Western Cape in connection with several separate murders.

Western Cape magistrates may start go-slow today

SPECIAL CORRESPONDENT

JOHANNESBURG. Magistrates' frustrations over working conditions are threatening to disrupt the justice system, and some officers in the Cape Peninsula are threatening to embark on a go-slow today

Many hold LLB law degrees, but are only earning R33 000 annually and their workloads are set to increase on May 1 when new legislation comes into effect

The Magistrates' Association central committee last week held a crisis meeting after news leaked out that many of its members were threatening to take "drastic action" because their grievances

had not been addressed.

The Ministry of Justice is reportedly extremely concerned with the reports and Justice Minister Mr Dullah Omar has warned that a crisis is looming over magistrates' working conditions

From May 1, magistrates will be empowered to hear civil cases involving amounts of up to R100 000 — double the existing limit for claims

The Association of Law Societies has warned that this could further exacerbate magistrates' problems. President Mr Tony Hardy said in a statement that "unless the crisis faced by the Department of Justice on the

salaries and job conditions of magistrates is resolved quickly and effectively, the Magistrate's Courts rolls will become even more congested than they already are"

He has urged Mr Omar to seriously consider a proposal that attorneys be appointed as acting magistrates

Magistrates' Association president Mr Jan Venter said the organisation would decide on Friday if it was going to take any action to highlight members' grievances

Members had been requested not to start wildcat action, but magistrates in the Western Cape are planning to embark on a go-slow today

ET 3/4/95

(152)

Funds needed to ease strain on UIF coffers

WIDENING the scope of the Unemployment Insurance Fund (UIF) to include high earners would boost contributions by about R55m a year, National Labour and Development Institute (Naledi) senior researcher Ravi Naidoo said yesterday.

Speaking at a social welfare conference in Johannesburg, Naidoo said a recent Naledi survey suggested a payments boycott by employers as contributions had dropped by 25% during the past two years, well above retrenchment estimates.

Stopping this gap was essential to ensure the fund continued to meet demands.

Sharing the same platform and speaking in his personal capacity, Labour Ministry official Gerard van Wyk said other funding methods should be urgently sought to ensure the UIF could meet the basic needs of SA's estimated 32% jobless population and extend its scope to job placement, training and retraining.

A recent survey suggested that an unemployment policy which paid the jobless in line with the poverty datum line would cost the state R43bn a year, almost half its current tax revenue, Van Wyk said.

ERICA JANKOWITZ

The fund was only a handout system which did nothing to create jobs or stimulate economic growth. This should be rectified in light of SA's development needs.

Naidoo said no unemployment assistance existed in SA which meant only those who had been active in the labour market could qualify for current benefits. These only lasted for a maximum of six months and paid 45% of the most recent basic wage without a minimum payment level.

Also, the fund catered for maternity and sickness benefits and was not confined to those connected to job loss.

Recent problems in the fund which were the result of the severe economic recession experienced in the early 1990s, were partially due to the UIF being originally designed to cater only for white unemployed. Since its extension to include other race groups, it was not restructured to ensure its long-term viability.

However, Van Wyk said the fund had met all its commitments for the past seven months without a deficit.

Plans to eradicate social welfare fraud

URGENT measures to eradicate social welfare payout leakages were in the pipeline as estimates suggested about R1bn a year was lost through maladministration and fraud, Welfare and Population Development Minister Abo Williams said yesterday.

Addressing delegates to a conference near Johannesburg exploring SA and German social security provisions, Williams said task teams would be established to conduct random tests of welfare payments to identify where leakages had occurred.

Any payment officials suspected of fraudulent activities would be handed to

ERICA JANKOWITZ

the police for immediate prosecution and complaints would be investigated in collaboration with provincial authorities.

Western Cape University economics head Pieter le Roux said a recent study confirmed that welfare fraud totalled about R1bn a year and was escalating.

Williams said government was revising the social security system to rationalise existing grants and consolidate the plethora of legislation into a single statute. Complete parity would be achieved soon and a single database of recipients would help eradicate fraud.

Magistrates' go-slow is put on hold

CAPE Peninsula magistrates, who threatened to start a go-slow yesterday, would abide by a Magistrates' Association of SA decision not to embark on the action until a meeting on Friday, association president Jan Venter said yesterday.

Venter was reacting to media reports that they would begin a go-slow yesterday.

A central committee meeting of the association on Thursday, however, requested that Mitchell's Plain magistrates should not embark on the action until all members had been consulted.

Venter said magistrates' grievances revolved "mainly" around salaries, but the circumstances of their employment was

GAVIN STAFFORD

also an issue as they were carrying a "heavy workload".

He could not comment on what the outcome of the meeting would be, but said "Magistrates are very responsible people and would not do anything drastic."

Sapa reports two Western Cape chief magistrates said their courts had not been affected by go-slows.

Bertus Jooste, responsible for the West Coast and Karoo, and Jaco van Reenen, responsible for Mitchell's Plain to George, said courts were functioning normally.

Some police suspend action

(152) PORT ELIZABETH Eastern Cape policemen affiliated to the Police and Prisons Civil Rights Union (Popcru) yesterday suspended their protest to give government time to act on their demands on wages and working conditions.

They said they had observed a ban on overtime in the region as "concerned police workers", not under Popcru, which has condemned the protest.

An SA Police Union (Sapu) go-slow in the province continued yesterday

About 40 000 SAPU members have joined the campaign.

Van der Merwe rejected threats by police in Beaufort West to blockade the N1 highway to Cape Town

"We will not engage in illegal action or conduct

which inconveniences the public or infringes on the rights of the community We will not tolerate hooligans. SAPU members will attend to all complaints during working hours and serious cases after hours"

In Johannesburg, Gauteng safety and security minister Jesse Duarte said after meeting SAPU on Monday the province could not allow security to be threatened by the police go-slow

She said she questioned SAPU's commitment to dealing with serious crimes after hours. "Their action seems to be a de facto strike. In Dolsonville, Meadowlands, Actonville and Moroka, for example, no complaints are accepted by police on duty There is a go-slow in Eldorado Park," she said. — Sapa.

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Police strikes 'should not disrupt World Cup'

Political Correspondent (192)

STRIKE action by police should not be allowed to disrupt the Rugby World Cup, says Deputy President De Klerk.

The SA Police Union (Sapu) has extended its deadline for a reply to wage demands by a week. **AACT 5/4/95**

It has said its members will refuse to work during the World Cup unless their demands are met.

During his budget vote in the senate yesterday Mr De Klerk

was pressed repeatedly by ANC members to comment on Sapu's threats.

"I don't want Popcru or Sapu or any crew to sink the rugby tour," he said.

No one in essential services should have the right to strike in general, strikes should be only a last resort. The country could not afford them.

Mr De Klerk said he was sympathetic to the problems of the police.

He said the issue should be approached in a "holistic" manner

Brain drain continues *May 7/4/95*

Many medical students plan to go overseas

■ BY SHIRLEY WOODGATE

Up to a third of the medical students at Cape Town and Wits universities are believed to be planning to leave South Africa after graduating this year, according to Dr Dan Ncayiyana, editor of the SA Medical Journal.

Indications of the pending brain drain follow hard on the heels of emigration figures for 1994 showing that among the 9 077 people who left the country between January and October 1994 were 60 medical practitioners, 16 medical specialists and 219 civil and related engineers.

Emigration from SA

rose by nearly 50% in the first 10 months of 1994, according to Central Statistical Service figures.

Saying the loss of doctors was "a matter for serious concern", Ncayiyana said: "It is impossible to tie them down once they have graduated, unless it is to delay their registration by the SA Medical and Dental Council from one to two years after graduating."

"We must provide them with an incentive to stay through job satisfaction. This means ensuring an acceptable working environment, which includes adequate supplies of drugs and equipment, proper nursing

care and an end to overcrowding in hospitals."

The current gap was being partly filled by "significant numbers" of eastern European and African doctors — the latter from Uganda, Ghana, Zimbabwe and Kenya, trained on the British model and familiar with many of the diseases that occurred in SA.

Ncayiyana said it was necessary to keep as much talent in the country as possible, particularly as at least half their training was at taxpayers' expense.

"On the other hand, we need only those who are committed to the future."

May 7/4/95 (152)

Police to review go-slow if negotiations succeed

■ STAFF REPORTERS

The SA Police Union would review its "work-to-rule" campaign and other actions tomorrow if ongoing wage negotiations with the Government did not produce a solution.

The union said yesterday it would continue its marches in major cities today, although an agreement to end the two-week action was expected soon.

Sapu national organiser Gerhard van der Merwe said members had agreed that if no progress is made today, the go-slow strategy would be reviewed.

Captain Leah Shibambo, a spokesman for Police Commissioner

George Fivaz, said yesterday there were no new developments in negotiations.

Sapu member Celeste Pretorius said all the parties taking part in the negotiations were "in agreement in principle" about overtime pay and salary increases.

"The problem now is to find the money for the increases and allowances," Pretorius said.

Attempts were being made to find money from within the police and other budgets to boost police allowances, overtime pay and increases.

Policemen have been on a go-slow over the past two weeks and have refused to take all but emergency calls after hours.

Sapu will hold nationwide marches in Johannesburg, Cape Town and Pretoria today.

Pretorius said the marches would proceed as planned — "as victory marches if we have a solution to our problems by then".

A senior policeman said earlier this week that part of the hesitancy in granting salary increases to policemen was that the service still formed part of the civil service.

Consequently, whatever increase is decided upon for the police service, will have to apply to all civil servants.

But other sources said police had negotiated a separate deal.

Mint workers down tools for more pay

Weekend Argus Correspondent

PRETORIA. — Money-making at the South African Mint has come to a halt because workers claim they don't have enough money. (152)

Workers at the Mint in Verwoerdburg yesterday downed tools after accusing management of failing to meet promises it apparently made over salaries.

Spokesman Wilson Matlou said management had previously promised workers their salaries would be adjusted at the beginning of this month.

Mr Matlou said it was agreed that all employees earning more than 20 percent less than the average salary in the market would be rectified so no-one would earn less than 20 percent below the market average. ARG 8/4/95

Management also agreed it would recommend a further adjustment be made on April 1, he said, but the agreements had not yet been met.

Armed ⁽²⁸⁾ police ⁽¹⁵²⁾ march for more pay

ARG 8/4/95

JOHANNESBURG. — Police-demanding more pay have handed a memorandum to Gauteng Police Minister Jessie Duarte to back their calls for a 40 percent wage hike.

About 800, some in uniform and carrying arms, marched to the provincial legislature from John Vorster Square police headquarters.

The memorandum called for a R350 departmental allowance to be given to all South African Police Union (Sapu) members.

Sapu said this allowance was currently only paid to shift workers and detectives.

They also also demanded a separate bargaining chamber for police and that South African Police Service (Saps) members' pay be recognised separately in the national Budget.

Mrs Duarte said she would give the memorandum to Police Commissioner George Fivaz.

Addressing the demonstrators in front of the legislature, union head Peter-Don Brandt said: "We are sick and tired of being paid a meagre salary for the most important job.

"For the past nine months we have been in negotiations with management, but we have thus far got nothing concrete."

Protesters chanted "Tools down" and called for immediate action over their demands by the government.

Mr Brandt said that in the latest round of talks between management and the union yesterday, they were told to wait until Monday for a response to their demands.

Demonstrators said the lowest pay for a constable was R620 a month.

Protesters waved banners saying: "You want safety and security — we want wage"

Most of the union's 50 000 members are refusing to work overtime as part of action to back their demands. South Africa has about 114 000 police.

Commissioner Fivaz said earlier it was unacceptable for members of the force to strike and "toy-toyi in public with their weapons". — Reuter.

Rampaging Strike nurses start germ war in wards

By CYRIL MADLALA

WHEN health workers at Madadeni hospital went on strike, the last thing the authorities had prepared themselves for was germ warfare. But this was what they were confronted with when striking workers contaminated the maternity wards with infectious material that exposed patients to deadly viruses, including HIV and hepatitis B.

On Friday March 31 workers furious at the way in which the provincial government had recovered money overpaid to them in October



SCENE OF SHAME a doctor took this picture of rubbish scattered in Madadeni hospital by strikers

in which the provincial government broke into the hospital laboratory and removed vials and dishes containing bacteria and viral cultures.

"The beds, walls, linen, ceilings, equipment and floor were contaminated," said a doctor.

More than 60 women and 30 newborn babies were evacuated from the contaminated wards.

Phive Nkosi, eight months pregnant, and her blood pressure rocketing, was in her bed in the maternity ward that Friday afternoon.

At about 2pm there was a commotion. Nurses and general workers carrying black refuse bags stormed the wards and spilled the contents all over.

"I was very scared because they were angry. They snouted at the other workers, demanding to know why they were working during the strike. They threw pads, needles and blood in small bottles," said Miss Nkosi.

The waste, including syringes, drugs and gloves, were dirty but the patient was not aware of the extent of the danger to which she was being exposed.

According to a senior



BATTLING BACTERIA a comprehensive decontamination exercise was still in progress this week. Picture: RICHARD SHOREY

medical technologist at the hospital, the waste would have included all types of specimens from patients.

"There were urine, stool and blood samples, as well as cultures we were growing for tests. The patients could have been exposed to a variety of bacteria and viruses, including HIV for those who had lacerations," he said.

The patients were evacuated to other wards as nurses moved in quickly to clean up the mess.

"My throat became very dry and sore, and I had a headache. It is much better now," said Miss Nkosi.

"I was scared that my unborn baby would die because the nurses said we had inhaled poison. These people should be arrested for trying to kill our unborn children."

For Miss Nkosi, the most frightening aspect of the ordeal was seeing nurses among the marauding strikers.

"I had looked up to them to heal me. Now I don't know," she said.

The doctor said nursing staff in the theatre and the maternity ward had not wanted to join the strike.

"Strikers came to them and explained why nobody should refuse to join the strike. They said, 'If you want to see your house intact this afternoon, and you do not want any broken limbs, a knife in your back, or a bullet in your head, you should consider joining the fight for democracy and justice.'"

On Thursday, March 30, doctors started to discharge as many patients as they could, and others were transferred to nearby hospitals.

"Whoever could walk was sent home," the doctor said.

Meanwhile, rubbish was thrown on the floor in the administration block and the outpatient department.

"On that dreadful Friday the strikers used a new weapon in the fight against working staff. They used biological weapons - banned by international conventions," said the doctor.

Sister Nesta Ngubeni of the workers' committee which represents clerks, general workers and nurses, had the daunting task of explaining the strike action this week.

"We condemned the action there and then, but the workers did not seem to appreciate the gravity of the problem. It took some time before they realised what could have

resulted from their action," she said.

She pointed out that the strikers had exposed themselves to the same danger.

"They elected us to advise them, but they took action without consulting us," she said.

Major Elliot Vilhelewa of the Madadeni police said they were investigating charges of attempted murder but by yesterday no arrests had been made.

The KwaZulu Natal cabinet has asked MEC for Safety and Security the Rev Celsam Mthethwa to appoint a special investigating team to ensure the prosecution of the culprits "as a matter of urgency."

"This action must serve as a warning that irresponsible acts which endanger the lives of patients will never be tolerated in the health ser-

vice, and tough disciplinary action will be meted out to those who disregard the sanctity of human life under the guise of protest," said premier Dr Frank Mdlalose.

Violence spread to another KwaZulu Natal hospital this week.

The Charles Johnston Memorial Hospital in Nguthu, in northern Zululand, was evacuated and closed "until further notice" after workers occupied and trashed administration offices.

Eighty seriously ill patients have been transferred to Dundee, Vryheid and Newcastle hospitals.

The MEC for Health, Dr Zwelli Mkhize, said that during the unrest at Charles Johnston, power, steam, water and medical gas supplies were interrupted with or closed down.

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HIV virus released in hospital wards

ST 9/4/95 (152)

By GEORGE MAHABEER

STRIKING workers released the deadly viruses HIV and Hepatitis B and bacteria into the maternity and nursery sections of a Kwazulu Natal hospital.

More than 60 women and 30 newborn babies were evacuated, but doctors at the Madedeni Hospital in Newcastle said this week they feared several mothers and their children may have been infected by the bacteria, which included tuberculosis

The workers, including nurses, assistants and

administrators, broke into the hospital's laboratories and released the germs in the labour and theatre rooms and the antenatal, post-natal and neo-natal wards to protest against deductions from March salaries

"It was a terrible and frightening experience. How can people do such a ghastly thing?" a doctor asked

A Durban company has been hired to decontaminate the wards, which are in a separate section.

Fivaz defuses cop strike at 9 police stations

SOWETO SIEGE

By JUSTICE MOHALE

TROOPS in armoured vehicles poured into Soweto yesterday to enforce law and order — with panicking residents fearing a massive crime wave after cops at nine key police stations in the area went on strike.

But by last night the police stations had opened their doors for normal business after Police Commissioner General George Fivaz and Gauteng Commissioner of Police Major General Sharma Maharaj met with Soweto station commanders and community policing representatives in an 11th-hour bid to bring normality to the sprawling township.

After the meeting, Fivaz announced that a one-off taxable amount of R350 in additional pay would be given to all SAPS members below the rank of colonel (excluding members who already receive this allowance) at the end of May.

Fivaz said the police management and labour unions were still negotiating with the government on a number of fronts, including:

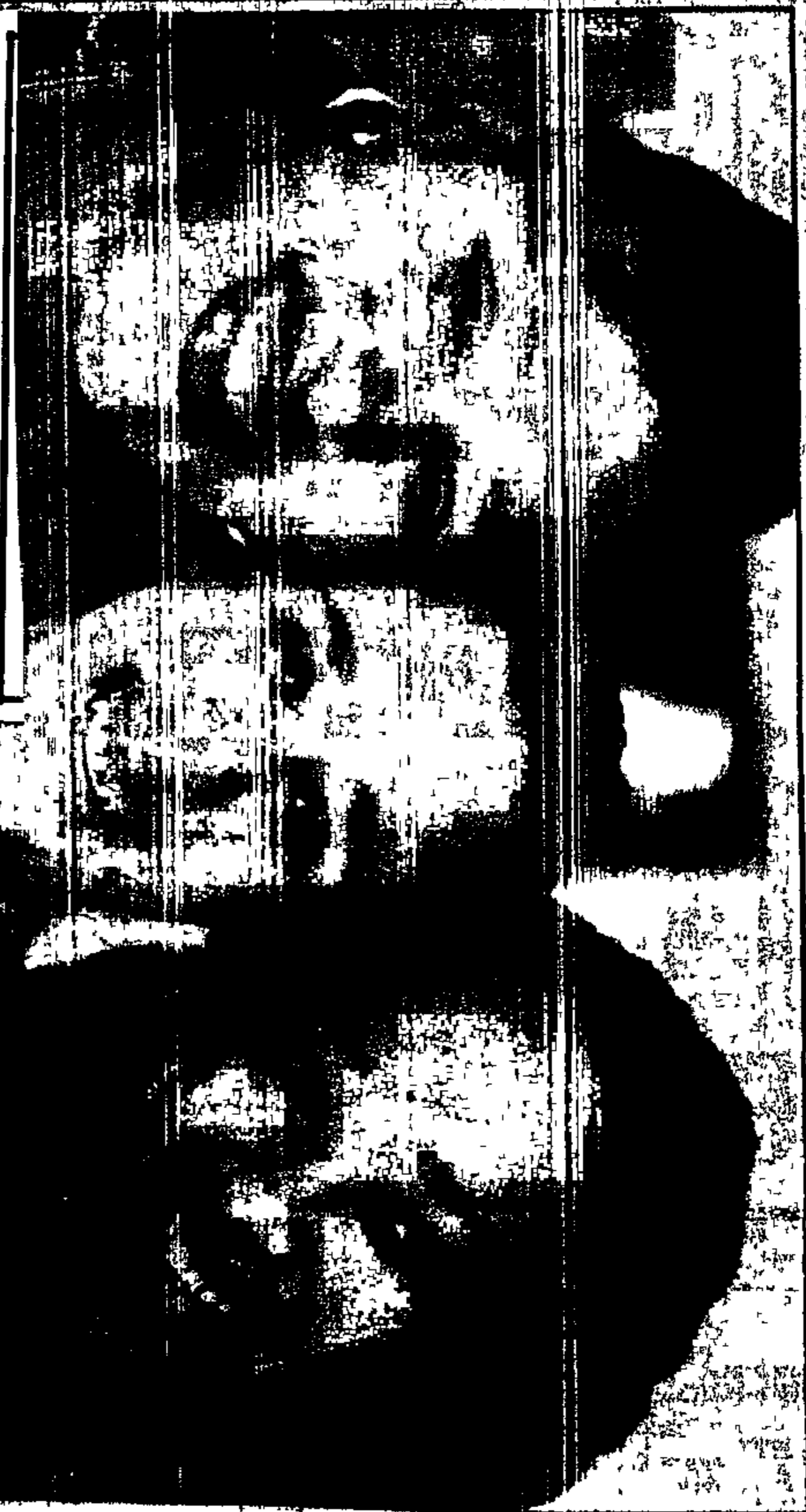
- The R350 Internal Stability Division (ISD) allowance.
 - The introduction of overtime pay and
 - The possible improvement of police danger pay.
- Fivaz added "I must be emphasised that the police service will also be beneficiaries of the salary increases at present under negotiation in the Central Bargaining Chamber, which will be applicable to 17 lower-paid categories in the civil service — police included".
- Police spokesperson Lieutenant-Colonel Henriette Bester said last night she had received no reports of increased levels of crime from the affected police stations.
- Earlier Bester claimed there was no crisis in Soweto's sprawling townships and requested the public to be "valiant".

Mounting fears

But Bester also said the Flying Squad and the controversial ISD would be deployed to rescue the situation in the nine affected townships.

■ The strike by police stationed at Dobsonville, Diepkloof, Moroka, Meadowlands, Klapoorn, Lenasia, Naledi, Eldorado Park and Jabulani followed weeks of threats by the SA Police Union (Sapu) to bring policing in the country to a standstill if their demands of better salaries and working conditions were not met.

■ To Page 2



Siege against crime in Soweto

in Johannesburg to hand a list of demands to Duarte. ■ The number of soldiers deployed in Soweto was not disclosed — Bester said it was "against policy".

Though a sign at the Lenasia police station yesterday stated it was "closed until further notice", Jesse Duarte, Gauteng MEC for Safety and Security, said she had asked Maharaj to ensure that all stations were kept open by police management.

■ Meanwhile, the rival Police and Prisons Civil Rights Union (Popru) has condemned Sapu's actions.

"There is no go-slow in the (white) suburbs because the management and leadership of Sapu are staying there. They call for go-slows and strikes in order to undermine the black communities which are served almost exclusively by black officers," a Popru statement said.

at home

till on duty

after they had been found guilty. The court that he would ensure that they were suspended immediately.

CP 9/4/95

(152)

(152)

Hospital labour protest continues

MEMBERS of the Forum for the Unemployed (FOFOTU) continued their occupation of administrative offices at Madadeni Hospital near Newcastle in KwaZulu/Natal on Friday, accusing management of unfair labour practices.

MEC for health Dr Zweli Mkhize said the wards were being sterilised after protesters broke into a laboratory during a strike and stole infectious material and live cultures which they spread through the wards

EP9/4/95

Soweto police back at work, troops staying on

(152) ~~(152)~~
Striking police in Soweto returned to work yesterday, but troops will continue to patrol the township until the situation has returned to normal, Gauteng safety and security MEC Jessie Duarte said yesterday.

In Johannesburg, Duarte said she would again meet police unions this week to stave off further strikes.

"Police stations are all open in Soweto, but the go-slow will continue until the police have a percentage on the table. The Witwatersrand Command will stay in the township"

Troops moved into Soweto on Saturday to help combat crime. Police attended only to emergency calls. Duarte said police had returned to work after talks with police community forums

SAPS members are working

SAW 10/7/95
to rule to demand a 40% pay increase across the board and a R350 monthly allowance.

And in Kuwait, President Mandela said at a news conference that police were "living under scandalous conditions where some of the lower ranks have starting salaries of R500 to R900 a month"

"They work long hours under extremely dangerous conditions. They are the most exploited section of the civil service. Their living conditions are dreadful to say the least.

"Therefore, their grievances are very genuine and that is why we sympathise with the demonstrations. The Government is addressing these matters at the highest level."

— Reuter-Sapa.

► **Community policing praised — Page 3**

Patients infected: nurses to be charged

OWN CORRESPONDENT

Durban — A group of nurses and other hospital workers who deliberately tried to infect mothers and babies with bacteria at Newcastle's Madadeni Hospital are to be charged with attempted murder.

The charges could be altered to murder counts if the victims die from diseases — including tuberculosis and hepatitis B — they might have been infected with because of the incident.

KwaZulu-Natal MEC for Health Dr Zwelli Mkhize said workers at Madadeni had stolen contaminated material from the hospital laboratory and deliberately spread the infected specimens, which reportedly included the HIV virus, in the maternity ward.

STW 11/4/95
The incident was sparked when hospital staff had money deducted from their salaries because of a slight overpayment.

According to Major Elliot Mthethwa of the KwaZulu police, attempted murder dockets had been opened. Arrests were expected shortly, he said.

Affected

Madadeni Hospital superintendent, Dr Revy Nyombayire said the affected areas in the hospital had been sealed off for decontamination purposes and the patients had been moved to Newcastle Provincial Hospital or to other wards.

Swift action was expected today when Mkhize returns from a meeting with Minister of Health Dr Nkosazana Zuma.

Strikers who 'spread' viruses may be charged

ARGT 11/4/95

The Argus Correspondent

DURBAN — Provincial Health Minister Zweli Mkhize has warned that criminal charges could be brought against those responsible for releasing the deadly Aids and hepatitis B viruses and bacteria into the maternity and nursery sections of a Kwa-Zulu-Natal hospital

About 60 women and 30 newly born babies at Madedeni Hospital in Newcastle had to be evacuated when striking workers stormed their wards and sprayed the floors and beds with the germs, a hospital spokesman said

It was feared some of the patients might have been infected with the bacteria, which included tuberculosis,

and tests were being carried out

The germ-filled test tubes were obtained when workers broke into the laboratory, said the spokesman

Dr Mkhize's office confirmed that a full investigation was under way and charges would be laid if there was enough evidence

"Such action cannot be viewed as part of normal labour dispute or protest action and such irresponsible behaviour will not be tolerated by my department," said Dr Mkhize

A Durban cleaning firm has been hired to decontaminate the wards

The hospital spokesman said staff had been striking after a wage dispute but they had now returned to work.

ARCT 11/4/95

Elsies River police back at work after 'wildcat' strike

ROGER FRIEDMAN
Labour Reporter

ELSIES River policemen and women resumed work today after a wildcat strike by the night shift staff last night who demanded a public apology from provincial Police Minister Patrick McKenzie

The police told Mr McKenzie they were ashamed to work in their community because of his remarks at a National Party meeting in Bishop Lavis at the weekend to the effect that Elsie's River police were among the most corrupt in the Cape

Responding to an angry Elsie's River community delegation alleging police involvement in gangster and drug-smuggling activities, Mr McKenzie answered "You are 100 percent right Elsie's River is one of our most disappointing police stations."

The Elsie's River night shift staff refused to work last night until Mr McKenzie publicly apologised. Police said complaints in the suburb were attended to by officers from

neighbouring police stations

Mr McKenzie spent several hours in Elsie's River — until 1am today — trying to pacify the disgruntled police

Eventually, agreement was reached that the investigation of alleged police corruption and complicity with gangs be completed speedily and the results be made known

A statement from the South African Police Union today said Mr McKenzie told the members he had the "utmost appreciation for their services and certain processes were already in place to identify perpetrators. But Mr McKenzie did not apologise

He said that in recent months he had spoken to "no less than three" Elsie's River community organisations alleging police complicity with gangsters

And police intelligence reports appear to bear out Mr McKenzie's comments

An intelligence report published exclusively by The Argus two months ago alleged that Elsie's River police were

involved in illegal activities — from selling guns to gangsters to receiving money for non-prosecution of offences

"Illegal firearms are alleged to be seized during police raids and then sold back to the suspect in the raid. This tendency would appear to be substantiated in the contents of allegations in affidavits taken by the internal investigations officer," the report says, citing a case number

Elsewhere in the document are references to claims made by an alleged informer of Mr McKenzie's to the effect that certain Elsie's River police accepted money for the non-prosecution of drug offences and sold seized Mandrax back to the merchants from whom it was taken

"It is further alleged that the implicated members, on seizing firearms during raids, then immediately sell the weapons back to gang members," the document states.

● Elsie's River station commander Charl Smook said the situation at the station today had returned to normal

Prisoners start strike action

~~253~~ (152)

SPECIAL CORRESPONDENT

CT 11/4/95

JOHANNESBURG: Prisoners at 10 of the 234 prisons around the country began strike action yesterday following a call by the SA Prisoners' Organisation for Human Rights (Sapohr)

Sapohr announced at the weekend that prisoners country-wide would begin non-violent forms of protest, such as hunger strikes, to demand an amnesty resolution committee to review the sentences of political prisoners

The organisation had earlier set April 10 as the deadline for the government to respond

Staff held hostage, escape through gate

ROGER FRIEDMAN
Labour Reporter

THE management of a Somerset West company, who were being held hostage overnight by striking workers, managed to escape by slipping through an unguarded side gate

Vynide's labour force — which embarked on a legal strike on Monday — yesterday threatened not to allow anyone through the gates until their wage demand had been met

Management feared they would have to spend the night there — but then spotted a way out and made good their escape.

Vynide, which previously manufactured dynamite as part of the AECI group, now makes motor car trim and accessories

Negotiations between the company and unions representing the workers resumed at 9am today

The action by Vynide's workers is the first joint action by members of the South African Chemical Workers' Union (affiliated to Nactu) and the rival Chemical Workers' Industrial

Union (affiliated to Cosatu)

According to a spokesman for the unions the issue is that Vynide used to be part of a national bargaining unit but had moved to decentralised bargaining.

He said that whereas all other companies in the former national bargaining unit had increased wages by 12 percent, Vynide was not prepared to increase its offer above 10.95 percent

ARGP2/4/95
"Our other demand is that they recommit themselves to centralised bargaining," the spokesman said

By moving from centralised bargaining, Vynide was attempting to exploit labour, he said

At 5.30pm yesterday, Vynide national administration manager Jansen Rheeder said wage negotiations had begun in November

Both parties had used all the procedures in the Labour Relations Act and had reached deadlock

He preferred not to comment further as negotiations were at a "sensitive stage"

Sit-in at Groote Schuur

LIBBY PEACOCK
Health Reporter

152 ~~158~~
ARG 12/4/95

GROOTE Schuur Hospital workers have staged a sit-in to highlight their unhappiness at having their salaries paid only after the Easter weekend.

Similar protests were staged at Tygerberg Hospital and other health institutions yesterday.

Health Workers' Union spokesman Archie Mndzalo said the workers, who were usually paid on the 15th of the month, had been told they had to wait until after the Easter weekend for their money.

This was unacceptable and there were "no reasons" why they could not be paid.

The workers, mainly members of the Health Workers' Union and the National Education, Health and Allied Workers' Union (Nehawu), would make the sit-in "effective", forcing au-

thorities to release their wages, he said.

Pierre Oosthuizen, director of labour relations in the Western Cape administration, said the unions had approached his department in February, asking to be paid on the 13th of this month.

The department had sympathy with the workers' request, but had no control over the pay date as this had been fixed by the Department of State Expenditure in Pretoria.

He said his department had approached this department, but it had refused to budge.

The workers were in a "no-win situation", as it was no longer technically possible to move the pay date forward, he said.

A Groote Schuur Hospital spokesman said the issue was "not a hospital matter".

PO, Telkom union takes to streets

(152) (258)
ROGER FRIEDMAN and
SABATA NGCAI
Staff Reporters

ARG 12/4/95

MORE than 500 Post Office and Telkom workers took to the streets of Cape Town today to hand over a set of demands to management

Among other demands, the Post and Telecommunications Workers Association (Potwa) called on Minister of Post and Telecommunications Pallo Jordan to state publicly that Telkom would not be privatised.

For the Post Office, the union is demanding a minimum wage of R1 500, a 15 percent wage increase for the rest of the workers, and a commitment from management that all levels of the company should "reflect the demographics of the society" within five years

The company's services were still largely geared towards white areas and resources should be shifted, said the union

Potwa is demanding a wage increase from Telkom of more than 27 percent for lowest-skilled workers and a 17,5 percent increase for technicians, electricians and other qualified personnel.

Vote officials hold out for

700% rise

(152) (152) # CT 12/4/95

EAST LONDON. Voter registration staff here are refusing to release hundreds of completed forms unless they are given a pay rise of at least 700%.

Councillor Mr Wilham Mbovane said yesterday voter registration officials from Duncan Village and Mdantsane — two of the largest black townships in the Eastern Cape — had rejected a R400 basic salary and an extra R1 for each correctly completed form.

Instead they wanted R8 a form, equal to a 700% increase, as well as a basic salary of R1 500, to register voters for the November poll.

Registration supervisors also rejected a salary of R800 plus an additional eight cents for each form they checked, Mr Mbovane said, and were demanding R1 a form and an extra R10 a day.

And in another local election controversy, kwaZulu/Natal Housing Minister Mr Peter Miller said he had received reports of traditional leaders in the province charging voters to register — Sapa

said accommodation at the Wilderness National Park, the Addo Elephant Park, the Tsitsikamma National Park, and Langebaan Lodge in the West Coast national Park were fully booked. However, Ms Van Rensburg said a number of camping and caravan sites were still available at the parks.

Spread bacteria

'not Aids' DT12/4/95

MARITZBURG. The highly infectious material spread in the maternity ward of Madadeni Hospital by striking workers last week did not include Hepatitis B and Aids viruses, kwáZulu/Natal Health Minister Dr Zwelli Mkhize said.

They spread bacterial cultures, which could cause a variety of conditions such as diarrhoea, in the ward, he said.

Staff had broken into the laboratory and spread live cultures and infectious material through the maternity section and two wards.

Dr Mkhize called their behaviour criminal and said police were investigating the incident. — Own Correspondent (IS2)

THE NEWSPAPER'S POLICY IS TO REPORT THE TRUTH AND NOT TO BE INFLUENCED BY ANY PARTY.

leé said.

Sweaty briefs sexy 'turn-on'

TOKYO. For men who can't seem to attract women despite the tight aftershave, flowers or cologne, Japanese scientists have developed a new weapon for the olfactory arsenal — underpants laced with sweat, synthesized sweat, anyway, and without that gauche locker room smell.

Millions of tiny capsules in the fabric contain a synthesized pheromone found in the sweat of a man's underarms. Friction causes the capsules to break, releasing the scent.

Apparel and cosmetics maker Kanebo says it has recreated the effect of the pheromone — a kind of natural attractant secreted by several kinds of animals — without any unpleasant odour.

An added musk scent doubles the effect, says spokesman Mr Kazuhiro Miyoshi.

However, the power of the pheromone fabric is fleeting. Kanebo estimates about 10 washings — Sapa-AP

THE NEWSPAPER'S POLICY IS TO REPORT THE TRUTH AND NOT TO BE INFLUENCED BY ANY PARTY.

still occur.

Women earn about 40% less than men — report

CT 12/4/95

PARIS. Women earn on average 40% less than men of the same age and with the same education level, and with the same education level, a report by the Organisation of Economic Co-operation and Development (OECD) released yesterday showed.

Part of the reason for the disparity is women are more likely to work part-time, said the survey produced yearly by the 25-member nation think-tank.

The gap is biggest in Switzerland, the Netherlands and Britain, where on average women's pay is less than half that of men. In Italy and Finland, the gap is smallest, with women on average earning 76% of men's salaries. The gap is largest for least-educated women.

OECD countries spend on average 6.1% of their gross domestic product on education, with Finland and Canada leading the way. Germany, Japan and the Netherlands invest the least. Male university graduates in all

countries earn on average between 45 and 75% more than men with a senior school education. But in Italy, the Netherlands and New Zealand, the advantage of a university education is much less.

The overall pattern is much the same for women. However, they gain least financial advantage from a degree in Austria, Denmark and Italy and most in Portugal and Britain. In Britain, a female graduate earns twice as much as a woman with only a senior school education, the report said.

Most countries in the survey agreed mathematics and the national language should form the core of the school curriculum.

The report showed education "is the key but no longer a passport to a job", OECD education director Mr Thomas Alexander said.

The jobless rate is least among people with a university degree. It is 12% in France and eight percent in the US — Reuter

THE NEWSPAPER'S POLICY IS TO REPORT THE TRUTH AND NOT TO BE INFLUENCED BY ANY PARTY.

Talks with Iscor workers collapse

^{5/Day}
~~1994~~ ERICA JANKOWITZ ~~1995~~

NEGOTIATIONS about the dismissal of several hundred workers from Iscor's Vereeniging plants after an illegal strike, broke down on Tuesday with the National Union of Metalworkers of SA refusing the company's offer of re-employment.

Numsa general secretary Enoch Godongwana claimed about 1700 workers were fired on April 7 after failing to heed a return-to-work ultimatum after a strike sparked by a shop steward's dismissal

An Iscor spokesman said only 300 workers had been dismissed from the two plants. Production had been disrupted for a few days but was back to normal with the employment of temporary workers. The strike began on March 29. He said all 260 Numsa members from the Klip works were dismissed, as well as about 40 from the Vaal works. (152) 1314/95

Godongwana said workers were dissatisfied with management's inflexibility in dealing with public holidays as some commemorative days were important to workers. These included March 21 and June 16.

However, Iscor, as a continuous operation, insisted on normal production on these days at premium rates of pay. An agreement to this effect was in place.

Iscor said the shop steward was dismissed for being absent on March 21. Correct dismissal procedures were followed as he had a final written warning on file.

The shop steward, however, returned to work. Godongwana said the man was then arrested for trespassing. This sparked the strike and subsequent dismissals.

Numsa would not accept management's offer of re-employment as the union wanted dismissed workers reinstated, including the dismissed shop steward.

SPAN 13/4/95 (152) ~~(151)~~

End strike or face dismissal - Fivaz

STAFF REPORTER

South African Police Service Commissioner George Fivaz has thrown down the gauntlet to policemen still engaging in illegal labour action stop it by midnight tonight or face dismissal.

In a statement issued by his office yesterday, Fivaz announced that an additional R95,6-million had been set aside from the police budget for overtime payments

Fivaz said this move had overshadowed the need for any more strike action

The money was approved after intensive negotiations between SAPS management and the SA Police Union, the Police and Prisons Civil Rights Union and the Public Servants' Association

This follows an earlier one-off payment of R350 for all eligible SAPS members to be paid at the end of next month

Fivaz demanded that police

officials cease industrial action by midnight tonight or face disciplinary action and possible dismissal

"Certain SAPS members are continuing with illegal actions such as strikes and go-slows

"This is completely unacceptable and incompatible with the current process of negotiation

"It is especially unacceptable in the light of the fact that the process is continuing with

the full participation of police and public service unions," Fivaz said.

"The basis on which the overtime money is allocated will be negotiated at further talks involving the unions, the minister of safety and security, provincial MECs and police commissioners

"The R95,6-million involved will be made available through the introduction of more stringent, cost-effective policing methods"

Hospital workers live in fear after threat

Sowetan 18/4/95 (152)
By Ruth Bhengu.

HEALTH workers at Madadeni Hospital in Newcastle are living in fear following threats from the strikers who recently released dangerous germs in the hospital, endangering lives of patients and staff

Nurses and cleaners in the maternity ward where toxic samples of urine, blood and stools were thrown on the floor have expressed fear after they were allegedly threatened by the strikers

"The strikers say they will deal with us if we identify them," said a nursing sister, who did not want to be named for fear of reprisals.

"They are also angry with us because we did not go on strike. But they did not even tell us they were going on strike," she said.

Matron Virginia Nyandeni, who is in charge of the affected ward, said the staff was uneasy because they were expecting a repeat of the strikers' action.

"Some staff members were told their homes would be burned down because they did not join the

strike," said Nyandeni.

"But the reasons for striking were not very clear and people are tired of the endless strikes," she said.

The strikers are apparently unrepentant.

According to Nyandeni the hospital has a troubled history.

The latest controversial strike was sparked off by the adjustment of salaries to compensate for overpayment last year.

The strikers, who were slammed for their "barbaric" action by members of the KwaZulu-Natal government, are to face criminal charges

But the police have not arrested anybody yet.

A Lieutenant Everson of the Newcastle police declined to comment and said Sergeant Paul Kobb would contact us. He had not done so at the time of going to press

Senior medical superintendent Dr Revy Nyombayre said the strikers could lose their jobs, depending on the outcome of the court case

Protesting hospital workers ignore union

DURBAN — Workers at several KwaZulu/Natal hospitals have embarked on disruptive protest action despite appeals from the National Education, Health and Allied Workers' Union (Nehawu) not to do so, says Nehawu spokesman Obed Zuma.

The protests were carried out under the umbrella of worker committees at the hospitals.

A spokesman for the Charles Johnson Hospital committee said it appealed to members of different political parties, unions and non-unionised workers, because it was non-aligned.

FAROUK CHOTHIA

This created unity and the interests of all workers were catered for in joint action.

Zuma said Nehawu did not believe such reasoning was "valid" as any intervention by the union was aimed at benefiting all workers.

Nevertheless, Nehawu worked with the committees, on which the union was represented.

Zuma said workers from several hospitals met recently and decided to embark on protest action. Nehawu

failed to dissuade them.

Workers at Charles Johnson blockaded the administration building last week, trashed the place and tampered with the power supply.

Workers were protesting against deductions from their salaries. The provincial department of finance overpaid them in October, and had started recovering the money by deductions from salaries.

Nehawu had requested a meeting with KwaZulu/Natal director-general Otty Nxumalo to seek a solution to the crisis.

Tygerberg Hospital blockaded by workers

**ROGER FRIEDMAN
and SHARKEY ISAACS
Staff Reporters**



ON STRIKE: Tygerberg Hospital workers, all members of Nehawu, demonstrate in front of the hospital gate in support of their wage demand

Picture HANNES THIART, The Argus

A MAJOR public sector union has warned that a blockade by workers of all entrances to Tygerberg Hospital early today, when ambulances were turned away, could be a taste of things to come — unless management starts honouring agreements. Ambulances were diverted for 90 minutes from the hospital during rush-hour today when disgruntled workers blockaded all entrances with hospital trucks and buses.

The blockade, caused a major traffic snarl-up. The workers are also staging a sit-in demonstration in the administrative offices of the hospital.

Workers said they were members of the National Education Health and Allied Workers Union (Nehawu), the Public Service League (PSL) and the Public Servants Association of South Africa (PSA).

Cape Provincial Administration deputy director general of health, Tom Sutcliffe, said an urgent court interdict would be sought unless staff had immediate access to the hospital, specifically the administrative offices.

"We are happy to enter in negotiations with the union, but we cannot tolerate any disruption of services which endanger the lives and well-being of staff and patients," said Dr Sutcliffe.

Cape Ambulance and Rescue Services chief Rod Douglas said all ambulances were turned away and patients were ferried to the Conradie and Groote Schuur hospitals and day hospitals.

He warned that such action put patients' lives at risk.

Workers carried placards demanding affirmative action, salary parity, an end to "petty" disciplinary hearings, a living wage and that management honour agreements reached with labour since July 1993.

What has been billed as the final round of negotiations at central government level

(152) ~~19/4/95~~ 19/4/95

around salaries for civil servants got under way in Pretoria yesterday.

Today's blockade started at 6:30am and resulted in a peak-hour traffic jam on all roads leading to the hospital.

By 8am the blockade was over and vehicles blocking the entrances were moved.

Senior medical superintendent Japie du Toit said the industrial action had taken management by surprise and by 9:30am workers had still not supplied a list of demands.

But Nehawu regional secretary Sherreen Samuel said it could not have taken the hospital by surprise as the union declared a dispute yesterday.

(48) (152)
**Nurses union: Virus
protests 'unethical'**

ET 20/4/95

DURBAN: The Democratic Nursing Organisation of South Africa said yesterday protests by hospital staff at Madadeni Hospital in kwaZulu/Natal were "unethical and totally unacceptable to the nursing profession"

Some strikers broke into the hospital's laboratory where they removed live bacterial cultures to spread around three wards, including the maternity ward

Strikers disrupt ~~(152)~~ ~~(15)~~
Barberton Hospital

CT 20/4/95

BARBERTON: Striking workers yesterday caused the partial closure of the Barberton Hospital, with only serious cases being admitted.

The workers, comprising cleaners, kitchen and laundry staff and a few nurses, started striking on Tuesday.

Pretoria postal workers return to work

CT 20/4/95

~~(152)~~ (152)

PRETORIA: Fragile wage talks between striking postal workers and the Post Office are back on track following the disruption of mail deliveries here this week.

Both the Post Office and the Post and Telecommunications Workers' Association yesterday announced workers had returned to work

Sapa, Own Correspondent

Rescue crews on illegal strike

ARC 21/4/95
Labour Reporter

SEVERAL Cape Metropolitan Ambulance Rescue Services crews have embarked on an illegal strike

They are demanding that the militant South African Health and Public Service Workers' Union (SAHPSWU) be recognised by the Cape Town City Council

Ambulance chief Rod Douglas said today that only three of the 28 ambulances meant to be on the road today were grounded by the strike.

But a spokesman for the union said the union enjoyed

the support of 50 workers

He said workers affiliated to other unions were set to join the action

The spokesman said the workers had been demanding recognition for the union since last year

It is understood that the demand was rejected by the council at a meeting this week. The spokesman said the strike would continue until the union was recognised.

The independent union is stronger in the Gauteng region than in the Western Cape

Mr Douglas said he was

"very concerned" Members of the recognised South African Municipal Workers Union (Samwu) were "mulling about" and seemed undecided over whether to support the SAHPSWU

The ambulance service did not sign recognition agreements independently

Militants threaten W-Cape government

Staff Reporters

THE militant South African Health and Public Service Union, which shut down Cape Town's ambulance service for eight hours, says it plans to bring the Western Cape government to its knees

The union says it does not rule out the blockading of highways, the occupation of government buildings or the taking of cabinet ministers hostage to achieve its aims

The announcement came shortly before police arrested 33 union members at the Pinelands ambulance station on charges of trespassing, after the workers occupied the control centre for more than eight hours yesterday, jamming all incoming calls and radio frequencies

The union's national publicity secretary Themba Ncalo said the union demanded official recognition by the Cape Town City Council and the removal of the ambulance service's entire top structure which it accused of being racist

Last night's arrests followed a breakdown in talks between the union and the city council.

Alan Dolby, deputy city administrator, said talks broke down when the union refused to accept a council proposal.

"The agreement was that council would consider demands for provisional recognition and investigate full recognition.

"They wanted instant agreement, not for council just to consider it"

Mr Dolby said negotiations would continue, but that no more disruption of ambulance services would be tolerated.

Union members did not resist arrest last night and left the control room peacefully, singing and chanting. They were taken to Maitland police station

Police also took possession of four firearms handed to them by the workers

The chief officer of the Cape Metropolitan Ambulance Services in the Western Cape, Rod Douglas, said the service covered about four-million people in the Western Cape metropole

"This is a labour dispute between them and the council. We are in the business of saving lives but cannot do our jobs while calls are blocked

"This is one of the darkest days in the history of the ambulance services. The situation has been critical"

Other ambulance staff at the station said they were "sick and tired" of the disruptions caused by their fellow workers

The South African Health and Public Service Union espouses a socialist line and is not affiliated to a trade union federation. It is strongest in the Gauteng and North-West provinces, and Bloemfontein, and is attempting to increase its membership in the Western Cape



HANDS UP: One of the 33 South African Health and Public Service Workers Union members arrested for occupying the ambulance control room in Pinelands is searched before being taken to the Maitland police station.

Mr Ncalo returns to Pretoria today to face conspiracy charges after the occupation of a government building amid mass arrests about two months ago

The union has been linked to the radical Muslim organisation Hamas

The union claims to have a self-defence unit, trained inside the country, to protect its members from the police. Mr Ncalo said plans were already advanced to form a similar unit in the Western Cape.

Referring to the action by ambulance workers, he said the union did not care that it was disrupting essential services as it had briefed "numerous" community organisations and been given the go-ahead for its proposed action

● Community leader Hennie van Wyk has hit out at the SA Municipal Workers' Union for failing to accommodate the interests of the demonstrating union

He said the conflict between ambulance service workers and management had been lingering for at least two years

EMERGENCY CALLS BLOCKED FOR OVER 8 HOURS

Ambulance workers held

CT 26/4/95

(152)

POLICE arrested 33 ambulance workers blocking emergency calls. **WILLEM STEENKAMP** reports.

THIRTY-THREE municipal ambulance workers were arrested for trespassing last night after they had occupied the emergency control room in Pinelands for about 8½ hours

"We have no option but to take these measures, because we can't keep the control room out of action for so long," Mr Rod Douglas, the chief officer of ambulance and rescue services for the Cape Metropole, said before the arrests

He said the strikers had disabled the 10177 emergency line and jammed the ambulance radio, rendering the service helpless

Mr Douglas said if normal emergency call patterns were analysed, a potential 200 calls went unanswered during the sit-in

"It's possibly one of the darkest days of the ambulance service I'd hate to think what happened (in terms of emergencies) in that time," he said

Heavily armed members of the police Reaction Force arrested the singing, toyi-toying demonstra-



CONFRONTATION: Police at the door of the Pinelands Ambulance station last night where ambulance staff blocked emergency calls. Thirty-three strikers were arrested. **PICTURE: YUNUS MOHAMED.**

tors, who had earlier indicated that they were not prepared to leave the control room peacefully unless they were under arrest

A police spokesman said the strikers, who surrendered peacefully, had voluntarily handed over four firearms

Deputy city administrator Mr Alan Dolby said further steps

would be contemplated today

Mr Dolby said negotiations with the strikers — who were demanding union recognition — broke down about 4 45pm, after they failed to sign an agreement whereby the City Council would consider provisional recognition of the SA Health and Public Sector Workers' Union and investigate

full recognition

The strikers are expected to appear in court today in connection with the trespassing charges

Last night the South African Municipal Workers Union condemned the occupation, saying the protesters were denying the community the right to a basic service

BRIEFS

Former homeland
workers protest

(152) ~~(152)~~

GIYANI. About 400 public service workers dismissed by the Northern Transvaal government protested at two stadiums here yesterday.

The workers, previously employed by the former Gazankulu and Venda homelands, were dismissed in November.

CT 26/4/95

(152)

Ambulance workers held

Thirty-three Cape Town municipal ambulance workers who had virtually disabled the service were arrested for trespassing last night after occupying an emergency control room at Pinelands for about eight hours.

Star 26/4/95
They are to appear in the Goodwood Magistrate's Court this morning and authorities will discuss whether to take any further action regarding possible breach of contract and culpable homicide charges, Rod Douglas, chief officer of ambulance and rescue services for the Cape metropole, said today.

Douglas apologised this morning to any person who might have suffered as a result of the disturbance.

The strikers had disabled the 10177 emergency line and

jammed the ambulance radio, effectively rendering the service helpless. It served 4-million people in Cape Town and the protesters' actions were "unacceptable", Douglas said.

A police reaction force arrested the singing, toy-toying demonstrators, who made up only a small proportion of the service's more than 400 employees. A police spokesman said the protesters had surrendered peacefully.

Negotiations with the protesters, who were demanding union recognition, broke down at about 4.45pm when they failed to sign an agreement whereby the city council would consider provisional recognition of the South African Health and Public Sector Workers' Union and investigate full recognition. — Staff Reporter, Sapa.

Aids virus attack sparks outrage

Sowetan Correspondent

PATIENTS ARE HORRIFIED and outraged at the extreme measures adopted by striking hospital workers in KwaZulu-Natal who attempted to infect patients with deadly diseases including Aids.

The mob who sprayed women and children with the deadly HIV and hepatitis B viruses and tuberculosis bacteria, also face attempted murder charges, with arrests expected 'any time now' according to police.

About 60 women and 30 newborn babies at Madadeni Hospital in Newcastle had to be evacuated when workers stormed the wards carrying test tubes stolen from the laboratory and released the germs, said a senior hospital spokesman.

Dr Manio Tshabalala, chairman of the National Assembly standing committee on health, condemned the incident as outrageous. He said he intended to bring the matter up in Parliament when it reopened next week.

The superintendent of Madadeni Hospital, Dr Revi Nyombayire, said the patients were not in danger because the wards were evacuated as soon as they were contaminated.

'People should not be alarmed because we took all precautions to ensure the patients' safety. We had the wards decontaminated as soon as we could', he said.

'This is a horrifying form of intimidation and must be condemned at every level', said Democratic Party spokesman on health Mr Mike Ellis.

KwaZulu-Natal MEC for health Dr Zwani Mkhize said 'such action cannot be viewed as part of a normal labour dispute or protest action and such irresponsible behaviour will not be tolerated by my department.'

Inkatha Freedom Party spokesman Mr Ed Tillet said the incident was 'absolutely disgraceful' and everything should be done to bring the perpetrators to justice.

'The patients had nothing to do with any of the grievances the workers had with management. This behaviour is what one has come to expect in our country where there is a total absence of law enforcement.'

Newcastle National Party MP Mr Adnaan Blas said to release dangerous Aids-infected and deadly viruses into wards was barbaric and bordered on the ultimate violation of human rights.

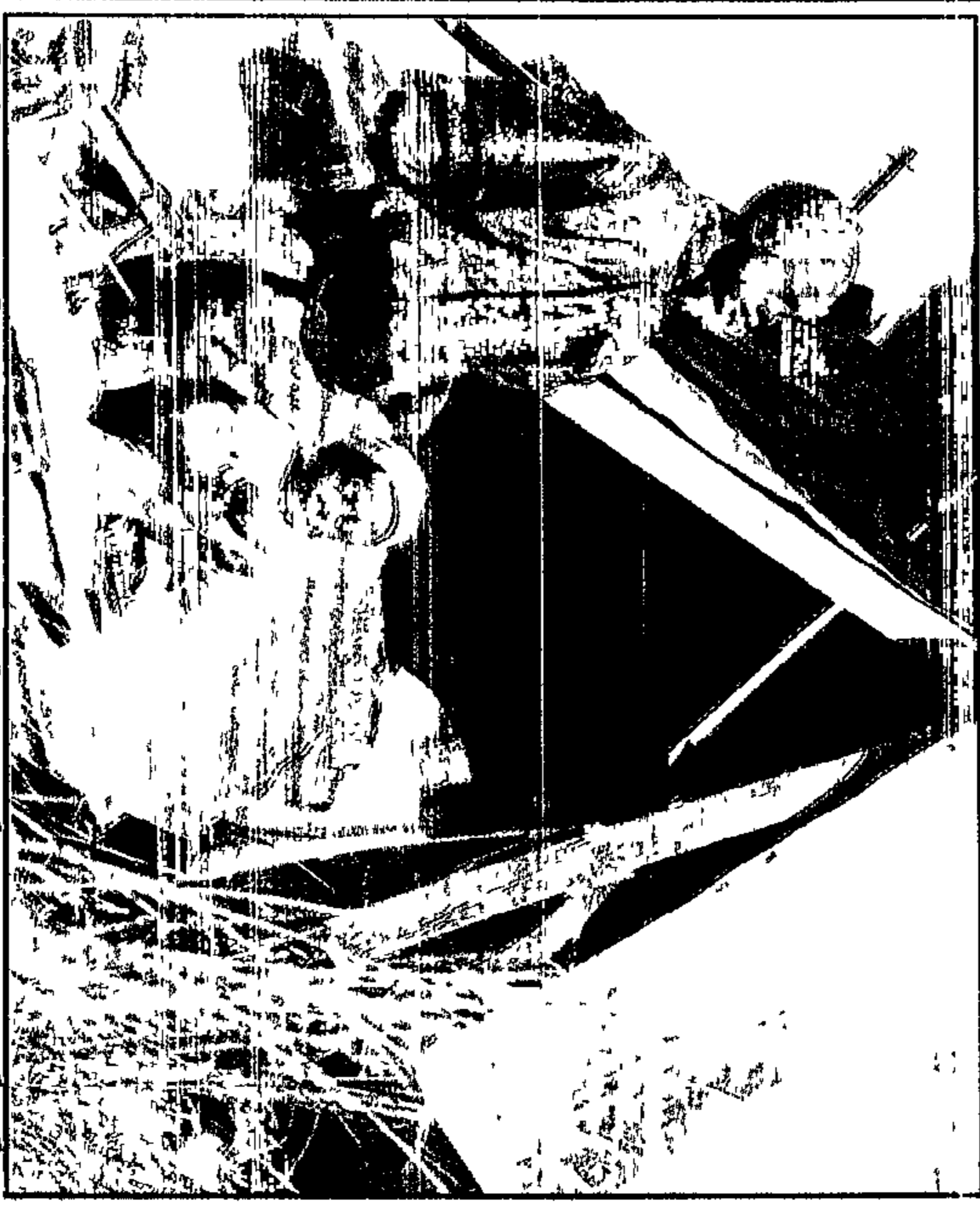
'These terrible actions of the protesters should be regarded as attempted culpable homicide and that they should be investigated in that light.'

But a noted Johannesburg medical expert said yesterday it would be impossible to infect patients by throwing the germs on the floor.

Head of the National Reference for Sexually Transmitted Diseases, at the Institute for Medical Research Professor Ron Ballard said he could not understand how anyone could spread the HIV and hepatitis B viruses unless they exchanged body fluids or were injected directly into the patients' bodies.

'The HIV and hepatitis B germs are not airborne so that even if they were spread in the wards they would not constitute a health risk,' Ballard said.

Sowetan (152)



Sleeping out in the cold

Nelson Mshanga (11) and his sister Sibongile (3) were among hundreds of squatters from Zaventfontein who slept in freezing conditions in the open veld outside a site at Diepsloot, north of Johannesburg, on Monday night. It was the fifth night in the open for the squatters.

PICTURE: VELL NHLAPO

33 ambulancemen suspended

CT 27/4/95

(98) (152)

STAFF REPORTER

AT least 38 ambulance workers were suspended yesterday following the disruption of ambulance services on Tuesday

The workers were all members of the SA Health and Public Service Workers' Union

Council spokesman Mr Ted Doman said they had been suspended on full pay for occupying the ambulance control room in Pinelands on Tuesday, effectively disrupting emergency services to four million Capetonians

Last night, 33 of those suspended again occupied the Pinelands control room and had to be removed by the police

In terms of their suspension, pending an investigation into Tuesday's incident, the workers may not enter any ambulance premises without official permission

The union's regional secretary, Mr Khaya Somdyala, who claimed last night that 43 workers had been suspended, said the council action showed it was "not interested in workers' issues"

He said the workers, who had gathered outside the premises after being ejected, had been told to go home, but were continuing to picket the locked premises

The 33 workers appeared briefly in court yesterday in connection with trespassing charges and were warned to appear in court again on May 26

Warning

A statement by the SA Health and Public Service Workers' Union's national publicity secretary, Mr Themba Ncalo, that the union planned to cripple the Western Cape government, has been met with a warning from the office of the Minister of Public Service and Administration that criminal activity by union members would lead to them being charged

Mr Ncalo is reported to have said that the union did not rule out such action as blocking highways, occupying government buildings and taking hostages

● See Page 4

Constables replace ambulance staff

Labour Reporter

BEACH constables, made redundant by winter weather, are stepping in to plug a possible gap left by 38 members of the municipal ambulance service who have been suspended for crippling the service.

Yesterday the Cape Town City Council suspended the 38 ambulancemen on full pay pending an investigation into the incident in which 33 members of the South African Health and Public Service Workers Union (Sahpswu) took over the ambulance control room and blocked all radio frequencies.

Ambulance chief Rod Douglas said 16 beach constables had already joined the service last week and others were being phased in over the next few days "to fill a possible vacuum".

Council spokesman Ted Doman said the city employed more than 100 beach constables but only those with some first-aid training would be deployed in the ambulance service.

Some of the beach constables had done winter duty with the ambulance service in the past, he said.

Mr Doman asked that anyone inconvenienced by the union's crippling of the service for eight hours on Tuesday telephone Mr Douglas at 511 5154. This included people who called for an ambulance which did not arrive. Their information would assist the investigation.

● Last night police kept a close eye on the ambulance station — in Pinelands — after the unionists briefly took over the control room again. They were removed by police.

(254) (152)
Public safety officials on go-slow
Star 27/4/95

CITY REPORTER

About 170 Johannesburg public safety officials took industrial action yesterday to protest against salary adjustments

Employees of the fire and traffic departments and the ambulance service embarked on a go-slow after a salary dis-

pute. They intended to continue their action until Tuesday, a worker said

However, Greater Johannesburg human resources committee chairman Patrick Flusk said the majority of the about 170 officials had returned to their posts

He said the officials

were dissatisfied with a salary progression plan put into place by the former Johannesburg City Council in August 1993. When the plan was implemented, only some of the officials enjoyed the benefits

"The error was unfortunately not addressed at the time," Flusk said

Clash over nurses' strike

(52) (55) Wm 28/4 - 4/5/95

Shadley Nash

EASTERN Cape's Health and Welfare MEC Dr Trudy Thomas has become the focus of a union campaign to have her ousted from her ministerial portfolio.

The dire warning that Thomas could "kiss her government post goodbye" came from a senior provincial official of the National Education Health and Allied Workers Union (Nehawu)

Bisho spokesman Prins Msutu said the matter is being viewed in a very serious light by Eastern Cape Premier Raymond Mhlaba, who would be holding talks with the union.

Cosatu representative Mbuyiselo Ngwenda warned that the "threat of mass action looms" Nehawu's threat of mass action to ensure Thomas' dismissal followed the impasse in efforts to settle the month-old student nurse class boycott at the Charlotte Searle Nursing College in Port Elizabeth.

Senior Nehawu official Mzwakhe Gqobana reportedly said the union is prepared to call for a regional strike to have Thomas removed from her post.

He said the union has declared war against the "intransigent" Thomas and not the regional government.

College rector Clive Fish slammed what he called the "verbal slander" directed at Thomas and said the action by the students and union was unwarranted

Several chaotic meetings between the parties have already been held, but failed to break the deadlock.

About 300 student nurses are on strike, demanding that they be allowed to be promoted to the next year of study even if they failed certain essential courses the year before

Responding to the student action, Thomas suspended 25 "troublesome" students and refused to give in to their demands, arguing that these were tantamount to promotion and would lower standards.

Reacting to reports about the impending mass action, the department's strategic manager, Dr Siphiso Stamper, described the comments by Nehawu as "unfortunate". He said yet another meeting has been planned to iron out differences — *Echiz*

Sharp increase in SA strikes feared

BN 315/95 - (152)

WAGE-related strike activity, the dominant trigger of industrial action during the first quarter of the year, is likely to increase sharply with a delayed wage round starting in earnest, industrial relations consultants Andrew Levy & Associates says.

In the latest wage settlement survey Andrew Levy said that to date, unions had won wage increases averaging 12,25% — well above inflation — and ranging from 9% to 19%. Unions were intent on wresting higher-than-inflation increases to compensate for years of perceived low wage gains.

However, it was too early to establish trends as no major companies or industries had settled their wage negotiations this year, the survey cautioned.

Union expectations were also fuelled by a perception the economy was recovering and employers could therefore afford higher pay rises. Also, workers felt political democracy had failed to transform workplaces which were still seen as discriminatory and paying poverty wages.

The survey warned employers that shop-floor militancy might not be controlled by inexperienced union officials brought in to replace those who had defected to government or private sector posts.

This meant procedural and unprocedural strike action could be expected.

Unions were concentrating on wage-related demands as well as "reconstruction and development programme related de-

ERICA JANKOWITZ

mands" including education and training with a view to affirmative action, health and safety and housing.

Information disclosure, centralised bargaining and restructured job grading systems were also high on unions' agendas.

Employers, on the other hand, were expected to concentrate on productivity issues in response to SA's dismal assessment in relation to its trading partners.

The survey cautioned companies to be properly familiar with the relative productivity of capital and labour before embarking on negotiations with unions.

Sapa reports that although there were few wage settlements in the first quarter of this year, and none in the major mining, metal and motor industries, they averaged 12,25% and ranged from 9-19%.

Centralised bargaining would also be a priority because of a labour relations Bills' support for sectoral bargaining forums.

Management was expected to resolutely raise productivity issues as international competitiveness had become more important. In last year's World Competitiveness Report, SA was listed 35th out of 41 countries, after India (34th), Colombia (30th), Turkey (29th) and Mexico (25th).

During the first quarter of this year 60 000 man-days were lost to strikes, compared with last year's 250 000 man-days lost in the same period.

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1995

Sharp increase in SA strikes feared

BN 3/5/95 (152)

ERICA JANKOWITZ

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James at this year's law, which opened for a week-long run at the...
nesburg yesterday.
Picture NICKY DE BLOIS

...the long term benefit of stakeholders.

Nehawu looks at protest action to attain goals

ARL 3/5/95

152

RENEE GRAWITZKY

NATIONAL office bearers of the National Education, Health and Allied Workers' Union (Nehawu) would be empowered to take whatever action was necessary to push government to meet its wage demands within the central bargaining chamber, Nehawu president Vusi Nhlapo said yesterday.

Nhlapo said after Nehawu's fourth and last national congress, that it had resolved to look at strike action to achieve its demand of R1 500 as a minimum wage phased in over three years, starting with a R1 200 minimum wage this year. Public sector negotiations continue on May 8.

The congress had focused on the union's recommitment to socialism, the restructuring of the public sector, the democratisation of the workplace, the dissolution of the union and the formation of one public sector union, human resource development including education and training, and service delivery in the public sector.

Delegates resolved to resist any bid to "cut down jobs at functional level through so-called public service downscaling" and any improvements in conditions of employment which perpetuated disparities.

The merger with the SA Municipal Workers' Union and Post and Telecom-

munications Workers' Association scheduled for August would result in the formation of the largest public sector union and would become Cosatu's second largest affiliate after the NUM.

Nehawu general secretary Neal Thobejane said that until then, the union would focus on building and strengthening its structures and worker capacity.

He said the union's organisational problems should be seen in the context of its rapid growth to 120 000 from 18 000 in 1992.

Thobejane acknowledged the union's focus had been mainly on the public sector to the detriment of private sector health care facilities. This would be addressed with the employment of an organiser to focus on the private sector.

The union had initiated research into health care delivery in the private sector. Sapa reports Nehawu's Cape Town secretary Themba Nkosi said workers at Parliament would protest at the National Assembly building today over pay demands.

This was the first step in a programme of action to highlight management "intransigency" in resolving pay disparities and low wages in Parliament.

Dispute with SAPS

PRETORIA - The Public Servants' Association has declared a dispute with the SA Police Service, saying it excluded some civilian employees from a one-off payment of R350.

The association accused the SAPS of "unilateral decisions" on the use of R15m "rolled over" from the previous financial year.

It said this amount was set aside to meet the demands of SAPS employees who did not receive the R350 which was meant for all shift workers.

The association said police commissioner George Fivaz initially agreed that a committee of SAPS management and all employee organisations concerned would determine how the R15m should be used.

However, police management "unilaterally decided" to pay R350 to all uniformed personnel not working shifts. The PSA demanded that 18 000 civilian non-shift workers also be paid R350 - Sapa.

Managing: S G Chilvers

G D Bolton M J Bolton

Registered office

Registered office

Child Welfare go-slow

STAFF REPORTER

(152)

SOCIAL workers and Child Welfare Society staffers are staging a go-slow while awaiting the outcome of urgent pay talks

CT 4/5/95

Almost 100 Child Welfare Society staffers from institutions across the Peninsula participated in a sit-in and picket protest from Wednesday last week, but they returned to work yesterday

The workers are angry that government subsidies to the society will not include salary increases. Society director Mr Alan Jackson said he is striving to redress the problem.

Kelvin Grove workers down tools

Staff Reporter

WORKERS at the Western Province Sports Club at Kelvin Grove in Newlands downed tools and protested in the grounds after their union declared a wage dispute with management

More than 100 members of the S A Commercial, Catering

and Allied Workers Union (Saccawu), want an across-the-board increase of R65 a week. Management has offered R30

Yesterday, the workers toyed in the grounds

Club general manager Jan de Haast refused to comment

Alan Arendse, who has worked at the club for the past

23 years said "Kelvin used to pay the highest wages, but now we are the lowest paid of all in the catering business"

"How do they expect us to live on R225 a week?"

A conciliation board had failed to resolve the dispute

The workers plan to meet Saccawu officials today

Strikes claim 2,2-million days

BY BRUCE CAMERON

The country lost 2,2-million working days as a result of 804 strikes in the 12 months ending October 1994, according to the 1994 annual report of the Department of Labour.

The number of strikes was up 1,8% from the 790 of the previous year. As a result of the strikes, workers lost R148,5-million in wages.

The single biggest reason for strikes in 1994 was demands for higher wages, which led to 218 (27% of the total) strikes, while demands for increased wages together with other reasons resulted in 91 (11%) of the strikes. Differences over conditions

THE SINGLE biggest reason for strikes was demand for higher wages.

of employment resulted in 205 cases (25,5%), while disciplinary measures by employers were given for 129 (16%) of the strikes.

In 152 (19%) cases the reasons for strikes were unknown to the department, while trade union issues resulted in nine (1%) strikes.

During 1994, 7 639 disputes were referred to industrial councils. This was up by 11% on 1993. Of the total 2 014

cases were settled at industrial council level with the remaining disputes referred to the industrial court for determination, to arbitration or for mediation.

The number of applications for the establishment of conciliation boards was up by more than 5% to 18 774 for the 12 months ending October 1994. Of these 13 834 boards were established with the rest being rejected because the applications did not comply with the requirements of the act.

The conciliation boards managed to settle 2 223 disputes, with 3 832 unsuccessful and 751 applications withdrawn. At the end of October 1994 there 1 328 boards still

deliberating cases

Other statistics provided in the annual report included

■ Membership of registered unions fell by 14,5% to 2,47-million workers in the 12 months ending October 1994. The department said this could be partly ascribed to a saturation in the growth of new unions and partly to job losses caused by the recession.

■ Only about 23,7% of the total economically active workforce is unionised with total union membership (of registered and unregistered unions) estimated at 2,98-million.

■ The number of registered trade unions increased by 12 during 1994 to total 213. The department estimated there

were 65 unregistered unions,

■ A total of 34 trade unions applied for registration in 1994, of which five were registered. Twelve trade unions that applied for registration in 1993 were registered and four that applied in 1992. Registration of nine unions was cancelled.

■ Three new employer organisations were registered. There were 191 registered employer organisations at the end of 1994.

■ One new trade union federation was registered during 1994 bringing the total to nine. ■ During 1994, 1 050 065 people registered as unemployed. The department managed to find jobs for 64 138 people.

(152)

Half of company's fleet stranded as strike bites

LABOUR REPORTER

About 600 employees of the liquids transport company, Tanker Services, in depots across the country have gone on strike after wage negotiations broke down, leaving almost half the company's fleet stranded

Company official Phil Erasmus said yesterday workers had embarked on the strike on Friday after negotiations, which started last year and were supposed to be effected in January, failed to reach agreement

The union is demanding a 15% across-the-board increase while the company has offered 13,5%

Erasmus said the company had made plans to maintain essential services and 52% of the

152
fleet was running. He said, however, that many clients had been inconvenienced by the strike

Transport and General Workers' Union national co-ordinator Abner Ramokgolo said the workers, including drivers and general staff, had vowed they would not return to work until the union's demands had been met

An employee at the company's Germiston depot said yesterday it was disgraceful that management would not improve its offer by 1,5%

Erasmus noted that this was the first strike at the company in 34 years. He said Tanker Services drivers were far better off in terms of wages than others in the industry, adding that, if he paid industry rates, he would save R6-million on wages

STAV 9/5/95

Strike link as 'scab' driver is shot dead

The Argus Correspondent

DURBAN — A tanker driver employed as a "scab" was shot dead at Umlaas Road by gunmen acting in apparent support of the striking workers of a company engaged in heavy transport (152)

Gunmen also opened fire on two other tankers belonging to the company on the N3 north of Maritzburg yesterday ARG 11/5/95

Police believe the shootings are linked to a strike of drivers employed by Tanker Services.

A police spokesman said the body of a scab driver was found in a tanker on the N3 near the South Coast turnoff at 10pm yesterday.

He said the shooting followed incidents involving two of the company's tankers travelling between Maritzburg and Estcourt.

In the first incident a tanker was fired on from the side of the road. Neither the driver nor his assistant was injured.

The second shooting on that stretch of road also involved a vehicle of Tanker Services.

The tanker and an unidentified driver were fired upon from the side of the road. The driver, who did not stop his tanker, was not injured

20 ambulance workers occupy mayor's offices

APR 12/5/95

(152) (88)

Health Reporter

A GROUP of ambulance workers occupied the Cape Town mayoral suite today, demanding to see the minutes of an executive council meeting held this week.

Members of the SA Health and Public Service Union are demanding that their union be officially recognised and that the management of the city's ambulance services be replaced.

Themba Ncalo, publicity secretary of the union, said members wanted the lifting of the suspension of colleagues, who are facing a disciplinary hearing after blockading the entrance to the Pinelands control centre for eight hours in April, effectively paralysing the service.

About 20 union members entered the mayoral suite today, at first demanding to see mayor William Bantam.

When it was pointed out that he was not in, they negotiated with deputy city administrator Alan Dolby.

In the meantime about 50 policemen waited in the corridor outside the suite, ready to evict the union members, who

were demanding to see the minutes of an executive council meeting held on Tuesday.

At the meeting it was decided that the issue of the recognition of the union would be referred to a city council meeting at the end of the month.

It was also decided that the suspended workers would remain suspended and that the disciplinary hearing would still take place.

The union members finally agreed to accept a letter summarising the decisions taken at the meeting.

Mr Dolby gave them an undertaking they would be given a copy of the official minutes after May 23. They then left peacefully.

● Mr Ncalo earlier warned that if the issues concerning the union were not resolved union members would demonstrate at World Cup rugby matches.

He said 42 workers were on strike.

The total ambulance staff amounts to 406, with 209 people working on the roads.

● Picture, page 8.

Clashes halt work (192) on Alusaf smelter

ERICA JANKOWITZ 21/11/95

CONSTRUCTION at Alusaf's Hillside aluminium smelter in Richards Bay was halted yesterday after 55 people were injured — 26 seriously — in violent clashes between workers and security staff, the company said yesterday. **BD 12/5/95**

Operations staff had been advised to leave the site and return on Monday, but it was hoped work might resume today.

The company said violence erupted after workers from Rumdel Construction — one of 60 contractors on site — told management safety equipment and procedures were substandard. "The discussions broke down and a protest march and attack on the Rumdel offices by these and other construction workers ensued."

Alusaf said security personnel intervened when stones were thrown. They brought the crowd under control although many were armed with sticks and iron bars. Alusaf, construction companies and workers met yesterday for talks.

Alusaf chairman Fred Roux expressed concern about the incident as the project had a high profile and violent confrontations would further damage SA's investment profile. A fall off in investment would affect economic growth and job creation.

FAROUK CHOTHIA reports National Union of Metalworkers of SA (Numsa) official and ANC northern KwaZulu/Natal leader Bhekis Ntuli said Numsa was not represented at the site. He blamed Inkatha-aligned unions for the disturbances.

Satu

Third day of workers' strike

(152) (33)
DURBAN — Construction workers stayed out for the third day at Alusaf's hillside aluminium smelter in Richard's Bay as management and workers met to try to end the strike

■ Reports by Sapa-Reuter

ARL 13/5/95

BRIEFS

(152)

Beds used as battering rams in go-slow Pollsmoor Prison

SECURITY at Pollsmoor Prison and the safety of the community is in jeopardy because warders are striking, says a prisons official.

Pollsmoor spokesman Captain Mike Green said yesterday that since members of the Police and Prisons Civil Rights Union (Popcu) had gone on strike, inmates had broken out of four cells, using their steel beds to ram open the doors.

He said the situation was now under control, but security was still "at risk".

Captain Green said all jail administration offices had been closed and desk staff were doing warders' jobs.

Union spokesman Eddie Johnson said warders at Pollsmoor were on a go-slow, but were still on duty. They were protesting against racism in the Correctional Services Department.

ARG 13/5/95



Picture- ANDREW INGRAM, Weekend Argus

□ **PICKET POWER:** Nehawu workers protest their five percent pay increase during a lunch-time demonstration in the city.

152 (250)

Nehawu workers protest pay offer

Weekend Argus Reporter

ABOUT 500 hospital workers and members of giant public service union Nehawu (National Health and Allied Workers' Union) held a picket in the city to protest against the five percent pay increase the government has offered.

As part of their ongoing protest action, the workers, mostly from Groote Schuur Hospital, the Red Cross Children's Hospital and Conradie Hospital, gathered in front of the Cape Provincial Administration building over lunchtime yesterday

while negotiations between government officials and union representatives were held inside.

To the beat of wooden planks on a "drum", consisting of a plastic container, they sang freedom songs and held up placards, including "Fat cats get fatter and we still have to suffer," "Madiba please, winter is coming" and "Our government must wake up and hear our cry for a living wage"

Nehawu shop steward Elizabeth Basson, who earns R1 000 a month as a worker in the cleansing department of Conra-

die Hospital, said workers demanded an increase of at least 20 percent.

"We're working like slaves and we get treated like pigs," she said.

"You do your best, but they don't appreciate you. This attitude has compelled me to join the union." ARG 13/5/96

"I'm taking home about R500 after deductions. I've got three children and the only thing I can do with this money is to buy food."

Ms Basson said Nehawu would continue protest action if their demands were not met

Stun (152)
ARL 12/15/95
grenade
used in
city hall
protest

DURBAN. — Razor wire was drawn around parts of Durban city hall and a stun grenade was fired during an unruly protest by municipal workers.

Seven hundred Municipal Workers' Union and United Municipal Workers' Union members marched to the city hall yesterday, overturning dustbins

A stun grenade was fired in Smith Street when a group broke away and began destroying property. The situation was brought under control by police, who arrested at least one protester.

Police said the Defence Force was on standby during the protest.

The workers demanded a R900 across-the-board increase while the city council was offering four percent

The council's director of human resources, Dave Cloete, said the council discussed the issue with both unions but failed to reach agreement

Mr Cloete said the workers' demand amounted to a 72 per cent increase on the minimum wage. "Obviously the demand is unrealistic," he said

He added that the council remained committed to negotiations provided the unions' demands were more "realistic"

Workers claimed a four percent increase would amount to a pay rise of R42 for those earning the minimum wage

A statement by the council said the minimum wage was at present R1 250 a month. It condemned the protesters' "violent and unlawful behaviour".

The council warned that apart from adopting a no work, no pay principle, it also reserved the right to disciplinary workers who took part in the stoppage. It would also act against those who damaged property

Two blocks from the city hall thousands of teachers marched to a park as part of a national protest against the government's salary proposals for a five percent pay rise

The government has said the money would be raised by reducing its contribution to teacher pension funds.

The marches caused massive traffic jams. Sapa

Warning to strikers (254)

STRIKING Durban municipal workers faced dismissal if they ignored council calls to return to work, said council human resources director Dave Cloete.

Hundreds of members of the SA Municipal Workers' Union and the United Municipal Workers' Union went on strike on Friday in support of a demand for a R9000 across-the-board wage increase. The council has offered 4% (152)

80/16/5/95

Workers take protest to parliamentary office

152
250

ARLT 16/5/95

Political Correspondent

PARLIAMENTARY staff who are members of the National Education Health and Allied Workers Union today occupied the office of secretary to parliament Robin Douglas.

Placard-bearing staff lined the lobby of the old house of assembly.

All were dressed in civilian clothes, part of their protest being to refuse to wear parliamentary uniforms.

Drawn up neatly in two rows, the workers stood quietly beneath the portraits of Speakers from a bygone era.

Among the placards was one reading: "Management — stop lying to MPs."

The protests were part of industrial action after last week's declaration of a dispute with management.

The occupation of Mr Douglas's office ended about 11am, while the placard protest in the lobby dispersed earlier.

Workers said plans were to occupy a

different office in the parliamentary complex each day

If no solution was reached to the impasse, a strike ballot could be held this week.

The occupation of Mr Douglas's office is the latest in simmering discontent at parliament.

Earlier incidents included occupation, while it was not in use by MPs, of the national assembly chamber, and occupation of Speaker Frene Ginwala's office.

Nehawu regional secretary Shereen Samuel said the union had given management until the close of business today to respond to its demands.

These are the signing of a recognition agreement, a transparent appointment procedure and parity in wages and salaries.

Mr Douglas could not be reached for comment because he was in a meeting with Dr Ginwala.

Go-slow disrupts court proceedings

CAPE TOWN — Industrial action disrupted Western Cape prisons and court hearings yesterday.

About 250 Pollsmoor Prison warders embarked on a go-slow early yesterday and threatened to take "more serious action" if a meeting scheduled for later in the day between themselves and presidential adviser Ahmed Kathrada, did not "positively address" their problems.

The warders are all

members of the Police and Prisons Civil Rights Union.

Union spokesman Eddie Johnson said at Pollsmoor that members were frustrated because agreements between themselves and management were not being implemented by the Correctional Services Department.

"We are now demanding an independent forum be established which must advise and monitor the department and oversee the

transformation process.

"Although there was an agreement that there would be no promotions until the transformation had been completed, most of the white officers have either been promoted or given merit awards."

Johnson said the union's actions would in no way lead to the lowering of security at Pollsmoor, and prisoners would get their food and medicines as usual. — Sapa.

2017/5/95
Strikers ignore call (25)
ABOUT 500 Durban municipal workers yesterday ignored a city Council ultimatum to return to work and unless they do so by today they face dismissal (152)
SA Municipal Workers Union and United Municipal Workers' Union members went on strike last week, demanding a R900 across-the-board wage increase.

More warders in prison go-slow 152

Staff Reporter 253 62

POLICE and Prisons CIVIL Rights Union (Popcu) warders at all Western Cape prisons have joined their colleagues at Pollsmoor Prison on a go-slow.

A bid to resolve the dispute will be made at a meeting today between the union and officials ARG 18/10/95

Correctional Services spokesman Mike Green said the protests had spread to all the prisons during the past two days in spite of negotiations between the union and senior department officials.

"But we are coping and hopefully today's meeting will resolve the dispute"

Striking Tanker Services worker killed by truck

Renee Grawitzky

A WORKER was killed this week during a wage strike by 600 members of the Transport and General Workers Union (TGWU) at Tanker Services in Germiston.

TGWU spokesman Malcolm Ray said the worker was run over and killed by a truck driven by a white subcontractor, who had been employed during the two-week strike. Tanker Services MD Derrick West

Services worker killed by truck

ED 1915 195
said the incident had been taken up by the SA Police Services, who had laid a charge of culpable homicide against the subcontractor.

Workers had fired shots at the subcontractor as he drove off from the accident, and he could lay charges of attempted murder, West said.

Ray said the union held the company responsible for the death, as they had hired scab labour, contrary to the request of the union. The union regarded legal strike action as an

extension of collective bargaining.

West said strike rules were in place. The rules had mainly been adhered to, except for the KwaZulu/Natal area.

The strike arose over a dispute about wages. The union was demanding a 15% across the board increase, while the company was offering 13,5% or 12,5% if they went on strike.

Meetings were held yesterday and would resume today in an attempt to resolve the dispute.

This announcement appears as a matter of record only

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Tensions simmer at Alusaf's site

Nicola Jenvey

DURBAN - Construction workers were back on site at the Alusaf Hillside Smelter, yesterday and a meeting between community representatives, Alusaf and local police was scheduled for this morning following violent incidents last week.

Alusaf Richards Bay spokesmen Loren Lennon said yesterday violence had flared again, despite commitments by community and traditional leaders, workers' representatives and management to end it. A Tuesday meeting with local chiefs and the Richards Bay mayor was supposed to normalise activities.

"Despite efforts made by workers' representatives party to the agreement, a small element among the 5 300 construction workers on site could not be controlled," police advisor Sipho Lekele said. Lennon said Alusaf had been forced to request full-time law enforcement last Thursday "to ensure the safety of workers and contractors' personnel".

The Work Seekers' Committee, an organisation of unemployed Richards Bay residents, were upset employment would be reduced once construction was completed, to about 1 500 jobs.

Gemini spokesman Tom Ferreira said 1 100 were on Alusaf's payroll. The remainder were contractors.

The 350 positions needed at the new plant were filled from the Richards Bay and KwaZulu/Natal area.

Lennon said the disruptions were unlikely to delay the scheduled June 14 start-up.

Chemical workers to declare dispute

BD 19/5/95
Renee Grawitzky

THE Chemical Workers' Industrial Union (CWIU) resolved yesterday to declare a dispute and prepare for a national strike.

The decision was taken after an assessment by the union of progress made during a meeting with chemical employers on Tuesday.

CWIU general secretary Musi Buthelezi said Labour Minister Tito Mboweni had, in terms of reconstruction and development programme objectives, supported centralised bargaining to address socioeconomic issues.

The union wanted government to legislate centralised bargaining. If necessary the union would start action to "bring some sense to government by disrupting the economy" and to force employers on this issue.

Employers were presented with a demand to attend the meeting to negotiate on wages — and the union's demand for a centralised bargaining forum in the industry.

Buthelezi advised employers that once an in-principle agreement was reached on centralised bargaining,

the parties could discuss the structure of the forum. This could include divisional forums falling under a broader national body

Buthelezi said employers were not prepared to give an upfront commitment to centralised bargaining, but instead proposed centralised bargaining within divisional forums.

Based on this response the union would declare a dispute and intended applying for a conciliation board hearing.

At the same time the union would attempt to continue talking to employers about an agreement on centralised bargaining.

The union, with Cosatu, would target employers who intended disciplining workers who began industrial action this week.

Buthelezi said talks had taken place with other affiliates also demanding central forums with their respective employers.

The union had approached the Nactu-aligned SA Chemical Workers' Union to discuss the campaign for centralised bargaining.

However, the union was not available to confirm this.

Manufacturing hit hardest by strikes

CAPE TOWN — The number of strikes in SA increased from 790 in 1993 to 804 in the 12 months ending October 31, the Labour Department's annual report showed.

Workers lost R148,48m in wages through strikes. The greatest loss of man-days — 50,55% — occurred in the manufacturing sector, followed by mining (23,55%).

The country's economic hub, the Witwatersrand, had the highest incidence of strikes, accounting for 26,24%, followed by Pretoria with 10,3%.

Port Elizabeth registered the lowest rate, of 3,23%.

Most of the strikes were over wage disputes (27,11%), while demands for higher wages and other reasons came to 11,32%, and 25,5% of strikes were over conditions of employment.

A sign of improving shop-floor relations was that only 16,04% of strikes resulted from disciplinary action by employers.

The membership of registered trade unions also declined 14,5% from 2,89-million in 1993 to 2,47-million in October. The decline was ascribed to saturation in the growth potential of new trade unions and also to the decrease in job opportunities as a result of the recession.

Another reason cited was that an important part of the trade union leadership entered the political and administrative arena, resulting in a depletion of the executive ranks of unions.

Only 23,7% of the economically active population belonged to trade unions, the Labour Department said. — Sapa.

(152)
Warning to striking teachers
STAR 22/5/95

■ BY ABBEY MAKOE
and ADAM COOKE

The no work, no pay rule would be applied to striking teachers at Soweto schools if they did not report for duty today, Gauteng Education MEC Mary Metcalfe warned yesterday.

Teachers who went on strike in Orlando and Dube last week in support of five colleagues accused of child abuse would not be penalised if they returned to work today Metcalfe said.

The strike was sparked by the findings of a ministry-appointed commission that five teachers at Vesukuhle Lower Primary in Orlando were guilty of child abuse. Parents of the children at Vesukuhle Lower Primary have said they will not allow the five teachers back to the school.

The inquiry, which has not yet officially released its findings, found that the teachers had administered corporal punishment and verbally abused children. The Star has learnt. The findings of the commission will be released in full this week.

While distancing itself from the strike, the SA Democratic Teachers' Union (Sadtu) has rejected the findings of the commission, headed by human rights lawyer Brian Currin, that some union members were guilty of child abuse.

On Friday teachers took to the streets during school hours, demonstrating against the commission's findings. They also called for the transfer of the Vesukuhle school principal.

The union resolved to institute its own inquiry and a Sadtu official, Kate Skinner, said it did not recognise the findings.

The commission found that most teachers at Vesukuhle had administered corporal punishment, but that five had used it excessively.

Unionists held for illegal demo

ET 23/5/98

(152) (258)

PRETORIA: Seven South African Health and Public Service Workers' Union members were arrested for organising an illegal demonstration in the city centre here yesterday, police spokesman Captain Dave Harrington said.

The SAHPSWU leaders, including publicity secretary Mr Themba Ncalo, refused to heed requests by the police to end a protest by about 200 union members at Transvaal House, where civil service pay talks were being held.

Driver killed, commuters stranded in taxi stayaway

CT 23/5/95

152

SPECIAL CORRESPONDENT

JOHANNESBURG: At least one taxi driver was killed here and many commuters were left stranded today after two of the three main Soweto taxi associations staged a stayaway to draw attention to what they claim is official discrimination against operators.

Elsewhere in the country, eight people were shot dead in incidents or ambushes as taxi violence continues in Encobo, where taxi occupants fired on a delivery van carrying passengers, and Clarksburg, Eastern Cape, Pietersburg, Northern Transvaal and kwaZulu/Natal.

In the Johannesburg city centre, a man police believe was a taxi driver was shot dead at 8.20am at the West Street rank. And shortly after 7am a shot was fired at the corner of Harrison and Market streets. The intersections of Eloff

and President streets and Harrison and Market streets were briefly blocked.

Police spokesman Colonel Eugene Opperman said four men were arrested after the fatal shooting, one with a stolen pistol and another with a licensed firearm.

The normally bustling Bree Street rank was deserted yesterday morning, although a few taxis heading east were stopping further up the street to drop off and collect fares.

There were long lines of commuters all over the city trying to catch buses to reach work.

On the main road to Johannesburg, frustrated commuters lined the streets trying to hitch lifts.

Col Opperman said the strike has been caused by small groups of younger drivers trying to intimidate others to stop running. But, he said, older drivers had beaten off some of the younger men as

they did not want to strike.

In some parts of Soweto, taxis appeared to be running normally.

Taxi Drivers' Committee member Mr Godfrey Mohlala claimed taxi operators were treated unfairly by traffic officers and magistrates, and a list of grievances would be handed to the legislature today.

Sapa reports a taxi owner shot himself after killing his driver and a policeman at Mqunduli in the Eastern Cape yesterday.

No warning

The man arrived at the scene of an accident between his minibus and another vehicle. He shot both his driver and a policeman who tried to intervene. Both died on the spot.

The taxi owner fled in his car but realising police were close behind him he started to turn but and shot himself.

Teachers end strike

Kevin O'Grady

(152)
BD 23/5/95

THE 84 teachers on strike at 15 Soweto schools, in solidarity with colleagues named in a commission of inquiry report into child abuse, returned to work yesterday but pupil attendance figures declined in the wake of the allegations, education minister Mary Metcalfe said.

Metcalfe said the situation at the Vezukuhle Lower Primary School — where allegations of abuse had been levelled at six teachers — was "calm" and the school had reopened as planned. However, reports indicated "parents have chosen not to send children to school".

The members of the SA Democratic Teachers' Union and Transvaal United Teachers' Association went on strike last week in support of their colleagues — a move believed to have affected as many as 20 000 pupils.

No charges have yet been laid against the teachers named in the report.

Metcalfe has met police to discuss launching an investigation into the allegations, according to her spokesman, Shippa Maloka.

The commission's final report could be out this week, Maloka said.

Taximen's strike hits commuters

152 Sowetan 23/5/95

By Themba Sepotokele

THOUSANDS of taxi commuters in different parts of Gauteng were yesterday stranded when taxi drivers embarked on a strike to protest against alleged discrimination by the traffic department.

In Soweto commuters used other means of transport to go to work. Some braved the chilling weather and hiked.

Many commuters complained that taxi operators had not announced their strike in good time and people were taken by surprise. "We were not prepared for this kind of thing. We should have been informed earlier," a commuter said at the Baragwanath taxi rank in Soweto.

There were long queues all over Soweto as people waited in vain for taxis to take them to Johannesburg.

In central Johannesburg, commuters gathered at the taxi ranks at Noord and Plein streets but there were no taxis to ferry them home. A commuter, Mr Sam Diale, said he had waited for three hours at the Noord Street taxi rank

Many commuters went back to the

trains, which they had avoided for a long time because of the train violence.

"I have walked from my home in Plein Street to the Oriental Plaza without any sign of a taxi. I nearly walked to my place of work in Industria but was fortunate to get alternative transport after more than two hours," a woman said.

Late yesterday afternoon and last night hundreds of commuters were stranded at taxi ranks in Johannesburg. People lined the streets trying to get lifts to take them home

Hundreds of commuters heading for home crammed bus stops as the streets were virtually empty of taxis

Meanwhile, police reported yesterday that taxi operators plan to block roads into central Johannesburg today

Police spokesman Colonel Eugene Opperman said "We have heard among

taxi drivers that they plan to block certain roads leading into Johannesburg and in the city centre tomorrow (Tuesday) morning. We are deploying extra people."

He said "quite a number of tow-away vehicles" would try to keep the roads clear.

"If they (taxi drivers) want to protest peacefully we have no problem, but the minute they obstruct other people's rights we will act."

Yesterday evening a committee of drivers met Gauteng MEC for transport Mr Olaus van Zyl to discuss their complaints of alleged harassment by traffic officers and unfair treatment by magistrates. The drivers say traffic fines issued to them should be quashed and future fines made payable by taxi owners.

Political comment in this issue by Aggrey Klaaste. Newsbills, sub-editing and headlines by Sy Makarange and Paul Drosdzol. All of 61 Commando Road, Industria, Johannesburg. Printed by The Newspaper Printing Company for the proprietors and publishers, New Africa Publications Ltd of 61 Commando Road, Industria, Johannesburg. The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic, is forbidden and expressly reserved to New Africa Publications under Section 12 (7) of the Copyright Act 1978. Sowetan abides by the Code of Conduct of the Press Council of South Africa and accepts its jurisdiction.

It would be appreciated if the hon member would consider furnishing me with further particulars of specific traditional leaders, whereafter I will be pleased to supply him with any information at my disposal

Contamination of hospital wards by striking health workers
246 MR M J ELLIS asked the Minister for Health

(1) Whether any investigation has been held into allegations that striking health workers contaminated wards in certain hospitals recently by spreading bacteria, if not, why not, if so, who was in charge of the investigation,

(2) whether any confirmation of such deliberate contamination of health facilities was found, if so, (a) at which hospitals, (b) who was responsible for this deliberate contamination, (c) what specified bacteria were used in each case and (d) what were the consequences of this action,

(3) whether any staff members responsible for this action have (a) been dismissed, (b) faced disciplinary action and (c) been charged with any criminal offence, if not what action has been taken against those responsible, if so, what are the relevant details,

(4) whether she will make a statement on the matter?
Hansard 23/5/95 N499E
The MINISTER FOR HEALTH

(1) Yes An investigation is being carried out by the South African Police Services

(2) Yes
(a) Madaden Hospital
(b) It is alleged that various categories of staff were responsible for the contamination

(c) Specific bacteria could not be identified as bags of bacteria which were cultivated in the hospital laboratory for diagnostic purposes were taken from the waste area and thrown into the wards

(d) No loss of life or infection of patients The contaminated areas were im-

mediately evacuated and a firm was employed to clean and sterilise the areas The areas were utilised within ten (10) days after the contamination

(Reply to paragraphs (3) and (4) not furnished by Department)

Amending of the Atmospheric Pollution Prevention Act, 1965

253 MR M J ELLIS asked the Minister of Environmental Affairs and Tourism

Whether he intends introducing legislation aimed at amending the Atmospheric Pollution Prevention Act, 1965 (Act No 45 of 1965), so as to provide for (a) stricter regulations governing the control of air pollution and (b) economic incentives to the industry to reduce emissions, if not, why not, if so, what are the relevant details?

Hansard 23/5/95 N506E
The MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM

No

(a) Provisions have been made in the Atmospheric Pollution Prevention Act to enforce more stringent requirements as and when it becomes necessary

(b) The investigation into an integrated Pollution Control Policy for South Africa which is presently being conducted by the Department of Environmental Affairs and Tourism will address this aspect in detail Should it appear that incentives are needed, the appropriate measures will be considered

Geological surveys conducted in Intsizwa mountain range

263 MR G M DOIDGE asked the Minister of Mineral and Energy Affairs

(1) Whether any mining and geological surveys have been conducted in the Intsizwa mountain range, if not, what is the position in this regard, if so, with what results,
(2) whether any mining rights in this area have been granted or sold to any South African mining houses, if so, when,
(3) whether the granting of these mining rights will result in (a) any benefits for

local communities in the area and (b) the creation of jobs for persons living in these communities, if not, why not, if so, (1) in what manner and (11) when,

(4) whether he will make a statement on the matter?
N533E

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(1) Yes As I indicated during last year's session of Parliament, the Council of Geoscience has launched a two-year airborne magnetic and radiometric mapping programme over the entire Transkei, including the Intsizwa area The project had to be spread over a period of two years because the costs exceeded the Council's entire magnetic mapping budget The results of this survey will be available towards the end of 1996

The platinum-nickel deposits occurring in the Intsizwa Complex are associated with pyrothite Because the latter is magnetic, this mapping programme will provide an indication of the possibility that the mineralisation may extend beyond the region where it is presently known This project will also contribute to future water prospecting in the Transkei for rural water

supply and is a demonstrable contribution by my Department to the RDP

Additionally, the R2.5 million study may also shed some light on the distribution of radioactivity in the Transkei and it could contribute to understanding the high incidence of oesophagus cancer which is endemic in parts of the Ciskei—another contribution to RDP objectives Lastly this data will help to define new exploration targets in Transkei and Ciskei as well as contributing to solve urbanisation problems in that part of South Africa—also RDP contribution

(2) Two major South African mining companies, Glenum and Randgold Exploration have been prospecting in the relevant area since 1988/1989 Both prospecting companies have spent a considerable amount of money to date, in an attempt to locate mineral deposits Both companies have renewed their Prospecting Leases to 1997

(3) The prospecting activities will not result in immediate benefits to local communities However, a different picture will emerge in future, should the companies be successful in locating economically viable mineral deposits

(4) No

NEWS Nehawu hits out against union

Union puts on pressure

■ **LUNCH-TIME DEMOS** 37 clinics

and hospitals targeted after talks fail:

Sowetan 23/5/95

By Abdul Milazi
Labour Reporter

THE National Education, Health and Allied Workers Union yesterday began lunch-time demonstrations at Lifecare's 37 hospitals and clinics in protest against unilateral restructuring by the company.

Nehawu general secretary Mr Neal Tobejane said the union was also opposed to Lifecare Group's decision to suspend negotiations at the beginning of the year.

Business strategy

Tobejane said the reasons put forward by Lifecare for suspending the negotiations was that their business strategy had changed and clinics and special health services had been separated.

Tobejane said since Lifecare came into existence 41 years ago, no apparent effort had been made by management to improve conditions of service for black employees.

The decision to embark on lunch-time demonstrations was taken on

Thursday last week to force the company to resume negotiations and finalise all outstanding issues

Tobejane said management's decision to suspend negotiations meant the transfer of workers' provident funds would not be possible this year, salary increases and parity between white and black workers would also not be achieved.

Negotiations

Lifecare spokesman Ms Helen Dugan, however, said management had not suspended negotiations, adding that a number of meetings were held with the union in January.

Dugan said further meetings were scheduled but did not take place because of illegal industrial action by Nehawu in the Eastern Cape in February.

She said the restructuring process did not threaten the security of employees, nor did it materially disadvantage them

Existing divisions

Dugan said the process was based on a sound business strategy and was merely a streamlining of the existing divisions of the company to enable it to address the Government's new health-care policy.

Ministers

Question standing over from Wednesday, 10 May 1995 (originally put in Question Paper for reply on 19 April 1995)

Donation of armoured BMW to Zulu King

*24 Comdt A BLAAS asked the Minister of Transport †

- (1) Whether he has been informed by the Premier of KwaZulu-Natal of the latter's intention to donate an armoured BMW to the Zulu King, if so, who will bear the costs of such vehicle,
- (2) whether he was consulted on the matter beforehand, if not, why not, if so, what was his reply thereto?

N336E

The MINISTER OF TRANSPORT

- (1) No
- (2) Neither I nor my Department was aware of the matter. According to information received from the KwaZulu-Natal Government, it is decided in July 1994 to purchase an armoured vehicle for His Majesty the King. The order was placed in August 1994 and delivery of the armoured vehicle to His Majesty took place in March 1995. The KwaZulu-Natal Government informs me that they did not consult me at any stage because they maintain that it is a provincial function.

New questions

Transfers within the SAPS

*1 Mr D H M GIBSON asked the Minister for Safety and Security

Whether any transfers within the South African Police Service have been frozen or suspended, if not, what is the position in this regard, if so, (a) why, (b) how many transfers have been affected and (c) when is it anticipated that the freezing or suspension of such transfers will be lifted?

N518E

The MINISTER FOR SAFETY AND SECURITY

Yes

(4) It has come to our notice that there is, at present, an escalation in the number of applications for transfers. The process of amalgamation and rationalisation, as well as appointments as a result of posts that are advertised, will mean that a significant number of transfers will take place.

In an attempt to establish some continuity and to avoid members' positioning themselves in positions which will not be in the interests of the SAPS, it was decided to place a moratorium on transfers with effect from 24 March 1995. In a real crisis or deserving situation the request for a transfer is, however, still considered

- (b) 1 136
- (c) Until the amalgamation and rationalisation process has been finalised

SAPS members involved in go-slow strike

*2 Mr H A SMIT asked the Minister for Safety and Security

- (1) (a) How many members of the (i) uniformed and (ii) criminal investigation division of the South African Police Service participated in a go-slow strike recently and (b) what were the contributory causes of this go-slow strike,
- (2) whether there was an increase in the incidence of crime as a result of this go-slow strike, if not, what is the position in this regard, if so, what are the relevant details?

Hansard 24/5/95 N535E

The MINISTER FOR SAFETY AND SECURITY

- (1) (a) (i) Uniformed members — 883
(ii) Criminal Investigation Division — 1 104
- (b) Salaries, Overtime payment, and Department specific awards
- (2) Since the number of members who participated in the go-slow actions represents less than 2% of the total personnel strength of the South African Police Service it did not result in an increase in the incidence of crime. It should be noted that only 40 police stations, out of a total of more than a 1 000 police stations country-wide, were affected by the go-slow.

Special measures, such as the restructuring of police working hours and shifts, were introduced at stations affected by go-slow actions to ensure the continuation of service to the community. Members of the ISD were also deployed to perform other policing functions within the affected areas as required.

Since the go-slow coincide with the implementation of the Community Safety Plan in the Provinces of Gauteng, KwaZulu-Natal, the Eastern Cape and Western Cape, it delayed the operationalisation of certain steps in some flashpoint station areas. A comparative analysis of the crime situation which existed in the flashpoint areas over a period of eight weeks prior to the implementation of the Plan with the corresponding period following on the operationalisation of the Plan, however, indicates a decrease in the incidence of serious crime in the majority of the flashpoint areas.

Mr W A HOFMEYER, Madam Speaker, arising from the Minister's reply, could he tell us if any disciplinary or other steps have been taken against members of the SA Police Service who participated in this action?

The MINISTER, Madam Speaker, no disciplinary action was taken because the Commissioner of the SA Police Service issued an ultimatum and the response from the union which organised the go-slow action was to return to work immediately.

Mr A J LEON, Madam Speaker, further arising from the Minister's reply, is it not correct that such go-slow actions by members of the SA Police Service are in fact illegal? Does the Minister not, therefore, take an extremely dim view of the action? How is it going to be prevented from recurring in future?

The MINISTER, Madam Speaker, indeed we took an extremely dim view of what happened, particularly because we thought that the people who organised that go-slow action did not have the interests of the community at heart. It was actually timed to coincide with the announcement concerning the implementation of the Community Safety Plan.

We thought that the best way of addressing the situation was, firstly, to try to persuade those

people to realise that there were channels which they could use. Of course, they did not have such channels in the past, and perhaps, at the same time that we take disciplinary action, it is important to see it as our responsibility to educate people who did not have these channels at their disposal for so many years. Those channels are there to be used.

Investigation into the Shell House massacre

*3 Mr L D CHUENYANE asked the Minister for Safety and Security

- (1) Whether, with reference to his reply to Question No 6 standing over from 1 March 1995 and replied to on 15 March 1995, the investigation into the Shell House massacre has now been concluded, if not, why not, if so, when,
- (2) whether he will make a statement on the matter?

N537E

The MINISTER FOR SAFETY AND SECURITY, Madam Speaker, is it possible for me to get some water before I answer this question? [Laughter] I will continue in the meantime. I believe that it is coming.

The answer to the question is as follows:

- (1) No More statements need to be obtained from individuals who either participated in or were eyewitnesses to the incident. It is also necessary that firearms that were in Shell House at the time of the incident, and which have not yet been handed in to the police for ballistic testing, be made available to the police.
- (2) Yes. My Ministry is concerned about the way in which the events which occurred in and around Johannesburg on 28 March 1994 have been the subject of political point-scoring between political parties. Political parties have raised questions which focus on aspects of the investigation on a selective basis.

The real point at issue is the unrest-related deaths of 55 people during the course of the day. That is what the police have been investigating for some time, for which they have sought the co-operation of the ANC and IFP.

sion of the Treaty on the Non-Proliferation Treaty of Nuclear Weapons (NPT) because it is South Africa's fundamental belief that the continued existence of the Treaty will ensure that the commitment by the five nuclear weapon states remains. Because of the inequalities inherent in the Treaty as well as the criticism of provisions regarding disarmament, peaceful uses and other aspects of the Treaty, the Minister proposed to the Conference that the decision to extend the Treaty indefinitely should be taken together with a decision on a set of "Principles for Nuclear Non-Proliferation and Disarmament" as well as a strengthened review process.

The final Plenary meeting of the Conference decided to unanimously adopt the indefinite extension of the NPT, to adopt a "Declaration of Principles and Objectives" and to strengthen the Review process. Although the vast majority of States Parties clearly indicated their support for the indefinite extension of the Treaty, the Conference decided to avoid the divisiveness of a vote which would have harmed the future credibility and effectiveness of the Treaty. A mere vote on the extension of the Treaty would have isolated a small minority of States (14) who favoured limited extension of the Treaty.

The three "Decisions" documents which were offered to States parties as a package are titled

(1) THE "DECISION ON THE EXTENSION OF THE TREATY"

In this the Conference decided on the indefinite extension of the Treaty

(2) THE "DECISION ON STRENGTHENING THE REVIEW PROCESS FOR THE TREATY"

In order to maintain pressure on the Nuclear Weapons States to disarm it was decided that the Review Conferences should be strengthened. For this purpose, it was decided that the Conferences should continue to be held every five years and that three Preparatory Meetings would be held before each one to consider principles, objectives and ways to implement the Treaty and to make

appropriate recommendations to the Review Conference. This decision was developed from a proposal submitted by South Africa

(3) THE "DECISION ON PRINCIPLES AND OBJECTIVES FOR NUCLEAR NON-PROLIFERATION AND DISARMAMENT"

As regards this decision, the Conference decided that it required a set of principles which would realise nuclear non-proliferation, nuclear disarmament and international cooperation in the peaceful use of nuclear energy. The goal of elimination of nuclear weapons and a treaty on complete disarmament was reiterated. These principles were based on proposals by South Africa. The following principles were adopted

- * Universal adherence to the Treaty and non-parties called upon to accede thereto at the earliest date,
 - * Preventing the proliferation of nuclear weapons without hampering the peaceful uses of nuclear energy,
 - * Reaffirmation of the commitment by nuclear weapon States to nuclear disarmament,
 - * The conviction that the establishment of nuclear weapon free zones enhances global and regional peace and security,
 - * Consideration of further steps to assure non-nuclear weapon States against the use or threat of use of nuclear weapons,
 - * Strengthening the role of the International Atomic Energy Agency in respect of safeguards,
 - * Ensuring the right of all parties to develop nuclear energy for peaceful purposes
- The decisions reached by the Conference not only underwrite the principles of our foreign policy, but realise the objectives which the South African delegation set out to achieve at the Conference
- (2) Question 2 relates to a media report that implied that South Africa had been rewarded with a World Bank loan of one billion dollars a few days after the Minis-

ter of Foreign Affairs told the Conference that South Africa would, in principle, support an indefinite extension of the Treaty. It was implied that this loan was granted because the Bank was dominated by the United States, and that the USA had thus effectively bought South Africa's position

In so far as relevant details are concerned, there are in fact none—because the allegation has no substance

Normally a question in regard to the World Bank should be addressed to my colleague, the Minister of Finance

However, given the nature of the question my Department has consulted with his Department, and can I assure the hon member that the World Bank does not function in this manner

I understand that the Department of Finance and other line function Departments have for the past three months been working on a structure to formalise South Africa's future relationship with the World Bank. I would not like to intrude in the domain of the Minister of Finance, and would suggest that should the hon member seek further details about this, he approach the Minister of Finance. I would point out that although the headquarters of the World Bank is located in the United States, there are 24 Executive Members from various countries and 177 member states. I cannot see how such a linkage as has been alleged, could be arranged by the United States or any other single country and certainly not at such short notice

- (3) In answer to question 3 I merely wish to add that the Department has read the articles initially referred to and that in the light of what I have just said, they do not require further investigation
- I might however add that, in multilateral conferences such as the Review and Extension Conference of the NPT, it is normal practice for countries to try to influence others to support their particular positions on an issue. South Africa received many representations in support of one or more positions. We, for our part, also endeavoured to influence

others. This is the nature of the negotiations between the 178 parties who participated in this Conference. South Africa's philosophy and approach to the Conference was to seek to obtain consensus between the nuclear weapon States and the non-nuclear weapon States in a manner which would strengthen the Non-Proliferation Treaty. In this respect, I think we were highly successful

(4) I regard my comments here today as sufficient

Hours lost in strike action in 1994

*7 Mr AJILEON asked the Minister of Labour

How many working hours were lost as a result of strike action in 1994?

Hansard 24/5/95 NS43E
The MINISTER OF LABOUR

17 292 529 hours*

*Note This figure encompasses only workers covered by the Labour Relations Act, Act 28 of 1956

The budget on 15/3/95 provision of pensions to State employees

*8 Mr K M ANDREW asked the Minister of Finance

- (1) Whether any money was made available for the provision of pensions to State employees in the budget presented to Parliament on 15 March 1995, if not, why not, if so, what amount was provided for State contributions relating to (a) current salaries and wages being paid and (b) the improvement of the actuarial solvency of State pension funds in respect of existing and anticipated future claims on these funds,
- (2) whether any changes in respect of these State contributions are being considered, if not, why not, if so, (a) what changes and (b) why?

NS44E

The MINISTER OF FINANCE

- (1) Yes. State contributions are budgeted for annually based on members' contributions in the ratio of 1.2, 74834. Each Department budgets separately for their own contributions

Kelvin Grove locks gates to striking staff

Staff Reporter

KELVIN Grove Club in Newlands has locked its gates to staff, who are striking for the first time in the club's 70-year history

Earlier this month staff members, some of them with long-standing service, downed tools in a short sit-in to protest at management's refusal of their demands for an across-the-board increase of R44 a week

Management are not budging from their offer of R30

Staff are also asking for a minimum wage of R280 a week and a travelling allowance of R70 a week

Staff have been on strike since May 6 although apparently some workers have signed an acceptance of management's R30 offer

According to union members they will lose their right to a raise back-dated to March 30

Tommy Bangani, Western Cape secretary of the South African Commercial Catering and Allied Workers' Union, said Kelvin management had refused to negotiate with the union although the union had offered several options to break the deadlock

"Kelvin management has been intimidating workers by threatening them with dis-

missal," he said

Staff complained of "minimal wages", while the club 'spent millions on renovations"

Other complaints included squalid conditions in the staff canteen, which is behind the club's "lavish" lounges and "plush" dining rooms

Some staff members had worked for Kelvin for up to 30 years and the average weekly wage was R225, which was "below a living wage"

Another bone of contention was a R50 monthly bonus paid from a "gratuity fund" made up of a six percent service fee members pay in lieu of tipping.

Staff say that from their estimates of income from functions, they believe there is far more in the fund than management is handing out.

Their requests for representation on the gratuity fund committee have been refused

When approached for comment, general manager Jan de Haast said Kelvin was a private club and he did not think it appropriate to comment

ARLT 24/6/95

(152) (221)

Staff bid for more pay

COMPUTER ^{SD 25/8 195} staff in the public service yesterday started "disruptive" industrial action to press for more pay, Public Servants' Association GM Casper van Bensburg said in Pretoria. (S2) (258)

He warned the action would "be disruptive", noting that computer personnel could stop public service salary payments.

Labour unrest delays production

Nicola Jenvey

152

DURBAN — Initial aluminium production at Alusaf's Hillside smelter could be delayed by two to three weeks because of the week-long violence among contract employees, MD Rob Barbour said yesterday.

He said work on site was brought to a standstill and police had to be called in.

The project was still five months ahead of the original schedule, but first production of aluminium, planned for mid-year, could be hindered.

The construction schedule would be revised and the project should be completed on time, Barbour said.

The financial implications of the delay were considerable and would be fully known once contractors' claims and damages had been settled.

Alusaf has had continuing discussions with the contractor's worker representatives and the 5 000-strong construction labour force had been fully engaged since work resumed on Friday.

Problems had initially begun two weeks ago when construction workers with Rundel Construction staged a protest and 56 people were hurt.

A few days later workers in several other construction companies sub-contracted on the Alusaf project had demanded full-time employment from Alusaf, as their contracts had ended.

They had been joined by the Work Seekers' Committee, an organisation of unemployed Richards Bay residents, who were upset that employment would be reduced once construction was completed.

MD 25/5/95

17m working hours lost in strikes

ET 26/5/95 (152)

STRIKES by workers covered by the Labour Relations Act cost South Africa 17,3 million working hours in 1994, Labour Minister Mr Tito Mboweni said in response to a parliamentary question yesterday

Staff Reporters, Reuter

Public servants take action

(152) (250)

INDUSTRIAL action among membership groups of the Public Servants Association (PSA) such as the personnel involved in computerised information systems, could no longer be avoided because of the government's "indifferent and unsympathetic attitude". This warning came from Mr C Jansen van Rensburg, general manager of the PSA, who said these personnel would start with industrial action from yesterday.

at 26/5/95

CT(BR) 26/5/95

Strike toll: Strikes by workers covered by the Labour Relations Act cost South Africa 17,3 million working hours in 1994, the minister of labour, Tito Mboweni, said in parliament yesterday (152)

Strikes cost 2-million working days last year

ADRIAN HADLAND

(152)
BD 26/5/95

CAPE TOWN — More than 17-million working hours had been lost as a result of strike action last year, Labour Minister Tito Mboweni said on Wednesday.

Responding to a parliamentary question from DP leader Tony Leon, Mboweni said the exact figure was 17 292 529 hours — or more than 2-million working days.

The figure encompassed only workers covered by the Labour Relations Act of 1956, he said.

Mboweni was also asked by PAC MP Patricia de Lille what the total legal costs of preparing the new labour relations Bill amounted to.

Mboweni said eight lawyers had been contracted to assist the Labour Department in framing the draft Bill.

"The total cost incurred in this regard amounted to R966 629."

Additional costs, in respect of two attorneys based in Durban, the fees, travel and accommodation for two senior counsel, a law professor, a junior counsel, an attorney and three international experts from the universities of Nigeria, Cambridge and Frankfurt had been taken care of by a \$210 000 grant from the International Labour Organisation.

Dock strike ends

CT 29/5/95 (152)

AN agreement between Portnet management and labour was reached last night, after a two-day strike, which paralysed operations in Table Bay harbour this weekend

The strike followed a breakdown in negotiations on a remuneration package demanded by workers. The strike began late Friday afternoon when the talks broke down. — Staff Reporter



PROTESTING: Striking dockhands at Cape Town Harbour demonstrated at the docks yesterday while unions and Portnet tried to negotiate a solution to the pay strike that started last week and has paralysed the docks.

PICTURE: ANNE LAING

Millions lost in harbour congestion

(152) (152) CT 30/5/95

CLAIRE BISSEKER
STAFF REPORTER

CONGESTION at Cape Town harbour is costing shipping lines millions of rands in delays as dockhands continue their pay strike

Safmarine said yesterday the delays at Cape Town and Durban harbours were costing them about

R1,83 million per voyage for container ships on a 45-day round trip between Europe and South Africa

Twelve container and cargo vessels have been affected by the strike, which began on Wednesday and resulted in productivity plummeting to under 30% at the weekend, a Portnet spokesman said

A spokesman for the Associa-

tion of Shipping Lines said "The general feeling is Portnet has not provided for an increase in cargo volumes although the trade warned them last year."

The container terminal was operating yesterday after workers agreed to return to work, but cargo hands in the Break Bulk division continued to strike

Strike cripples terminal

Edward West

20 30/5/95 (152)

CAPE TOWN — Strike action at Cape Town harbour had resulted in the break bulk terminal operating at only 10% of capacity and seven vessels were lying outside port waiting to berth by 6pm yesterday, port officials said.

Of the seven, four were container and three were fruit vessels. Portnet said the container terminal was fully operational with all employees back at work following the wildcat strike by dockhands which affected container terminal operations over the weekend.

The four container vessels were awaiting berths because of port congestion. On Sunday morning agreement was reached on incentives and employee commitment to relieve the port congestion.

Portnet said labour at the terminal was demanding a separate performance bonus. Talks were under way.

POSTAL WORKERS STRIKE: The Randburg post office district came to a standstill yesterday when 230 postal workers went on strike because an agreement by management for certain members of staff to attend postal and administrative training courses had been broken. There were no postal deliveries yesterday.

PSNW 30/5/95

Charges against Spar workers withdrawn

152 *Sowetan*
By Sowetan Correspondent

CHARGES of intimidation and damage to property against 68 former Spar employees were withdrawn yesterday after the Johannesburg Regional Court refused to give the State more time to draw up charge sheets.

Rejecting a request from prosecutor Mr Jacob Ramokgopa for a final postponement, magistrate Mr LJ van der Schyff said the State had had enough time to draw a charge sheet and organise witnesses.

The State then withdrew the charges against two groups of accused, all of whom are members of the SA Commercial, Catering and Allied Workers Union who were fired during a strike last year

Mr David Nyoni, of Soweto, and 17 others were charged with ignoring a Supreme Court order on November 18 last year by approaching the Greenside Spar during a strike by Spar workers.

Fifty other workers were charged with intimidating customers, trespassing and damage to property in Linden and Kenilworth Spar outlets

Saccawu spokesman Mr Semphathe Mkhonto said workers had a constitutional right to embark on mass action against their employers *30/5/95*

He said workers would approach the Conciliation Board to demand that Spar re-employ workers fired during the strike, or support a proposed national strike by Saccawu.

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388 589/005

Mr R K SIZANI Mr Speaker, I want a direct rather than an implicit assurance
The MINISTER Mr Speaker, I give that assurance directly

Strike action: tax lost

152

*3 Mr A J LEON asked the Minister of Finance
What is the total estimated amount in tax that was lost to the State as a result of strike action in 1994?

Hansard 31/5/95

N546E

The MINISTER OF FINANCE

Strike action has direct as well as indirect effects. Direct effects include a loss of production, income and taxes, while the indirect effects include possible lower domestic and foreign investment as a result of the negative effects on business confidence. Approximately 2.2 million man days were lost during 1994 by workers that fall under the relevant Act administered by the Department of Labour, resulting in loss of some R144,6 million in wages. The loss of income by firms is not known.

It is very difficult to estimate the actual effects of strikes on the economy and therefore on tax revenue. In many sectors stocks are built up in anticipation of expected strike action, and firms tend to catch up lost production because of strikes, as happened last year in for instance the motor industry.

To determine the estimated loss of tax revenue, assumptions (often highly contentious) will have to be made regarding these aspects. Thus far, official studies of this nature have not been undertaken.

In the light of the abovementioned, it is not possible at this stage to quantify the effects of strike action during 1994 on tax revenue.

Mr A J LEON Mr Speaker, arising out of the hon the Minister's reply, in which he has conceded the very serious and deleterious effects of strike action on the economy and more particularly on the fiscus, even though these cannot be quantified, would he indicate whether he is prepared to have discussions with his colleague, the hon the Minister of Labour, on the current threats by Cosatu to indulge in rolling mass action in order to advance their particular position? Mediac on the Labour Relations Bill? In fact, will the hon the Minister issue a cautionary sounding on the effect that this

kind of industrial action could have on our very fragile economic growth?

The MINISTER Mr Speaker, if I may respond to that, I do not think Mr Leon wants to create a situation where the Minister of Labour is entirely responsible for the threatened strike action. However, it was not necessary for me to do what he requested. This morning in the Cabinet meeting the Executive Deputy President made the whole Cabinet aware of the implications of strike action and the Minister of Labour took us through the whole issue of what he is trying to do. There is no doubt that he has full appreciation of the impact that possible strike action might have on the economy.

Pupils: transport subsidies

*4 Mr M F CASSIM asked the Minister of Education

- (1) Whether any transport subsidies are currently being offered to pupils in all schools in the Republic without discrimination on the grounds of race, colour or creed, if not, why not, if so, (a) as from what date and (b) what amounts are involved,
- (2) whether he will make a statement on the matter?

N610E

The DEPUTY MINISTER OF EDUCATION

- (1) Provincial education departments inherited a multitude of diverse transport schemes which are at present operating in the schools under their jurisdiction. Although the respective provincial education departments will have to determine their own policy on the bus transport of pupils, an interdepartmental subcommittee has been established by the Heads of Education Departments Committee to investigate this matter and to draft some guidelines, if necessary. Since the subcommittee has not yet completed the investigation, accurate information regarding the number of pupils and amounts involved is not yet available.
- (2) No.

Mr M F CASSIM Mr Speaker, arising out of the hon the Deputy Minister's reply, I want to know, specifically, if Black pupils are receiving bus subsidies, yes or no.

The DEPUTY MINISTER Mr Speaker, in the light of the information I gave in the prepared reply, I would suggest to the hon member that this is a rather unreasonable request. If he wishes to be very specific and think and talk in racial terms, then he may table his question accordingly.

Mr M F CASSIM Mr Speaker, further arising out of the hon the Deputy Minister's reply, I want to ask him whether Black pupils in the new South Africa are now in receipt of subsidies, as Indian Coloured and White pupils are, yes or no.

The DEPUTY MINISTER Mr Speaker, in the light of the fact that the hon member is simply being mindlessly repetitive by putting the same question again after I have already responded, I again invite him to table his question [Interjections.]

Mr M F CASSIM Mr Speaker, again I want to ask why it is that in this country Black pupils are not in receipt of the subsidies that all other children are. It is discriminatory, and I want to know why [Interjections.]

An HON MEMBER Ask Bengu!

The DEPUTY MINISTER Mr Speaker, with due respect, the hon member is trying to engage in debate and make a statement [Interjections.] He has been invited [Interjections.] I crave your protection Mr Speaker [Interjections.]

The DEPUTY SPEAKER Order! Will Mr Cassim please take his seat.

The DEPUTY MINISTER Mr Speaker, I would submit that if that hon member is serious and not just busy with a cheap grand-standing exercise here, he will then take up my invitation and submit a further question on the whole matter [Interjections.] He will be provided with a response [Interjections.]

Establishment of private medical colleges

*5 Dr K RAJOO asked the Minister of Education

- (1) Whether he intends introducing legislation in respect of the establishment of private medical colleges in the Republic, if not, why not, if so, what are the relevant details,
- (2) whether he or his Department has made or is making provision for newly qualified

doctors to serve in rural areas, if not, why not, if so, what are the relevant details,

- (3) whether he will make a statement on the matter?

N611E

The DEPUTY MINISTER OF EDUCATION

- (1) No. The existing legislation satisfies the needs in this regard.
- (2) No. It is not the responsibility of the Department of Education to assign a particular post to a medical doctor.
- (3) No.

Police reservists: increase in number

*6 Dr K RAJOO asked the Minister for Safety and Security

- (1) Whether, in view of the shortage of funds and the rising crime rate, he or his Department intends increasing the number of police reservists, if not, why not, if so to what extent,
- (2) whether police reservists are to (a) benefit from any medical aid scheme and/or (b) receive any stipends, if not why not, if so, what are the relevant details in each case?

N612F

The MINISTER FOR SAFETY AND SECURITY

- (1) Yes. The number of reservists is increasing daily. Presently there are 22 881 reservists. The number has increased by 9 028 since December 1992.
- (2) No. The service of reservists is voluntary and they normally receive no remuneration. Medical costs incurred as result of official service are paid by the department. Should a member be injured on duty or be medically unfit for duty owing to an illness resulting from duty, he or she may be compensated.

A member of the Reserve Police is also entitled to other benefits which include transport costs if he or she lives more than 5 kilometres from the police station, a salary when called up for training or for

INDUSTRIAL RELATIONS - STRIKES

1995

JUNE - AUGUST

Saccawu appeal thrown out

(152) source 1/6/95

THE Appeal Court, Bloemfontein, has found that OK Bazaars was entitled to withhold bonuses for 1990 from workers who were on strike that year. The court has dismissed an appeal by the South African Commercial Catering and Allied Workers Union against a judgment of Mr Justice EL Goldstein in the Labour Appeal Court on February 11 1993.

The LAC had upheld an appeal by the OK against a determination of the In-

dustrial Court. This ruled that the OK's conduct in not paying the bonuses was an unfair labour practice.

The LAC dismissed a cross-appeal by the union that the bonuses to be paid should bear interest.

In the appeal court, Bloemfontein, Mr Justice EM Grosskopf, with the concurrence of Mr Justice Smalberger, Mr Justice Nestadt, Mr Justice Howie and Mr Justice Marais, said that as the company was entitled to withhold the bo-

nus, it was unnecessary to decide whether — if the decision had gone the other way — the workers would have been entitled to interest on the bonuses.

Both parties agreed the order on the appeal should not carry costs.

Mr Justice Grosskopf did not think the provision of a financial inducement to workers to abstain from striking amounted necessarily to an unfair labour practice. This did not mean there might not be circumstances in which a

particular inducement might be objectionable.

In the case under consideration, the company had a particularly strong interest in trying to avert a strike. Its financial position was parlous.

The union pressed demands which it could not reasonably expect to achieve in the light of the company's financial position. The payment of a bonus was a discretionary act on the part of the company — *Sappa*.

159 / 21/17 Dept of Justice and Constitutional Affairs
159 / 21/17 Dept of Justice and Constitutional Affairs

Strike could paralyse government

(152)
ARLT 3/6/95

Weekend Argus Correspondent

PRETORIA — The entire government operation and the salaries of 1,6 million public servants hang in the balance this weekend after Information Technology (IT) staff in the public service held a strike ballot yesterday

The 1 000 staff who work in the government departments voted yesterday to determine a course of industrial action. Counting will start on Monday and results should be known early in the week.

If they strike the government could be paralysed with almost every aspect of the government operation being affected, said Government IT Users of South Africa (Gitusa) chairman Willem van Wyk

Gitusa is an association of IT staff working in the civil ser-

vice and is associated with the Public Servants' Association

Last month a number of IT workers embarked on a go-slow

A spokesman for the Department of Home Affairs confirmed problems with its computers — run by the government's Central Computer Service — and said they had affected productivity

Some of the consequences of a strike by IT personnel, who control and maintain the computer systems and networks on which most of the public servants work, would be that salaries would not be paid to about 1,6 million staff at the end of the month and the complete tax collection system would break down, Mr Van Wyk said.

Payments to foreign creditors of the government would

not be made, the registration of new vehicles and the sale of second-hand cars would stop, the registration of births, deaths and the issuing of identity documents would grind to a halt, while the Weather Bureau would not be able to operate

IT staff are unhappy about their salaries and work conditions, Mr Van Wyk said

In some cases civil servants are underpaid by as much as 60 percent compared to the private sector

He said of the government's budget for IT — conservatively estimated at R1 000 million — 45 percent is used to pay outside contractors employed in the departments.

Only about 10 percent was used to pay IT-trained civil servants

1,5 million workers to strike over Labour Bill

KURT SWART (152)
Weekend Argus Correspondent

JOHANNESBURG — Massive tension on the factory floor caused by business reluctance to enter the new South Africa was the driving force behind the Congress of South African Trade Union's (Cosatu's) mass action programme, the labour federation said

Cosatu was committed to its decision to undertake mass action to break the deadlock in negotiations on the draft Labour Relations Bill "The gloves are off and the fight with business is on," it said yesterday of its attempt to pressure business to agree to include in the bill centralised bargaining and the right to strike

The move has been sharply criticised by the SA Chamber of Business, the Democratic Party and Business South Africa

Cosatu spokesman Neil Coleman said negotiations were in a serious time crisis. He accused business of deliberately stalling to postpone legislation until next year "or even further"

"Negotiations must be finalised by the end of June to enable legislation to be passed this year. Their attempt at delay has been confirmed by the Democratic Party, which has blatantly come out in support of employers postponing matters until 1996. That is a completely uninformed and dangerous position to take," said Mr Coleman

He said millions of workers were governed by fragmented labour legislation in the public, farming, domestic and police sectors

"We have seen the problems this has created — turmoil in the police force and on the factory floor. The apartheid labour legislation is still in place. Employers' attempts to delay change is creating massive tension

"They have to come into the new South Africa. Negotiations are not about amending the old labour dispensation. The whole country wants a completely new dispensation

"Employers are so far removed from labour and government it would take Henry Kissinger five years to negotiate a solution. Mass action is there to focus their minds and to get them to understand the seriousness of the situation"

Mr Coleman said Cosatu welcomed the decision by the 200 000-strong Federation of South African Labour Unions "to come on board" the mass action programme

"This is an historic first time for a largely white-collar union with a large percentage of white workers. This should send a clear message to employers that they are not only facing Cosatu, but a broad range of unions representing workers from the unskilled to the professional"

Mr Coleman said mass action would start with a march in Gauteng on Tuesday and would "roll" until June 19 when workers would stage "massive national action" in the form of a half-day strike

Even without the National Council of Trade Union's (Nactu's) participation — the organisation has not yet decided whether to participate or not — this could mean more than 1,5 million workers going on strike, although Mr Coleman would not be drawn on an estimate of worker participation.

Business South Africa this week criticised unions for embarking on mass action while talks were still in progress

BSA negotiators said business had not created deadlocks and were prepared to return to their constituents to review the issues under dispute

Negotiator Adrian du Plessis said BSA was not opposed to collective bargaining, but was opposed to "compulsion" collective bargaining. BSA accepted the right to strike, but did not accept that it could be pursued to the detriment of economic activity.

He said business was not seeking to reverse labour law regulations, but he said a balance had to be found between the right to strike and the right to economic activity

The DP called on Labour Minister Tito Mboweni to extend the deadline for the bill to next year's parliamentary session and said unrealistic deadlines by the minister had precipitated the crisis

Cosatu's proposed mass action was inappropriate and constituted an act of bad faith, and, while it would have been preferable to have a new bill this year, this was not a matter of life or death, DP labour spokesman James Selfe said

Mr Mboweni has rejected the DP's call to extend the deadline

Cosatu: 'Gloves are

off

Police agree to ban on strikes says minister

ST 4/6/95

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By RAY HARTLEY: Parliamentary Correspondent

POLICE trade unions and the government have agreed to ban strikes by policemen, Safety and Security Minister Sydney Mufamadi has announced.

In future, disputes that could not be resolved by police management and unions would be passed on to a process of "compulsory arbitration", the outcome of which would be accepted by all sides, Mr Mufamadi said.

"We've been involved in discussions with the unions and there is agreement. The parties will have to agree who the arbitrator will be and commit themselves to abide by the ruling given by such an arbitrator."

He said although the right to strike was entrenched in the constitution, this did not contradict the agreement. Those disciplined for striking could appeal to the Constitutional Court.

"The Constitutional Court will have to listen to their case if it is felt that we are acting unconstitutionally. But they will also have to listen to our case where we will argue that none of the rights that are guaranteed to people are unlimited rights."

"Police are rendering a service which is essential to the lives of our people." He added that the no-strike arrangement was consistent with "international practices".

Mr Mufamadi said the timing of the recent go-slow by police to demand higher pay was "ominous" because it coincided with the announcement of the government's Community Safety Plan to target high-crime areas in Gauteng, KwaZulu Natal, the Western Cape and the Eastern Cape.

"The president announced that the plan had been put before him by the police and he approved it. Two hours thereafter the South Africa Police Union announced that there was going to be a go-slow in the four provinces targeted," he said.

While the go-slow was organised to pressurise government to improve salaries, this had already been agreed to.

"Government ministers had been saying that we need to do something to improve the salaries of police personnel, especially those in the lower ranks. There was no deadlock in the negotiation process. Unions organise strikes as a last resort, especially when channels of communication are open," he said.

Cosatu's fortnight of mass action begins today

OT 6/6/95

~~148A~~ (152) ~~152~~

mass action programme "to drive the negotiations forward", Mr Coleman said.

The South African Chamber of Business said the protests would have "an extremely negative impact on South Africa's attempts to attract foreign investment" — Reuter

JOHANNESBURG: Cosatu begins a fortnight of mass action today to press business leaders to seek changes in proposed labour laws

Labour Minister Mr Tito Mboweni has been lobbying Parliament to accept draft legislation entrenching a national minimum wage and workers' right to strike in

exchange for guarantees from unions to cut down strikes.

Cosatu said for the next two weeks members would hold lunch-hour meetings and demonstrations at workplaces and in city streets to pressure businessmen into negotiating pro-labour changes to the draft legislation.

"This phase of mass action will culminate in a national day of protest on June 19," spokesman Mr Neil Coleman said.

Cosatu had reached deadlock in negotiations with the National Economic Development and Labour Council set up by Mr Mboweni and had decided on the

IAL

ANC support for action

By Abdul Milazi
Labour Reporter

PRESIDENT NELSON MANDELA made an unexpected appearance at a Cosatu-led march in Johannesburg yesterday to pledge his solidarity with an estimated 100 000 strong crowd

The two-pronged march to the offices of the Chamber of Mines and the Gauteng Legislature marked the beginning of the labour movement's rolling mass action to break the deadlock in Nedlac negotiations and force the passage of a new Labour Relations Act during the current session of parliament

Other marches were held in Durban and Maritzburg in Natal

Sowetan 7/6/95 (152)
President Mandela says the right to strike is a fundamental right of every worker in a democratic country

Speaking outside the SA Mutual building in Commissioner Street, where he first worked when he came to Johannesburg in April 1941, Mandela said the ANC believed the right to strike was a fundamental right of every worker. He added "We have always believed that the right to strike was a weapon which is a fundamental right of every worker and it is practised in every democratic country around the world. "When we drafted the Interim Constitution, we made sure it was embod-

ied in the constitution despite objections from some political parties"

Mandela said the ANC was fully behind the mass action but warned the marchers to be disciplined

"I have to be in Cape Town this afternoon but I felt I had to come and pledge my solidarity to you. Therefore I bless this demonstration"

Cosatu deputy secretary-general, Zwelinzima Vavi, told the cheering crowd that the labour movement wanted the right to strike, centralised bargain-

ing and organisational rights to be embodied in the Constitution

A memorandum outlining the demands of the three federations, Cosatu, the Federation of South African Labour Unions and the National Council of Trade Unions, was handed to the Chamber of Mines. A second memorandum demanding that the Government take a clear stand on privatisation was submitted at the Gauteng legislature

The Johannesburg Chamber of Commerce said employers would apply the "no work, no pay" rule and possible disciplinary action would be taken against workers

JCC spokesman Mr Ken Mason said no disruptions to business were reported. The South African Chamber of Business also reported no disruptions



Posters depicting President Nelson Mandela and Inkatha Freedom Party leader and Minister of Home Affairs Chief Mangosuthu Buthelezi were among placards displayed during a march led by the Congress of South African Trade Unions in Johannesburg yesterday.

PIC WILLIAM MALOPE

Right to lock out 'does not balance the right to strike'

Renee Grawitzky

(152) BO 9/6/95
THE perception that an employer's right to lock out workers balanced workers' right to strike failed to appreciate the relationship between the two parties, which was assumed to be equal, Cosatu told the Constitutional Assembly yesterday.

In its submission on the constitution, Cosatu said lockouts should not have constitutional protection, nor should the right to strike be limited to industrial disputes. It should be extended to the promotion of workers' social and economic interests.

The right to strike should not be suspended with a state of emergency declaration, Cosatu said. Freedom of association should be qualified "in the limitation clause as to permit closed and agency shops".

The union federation argued for a clause obliging the state to provide basic necessities and for inclusion of the right to picket, but did not believe property rights should be entrenched.

The right to information should be granted for matters of mutual interest while the right to privacy should not be "formulated in a way which prevents employers from abusing this right to deny workers access to information", Cosatu said.

BRITTS

Workers break
bins, pot plants
(52) (15)

THE municipality of Goodwood has appealed to residents to remain calm after members of the SA Municipal Workers' Union went on the rampage yesterday, breaking refuse bins on street poles and overturning pot plants

The workers, who have been on strike since Tuesday, were demanding a minimum salary of R1 500 a month. The municipality was unable to meet their demands.

"We don't even pay clerks R1 500," Mr Wilkin said. Negotiations were continuing.

80 mill strikers shot by security guards

Renee Grawitzky

(192) (2) FEBRUARY 14/6/95

MORE than 80 striking workers were treated for birdshot wounds after clashing with a private security company at Tritimco timber mill near Nelspruit in the Eastern Transvaal yesterday

Company spokesman Melg Welmans said warning shots were fired when 300 striking workers attempted to cut through the fence surrounding the sawmill in an attempt to "injure and intimidate" temporary workers employed during the strike. Sapa reports 62 strikers were admitted

to a Nelspruit hospital after the incident. A hospital spokesman said one worker had about 200 birdshot pellets in his body and another might be permanently blinded. About two thirds of those admitted had been shot in the back or side.

Police said a charge of attempted murder had been laid in connection with the shooting of the protesters.

More than 500 members of the Nactu-aligned Building Construction and Allied Workers' Union embarked on a legal wage strike on June 8 with the union demanding a minimum wage of between R25 to R30 a

day. A union spokesman said the minimum wage was between R12 and R13 a day.

Welmans said 50 fires had been started in the plantation area since the start of the strike. Striking workers had threatened casual labour and managerial staff.

He said he could not disclose the minimum wage as wages were "a sensitive issue". However, the minimum exceeded R17 a day, and the company also provided free food and accommodation. The company's final offer was 19,8% on average, with some workers in the lowest category receiving as much as a 70% increase.

Business must be 'tougher on strikers'

BY AUDREY D'ANGELO

CAPE BUSINESS EDITOR

Cape Chamber of Commerce and Industry has advised member firms not to pay employees for hours they would be absent from work during the stayaway planned for June 19

The chamber also advised firms to distribute written warnings if disciplinary action was taken

Alan Lighton, the chamber's director, warned in the chamber's newsletter that the mass action could force South African companies to move production operations offshore which could

result in job losses

"It would seem that the trade unions are oblivious to the bigger picture facing South African business, which is increasingly being exposed to international competition," he said.

"The pressure is on as never before and unfavourable business conditions in this country will not only discourage overseas investors but will also encourage local business to increase automation, outsource and even to move production offshore — which can hardly be good news for sustaining and growing employment levels in our economy"

The chamber advised management to ensure that all employees were told of the areas where protest action could be conducted in the run-up to the stayaway, the conduct expected of employees and the fact that "any demonstrations should be conducted outside normal working hours, for example, during meal breaks.

"Should demonstrations occur during normal working hours, or extend beyond the meal break or assume an intimidating or violent nature, then disciplinary action should be taken in accordance with existing disciplinary procedures"

CT(BR) 14/6/95 (152)

Tax loop

BY BRUCE CAMERON

POLITICAL EDITOR

The tax authorities are examining ways to shut down a substantial increase in the exploitation of trusts to avoid taxation

Trevor van Heerden, the commissioner for inland revenue, told the parliamentary finance committee yesterday that there had been a recent explosion in the number of trusts in anticipation of a possible reduction of the tax free R1 million on deceased estate and a possible increase in the 15 percent tax rate

But trusts were being further

Cabinet delaying unleaded fuel

BY DEREK TOMMEY

Cabinet indecision about the pricing of unleaded fuel at the pump is delaying its introduction, oil industry sources said

The Cabinet's problem is if it follows the pricing policy adopted in most other countries for unleaded petrol, it could be seen to favour the rich white over the poorer black community

Unleaded petrol was to be introduced this month. But its launch date has been put back until next February. The longer the government takes to decide on a price for unleaded petrol, the longer it will be before it becomes available at filling stations.

In most countries where unleaded petrol is on sale, the tax structure has been manipulated so that it sells at a lower price

This is usually done by

increasing the tax on leaded petrol and reducing it on unleaded petrol. This is to encourage consumers to switch from using leaded to unleaded petrol

But if the government were to do it here, it would open itself to the accusation that it was subsidising the better-off white at the expense of the less affluent black.

This is because it is assumed the major users of unleaded petrol will be the owners of new vehicles designed for unleaded petrol. Owners of new vehicles are largely presumed to be white. Owners of taxis and older vehicles, which comprise a large proportion of the motoring population, are mostly black. They would use normal, and more expensive, petrol

A complicating factor is that the oil industry says it needs a bigger margin than the 3c a litre proposed when introducing unlead-

ed petrol was first discussed.

The industry now says it needs a differential of around 8c if the required 20 percent market share for unleaded petrol is to be achieved within a reasonable time and justify the expense of introducing the fuel.

Part of the Cabinet's difficulty arises from South Africa introducing unleaded petrol for reasons other than the normal one — the curbing of pollution.

In this country, the motor assembly industry is the main force behind bringing in unleaded fuel, as most of the vehicles it produces are designed to run on it.

Oil industry sources point out that when unleaded petrol was introduced elsewhere, the move was usually accompanied by a declaration stating when leaded petrol would no longer be available. This has not happened here.

CT(BR) 14/6/95 (153)

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Business prepared to 'sit out strikes'

BY BRUCE CAMERON

Organised business yesterday declared it would "take a six-month strike" rather than be forced by industrial action into accepting changes to proposed labour legislation that could inflict severe damage on the economy

The stark warning came from David Brink, chairman of the powerful Business South Africa organisation, in an interview. BSA also today launched a nation-wide advertising campaign to take its argument to the public

The dispute is over changes to the draft Labour Relations Bill, which is now being debated by the National Economic, Development and Labour Council (Nedlac)

Brink declared: "The captains of industry have decided that they will take a six months strike if necessary." He said the Government would have to choose between the interests of the unemployed and those of organised labour

Brink said business would keep negotiating and would not pull out of Nedlac, adding: "It is one thing for labour to behave badly. It is another thing for business to behave badly

SPAN 14/6/95
INDUSTRIAL action won't force business to accept changes to the draft LRA Bill, it has vowed

"No one had the right to sabotage the economy through industrial action when negotiations were still under way."

The Nedlac talks are aimed at reaching consensus on the draft legislation by June 30.

Brink predicted it would be difficult to close the gap between labour and business and that Tito Mboweni, who is "the best Minister of Labour we have had in a very long time", will have to front up against labour.

Brink said an absolutely crucial principle was involved: "Whether there should be voluntarism or compulsion" on the issue of centralised bargaining. He warned if central bargaining was made compulsory across all industries, it would be a disaster.

Acceptance of compulsory central bargaining would frighten off big investors and make it impossible for the growth of small business

Brink, who is also chairman

of ABSA, said big companies could pay a sweeper R2 500 a month. If this was enforced on small business, it would wipe out any competition with big companies and strengthen monopolies.

He said the trade union federation Cosatu and its associated unions only represented 20% of economically active people in the country. On top of this there was unemployment of about 50%, South Africa's single biggest problem.

Brink rejected as "a monumental lie" claims by labour that business was attempting to alter the legislation on central bargaining, saying "The bill provides for voluntarism."

Business was not opposed to centralised bargaining. The issue was to avoid making it compulsory as it was not suitable to many fields.

An example was the pulp and paper industry, which did not have a central bargaining agreement and which operated on three levels. At the first level were tree growers, who were both large and small, including many small growers in KwaZulu Natal. On the second were tree cutters, some large and some small, and at the third were the capital-intensive pulp and paper mills.

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CT(BR)15/6/95
**No work,
 no pay
 urges Sacob**
 (152) (102) (102)

By DEREK TOMMEY

The South African Chamber of Business (Sacob) has called on employers to follow a policy of "no work, no pay" for workers who do not attend work on Monday. It also calls for disciplinary action to be taken at the discretion of the company.

It said in a statement last night that it was disappointed at Cosatu's failure to call off Monday's planned work stoppage.

While it upheld the right to peaceful protest, this particular action was inappropriate while the issues in contention were being negotiated.

Negative

Sacob says that although a half-day stoppage is the stated plan, the likelihood is that a full day's work would be lost. The negative impact of the work stoppage on Monday would be exacerbated by the fact that Friday, June 16, is a public holiday.

"Companies should draw up contingency plans and discuss the planned events with their workforce in order to minimise disruption."

Sacob warns that the way in which South Africa handles the crucial labour relations bill cannot be seen in isolation. It says it has wider economic and business implications. The negative impact on the business mood and on investor perceptions abroad should not be underestimated.

Unions plan action for Monday on labour bill

Staff Reporter

7/29/6/6/95
FURTHER trade union mass action aimed at forcing business and government to accede to their demands over the proposed Labour Relations Bill takes place on Monday

South Africa's three trade union federations — the Congress of South African Trade Unions, National Council of Trade Unions and Federation of South African Labour — are united in demanding that centralised bargaining, the right to strike and organisational rights be entrenched in the new bill

At a Nactu press conference,

(152) (153) (154)
regional secretary Peter Roman appealed to students to join the mass action

Assistant general secretary Mahlomola Skhosana said Nactu's central committee had decided to "direct the fight" at government and business

The government was responsible for the bill, he said

● Nactu does not believe that its targetting of the government will place "undue strain" on its allegiance with Cosatu over the issue of the Labour Relations Act

Cosatu is part of the ANC ruling alliance.

Mass action 'treason', says employer leader

Staff Reporter

COSATU'S call for rolling mass action on Monday is not only illegal, but tantamount to treason, says Lawrence McCrystal, chairman of the Confederation of Employers of Southern Africa (Cofesa).

And employers in the clothing industry have threatened not to pay workers for today, Youth Day, if they do not report to work on Monday.

Cosatu has called for a half-day protest on Monday against employers' intransi-

gences in the... about rela...
tions bill

...the employers... clothing indus...
...does not provide...
...for payment if workers absent themselves...
...from work the day preceding and/or fol...
...lowing a public holiday.

But the South African Clothing and Textiles Workers Union (Sactwu) disputed the legality of the threat and warned that they would take urgent action against those who tried to realise it. Mr McCrystal said the country's pro-

ductivity figure was the lowest in the world, and rolling mass actions and strikes would erode it even more.

"It is in the interest of the country's economy that employers and employees combine forces to pull the economy together. So far, negative mass actions of trade unions have seriously jeopardised the economy."

"This not only constitutes a crime against economic growth, but also treason against all who are trying to build democracy in South Africa."

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Strikers strike out

20116145
THE Appeal Court has found that OK Bazaars was entitled to withhold bonuses for 1990 for workers who were on strike between June 4, 1990 and July 27, 1990 and has dismissed an appeal by the SA Commercial Catering and Allied Workers' Union (IS2) (35)

Strike on Monday

(152)
~~(153)~~
~~(154)~~

STAFF REPORTER

ET 16/6/95

RELATIONS between labour and business are expected to take a turn for the worse on Monday when unions in 24 different towns engage in a half-day strike and mass action to break the deadlock in negotiations over the new labour relations bill

The strike, according to Mr Peter Roman, National Council of Trade Unions (Nactu) Western Cape co-ordinator, was called to break the stalemate in its negotiations with employers.

Mr Roman said yesterday the strike was a joint action between the Congress of SA Trade Unions, Nactu and the Fedal

Although these unions have political differences, they have united to fight for worker demands in the new bill

"We demand the right to strike, to organise, to have workplace forums and the right to centralised bargaining," the union official said.

Monday's half-day strike and mass action will start at 10am at the Grand Parade and be followed by a march to Parliament and the chamber of business

BRIEFLY

Man shot dead for ignoring order

Elias Kubhal (32) was shot dead by a man who accosted him and two friends while they were sitting around a fire at a firm in Maraisburg yesterday. The gunman opened fire when they refused to lie on the ground, police said. — Sapa

Funds for primary health care clinics

Three non-municipal clinics serving communities in and around Sandton have been given R145 000 by the metropolitan council to continue providing basic and primary health care to thousands of residents. They treat patients at a cost of about R6,33 each. — City Reporter

Postal strike delays mail in Transkei

The SA Post Office has asked people not to send mail to Transkei because of a postal workers' strike in the former homeland. Transkei's Post and Telecommunications Department has requested that post be withheld pending the outcome of the strike. — Staff Reporter

Heyns murder: bail

'Out with lily-white structures'

Demarcation wrangle sizzles in legislature

BY JO-ANNE COLLINGE

The ANC's attempt to get the Gauteng legislature to throw its weight behind the cabinet's demarcation plan for Greater Johannesburg provoked such acrimonious debate yesterday that two MPLs were ordered out of the House by the Speaker.

When the final vote on the issue was taken, the ANC and PAO backed the cabinet plan to create four primary municipalities within Greater Johannesburg. The NP, DP and FF voted against it, while the IFP and ACDP were no longer represented in the House.

NP leader Olaus van Zyl noted that Local Government MEC Dan Mofokeng had said it was not too late for parties to negotiate on the plan. He urged local representatives to find a solution before an Electoral Court was compelled to impose one.

Several ANC speakers said any delay to the November 1 local elections should be avoided.

by all means. But these occasional notes of reconciliation and reason were lost in loud, bitter exchanges.

Early in the debate, NP whip Derek Christophers was ordered out of the House by the Speaker for refusing to withdraw accusations that MPL Ignatius Jacobs was "a liar and a coward".

Later, the ANC's Nomvula Mokonyane was ejected for failing to heed the Speaker's warning that interjections should not drown out the debate.

The ANC's support for the cabinet plan was based mainly on the fact that it allowed for thorough racial integration. The seven-substructure plan in operation for the "pre-interim" phase of local government reform leaves Soweto out on its own and falls to twin Randburg with any township area.

In a speech before her ejection, Mokonyane put it plainly. "The ANC wanted 'no retention of lily-white structures anywhere in our province'."

Joan Rubbs, also of the ANC, said her opponents were concerned that they would no longer remain isolated from Soweto. NP and DP MPLs denied these charges and accused the ANC of autocratic behaviour.

Julie Kilian of the NP declared: "Whatever the power-drunk ANC majority pushes through today will be of no consequence and will not make the real issues disappear."

Ian Davidson (DP) said the restructuring process of municipal administrations would have to start all over again if the boundaries were redrawn and the ANC was attempting to "achieve by dictate what they were not able to achieve by negotiation".

The PAC's Ikhosisan X concedes that certain procedural "oddities" had occurred, but argued that the cabinet's plan filled all the fundamental principles for creating nonracial local government. Therefore it had to be supported.

SKW 16/6/95

Fear keeps hospital heads away from work

■ BY MANDLA MTHEMBU

The senior medical superintendent and the administration head of the Sebokeng Hospital, who fled from the hospital earlier this week together with other white staff members, have still not returned because they fear for their safety.

Trouble started on Tuesday when violence erupted at the hospital during protests by workers, forcing administrative staff and doctors to leave the hospital for Vereeniging Hospital, staff said.

The Vaal region branch president of the Medical Association

of South Africa, Dr Ben Rautenbach, said yesterday that except for the two members, whose safety could not be guaranteed, most white staff members had returned to the hospital.

"To chase away health workers who have been trying to maintain health services could seriously jeopardise access to health care for people most in need," said Rautenbach.

Gauteng Health MEC Amos Masondo strongly condemned the tension between workers and administration staff at the hospital, saying intimidation and threatening of staff would not be tolerated.

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WAGE DEMANDS

Pie in the sky

FM 16/6/95

The problems trade unions can cause to members, employers and the economy were illustrated last month in a strike called at a Paarl, Western Cape, factory

The National Union of Food, Wine, Spirits and Allied Workers (Nufwsaw) took the step at Rembrandt group-owned R&R Tobacco Manufacturers (which launched Anton Rupert's career as a cigarette manufacturer 47 years ago)

Rembrandt communications director Hans Knoetze says managers had, over the years, allowed various trade unions to address the factory's 900 workers but they had not wanted to be represented by a union

Towards the end of last year, though, Nufwsaw started succeeding in recruiting

members there. By the time it began to negotiate with management in February for higher wages, it had signed up 360, all at the four lowest levels of the jobs hierarchy, starting with unskilled office cleaners.

Wage negotiations got under way in January, with Nufwsaw demanding an across-the-board monthly increase of R1 500, which would have brought the lowest monthly cash wage to R3 660.

The company offered a 9,4% increase, which would have brought it to R2 364. Company contributions to pension and medical aid funds and the payment of shift allowances and annual bonuses added more than R1 000, to bring the total monthly package offered by the company to entry-level employees to R3 471.

Negotiations dragged on but the company refused to budge. Its wage rates are as much as double those paid by other factories in Paarl, says Knoetze. Even those being offered to unskilled workers topped government salaries for teachers and nurses, to say nothing of policemen who face danger daily.

On May 3, Nufwsaw brought its R&R members out on strike. The rest of the plant's employees carried on working and production was not disrupted, says Knoetze.

Soon afterwards, the company mounted a press campaign in Western Cape media, spelling out its offer and how it compared with salaries paid to teachers, nurses and so on. It also used its legal right to a lock-out, to keep striking workers off the premises.

Two weeks after the strike started, the union agreed to accept management's offer. Its members had not been paid during the strike. So the lowest paid, says Knoetze, ended up at least R1 580 out of pocket.

Repeated attempts have been made, over nine days, to speak to Nufwsaw regional organiser Thami Mkhize about the level at which his union had pitched its demands. He returned no calls. ■

Cosatu insists today's mass marches and strike action

Business Day Reporters

A HALF-DAY strike — called by labour to press home demands on revised labour legislation — would go ahead today, with rallies and marches in all major centres, Cosatu said at the weekend.

The demands, including stable centralised bargaining institutions, promotion of strong representative trade unions and the full right to strike would be spelled out at rallies around the country. Tens of thousands of workers were expected to attend Cosatu's call was headed by the National

Council of Trade Unions and the Federation of SA Labour Unions. Their 500 000 members were expected to join the action.

Almost 30 towns and cities would be affected. Marches were scheduled to start between 10am and noon. It was unclear whether those who joined in would report for duty later.

The SA Chamber of Business (Sacob) advised employers to adopt a "no work, no pay" policy. This was condemned by the SA National Civic Organisation's Gauteng branch, which warned Sacob against its "arrogant attitude".

Labour said employers who took disciplinary action against workers participating in the marches would find themselves on a black list for "victimising workers for exercising their constitutional rights and we will be targeting them for action".

Cosatu planned its major march from Cape Town's Grand Parade via Parliament to the Cape Chamber of Commerce. In Johannesburg, workers would march to the Library Gardens, in Pretoria the Union Buildings would be a rallying point, Cosatu general secretary Sam Shilowa said. SA Police Service spokesman Capt W-

kus Weber said contingency plans were in place "should anything go wrong".

Business SA chief negotiator Adrian du Plessis condemned the stayaway, saying a "bosheraad" involving representatives of all three parties — labour, business and government — was planned for this weekend to try to thrash out a deal on the controversial Bill.

Top-level negotiators were expected to attend the meeting in a last-ditch attempt to meet the end-June deadline set by government to ensure revised legislation was put before Parliament during the current

session

BD 19/6/95

Government was expected to table revised proposals, which Du Plessis said business awaited "with bated breath". Their content was unclear, but compromises on workplace forums, bargaining levels and closed shops were expected.

Du Plessis said protest action should follow, not precede, negotiations. He denied the parties were in deadlock, despite Shilowa's assertion that this was the case. "Protest action should be used as a last resort. We are not there yet," he said.

See Page 11

go ahead

Police on standby for worker marches

ET 19/6/95

JOHANNESBURG. Police had contingency plans to deal with possible outbreaks of violence during country-wide marches by workers today, a spokesman said

Western Cape police spokesman Captain Wicus Holtzhausen said additional police were on standby, though violence was not expected.

Cosatu said on Saturday the half-day strike, meant to push employers into a new mindset on the draft Labour Relations Bill, would continue as planned

Cosatu said it and employers could not agree on centralised bargaining, the right to strike without dismissal and other rights

Today's mass action, said general secretary Mr Sam Shilowa, was meant to show that "apartheid leg-

islation" had to be re-written for democracy in the workplace

"We are not naive, we know that behind employers' motives are profits at all costs," he said

The half-day strike was expected to be the biggest in years

The major march will take place in Cape Town, where workers will assemble on the Grand Parade at 10am and march via Parliament to the Cape Chamber of Commerce

Gauteng's big march will begin at the Library Gardens in Johannesburg. Workers will also march to the Union Buildings in Pretoria

Eight towns in the Northern Cape and Free State will see marches, as will Durban, Maritzburg and Ladysmith in kwaZulu/Natal — Sapa

~~(132) (166)~~ (152)

SA's economic 'success story' (152)

JOHANNESBURG. — Rapidly rising productivity and a sharp drop in strike levels rank as a big success story in the first year of South Africa's new democracy.

Top financial consultants Ed Hern, Rudolph said: "Underlying labour trends in the economy are actually less negative than generally realised."

Estimating a 10 to 20 percent drop in man-days lost from strikes for 1995 from 1994, Ed Hern, Rudolph said there had

been a 2.5 percent rise in labour productivity combined with a single-digit year-on-year overall unit labour cost inflation of 8.5 percent.

"The fastest improvement has been in manufacturing, where real labour productivity was up more than five percent on the first quarter — probably one of the highest rates in the world over the past year."

"The rapidly rising productivity, in turn, has substantially curtailed the underlying infla-

tion rate in labour costs (which) converts an 11 percent average rise in wages and salaries into an effective year-on-year inflation rate of only 8.5 percent in overall unit labour costs (ULC).

"These highly favourable underlying labour trends hold the 'triple whammy' benefits of raising economic growth, corporate profits, fixed investment and of new employment growth while simultaneously subduing inflationary risks."

"The remarkable labour achievements of the past year probably rank together with the huge net capital inflow of R17 billion and the double-digit growth in real fixed investment as one of the big economic success stories in the first 12 months of South Africa's new political dispensation."

Labour analysts Andrew Levy and Associates said in a wage settlement survey in May that strikes dropped significantly in South Africa. Reuters

May 20/6/95

Employers weigh strike responses

By THABO LESHILO

STAFF WRITER

As the rolling mass action resulting from the stand-off in Nedlac over the labour relations bill intensified, companies hurriedly sought guidance yesterday on whether they should deal harshly with employees who went on strike

Deon Nel, a partner at the leading law firm, Webber Wentzel Bowens, warned yesterday that some companies could eventually consider suing the trade unions for lost production resulting from the ongoing protests

He said that employers were entitled to dismiss employees for abandoning work to join the protests

Workers who withdrew their labour to join the strike were "blatantly in breach of contract"

Nel said "We gave employers a whole list of their rights and advised them that they could either adopt the no-work no-pay principle or take disciplinary action"

Stewart Pennington, managing partners at SPA Consultants, said his firm had been telling its clients that the voluntarist stance taken by Business South Africa (BSA) on centralised bargaining was the right one

Said Pennington "Cosatu's position is a confused one. Employers must resolve the matter with their workers as they see fit,

CT(BSA)20/6/95
which is the characteristic of the voluntarist system"

Brian Allen, a consultant at Andrew Levy and Associates, said the company advised against disciplining workers, given the sensitivity of the struggle in Nedlac

"Taking disciplinary action might be unwise at this stage. It is really a national issue and to start exercising discipline at plant level would be unwise," said Allen

Sacob said yesterday's mass action was relatively peaceful, with only isolated instances of intimidation being reported. Spokesman Gerrie Bezuidenhout said "numbers of workers" took part in the strike after reporting for work in the morning and then taking the afternoon off. "Unfortunately, in the case of some companies, union members did not report for work at all, while in certain other cases companies closed down completely for the day"

He said most businesses had implemented contingency plans and had thus minimised the impact of the strike

Sacob emphasised that mass action could not be reconciled with the search for negotiated solutions to the key questions surrounding the labour relations bill

Said Bezuidenhout "A new labour relations system must emerge out of meaningful compromise and reasoned debate in Nedlac — not from mass action"



WORKERS UNITE Union members staged demonstrations and marches across the country yesterday to pressure business into accepting concessions on the labour relations bill

PHOTO THEMBA HADEBE

ACTION 'WILL HURT RDP'

Thousands take to streets over labour bill

AS THOUSANDS of workers took to the streets in support of a new deal for labour, the NP and DP warned their action would compromise the country and the RDP.

THOUSANDS of employees around the country yesterday responded to a call by the Congress of South African Trade Unions for a half-day strike in support of their demands on draft labour legislation.

"I'm certain this will have the desired effect," Cosatu general-secretary Mr Sam Shilowa told demonstrators in Pretoria.

"Mass mobilisation has never failed. The display of force is better than the use of force."

He warned the government not to stand in the way of organised labour.

members of the National Council of Trade Unions and the Federation of South African Labour Unions took part in the strike in 27 urban centres around the country. Cosatu estimated that about 500 000 workers took part in marches countrywide.

"We want to repeat our warning that Cosatu will target any employers who victimise workers for participating in the march."

Negotiations

"We now expect employers to take our demands seriously and table tangible proposals which can form the basis for meaningful negotiations (on the labour bill)."

The SA Chamber of Business said the strike was "extensive" but it was impossible to say how many employees took part. Sacob said the strike appeared

to be relatively peaceful with few reports of intimidation.

In Cape Town thousands of employees led by Cosatu president Mr John Gomo marched to the parliamentary buildings.

In Pretoria, where about 20 000 people gathered on the lawns below the Union Buildings, trade union leaders warned the government to side with employees if it wanted to stay in power.

In Johannesburg Gauteng premier Mr Tokyo Sexwale told the crowd he supported their demands for centralised bargaining and the right to strike.

The last thing South Africa needed was a series of strikes to back legislation that would tip the scales in favour of trade unions, Deputy President F W de Klerk said. Many prospective investors were waiting to see what the labour law would look like before they decided to invest.

DP leader Mr Tony Leon said actions like Cosatu's would ensure the failure of the RDP — Sapa

Marching to Parliament



WORKERS ON MOVE: Thousands of union members marched through Cape Town to Parliament yesterday as part of a one-day national strike organised by Cosatu. There were marches in more than 20 cities around South Africa to put pressure on employers to grant increased power to the unions in negotiations over the draft Labour Relations Bill now being prepared.

PICTURE:AP

Low turnout for city march

CT 20/6/95

STAFF REPORTERS

LESS than a third of an expected 30 000 workers took to the city streets yesterday to protest against the controversial Labour Relations Act, which they say "favours the bosses who still want to live in the old South Africa"

Cosatu, with the National Council of Trade Unions and the Federation of South African Labour Unions, organised the strike to press business leaders to make concessions

A memorandum handed to Minister of Trade and Industry Mr Trevor Manuel said

business had refused legally to entrench centralised bargaining, an unconditional right to strike, a ban on employers hiring scab labour and protection for majority unions

The unions have vowed to keep up mass action until all the demands are met, Cosatu President Mr John Gomomo said

● The Cape Chamber of Commerce and Industry said many industries had functioned normally yesterday

Only the building industry, which reported a complete stavaway, was badly affected

● See Page 5

Companies seek advice on dealing with mass action

Star 20/6/95 (152)

■ BY THABO LESHILO

As the rolling mass action resulting from the stand-off in Nedlac over the Labour Relations Bill intensifies, companies are increasingly seeking advice on the quandary as to whether they can deal harshly with employee who go on strike

Deon Nel, a partner at leading law firm Webber Wentzel Bowens, warned yesterday that some companies could eventually consider suing the trade unions for lost production resulting from the ongoing protests

He said that employers were entitled to dismiss employees for absenting themselves from work to join the protests

He pointed out that workers who withdrew their labour to join the strike, called by the three trade union federations in a bid to force employers to accept centralised bargaining, amounted to a "blatant breach of contract"

Nel said. "We gave them a whole range of what their rights are and advised them that they can either adopt the no-work-no-pay stance principle or take disciplinary ac-

EMPLOYERS could consider suing trade unions for lost production

tion."

Cosatu, Nactu and Fedsal, the three labour federations involved in the struggle with business over proposed changes in the Bill, have vowed to act against employers who discipline workers

Steuart Pennington, managing partners at SPA Consultants, said his firm has been telling its clients that the voluntarist stance taken by Business South Africa (BSA) on centralised bargaining was the right one

Said Pennington "Cosatu's position is a confused one. Therefore, employers must act accordingly — they must resolve the matter with their workers as they see fit, which is the characteristic of the voluntarist system"

Brian Allen, a consultant at Andrew Levy and Associates, said the company advised against disciplining workers, given the sensitivity of the struggle in Nedlac

"Taking disciplinary action might be unwise at this stage. The whole issue is much bigger than just employer-employee relationships. It is really a national issue and to start exercising discipline at plant level would be unwise," said Allen

Sacob said yesterday's mass action was relatively peaceful with only isolated instances of intimidation being reported. Spokesman Gerrie Bezudenhout said a number of workers took part in the strike after reporting for work in the morning and then taking the afternoon off.

Unfortunately, in the case of some companies, union members did not report for work at all, while in certain other cases companies closed down completely for the day

Sacob emphasised that mass action and strikes could not be reconciled with the search for negotiated solutions to the key questions surrounding the Labour Relations Bill

"A new labour relations system must emerge out of meaningful compromise and reasoned debate in Nedlac — not from mass action," said Bezudenhout

95 000 man days lost, says report

Renee Grawitzky

(152) 190 21/6/95
A TOTAL of 95 000 man days were lost to industrial action during the first half of this year compared with 1.2-million during the corresponding period last year, says the Andrew Levy & Associates strike report.

The report said the first six months of last year were characterised by workers taking to the streets in election fever.

The latest report did not take into account labour's current programme of rolling mass action related to labour legislation.

Researcher Andrew Sparks said it focused on industrial action arising from disputes on wages and conditions of employment, or individual disputes. However, the dispute over labour legislation could well "move from mass action to the shop floor", he said.

Although strike figures were significantly down on last year, the report said 1994 "cannot be regarded as typical" because of the elections.

The first-half strike figures between 1991 and 1993 fluctuated between 375 000 man days lost in 1991 to 700 000 in 1993.

Sparks said: "The strike figures for this year have departed from the usual trend, which sees the second quarter generally experiencing a higher level of activity than the first. This year has seen 35 000 man days lost in the second quarter in comparison with 60 000 in the first."

He cautioned that negotiations

were continuing in major sectors such as mining and metal, with the majority of strikes occurring in smaller companies. The public sector had also been relatively quiet.

Wages continued to account for the majority of strikes (61%), followed by retrenchments (10%), grievances (10%), dismissals (7%) and a number relating to the demand for centralised bargaining.

The Food and Allied Workers Union accounted for 38% of strikes, followed by the National Union of Farmworkers (18%), the Transport and General Workers' Union (13%), the SA Commercial Catering and Allied Workers' Union (12%), the National Union of Food Wine Spirit and Allied Workers' Union (5%) and the Chemical Workers' Industrial Union (4%).

The report said wage increases were "at the higher end of the predicted range of 10.75% and 12.5%", with the average around 11.9%.

Labour Minister Tito Mboweni said: "Those significant industries affected last year have either already settled on wages or, as in the car-assembly industry, agreement has been reached in principle. This shows ... parties are sitting down to negotiate," Mboweni said.

Tony Twine of Econometrix said: "The peace during the first half of the year is still upset by a brooding mood on the part of business that the wheels could come off during the third quarter, when industrial action has a habit of flaring up."

Survey says bosses are buying peace

■ BY JUSTICE MALALA
LABOUR REPORTER

Workers received increases of between 10,75 and 12,5% this year, suggesting that employers are more willing to settle to ensure industrial peace in the light of improving business, labour consultants Andrew Levy and Associates said yesterday

The consultancy said in its quarterly strike report that strike action for the first half of this year had been low

But it warned it was too early to say how these figures would relate to the rest of the year.

Only 95 000 labour days were lost due to industrial action this year compared to 1,2-million for the same period in 1994, 700 000 in 1993, 650 000 in 1992 and 192 530 in 1991

Although this year's number is a significant drop from last year's figure, it must be stressed that 1994, as the year of the first democratic election, cannot be regarded as typical, the survey said

"It needs to be borne in mind that the labour law issue has a marked potential to raise the figures significantly, should the focus move from mass action to the shop floor," it said.

Wage-related strikes accounted for 61% of days lost, 12,5% were related to recognition agreements, 10,3% to retrenchment, grievances for 9,5% and dismissals for 6,9%

The consultancy said while wage negotiations were settled quickly during the first quarter, this was no longer the case and

a number of negotiations seemed to be headed for deadlock. It said this suggested wage settlements were likely to increase from the current average of 11,9%

The union responsible for the most labour days lost through strikes during 1995 was the Food and Allied Workers' Union, which was responsible for 38% of the lost days

The National Union of Farmworkers accounted for 18% of the lost days, Transport and General Workers' Union for 13%, SA Commercial, Catering and Allied Workers' Union for 12% and the National Union of Food, Wine, Spirits and Allied Workers' Union for 5%. The Chemical Workers' Industrial Union accounted for 4% of the lost days.

25 (52) STAV 21/6/95

Suspension controversy after demos

**Abdul Milazi reports on workers
suspended for joining mass action**

MORE than 30 workers at the Bophuthatswana Building Society were suspended yesterday for taking part in Monday's national day of action organised by the Congress of South African Trade Unions

South African Commercial Catering and Allied Workers Union shop steward Mr Tshoba Zulu said the workers received notices of their suspension on their desks when they turned up for work yesterday morning

goweran 21/6/95
No work, no pay

"When we told our general manager that we wanted to attend Monday's action, he said it would be treated on a 'no work, no pay' basis, but he never said anything about disciplinary action," said Zulu.

BBS general manager Mr Glen Chadwick, however, rejected this saying he had not suspended anyone

(152) (59)
and did not intend to do so

Meanwhile, Cosatu and the National Council of Trade Unions have threatened to blacklist companies that took disciplinary measures against workers participating in Monday's demonstrations.

Unfair labour practice

Nactu general secretary Mr Cunningham Ngcukana said consumer boycotts, pickets and even legal action would be considered against such employers because the dismissal of workers for staying away from work constituted an unfair labour practice

The federations will meet today to review the two-week mass action which ended on Monday and to make further decisions. The South African Chamber of Business yesterday estimated 100 000 workers had taken part in Monday's half-day demonstrations, while Cosatu estimated the number at 500 000

Also in Angola are about 400 other foreign nationals, including an unknown number of South Africans, assisting UNITA

(d) (ii) Further, it is reported that approximately 50 South Africans are presently assisting with the training of the Government Forces of Sierra Leone

Intelligence has it that other African countries (Kenya, Malawi, Mozambique and Uganda) may also be interested in contacting the South African company presently involved in Angola

(b) (ii) No reliable information is currently available regarding non-South Africans fighting in other African countries

(2) Although section 121A of the Defence Act prohibits members of the National Defence Force from binding him/herself as a mercenary, legal loopholes exist preventing the prosecution of ex-members involved in training in African countries. Last week in Pretoria my colleague the Deputy Minister of Foreign Affairs stated that his department was consulting with the Department of Justice about closing these loopholes and recommendations would be made to Cabinet in the near future. Any further comment by me now would be premature.

Abuse of schoolchildren: disciplinary enquiries

*12 Sen W F MNISI asked the Minister of Education

- (1) How many teachers were the subject of disciplinary enquiries as a result of allegations of physical or emotional abuse of schoolchildren during the period 1 January 1994 up to the latest specified date for which information is available,
- (2) whether any of these teachers have been dismissed as a result, if so, how many,
- (3) whether his Department is taking or has taken any measures to reduce incidents of physical and emotional abuse of school-

Hansard 22/6/95

children, if not, why not, if so, what measures?

S274E

The MINISTER OF EDUCATION

- (1) 58 according to the latest available information
- (2) 10
- (3) I made an announcement that I intend to include provision for the abolition of corporal punishment in educational institutions in the new National Education Policy Bill which is currently in preparation. Subsequent to that the Constitutional Court recently ruled that such punishment is unconstitutional. It is hoped that support services such as psychological services and social workers that are already being utilised in certain parts of the education system will be extended to provide education and support against such abuses.

Strikes by dockhands in Cape Town/Durban harbour (152)

*13 Sen J SELFE asked the Minister for Public Enterprises:

- (1) Whether any dockhands at the Cape Town and/or Durban harbours have recently taken part or are currently taking part in strikes, if so, (a) what percentage of the total number of dockhands employed at these harbours have been or are involved in these strikes and (b) what is the estimated total financial loss to these harbours as a result of this strike action,
- (2) whether any temporary workers have been or are being employed during these strikes to replace striking workers, if not, why not, if so, how many,
- (3) whether any other measures have been taken to make up for lost production, if not why not, if so, what measures?

Hansard 22/6/95 S275E
The MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of Transnet Limited furnished the following reply to the hon senator's question

- (1) Yes. Industrial action was experienced at the Port of Cape Town only

(a) 24 May 1995

19,3%

26 May 1995

17,7%

27 May 1995

13,0%

28 May 1995

10,7%

29 May 1995

13,8%

30 May 1995

16,4%

31 May 1995

11,3%

1 June 1995

10,6%

2 June 1995

12,7%

(b) None. Ships en route to Cape Town were diverted when necessary to other ports in order to prevent losses.

- (2) No. Due to the time it would have taken to train them and to prevent any possible conflict, no temporary workers were employed.
- (3) Yes. Overtime measures were introduced.

Activities of self-defence units in KwaZulu-Natal: investigation by special task force

*14 Sen Dr R RABINOWITZ asked the Minister for Safety and Security:

- (1) Whether, with reference to a newspaper article dated 28 September 1994 and certain information furnished to the South African Police Service for the purpose of his reply, the special task force appointed by him has conducted an investigation into the activities of any members of certain self-defence units in KwaZulu-Natal allegedly involved in the perpetration, fanning and orchestration of violence, if not, why not, if so,
- (2) whether this investigation has been concluded, if not, why not, if so, what were the findings,
- (3) whether any such members have been prosecuted since 28 September 1994, if not, why not, if so, (a) how many and (b) for what offences,
- (4) whether he will make a statement on the alleged suppression of reports on the hit squad activities referred to in the said newspaper article?

S296f

The DEPUTY MINISTER FOR SAFETY AND SECURITY

- (1) Yes. Investigations have been launched into allegations of such hit squad activity

and possible police collusion in the Midlands Natal region of the ANC

- (2) No. There are still numerous aspects which require further investigation.
- (3) No. Certain dockets are being studied by a member of the Attorney-General's office with a view to making a decision in respect of a prosecution of such members.
- (4) No. Information has not been suppressed. It is not in the interests of justice to comment on the details of the investigation at this stage.

*15 Sen Dr R RABINOWITZ—Public Service and Administration [Question standing over]

*16 Sen Dr G MARAIS—Trade and Industry [Question standing over]

Constitutional Court: disappearance of treasury warrants

*17 Sen Dr G MARAIS asked the Minister of Justice:

- (1) Whether any treasury warrants disappeared from the safe of the registrar of the Constitutional Court recently, if so, what is the value of these treasury warrants
- (2) whether it has been established how the treasury warrants concerned disappeared, if not, why not, if so, what are the relevant details,
- (3) whether any of these treasury warrants have been prevented for payment, if so, what are the relevant details,
- (4) whether his Department contemplates instituting any measures to prevent a repetition thereof, if not, why not, if so, what measures?

S299f-

The MINISTER OF JUSTICE

- (1) Yes. On 21 April 1995 seven and on 11 May 1995 52 blank warrant vouchers were reported missing.
- (2) The case is still being investigated by the South African Police Services. At this stage it is suspected that the warrant vouchers were removed by an unauthorised person from the safes in the offices of the Registrar and accounts clerk.

Numsa ready to strike over three-year strategy

Renee Grawitzky

(152) (189)
BD 26/6/95
DELEGATES at the National Union of Metalworkers of SA (Numsa) national bargaining conference reaffirmed their commitment to the three-year bargaining strategy tabled during negotiations with Seifsa since 1993

Numsa's general secretary, Enoch Godongwana said, depending on the outcome of the dispute meetings under the auspices of the industrial council in the metal industry, "workers will ballot and take strike action".

The three-year plan — which has been agreed to in the vehicle assembly industry — focuses on reducing the number of grades and wage differentials between grades, closing the wage

gap and worker training

The last major national strike in the metal industry took place in 1992

It lasted four weeks and ended after Seifsa obtained an interdict on the basis of gross irregularities in the balloting process.

The strike started on August 3, which coincided with Cosatu's rolling mass action in support of its demands at Codesa

The industrial council is required to convene within 14 days to decide how the dispute will be processed.

The council's options include continuing negotiations, establishing a sub-committee to consider the options of the parties, voluntary mediation or arbitration and advising the labour minister that a deadlock exists

Kruger National Park's workers stage pay strike

SKUKUZA — About 1 200 Kruger National Park workers went on a wage strike yesterday. (152)

Services in the game park were brought to a standstill, SA Commercial, Catering and Allied Workers' Union (Saccawu) regional secretary Norman Sanderson said.

Warden Harold Braack said, however, that services were running smoothly and visitors were largely unaffected. "The strike has been accepted in good spirit by the tourists here. The few demonstrations thus far have been peaceful and have been run according to guidelines set up by ourselves and the union."

The legal strike was negotiated last week, giving management enough time to implement measures to ensure there were few disruptions, he said.

Sanderson said demonstrators were picketing at the gates of rest camps. BO 27/6/95

"There is a lot of disorder here."

Services mostly affected were catering and security Rangers were also on strike.

The medical division was the only service operating normally, he said.

The strikers want a minimum salary of R879 and an across-the-board monthly increase of R200.

The Parks Board's final offer is a minimum salary of R800 and an across-the-board monthly increase of R120, Braack said. — Sapa.

PIK TO PLAY DE

Investors aren't wary of strikes?

(152)
EAST LONDON. Labour activism would not deter European investors, as they were familiar with strikes at home, Cosatu secretary-general Mr Sam Shilowa said yesterday. CT 27/6/95

Addressing workers during a tour of the Eastern Cape, he said the government was afraid to be seen to be siding with workers because it was under the impression investors might be scared away by strikes.

Investors who came to South Africa knew all about strikes and many Europeans had shown a willingness to invest. He said Cosatu would fight to ensure the Labour Relations Bill favoured workers when it was passed into law in September.

At another meeting, he said former trade unionists now in Parliament were prepared to pass the bill if business negotiators continued trying to delay it — Sapa.

Orphans may be stranded

CHILDREN at Emndeni Home in Soweto could be stranded if the workers at the institution carry out their threat to down tools

The workers, who have been at loggerheads with the home's management since last week, are demanding a "living wage" and improved working conditions

(152) ~~152~~ *sowetan 28/6/95*
"If our grievances are not addressed by July 1, we will stop working," says Ms Beauty Gumede

According to Gumede, who is a driver and a supervisor, the workers have not been registered as fulltime employees and do not have medical aid benefits

"I am not even sure if I am registered or not, because I have been on probation

for more than six months," says Gumede. She has been employed at the home since September 1992

The workers said their salary increments were irregular and too low

"We are told by management that the increases are a favour because the home is not a profit-making concern," said Mr Vusi Motloba, an administrative officer

1327

THURSDAY, 29 JUNE 1995

Volkstaat Council

371 Mr A S BEYERS asked the Minister for Provincial Affairs and Constitutional Development

Whether the Volkstaat Council has arranged any public meetings where members of the public were allowed to make inputs, if not, what is the position in this regard, if so, (a) how many, (b) what was the average attendance at these meetings, (c) what the (i) advertising, (ii) travel and (iii) other costs in respect of these meetings amounted to and (d) in respect of what date or dates is this information furnished?

N771E

The MINISTER FOR PROVINCIAL AFFAIRS AND CONSTITUTIONAL DEVELOPMENT

Yes

(a) Fourteen public meetings were held in Pretoria and ten meetings in the various provinces

(b) The attendances varied from 15 to 30 persons per meeting

(c) (i) R178 799,88

(ii) R1 423,55

(iii) None

(d) The period 16 June 1994 to 15 June 1995

Official vehicles allocated to Ministers/Deputy Ministers

375 Mr A J LEON asked the Minister of Transport

(1) Whether any official vehicles allocated to Ministers and Deputy Ministers were involved in accidents during the period 1 January 1995 up to the latest specified date for which information is available; if so, (a) how many, (b) what was the total cost of repairing or replacing these vehicles and (c) what was the total cost of the damage caused to other vehicles involved in these accidents,

(2) whether any persons were (a) killed or (b) injured as a result of these accidents, if so, how many in each case?

N775E

1328

The MINISTER OF TRANSPORT

On behalf of the Minister of Transport, the Department of Transport in co-operation with the Provincial Government of Gauteng, has gathered and prepared the information as requested

(1) Yes

(a) Four vehicles were involved in accidents for the period 1 January 1995 to 9 June 1995

(b) Although no vehicles were replaced, the repair costs currently amounts to R22 940,00. The repair costs of two of the vehicles is still awaited

(c) Only one claim was received in the amount of R1 457,32

(2) (a) and (b) To our knowledge, nobody was killed or injured as a result of these accidents

Theft of cheques by post office workers

377 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting

(1) Whether any investigation has been undertaken by the South African Police Service into the alleged theft of mailed cheques by post office workers, if so, (a) what were the findings and (b) what was the total amount of money involved,

(2) whether any postal workers were dismissed or suspended in connection with the theft of mailed cheques during the period 1 January 1995 up to the latest specified date for which information is available, if so, (a) how many and (b) what are the relevant details in each case,

(3) whether any of these persons have been arrested in connection with the matter, if not, why not, if so, how many,

(4) whether any of these persons have been charged in connection with the matter, if not, why not, if so, what were the charges,

(5) whether he will make a statement on the matter?

N777E

1329

THURSDAY, 29 JUNE 1995

The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

The Chief Executive of the South African Post Office Limited has informed me as follows

(1) Yes

(a) The South African Police Service arrested and charged 13 Post Office employees

(b) The total amount of money involved cannot be determined yet

(2) Yes

(a) Thirteen Post Office employees have been suspended of which three have been dismissed. Disciplinary hearings are pending in respect of the remaining 10 employees

(b) As these cases are still under investigation and of a sensitive nature, information cannot be made available at this stage

(3) Yes Thirteen

(4) Yes Thirteen employees have been charged criminally. These employees have been charged with fraud, possession of stolen property as well as charges under the Post Office Act

(5) No

Postal deliverers currently employed by post office

378 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting

(1) How many postal deliverers are currently employed by the Post Office,

(2) whether his Department is planning to replace street deliverers with deliverers to post boxes at entrances to suburbs, if so, (a) when is it anticipated that this plan will be implemented and (b) what are the further relevant details,

(3) whether an investigation has been undertaken to determine the savings that this plan will effect for the Post Office, if so, (a) what will the estimated savings amount to and (b) in what areas will they be made,

ANSWER 29/6/95

1330

(4) whether any postal deliverers are to lose their jobs as a result of this scheme, if so, how many,

(5) whether it is the intention to utilise these postal deliverers elsewhere, if not, why not, if so, what are the relevant details?

N778E

The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

The Chief Executive of the SA Post Office Limited has informed me as follows

(1) Not applicable

(2) Although the present delivery policy stipulates that street deliverers will not be extended to new suburbs and developing areas, existing street delivery services will not be withdrawn. New suburbs and developing areas will be serviced by means of Address Boxes conveniently situated

(3) Not applicable

(4) Not applicable

(5) Not applicable

Teachers' strikes

381 Mr M J ELLIS asked the Minister of Education

(a) How many teachers' strikes took place in (i) 1993 and (ii) 1994 and (b) in each case, (i) which organisations were involved, (ii) how many school-days were lost as a result, (iii) how many pupils were affected and (iv) what was the outcome of the strike?

N781E

The MINISTER OF EDUCATION

(a) (i) 12

(ii) 05

(b) (i) 1993

(ii) 1994

(iii) 1993

(iv) 1994

(v) 1993

(vi) 1994

(vii) 1993

(viii) 1994

SADTU
SADTU
Approximately 27 school days
Approximately 12 school days
Approximately 25 700 pupils
Approximately 10 700 pupils

(iv) The grievances of pupils and teachers concerning, *inter alia*, examination fees and conditions of service of educators, were addressed

(a) held and (b) attended by each board member?
N786E

Meetings of SABC Board

386 Mr K M ANDREW asked the Minister for Posts, Telecommunications and Broadcasting

THE MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

Whether all members of the SABC Board attended all board meetings during the past 12 months, if not, how many board meetings were

(a) Meetings Special meetings 11
3
(b) Meetings attended by each board member

BOARD MEMBERS	TOTAL MEETINGS		TOTAL NUMBER OF MEETINGS
	SCHEDULED MEETINGS	SPECIAL MEETINGS	
Masepe-Casaburn, I	11	3	14
Hicking, C	11	3	14
Bailey, H	8	3	11
Barn, H	7	1	8
Barn, F	5	0	5
Barrel, L	10	3	13
Boshoff, A	9	3	12
Chillers, E	11	3	14
De Beer, A	8	1	9
Geldenhuys, A	11	2	13
Khumtshane, T	9	2	11
Mabuza, E	5	1	6
Meer, F	7	2	9
Modise, B	6	1	7
Ndebele, N	8	2	10
Ndungane, W	9	1	10
Nkabane, A	9	2	11
Potgieter, P	10	3	13
Sisulu, S	11	2	13
Thembela, A	11	3	14
Teer-Tomaselli, R	10	3	13

- (1) Mr Zwelakhe Sisulu, the Group Chief Executive of the SABC, appointed on 1 October 1994, sits on the SABC Board as an Ex-Officio member
(2) Since his appointment Mr Sisulu has attended a total of nine scheduled meetings and one special meeting
(3) This gives a total of 10 meetings of the Board, attended by Mr Sisulu

INTERPELLATIONS UNDER NAME OF MEMBER

Alant, Dr T G— Finance, 1001	Hamman, Mr M van S— Safety and Security, 628
Botha, Dr W J— Finance, 1012	Jacobsz, Dr F P— Welfare and Population Development, 382
Breytenbach, Mr W N— Defence, 58	Iyane, Dr Z B— Health, 387
Cassin, Mr M F— Environmental Affairs and Tourism, 1006	Landers, Mr L T— Justice, 475
Justice, 783	Safety and Security, 891
Trade and Industry, 485	Love, Ms J Y— Agriculture, 771
Water Affairs and Forestry, 205	Trade and Industry, 997
Welfare and Population Development, 1156	Makwetu, Mr C M— Trade and Industry, 895
Chikane, Mr M M— Public Works, 623	Niehaus, Mr C G— Correctional Services, 1, 53
Choló, Mr J— Housing, 8	Nzimande, Dr B E— Provincial Affairs and Constitutional Development, 377
De Lille, Mrs P— Land Affairs, 69	Rangobin, Mr M— Correctional Services, 1063
Geldenhuys, Dr B L— Foreign Affairs, 2, 479	Saloojee, Mr C— Finance, 1151
Gibson, Mr D H M— Correctional Services, 1161	Smuts, Ms M— Home Affairs, 393
Transport, 63	Van Heerden, Dr F J— Foreign Affairs, 1269
Gordhan, Mr P J— Provincial Affairs and Constitutional Development, 1263	Van Schalkwyk, Mr M C J— Posts, Telecommunications and Broadcasting, 777
Green, L M— Home Affairs, 1069	
Groenewald, Mr P J— Safety and Security, 210	

500 workers down tools at Blackheath factory

ARL 29/6/95

(152) 18

Staff Reporter

ABOUT 500 workers at Continental China's Blackheath plant have downed tools, demanding that the company disclose financial information.

The company intends retrenching 87 employees at the of the week, but, according to the Chemical Workers' Industrial Union, the retrenchments are probably not necessary.

Earlier this year, Continental China considered closing its Atlantis plant because of the impact of reduced import tariffs. But the department of trade and industry intervened, setting up a committee to look at ways of providing incentives to local companies.

Atlantis kept functioning, but now Blackheath is under threat.

Company general manager Gordon Bell says that to keep the company viable, "certain production" has to be moved to Atlantis.

"This will result in a modest re-

duction in head count of 87 people," he said.

"This reduction will include generous early retirement packages and a voluntary retrenchment offer to employees."

But the union's branch secretary, Colin Rani, said the company had been asked to disclose financial information so that the union could prepare a counter-proposal to the Blackheath retrenchments. This the company refused to do.

"It is unfair," said Mr Rani

"If they disclose their financial records, and the finances look okay, we might be able to help strategise for the future.

"We even retained an engineer for this purpose"

If the company went ahead with the retrenchments, the union would seek relief from the Industrial Court, said Mr Rani.

In the meantime, the 500 employees have not worked since Tuesday.

East London goes dry during strike

COLD DRINK supplies in East London stores are drying up after about 200 workers from Coke bottlers Kilimanjaro Manufacturing downed tools to protest against the suspension of three colleagues

A Pick 'n Pay manager said: "The strike has affected us. We normally have deliveries every week but we haven't had a delivery in over a week now." However, he said alternative arrangements had been made to ensure everybody's favourite soft drinks were still available.

By contrast the fridges in some of the town's tea rooms are looking bleak with

(152) Gawe Pan 29/6/95

only a few cans of the less popular brands in stock. One shop owner, who declined to be named, said she no longer dealt with the independent bottling company "because they are forever on strike and I always had to collect myself. Now I just get my cold drinks from the bottlestore"

Food and Allied Workers Union shop steward Mr Cyril Rwexan said workers downed tools after three warehouse workers were suspended for refusing to clock in after every break during the day. Rwexan said: "They refused to do that because it is not company policy. Other workers here only have to clock in

at the beginning and end of each day"

He said the new clock-in policy only applied to 12 employees in the warehouse and workers were not consulted about the move by the warehouse manager

He said they were demanding the unconditional reinstatement of the suspended workers and the resignation of Phamba before they returned to work.

Phamba, Kilimanjaro general manager Mr Piet Nel and a spokesman for Durban-based Suncrush Limited, which manages Kilimanjaro on behalf of its owners, could not be reached for comment. — *Ecn*

Work stoppage: Eight suspended

~~(202)~~ (152) ARG 30/6/95
Staff Reporter

SEVEN workers and the personnel manager of Nasionale Tydskrifte have been suspended on full pay after a work stoppage by 300 employees and their occupation of the company's hi-tech gravure printing press room.

A Supreme Court eviction order led to policemen surrounding the building in Buitengracht Street yesterday afternoon and employees returned to work.

Personnel manager Michael Voges and seven members of the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), including the union leader Solly Stagie and four shop stewards, were suspended pending investigations of alleged misconduct.

Production stopped on Tuesday at 4 30 pm.

Workers said the stoppage came after claims of overwork by four employees were allegedly ignored by three managers, including Mr Voges.

Mr September said workers, who earned between R290 and R350 a week, were motivated by a fear of retrenchment, fuelled by the company's decision to employ contract workers, and frustration over autocratic management styles.

The chief executive of Nasionale Tydskrifte, Salie de Swardt, said workers had "hijacked our press like one hijacks an aeroplane".

He added. "They want no punishment, but there are allegations of intimidation, assault and damaging machines. We will prosecute them if we find them guilty at an inquiry."



Nasionale Pers strike ended

152

STAFF REPORTER

INTERVENTION by Western Cape ANC leader Mr Chris Nissen helped end a two-day strike at Nasionale Pers' printing works in the city yesterday

Police were called in when workers from the Paper, Printing, Wood and Allied Workers' Union occupied part of the building on Tuesday, halting the printing of Nasionale's magazines

According to shop steward Mr Manuel Morgan, the action was sparked by the actions of supervisors and management officials who dismissed union complaints without due process

An agreement reached yesterday evening, with Mr Nissen's help, ended the industrial action without sanctions against workers who took part. It was also agreed that external arbitrators would be called in

Senior manager Mr Salie de Swardt said the situation had been normalised and "all allegations of misconduct will be investigated".

DISCUSSIONS: Western Cape ANC leader Mr Chns Nissen negotiates with police yesterday during a strike by members of the Paper, Printing, Wood and Allied Workers' Union at the Nasionale Pers plant on Bree Street.

PICTURE: DENZIL MAREGELE

Workers splashed liquid in shop - witness

BY HOPEWELL RADEBE

Twenty Fairland Spar workers who embarked on an illegal strike last year splashed customers, scab workers and products in the store with a smelly liquid, the Johannesburg Regional Court heard yesterday
Spar owner Andrias

Argyrou was testifying in the trial of his 20 former employees who have pleaded not guilty to charges of intimidation, trespassing and contempt of a court order

The accused are members of the SA Commercial, Catering and Allied Workers' Union.

Argyrou said workers

(152) caused damage in the store on November 18, two days after he had distributed and read to them a Supreme Court order that they should not protest inside the store and should be at least 200m away from the shop.

He said the accused also failed to heed a

warning from two senior police officers identified as Lieutenant Niemand and Sergeant Opperman who were pushed aside while trying to explain the court order

The policemen had also asked them not to enter the shop with the liquid.

The trial continues.



UNIVERSITY OF THE WITWATERSRAND
FACULTY OF EDUCATION

MED PROGRAMMES OF STUDY BY COURSE WORK



Stoppage holds up pension cheques

OLD-AGE pensions are not being paid at the Athlone pension office because of a work stoppage that provincial officials evidently know nothing about

(52) ARG 18/7/95
The Argus received several calls from irate pensioners today who claimed they had been to the office, but nobody had been willing to hand over the cheques. — Staff Reporter

Rail unions say a strike is unlikely

ST 9/7/95 By CAROL PATON (152) (270)

REPRESENTATIVES of six of the seven unions involved in wage negotiations with Transnet said yesterday that they were "very hopeful" that there would not be a rail strike this week.

Chris de Vos, the general secretary of the SA Footplate Staff Association, said: "We are trying to avert all strikes."

The six unions met management informally yesterday at the request of the Minister of Public Enterprises, Stella Sigcau.

Representatives of the seventh union, the South African Railway and Harbour Workers' Union, were not present because they could not be contacted in time, Transnet's human resources manager, Victor van Vuuren, said.

At the meeting, Transnet management improved its last offer of a nine-percent wage increase and a minimum wage of R1 460, but would not disclose the new offer to the media. The unions described it as "encouraging" but said they would consult Sarhwa and their members before replying.

Sarhwa's national treasurer, Ezrom Mabyana, said on Friday that the union had planned protest marches tomorrow in cities around the country. He said the union had not called on its members to strike.

All seven unions, representing 100 000 workers, have announced their intention of returning to wage negotiations in the Transnet industrial council this week.

(152) (282)
EMPLOYEE BENEFITS

Striking results

FM 21/7/95
Employee benefits may be prejudiced during prolonged strike action. The effects can vary from the trivial to the disastrous.
Old Mutual Employee Benefits manager,

Nes Mokoena, says a reality of the "no work — no pay" doctrine is that worker contributions to retirement funds, insurance policies and medical schemes often terminate during industrial action.

The situation is particularly problematic where group life and disability cover are involved. If premiums are not paid, the benefits may lapse "with catastrophic consequences in the event of disability of a breadwinner."

Much the same could apply to medical schemes. But the long-term effect on a retirement scheme is less serious. The non-payment of one or two months' contributions over the life-span of an employee is not substantial.

Contributions

Mokoena notes that in the case of defined contribution funds (mostly provident funds), the cost of a lapse in contribution payments is borne by the employee. With traditional pension (defined benefit) funds, if a shortfall develops after nonpayment of contributions, the onus is on the employer to make good the deficit.

To protect group life, disability and medical cover, Mokoena suggests employers should undertake to pay premiums during a strike, so preserving cover. But that may tax the altruism of employers facing lost production.

"An alternative," he says, "is to negotiate a waiver-of-premium benefit with the underwriter who, in return for a higher subsequent premium, would waive the right to claim premiums during the course of strike action. That would enable cover to remain intact." ■

TRANSNET STRIKE

Signs of sanity

AM 21/7/95
Though the Transnet strike lasted only a week, and seemed therefore to have been a victory for reason, it need never have happened. The unions were clearly mobilising for industrial action before Transnet had made its final offer.

The demonstration was expensive, especially at container ports where there was already congestion. Sacob's Peggy Drodskie says it's impossible to estimate the overall cost of disruption to public transport but the delay for container vessels alone is estimated at US\$1 000/hour/ship. At the peak of the strike, ships were delayed by between 36 and 150 hours. Add to this the short term knock-on effects of late or nondelivery and the long-term effects on SA's reputation as a reliable exporter and the cost in the sector rises dramatically.

Drodskie stresses, however, that Sacob is delighted that the unions have settled, particularly as the signs were that the strike had the potential to last a lot longer.

But, if the strike was a case of using a hammer to crack a nut, the settlement appears to have been reasonable. In terms of the agreement, workers at the lowest end of the scale will receive an increase of about 20% — bringing the minimum to R1 200/month in pensionable income plus R300/month nonpensionable pay. The previous minimum total was R1 227.

Workers earning above R16 000/year will get a 10% across-the-board increase plus a sliding nonpensionable allowance of R130/month at the lower end, down to R75/month for higher earners.

There is also an agreement to hold more discussions on pensionable income in August. Basic annual leave increases by four days and a committee is to be established to discuss ways of reducing working hours but increasing productivity.

According to Pat Stone of labour rela-

CURRENT AFFAIRS

tions consultants Andrew Levy & Associates, the settlement is indicative of the realisation by both sides that labour and management have to work together.

The Transnet agreement, says Stone, seems compatible with the guideline laid down by President Nelson Mandela that the emphasis of settlements should be on lower paid workers.

Says Stone: "Transnet's lower paid threshold was low considering the general trend for large organisations of around R1 500/month."

There must, however, be some concern about the impact of the settlement on the broader economy. The higher category settlement, increasing income by about 10% (with the consumer price index oscillating between 10% and 11%) is likely to be inflationary, with costs being passed on to consumers.

But Stone adds that another encouraging aspect of the agreement is the provision for the establishment of a committee to look into ways of shortening working hours and improving productivity. "There is a recognition among the main unions, certainly in the Cosatu fold, that productivity is an essential ingredient in terms of job security and boosting the economy."

In many cases, the unions are taking the initiative. Instead of seeking annual inflationary settlements which threaten job security, they are increasingly pressing for training and education and the reorganisation of work methods.

Grave-diggers relent

By YVETTE VAN BREDA

DOZENS of burials took place at cemeteries throughout the Peninsula yesterday after grave-diggers suspended their strike to reduce the backlog of an estimated 200 bodies that have accumulated since they went on strike two weeks ago.

Grave-diggers said yesterday that they had agreed to suspend their strike for "humanitarian reasons" to prevent further trauma to grieving families.

They returned to work at all Cape Metropolitan Council (CMC) run cemeteries stretching from Hout Bay to Stellenbosch and Atlantis, and said they were also prepared to work today.

But, they warned, they would go back on strike tomorrow as they were still in dispute with the CMC.

The workers, all members of the South African Municipal Workers Union (SAMWU), have been on strike for nearly two weeks in support of demands for a R1 500 minimum monthly wage. Some claimed they received as little as R40 a week.

Since the strike began, bodies have lain unburied in funeral parlours and mortuaries, and families who have attempted to dig graves



BACK AT WORK . . . A grave-digger at Modderdam cemetery, who was one of more than a hundred workers who suspended their strike for "humanitarian reasons" this weekend. Picture: JUSTIN SHOLK

themselves have been intimidated by striking workers. The strike has also resulted in the disruption of services at libraries, clinics and housing offices under the control of the CMC.

It has led to severe disruption of traffic in Cape Town as a result of hundreds of strikers protesting in the city centre, and rubbish has remained uncollected in the Greater Cape Town area.

Although the strike has not affected Cape Town itself, there have been suggestions that the city's municipal workers could come out in sympathy with the CMC workers. A vital meeting between the CMC

executive and representatives for municipal departments which fall under the council, is scheduled for tomorrow in an effort to resolve the crisis.

Undertakers have pledged their support for the workers and say they intend converging on the CMC's Wale Street offices in their hearses.

Mr Abraham Croutz, chairman of the Undertakers Forum, yesterday estimated the backlog of bodies awaiting burial and cremation at more than 200.

The Maitland crematorium has been closed as a result of the strike and the Kaapland crematorium in Malmesbury has been "very busy and is booked up till Thursday", he said.

Undertakers said families had been forced to hold funeral services during the week, but the bodies were then returned to rapidly filling cooling chambers and morgues for later burial.

Undertaker Ivan Thyssen, said he had 32 bodies awaiting burial, but only had space for 12. He had been forced to make alternative arrangements for the other corpses.

However, many families had "reluctantly" opted for cremation, while others had used private cemeteries. Those with family plots in state cemeteries were forced to delay burials until the strike ended, he said.

Modderdam cemetery in Bellville saw a record number of burials yesterday and some families said they had been waiting more than two weeks to bury their dead.

A CMC spokeswoman said the strike action had resulted in "a lot of violence" and all operational activities at waterworks, forestry, and transport and refuse removal depots had been disrupted.

The union has lowered its initial demand of R1 500 a month to R1 350. The CMC is offering a minimum wage of R1 204 a month.

Meanwhile, SAMWU said on Friday it now wanted outside mediators to help resolve the dispute.

SAMWU regional chairman Xohlani Nxu said the union and the CMC were "still far apart and we want to bring in the Independent Mediation Service of South Africa (IMSSA) to mediate."

In some instances, private sector contract cleaners had been employed to collect refuse and provide other services.

Ambulance row brews as strikers reinstated

ST(CM) 30/7/95

By CHARL DE VILLIERS

FOUR Cape Town ambulance-men who took part in a crippling radio room rebellion three months ago have been reinstated in spite of final written warnings for previous offences.

And the council's decision to reinstate 37 ambulance staff for their part in an 8½ hour occupation of the emergency service's Pinelands control centre has been met with dismay by colleagues, who say the strikers must be fired

At least four of the reinstated men have received written final warnings for other offences which were not taken into account when the council pressed internal disciplinary charges after the April 25 wildcat strike for union recognition

If submitted as evidence, these records could have had a substantial influence on the penalties meted out by tribunal chairman M J Richardson, according to council sources

Disciplinary infringements which led to the penultimate maximum penalty included failure to attend to patients, giving false information to the ambulance control room and failing to answer the radio

In one case, a driver was charged and found guilty of conveying an unattended patient with a serious head injury. The patient, a 12-year-old girl, subsequently died

The ambulanceman's written final warning was effective from October 14 last year

Other disciplinary breaches involved a driver who failed to accompany a patient to hospital and failing to give two patients medical assistance

Barney Botha, the senior deputy city administrator who led the council's case against the 37 strikers, this week confirmed that he had decided not to submit these previous disciplinary records as evidence

"I did not, because in my judgment

these previous convictions are not related to this particular charge and would not have strengthened my case"

Lashing out at the council's "illogical" decision to reinstate the 37 suspended ambulancemen, councillor Arthur Wienburg said on Friday that it was unfortunate that disruptive elements in the emergency service had got away with unlawful behaviour which any other employer would have met with dismissal.

"It is this kind of illogical action by the council which continues to bring it into the contempt of ratepayers and causes dissension among the very many loyal and decent staff members who witnessed disruptive colleagues getting away with unlawful behaviour.

"The 18-member, weak executive committee must answer for its lack of effective leadership," Mr Wienburg said.

Approached for comment, deputy city administrator Alan Dolby said he could not reveal details of the disciplinary inquiry as these were confidential

He did, however, confirm that disaffected ambulancemen had seen him early this week to demand the removal of the 37 who had been reinstated

"Yes, I'm very aware of their unhappiness," Mr Dolby said

The 37 suspended ambulance service staffers returned to duty last Saturday with final written warnings, following a three-month disciplinary inquiry which cleared them of "irreparably damaging" their employment relationship with the Cape Town City Council

The hearings followed the April 25 occupation of the ambulance service's nerve centre by 37 staffers demanding recognition of the South African Health and Public Sector Workers Union

Threat to stop ministers' pay

By MARLENE BURGER

WORKERS in government computer bureaux have threatened that cabinet ministers will not be paid in August if a proposed nationwide strike goes ahead on Friday.

The 900-member government Information Technology Users of SA is demanding a 20 percent non-pensionable allowance for all government computer personnel from August 1, until proposals which make provision for remuneration commensurate with professional skills, have been "satisfactorily considered".

In addition, union spokesman Simon Potgieter said: "We also want a moratorium on the appointment, at hugely infla-

(152) ST 23/7/95
ted rates, of outside computer consultants."

The union claims that contract staff cost the taxpayer R350-million a year, and that calls for a centrally controlled information-technology network have been ignored for 13 years.

The union claims that if the strike goes ahead, 1,2 million public servants, cabinet ministers and politicians will not be paid on August 15. Pensioners would also not be paid on August 6.

VAT payments would be suspended, and no births, deaths or property transactions would be registered, or identity documents and passports issued. Even the daily weather forecasts could be disrupted.

Strike set to hit business

By Abdul Milazi
Labour Reporter

MASSIVE disruptions to business are expected when more than 100 000 Transnet workers go on strike on Monday in support of their demand for a wage increase.

The seven trade unions in Transnet have rejected the company's final offer of a nine percent across-the-board wage increase. The unions initially demanded 25 percent which was later modified to 17 percent.

The unions also demanded a R500 wage increase for the lowest paid workers to bring salaries in line with Cosatu's R1 500 minimum wage.

South African Railways and Harbours Workers Union president Mr Nelson Ndinisa said the industrial action could involve work stoppages, pickets and demonstrations at the workplace.

Services that are expected to be affected are railways, harbours, postal and delivery services.

The unions involved are Sarhwu, Transnet Allied Trade Union, Black Trade Union, Transnet Employees Union, Salstaff, SA Footplate Association and the Technical Workers Union. Despite the looming strike, the

unions and management will meet on July 12 as scheduled to try to iron out their differences.

Sarhwu assistant secretary Mr Tsidiso Mashao said the unions felt management betrayed workers who had been patient with Transnet and accepted lower increases than other sectors for three years.

"For the past three years when the company was restructuring many workers lost their jobs, but workers understood and never embarked on industrial action or asked for better wages. Now management thanks us by kicking us in the teeth," said Mashao.

Transnet Human Resources Manager Mr Vick van Vuuren said he was not aware of any deadlock in the negotiations. He also said the unions had not rejected Transnet's offer at the negotiations. Van Vuuren said any strike that did not follow procedures would be unconstitutional.

"There are mechanisms involved in dispute resolution which include compulsory mediation and or arbitration that have to be followed," Van Vuuren said.

He argued that Transnet's offer was in line with the company's objective to upgrade workers at the bottom end of the scale.

Sarhwu threatens tough action

By Abdul Mlazi

THE South African Railways and Harbours Workers Union yesterday threatened to go on a full-blown strike on Sunday if management does not change its offer at today's negotiations. Addressing about 10 000 workers who marched to the Transnet head office in Parktown, Sarhwu regional chairman Mr Robert Mashego said if the union went on strike it would be the worst the company had seen in years. The atmosphere was electric as

marchers gathered outside the union's offices in downtown Johannesburg yesterday morning before converging on Transnet's head office.

Mashego handed a memorandum of demands to Transnet executives Mr Japie Kruger and Mr Rico Bernade as workers booed and jeered.

Sarhwu and six other unions involved in negotiations with Transnet threatened to go on strike this week in support of their demand for a wage increase.

The other six unions, however, backed off after management improved their nine percent increase offer to 10

percent during informal talks on Saturday. Management also claimed to have increased the minimum wage to the R1 500 demanded by the unions.

However, Sarhwu argues that the catch in management's offer is that only R105 of the R500 increase forms part of the salary, while the rest is just an allowance which is not pensionable.

Mashego said this meant that the actual increase was R105 and not R500 as claimed by Transnet. He said workers would earn R1 500, yet their pension benefits would remain the same as they would be officially earning R1 100 in

He said management could withdraw the allowance at any time if they so wished.

Transnet human resources manager Mr Vick van Vuuren confirmed that only R105 of the increase was pensionable, but denied that management could withdraw the remaining non-pensionable amount whenever they wanted to. Van Vuuren said, however, the company would propose that 20 percent of the non-pensionable allowance be contributed to a provident fund if workers wanted "extra protection".

Sowetan 12/7/95

(152)

Sarhwu's protest goes ahead

(152) Sowetan 11/7/95
Six other trade unions dismiss the possibility of strike action

By Abdul Milazi
Labour Reporter

THE South African Railways and Harbours Workers Union will press on with its planned protest action today, despite Transnet's weekend announcement of an "improved" wage offer.

However, representatives of the other six trade unions involved in wage negotiations with Transnet dismissed the possibility of a strike this week and said that their members would not take part in today's action. Sarhwu is the largest union in the negotiations.

Sarhwu said today's protest action would include marches and demonstrations in cities and towns countrywide. It will disrupt railway commuter and goods service, harbours, postal and delivery services.

The seven unions earlier threatened to go on strike this week after rejecting management's nine percent general wage increase.

Transnet human resources manager Mr Vick van Vuuren said at the weekend that management had improved its

offer, but said he would not disclose details before they were presented to the unions at the next wage meeting on Wednesday.

Sarhwu assistant secretary Tsidiso Moshao yesterday said Transnet was probably toying with the idea of offering the lowest paid worker one or two percent more and keeping the nine percent as an across-the-board increase. However, Moshao said a percent or two increase would not achieve the desired minimum wage.

A 10 percent increase for the lowest paid worker earning R1 050 a month would mean a R105 increase, while 11 percent increase would translate to R115,50. Both these increases in percentages will not bring wages any closer to the targeted R1 500 minimum.

"The majority of our members are in the lowest category, which is why our main concern is to push up the minimum wage to R1 500," said Moshao. The unions are demanding a 17 percent across-the-board wage increase and a R500 increase for the lowest paid workers to bring wages in line with Cosatu's R1 500 a month minimum wage.

Sarhwu protest goes on despite 'improved' offer

Sowetan 10/7/95 (152)

By Abdul Milazi
Labour Reporter

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Sarhwu members

go back to work

Sowetan 14/7/95
(152)

By Abdul Milazi

TRANSNET breathed a sigh of relief when more than 80 percent of its workforce returned to work at its major harbours yesterday.

The Durban, Port Elizabeth and Cape Town harbours were brought to a standstill on Tuesday when workers, mostly members of the South African Railway and Harbours Workers Union, embarked on work stoppages and go-slows in support of their demand for better wages.

Sarhwu is demanding a R500 wage increase for the lowest paid workers and a 17 percent general increase. Transnet is offering a R105 increase and R395 non-pensionable allowance for the lowest paid workers, and a 10 percent general increase.

The other six unions are considering Transnet's offer but Sarhwu has vowed to accept nothing less than a R500 pensionable increase and a 17 percent increase for graded workers.

Railway commuter services were disrupted in southern KwaZulu-Natal and the Eastern Cape where incidents of intimidation of train drivers were reported.

Transnet spokeswoman Ms Claudia Sithebe said all harbours were 100 percent operational, although some workers had stayed away.

She said trains were still not running in the Southern KwaZulu-Natal area. Other services that were disrupted were the cargo and small parcels delivery.

Sithebe said Gauteng had not been affected by the protests, except on Tuesday when about 10 000 workers downed tools and marched to Transnet offices in Parktown.

Production losses due to the protests has been estimated at over R2 million since Monday.

Sarhwu acting regional secretary Mr Peter Mqumbisa said workers went back to work yesterday pending the outcome of talks between the union and management.

Hopes raised as strikers (152) return to work

By Abdul Milazi and Sowetan
Correspondent

TRANSNET breathed a sigh of relief yesterday when more than 80 percent of its workforce returned to work at its major harbours. *Sowetan 13/7/95*

Formal wage talks to avert threatened strikes by rail, harbour and airline workers, and to end three days of paralysis at Cape Town and Durban harbours, ended "fruitfully" yesterday, Transnet said.

The hopeful new turn in the deadlocked talks came as industrial action by the SA Railways and Harbours Workers' Union entered its third day yesterday.

The seven unions participating in the Transnet Bargaining Council said yesterday they would consult their members on secret new proposals put forward by Transnet management to meet their demands for a R1 500 pensionable monthly minimum wage and a 17 percent across-the-board increase. Talks resume next Monday.

The Durban, Port Elizabeth and Cape Town harbours were brought to a standstill on Tuesday when members of Sashwu embarked on work stoppages and go-slows in support of their demand for better wages.

Railway commuter services were disrupted in southern KwaZulu-Natal and the Eastern Cape where incidents of intimidation to tram drivers were reported.

Transnet spokesperson Ms Claudia Sithebe said all the harbours were 100 percent operational although some workers had stayed away.

She said Gauteng province had not been affected by the protests except on Tuesday when about 10 000 workers downed tools and marched to Transnet's offices in Parktown.

Production losses caused by the protests has been estimated at more than R2 million since Monday.

6000

Evicted

of farms

of farms

Sowetan 27/7/95 (152)

By Abdul Milazi
Labour Reporter

MORE than 600 farmworkers on about 40 Free State farms are without food and shelter after they were dismissed early this month for taking part in a strike

The workers—who are all members of the Municipal, State, Food and Allied Workers Union—embarked on a strike a month ago in support of their demands for better wages and living conditions

The union's general secretary Mr Richard Ramagabe, said some of the workers were left homeless after farmers forcibly evicted them and bulldozed their homes

Those who were not evicted had their food rations withdrawn and water supply cut off, said Ramagabe

The workers were demanding the recognition of their union, a minimum monthly wage of R800, an end to fixed-term contracts, child labour, intimidation and evictions

Ramagabe said the union was now struggling to feed the hundreds of families on the farms. The problem was being compounded by the fact that the farmers were intimidating workers and union officials who visited them

'We do not have funds to feed all these workers but we are trying all we can. Workers on neighbouring farms are also helping,' said Ramagabe

Ramagabe said the union would meet the Free State Agricultural Union next week to discuss the evictions and workers' demands

Pikinni Mokoena (45) is one of the victims of the evictions. His home was reduced to rubble when his former employer, a Mr Frkkie Oosthuizen, bulldozed it in the early hours of the morning three weeks ago

He has six children, three of whom were working on the same farm. They have been sleeping in the veld and braving the winter's cold with no food or adequate blankets

'We have nowhere to go and no money to move our belongings. Even if we had money, where would we go?' he asks

Farmworkers have been the most exploited, yet all labour laws have excluded them. The first law to look at farming was the Agricultural Labour Bill passed in April 1993. However, National Union of Farmworkers general secretary Mr Kidox Mogale said the Bill merely proclaimed that farmworkers could now organise and be organised under trade unions

Mogale said 'Farmers still call the police to remove trade unionists from their farms and charge them with trespassing. Some farmers even assault and



Sello Mokoena (7) contemplates a bleak future atop an old wheelbarrow. With him is his father, Pikinni, his sisters Mabebo and Madiseho and his brothers Mthobi and Simon, sitting in the rubble that was their home before the owner of the farm bulldozed it when they were fired early this month. Pikinni is one of 600 Free State farmworkers dismissed for taking part in a strike a month ago. PIC ABDUL MILAZI

threaten to kill union organisers

'It is impossible to organise on the farms because of these conditions, yet the Bill says farmworkers have the right to be organised. Even if one contacts the farmers by telephone, they refuse to allow access to their farms once they learn that you are a unionist'

When Sowetan visited farms near

the Free State towns of Frankfort, Villiers and Orangeville last week, we discovered that farmworkers work a total of 14 hours and sometimes more a day and earn as little as R100 a month

Work on the farms begins at the crack of dawn and ends when darkness falls and visibility is poor. Farmers hire and fire workers at will

and are not bound by any law or contract. Workers are basically at their masters' mercy

They do not have sick leave, annual leave, holidays or days off

● Tomorrow A Sowetan investigation into farm working conditions finds slavery alive and kicking.

more than 50 young men are being told Sowetan at the weekend

Civil service strike looms

CONFRONTATION between the Eastern Cape government and its panic-stricken 140 000-strong army of civil servants is looming following announcements of harsh staff cut-backs.

Regional spokesman for the Public Servants Association Mr Piet van Aardt warned the government that his members would go out on strike if it went ahead with "unilateral" restructuring or if it failed to negotiate retrenchments with his association.

He claimed that 10 000 civil servants

from the "old departments" would join the action.

He said the announcement at the weekend by provincial Finance MEC Professor Shepherd Mayatula that the civil service was to be drastically trimmed by the end of the year had sparked alarm throughout the region's civil service.

"When we first heard rumours about cut-backs in April, some of our members were calling for industrial action."

Sowetan 25/7/95 (152)
Responding to the move, the director of the Legal Resources Centre in Grahamstown, Mr Clive Plasket, warned that moves to force public servants to re-apply for their jobs might be illegal, unconstitutional and could cost the government a lot of money in law suits.

Plasket said that for Mayatula to say that public servants would have to "re-apply" for their jobs could fall foul of constitutional protection against unfair labour practices.

Transport strike averted

(152)



Sowetan 18/7/95

By Joe Mhhelela

A STRIKE that could have paralysed harbour, rail, road and other essential services throughout the country was averted yesterday when Transnet reached agreement with six unions.

The South African Railways and Harbours Workers Union — the major player in the dispute — and Transnet ended their protracted wage dispute when they reached a settlement in Johannesburg yesterday.

Other unions to join Sarhwu and settle with Transnet include the South African Footplate Association, the Allied Transport Workers Union, Black Transport Trade Union, Technical Workers Union and Salaried Staff.

The Employer Union of South Africa is expected to settle today.

Had the issue not been resolved, a national strike would have been on the cards, according to Sarhwu spokesman Mr Nelson Ndiniso.

The union and Transnet have

agreed to a 10 percent wage increase for all graded workers. In addition, workers on lower grades will be entitled to a R130 non-pensionable payment.

Employees on higher grades will receive a R75 month non-pensionable increase in their pay packets a month.

Non-graded workers will receive an increase of R152 plus a R120 non-pensionable package, bringing their minimum wage to R1 500 a month.

The talks, which lasted four hours, were a continuation of last week's discussions in which a "secret revised wage" settlement was reached between Transnet and the seven unions.

Transnet spokesman Mr Vic van Vuuren said he was "excited" that a settlement had been reached.

"I think it was a good settlement, with the unions and management accepting willingly the principle of give-and-take.

We are hoping to maintain cordial relationships with all the unions involved," Van Vuuren said.

Ndiniso said Sarhwu would meet Transnet management within 30 days to

resolve outstanding issues.

"We are pleased about the settlement," he said.

Sapa reports that Portnet sources said the strike had caused a backlog of some three to four weeks in container and export flow in Durban, and at Cape Town harbour the cargo backlog would take two weeks to clear.

Updating the position at South Africa's seven ports in a statement yesterday, Portnet said Durban's port was 89 percent operational.

Marine services and dry-dock operations were fully operational, while the container terminal was 60 percent operational.

Labour gangs had worked throughout the weekend to clear the backlog at the container terminal.

At Richards Bay only the dry-bulk terminal (imports and exports) and marine services were operating.

All personnel at the other terminals had donned tools to attend a meeting.

Strikes continue despite 'promising' talks

Star 14/7/95

(152)

BY JUSTICE MALALA
LABOUR REPORTER

The downturn expected in the week-long rail and harbour disturbances by workers, after a move to resolve the deadlock in wage talks on Wednesday, failed to materialise yesterday as wild-cat strikes started in Pretoria and work stoppages continued in Durban.

At least 80 train drivers downed tools in Pretoria yesterday morning, leaving thousands of commuters stranded. Taxi ranks were clogged with workers trying to find alternative transport home after the drivers failed to return to work.

In Durban, about 5 000 SA Railways and Harbour Workers' Union (Sariwu) members marched through the city and

handed in a memorandum to Transnet management to press home their wage demands.

Transnet spokesman Renier Krige said on Wednesday the train drivers, most of them members of the SA Footplate Staff Association, were expected back at work today after the union's general-secretary flew back from Port Elizabeth to the capital city to address them.

Portnet said Cape Town harbour was fully operational except for the break-bulk terminal where there were still minor disruptions. At least four cargo ships were lying at anchor waiting to be off-loaded.

Transnet said 8 500 workers were absent yesterday.

Krige said the corporation was seeking a court interdict to prevent all workers from engag-

ing in acts of intimidation and to stop the blockades at harbours. The move follows reports of intimidation of non-participants in industrial action in Cape Town, Port Elizabeth and Durban.

The actions yesterday came after management and the seven unions representing the 110 000 Transnet employees hammered out a wage agreement that came very close to meeting union demands and which both parties described as "promising". The parties agreed that unions would consult their members and another meeting would be held on Monday.

Sariwu spokesman Tsidiso Moshao said yesterday it would be up to workers at individual branches whether they continued with industrial action.

Sariwu said reports of its

members intimidating non-members were "disturbing" and it would investigate the allegations. It said Transnet's interdicts were also disturbing as its members had been on Transnet property "where they are supposed to be working" and were therefore guilty of no wrongdoing.

Sariwu, which has 40 000 members in Transnet's 115 000 workforce, embarked on marches, go-slows and work stoppages from Monday.

The union is demanding a 17% wage increase and R400 more for all workers on the lowest grades to bring them to a R1 500 minimum wage. Management is offering a 10% increase and a minimum wage of R1 500, of which R300 is non-pensionable.

Legal workers (152) launch go-slow

Umtata July 3 — Workers in the justice department in all districts of the former Transkei have embarked on a 'go-slow' in an attempt to force Justice Minister Dullah Omar to respond to their grievances. (252)

The convenor of the Workers' Crisis Committee and the president of the South African Civil Servants Association, Khandiyeza Nqadala, said the decision was taken at last week's meeting after Omar failed to arrive to address them. Their grievances relate to promotions and poor working conditions. — Sapa.

SPAN 4/7/95

Transport union determined to strike on Monday

Star 7/7/85 (US2)

Despite trade union calls for patience in negotiations with Transnet, the South African Railways and Harbours Workers Union (Sarthwu) said yesterday it was fed up and would strike on Monday.

Earlier, the seven transport unions demanding a 17% wage hike and a R400 increase for lower income earners said they would strike after a meeting with management on Wednesday

if Transnet failed to meet their demands.

Sarthwu, representing more than 40 000 workers, said Transnet's offer of a 9% increase, extra leave days and two separate allowances of more than R100 was not good enough.

Production across the country, they said, would stop on Monday.

"All our members countrywide

have rejected the offer by the company, and are not prepared to wait any longer for the 12th of July (Wednesday)," Sarthwu president Nelson Ndlinisa said at a news conference in Johannesburg.

He said Transnet management was punishing employees for taking part in a strike in 1989. Employees with 30 years' service were given the same benefits as new workers.

Ndlinisa added that Transnet was discriminating against its employees by giving some steady salary increases while others had received minimal increases over the past years.

Transnet says that four years of consistent losses, coupled with costly employee benefits, prevented them from meeting the unions' demands.

Yesterday Transnet human resources manager Victor van

Vuuren reportedly told a radio station the 9% offer was not final.

Said Ndlinisa: "This year, Transnet has been making consistent profits without having to replenish the pension fund."

"Why, when production has been increasing, can't they finally put the issue of wages on the agenda. We should hope that this offer isn't final" — Sapa

Bid to avert govt

Computer strike

BY NORMAN CHANDLER
PRETORIA BUREAU

Star 28/7/95

Desperate efforts were being made last night to prevent public service computer staff from plunging the country into chaos from today with a strike over demands for a new salary deal.

The strike could result in widespread delays to air traffic, problems for the police, the non-payment of social pensions, serious disruption to revenue collections and the disruption of international financial transactions.

Last night, the 1 000 civil servants affiliated to the Public Servants' Association — all members

of the Government Information Technology Union of South Africa (Gitusa) — were told by their union to negotiate.

In an 11th-hour move, the Government told the operators yesterday that negotiation was the way forward, and also made concessions, which have not been divulged, to settle the dispute.

The computer operators' action is over a 20% non-pensionable allowance, pending a final decision on their salary structure, and privatisation of certain Government computer services which led to higher salaries for some computer operators.

Trouble is part of strike program

(152) (255) STAR 19/7/95

■ BY NORMAN CHANDLER
PRETORIA BUREAU

The country faces major disruptions if government computer operators continue a series of sit-ins and work-to-rule actions — which started yesterday — in support of a pay rise. They have threatened a strike from July 28.

This was spelt out yesterday by Public Servants' Association (PSA) general manager Casper Jansen van Rensburg, who told The Star: "The Government has to reach a compromise with these people in the interests of the country."

More than 900 operators, the majority members of PSA-affiliated Government Information Technology Users of South Africa (Gitusa), stopped work yesterday after having given the Government 62 days to respond to their demands. There are 100 government computer operators.

Gitusa, through its 850 members, normally provides services to Inland Revenue, the Department of Transport's air traffic control directorate, the Justice Department's Deeds Office, all international government busi-

ness, as well as facilitating the payment of social pensions to millions of South Africans, the payment of monthly salaries to full-time and temporary civil servants, and providing information to the Weather Bureau.

This could not only mean hardship for 1.2-million civil servants, but also bring about disruption of international and local air traffic, the collection of income tax, the registration of property deeds and a break in diplomatic messages.

The computer operators made three demands at their meeting on Mon-

day: that there should be a rationalisation of the combined public service/private contractors business, salaries should be revised, and that the central chamber of the Public Service Bargaining Council should discuss the issue.

They also rejected a demand that staff themselves negotiate with the nine provinces on a pay rise, describing it as "provocation of the highest degree".

A spokesman for the Public Service Commission said a statement on the issue would be available today.

STAV 10/7/95

New offer too late to avert strike

(152)

■ STAFF REPORTERS

Passenger trains were running normally countrywide today, said Transnet spokesman Johan Hugo.

Work, however, was disrupted at some Spoornet and PX Spoornet depots in Gauteng, and at the Durban and Port Elizabeth harbours this morning when staff either failed to turn up on time or arrived and refused to work.

Transnet was bracing for widespread strike action today after weekend talks failed to break the deadlock in wage negotiations with six of the seven transport unions.

During the talks, the corporation revised its original wage offer to 10% for employees earning more than R1 600 a year, and a minimum wage of R1 500.

But corporation negotiator Con Jooste said the unions had given no indication that they would accept the deal.

The new offer was communicated to the key SA Railways and Harbour Workers' Union (Sarhwu), which did not attend the talks. The union said it did not have time to consult its executive and would not call off today's planned strike action.

Earlier, the seven unions said they would go on strike on Wednesday unless Transnet increased its 9% offer and a R1 460 minimum wage.

Representatives of the six unions at the meeting were reported to be "very hopeful" that a strike would be averted.

On Friday, Sarhwu representative Ezrom Mabyana said the union planned protest marches around the country today, including a march to Transnet's head office in Johannesburg. Work stoppages were also planned for today and tomorrow.

The SA Footplate Staff Association, whose 3 000 members drive Transnet's trains, said it would not take part in strike action.

All seven unions have vowed to return to wage negotiations in the Transnet industrial council this week.

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(152)

Go-slow disrupts newscasts

STON 6/7/95

■ BY SHIRLEY WOODGATE

A go-slow by about 700 unionised employees at the Bophuthatswana Broadcasting Corporation has forced the delay or cancellation of some newscasts since Monday.

The chairman of the North West Media Workers' Association of South Africa (Mwasa), Sam Ramosa, said the go-slow from June 30 to midnight on July 9 had been triggered by secret salary increases to a handful of employees.

Director-general Solomon Kotane had ignored staff demands for similar salary adjustments and the association viewed his action as an unfair labour practice.

"Another problem is that Kotane refuses to make written responses," said Ramosa. He warned that lunch-time pickets and the go-slow could erupt into a full-blown strike from July 10.

Interdicts to prevent union intimidation

(152) STAV 12/7/95

BY JUSTICE MALALA
LABOUR REPORTER

Formal wage negotiations between representatives of 115 000 Transnet workers and management began this morning as reports of widespread intimidation during industrial action by a section of the workers yesterday increased.

As work stoppages by members of the SA Rail and Harbour Workers' Union (Sarhwu) brought container terminals in Durban and Cape Town to a virtual standstill yesterday, Transnet's port division, Portnet, obtained several court interdicts last night preventing union members stopping the flow of cargo.

Transnet senior human resources manager Con Jooste said the interdicts were obtained to prevent outbreaks of violence and intimidation, and to ensure that there was no threat to company property.

The interdicts came amid accusations of intimidation of its members by the SA Footplate Staff Association, which represents train drivers and which has not distanced itself from the current Sarhwu action. Reports of intimidation of non-striking workers were also noted in various parts of Durban and Cape Town.

The seven unions and management began meeting in the Transnet Bargaining Council today to break the impasse in the wage negotiations which has led to the industrial action by Sarhwu Union leaders yesterday threatened a full-blown national general strike if Transnet did not accede to their demands.

Sarhwu southern Transvaal chairman Robert Mashigo said yesterday if a revised wage proposal was not put before the seven unions in the corporation

at the meeting today, then the unions would mobilise their members to go on strike.

Sarhwu spokesman Tsidiso Moshao said the parties were close to an agreement, because the only obstacle remaining was whether the total pay package demanded by the union would be pensionable.

Sarhwu, which has 40 000 members in Transnet's 115 000 workforce, embarked on marches, go-slows and work stoppages which have led to a paralysis of Durban and Cape Town container terminals in the past two days and culminated in a march by more than 5 000 workers in Johannesburg yesterday.

A spokesman for the SA Chamber of Commerce yesterday expressed concern over the strike by Sarhwu members, saying the blockade of containers at harbours would have an adverse effect on the economy.

He said the fact that containers could not be moved in and out could result in costly delays in manufacturing.

The union is demanding a 17% wage increase and R400 more for all workers on the lowest grades to bring them to a R1 500 minimum wage.

During weekend talks Transnet revised its original wage offer to 10% for employees earning more than R16 600 a year, and a minimum wage of R1 500.

Transnet spokesman Reiner Krige said yesterday 40-45% of parcel express division employees and 23-25% of Spoornet employees had been absent.

It is understood that Portnet and Transnet's PX division are seeking court interdicts preventing strikers from intimidating non-strikers, but spokesmen for the two divisions could not be reached yesterday.

Transnet's secret wage offer could avert transport strike

Star 13/7/95

■ BY JUSTICE MALALA
LABOUR REPORTER

Formal wage talks to avert strikes by rail, harbour and airline workers, and to end three days of paralysis at the Cape Town and Durban harbours, ended "fruitfully" yesterday, according to Transnet.

The hopeful new turn in the deadlocked talks came as industrial action by the SA Railways and Harbours Workers' Union (Sarhwu) entered its third day, and reports of intimidation of workers not participating in the action increased.

The seven unions participating in the Transnet Bargaining Council yesterday said they would consult their members on new secret proposals put forward by Transnet management to meet their demands for a R1 500 pensionable monthly minimum wage and a 17% across-the-board increase.

Talks resume next Monday.

But it was still unclear wheth-

er Sarhwu's action would be suspended, despite court interdicts obtained by Transnet's port division, Portnet, to allow the bottleneck of goods at container terminals in Cape Town and Durban to be cleared.

Transnet reported yesterday that the work stoppages at the two centres were still going on.

Sarhwu and Transnet leaders flew to Durban late yesterday to try to resolve the situation.

But KwaZulu-Natal Sarhwu spokesman Sphiwe Khumalo said the suspension of the work stoppage would depend on whether workers were satisfied with the revised wage offer.

Sarhwu said reports of its members intimidating non-members were "disturbing" and that it would investigate the allegations. It was also disturbed by Transnet's interdicts as its members had been on Transnet property "where they are supposed to be working" and were therefore guilty of no wrong-doing.

Sarhwu Southern Transvaal

chairman Robert Mashigo said if members rejected the revised wage proposal then the union's general council meeting on Sunday might call on its members to embark on a national strike

Sarhwu, which has 40 000 members in Transnet's 115 000 workforce, embarked on marches, go-slows and work stoppages from Monday

Transnet revised its original wage offer to 10% for employees earning more than R16 600 a year, and a minimum wage of R1 500

Yesterday, only about 5 000 Sarhwu members countrywide were registered absent for work, Transnet said.

Durban harbour was running at only a third of its capacity, work had stopped completely at Cape Town harbour's break-bulk division and Portnet communications manager Adri Bootsma said the Cape Town container division was operating at a fifth of normal capacity.

Transnet and union talks continue today

Full scale strike for next week if union settlement delayed

■ BY JUSTICE MALALA
LABOUR REPORTER

A national strike by transport workers could go ahead next week if a settlement was not reached with Transnet today, South African Railway and Harbour Workers' Union regional chairman Robert Mashego has warned.

The strike could paralyse national rail, airline and harbour services.

Mashego, speaking on SABC radio, confirmed that 15 000 SARHWU members would march from Wanderers Street in central Johannesburg to Transnet head offices in Parktown at 9 am today, to hand in a memorandum backing union wage demands.

Informal talks between union leaders and Transnet are scheduled to continue at noon today, and formal negotiations are planned for tomorrow.

Union leaders and Transnet management ended 5½ hours of informal wage negotiations last night with no agreement.

Representatives of the seven trade unions agreed with management not to divulge details of the meeting and agreed to resume the talks today.

"We believe the meeting was constructive and allowed the parties to explore a number of issues," Transnet human re-

(SAR) *(ISN)* *Star 11/7/95*
sources manager Con Jooste said late last night Transnet was concerned about continuing industrial action, he added.

Eleven thousand of Transnet's 115 000 employees on Monday embarked on strike action following a failed 11th hour attempt at the weekend by management to break the deadlock with the unions.

At the time of going to press Transnet spokesmen could not confirm whether transport services had again been hit by strike action.

Transnet reported that the work stoppages by the union yesterday had failed to bite, with some depots reporting 100% worker attendance, while the worst-hit areas, like Durban, had reported at most a 75% stay-away.

Of Transnet's 115 000 workers, 40 000 of them Sarhwu members, only 11 000 had been registered absent.

Sarhwu president Nelson Ndinisa hailed the action a success, saying all the union's regions had embarked on some form of action and that more would follow today.

Although six train services were cancelled in Gauteng yesterday it is expected that there will be no problems today as tram drivers are not participating in the action yet.

The union is demanding a 17%

wage increase and R400 more for all workers on the lowest grades to bring them to a R1 500 minimum wage.

During weekend talks Transnet revised its original wage offer to 10% for employees earning more than R16 600 a year, and a minimum wage of R1 500.

The other unions in dispute with Transnet include the Technical Workers' Union; South African Rail and Harbour Workers' Union, Transnet Allied Trade Union, the Footplate Staff Association; the Black Trade Union of Transnet, the Transnet Employees' Union and the Cell Staff Union.

None of them have embarked on industrial action, and spokesmen said yesterday they were still considering the new offer.

However, SA Footplate Staff Association spokesman Chris de Vos told Sapa the unions were now demanding 12% for higher paid workers and a reduction of the R347 per month non-pensionable allowance for lower income workers, which would mean a higher basic salary.

De Vos said he remained optimistic that an agreement could be reached, especially since the intervention of Minister of Public Enterprises Stella Sigcau and Deputy President Thabo Mbeki.

Transnet spokesman Con Jooste said Durban and the Western Cape were worst affected by the action.

Threat of more stoppages on way

Transport workers begin first strike

(152) (270) Stan 6/7/95

■ OWN CORRESPONDENT

Kimberley — Hundreds of South African Railway and Harbour Workers' Union (Sarhwu) members went on strike in Kimberley yesterday. Railway and cargo services at the Beaconsfield Depot came to a standstill.

The stayaway is a prelude to a threatened national strike by 30 000 workers which could hit the country next week if transport unions' demands for a 17% wage increase are not met.

Representatives of seven unions have said they do not expect members to accept Transnet's offer of 9% and have warned of massive disruptions.

The strike would affect all passenger and cargo trains, parcel delivery and harbour services, and might trigger off sympathy strikes by airline staff,

said union spokesman Christo van Heerden.

Sapa reports Transnet spokesman Victor van Vuuren said "We will do our utmost to avoid a strike. We are prepared to reconsider our final offer and will have to see what labour brings to the table at our next meeting on July 12."

Besides the railways and harbours union, the six others involved in the looming action are the Technical Workers' Union, the SA Footplate Staff Association, the Transnet Allied Trade Union, the Black Trade Union, Transnet Employees Union, and Salstaff Salaried Staff.

Members have vowed to continue striking until Transnet gives in to their salary demands.

Sarhwu's meeting with its members at the PX goods shed in Beaconsfield yesterday ended

with workers downing tools before a scheduled meeting with the management.

Sarhwu provincial secretary Arthur Mosikare claimed that after eight weeks it was evident to the union that Transnet did not want to settle amicably.

He said that for the past three years Transnet's offers were in the region of 7%, which was and still is below the inflation rate.

"We find the final offer of R100 across the board for general workers unacceptable.

"It is for this reason that after broader consultation with our membership the union resolved to embark on industrial action."

The union's minimum demand is an across-the-board increase of R350 which the union claims is reasonable given the profit of R200-million generated by Transnet.

Still division in some ranks as most Transnet workers quit strike

Star 15/12/95 (S2)

Most Transnet operations re-
turned to normal yesterday in
spite of a continuing wage
strike by 12 500 of its 115 000
workers

The South African Railway
and Harbours Workers'
Union, the largest union en-
gaged in strike action, said a
decision to continue the strike
would be taken after consult-
ing members

Unions have demanded a
wage increase of between 12%
and 17%, with a R350 in-
crease for lower paid work-

ers. Transnet has offered 10%
with a R1 500 minimum wage,
two cash allowances of R262
and a larger cash allowance
for workers earning more
than R16 000 a year.

Transnet's contribution to
workers' pension funds, which
have suffered shortfalls for
several years, would increase
by R145-million

Durban harbour, severely
affected by the strike this
week, was operating almost
normally yesterday.
About 70% of staff were

back at work.

Hundreds of striking Trans-
net workers who blockaded
the entrance to Klerksdorp's
PX division depot were or-
dered off the premises after
an urgent court interdict was
issued.

It authorised police to re-
move strikers, ordered strik-
ers to stay at least 500m away
from the depot and barred
them from preventing custom-
ers or other workers from en-
tering and from interfering
with Transnet business

Transnet spokesman Ken-

ter Krige said Portnet opera-
tions in Cape Town, East Lon-
don and Port Elizabeth were
back to normal.

Members of the Technical
Workers' Union remained on
strike in Port Elizabeth

Spoornet operations in the
Western and Eastern Cape
were normal

SA Footplate Association
spokesman Chris de Vos said
unions were exploring chan-
nels to put cash into workers'

pockets

A spokesman for Salstaff,
the second-largest Transnet
union, said members had
been instructed to stop all
forms of strike action.

Salstaff would resort to in-
dustrial action only if there
was deadlock in formal nego-
tiations and a ballot support-
ed a strike, said spokesman
Andre Venter

The union was deeply con-
cerned about the effect a na-
tional strike would have on
the economy — Sapa.

Workers suspend wage go-slow

(152) SKW 11/7/95

The week-long go-slow by about 700 union workers at the Bophuthatswana Broadcasting Corporation (BBC) has been suspended with wage talks in progress.

The go-slow was sparked by allegations of secret salary increases for some employees.

BBC director-general Solomon Kotane said yesterday the union had sought the intervention of the North West government in the dispute.

He said due to constraints from the past, increases are not possible at present. — Labour Reporter.

White Telkom staff may strike over merit system

(152) (208) STAV 21/7/95 (206)

BY JUSTICE MALALA
LABOUR REPORTER

Witwatersrand communication services may be severely disrupted next month if about 6 000 white Telkom workers in key positions vote to embark on a strike over affirmative action.

Spokesman for the whites-only Mineworkers' Union (MWU) A C van Wyk said yesterday the union would be conducting a strike ballot among its members in this region on July 31, after negotiations about Telkom's merit system deadlocked.

"Telkom's view is that the MWU is not acting in good faith as they are still negotiating with Telkom at national level and have already indicated that they support the company's affirmative action policy," it said.

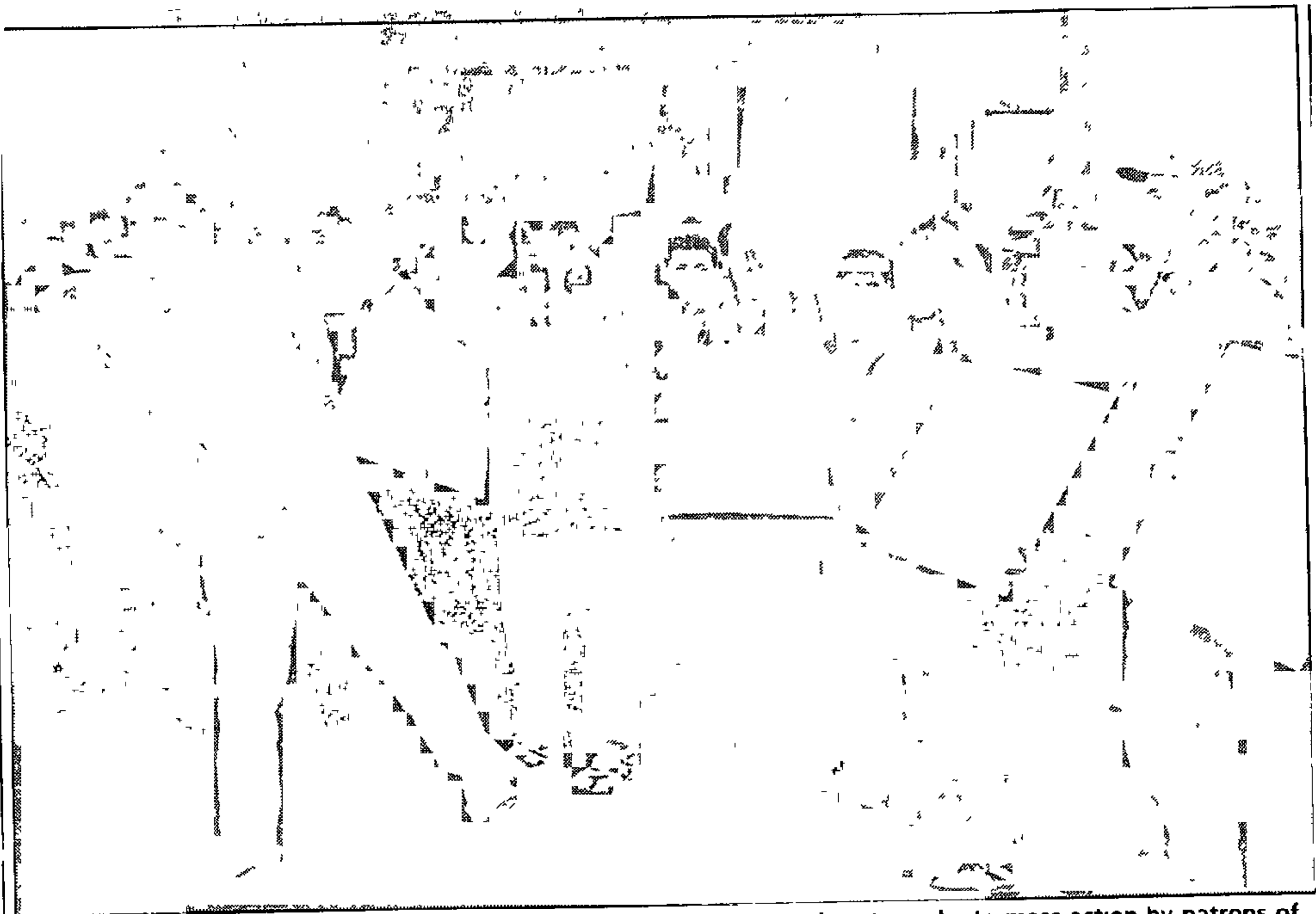
Van Wyk said Telkom had un-

ilaterally scrapped a long-standing merit system and was now advertising posts which were being filled by affirmative action appointees only.

"They are appointing people without qualifications and experience at the expense of our members. We consider this to be unfair as our members have the experience but are being ignored," he said.

Telkom said the advertising of posts was only an interim arrangement until a new merit system in line with affirmative action policies had been found through negotiations with the unions.

Van Wyk said the union had key technical members in Telkom divisions which were responsible for television, radio, satellite and telegraph services.



Protest . . . an anti-crime blockade organised by farmer Johnny Goncalves turned into mass action by patrons of City Deep fresh produce market, where all work stopped for an hour yesterday. PICTURE MOTLHALEFI MAHLABE

Traffic jam as angry protesters blockade market

BY SHIRLEY WOODGATE

Johannesburg's City Deep fresh produce market was brought to a standstill for almost an hour yesterday when trucks were used to blockade the main entrance in a protest against crime and lack of security.

Traffic built up for several kilometres along Heidelberg Road when the spontaneous action by a handful of market operators snowballed after 9am at the country's main meat and fresh produce marketplace.

The truck blockade followed a

meeting by market operators on Monday — triggered by Saturday's cold-blooded murder of 60-year-old buyer Alfonso de Tringada in the vegetable hall — and organisers warned that the protests would continue in one form or another until the market's crime situation was properly addressed.

Led by farmer Johnny Goncalves, the vehicles rolled in with hooters blaring and lights flashing as picketers took up positions with placards reading "My child was murdered", "Give SAP free access to City Deep", "No

STW 21/7/95 (58)(152)
 bail for murderers" and "Johannesburg market no longer safe".

As the crowd swelled to several hundred, calls went out for the mayor's presence, with Goncalves insisting: "It is time the council, which takes our money, puts something back into this market." Supporters took up the chant "Dead businessmen don't invest their money".

One protester insisted that producers start red-lining the market and go to Pretoria unless security and hygiene were improved. "We won't continue coming here to be murdered and

robbed," he said.

"The time for the criminal is over," the crowd chanted. "We have rights, we pay taxes."

Market chief Daan Spengler accepted a memorandum from the protesters, who called for an immediate improvement in market security, free access on a 24-hour basis, appropriate sentencing of hijackers, murderers and armed robbers, and full sentences for criminals.

An open letter to the Government called for effective sentencing of violent criminals.

Key workers force talks

Star 26/9/95

(152)

■ BY JUSTICE MALALA
LABOUR REPORTER

A crucial two-day meeting to stave off a threatened wage strike by government computer workers begins in Pretoria today as tensions between civil servants and provincial governments continue to rise.

Members of a task team assessing progress on salary structures and payment allowances yesterday attended a hastily-arranged meeting, called by Public Service and Administration Minister Zola Skweyiya.

Government computer operators are threatening a strike from Friday which could result in the Government's international monetary dealings, air traffic control, the weather bureau, social pensions, and revenue collection being seriously affected.

Their complaints centre on pay increases and allowances which they contend should be paid to them by the Government.

■ Responding to threats of industrial action by members of the Public Servants' Association (PSA) over government plans to move 3 000 officials from Pretoria to Johannesburg, Gauteng director-general Vincent Mntambo said all issues the body had raised had been dealt with.

The union has complained that no consultation had taken place on the move, taken by the provincial legislature last year, in terms of which the Gauteng administration would be located in Johannesburg.

"As far as I am concerned, all the issues concerning this issue have been dealt with and the plans to move the officials here will go ahead," Mntambo said.

PSA deputy general manager Anton Lourens said the association had consulted its lawyers following a meeting of the affected officials last Thursday.

"We have decided to write another letter to Mntambo, requesting further clarification on the issue and will then decide on what action we will take. We have continually asked them what the exact plans in terms of the move are, but nothing, absolutely nothing, has come from them," he said yesterday.

■ In the Eastern Cape, PSA members have also threatened to embark on industrial action after MEC for Finance Shepherd Mayatula reportedly said the civil service would be trimmed "drastically" by year-end.

The association said more than 10 000 members would embark on industrial action if the

restructuring moves took place without its involvement.

Lourens said yesterday moves to quell the Eastern Cape civil servants' fears were under way, but warned that actions would continue if there was no transparency and co-operation.

■ SA could face various forms of industrial action, including a strike, by more than 50 000 municipal workers if wage negotiations with municipalities are not settled by August 10.

The SA Municipal Workers' Union (Samwu) decided at a special meeting at the weekend — held to assess progress in wage talks at provincial and local level — that little or no progress had been made and that industrial action would be necessary if no further movement occurred.

Should industrial action take place, garbage deliveries, water and electricity maintenance, street cleaning, municipal transport, local administration and emergency services could be affected.

The union is demanding a minimum wage of R1 500 a month for all workers in major centres and R1 000 a month in rural towns.

► Overseas help sought
- Page 13

Six of seven unions agree on deal

Rail and harbour strike set to end

(152) (152) 18/7/95 SPAN
BY JUSTICE MALALA
LABOUR REPORTER

The week-long industrial protest action by rail and harbour workers, which paralysed Cape Town and Durban ports, is set to end this week.

Six of the workers' seven unions have agreed to an improved pay package offered by Transnet yesterday.

Union leaders said they would instruct workers to resume duties today and tomorrow, ending the work stoppage and removing the threat of a national strike by the parastatal's 115 000 workers.

However, cracks in the unions' united stance over the package appeared yesterday when one said it had signed the agreement under protest, with another saying it had to consult with members before signing.

The Technical Workers' Union and the Employees' Union of SA, representing about 18 000 Transnet workers, said the package fell far short of what they had expected.

Nelson Ndimisa, president of the SA Railway and Harbour Workers' Union, which has 40 000 members in Transnet and which led the mass action last week, said the deal was the best

that could be reached.

The parties agreed that workers earning more than R16 000 a year would receive an across-the-board increase of 10%, with an additional non-pensionable increase of between R130 for those at the lowest rung and R75 for those at the top.

Workers earning less than R16 000 a year would receive an across-the-board pensionable increase of R152,50 plus another non-pensionable R120 increase.

Meanwhile, most Transnet workers had returned to work yesterday. Harbour activities were also returning to normal.

Star 24/7/95

Plea for Govt to condemn hostage-taking

■ OWN CORRESPONDENT

Cape Town — Western Cape Health and Welfare MEC Ebrahim Rasool is to approach the President's office today for a hard-hitting condemnation of hostage-taking, after two inci-

dents unsettled the province's health service last week

~~152~~ (152)
Student nurses held the Red Cross Children's Hospital superintendent hostage and trashed his office on Wednesday. On Thursday, Tygerberg Hospi-

tal general assistants took their superintendent hostage.

Rasool said "We've had two incidents in two days. It creates the impression that it's open season on managers and that if you take a hostage your problem gets dealt with."

Transnet, unions hope to strike deal to prevent threatened mass action

BY JUSTICE MALALA
LABOUR REPORTER

Transnet management and the seven trade unions representing its workers hope to strike a wage deal when they meet today, after a week of disruptive mass action which petered out at the weekend.

Transnet and union spokesmen said the talks, which follow a secret revised wage offer by Transnet in a meeting last Wednesday, would be held to get union members' response to the offer and to avert a threatened national strike.

Transnet employs about 115 000 people. Should the threatened strike take place, rail, airline and harbour services countrywide would come to a standstill.

The meeting takes place after a week of mass action by members of the SA Railway and Harbour Workers' Union, which cost the country millions of rands as

goods were delayed at harbours when workers downed tools.

In Pretoria and parts of the Northern Province hundreds of thousands of commuters were stranded last Thursday as train drivers belonging to the SA Footplate Staff Association (Safsa) stopped work to press home the unions' wage demands.

But most Transnet operations returned to normal over the weekend, pending today's talks. Durban harbour authorities said yesterday that if employees returned to work today, when further wage talks are scheduled, the port's cargo backlog could be cleared after the strike.

"There is improved operation as from yesterday, but the port is still operating at 79%. It appears to be positive that the workers are returning to work. Marine, dockyards and pier services are operating at 100%," Portnet spokesman Yvonne de Kock said yesterday.

But she said everything could

still depend on the outcome of today's negotiations.

Transnet senior human resources manager, Con Jooste, said the corporation hoped for a breakthrough in the talks today. Safsa general secretary Chris de Vos said at the weekend that workers' impatience with Transnet's offer had shown itself through last week's strikes.

"Pressure is mounting on the unions to press Transnet management to deliver a fair wage packet. If Transnet does not increase its offer today then our members will definitely decide to strike," he said.

The unions are demanding a 17% wage increase and R375 more for all workers on the lowest grades to bring them to a R1 500 minimum wage which is pensionable. Before last Wednesday's meeting, management offered a 10% across-the-board increase and a minimum wage of R1 500, of which R300 is non-pensionable.

(152) (270) SPAN 17/7/95

■ BY NORMAN CHANDLER
PRETORIA BUREAU

Computer operators' strike 'illegal'

The Government believes that industrial action launched this week by about 1 000 computer operators in several state departments is illegal

The operators — members of the Government Information Technology Union of South Africa (Gitusa) — began a work-to-rule action on Monday and have threatened a full-scale strike from July 28

They are demanding a 20% increase until negotiations are finalised

Their industrial action has so far affected the Government's international financial transac-

tions and it could affect air traffic control, Inland Revenue, the payment of social pensions, the Weather Bureau and the payment of salaries to temporary public servants

A spokesman for the Public Service Commission told The Star yesterday that the Public Service Bargaining Council — of which Gitusa is a member — had been asked at recent annual salary negotiations for a 15% hike in salaries, an adjustment to the minimum wage and for more money for specific occupational classes of employment

Negotiations resulted in all employee organisations, except Gitusa, reaching an agreement. This would normally mean that all organisations were bound by a majority decision

"The State offered to launch an investigation into the service dispensations for Gitusa and international technology personnel in general to determine what the problems were and how they could be addressed.

"The State is of the opinion that no deadlock exists and that any industrial action will be illegal in terms of the Public Service

Labour-Relations Act," said the Public Service Commission.

The Public Servants Association's Casper van Rensburg said he was concerned about the effects of a work stoppage by computer operators.

"The Government has to reach a compromise with these people in the interests of the country," he said.

He described them as a "vital cog" in the day-to-day life of the country because of the wide range of services they rendered. Van Rensburg said computer

operators at various centres throughout the country were frustrated because many of their colleagues had been employed by private contractors to the Government at salaries "two to three times" higher than what the Government paid

The computer operators have made three demands

■ A rationalisation of the combined public service/private contractors business

■ A salary review

■ That the bargaining council should discuss the issue

They also rejected a demand that staff themselves negotiated with the nine provinces on a pay rise, describing this as "provocation of the highest degree".

Transnet plays down strike's effect

Renee Grawitz

A STRIKE by 600 Transnet workers in Kimberly had not caused major disruptions, but if continued it could have a marginal impact on operations, Transnet spokesman Con Jooste said yesterday.

The seven Transnet unions party to the industrial council wage negotiations claimed the strike was in response to the final wage offer tabled by Transnet.

It is understood that many of the strikers were members of the Cosatu-aligned SA Railway and Harbour Workers' Union (Sarhwu) and the National Council of Trade Unions-aligned Black Trade Union of Transnet (Blatu).

The Federation of SA Labour Unions-aligned Technical Workers' Union (TWU) general secretary Christo van Heerden said yesterday the Transnet unions would embark on strike action if the company did not show any movement in amending its final wage offer at the meeting on July 12.

Speaking on behalf of all the unions, the TWU said mass meetings were being scheduled countrywide between now and Monday.

"The no work, no pay policy is no threat to the workers"

Jooste said a strike in Durban by 180 members of Sarhwu was not related to wage demands but was to back a demand for the reinstatement of two workers

The TWU, it is understood, had expressed concern in recent months at the manner in which Transnet was implementing its affirmative action programme The Turning Policy — the programme intended to correct racial imbalances in the industry — was seen by the union to be counter-productive. The union claimed the hasty and clumsy way in which the programme was being implemented could destroy its credibility.

Reuter reports from Durban that Transnet said yesterday union threats of industrial action were premature and could jeopardise current wage talks

"Our view is that workers have (made a) strike threat too soon, be-

fore negotiations are over," Transnet spokesman Victor van Vuuren said

"I think it could jeopardise negotiations... if people just get worked up because of the publicity they get"

SA Footplate Staff Association spokesman Louis Brockett said seven Transnet unions had threatened this week to strike if their wage demands were not met

"(Transnet) is offering us a 9% increase. We feel we deserve more We are going to speak to our members."

Brockett said the commuter train drivers' strike in Durban two weeks ago, which left up to 200 000 people stranded, was a "starter, with the main course to follow"

Van Vuuren said Transnet had offered a 9% increase to those earning R16 000 a year and a 20% rise for those paid less than that.

Sapa reports that Transnet, currently operating at a loss, said it could afford only a 9% increase.

Transnet said consistent losses, coupled with multimillion-rand benefit plans like home loans and training programmes, had pulled the transport company's straps too tight

Chaos as rail strike intensifies at stations

Farouk Chothia

(152) (S) (S) (S)
DURBAN — The strike at railway stations intensified in several provinces yesterday, but the blockade at the Durban port ended after management served an eviction order and Cape Town harbour was reportedly almost fully operational.

SA Footplate Staff Association general secretary Chris de Vos said there had been serious disruptions to train services in Gauteng, Northern Province and Eastern Transvaal after rail workers became "frustrated" at the fact that negotiations

were "dragging on" Cargo could not pass between Zimbabwe and SA via the Beitbridge border due to the stoppage.

He said the union had urged workers to return to work from midnight last night, and they were expected to heed the call. "But what happens after negotiations are finalised is a big question," De Vos said. Transnet spokesman Con Jooste said several Supreme Court interdicts had been obtained against strikers in Durban yesterday in a bid to stem violence, intimidation and disruption of services.

Transnet was also applying for a

"national interdict" to halt disruptions at "flashpoints" countrywide.

He said about 14 000 Transnet workers had been absent from work yesterday, but this was largely due to intimidation. The wage strike had been confined largely to members of the SA Railway and Harbours Workers' Union (Sahrwu), but they were joined by other union members yesterday.

De Vos said at this stage, workers were "very unhappy" with Transnet moving its wage offer by only one percentage point.

Continued on Page 2

Strike

Continued from Page 1

from 9%-10% at the industrial council on Wednesday morning. The situation had been aggravated by Transnet threatening on Wednesday night to revert to its 9% offer if its 10% offer was rejected when talks resume on Monday.

Durban Metro Rail spokesman Peter Mitchell said a 20% service was provided yesterday afternoon. There had been a "signalling problem". Guards had also downed tools.

Sapa reports there were complete disruptions to Pretoria's train commuter service yesterday after a decision by train drivers and technical personnel to join the strike. Metro said many commuters had been stranded.

About 3 000 Sahrwu members marched through Durban yesterday, reiterating their demand for a 17% increase for graded workers and a R1 500 minimum pensionable wage. Sahrwu southern Natal spokesman Bernard Majola said the demonstration did not mean Sahrwu had rejected Transnet's latest offer, or that the strike would intensify. Workers would decide at a rally in Durban today.

Sahrwu president Nelson Ndinisa said Sahrwu's national leadership would meet on Sunday to assess the situation.

Portnet Durban spokesman Johann

(152) (S) (S) (S) 60/14/7/95
Botha said workers lifted their blockade of Durban harbour's container terminal yesterday, before dispersing. Portnet had served an eviction order on strikers. The port would be fully operational today and administrative staff and casual labourers would be used to catch up the backlog.

However, Durban Regional Chamber of Business spokesman Mike Norris estimated the strike's backlog would take three to four weeks to clear. He suggested shipping lines might impose surcharges to compensate for lost time.

Chamber president Robin Boustred told a news briefing dock strikes and illegal blockades of container depots were effectively sabotaging SA's export capability. Some Durban-based businesses faced closure because of a three-day work stoppage at Durban harbour. "One of our member businesses said it had to close down because of the uncertainty of delivery associated with Durban harbour."

Portnet Cape Town spokesman Adri Bootsma said the strike at the city's harbour had ended.

Cape Chamber of Commerce and Industry spokesman Albert Schuitmater said the strike had cost the region R10m.

Jooste said disruptions had subsided in certain provinces but spread to others. Northern Province was a "problem" while the Western Cape was back to normal.

Molopo Sun, union to look at police facts

Nomavenda
Mathiane

180/3/7/95
A WEEK-long Molopo Sun strike ended yesterday after successful negotiations between Sun International management and the SA Commercial, Catering and Allied Workers' Union

Work had stopped after the death of senior shop steward and prominent Saccawu member Sammy Mogano in a police cell after he had been picked up by police investigating a robbery at the hotel in the slots division.

Sun International and Saccawu yesterday jointly rejected earlier reports that Mogano was under investigation as a suspect in the robbery

A commission made up of representatives from the Molopo Sun and Saccawu, headed by the Mediation Conciliation Centre's advocate Mohammed Jaybay, has been set up to examine the facts of the police investigation into the robbery

at the hotel.

Sapa reports Sun International human resources director Rob Rimmer stressed that Jaybay's investigations would be directed solely at the circumstances which led to Magano being taken away by the police, not his death.

Neither the hotel nor the union had the jurisdiction to conduct an inquiry into how the trade unionist died

The hotel's general manager and security manager have suspended themselves from their positions pending the outcome of Jaybay's investigations.

The union has said there was suspicion of collusion between police and hotel security staff.

Northwest safety and security MEC Satish Roopa has appointed a six-man team to investigate Magano's death, to report to him within 14 days.

The official report of an independent pathologist will be made available to the team.

Transnet, unions tackle deadlock

Business Day Reporter

~~278~~ (152) BD 11/7/95

TRANSNET and its seven representative trade unions met last night and intended continuing discussions through the night if necessary in a bid to break the deadlock on wage negotiations which sparked disruptions in many areas yesterday.

This followed a labour caucus yesterday in which the unions discussed management's revised wage offer of a 10% increase, bringing the minimum wage to R1 500 a month.

SA Railway and Harbours Workers' Union (Sarhwu) regional chairman Richard Mashego said Sarhwu had rejected this offer as a large portion of these wages would be non-pensionable. This meant the base wage of R1 152 a month would be the floor from which negotiations started next year and pension contributions would not reflect the full amount of the increase.

Other unions appeared reluctant to join Sarhwu's protests and seemed willing to sign the offer. However, Mashego said Sarhwu was effectively one of only two unions affected by this aspect of management's offer as it was an attempt by Transnet to increase wages of the lowest categories while not putting undue pressure on pension reserves.

He said disruptions planned for today would go ahead despite further scheduled formal negotiations tomorrow and infor-

Continued on Page 2

Deadlock ~~(278)~~ (152) BD 11/7/95

Continued from Page 1

mal discussions yesterday.

Workers would march from Sarhwu's head office in central Johannesburg to Transnet Park in Parktown.

Yesterday, rail traffic was most badly affected in Durban where about 25 000 of the city's 200 000 rail commuters were left stranded by train cancellations. Rail services were also affected in the Eastern and Western Cape.

Transnet said its Northern Province PX

division had employed temporary workers to replace strikers.

Portnet spokesman Johan Hagen said most ports — with the exception of Richards Bay and Saldanha — had reported reduced attendance ranging from zero in East London to 90% in Port Elizabeth. He attributed this to sympathy action as Portnet's wage negotiations had not started.

Cape Town was operating at half its normal capacity, but Durban's port was 90% operational although road traffic to and from the port had been stopped.

Rail union poised to strike

Mduduzi ka Harvey

(152)

FREIGHT and passenger services countrywide could come to a standstill as more than 40 000 SA Railways and Harbours Workers' Union (Sarhwi) workers go on an illegal strike next Tuesday.

At a news conference in Johannesburg yesterday, the union said it would be joined by six other unions, which could bring the number of strikers up to 140 000.

Sarhwi president Nelson Ndinisa said all the union's regions had rejected a Transnet offer of a 9% wage increase. Workers were demanding a 17% increase and an additional R400 hike for lower-income earners.

The parties meet again on Wednesday. Other unions which may join the strike

are the Technical Workers' Union, the SA Footplate Staff Association, Transnet Allied Trade Union, the Black Trade Union of Transnet, the Cell Staff Union and the Transnet Employees' Union.

However, the SA Footplate Staff Association has urged its members to wait for the outcome of Wednesday's meeting.

Sarhwi said more than 3-million daily rail commuters could be left stranded by the strike.

Transnet human resources GM Victor van Vuuren acknowledged the strike would have a big effect on passenger and goods transport countrywide.

If the strike action was national, he said, contingency plans would be made.

Continued on Page 2

Strike

(152)

Continued from Page 1

Van Vuuren could not understand how the union could renege on an industrial council agreement which stipulated that, if negotiations failed, parties would refer the matter to compulsory mediation.

Van Vuuren said Transnet could not afford a 17% wage increase. He said the unions had been offered a R1 460 minimum wage, in response to the demand for a R1 500 minimum.

Transnet said this week that four years of consistent losses and costly employee

benefits prevented the company from meeting union demands.

Ndiniso said the union rejected the notion that the company could not afford the wage demands, and said it had been able to make a profit of R2,2bn through the suffering of workers, before pension deficit payment. He said the pension deficit had been brought down from R17bn in 1990 to R4,2bn this year.

Ndiniso also blamed Transnet for withholding R66m for promotions and job evaluations without informing the union.

● Picture: Page 3

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Transnet braced for disruptions

Strike goes on despite latest offer

BD 10/7/95

(152)

Erica Jankowitz

WIDESPREAD disruptions are expected in public transport today following the failure of last-ditch weekend meetings aimed at bridging the gap between Transnet's wage offer and the demands of its seven representative trade unions.

On Saturday Transnet tabled an informal final offer in a bid to break a deadlock and head off an illegal strike planned by workers, but the key SA Railways and Harbours Workers Union (Sarhwu) did not respond to the offer and has vowed to continue with a stayaway and service disruptions.

While some trains in the country are likely to run normally, there could be serious disruptions in KwaZulu-Natal and in parcel services. Transnet's PX container service is expected to be brought to a complete halt as Sarhwu has almost 100% representation in this operation.

Transnet management met six of the unions on Saturday but Sarhwu was unable to attend the discussion, initiated by Public Enterprises Minister Stella Sigcau.

The negotiations were described as encouraging and at least one union, the SA Footplate Staff Association, said it would "definitely not" strike today as planned.

The offer was communicated to Sarhwu late Saturday evening, but by late yesterday the union had not responded to the revised offer, Transnet human resources director Vic van Vuuren said yesterday.

Sarhwu president Nelson Ndinisa said yesterday that the seven unions would meet today to discuss the offer, having consulted members and union leadership.

Neither management nor the unions would disclose the content of the new offer.

Transnet said that if it was rejected in the next round of industrial council negotiations — scheduled for Wednesday — it would revert to its previous offer of a 9% increase and R1 460 a month minimum wage, said Van Vuuren.

Van Vuuren acknowledged it would be almost impossible for Sarhwu to call off national action due to start today.

Ndinisa said the union would not stop planned disruptions as the dispute had not been resolved.

He said there would be "no normality" in public transport today and tomorrow. Marches and stoppages were planned over the next two days in all major centres with union members marching to deliver a memorandum to Transnet's Johannesburg head office tomorrow, he said.

Van Vuuren said Transnet expected differences in the intensity of action depending on where Sarhwu members were well organised and whether other regional issues would be tagged on to "wage-initiated" stoppages.

For example, in KwaZulu-Natal continuing IFP-ANC rivalry would help intensify the union's planned action.

Disruptions were anticipated, but nothing "major".

Many trains were expected to run normally as train drivers belonged to the SA Footplate Staff Association.

Airways would not be affected as very few Sarhwu members were employed in this sector.

Sarhwu represents about 40 000 of Transnet's 140 000 staff complement.

Taxis and buses set to cash in on strike

Theo Rawana

MD 11/7/95
 TAXIS and buses would move in to transport stranded passengers in the event of a breakdown in Transnet passenger services due to the strike by SA Railway and Harbours Workers' Union members, operators of both transport modes said yesterday.

Although some industry leaders wanted to avoid being seen as "cashing in" by taking over what was traditionally Transnet's market, they did acknowledge that it meant more passengers for their vehicles.

National African Federated Transport Organisation (Nafto) chairman Peter Rabali said his organisation's taximen were "willing and prepared" to move in to help if they were approached. "We know it will mean more money for the taxi industry, but we do not want to make it at the expense of colleagues in the passenger transport industry. We will assist, but only after getting an appeal from them."

Rabali appealed to Transnet to do all it could to get negotiations resumed "for the good of SA. With goods piling up at harbours

and stations, and passengers stranded, the country will be adversely affected"

Organised Taxi Industry convenor Boeti Letsoela said taxis would definitely cash in on the strike as Transnet had "enjoyed government subsidies while we have not". He said there had been no communication with Transnet with a view to improving the lot of commuters.

Putco MD Mike Olden said the utility did not have excess capacity for a major operation in the event of a breakdown in passenger services. The company would deal with the situation by increasing the trips per bus.

It was natural that the utility would have fuller buses. "But experience has been that lots of people go to taxis. This results in long queues and then others go and take buses. We are not trying to cash in — trains do the same when there is such a situation in buses and taxis," said Olden.

SA Bus Operators' Association executive director Jackie Walters said the organisation was monitoring the situation and that if there was any problem it would "lay on additional services."

Workers will strike

BOPHUTHATSWANA Broadcasting Corporation workers' week-long go slow in Mmabatho might turn into a full-blown strike should their pay dispute not be resolved by midnight on Sunday, the Media Workers' Union of SA said yesterday.

REPORTS Business Day, Reporters, Sapa.

Telegraph plc

BP 7/7/95

Portnet granted interdicts against Durban workers after violence

Renee Grawitzky

PORTNET, a division of Transnet, was granted a number of interdicts yesterday against striking workers in Durban following numerous acts of violence and claims of intimidation during union action in support of wage demands.

Widespread transport disruptions have occurred since Monday when the SA Railway and Harbour Workers' Union (SARHU) called for industrial action having rejected Transnet's 10% wage offer with a R1 500 a month minimum wage

The six other representative trade unions did not join the action which was largely supported by SARHU members at ports throughout the country. Some rail commuter traffic was also affected.

Transnet spokesman Con Jooste said last night that following outbreaks of violence and intimidation at Durban harbour, the company applied for interdicts to prevent further threat to lives, company property and client goods.

Jooste said a joint management and union delegation would be sent to Durban today to try to resolve the conflict

Cape Town harbour was also brought to a standstill as members of all the unions joined the illegal strike. The entrance to the container terminal was blockaded for a short period.

In Johannesburg, a number of operations, including the City Deep container depot and Spoorneel, were affected as close to 5 000 SARHU members marched to Transnet's head office in Parktown.

Workers marched in support of a pensionable minimum wage of R1 500. SARHU said that in terms of Transnet's revised offer at the weekend only R1 152 would be

Despite illegal strikes and commuter service marches, wage negotiations continued last night between Transnet and the seven trade unions with the parties scheduled to meet again today in a formal industrial council session.

Farouk Chothia reports that SARHU and southern Natal secretary Bongani Nogaga said Durban commuter train drivers, members of the SA Footplate Staff Association, joined the strike at 4pm yesterday, leaving thousands of passengers stranded at peak hour

Footplate general secretary Chris de Vos confirmed that the drivers had stopped working, but blamed this on drivers being victimised and feeling unsafe.

De Vos said that while negotiations continued, the union would not engage in strike action.

Nogaga said workers would "defy" the interdict against a blockade obtained by Portnet, and would "resist" any move by police to end their blockade. He said that by seeking a court order Portnet, was "worsening the situation"

Picture: Page 3

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'Farmworkers should be entitled to strike'

Renee Grawitzky

(152)
60 28/7/95

FARM labour legislation should be amended to give farmworkers the right to strike and they should not be regarded as an essential service, the Municipal, State, Food and Allied Workers' Union said yesterday.

The union's general secretary Richard Ramaqabe was commenting on a spate of dismissals and evictions of farmworkers in the Free State after workers embarked on strike action.

"It is a pipe dream for farmworkers to have the right to strike as they currently have no channel to go on a legal strike.

"We are talking about workers who have never had the right to strike and who live in appalling conditions"

A spokesman for the SA Agricultural Union said prior to this year legislation had not allowed workers to embark on strike action, but a dispute had been subject to compulsory arbitration.

The legislation had changed to provide that by mutual agreement the parties could contract out of reverting to compulsory arbitration. If a dispute was not resolved the union could embark on industrial action.

Ramaqabe said more than 600 workers had embarked on strike action in May at a number of farms after farmers had refused to recognise the union and grant improvements to wages and conditions of employment.

He said the lowest paid wage was R50 a month with an average minimum of R120 to R150. This excluded accommodation which was provided in some cases while some workers actually built their own homes.

National Land Committee (NLC) director Brendan Pearce said: "Government has to send a strong message to white farmers that they have to adapt to the new SA and that they can not continue to operate as slave masters and be a law unto themselves".

He said people's security to the land was central. The NLC believed that the property rights clause should be scrapped, "if the constitution protects private property this gives farmers rights as opposed to people who have no rights or security"

REUTERS

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Transnet and unions reach agreement to bring pay dispute to an end

Theo Rawana

TRANSNET reached agreement with the SA Railway and Harbours Workers' Union (Sarthru) and five other unions yesterday, ending a week-long pay dispute.

The five other unions are the Footplate Staff Association of SA, the Transnet Allied Trade Union, the Salaried Staff Association, the Black Labour and Trade Union, and the Technical Workers' Union (TWU).

The Employers' Union of SA (EUSA) indicated willingness to sign but said it had to consult members first.

At first the TWU said it would sign "under protest", but when management said this was unacceptable, the union signed unconditionally.

Sarthru president Nelson Ndinisa said workers at the lowest end of the scale would now receive an increase of about 20% — R1 200 a month in pensionable income and R300 in non-pensionable income to take their earnings to R1 500 a month.

Their present minimum is a basic R1 047 a month in pensionable income and R180 in non-pensionable earnings.

Workers earning above R16 000 a year

would receive a 10% across-the-board increase, plus a non-pensionable allowance varying from R130 a month at the lowest end to R75 a month at the top. The question of increasing workers' pensionable income would be discussed in a month.

The parties also agreed to establish a committee to look at ways of shortening working hours, while improving productivity. Basic annual leave would increase from 16 to 20 days from February.

Ndinisa said while not all his union's demands had been met, Sarthru members were comfortable with the agreement.

Sarthru had demanded R500 across the board for all workers earning R3 000 and below, and 25% for all workers earning more than R3 000. This demand was later reduced to R400 and 17%.

Transnet initially offered R100 and a R182 non-pensionable allowance across the board for workers earning less than R16 000 (R1 333 a month) and 9% for other workers earning more than R16 000 a year.

TWU president Dave Oosthuizen said his union had sought to sign the agreement under protest, but management had objected. "We offered to sign under protest because

we form only 10% of the workforce. We are also forced to work 45 hours a week. We have been hijacked, and cannot do anything about it."

SA Footplate Staff Association general secretary Chris de Vos was relieved that the dispute had ended. "We have not been hijacked. Our members will understand."

EUSA president Karl Mostert said his union had not signed but would do so today.

Transnet human resources GM Vic van Vuuren said the agreement showed that collective bargaining worked. "It was give-and-take on both sides."

SunBop strike threat

SUN International's SunBop operations, involving about 7 000 workers, is facing a strike by members of the SA Commercial, Catering and Allied Workers' Union

The union said yesterday parties had failed to resolve a wage dispute at a conciliation board hearing.

SUN International spokesman Rob Rimmer said the parties were not far apart and a meeting with the union was scheduled for today.

BN 26/7/95

(152) (239)

Govt computer staff stage sit-in

(152) (258)
Kevin O'Grady

GOVERNMENT computer operators yesterday staged a countrywide work stoppage and sit-in to back their salary demands and warned a strike could follow by the end of the month if agreement was not reached.

Casper van Rensburg, GM of the Public Service Association which represents 850 of 1 100 operators, said the sit-in halted all government financial transactions.

At the heart of the dispute were about 1 500 computer staff, privately contracted to the state, who were paid up to three times more than their public service counterparts.

Protesting staff members were concerned with the inequity as well as the attraction contractors held for public servants and were demanding a 28% "interim allowance to try and stop the outflow", Van Rensburg said.

"Operators can leave the public service one day and continue in their positions as contractual employees the next day on three times the salary," he said.

The issues had been tabled in the central chamber of the public service bargaining council and a statutory deadlock had been declared when no response was received after 62 days. If no satisfaction was received by July 28, members would embark on a 30-day strike.

Sapa reports all government financial transactions, including pension payouts and international business, could be affected by the sit-in.

Association members in the SA Po-

lice Service were also embroiled in a dispute over transfers without consultation, Van Rensburg said.

He said the association had sent an urgent notice to police commissioner George Fivaz's office giving him until today to undertake that no further transfers would occur. If no response was received, action would be taken.

No comment could be obtained from Fivaz's office yesterday.

Meanwhile in Durban, Farouk Chothia reports a one-day strike by 120 members of the National Protection Services ended yesterday after agreement was reached to resume payment of a R304 monthly allowance that had been withdrawn. Durban Protection Services commander Maj Chris Haziz said.

The strikers refused to provide security at President Nelson Mandela's official King's House residence in Durban on Monday and to guard MECs in the city.

Haziz said alternative arrangements had been made, including use of ordinary policemen, for the duration of the strike. The strikers belonged to the SA Police Union.

In Port Elizabeth, the Police and Prisons Civil Rights Union said it was willing to settle out of court a dispute at the North End Prison over transport to work.

In response to a Supreme Court interdict brought against the union to stop a go-slow protest at the prison, Popercu regional chairman Capt Welcome Kwenyama said it was a waste of taxpayers' money to take the matter to court.

19/7/95

Strike bites (162)

A LABOUR dispute at municipalities in Cape Town could go to mediation if wage talks failed, an SA Municipal Workers' Union spokesman said. **27/3/95**

Resources were being stretched to the limit at most funeral parlours because of the strike. An Athlone funeral parlour owner said there had been more cremations than usual since the strike.

Wage talks continue

after hostage drama

THABO MABASO
Staff Reporter and Sapa

(152) *AR 11/7/95*

NEGOTIATIONS between the executive committee of the Lingelethu West Town Council in Khayelitsha and the South African Municipal Workers' Union continue today.

But all hostages held by the striking municipal workers have been released.

The employees demanded an additional pay increase of up to 40 percent after the council disclosed that, because of a lack of funds, it could not pay recently-agreed increases for more than two months.

Council official Wilhe Olivier said the release of the hostages last night came after an agreement between the mayor of Lingelethu West and a union delegation that a solution would be sought today.

It was the third time this year that Lingelethu West

mayor Vuyani Ngcuka and his administrative staff had been held hostage over wage partly between themselves and their Ikapa Town Council counterparts.

Ironically yesterday's drama began as a result of attempts by Lingelethu West council to close the wage gap between its workforce and that of the Ikapa council.

Mr Ngcuka condemned the hostage-taking, saying the council and the workers had an agreement that a committee, on which the workers would be represented, would be formed to take up the wage issue with provincial local government minister Peter Marais.

The problem began at the end of May when workers got increases intended to close the controversial wage gap. The money came from the already depleted coffers of Lingelethu West.

Probe promised into

doctors' work conditions

Staff Reporter

AR 11/7/95

NATIONAL Health Minister Nkosazana Zuma has promised to investigate the working conditions of the country's doctors, and take steps to improve them.

This emerged at a meeting between Deputy President Thabo Mbeki, Dr Zuma, senior members of her department, and a six-person delegation from the Medical Association of South Africa (Masa) yesterday.

The Masa delegation included representatives from the medical profession, including general practitioners.

They met to discuss doctors' working conditions, salaries, overtime pay and related issues, after recommendations by a committee that investigat-

ed the national health insurance system.

Recommendations included a meeting between the department of health and health personnel representatives to look into how to improve working conditions and health delivery.

Masa spokesman Vincent Hlongwane said both Mr Mbeki and Dr Zuma committed themselves seriously to look at doctors' concerns.

"Dr Zuma said she would look into the matter and would give us feedback at a meeting scheduled for early August.

"We were not expecting yesterday's meeting to resolve all the issues, but we welcome their acknowledgement of the problem and the commitment they showed and the promises that solutions would be found," Mr Hlongwane said.

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Brewery workers strike over incentive bonuses

Staff Reporter

(152) AUG 4/7/95

SOUTH African Breweries workers have downed tools at the Newlands plant and warned that the action could spread throughout the food industry

port their demand for equal treatment, the Newlands workers introduced an overtime ban

This forced SAB to haul Gauteng-brewed beer to the Western Cape — at considerable cost

A spokesman for the 300 employees — virtually the entire Newlands workforce — said today SAB had paid incentive bonuses to workers at other plants, including Bellville and Ottery, but not at Newlands. This was an unfair labour practice, he said.

The spokesman said the workers would strike until tomorrow.

If the "reasonable demand" was not met (it would cost the company R1.2 million), it was hoped that members of the Food and Allied Workers Union at other companies would strike in sympathy.

Worker unhappiness began brewing when the incentive bonuses were paid at other plants in April A month ago, to sup-

SAB management was unavailable for comment today

Strike chaos

ARG 12/7/95

(152)

ROGER FRIEDMAN,
Staff Reporter

SHIPS bypassed Cape Town Harbour and headed for Port Elizabeth while others were queuing in Table Bay as industrial action entered its third day today

Acting port manager Derek Visser said the 'illegal' strike — which yesterday spread from one union to all unions represented in the harbour — had already had a "domino effect" on industry in the Western Cape

Export fruit was piling up, fishmeal-processing companies had run out of stock and kaolin mine silos were full. These were just some of the industries taking strain, Mr Visser said.

The South African Chamber of Business warned that actions which hinder international trade placed the growth rate necessary to sustain the RDP and other social programmes in jeopardy.

Mr Visser said some workers had returned to work. Two cranes were operating in the container depot which would alleviate pressure.

There were at least three bulk cargo ships in the roadstead waiting for a berth in Duncan Dock and one container ship waiting to enter Ben Schoeman Dock.

I have heard that a few vessels have bypassed us altogether making for Port Elizabeth, he said.

Portnet communication manager Adri Bootsma said today that while the break-bulk section of the harbour — Duncan Dock — was not operating, the container terminal was operating at 20 percent efficiency and the dry-dock at full capacity.

Ms Bootsma said 986 workers were working today and 368 were not.

The Port of Cape Town would like to apologise to all port-users who have been inconvenienced, she said.

Meanwhile a crunch meeting in Johannesburg today will determine whether Transnet workers throughout the country embark on a fully fledged strike.

Seven unions recognised by Transnet have warned that unless the corporation accedes to pay demands at the formal wage meeting, their 115 000 members will down tools on Monday — indefinitely.

The unions are the South African Railway and Harbour Workers' Union (Sahrwu), the Technical Workers' Union, the Transnet Allied Trade Union, the Footplate Staff Association, the Black Trade Union of Transnet, the Transnet Employees' Union and the Cell Staff Union.

Should the unions embark on a simultaneous strike, harbours, airports, rail and road services could be crippled.

They are demanding a 17 percent wage increase and a R1 500 minimum wage. Transnet's latest offer tabled at the weekend is a 10 percent increase for employees earning more than R16 600 a year, and a minimum wage of R1 500.

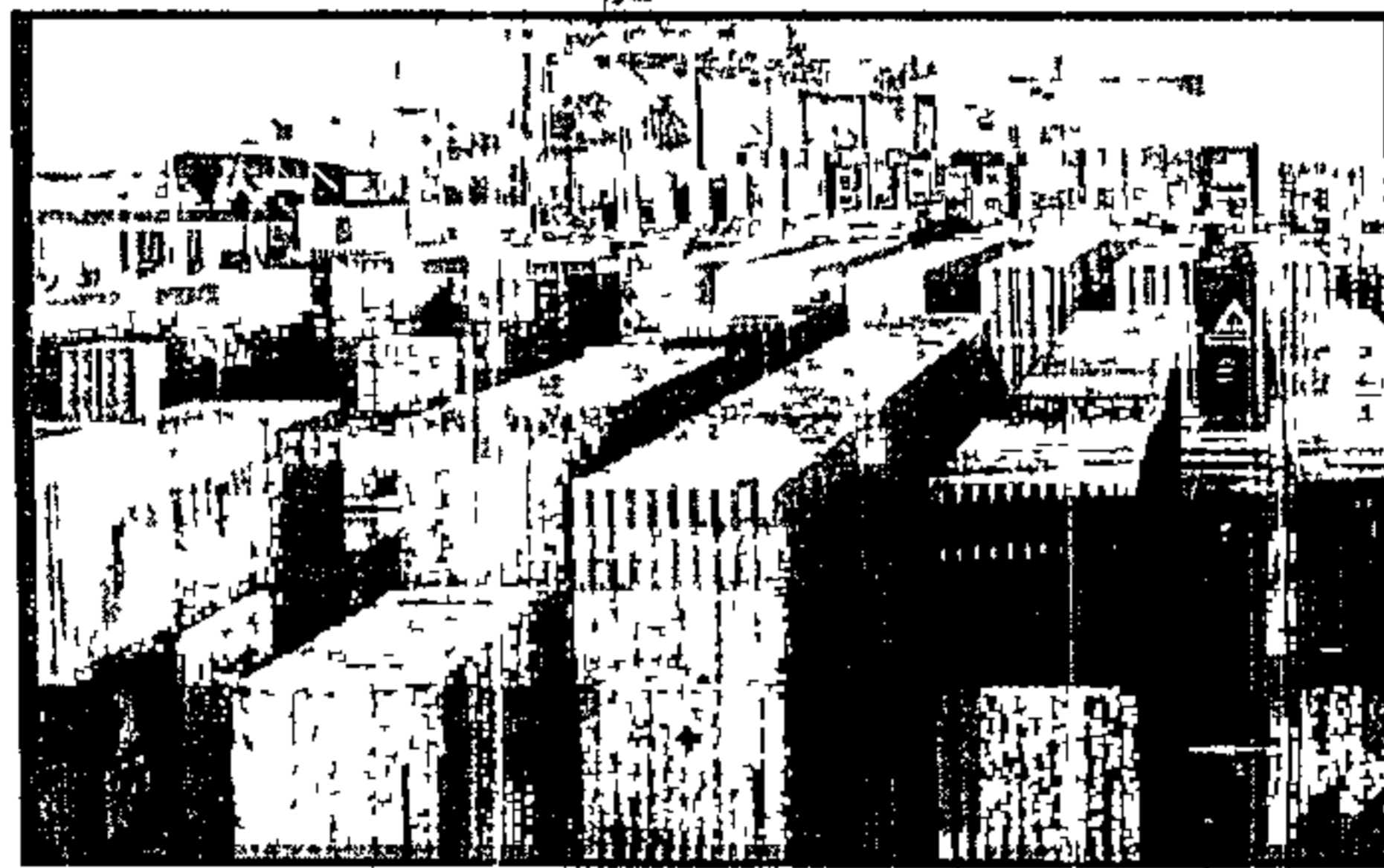
● The trauma at Cape Town Harbour was initially the result of one of the unions, Sahrwu, flexing its muscles on Monday to pressurise today's wage talks in Johannesburg.

The other unions had wanted to wait for the outcome of the talks before deciding on industrial action. But yesterday in the docks the action spread across union lines.

Sahrwu said today that its members had intended to work yesterday, but there was no point as all the other unions had downed tools.

Mr Visser said all had proceeded smoothly at Duncan Dock until 10.30 am when "mass action from the container terminal spread".

● Spoornet management told a group of about 500 workers outside the Spoornet tower in the harbour today that their demands were not being handled locally, but by the Transnet Chamber in Johannesburg.



Picture: HANNES THART The Argus

ON THE MOVE: Striking dock workers march to the Paul Sauer building on the Foreshore in an attempt to exert pressure during the crucial wage talks taking place in Johannesburg today.

STOCKPILE: The container depot at Cape Town Harbour is a sea of containers today as industrial action slows the loading and offloading of vessels to a trickle.

Strike stifles Cape Town airport and harbour services

ARG 10/7/95 (152) (219)

ROGER FRIEDMAN, Staff Reporter

OUTGOING air traffic at Cape Town Airport was disrupted today and the harbour was operating at only half capacity as members of the South African Railway and Harbour Workers' Union (Sarhwu) went on strike.

Train services were unaffected by the industrial action, said Metro Rail, while a spokesman for PX Parcels and Minicon-tainers said "All services are being carried out as usual"

The strike action follows a failed 11th hour attempt at the weekend by Transnet to break deadlocked wage negotiations with the seven unions it recognises

Passengers who boarded dawn flights at Cape Town Airport were asked to return to the airport lounges as South African Airways brought in alternative labour to replace striking baggage-handlers and apron staff

The first flights started taking off about 8 am, but a spokeswoman for SAA warned there could be "short delays .. nothing hectic" throughout the day

Transnet made a new, though undisclosed, wage offer during informal talks with six of the seven transport unions involved in negotiations — but Sarhwu did not attend

Representatives of the six unions which attended the meeting were reported to be "very hopeful" that a strike would be averted

The seven unions had intended to embark on joint strike action on Wednesday — but Sarhwu brought the date forward to today.

Although Transnet attempted to communicate the new offer to Sarhwu, the union said it was too late to reverse its decision.

Negotiations between the corporation and seven unions resumed today.

Sarhwu represents about 40 000 of Transnet's 140 000 workers throughout the country.

Before increasing its offer at the weekend, Transnet's offer stood at a nine per cent wage increase and a minimum wage of R1 460 before its latest increase

The spokeswoman for SAA confirmed early flights which had already been boarded were emptied of their passengers as there was no staff to load baggage

The striking workers were not employed by SAA, but by a sub-contracted handling company.

"We are going to be getting in other workers. Flights will go out, but there could be short delays throughout the day," said the SAA spokeswoman

"Only Sarhwu members are on strike and work will continue in the port with the available staff complement. The average operational efficiency for the Port of Cape Town is 50 percent," said a spokesman

Metalworkers in strike deadlock

Staff Report

(152)
ARG 15/7/95
A STRIKE by McCarthy Motors and Atkinson Toyota employees, involving members of the National Metalworkers' Union of South Africa, looks set to continue

Wage negotiations deadlocked after a series of meetings and the dispute was referred to the Industrial Council — but no agreement could be reached. The union is demanding a 15 percent wage increase.

"We believe our demands are perfectly justified. Although the inflation rate is presently around 11 percent, we need to improve our living standards," a union spokesman said.

He accused management of wasting company resources by taking trips with their wives to the Lost City, driving top-of-the-range cars and buying "unnecessary liquor for strange parties".

Harbour strike ends — bid to cut backlog

2370
752

ARG. 15/7/95

Staff Reporter

THE strike at Cape Town harbour has ended and work is going ahead at full speed to catch up the backlog.

Workers returned to work on Thursday after three days of industrial action. Management's original offer was a 10 percent increase for workers earning more than R16 600 a year and a minimum salary of R1 500 — R300 of which was not pensionable. The unions are demanding a minimum fully pensionable salary of R1 500 and a 17 percent increase.

The final offer — which has not been released to the Press — is being taken back to union membership.

"We expect to catch up with the backlog at Duncan Dock by next Wednesday. The container terminals should be back on track by Friday," said acting-port manager Derek Visser.

The strike by cost business tens of thousands of rands in lost revenue as well as international credibility, Durban Chamber of Business portfolio manager Greg Dean said yesterday.

He said the strike had had a serious effect on manufacturers dependent on im-

■ The strike by harbour workers has cost the country tens of thousands and damaged South Africa's international reputation. But it's over now.

ported raw materials which were lying at the harbours.

Apart from the financial costs of lost production, several small companies had warned that they may have to close their doors forever with the potential loss of thousands of jobs affecting an untold number of lives.

"I have heard of at least two companies in KwaZulu-Natal facing this situation," he said.

While the effects were felt across the board, small businesses were particularly vulnerable.

In addition, Mr Dean warned that the disruption harmed South Africa's reputation internationally among exporters and importers at a time when South Africa was re-entering international markets.

"We could become unreliable for over-

seas people and then we would have to fight for the export market all over again. Once we get a reputation for unreliability investors will look to our competitors."

Business was also concerned that the strike could reopen the debate among shipping companies during previous union strikes of imposing surcharges to recoup millions of rands lost to delays and congestion.

Mr Dean said that companies could lose up to R70 000 each day that a ship remained in anchor, depending largely on the type of cargo.

"The idea of a surcharge was put on hold but this may bring the debate back again. It's like a sword hanging over us."

The situation at Durban improved yesterday following the removal of a blockade, with port authorities able to put contingency plans into action.

By yesterday afternoon the port was operating at 66 percent of capacity compared to 30 percent capacity the day before. Road access had allowed the movement of containers out of the terminals while extra gangs were brought in to work on the ships.

Ships waiting as striking dock workers return

(152) (270) ARG 13/7/95

Staff Reporter

MOST workers in the Cape Town Harbour returned to work today following three days of industrial action.

Crucial wage talks between Transnet and seven transport unions ended "fruitfully" yesterday, Transnet said.

The corporation revised its offer, but the terms remain a secret until after the unions report back to their members.

The offer, before yesterday's talks, stood at a 10 percent in-

crease for workers earning more than R16 600 a year, and a minimum salary of R1 500. The unions are demanding a minimum wage of R1 500 and a 17 percent increase.

Adri Bootsma of Portnet said today. "Everything is 100 percent, except for break-bulk (Duncan Dock) which is improving by the minute".

South African Railway and Harbour Workers' Union regional secretary Neil Newman said: "Every one of our mem-

bers is back at work".

Union officials would be conducting report-back meetings with members throughout the country today and tomorrow to decide whether to accept Portnet's revised offer.

All seven unions indicated that unless their members were happy with the revised offer, they would embark on a national strike on Monday.

Such a strike could bring transport services to a standstill countrywide.

Acting port manager Derek Visser confirmed that work had returned to normal.

"Now we must deal with the backlog."

Yesterday he said ships had bypassed Cape Town and headed for the (industrially) calmer waters of Port Elizabeth while other container ships and bulk carriers were backed up.

Last night three container vessels and one bulk carrier were waiting to enter the harbour.

Township sick hard hit by striking clinic staff

SABATA NGCAI
Staff Reporter

THOUSANDS of township clinic patients have been left in the lurch by the decision by clinic staff to close clinics and join the municipal workers' strike

The Cape Metropolitan Council clinics of Nyanga, Khayelitsha, Vasco and Brown's Farm closed yesterday when staff joined the strike by South African Municipal Workers' Union employees, which is entering its 12th day today.

But, the union has decided to allow burials to go ahead, and is negotiating with the Undertakers' Forum and the Cape Metropolitan Council to "work out a solution to the burial crisis".

Yesterday, the barred patients included people with tuberculosis, sick children, people getting treatment for sexually transmitted diseases and those needing family planning.

Mothers with sick children on their backs were turned away.

Many patients turned to the provincial administration's day hospitals, placing a further burden on their stretched resources.

Nontsikelelo Ntshawuzana of Khayelitsha had to return home with her sick five-month-old baby because Nolungile Day Hospital in the township was closed.

She said the nurses told her there was nothing they could do, and said she should go to Red Cross Children's Hospital, but she did not have enough money to get there.

One clinic opened only to give tablets to TB patients, cancelling all other appointments.

● The South African Municipal Workers' Union has decided to allow burials to go ahead.

Regional secretary Stanley Yisaka said: "We understand the emotional trauma that is experienced by the loss of a loved one. For this reason we have decided to provide a skeleton staff to ensure burials could go ahead."

(192) ARG 28/7/95

PHOTO: ...

Strike WWOI'SE Havoc being caused at sewerage plants (152)

APR 31/A/95

ROGER FRIEDMAN, Staff Reporter

THE municipal workers' strike, which has already crippled funeral services throughout the Western Cape, today threatened to create havoc with the region's sewerage disposal

As a cavalcade of hearses driven by members of the Undertakers' Forum pulled up outside the Cape Metropolitan Council headquarters in Wale Street in support of gravediggers' demands for increased wages, a spokeswoman for the council, Mariette Greyling, said "sludge is building up and creating major problems at the sewerage pump stations".

There were no sub-contractors in the metropole able to service the pumps, and there had already been "several" breakdowns.

Meanwhile, clinics throughout the Cape Flats and townships were all closed, and there were reports of nursing staff being held hostage, said Ms Greyling

All services in Atlantis were at a standstill, all waterworks departments "throughout the metropole" were closed, as were cleansing and sewerage disposal offices — and the Maitland Cemetery and crematorium.

Operational again are Hout Bay's forestry department, and the Muizenberg, Klip Road, Bellville and Hout Bay cemeteries

Meanwhile, the chairman of the Cape Metropolitan Council, Willie van Schoor, has apologised to residents for strike-induced inconvenience

And the South African Municipal Workers Union is holding report-back meetings with members to decide whether to accept the latest wage offer, or continue with the strike.

Mr Van Schoor said the latest wage offer tabled by the Cape Local Authorities Employers' Organisation was R1 204 a month — which amounted to R1 560 a month including benefits.

The South African Municipal Workers Union is demanding a basic minimum wage of R1 350 per month.

Mr Van Schoor said the revised wage offer amounted to "a staggering increase of 31 percent" and would cost the council an additional R4,9 million a year.

Provision had been made for an increase in the latest council budget, but the new offer would create a shortfall of R2,84 million

● In Wale Street, undertakers arrived in a convoy of hearses — hooters blaring — to present a memorandum to Council. A copy was also sent to the union

The memorandum was wheeled to the doors of the council building in a black casket. Each hearse carried an empty coffin.

The Undertakers' Forum, one of three undertakers' associations active in the Western Cape, said its members were storing more than 300 bodies which they had been unable to bury due to the strike.

Some gravediggers returned to work at the weekend, when 37 burials took place, said Ms Greyling

In its memorandum the association slated both the council and the union for "holding the industry to ransom through blatant indecision, non co-operation and

But the undertakers made it clear they supported the workers' wage demands

Grave prices varied from R100 a plot in Guguletu to R1 070 a plot in Maitland. Maitland grave-sites were therefore worth about R550 a square metre — among the most expensive real estate in the Western Cape.

The undertakers added that facilities at all Cape cemeteries were "appalling"

● New-style police, page 6.

Graveside

anguish as diggers go on strike

ARG 20/7/95

152

ROGER FRIEDMAN, Staff Reporter

CORPSES are piling up in Western Cape funeral parlours as a gravediggers' strike enters its fourth day.

There has been anguish at gravesides as mourners attending funerals were intimidated by striking workers and it has become impossible to perform burials, undertakers said today.

Two companies reported that burials had been stopped as the result of intimidation, or fear of violence.

One firm also said freshly dug graves had been filled in by strikers again while another company said its storage facility for 25 corpses was full.

Cemeteries affected include Maitland, Klip Cemetery in Grassy Park, Ottery, Modderdam and Macassar

The Maitland Crematorium is also out of action because of the strike. One firm of undertakers is transporting corpses to Worcester for cremation.

The gravediggers are members of the South African Municipal Workers Union (Samwu), which is involved in wage negotiations with the Cape Local Authorities Employers' Organisation in the industrial chamber.

The union is demanding a minimum wage of around R1 400, while the employers are offering R1 010

The wildcat strike — begun before negotiations were officially declared deadlocked — extends beyond the gravediggers to Samwu members employed by most northern suburb municipalities

Cleaning services, parks and refuse removal are also affected.

A Samwu spokesman said last night the union would review its position after negotiations today.

Gravediggers and other municipal workers were expected to turn out in force for a march from Bellville to Maitland today.

Goodall and Company chief executive Sandra De Vartek said the company had been unable to bury any corpses since last week, although some had been cremated privately.

"We are holding services at the graveyard and then bringing the bodies back. We are pretty full now. It is becoming a problem."

A spokesman for Metro Funerals in Athlone said mourners in graveyards had been intimidated by strikers.

"They are filling in some graves and threatening to dig others up. We have to take the bodies back to our parlour. We still have some space ... we can keep up to 150 bodies"

Goodall and Williams general manager Theo Espost said his company would not attempt to hold burials "until further notice".

Bullets fly as strike worsens

ARG 26/7/96 (152)

Staff Reporters and Sapa
POLICE fired rubber and plastic bullets at striking municipal workers in Goodwood today after 10 workers tried to take a policeman's video camera as he was recording events in Voortrekker Road.

Municipal services throughout greater Cape Town — but excluding Cape Town City Council areas — have ground to a halt as the strike by members of the South African Municipal Workers Union (Samwu) enters its 10th day today

And Samwu has warned that unless the Cape Local Authorities Employers Organisation "substantially" improves its latest wage offer, Cape Town City Council workers will go on a sympathy strike.

"All" activities affecting waterworks, forestry, transport depots and refuse removal have been "brought to a standstill", the Cape Metropolitan Council said.

In Goodwood, police spokesman John Sterrenberg said policemen went to the aid of a colleague who was filming workers overturning dustbins in Voortrekker Road, when several workers tried to grab his camera

The workers fled when police fired rubber and plastic bullets.

Police are investigating charges of attempted robbery

Affected areas stretch from Hout Bay and Constantia to Guguletu, Macassar and Atlantis

The metropolitan council said the strike was characterised by intimidation and violence yesterday

"Many CMC employees have been injured," CMC said, adding that the workers were not pressing charges due to intimidation

Samwu general secretary Roger Ronnie yesterday called on the department of constitutional development and provincial affairs to intervene to safeguard approaching local government elections.

Mr Ronnie said unless wage negotiations were settled by August 10, Samwu members would embark on national protest action

"Although wage negotiations have been concluded in most of the major cities, solidarity action must not be ruled out," he said.

Samwu is demanding a minimum wage of R1 400 a month for metropole workers, and R1 000 for rural workers Exemptions have been granted for certain cash-strapped towns

Yesterday, CMC upped its offer by R130 to metropole workers a minimum wage of R1 204 Workers gathered outside CMC headquarters in Wale Street flatly rejected the offer

CMC executive committee chairman David Dlali announced the revised offer, saying "One of the problems is that the Cape Local Authority Employers Organisation is not dealing directly with the workers

"It sent a wrong impression to the negotiators The CMC is prepared to negotiate with workers directly"

Meanwhile Cape Town's dead are still not being laid to rest because of the gra-

"Let the bodies pile up, let the rubbish pile up Until the council meets our demands we will continue the strike," said Samwu official Chris Stevens

● CMC is providing waste disposal services to some areas affected by the strike

Skips for domestic refuse have been put out at the Kendall Road Garden refuse area, Constantia Village shopping centre, Southern Cross Drive opposite the CPOA complex, Tokai shopping centre, "okai Road four-way stop, Hout Bay four-way stop, Victoria Drive near the traffic lights on the road to Llandudno and Llandudno Road in Llandudno — but nowhere in the townships or on the Cape Flats

Municipal workers march for 'living wage'

Staff Reporter (S2) (152)

HUNDREDS of South African Municipal Workers' Union (Samwu) members brought traffic to a standstill when they marched from Bellville to Maitland to demand "a living wage".

Voortrekker Road was lined with truckloads of municipal workers yesterday, waving placards and flags as they marched to the Maitland town hall where wage negotiations took place between a delegation from Samwu and the Cape Local Authority Employers' Organisation in the Industrial Chamber **HRG 21/9/95**

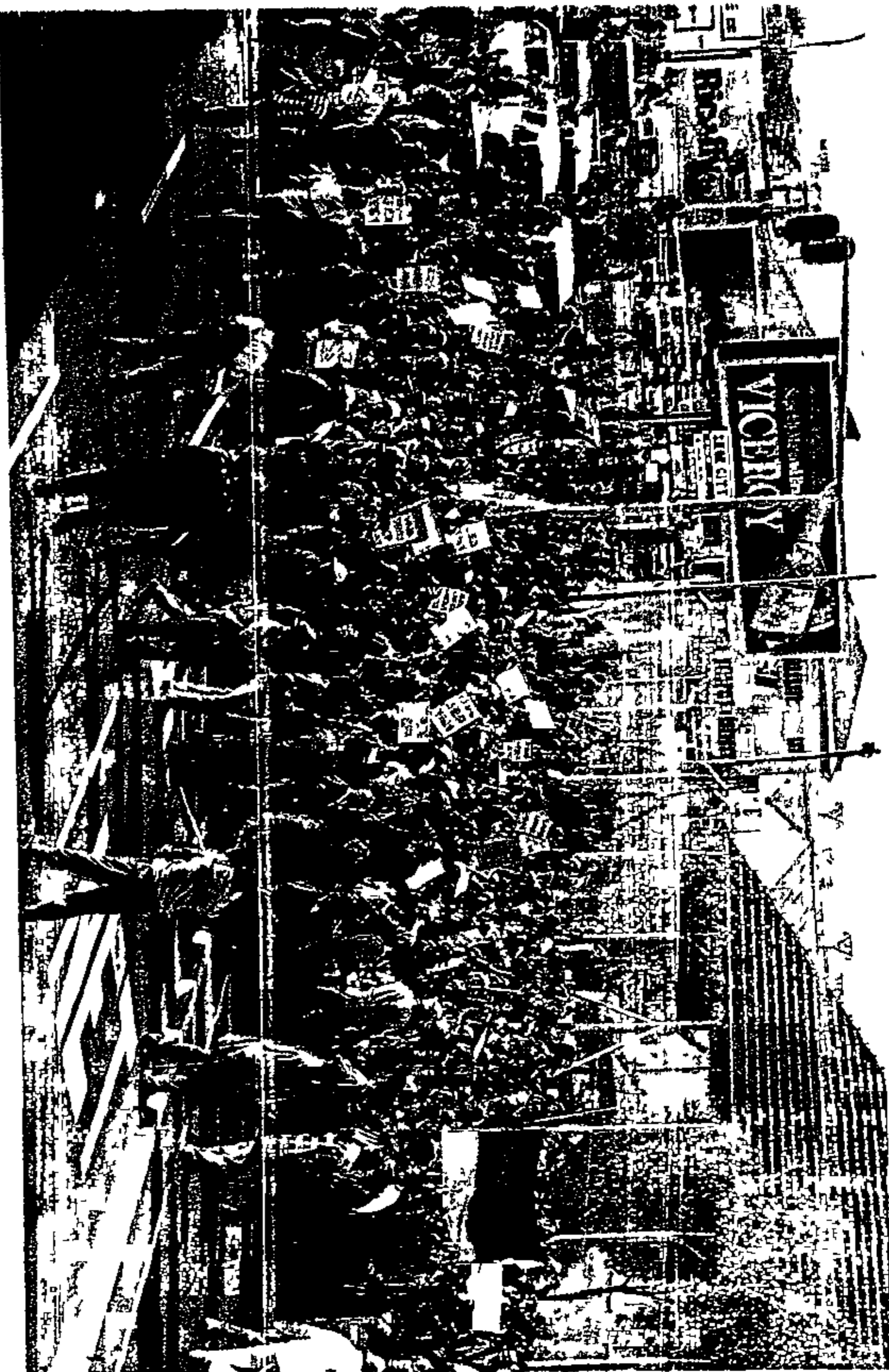
In Maitland, the workers were addressed by former Samwu leader and now African National Congress MP, Sahlé Manie, who assured them that they had the support of the government.

"The battle is not only between you and the bosses, the battle continues in parliament. In the Western Cape we are controlled by people who think in the old way. If you are not going to work, the country cannot work. The economy cannot come right if municipal workers do not work. Give them what they deserve," Mr Manie said.

Samwu is demanding a minimum wage of R1 400, while employers are offering R1 010.

Samwu regional secretary Stanley Asaka said that what the employers were offering was unacceptable to the workers.

"We made our demands a long time ago. We will continue to put pressure on them to come up with something which is acceptable to us. At the present moment we stand together and we are going to fight together for a living wage for the workers." Mr Asaka said.

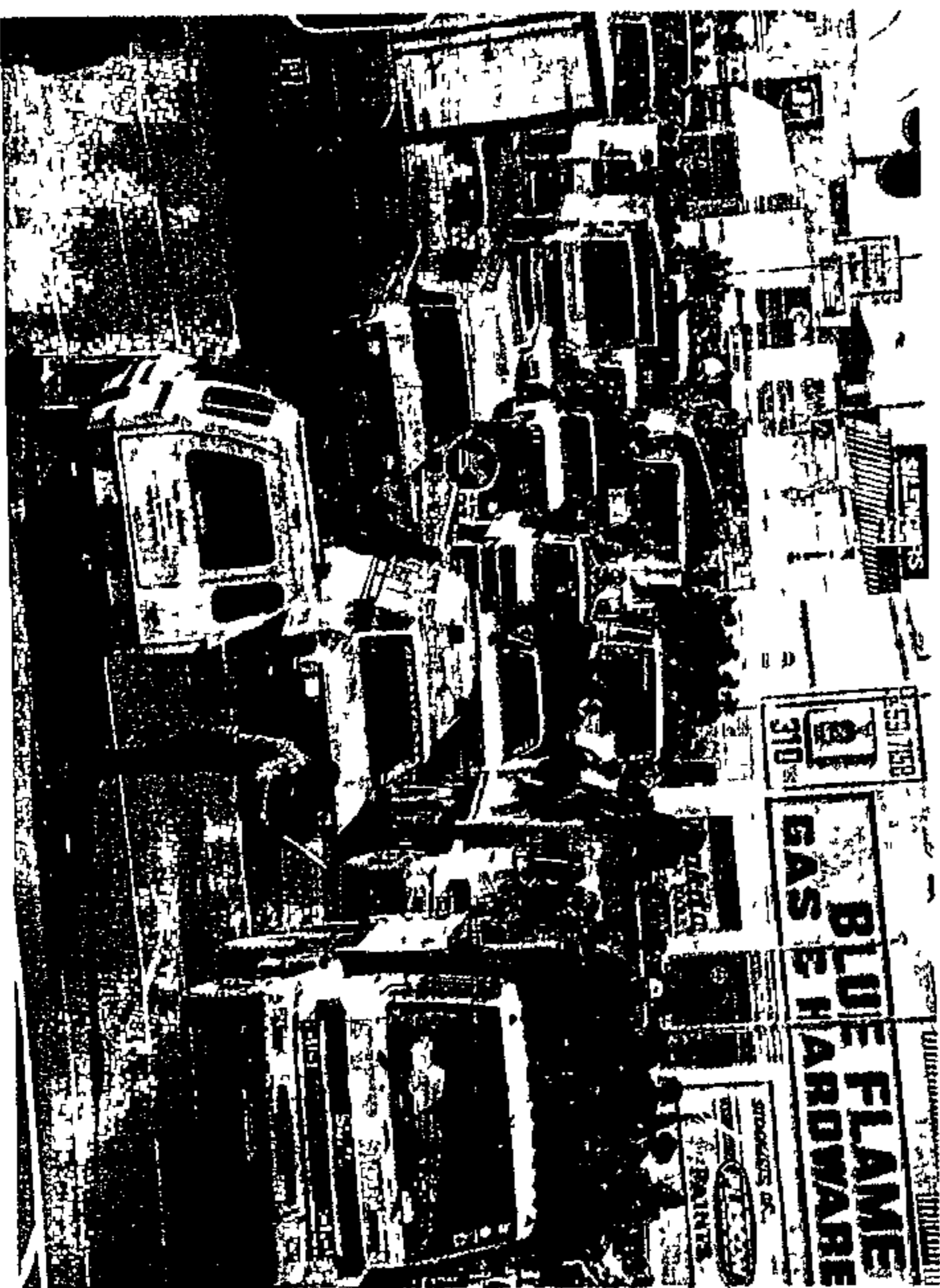


ON THE MARCH: Municipal workers brought traffic to a standstill as they marched from Bellville to Maitland yesterday to demand "a living wage."

□□□□

WORKER POWER: Police had their hands full trying to control the hundreds of municipal workers who took part in the march yesterday.

Pictures HANNES THIAART, The Argus



Suspended medics reinstated

ART 29/7/95

152 (8)

GLYNNIS UNDERHILL
Staff Reporter

AMBULANCE service strikers who took over Pinelands municipal control room in April have been reinstated, a report on the Cape Town City Council disciplinary hearing stated.

Thirty-seven ambulancemen blocked the emergency services to Cape Town on April 25 for 9½ hours.

On deciding on a penalty to be imposed, the hearing officer stated: "On the balance of probabilities I do not find that the employees had irreparably damaged the employment relationship and should be dismissed."

"But I do not underestimate the seriousness of the offence, specifically that the employees knowingly placed lives at risk in order to achieve their objectives."

The ambulancemen, suspended on full pay for three months, were reinstated after the hearing. They were also issued with a final warning and ordered not to engage in collective industrial action for a year.

Legal counsel for the employees stated the case did not turn purely on the events of April 25.

"The saga had been going on for six months," he said.

The action was the last resort and had not been planned, but occurred spontaneously. "It has not been proven that disruption was wilful and serious, irreparable damage occurred or the persons charged were guilty," he said.

Ambulancemen involved in industrial action in April were calling for recognition of the South African Health and Public Service Worker's Union and the disbandment of management.

On April 25 strikers took over the municipal control room in Pinelands, disabled the 10 177 emergency line and jammed the ambulance radio, rendering the service helpless.

Council officials said at the time that those involved in the action could be charged with culpable homicide if their actions resulted in a loss of life.

However, no proof had been found there was a loss of life as a result of the industrial action, according to the report.

While Alan Dolby, deputy city administrator, gave evidence that disruption of the control room had caused the service to be "drastically disrupted", there were only two complaints from the public.

One ambulanceman told the hearing one of the strikers had stood on the footpiece working the radio and hampered communication with the ambulances. He stated that the workers were "screaming and slamming on chairs" and he left the room after a few minutes.

Another senior officer reported how he had carried out an investigation after the industrial action and followed up on complaints. Twenty-eight calls came through the metro frequency that day, he said.

The metro frequency, used by the police, hospitals and other emergency services, recorded calls involving two motor accidents, a burnt

baby, a train accident and an amputation, among others.

While some of these calls would normally have come through the ambulance frequency, he conceded some could have come through the metro frequency even if the control room had been operational.

Only two written complaints had been made arising from the occupation of the control room, it was heard at the hearing.

One of these complaints came from a petrol station in Mowbray, where four workmen had been injured. After being informed about the strike, the company made use of a private ambulance service.

"Had any of the workmen been seriously injured this action taken by striking personnel could have been a indirect cause of death or disability," wrote a company spokesman.

The other complaint involved a patient suspected of having a heart attack. He was eventually transported to hospital in a private vehicle and survived.

Ambulance row coming to boil

ARG 29/7/95

(152)

■ Tensions are coming to a boil at the crisis-ridden municipal ambulance service.

GLYNNIS UNDERHILL
Staff Reporter

CONCERNED ambulance-men at the embattled Cape Metropolitan Ambulance Service are demanding the 37 reinstated ambulance-men, who had been suspended since April for their part in the hijacking of the control room, be removed from the service.

Signatures supporting the call for their removal have been collected and are to be presented to chief officer Rod Douglas, who also was suspended from the service by the City Council and reinstated by the Supreme Court this month.

Speaking to Saturday Argus, Mr Douglas confirmed he had been job-hunting to find a "less stressful" position within the council even before he had been suspended. While he confirmed he had applied for the post of assistant director of Civic Amenities, the job had been given to another candidate, he said.

"Now what? That's a good question I have to wait and see what transpires," said Mr Douglas.

Mr Douglas was suspended in the wake of unresolved labour disputes and his job has not been made easier with tensions running high after the ambulance-men were reinstated this week.

The 38 ambulance-men were suspended after they occupied the control room in Pinelands, which disrupted emergency services to millions of Capetonians for nine and a half hours.

Disgruntled ambulance-men have warned that should their grievance about the reinstated ambulance-men not be resolved to their satisfaction, they would be forced to resort to "further action".

One of the reinstated ambulance-men, Owen Sibeko, said



□ **FLASHBACK:** One of the municipal ambulance-men arrested for occupying the ambulance control room in Pinelands in April was searched before being taken to the Matieland police station.

colleagues who had held the fort while they were suspended were protesting against the judgment in the council disciplinary hearing.

All reinstated ambulance-men have been given a final warning and prohibited from staging any similar, collective industrial action for 12 months.

The punishment did not satisfy many ambulance-men in the service, who believed the price for disrupting emergency services should be dismissal.

"The rest of the ambulance-men want us to be fired. They are not happy about us being back. We are back to do our work for the service. We have been punished and now they want us to be punished twice," said Mr Sibeko.

One ambulance-man, who asked not to be named for fear of intimidation, said the reinstated staffers were considered "radical".

"There are a large number of staff who want the guys to go — whether the council transfers them to another branch or not. They must just go," he said.

Angered ambulance-men

claimed in a memo prepared for Mr Douglas that the trust between management and workers had been severely affected by the "illegal" industrial action.

"These 37 staff members acted unilaterally, the ethics of their illegal action are questionable, and worst of all, the community who required medical assistance were denied this right.

"We demand that these 37 staff members should be withdrawn (eg transfers within council) from the ambulance branch due to incompatibility with their colleagues and to reduce the tension in the branch.

"Furthermore, should this grievance not be resolved to our satisfaction within 14 days, then we will be forced to resort to further action," they warned.

Mr Sibeko said there had been no proof there had been any loss of life on the day the control room was hijacked.

Proof had been obtained, however, about ambulances called out to black communities being delayed for between 10 to 12 hours on other occasions, alleged Mr Sibeko.

Other ambulance-men interviewed claimed the delays were caused by lack of staff, ambulances and resources.

Mr Sibeko said 99 percent of the ambulance-men suspended had been black and he feels racial tensions had built up at the service.

Dr David Noah, superintendent of the Khayelitsha community health centre confirmed the waiting period for ambulances to his centre was "shocking".

One case under investigation involved a man with a head injury who was admitted to his health centre at 5pm. An ambulance was called but none arrived until 1am — by which time the man was dead. Dr Noah said his health centre had not had the facilities to deal with the man's injuries.

"The delays are a very serious problem. It is happening with regularity and we are experiencing very long delays," he said.

A disgruntled ambulance-man confirmed. "At the end of the day, we frequently don't have any ambulances to send. We are terribly stretched for resources."

Council strike: Residents backing the pay demands

ARU 27/7/95

(152) (730)

□ Workers in some towns get only R625 monthly

Staff Reporters

SEVEN local authorities within the Cape Metropolitan area are paying workers a minimum wage of less than R765 a month.

This has emerged as the strike by South African Municipal Workers' Union enters its 11th day. Now, residents in some of the affected areas are calling for higher wages for the workers.

All areas in Greater Cape Town, with the exception of the Cape Town municipal area, are affected by the strike.

The Samwu workers are demanding a minimum wage of R1 400 for metropole workers and R1 000 a month for country town workers, with exemptions granted to certain cash-strapped towns.

Outside the metropole boundary, minimum wages of about R500 a month are common.

Fish Hoek Municipality confirmed yesterday that its minimum wage was pegged at R625 a month going into the negotiations, while Simon's Town confirmed it was paying a minimum of R746 a month.

Other "low" payers within the metropole were: Gordon's Bay (R657 a month), Strand (R674), Kuils River (R691), Kraaifontein-Brackenfell (R746) and Somerset West-Mfuleni (R765).

Samwu said existing minimum wages in rural areas were as low as R510 a month, "and, in certain cases, where exemptions exist, even lower".

Parow pensioner Caroline Witte said her rubbish had not been removed for the past two weeks and it was piling up.

But, she added, "These workers are being paid so little that it makes perfectly good sense for them to go on strike and demand more wages."

"How do municipalities expect these people to live and support their families and pay their service charges if they are being paid peanuts?"

Her own backyard was spotless, but at the side of the house her garbage was neatly stacked into a full dustbin and a black bag.

Some of her neighbours had placed their full black bags on the pavements in the hope that it would be collected soon.

Bellville housewife Marie Wever said garbage had been regularly collected in their neighbourhood, but felt the strikers were "a bit of a nuisance".

Earlier in the week, she went to the local municipal office to pay her accounts and found the building cordoned off.

At certain intersections along Voortrekker Road, vendors were doing a roaring trade selling black refuse bags to passing motorists.

End in sight for municipal strike as refuse piles up

ARG 24/7/95 (152)

Municipal Reporter

AN end is in sight for the week-long municipal strike which has hit local authorities in the metro outside the Cape Town City Council and has brought burials at graveyards to a virtual halt.

Today, as SA Municipal Workers Union (Samwu) members protested outside the Cape Metropolitan Council's building in Wale Street, the CMC's executive committee decided on a new mandate to take to the Cape Local Authorities Employers' Organisation (Claeo)

Claeo, negotiating on behalf of the employers, and Samwu were scheduled for talks today after they deadlocked over wage increases

Samwu is demanding a 12 percent or R250 increase, whichever is the greater

CMC chairman Willie van Schoor said the new mandate would be presented today, along with the message that intimidation, destruction of property and people not being allowed to bury their dead would not be tolerated

Samwu spokesman Trevor Serfontein today said he was hopeful talks would resolve the wage dispute

He said Samwu was concerned about getting a resolution because of the breakdown in essential services.

In Atlantis all municipal services ground to a halt when

workers told administrative staff to leave the building

Elsewhere refuse was piling up as the strike entered its second week

Mr Serfontein said Samwu workers in the fire and ambulance departments were working to rule

On the question of graveyards, he said Samwu members on Friday decided to allow cremations to proceed and today were considering allowing other burials. Family members were being permitted to dig graves after a Samwu official this weekend had to bury a member of his family.

The largest employer affected by the strike is the CMC, with 2 500 Samwu members

Northern municipalities including Goodwood, Bellville and Parow are also affected

Funeral directors have warned of an impending health crisis after the Cape Metropolitan Council today refused to take any bookings for burials

And Freedom Front councillor for the CMC Andries Breedt has called for an investigation into the wages earned by gravediggers

Secretary for the Association of Funeral Directors Pat Mohr said that he found out today that the CMC was not accepting any bookings for burials.

"The situation can't carry on like this. We don't know what we are going to do with the dead."

Mr Mohr said his association, with about 30 members, was deeply worried that there would be a health crisis if the problem was not resolved quickly. Corpses were piling up in mortuaries

He said that in township graveyards such as Langa, Khayelitsha, Nyanga and Mfuleni, family members were digging graves, but in Modderfontein, Maitland and Ottery no burials were taking place.

"We can do absolutely nothing. If we can't book a grave for Saturday, we have to tell the family we are sorry. There is nothing we can do."

In a statement, Mr Breedt said that while he could not condone the way in which gravediggers had prevented families from burying their dead, the situation needed investigation.

He said a gravedigger was earning R244 a week, compared to the R260 a grave charged by the department of cemeteries at the CMC.

At the weekend the CMC charged R520 a grave, while the digger got R35 a grave.

Municipal services in Atlantis have come to a complete standstill, with the local traffic department and fire brigade closing their doors "for the duration of the strike".

According to Cosatu, a meeting today resolved to close down traffic and fire services.

Council offices close as strike turns violent

□ Non-strikers assaulted and threatened

150 (152)
AUG 21/7/95

ROGER FRIEDMAN
Staff Reporter

THE municipal workers' strike turned nasty today with reports of assaults in Elsies River and of municipal offices being closed in Atlantis after threats to non-striking workers.

Meanwhile, Cape Town's dead continued to pile up in funeral parlour fridges as grave diggers stayed away from work for the fifth consecutive day.

And a Japanese tourist, understood to have been watching workers toying on the corner of Long Street and Wale Street was stabbed and had to be rushed to hospital in a taxi.

The tourist apparently declined to press charges.

A Cape Metropolitan Council spokesman said striking members of the South African Municipal Workers Union (Samwu) assaulted four non-striking workers at the Elsies River Housing Maintenance Office — and forced other non-strikers on to a lorry ferrying workers to a protest in Cape Town.

One of the workers was "seriously injured" and the rest of the Elsies River staff fled in terror, the spokesman said.

Police could not confirm the incident.

In Atlantis, administration offices were also closed after the lives of non-striking workers were threatened.

All municipal offices in Atlantis, Ocean View, Grassy Park and Hout Bay were closed.

Talks between the union and the Cape Local Authorities Employers Organisation reached deadlock yesterday, with the council offering a minimum wage of R1 145 and the union demanding R1 500.

The talks resumed Monday.

Meanwhile, the Union of Orthodox Synagogues announced that all Jewish

funerals and consecrations had been cancelled until further notice.

Some undertakers are using private cremation facilities but in terms of their respective religious doctrines, Muslims and Jews may not be cremated. They must be buried as soon after dying as possible — usually within 24 hours.

A spokesman for Muslim Burial Services said the Muslim community was not affected by the industrial action because they employed their own gravediggers, and did not rely on the council.

The fifth day of the strike by Cape Metropolitan Council workers was heralded today by a convoy of trucks — hooters blaring — which brought workers to Wale Street to protest outside the council headquarters.

The strike has paralysed services — including grave-digging and garbage collection — in most Western Cape municipalities outside Cape Town.

The director of the Union of Orthodox Synagogues, Mickey Glass, said the pressure was building up and "certain decisions" would have to be reached by Monday if the gravediggers had still not returned to work.

Mr Glass said a funeral had been held on Wednesday — under police guard to prevent it being disrupted.

"We cannot hold funerals under those circumstances," he said.

A Samwu spokesman said the workers gathered to Wale Street today representing municipalities from as far afield as Macassar and Stellenbosch.

Police formed a line in front of the entrance to the Cape Metropolitan Council building and asked that the council trucks be parked on the side of the road.

Samwu's leadership complied with this request, telling drivers and workers their fight was with the council, not with the police.



WASTE KICKING: Samwu workers kick at rubbish strewn at the intersection of Durban Road and Voortrekker Road.

Pictures: PIETER MALAN, The Argus

Municipal workers in fresh Bellville wages protest march

PIETER MALAN, Staff Reporter
HUNDREDS of South African Municipal Workers' Union (Samwu) members marched down Voortrekker Road today in support of their wage negotiations.

They marched from the Bellville municipal offices towards the Maitland library, where they were to be addressed by their leaders.

Workers are demanding a minimum wage of R1 500 a month.

Although the marchers were much more disciplined than during yesterday's protest in Bellville, some workers overturned dustbins along the way

Yesterday police arrested three men, two policemen were hurt and police dogs bit two protesters when about 500 striking municipal workers brought Bellville to a standstill.

Workers marched to the Bellville Civic Centre yesterday to back demands tabled at today's final round of wage talks between Samwu and the Cape Local Authorities Employers' Association (CLAEO).

The protesters, from Goodwood and Parow municipalities, marched from Goodwood to Bellville along Voortrekker Road, overturning rubbish bins and strewing refuse into the

streets. Shop workers and owners hurriedly closed their doors as traffic on the corner of Durban and Voortrekker roads came to a standstill.

A large contingent of police stopped the chanting crowd.

A scuffle began between police and protesters, but Martin Rabie, Samwu's Tygerberg area chairman, grabbed a police loud-hailer and pleaded for calm.

On the corner of Modderdam Road and Belray Road the march turned ugly. Protesters threw stones when police used dogs to chase them away from the intersection.

ARL 20/9/95 (250) (213) (152)

Tygerberg strike on eve of pay talks

ARG 19/7/95 (152) (212)

**PIETER MALAN and
NORMAN JOSEPH**
Staff Reporters

WORKERS from at least four municipalities in the Tygerberg have gone on strike on the eve of talks between the South African Municipal Workers' Union and the central bargaining agency, the Cape Local Employers Association (CLEA)

The meeting is scheduled for tomorrow

About 200 Samwu members from Parow and Goodwood municipalities marched to the Parow municipal offices yesterday — overturning rubbish

bins on the way and strewing refuse in the streets

The toyi-toying crowd gathered outside the offices, emptied rubbish bins in front of the main entrance and pulled a black rubbish bag over the head of the statue of Parow's founder, Johann Parow

The action, which started on Monday, comes on the eve of Samwu's meeting with CLEA over minimum wage demands of R1 500 a month

It is believed about 400 workers from Kraaifontein, Goodwood, Parow and Brack-

enfell are involved in the strike action

Parow town clerk Harry Carstens said more than 100 Parow workers had joined the strikers

Goodwood spokesman Peter Deacon said "We don't know what the workers' real demands are, but they are putting pressure on Thursday's meeting between Samwu and the CLEA

Martin Rabie, Samwu's Tygerberg area chairman, accused municipalities of "dragging their feet" on labour issues

Transnet wage strike settlement expected today

ARG 777/95 (278) (152)
JOHANNESBURG. — Transnet says it expects to reach a wage settlement today after a week long partial strike with six of the seven transport unions representing 115 000 employees.

Transnet spokesman Vic van Vuuren said he was "optimistic" that a deal would be clinched at the industrial council in Johannesburg.

"Most of the unions, if not all, are likely to settle, with the possible exception of the Technical Workers Union (TWU), which has rejected our wage offer," said Mr Van Vuuren.

The unions could not be reached for comment

Transnet tabled a revised wage offer on Wednesday but its details were not made public

Mr Van Vuuren said Transnet had received positive feedback from the unions that they would accept the revised wage offer and the two parties appeared close to a settlement

He said members of the

South African Railway and Harbours Workers' Union (Sarhwu) had returned to work on Friday and there was an indication that the union's leaders would accept the wage deal.

Mr Van Vuuren said he hoped the TWU, which represents 10 000 artisans, would accept the wage offer, in spite of a continuing strike by its members in the Northern Province

The unions have demanded a wage increase of between 12 and 17 percent, with a R350 increase for lower-paid workers

Transnet is understood to have offered 10 percent, with a R1 500 minimum wage to lower-income earners and two cash allowances of R262.

Unions involved in the pay dispute with Transnet include the TWU, Sarhwu, the Transnet Allied Trade Union, the Footplate Staff Association, the Black Trade Union of Transnet, the Transnet Employees Union and the Salstaff Union. — Sapa.

PAY PROTESTERS MARCH THROUGH CITY

Strikers seize council's sweepers

A NEW minimum wage offer has been made amid incidents of intimidation. **EUNICE RIDER and LINDIZ VAN ZILLE** report

ABOUT 500 striking Cape Metropolitan Council (CMC) workers took over garbage trucks and traffic vehicles to use them in a march yesterday to press demands for a R1 500 minimum monthly wage

The strikers include grave-diggers, street sweepers, garbage collectors and librarians

Undertakers are having to store bodies as workers have barricaded cemetery gates and are refusing entry to those wishing to bury their dead

Yesterday afternoon city undertaker Goodall and Company was holding 38 bodies. An employee said the firm was unable to conduct funerals and many people had had to bury their dead at the privately-owned Eden Memorial cemetery in Ottery

Several undertakers have had to return bodies to storage after church memorial services have been held

Mr Nic Deetlefs, whose step-mother's body is at a Bellville undertakers awaiting burial, said he was aggrieved by the strike

"One has empathy with the strikers, but they should also take into consideration the sentiments and feelings of the bereaved"

A memorial service was held last Wednesday and the body returned to the undertakers, Mr Deetlefs said

Councillor Riedewaan Isaacs, of the Islamic Party, said "Muslim funerals have not been affected at



PUSH FOR MONEY: Some of the 500 striking Cape Metropolitan Council workers armed policemen. The strikers travelled in garbage trucks, traffic vehicles and other through the city centre to press demands for a R1 500 minimum monthly wage for grave-diggers and librarians

all by the strike"

The Muslim community was responsible for its burials, he said

A spokesman for the Jewish community said it had not held any funerals over the weekend because of the strike

Yesterday workers — most of them members of the SA Municipal Workers' Union — parked an array of council vehicles on the Grand Parade and marched to the old Regional Services Council

building in Wale Street where representatives discussed their grievances with senior CMC staff

Mr Willie van Schoor, chairman of the CMC, said he had received a number of complaints about grave-diggers and cemetery security staff blocking entrances to people wanting to bury their dead in Pinelands and Matieland

Strikers had intimidated workers who turned up for duty at stations, he said. They snatched the

keys from them

In a raised voice, van Schoor called them civil servants

But he offered

know these are fruit orchards that are going into — it's very upsetting for the farmers when their trees are damaged", she said

Mrs Roux said her office had taken 873 telephone calls from snow-seeking members of the public over the weekend and had counted 2 000 cars an hour passing through the town on Sunday

Traffic

Traffic was backed up for several kilometres on the N1 on Sunday evening when weekend snow-seekers started making their way back to Cape Town from Boland

Several minor accidents were reported to traffic authorities, but nobody was reported injured in any of the accidents

SAPA reports that talks will be held between Ceres farmers and the local publicity association this year to prevent similar incidents



Strikers take clinic staff hostage (152)

STAFF REPORTER

ET 28/7/95

SUB-CONTRACTORS hired to fix a sewerage blockage in Elsie's River fled and health workers were taken hostage yesterday, as the municipal strike entered its 10th day.

The Cape Metropolitan Council said the northern service unit in Elsie's River was forced to close yesterday due to intimidation.

Serious intimidation also occurred at the Constantia water works, which was closed.

"Plumbers called in to attend to a sewerage blockage in Elsie's River were forced off the premises by striking workers. Their vehicle was then hijacked," spokeswoman Ms Marlette Greyling said.

She said health workers at Grassy Park Clinic were forced onto trucks and taken hostage by strikers.

She added that seven community health clinics had had to close because of the strike.

Transport strike has patchy effect on business

(152) CT (BR) 12/7/95
BY AUDREY D'ANGELO
AND SHIRLEY JONES

The transport workers' strike yesterday had a patchy effect on business. Transnet's PX container service was brought to an almost complete halt, with a skeleton staff handling perishable consignments.

Autonet, which delivered larger consignments in heavy trucks and refrigerated trucks, was working normally. A spokesman said only 4 percent of staff were on strike on Monday and most of these were back at work yesterday.

Companies nationwide said

their staff were all at work. A spokesman for Pick 'n Pay said the company did not expect any problem with stocks, which had been built up in some departments in anticipation of the strike.

A spokesman for Foschini said a supplier had telephoned to say he could not get stock out of Cape Town docks because the strike had brought the container depot to a standstill.

Albert Schuitmaker, deputy director of the Cape Chamber of Commerce and Industries, said members were worried about stocks if the strike continued.

In Durban, business feared factories could shut down if the blockade of the container terminal at the city's port went on much longer.

Late yesterday, Portnet said shipworking, both container and breakbulk cargo, was about 25 percent operational. Landworking (road and rail movement of containers) was at a standstill.

Robin Boustred, president of Durban Regional Chamber of Business, warned that a "large chamber member" could be forced to close a plant permanently — with the loss of almost 1 000 jobs — if the blockade persisted.

BRIEFS

Kruger National
Park strike ends

(289) (152)
PIETERSBURG: Kruger National
Park's 10-day labour strike ended
yesterday when workers agreed to
an R800 minimum salary and a
R120 across-the-board monthly
increase. CTO 7/7/95

Human resources manager Mr
Jan Smal complimented the strik-
ers, who had strictly adhered to
the rules of the legal strike

Transnet workers strike in Kimberley

CT 6/7/95 (152) (230)

KIMBERLEY: Hundreds of South African Railway and Harbour Workers' Union members here launched a strike in the city yesterday with railway and cargo services at the Beaconsfield Depot coming to a complete standstill

Union provincial secretary Mr Arthur Mosikare said after eight weeks of protracted wage negotiations it was evident that Transnet did not want to settle amicably. He said workers would continue striking until Transnet gave in to their salary demands.

But Mr Louis Langenhoven, Spoornet's Human Resources manager, said the number of striking workers had decreased from 450 to 402 yesterday. "There have been no disruptions to services" — Own Correspondent

Families bring in ⁽⁸⁸⁾
meals for patients ⁽¹⁵²⁾

PATIENTS' families were asked to bring in meals for them at Grootte Schuur Hospital this week while catering staff were on strike over wages and staffing problems

Yesterday the hospital's chief medical superintendent, Dr Peter Mitchell, thanked the public for their support during the crisis

Dr Mitchell said "Mechanisms have been set up to deal with these grievances and the catering department has agreed to suspend their action." — Staff Reporter

02/13/79

Talks 'fruitful' — but strike spreads

CT 13/7/95 (270) (152)

DURBAN: Transnet and labour unions ended "fruitful" wage talks yesterday as the country's busiest port remained at a standstill three days into the strike.

But no final decisions were taken in the negotiations and more talks were scheduled for Monday

"We think discussions were very fruitful and the unions are now going to seek a mandate", Transnet's chief negotiator Mr Con Jooste said.

The company and unions had agreed not to disclose details of the latest talks and would meet again after unions consulted their members

● Congestion at Table Bay Harbour worsened yesterday, and five railway stations closed when railworkers joined the industrial action of their colleagues in the SA Railway and Harbours Workers' Union

Transnet said the running of trains had not been affected, although there had been disruption to bulk freight and container deliveries — Reuter, Staff Reporter

Nestle depots hit by go-slows

ET 13/7/95

(152)

WORKERS at a number of Nestle depots and factories countrywide employed "go slow" tactics yesterday in solidarity with workers involved in a dispute with management at a factory in Mossel Bay.

The dispute — which has led to management obtaining a restraining order on workers here after claims of sabotage — comes in the wake of talks between man-

agement and the Food and Allied Workers' Union over centralised bargaining.

Nestle's corporate affairs manager Mr David Upshon said yesterday the firm would keep to a "no work, no pay" policy until the matter is resolved.

However, workers have objected to this, claiming they have been effectively barred from returning to work. — Staff Reporter

Town councillors held

~~200~~ (152) CT 14/7/95

STRIKING municipal workers were holding about 18 Lingeletu town councillors and a mayor hostage in Khayelitsha last night after 18 hours of talks had produced no agreement on worker demands for salary increases of R1 200 a month

The councillors were seeking a court interdict preventing the workers from striking. — Sapa

Work continues in Cape Town: Containers were unloaded again at the port of Cape Town yesterday after strike action on Tuesday halted work. But work on unloading breakbulk cargo came to a stop. A spokesman for the port manager said there were no ships waiting to come in.

CT13/7/95

(152) ~~(152)~~

Strike may paralyse transport (152)

CT 11/7/95

(270)

UNION leaders and Transnet management ended 5½ hours of informal wage negotiations last night with no agreement to stave off a massive strike that could paralyse rail, airline and harbour services nationwide

Representatives of the seven trade unions agreed with management not to divulge details of the meeting and agreed to resume the talks today.

This follows a countrywide work stoppage by 110 000 of Transnet's employees after the seven unions rejected the latest Transnet informal wage proposal

Transnet senior human resources manager Mr Con Jooste said Cape Town continued to be badly affected

In Cape Town five domestic SA Airways flights were delayed and operations in the harbour were disrupted yesterday morning when members of the SA Railway and Harbours Workers' Union (Sarhwu), which represents about 40 000 of Transnet's workers nationwide, went on strike

The delays did not extend to any incoming or outgoing international flights, however

Metro Rail services were also largely unaffected by the Sarhwu strike

At the harbour, operational efficiency was limited to 50%. Substitute labourers, including students, were brought in at Cape Town Airport to replace the striking baggage-handlers and drivers

An estimated 80 employees of the Apron Services handling company, sub-contracted by SAA, went on strike, causing five early-morning flights to be delayed by between 15 and 30 minutes.

Mr Len Joubert, Apron Services manager, said the strikers "caught us off-guard early this morning, but we have the situation in hand now. Once we know some of the workers are not working, we can make plans."

Mr Joubert said there had only been delays in Cape Town and Port Elizabeth, with "no problems in Johannesburg". However, he said strikes there were still looming.

There was also a delay of more than two hours on an incoming flight from Durban and Port Elizabeth. However, most of this delay was apparently caused in Port Elizabeth, which was affected worse by the strike than Cape Town

Sarwhu said at the weekend it would take part in a countrywide work stoppage in reaction to Saturday's failed agreement with Transnet on management's informal wage offer. Management increased its offer from nine to 10% for workers earning R16 000 and more a year, and raised its minimum wage from R1 460 to R1 500

In Durban, at least 40 Metro trains were cancelled yesterday morning when about 2 500 transport workers of a total 10 000 reported for work but refused to handle any goods or operations. At least 25 000 of the city's more than 200 000 daily commuters were unable to get to work.

At Port Elizabeth harbour 350 Portnet workers went on strike and at Bloemfontein Airport labourers refused to load and unload aircraft —Staff Reporters, Sapa

City strike over, at a cost

(152) (20) CT 14/7/95

CAPE TOWN'S striking dockhands have returned to work, but the widescale strike by railway and harbour workers continued in other areas yesterday

Wage negotiations have been postponed to Monday to allow unions to consult their members on management's latest offer

Bottlenecks and delays caused by the four-day strike have angered local shipping agents, transport

companies and their customers

Shipping agents estimated the delays had cost them about R45 000 per vessel daily

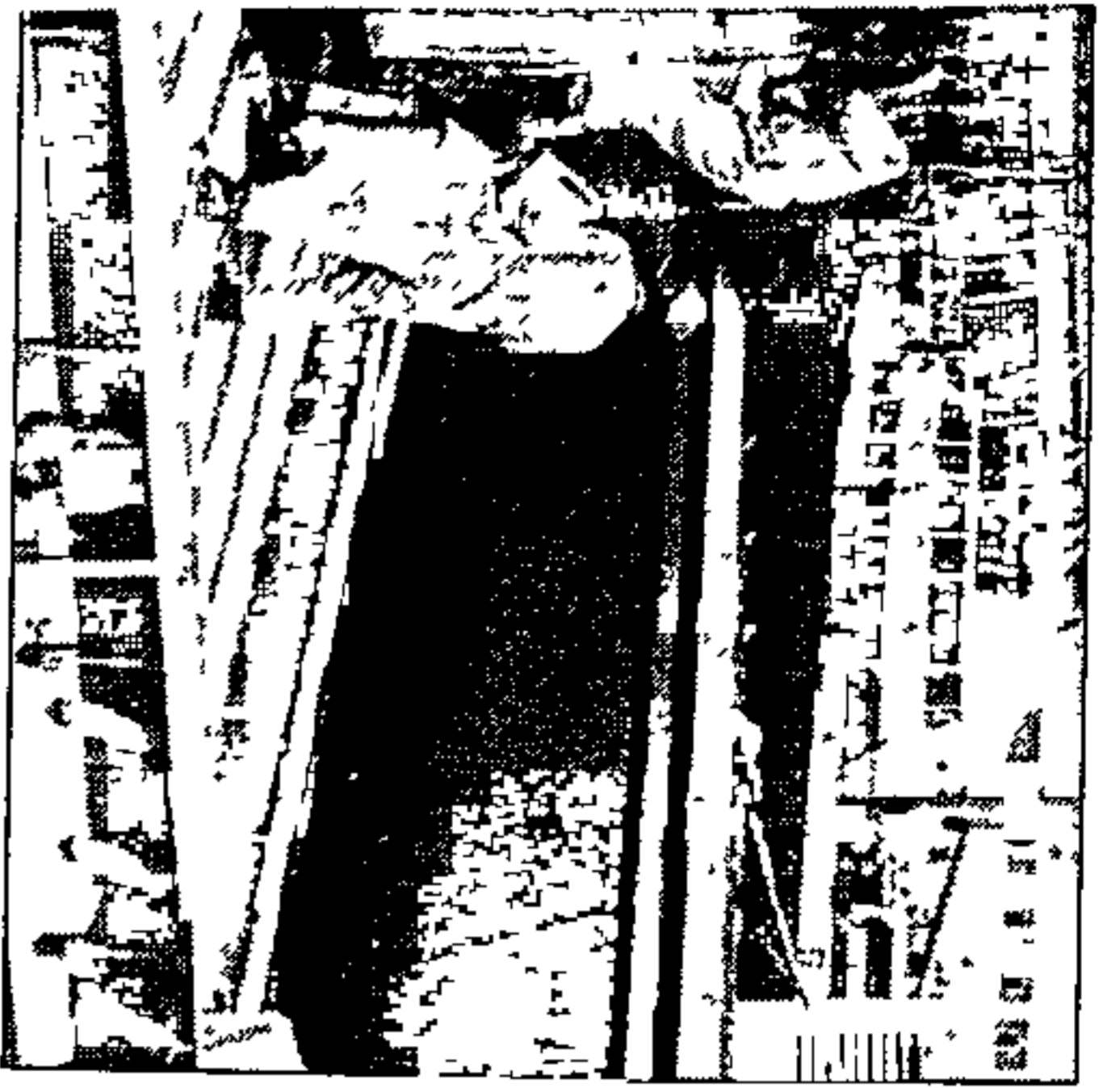
The strike had cost the Western Cape economy R10 million, Cape Chamber of Commerce and Industry deputy director Mr Albert Schuitmaker said

● Transnet's labour unrest was moving beyond the control of union leaders, unionist Mr Christo

van Heerden said last night

Contrary to reports that management and the unions were close to settling, many workers were downing tools. He said Transnet had been telling the media one thing and the unions another

● Transnet was granted an interdict in the Durban Supreme Court yesterday, aimed at halting disruptions by striking workers — Staff Reporter, Sapa-Reuter



's transport strike

Port backlog eases as strikers return

(152) (2000)

From Reuter

Monday afternoon after stopping work a week earlier

19/17/95
C.G. (BAR)

The backlog from last week's Transnet strike at Durban harbour is expected to be cleared in a week, said Yvonne de Kock, a spokeswoman for Portnet, the state port authority

"All the depots are now operational and they are handling ships' cartage and the rail operations

"The important thing is import containers are being moved as quickly as possible to make way for export containers," she said

Dock workers resumed working on

De Kock said most of the 11 ships at anchor outside the port were waiting for instructions from shipping agents and were not all bound for the port

"Only about four are waiting to unload," she said

Con Jooste, negotiator for Transnet, the state transport network, said most workers had returned to work throughout the country

"It looks like all the divisions are stabilised," he said

Jooste said it was hard to accurately

assess the cost of the industrial action

"It is very difficult to quantify because some places had contingency plans in place and were able to operate effectively

"A policy of no-work-no-pay had also applied to workers," Jooste said.

Committees

The wage agreement, which ended strikes affecting key ports and railway services, included a 10 percent pay increase for workers earning more than R16 000 a year and increased the mini-

imum monthly wage to R1 500 from R1 047

The agreement also included an increase in workers' annual leave to 20 days from 16 days for those employed for longer than a year

A committee was set up to look at reducing the working week to 40 hours from 45 hours. It must submit a report within 120 days

Another committee was established that would look at the deficit between non-pensionable and pensionable pay and was charged to report back within a month

X

Strike halted to check legality

(250) (152)
CT 28/7/95

PRETORIA: A strike by the Public Service's information division planned for today has been postponed until disputes over the legality of the strike have been settled, the Public Servants Association (PSA) said yesterday.

"The strike will not go ahead until we have settled the disputes. We will now go back and address the disputes, which concern the legality of the strike action and secondly, whether they (the information service) are an essential service," PSA general manager Mr Chris van Rensburg said.

He said the government was insisting the service was an essential one and that employees were not allowed to strike.

The South African Police Service said in a statement yesterday a strike by computing staff would affect policing in the country

"Any such strike would not only seriously affect the ability of the police to combat crime but also negatively affect economic activity in certain sectors also with negative effects for law enforcement," a police spokesman said.

Mr Van Rensburg said the strike would have involved 1 500 people in the information service

They are demanding a 20% pay increase, a single management group for all computer divisions in the public service and a moratorium on the appointment of contractors from outside the service — Reuters

Go-slow may take byte out of govt

(152) (250)

STAFF REPORTER

CF 26/7/95

SEVERAL key government departments may be hamstrung from Friday if computer staff carry out their threat to go slow or stop work.

The threat came after wage talks between the Public Servants' Association (PSA) and the Public Service Bargaining Council (PSBC) reached a deadlock earlier this month.

Key departments whose computer services could be affected were inland revenue, customs and excise, finance, state expenditure, central statistical services and home affairs, PSA deputy general manager Mr Anton Lourens said yesterday.

However, the protest was not expected to spread to essential service departments, he said.

Strike may go national

CT 26/7/95

(258) (152)

DAN SIMON
STAFF REPORTER

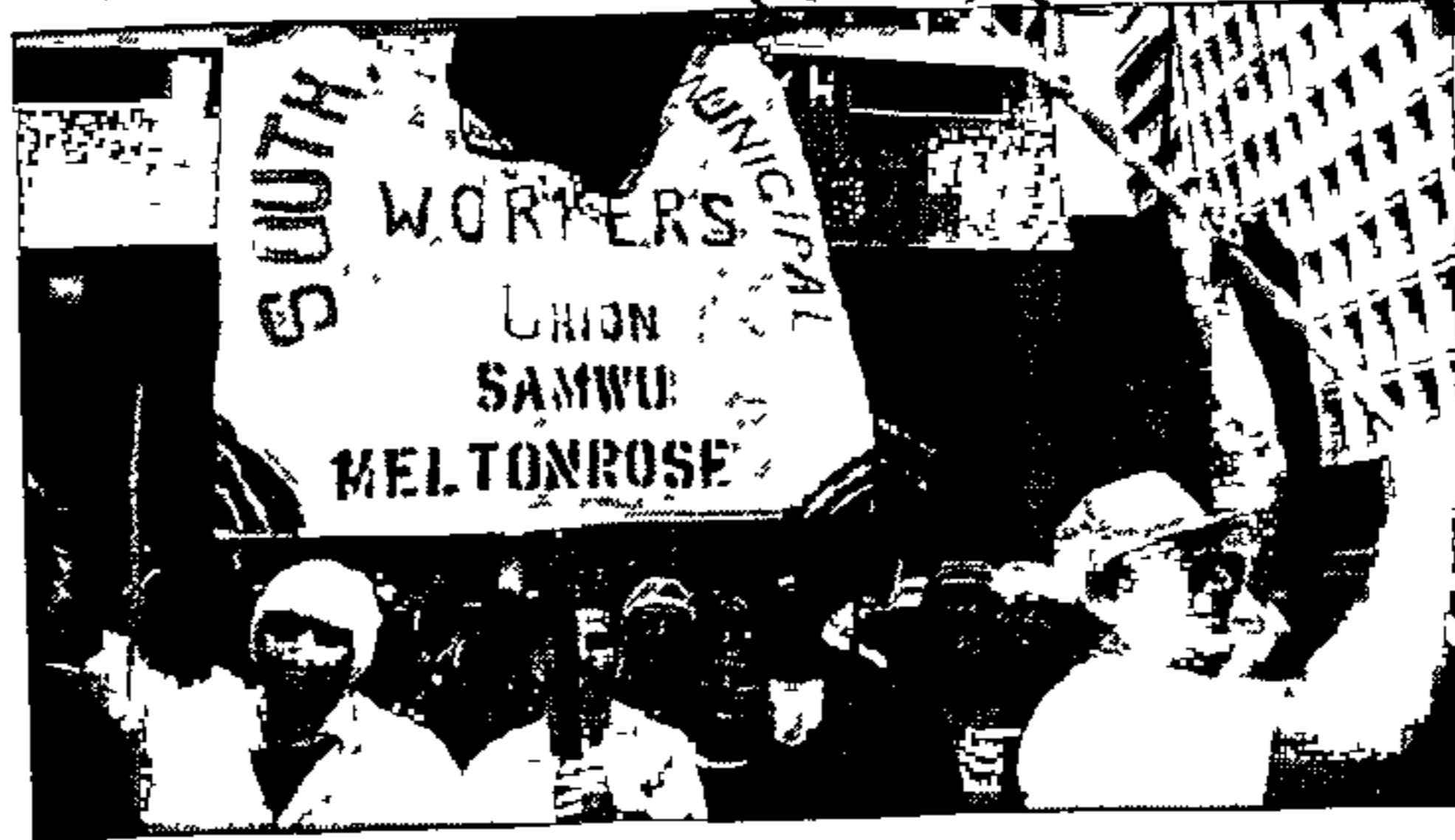
THE SA Municipal Workers' Union (Samwu) has threatened to embark on national industrial action next month if wage negotiations with local and provincial authorities are not settled by August 10

This was said by Samwu general secretary Mr Roger Ronnie yesterday as some strikers resorted to violence and others damaged council property

As incidents of intimidation continued yesterday, a forestry worker in Hout Bay was attacked with a panga and was admitted in a serious condition to hospital

In Elsie's River, the tyres of law-enforcement vehicles were slashed and strikers occupied the civic centre.

Other strikers used teargas in an attempt to occupy a building at the Borchards Quarry sewerage works, the Cape Metropolitan Council



WAGE MARCH: Strikers and council vehicles block Wale Street outside the Cape Metropolitan Council offices yesterday **PICTURE: NIC BOTHMA**

(CMC) said The unauthorised use of council vehicles was said to be "commonplace"

A large group of strikers marched on the CMC offices in Wale Street and demanded to see the executive committee chairman, Mr David Dlali The march

ended without incident.

The strike has brought a host of services, including those at clinics in Vasco and Site B, Khayelitsha, to a standstill.

Private contractors are being called in to deal with severe water and sewerage problems

Rasool slams hostage-taking

STAFF REPORTER

CT 24/7/95

(152)

WESTERN CAPE Health and Welfare Minister Mr Ebrahim Rasool is to approach the office of the President today for a hard-hitting pronouncement against hostage-taking after two hostage incidents rocked provincial health services last week.

On Wednesday dissatisfied student nurses held the superintendent of Red Cross Children's Hospital hostage and trashed his office. On Thursday a group of Tygerberg Hospital general assistants took their superintendent hostage.

Yesterday Mr Rasool said: "We've had two incidents in two days. It creates the impres-

sion that it's open season on managers and that if you take a hostage your problem gets dealt with." He said it was imperative that the government took a collective stand against hostage-taking.

Cape attorney-general Mr Frank Kahn said he was "more than willing" to prosecute in such cases.

Govt computer staff stage protest

(152)

PRETORIA. Government computer staff embarked on a nationwide sit-in yesterday after salary negotiations between the government and the Public Service Association (PSA) broke down

All government financial transactions, including pension payouts and international business, could be affected

PSA head Mr Cas van Rensburg said the workers would embark on a 30-day strike from July 28 if their problems persisted — Sapa

CT 19/7/95

Durban dealing with dock backlog

~~278~~ (152) CT 19/7/95

DURBAN. The backlog from the Transnet strike at the harbour here last week was expected to be cleared in a week, a Portnet spokeswoman said yesterday.

"All the depots are now operational. Import containers are being moved as quickly as possible to make way for export containers," she said.

Dock workers resumed working on Monday after downing tools a week earlier. Transnet said most workers had returned to work throughout the country.

● A Port Control spokesman at Table Bay harbour said there was no backlog as a result of the strike — Reuter, Staff Reporter

Council workers picket

(~~213~~) (152)
ABOUT 100 members of the SA Municipal Workers Union yesterday picketed in front of the Cape Metropolitan Council in Wale Street demanding wage increases

The union demands a minimum wage of R1 400, and the council is offering a minimum wage of R1 010

Shop steward Mr Kelly Johnson confirmed that talks had reached "an undeclared deadlock", but said negotiations would resume today. Council staff were not available for comment

CT 20/7/95

GRAVEDIGGERS STILL ON STRIKE

Burials held under guard at Hout Bay

CT 27/7/95

(152)

AS A strike by Cape Metropolitan Council workers entered its eighth day yesterday, funerals were held under guard, more clinics were closed and intimidation continued.

THREE funerals were held under police guard in Hout Bay yesterday as gravediggers continued to take part in the eight-day old SA Municipal Workers' Union (Samwu) strike which has paralysed most Cape Metropolitan Council (CMC) services in the Peninsula

Although the number of reported incidents of violence had dropped yesterday, incidents of intimidation continued, including the illegal occupation of buildings and the unauthorised use of council vehicles

Three more Cape Flats clinics were forced to close yesterday, bringing the total to five, a CMC spokesman said. The clinics were in Khayelitsha (two), Nyanga, Vasco and Brown's Farm

As concern mounted over the growing number of unburied corpses in funeral parlours, representatives of the Funeral Undertakers' Forum and the Association of Funeral Directors held urgent talks with the chairman of the CMC's executive committee, Mr David Dlali, late yesterday

'Unpleasant'

The Jewish Funeral Services also warned that although there were funeral services booked for today, these might have to be cancelled because of the security risk.

CMC chief executive officer Mr D van den Berg said there had been a number of "unpleasant and violent" incidents yesterday which included the "intimidation and

forced removal" of people from their workplace using teargas

Mr Van den Berg said incidents of stoning and damage to council property were also reported. He could not say how much damage was caused.

A police spokesman said a group of striking workers tipped over a number of rubbish bins in Voortrekker Road yesterday

Soon afterwards a member of the SA Police Services video unit was forced to flee when strikers tried to take his camera

Meanwhile, talks continued yesterday between Samwu and the CMC but it is unknown whether the deadlock in wage negotiations had been resolved.

The union is demanding a minimum wage of R1 500 a month for metropole workers and R1 000 for workers in rural areas.

The CMC is offering metropole workers a minimum wage of R1 204. — Reuter, Staff Reporter

Striking grave-diggers disrupt funeral

(152) (152)

ET 20/7/95

STAFF REPORTERS

STRIKING grave-diggers disrupted a burial at Modderdam Cemetery near Belhar yesterday but later agreed to let it continue

The grave-diggers are among 7 000 to 8 000 municipal workers from Parow, Goodwood, Kuils River and Brackenfell who are on strike, said Mr Trevor Serfontein, Western Cape regional treasurer of the SA Municipal Workers' Union

The police were called in to stand by during the Modderdam Cemetery negotiations, according to Mr Abie Croutz, chairman of the Funeral Undertakers' Forum

There were also confrontations at the Pinelands One and Two cemeteries but the strikers let the funerals go ahead

Mr Croutz said other grave-diggers were less sensitive towards the family of Mr Henry George Evans at Modderdam

"The family were crying. They had

brought in their own gravedigger. The usual gravediggers would not let the family, coffin or hearse near the grave

"Eventually they agreed the family could bury the man but made the hearse stay outside"

Matland Cemetery shop steward Mr Nigel Minnie said the workers were demanding a monthly wage of R1 500, compared with the R488 fortnightly wage they now get

New deal to prevent strikes

ET 27/7/95

PETER DENNEHY

(152)
(152)

IN the midst of a massive strike by municipal labourers, the Cape Metropolitan Council (CMC) and the SA Municipal Workers' Union (Samwu), among other parties, have reached an agreement aimed at preventing future strikes.

The Metropolitan Chamber Agreement will not affect the present strike as it will take three months to set up the structures under the new deal.

Yesterday the CMC resolved to sign the deal, negotiated between various unions and local authority groups, that will establish a 13-a-side wage negotiation forum called the Metropolitan Chamber, under the auspices of the Industrial Council for local government.

The chamber will deal with annual wage and salary adjustments for all employees in the metropolitan area. Disputes will go to mediation and then arbitration, and the arbitrator's decision will be final and binding on all parties.

The separate wage negotiation forum of the Cape Town municipality will fall away when the city signs the new deal.

City workers suspend strike for a week

EUNICE RIDER
STAFF REPORTER

CT 1/8/95

STRIKING SA Municipal Workers' Union (Samwu) members suspended their strike for a week last night after 14 days of disruptions

Samwu chairman Mr Xoxile Nxu said they had received a mandate from their members to suspend the strike and it would be business as usual from today, at least for the next week

"If the Cape Metropolitan Council (CMC) does not come up with the offer we want, we will resort to industrial action again"

Earlier workers said the CMC's refusal to better its latest offer of R1 204 a month, excluding benefits, was "unacceptable"

Samwu regional organiser Mr Harry Fortune said the council had "R15 000 to R50 000 in reserve" and "their motivation for refusing the increase to a minimum of R1 300 per month could be political, or maybe something else, but it is not based on affordability"

Protest brought to Beare

CT 118/95

DURBAN: About 1 000 Beare
Group workers marched through
the streets here yesterday in
protest at the deadlock in wage
talks between the company and
the SA Commercial, Catering and
Allied Workers' Union (Saccawu)

A memorandum of workers'
demands was handed over at the
furnishing company's head office.

Saccawu regional secretary Mr
Important Mkhize said the protest
was intended to highlight man-
agement's "negative attitudes" in
handling the dispute

Staff Reporters, Sapa

Workers suspend strike decision

(152)
APR 11/8/95

Municipal Reporter

MOST striking South African Municipal Workers Union members returned to work today in line with the union's decision to suspend industrial action for a week

Union shop stewards held a series of report-back meetings with workers yesterday when it was decided to suspend the strike for a week to allow the Cape Metropolitan Council and other role players a chance to come up with an acceptable wage offer

The suspension of the two-week strike has come just in time to prevent a health disaster as the CMC warned yesterday that sewerage pump stations were on the verge of collapse

Meanwhile, it emerged yesterday that the CMC's executive committee is split over how to resolve the strike.

David Dlali, chairman of the CMC's executive committee and an African National Congress member, said a special meeting yesterday "to look at the crisis facing the CMC and the metro as a whole" had failed to achieve agreement

The non-statutory members of exco voted to settle for a minimum wage of between R1 350 and R1 400, including a reduction in working hours

But the statutory side was not willing to go above R1 204, arguing that the smaller municipalities would not be able to afford a higher wage.

The result of the vote was 9-4 with the statutory side in the majority

Mr Dlali said that non-statutory members were now collecting signatures in an effort to call a special full meeting of the CMC to get a "clear mandate"

Alternatively, the matter should be taken to mediation and arbitration.

After the exco meeting, Mr Dlali and his committee met the Funeral Undertakers' Forum to tell them that they had failed to find a solution to the strike

CNA facing strike threat

Renee Grawitzky

~~152~~ (152)
CNA faces a legal strike over wages by about 900 members of the Entertainment, Catering, Commercial and Allied Workers' Union (Eccawusa) — a breakaway from the SA Commercial Catering and Allied Workers' Union (Saccawu), which is also represented in the company

A spokesman for Eccawusa said the company would be notified today on a strike verdict. There had been agreement on some issues. Workers would demonstrate at the Laub Street warehouse, Johannesburg, today.

Saccawu has agreed to accept the company's final offer of R210 across the board.

BD 1/8/95

Strike blocks essential services

CAPE TOWN — Sludge was building up at several sewerage pump stations in the Western Cape as a strike by municipal workers entered its third week yesterday amid warnings from the Cape metropolitan council that the problem could become "highly unpleasant".

The closure of sewerage pump stations was creating enormous problems, and no private contractors were available to remove the sludge, council spokesman Mariette Greyling said.

A continuation of the strike could cause a "highly unpleasant" problem soon, Greyling said. 60118195

Other essential services in Atlantis on the Cape west coast were still closed, as were all waterworks stations.

Greyling said a fair amount of intimidation was still taking place at a number of health clinics, particularly in Grassy Park.

Clinics in the Hout Bay area and in Khayelitsha and Nyanga were still closed.

The Maitland cemetery and crematorium also remained closed yesterday, but workers at cemeteries in Muizenberg, Klip Road in Ottery, Bellville and Hout Bay had returned to work.

Earlier yesterday the Funeral Undertakers' Forum threatened to dump coffins containing bodies at the offices of the council if it did not reach a compromise with striking gravediggers by today.

Undertakers arrived in a convoy of hearses to present a memorandum to the metropolitan council (256) (152)

A forum spokesman said they supported gravediggers' demands for a minimum monthly wage of R1 500.

There is a reported backlog of 300 burials in the Western Cape since the strike started. — Sapa.

(25) (152)
**Big stink
of strike**

Cape Town — Sludge was building up at sewage pump stations in the Western Cape as a strike by municipal workers entered its third week yesterday amid a warning from the Cape Metropolitan Council that the problem could become "highly unpleasant"

The closure of sewage pump stations was creating enormous problems, and no private contractors were available to remove the sludge.

Other essential services in Atlantis on the Cape west coast were still closed. The Matland cemetery and crematorium also remained closed yesterday.

Earlier yesterday the Funeral Undertakers Forum threatened to dump coffins containing bodies at the offices of the CMC if the council did not reach a compromise with striking gravediggers by today. — Sapa.

STAN 1/8/95

BRIEFS**Council services restored**

ET 2/8/95 @ (152) (250)

ALMOST all Cape Metropolitan Council (CMC) services returned to normal yesterday, although isolated groups of SA Municipal Workers' Union (Samwu) workers continued to disrupt community services in four areas

An extraordinary CMC meeting has been scheduled for next Monday to discuss the effects of the strike of the past two weeks and pay talks

60,218/95
**CNA locks
workers out**

Rene Grawitzky

(30) 152

THE Entertainment Catering Commercial and Allied Workers' Union (Eccawusa) has accused CNA of using unfair tactics after workers were locked out yesterday.

CNA's spokesman Andries Smith said union members were locked out of CNA's head office in Laub Street, Johannesburg, after "management were led to believe that Eccawusa members were going to occupy the building."

He said the lock-out was implemented in order to protect those workers inside the building.

The union said that CNA should conduct itself "in less reckless behaviour and exercise good faith in order to seek an amicable resolution to the dispute."

Smith said the parties would meet tomorrow to continue negotiations.

Chemicals union threatens strike

BN 2/8/95

(152)

Renee Grawitzky

MORE than 400 chemical industry companies involving 46 000 workers face a nationwide strike if agreement is not reached on centralised bargaining at a conciliation board meeting with the Chemical Workers' Industrial Union next week.

The union and Cosatu said the stance was "compatible with the spirit of the recent Nedlac agreement on centralised bargaining".

The agreement made provision for any party to utilise industrial action in pursuance of centralised bargaining on wages and conditions of employment, the union said.

The union said chemical employers had "no intention of reaching an agreement on centralised bargaining" after months of negotiations.

The union has demanded actual wages and conditions of employment be negotiated at national sector level within each chemical industry sector.

It has defined a number of sectors within the broad chemical industry.

It said areas of difference had arisen between various parties regarding the demarcation and definition of sectors as well as whether actuals or minimums should be negotiated at sector level.

Petroleum employers have been accused by the union of raising new issues "as a means of frustrating a final agreement on where wages will be negotiated".

A petroleum industry spokesman said at a meeting with the union on Monday certain employers had indicated willingness to negotiate actuals at sector level.

This was in line with what the union had demanded, he said.

He said employers at the meeting wanted to reach final agreement on this issue.

However, the union said this could not be achieved until employers in the other sectors had agreed to centralised bargaining as proposed by the union.

He said as a result petroleum employers indicated their position would have to be reconsidered and parties would have to meet at a conciliation board for further discussion.

The union said the conditions demanded by employers were being used as obstacles to a settlement on centralised bargaining within the chemical industry.

The union said. "We will endeavour to use the conciliation board as a last ditch attempt to reach an understanding on centralised bargaining"

Strike leaves fruit rotting

CT 3/8/95

DURBAN A strike by warehouse workers at Durban harbour's citrus terminal has left tons of export citrus fruit stranded and could result in substantial losses

SA Stevedores' industrial relations manager Mr Rhett van Zyl said yesterday there was a contingency plan to hire casual labour after about 350 workers were dismissed for striking

The workers were responsible for off-loading produce from road and rail trucks into cooling chambers for export

Mr Van Zyl said all the cooling chambers had been filled, and produce arriving from Gauteng and other citrus-producing provinces had been diverted to Richards Bay, Port Elizabeth and Cape Town

The trouble began on Friday morning when about 350 workers went on strike, claiming they had been over-taxed, Mr Van Zyl said — Sapa

Racial tensions flare over strike

STAFF REPORTERS

CLASHES between Worcester residents and striking municipal workers have raised racial tensions in the Boland town, culminating in death threats to the mayor, Mr Rivaad Wilhams

Although the two-week municipal strike in the Cape Metropole has been suspended, no municipal services have been rendered in Worcester since about 500 municipal workers went on strike on Monday over wages

Mr Williams said his family had been placed under police guard after phone calls from residents saying he was unwilling or unable to end the strike and would soon "lie in the street with the refuse"

(152) (250) (250)
CT 3/8/95

Yesterday Worcester shopkeepers cleaned pavements outside their shops, which had been strewn with litter by striking municipal workers on Tuesday.

Stun grenades and rubber bullets were fired to disperse stone-throwing strikers on Tuesday and police had to keep an angry group of demonstrating residents away from striking workers when tempers flared

Ratepayers called for the privatisation of refuse removal

In Cape Town the Lingeletu West transitional council offices had to be closed yesterday when striking workers went on the rampage, blocked the gates with rubbish, threw refuse at cars and poured water on office carpets

Huge education drive launched

STAFF REPORTER

A MASSIVE drive was launched recently to take quality education into poverty stricken schools around South Africa

The Thousand Schools Project, funded to the tune of R30 million by the Independent Development

Trust (IDT), is working with non-governmental education organisations to improve teaching and learning in mostly rural schools

The project's goal is to get 1 000 schools up and running, creating a core structure which could be replicated throughout the country

Coupled with the project is a

CT 3/8/95

commitment by the IDT to build more schools

Out of its original government grant of R2 billion, the IDT has dedicated R750 million to education

R300 of this is being spent on building and improvements to school buildings

Striking workers stop short of taking hostages

STAFF REPORTER

STRIKING municipal workers yesterday blockaded the entrance to the Khayelitsha municipal offices with refuse compactors and mounds of litter, but stopped short of holding councillors hostage

A Supreme Court interdict was served on striking South African Municipal Workers' Association (Samwu) workers outside the offices yesterday morning, preventing them from entering or damaging the premises, or intimidating fellow workers

Khayelitsha mayor Mr Vuyani

Nguka said yesterday evening that although the situation was tense, he and fellow councillors were free to leave the premises

Illegal

Workers have been on an illegal strike since July 31, over back-pay and wage increases which the council claims will cost R8,75 million

The municipal strike has been suspended over the rest of the metropole until Monday, pending a decision by the Cape Local Authorities Employers' Organisa-

tion on a Samwu request for mediation

The 110 000-strong union has threatened a national day of action on August 14, if the dispute is not resolved by then

● In Worcester, where the strike by two-thirds of the municipal workforce entered its fourth day, the council have been able to maintain services using non-striking workers

● The George Town Council obtained a Supreme Court interdict yesterday, barring striking Samwu members from municipal property

CT 4/8/95
(152)

Strike leaves fruit rotting

CT 3/8/95

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Fishing strike may end soon

~~3/15/95~~ (152)

A BREAKTHROUGH was imminent in the fishermen's strike at Saldanha Bay, according to news reports. Sea Harvest is negotiating with unions, who are demanding a 45% wage increase while the company is offering a 20% rise.

ET 4/8/95

Nursery fires striking workers

RRC 7/18/96 (152)

Staff Reporter

CONSTANTIA Wholesale Nurseries has dismissed 31 striking workers and obtained a Supreme Court interdict to prevent the workers from disrupting the business.

A representative for the workers said they were dismissed without a disciplinary hearing being held and without severance pay.

According to the company, the dismissed workers threatened and assaulted non-striking workers and prevented customers from entering

But the General Workers Advice Service, representing the workers, said their dismissal constituted an unfair labour practice

Zamile August of the advice service said the workers had been on strike for three weeks, demanding that the company increase their wages from R75 a week to R250 a week, when they were "summarily dismissed" last Thursday.

The company got the court interdict on Friday.

Mr August claimed the workers' dismissal was unlawful as "no hearing was held before they were dismissed and there is no valid and fair reason for their dismissal".

The company had refused to allow scrutiny of its financial records to back its claim it was in financial difficulty, Mr August added.

A spokesman for the nursery, Danie De Klerk, said there was "no way" the company could meet the R250 a week wage demand as it simply did not have the money.

The company was prepared to make its financial records available to the workers, but only if the workers appointed a professional accountant or auditor to liaise with the company accountant.

● Eleven other striking workers remain locked out of the nursery but have not been dismissed

Phones go dead in Venda dispute

(152) (213) Sowetan 7/8/95

By Khathu Mamaliu

TELECOMMUNICATION services in the former homeland of Venda have ground to a halt following a strike by 560 members of the Post and Telecommunication Workers Association (Potwa), which enters its second week today.

Potwa branch chairman Mr Joseph Silinda said yesterday that the workers had vowed to continue with their sit-in until their demands had been met.

Silinda said the workers resorted to protest action after the Government failed to meet the June 2 deadline to integrate the former TBVC telecommunications services into Telkom and South African Postal Services (Sapos).

He said telecommunications workers in Venda were also unhappy that they

Pensioners are hardest hit as post offices remain closed in ex-homeland

did not get an annual pay increase, while their counterparts at Telkom received a 11 percent increase.

Sapos employees were given a 10,5 percent increase.

Silinda said they were also demanding pay parity and that temporary workers, who earned a paltry R140 a month, be permanently employed.

He also accused the Government of failing to grant housing subsidies to workers who had applied for such assistance.

He said protest action could only be suspended if workers were given a writ-

ten undertaking from the Minister of Post and Telecommunications Dr Pallo Jordan that they would get their money by the end of August.

The Ministry could not be reached for comment at the weekend.

Meanwhile all post offices in the former homeland have been closed since last Tuesday.

Manual telephones have not been working since last week as telephone exchange offices had been shut down.

Among the hardest hit by the strike are pensioners who get their monthly grant at the post offices.

Council agrees CT 8/8/98 to mediation over wage row

PETER DENNEHY (152)

A MEDIATION process was agreed to at a special Cape Metropolitan Council (CMC) meeting yesterday, in the hope of avoiding the reimposition of a municipal workers' strike

The strike, which was suspended a week ago, crippled service delivery in the CMC and most of the northern suburbs for much of last month

Council chairman Mr Willie van Schoor said the Cape Local Authority Employers' Organisation had agreed to negotiate further on the CMC's behalf

He believed there was no reason for the industrial action to continue

Sources close to the union movement seemed happy with what they interpreted as a broad hint that the council was willing to move upwards its present offer of a minimum wage of R1 204 a month, not counting benefits

Bill to put the lid on police strikes

ARL 8/8/95

(152)

CLIVE SAWYER
Political Correspondent

A BILL to ban strikes by police — on pain of dismissal — has been tabled in parliament

The ban on strikes is one of the features of the long-awaited Police Services Bill, tabled by Safety and Security Minister Sydney Mufamadi yesterday

Police will be barred from striking, inducing another member of the service to strike, or conspiring to strike

Anyone breaking the rule will be issued an ultimatum by the national or provincial police commissioner, and disobe-

dience will mean dismissal

Police will be barred from publicly associating with any political party, organisation, movement or body, holding any post in a political organisation, or wearing political insignia

However, police out of uniform will be allowed to attend political meetings and be members of political parties.

Tabling of the bill, which has the overall aim of introducing a new era of civilian control of the police, follows the release in July last year of a draft version

The bill was redrafted following comments from political parties, police unions, inter-

est groups and foreign police agencies.

An explanatory memorandum on the bill said it would prompt a move away from the traditional militaristic approach to create a new culture and philosophy of policing

"The object of the bill is to provide for an accountable, impartial, transparent, community-orientated, cost-effective service with high standards of professionalism."

A national commissioner and nine provincial commissioners will be appointed to the new service

This will be made up from the amalgamated and rationalised 11 former police agencies

Wildcat Saldanha strike cripples giant cannery

Staff Reporter

AN illegal strike by 500 fishermen has crippled operations at Sea Harvest in Saldanha Bay, one of the largest fresh fish processing factories in the southern hemisphere

Managing director Louis Penzhorn said today all of the company's 18 trawlers were confined to harbour, forcing the fresh fish processing factory to close

The closure left about 1 000 fresh fish factory employees with nothing to do, but the frozen fish processing division was still operational today.

The dispute centres on the allowance paid to fishermen for each ton of fish caught.

The company has already agreed to the fishermen's wage demand of R50 a day but has offered an extra R3 a ton of fish caught, while most fishermen want R5

For some categories of workers, the difference between the demand and offer was R4 a ton

ARC 10/8/95 (152) (10/8/95)
"Unfortunately we have had a high degree of intimidation," said Mr Penzhorn.

He said he would address a meeting of all workers tomorrow and attempt to resolve the crisis

General secretary of the Trawler and Linefishers' Union Norman Daniels said although the union could not endorse an illegal strike, it was still representing workers in their negotiations with the company

He said Sea Harvest was "the best payer in the industry", but conditions of employment for sea-going employees were "very harsh".

Mr Daniels said he would be at Mr Penzhorn's meeting with the workers tomorrow.

● Some 2 000 workers downed tools at Continental China's Blackheath factory today over a dispute with management, workers said.

General manager Gordon Bell confirmed a work stoppage was in progress

Workers block factory

(152) (152) ET 11/8/95

DURBAN Striking workers blocked entrances to Tongaat Hulett Group's subsidiary Hulett Aluminium's Maritzburg plant yesterday, the fourth day of a dispute over wages and working hours, a company spokesman said

"Workers have today congregated on Edendale Road and are blockading plant entrances," Hulett Aluminium spokesman Mr David Goddin said

About 1 300 workers at Hulett Aluminium's Maritzburg and Olifantsfontein plants downed tools on Monday in protest over wages and working hours, company and National Union of Metalworkers of South Africa (Numsa) officials said.

Postal workers picket over jobs

Star 11/8/95

(152)

■ BY JUSTICE MALALA

The two-hour work stoppage by Johannesburg postal workers yesterday which led to the delay in the sorting and delivery of thousands of postage articles could be repeated on Monday.

Speaking after a picket and two-hour work stoppage by about 500 sorters and delivery personnel which paralysed the Witpos and Jeppe post office sorting centres in Johannesburg city centre yesterday, spokesmen for the workers said the action would be reassessed and taken forward on Monday.

This could include another picket and a longer work stoppage, they said.

Post Office spokesman Filip Ecksteen said the backlog would be made up by today.

Jeppe post office and Witpos form the biggest postage sorting centre in the southern hemisphere.

More than 2,4-million pieces of mail are sorted at the centres every day, Ecksteen said. The workers, members of the

Post and Telecommunications Workers' Association and Postal, fear that they will lose their jobs after the post office requested about 1 500 of them to reapply for their jobs last week.

Potwa spokesman Mavi Pan-yane said about 1 000 jobs were going to be lost if a cost-cutting measure went ahead.

"The Post Office says it is losing about R10-million every month and they therefore need to cut this cost by retrenching our members.

"We believe there are other ways of cutting costs and retrenchment is the most unacceptable and painful of all of them. The unions should be involved in all these processes," he said.

Ecksteen said consultations had taken place with the five representative unions in the organisation about the cost-cutting measures.

"Their strike is unlawful and we have handed the union representatives letters asking them to explain what this action means. As far as we are aware, consultations on the matter had been concluded," he said.



Back at work . . . workers at Jeppe post office resume their duties after a stoppage over planned job cuts. PICTURE MYKEL NICOLAOU

(152) (213)

Postal workers stop work

CT 11/8/95

267

JOHANNESBURG: A two-hour illegal work stoppage by about 300 postal service workers yesterday temporarily disrupted mail sorting and counter services at the Johannesburg central post office in Jeppe Street.

It was assumed the protest was related to a plan to move the Jeppe Street mail centre to Witspos in Ormonde, south of Johannesburg, where it would operate around-the-clock to streamline the service.

Sapa-Reuter

No pay rise

as talks enter third week

WILLEM STEENKAMP

Staff Reporter

AKY 12/8/95

MORE than 600 fishermen were still deadlocked in negotiations with the fishing company Sea Harvest at Saldanha this week as the strike for better wages moved into its third week.

Fishermen represented by the Trawlers and Line Fishermen Union went on strike two weeks ago. They want across-the-board increases of R50 a day per fisherman and a commission of R5 per ton of fish caught.

Managing director Louis Penzhorn of Sea Harvest said the company had offered a R50 per day and a commission of R3 per ton to long-serving deckhands.

"But the union wants this salary to be paid to all the fishermen regardless of rank. This would in effect mean that some people with higher ranks would then earn less than their current pay. This does not make sense."

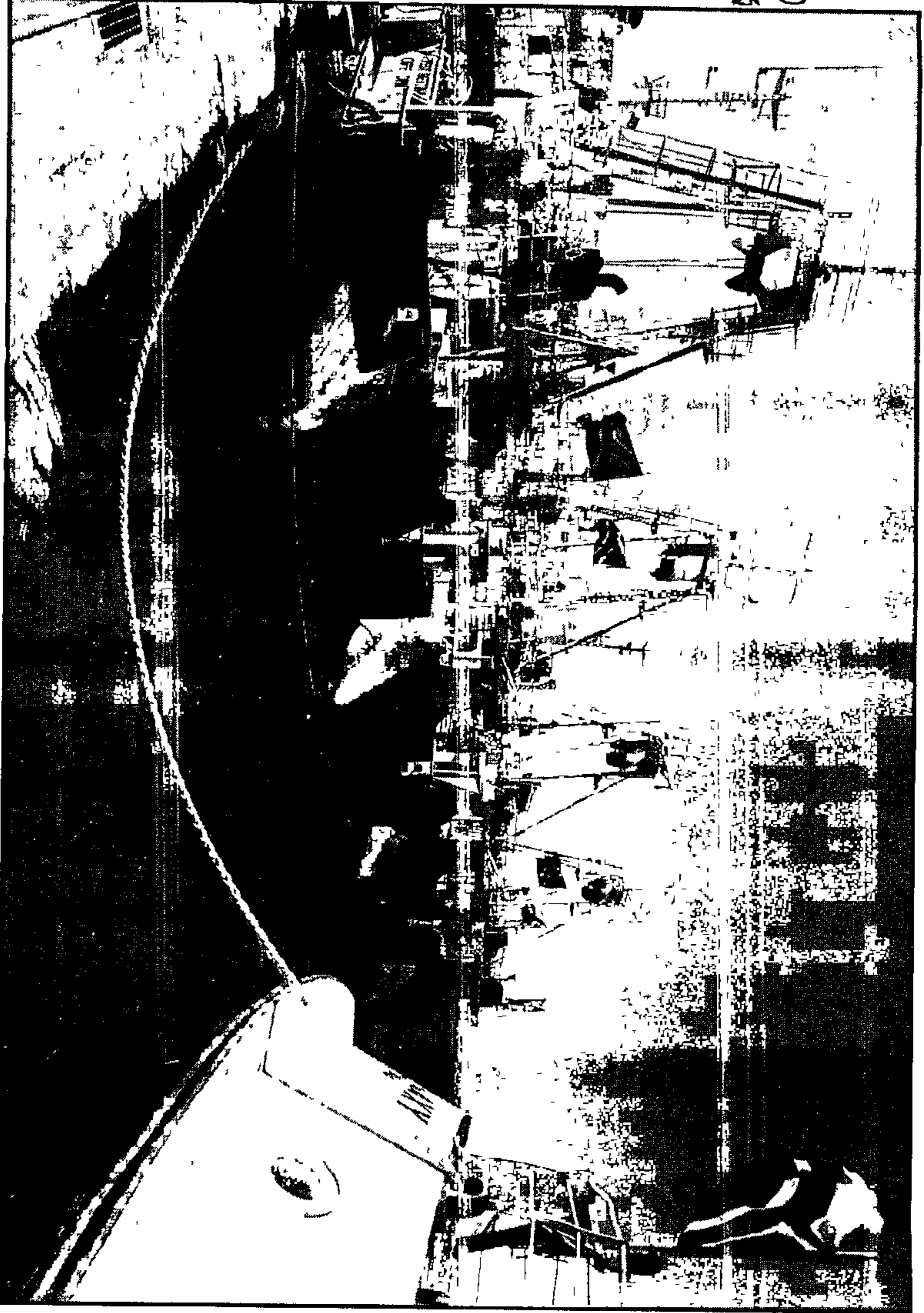
Mr Penzhorn pointed out that the company's offer represented a 20 percent increase in salaries. Late yesterday afternoon he said negotiations were still continuing.

Caval Laubscher, one of the organisers of the Trawlers and Line Fishermen's Union, said the situation did not look good at this stage.

"We are now moving into the third week of the strike and we still have not resolved the problems."

"We will continue negotiations on Monday and hopefully we will then be able to come to some agreement."

He said about 600 people were involved in the strike leaving 16 boats trapped in the harbour.



NO FISH: Fishing boats of Sea Harvest lie unused in the Saldanha Harbour as the strike by fishermen for better wages continues

Picture: OBED ZILWA, Weekend Argus.

Pay deal ends municipal workers' strike

DURBAN — A week-long labour dispute between the South African Municipal Workers' Union and local authorities in Pinetown, KwaZulu/Natal, has

ended with a pay agreement. Strikers who had gathered outside the civic centre dispersed at lunch-time yesterday after leaders told them a set-

tlement had been reached. Strikers were demanding a minimum monthly wage of R1 500 and rises of between 7,5 and 10 percent. — Sapa

ARG 12/8/98 (264)

(152) (152)

Council unions plan pay action

~~152~~ ~~152~~ (152)
THE South African Municipal Workers' Union (Samwu) is to embark on a programme of action to pressure local authorities for better wages

Samwu general secretary Mr Roger Ronnie said the form of action would differ from province to province.

"The action is linked to the state of negotiations in each of the provinces," he said in a statement yesterday. **ET 15/8/95**

Municipal workers in 24 local authorities in the Free State went on strike yesterday morning

The union is to hold marches and pickets in the Eastern Cape, Gauteng, Northern Province, Eastern Transvaal and North-West.

Other forms of action are being planned in the Western and Northern Cape — Sapa

Strike continues at Hulett Aluminium

Renee Grawitzky

BD15/8/95

(152)

A STRIKE by 1 400 members of the National Union of Metalworkers of SA (Numsa) and the SA Boilermakers' Union at Hulett Aluminium plants in Maritzburg and Olifantsfontein entered its second week yesterday as the parties continued to attempt to resolve the wage dispute.

Numsa is demanding a pay increase of 15% plus an improvement factor of 1,5% while the company has offered increases ranging from 11,5% to 12,3%.

The union is also demanding a reduction in working hours from 45 to 40 a week without loss of pay.

The union has accused the company of using "old tactics of divide and rule, and still believes in negotiating on its own

terms". The union also claimed that workers had been locked out illegally on Friday.

The company said yesterday that following attempts by workers to blockade entrances at the early stages of the strike, a court interdict had been obtained.

The parties have settled on an 11% increase at the Epping plant in Cape Town.

The minimum wage ranges from R6,65 an hour in Maritzburg to R6,92 in Olifantsfontein. The industrial council minimum for the metal industry was increased 12% to R6,74 an hour in July.

Hulett is one of 17 companies that, by agreement with the industrial council, are excluded from the industry-level negotiations in the metal industry but negotiate their plant level agreements under the auspices of the council.

Postal workers picket during stoppage

■ BY JUSTICE MALALA

About 400 Johannesburg postal workers embarked on a second three-hour work stoppage yesterday to air fears that they may soon lose their jobs

SA Post Office spokesman Flip Eksteen said that, although postal services were back to normal by the end of the weekend following a two-hour stoppage on Thursday, more delays would probably be experienced due to

yesterday's action.

He said the Jeppe Street post office was affected by the stoppage and expected to make up the backlog today

The picketing and work stoppage by members of the Post and Telecommunications Workers' Association (Potwa) and the Postel union comes after workers were notified three weeks ago that they should reapply for their jobs

This followed the decision to

move the mail centre run from the Jeppe Street office to the new mail centre at Ormonde

Potwa Gauteng spokesman Gallant Roberts said the association did not have problems with the move to Ormonde "What we object to is the manner in which this is used as a strategy to retrench our members. We feel that the packages being offered to people are unfair and that there are other ways to make sure no one is retrenched."

Samwu in pay protest

(152) Sowetan 15/8/95

THE South African Municipal Workers Union is to embark on a programme of action to pressure local authorities to improve wages

SAMWU general secretary Roger Ronnie said the form of action would differ from province to province

"The action is directly linked to the present state of negotiations in the respective provinces," Ronnie said yesterday. He said municipal workers in 24 local authorities in the Free State began strike action yesterday morning

The union will hold marches and pickets in the Eastern Cape and Gauteng, Northern Province, Eastern Transvaal and North West. Other forms of action are being planned in the Western and Northern Cape

"It is clear that local government employer organisations have failed to make the transition to democracy. They make the same excuses for their inability to address the cheap labour system existing in the sector," Ronnie said - Sapa

BRIEFS

Union slams brokers

DURBAN: Up to 35% of workers here are employed without basic worker benefits by labour brokers, the Azanian Workers' Union said yesterday.

Union secretary Mr Patrick Mkhize said the union planned to agitate against brokers to ensure the brokering system did not erode workers' rights.

Workers will not be paid

WORKERS at the Sea Harvest factory at Saldanha will not be paid on Friday. Most of them are process workers and have been out of work since last week because of the strike by trawlermen and line fishermen. **CT 16/8/95**

Management has offered the workers options for loans or leave while the fishermen are on strike.

The proposal has been rejected by the Food and Allied Workers' Union as they are not responsible for the strike.

Staff clash at hospital

JOHANNESBURG: Tension ran high at Kalafong Hospital in Mamelodi yesterday when members of the Hospital Personnel Association of South Africa clashed with rivals from the National Education, Health and Allied Workers' Union. **(152)**

Only the intensive care unit was operational and patients not needing emergency treatment were sent away. **CT 16/8/95**

Sapa

Council staff plan next step

SHOP stewards representing 14 000 municipal workers in the Western Cape were due to meet at the South African Municipal Workers' Union regional office in Athlone last night to decide whether to resume their strike as mediation had failed. **CT 16/8/95**

Samwu regional secretary Mr Stanley Yisaka said shop stewards would present mandates from their structures at the meeting.

He expected the meeting would arrive at a "programme of action" — Municipal Reporter

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Farmer evicts striking workers

(152)

SPECIAL CORRESPONDENT

ET 17/8/95

JOHANNESBURG A farmer at Ogies near Witbank in the Eastern Transvaal evicted about 80 labourers from his farm on Monday after they demanded better wages

The labourers, who were fetched from the North West by Minaar Farm owner Mr Truter Pienaar about three months ago to harvest his maize fields, spent Monday night with no shelter

An officer of the Witbank police station said one of the workers told him that a group of them had embarked on a strike at the farm complaining about poor working conditions

"This man (worker) told me that this was what angered Pienaar, who then paid them R50 each for the work they had done this month. He then allegedly told the striking workers to leave his farm immediately," the officer said

Mr Pienaar could not be reached for comment

(b) (aa) SABCO Salary Expenditure

	Basic salary
Non-management (4 087)	R234,9m
Management (351)	R40,2m
Total (4 438)	R275,1m

Management = Top, Senior, Middle, Junior
Non-management = Specialists, Skilled, Semi- and Unskilled

(hb) IBA Salary Expenditure

The SABCO does not have any information on IBA salary structures

(c) Date of information
13 June 1995

(3) In terms of its mandate, the SABCO intends transforming itself into a public broadcasting service. In doing so, the SABCO is currently reviewing its existing broadcasting services and structures to ensure that it operates in an efficient manner. The costs of this review and its effects would be through a redistribution of its current resources and will not require additional resources

Strike action at State departments/
organisations, man-days lost

155 Sen Dr G W KOORNHOF asked the Minister for the Public Service and Administration

How many man-days were lost as a result of (a) legal and (b) illegal strike action at State departments and organisations during the period 1 October 1994 to 30 April 1995?

307E

THE MINISTER FOR THE PUBLIC SERVICE
AND ADMINISTRATION

(a) and (b) During the period 1 October 1994 to 31 March 1995 116 796 man-days were lost in the Public Services due to strike action. The hon. Senator's attention in this regard is also invited to the following:

- Policy measures require of departments and provincial administrations to report on labour unrest statistics on a quarterly basis to the

Public Service Commission Statistics can therefore only be given until the end of March 1995

- In reporting on labour unrest in the Public Service, no distinction is made between legal and illegal strikes

• The above-mentioned figures only include personnel who fall under the Public Service Labour Relations Act, 1994, ie personnel appointed in terms of the Public Service Act, 1994, as well as the Correctional Services Act, 1959

Strike action at parastatal enterprises:
man-days lost

156 Sen Dr G W KOORNHOF asked the Minister for Public Enterprises

How many man-days were lost as a result of (a) legal and (b) illegal strike action at parastatal enterprises during the period 1 October 1994 to 30 April 1995?

S308E

THE MINISTER FOR PUBLIC ENTERPRISES

(a) Aventura Nil
Alexkor 12 314
Denel Nil
Eskom Nil
SAFCOL Nil
Transnet Nil

(b) Aventura Nil
Alexkor 427
Denel Nil
Eskom 308
SAFCOL 2 481
Transnet 50 272,6

Youths detained in prisons

157 Sen Dr G W KOORNHOF asked the Minister of Correctional Services †

(a) How many (i) awaiting-trial and (ii) sentenced youths are currently being detained in prisons and (b) in respect of which date is this information furnished?

S309E

THE MINISTER OF CORRECTIONAL SERVICES

(a) (i) 5 200

(ii) 9 351

(b) 30 April 1995

In terms of section 1 of the Correctional Services Act, 1959 (Act 8 of 1959), a juvenile is any person under the age of twenty-one years

Illegal driver's licences: persons charged

159 Sen J SELFFE asked the Minister for Safety and Security

(1) Whether any persons were charged with (a) issuing, (b) manufacturing and/or (c) using illegal driver's licences during the period 1 January 1994 up to the latest specified date for which information is available, if so, how many in each case,

(2) whether any persons have been (a) arrested and (b) convicted of these charges, if not, why not, if so, how many in each case,

(3) whether any other action has been taken against any persons charged with these offences, if so, what action,

(4) whether any estimates have been made as to the number of illegal driver's licences currently in circulation, if so, what are these estimates,

(5) whether the South African Police Service has considered or is considering any steps to make the issuing, manufacture and/or use of illegal driver's licences more difficult, if not, why not, if so, what steps?

S311E

THE MINISTER FOR SAFETY AND SECURITY

(1) Yes

(a) 12

(b) 2

(c) 847

(Latest specified date 30 June 1995)

(2) Yes

(a) 856

(b) 557

(3) Yes False documents are confiscated and destroyed

(4) Yes, 10 124

(5) No Steps to prevent the issuing and manufacturing of illegal driver's licences is not the responsibility of the South

African Police Service and must be taken by the appropriate authorities

SA/foreign ships using gill nets

161 Sen E K MOORCROFT asked the Minister of Environmental Affairs and Tourism

(1) How many (a) South African and (b) foreign ships were found to (i) be using gill nets or (ii) have gill nets on board in South African waters during the latest specified period of 12 months for which information is available,

(2) whether any (a) persons have been charged and/or (b) arrests have been made as a result, if not, why not, if so, how many in each case,

(3) what procedures are currently in place to check fishing vessels for gill nets,

(4) whether these measures have proved to be adequate, if so, what are the relevant details, if not, why not,

(5) whether he or his Department intends (a) changing these measures and/or (b) introducing any new measures, if not, why not, if so, what are the relevant details in each case?

S313E

THE MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM

(1) (i) (a) No South African or (b) foreign ships were found to be using gill nets in South African waters

(ii) (a) One (1) South African and two (2) foreign ships were found to have gill nets on board in South African waters

(2) (a) In all three cases the ship captains were taken to court

(b) In one case the ship's captain was fined, one ship's captain was found not guilty on a technical point and one case is still pending in the Cape Town Regional Court

(3) Regular inspections are carried out in all harbours and by patrols at sea

(4) The Government has previously, on numerous occasions and in different ways, nationally and internationally, raised and

Police assaulted by angry workers

Two policemen and a traffic officer were seriously injured when they were assaulted by striking municipal workers with bricks and knobkerries in Bloemfontein yesterday.

Free State police spokesman, Major Johlene van der Merwe, said policemen were forced to use batons to disperse the 700-strong crowd after two policemen were assaulted at the taxi rank. One striker was injured and a man was arrested and charged with attempted murder.

The traffic officer was assaulted as the crowd returned from the civic centre, where they had picketed the whole day after the council refused to give in to their demands for a 15% wage increase. — Crime Reporter

(152)
STAN 17/8/95

Council strikes loom

ET 18/8/95

(152)

~~153~~

JOHANNESBURG: Local authorities countrywide are set for huge clashes with the SA Municipal Workers' Union (Samwu), which has already started strike action in some parts of the country, if workers' wage demands are not met by next week.

The union is set to embark on marches countrywide, including one on the Union Buildings

Marches will be staged a day before crucial wage talks next Thursday with Gauteng, Eastern Transvaal and Northern Province local authorities

The union is demanding a minimum wage of R1 500 in urban centres and R1 000 in rural areas
— Special Correspondent

Patients stranded as Soweto workers strike

SPECIAL CORRESPONDENT

ET 18/8/95 (152)

JOHANNESBURG. Thousands of Soweto patients were left stranded yesterday when health workers in the township's clinics, including nurses and general staff, embarked on illegal strike action.

Gauteng Health Department spokesman Mr Popo Maja said no services were rendered at the clinics and patients had to be referred to Baragwanath Hospital for treatment.

Workers on strike include nursing, administrative staff, cleaners, and security guards. Only doctors were on duty.

There are about 24 clinics in Soweto, each of them catering for around 50 000 people

The strike, led by a new organisation called the Soweto Health Workers' Forum,

is understood to have started to demand the same salaries for the health workers as those earned by Johannesburg local government staff

In a statement, the department said it was concerned about improving the salaries and working conditions of its staff, but said local government was an independent employer with its own industrial council, separate from that which governed health workers

Supporting the action by the workers, the Hospital Personnel Trade Union said yesterday indications were that other hospitals and clinics in Gauteng would join the strikers.

But, secretary-general of Nehawu in Gauteng, Mr Oupa Makhura, said the union dissociated itself from the action taken by the workers

21 18 18 193

Strike closes fish factory

~~152~~ (152)

PRODUCTION at the Sea Harvest factory at Saldanha came to a halt yesterday as a fishermen's strike entered its 16th day.

Police intensified their presence at the factory amid allegations of intimidation and damage to property



Picture OBED ZILWA, The Argus

DEMANDS: Mark Tinker, chairman of Samwu's Cape Metropolitan Council sub-structure, hands a memorandum to council executive chairman David Dlali at the council's office in Cape Town.

Striking council workers stage sit-in at CMC offices

Staff Reporters

ABOUT 60 striking South African Municipal Workers' Union (Samwu) members occupied the 11th-floor of the Cape Metropolitan Council's city offices, demanding to hand a memorandum to council chairman Willie van Schoor

But, Mr Van Schoor was off sick yesterday and his executive committee chairman David Dlali accepted the workers' demands on his behalf

And, in Guguletu, Samwu's Ikapa Town Council branch staged a protest march from Nyanga railway station to the council's headquarters

Yesterday's two protest actions were part of Samwu's campaign to force municipalities belonging to the Cape Local Authorities Employers' Organisation to agree to wage increases

(152) ARG 18/8/95
Cape Metropolitan Council workers said they wanted R1 300 a month and for the council to negotiate wages directly with the union.

Elsewhere, Samwu is demanding a minimum wage of R1 500 a month

Mr Dlali told the workers he found it disturbing the matter still had not been resolved

"We will discuss the wage negotiations at our next executive committee meeting and as soon as the metropolitan chamber — a forum representing all the stakeholders in the metropolitan area — is established, the council will be in a position to deal directly with the issue," he said

Union spokesman Mark Tinker said a dispute had been declared because the employer organisation had adopted an inflexible and intransigent negotiating stance

Pay strike at clinics in Soweto

(152)

■ BY JUSTICE MALALA

LABOUR REPORTER

Star 18/8/95
Thousands of patients were left without health care yesterday when workers at Soweto's clinics went on illegal strike action over wages.

Gauteng Health Department spokesman Popo Maja said no services were rendered at the clinics and patients had to be referred to Baragwanath Hospital for treatment.

Strikers include nursing and administrative staff, cleaners and security guards. Doctors were on duty but they were virtually helpless without the other staff, Maja said.

Soweto has about 24, each catering for 50 000 people.

The strike, led by a new organisation called the Soweto Health Workers' Forum, is understood to have started to demand the same salaries for the health workers as those earned by Johannesburg local government staff.

The National Education, Health and Allied Workers' Union distanced itself from the action as the union has reached agreement on wages with the Government.

Maja said the health department was trying to resolve the crisis.

Disaster at health clinics

Sexwale 18/2/95

(152)

By Glenn McKenzie

SOWETO'S trouble-plagued clinics closed their doors yesterday and Baragwanath Hospital was flooded with patients during a work stoppage that plunged the township's health services into chaos.

Several hundred angry clinic workers calling themselves the "Health Workers Forum" congregated at Koos Beukes Clinic, adjacent to Baragwanath Hospital, to demand pay increases from the Gauteng province.

The toyi-toying workers demanded to see Gauteng premier Mr Tokyo Sexwale and refused to negotiate with health department officials.

Meanwhile, 13 clinics stood empty, while hundreds of patients flooded the casualty department at Baragwanath.

Baragwanath Hospital spokeswoman Mrs Esther Hlongwane said 15 paramedics from Bara and Hill-brow Hospital had been sent to assist with the heavy load of patients in the casualty department.

"The situation is chaotic right now. We are urging all people to try to use other health services if possible," she said.

Yesterday's work stoppage was apparently the result of a pay dispute between employees and the province. Workers demanded to be paid wages equal to employees of Sowe-

to's local authority clinics which provide family planning and other child services.

The protesting workers were given a five percent wage increase on Monday. Local authority clinic workers received between six and 12 percent wage increases.

Complex situation

Soweto clinics superintendent Dr Soomagi Natha said the wage dispute was the result of a "chronic, complex situation".

Negotiations were taking place at "top level" to merge Soweto's fragmented health services but it would take some time to complete, she said. "The drastic cut in the province's

budget has to be taken into cognisance".

Gauteng health department head Dr Ralph Mjijima said the situation in Soweto was "a priority issue" and that labour relations people were busy monitoring it and trying to address people's fears and concerns.

He said wage issues could only be negotiated at a national forum involving the Public Service Commission and the unions. An agreement had already been reached between various unions and the government, he added.

"There are still wide salary disparities everywhere and the government is very sympathetic to that," he said. Mjijima added that premier

Sexwale would not be able to meet with the angry workers yesterday.

Meanwhile at Baragwanath Hospital, many patients refused to go home, despite long queues and pleas from doctors who said they were overwhelmed.

Hlongwane said "I cannot say yet if our doctors are coping. They are heavily overworked and only time will tell if the situation will improve."

Soweto's clinics have been plagued with a myriad of problems in recent months. Drug shortages and thefts have resulted in service disruptions.

Corruption has also been rife. Recently 20 clerks were accused of stealing patient fees from the clinics.

Wildcat strikes paralyse Soweto health clinics

JOHANNESBURG — More than 30 Soweto health clinics stood idle after wildcat strikes forced 6 000 patients to re-route to Baragwanath Hospital

More than 100 clinic health workers stopped working on Thursday, demanding the same pay as health workers in Johannesburg

Workers in Johannesburg are paid from

ARG 19/8/95
the metropolitan council's budget, whereas health workers in Soweto fall under the small provincial health department budget

The budgets are due to change after new demarcation boundaries are set for the local government elections. Soweto health workers will then be paid under Johannesburg's budget.

(42) (152)
"The question of wages is not something that can be solved today," said Popo Maja, spokesman for the Gauteng Health Department. "It must go through top government levels."

"The department is viewing this matter very seriously and we are committed to the principle of no work, no pay." — Sapa

Clinics stand idle after strikes bite

(152)

More than 30 Sowetan clinics stood idle yesterday after wildcat strikes gripped the township's health services, forcing more than 6 000 patients to re-route to Baragwanath Hospital

More than 100 clinic health workers stopped working on Thursday, demanding the same pay as health workers in Johannesburg

Workers in Johannesburg are reimbursed from the Johannesburg Metropolitan Council's budget, whereas health workers in Soweto fall under the small provincial health department budget.

The budgets are about to be changed after new demarcation boundaries have been set for the local government elections. Soweto health workers will then be paid from Johannesburg's budget.

"The question of wages is not something that we can all solve today," said Popo Maja, who is spokesman for the Gauteng health department.

"The dispute has to go through top government levels including the National Bargaining Council."

Maja said Gauteng health MEC Amos Masondo and Dr Rafik Bismilla, chief director for health services support, met workers yesterday, but they demanded to see Gauteng premier Tokyo Sexwale.

Patients with less serious ailments are being transferred to Baragwanath and Hillbrow hospitals.

"The department views this matter seriously and is committed to the principle of no work, no pay," Maja said. - Sapa

Fishermen's strike ends

ST (CM) 2018/95

THE strike at Sea Harvest fish processing factory at Saldanha has ended after 18 days

The strikers demanded a 50 percent increase, but finally settled for 28 percent on Friday night. —

Sapa

(152) ~~ST (CM) 2018/95~~

Municipal strikers clash with police

SOUTH African Municipal Workers' Union strikers around the country have resolved to continue their strike as pay talks remained deadlocked.

Samwu members are on strike in Cape Town, Paarl, Bloemfontein and Sasolburg, in support of

demands for a higher minimum wage and across-the-board pay rises

About 500 strikers wielding sticks and overturning rubbish bins in Paarl were dispersed with stun grenades by police on Friday. Three strikers were ar-

rested.

The Cape Local Authorities Employers' Organisation has referred the dispute to the Industrial Council and the parties are due to meet on September 1 in a final bid to resolve the issue — Sapa

(152) (25) ST(CM) 20/8/95

Sea Harvest strike ends

~~STRIKING~~ (188) (162)

THE strike at the Sea Harvest factory in Saldanha Bay has ended after an agreement was reached on Friday night between the fishermen and management

The strikers demanded a 50% increase, but finally settled for 28% after striking for 18 days

CT 2118195

Clinics strikers back to work

(152) Sowetan 21/8/95

By Glenn McKenzie

STRIKING Soweto health workers agreed to return to work today after more than 18 hours of negotiations with Gauteng premier Mr Tokyo Sexwale and MEC for health Mr Amos Masondo

Soweto clinics administrator Dr Soomagi Natha said at the weekend that worker delegates had agreed to go back to work after Masondo made a commitment to pursue wage issues at "all possible levels"

Last Thursday, several hundred provincial clinic employees calling themselves the

"Health Workers Forum" went on strike to demand better pay. As a result 13 clinics were forced to close.

In a release to the media on Friday, the department called the Soweto work stoppage an "illegal strike". The principle of "no work, no pay" would be applied to all striking workers.

Free State strikers in consumer boycott call

~~(152)~~ (152) ~~(152)~~ Sowetan 21/8/95

By Mpikeleni Duma

A WAGE strike by about 4 000 municipal workers in various parts of the Free State enters its second week today without any significant agreement between the employees' union and management

In Bloemfontein services collapsed last week after workers took to the streets in demand of a R1 500 a month minimum wage and an across-the-board three percent increase

Chaos reigned in the city when marching workers deliberately dumped litter and garbage in the streets

At the Batho Clinic near tragedy was averted when eight-year-old Pinkie Makubane of Thabo Mbeki Square in Bochabela Location was transferred to the Pelonomi Hospital after suffering an epileptic fit as a group of workers demanded the clinic's immediate closure

Some of the staff, including nurses and a doctor were barred from entering the clinic

The impasse comes in the wake of the dumping of garbage in the city centre and the clinic closed

The South African Municipal Workers' Union and Free State local

authorities deadlocked on Friday when they could not reach a settlement

The local authorities are offering a R125 a month across-the-board increase

Samwu spokesman Mr Potso Jantjes said yesterday that should their meeting with the local authorities fail to produce results today, solidarity action would be sought from the community. The people would be asked to support the strike which could lead to a blanket consumer boycott.

However, in an earlier statement management said a settlement with the union was in sight.

• • •

Nearly 200 vehicles were

Health strike at clinics ends

(152)

■ ABBEY MAKOE
SOWETO BUREAU

Striking Soweto health workers resolved at a heated report-back meeting yesterday to end their work stoppage, which started last Thursday, following assurances that their salary increase demand would be treated as a matter of urgency

The decision to return to work was taken at a meeting held at the Koos Beukes Clinic near Baragwanath Hospital

Thirteen provincial clinics had been hard hit by the strike of several hundred employees who called themselves the Health Workers Forum

The strike ended after urgent intervention by Gauteng Premier Tokyo Sexwale and his MEC for Health, Amos Masondo, at the weekend

The provincial government's hasty appeal to the strikers to resume work came after health authorities claimed that the strike was illegal

Interviewed yesterday, Soweto's director of health centres, Dr Soomati Natha, said workers were happy that authorities had demonstrated a commitment to look into the grievances

"We expect the normal duties to be resumed this morning," Natha said.

"We apologise to the community for any inconvenience or distress caused during the strike," she added

Clinics grind to a halt

Sowetan 22/8/95 (152)

(152)

By Joshua Raboroko

Free State municipal workers enter second week of industrial action

MORE THAN 5 000 municipal workers including nurses and other health care employees at 60 transition-

al local councils in the Free State were still on strike yesterday, demanding better pay and working conditions

The general-secretary of the South African Municipal Workers Union, Mr Roger Ronne, said yesterday that the strike followed a deadlock in negotiations between the union and employer organisations

The union is demanding a minimum of R1 000 a month while management is offering R700 at various

local authorities in major towns in the province

Among the towns involved are Bloemfontein, Bethlehem, Sasolburg, Ladybrand, Frankfort, Virginia, Oden-dalsrus, Welkom, Kroonstad and Phuthaditjhaba

More than 60 clinics, and in some cases hospitals in the Free State, have been rendered ineffective by the strike, which started last Monday and has entered its second week

Ronne said about 130 protesting workers marching to the offices of local authorities were arrested in Bethlehem and Bloemfontein during clashes with police

The workers wanted to present a list of their demands to officials when police stopped them. The union was trying to obtain their release

Employers' associations would meet with the union this week to negotiate a possible solution, Ronne said, adding that he was optimistic workers would accede because "some authorities want to listen to workers' demands"

In Deneysville in northern Free State yesterday, more than 50 placard-carrying municipal workers protested outside the offices of the local authority. A group of white conservatives watched the proceedings from a distance

Most white residents in the town told Sowetan that they were prepared to do the work themselves

Health workers may go on strike again

152 Sowetan 22/8/95

By Glenn McKenzie

SOME of the strikers in Soweto's five-day work stoppage at clinics agreed yesterday to return to work but warned they could walk out again if their demands were not met

The workers, mostly nurses and clerks, met briefly with Gauteng MEC for health Mr Amos Masondo, who

promised them he would pursue wage negotiations at a national level

Only three of Soweto's 13 provincially-run clinics were open yesterday, despite an announcement at the weekend that the workers, under the banner "Health Workers Forum", had decided to go back to work.

The strike has added extra pressure on Baragwanath Hospital.

Govt guards on strike

CT 23/8/95 (152) (25)

ABOUT 100 ANC members of the police VIP protection unit — who guard President Nelson Mandela, cabinet ministers and other top officials — went on strike in the city yesterday to underline demands for promotions and salary increases.

Members of the unit in Pretoria yesterday also threatened to strike if their grievances were not dealt with.

However, spokesmen for the police and the National Safety Services, the division under which the VIP protection unit falls, said yesterday that the security of VIPs such as Mr Mandela was not compromised by the protest action and that steps were being taken to deal with problems.

The Cape Town strikers said yesterday

that ranks announced earlier this month after a year of negotiations on the integration of statutory and non-statutory forces were unacceptable.

Spokesman Mr Edwin Ntjana said they would not report for duty or return to their barracks in Pinelands until issues such as ranks, back-pay and salary increases had been looked at.

A police spokesman also said last night that the policemen's grievances would be "looked at" and that the Evaluation Committee would meet today to discuss the matter.

In the meantime "no action against them was being contemplated". — Sapa, Own Correspondent, Staff Reporter

Bid to end bodyguards' strike

ARG 23/8/95 (752)

Political Correspondent

THE African National Congress is to ask Safety and Security Minister Sydney Mufamadi to help resolve a strike by about 100 members of the police VIP protection unit.

Those on strike are ANC bodyguards unhappy with the handling of their integration into the police.

They are protesting against promotions and pay packages which came into effect today.

ANC secretary-general Cyril Ramaphosa met a delegation from the protection unit on Monday.

"From these discussions it emerged the unit had many legitimate demands," ANC spokesman Ronnie Mamoepa said.

A spokesman for the strikers said they would not report for duty or at their barracks in Pinelands until their grievances were addressed.

Meanwhile, the ANC is to ask for talks with Defence Minister Joe Modise on the integration process in the defence force.

The party is worried by defence force plans to axe about 10 000 former non-statutory soldiers.

"The demobilisation of so many soldiers may add impetus to some of the socio-economic problems our country faces."

The ANC was committed to ensuring that the integration process in the defence force and the police did not disadvantage those who received their skills in the liberation movement.

'Health officials misusing funds'

(152) Sowetan 23/8/95

Striking Soweto health workers accuse administrators of corruption

By Glenn McKenzie

STRIKING SOWETO health workers will call on the Government to investigate corruption in township clinics, a spokesman for the Health Workers Forum said yesterday

Mr Jacob Letlake, a spokesman for the workers who initiated a township-wide strike last week, accused Soweto health administrators of misusing Government funds. The workers will call on the Government to institute an independent inquiry into mismanagement and corruption in the clinics, he added. Letlake attacked administrators for

allegedly buying expensive vehicles for management's use. Meanwhile, the clinics were without emergency vehicles to take severely ill patients to Baragwanath Hospital

He further accused administrators of acting prematurely in accusing 20 Soweto clerks of stealing patient fees last month. Three of the clerks were suspended and one was fired. Investigations are continuing.

"We are saying that administrators

must prove these allegations or withdraw their statements," said Letlake

Soweto's clinics have been plagued with allegations of corruption and theft since early this year. In March, police discovered stolen drugs in a house owned by a Zola clinic employee. To date no one has been charged.

Meanwhile, all 13 of Soweto's provincial clinics opened their doors as hundreds of nurses returned to work yesterday.

MARCHERS START FIRES, DAMAGE METERS

Council services halted

MUNICIPAL workers marched through the city yesterday to back their demand for wage increases and have threatened "mass action"

COUNCIL services came to a virtual standstill in many areas around the Peninsula yesterday as more than 5 000 municipal workers — many wielding knobkerries, sticks and sjamboks — marched through the city to demand higher wages

The workers started two fires in Wale Street and damaged a car and parking meters as they toy-toyed for about two hours after handing a memorandum to regional Local Government Minister Mr Peter Marais. They warned they would carry out "rolling mass action" if their demands were not met within a week.

The protesters carried placards demanding higher wages and coffins bearing the names of Mr Marais, Cape Metropolitan Council chief executive officer Mr Dan van den Berg and Cape Local Authorities Employers' Organisation negotiator Mr André Swart.

Their demands include higher wages for the majority of municipal workers, a return to the negoti-



PROTEST AFTERMATH: Firemen douse the smouldering remains of mock-coffins in Wale Street yesterday, which SA Municipal Workers Union members had set alight during a protest march for higher wages

PICTURE: ALAN TAYLOR

ating table and a halt to apartheid-style restructuring

At least 150 policemen, some armed and others in riot gear, lined Adderley and Wale streets. A stick was hurled at Mr Marais as he accepted a memorandum outside the Western Cape parliament. It missed him.

Mr Marais said it was ironic that protesters came to him for

relief when only local authorities had the power to negotiate with them. "They must know that I don't have the authority to increase their wages yet they want me — my stakes must be going up."

Services were disrupted in the northern suburbs, Fish Hoek, Simon's Town, Melkbos and Atlantis, protesters said.

Council spokesman Mr Etienne Vermaak said the march might have been a union response to the employers' suggestion that the dispute should go to arbitration.

The employers' most recent offer had been for a R1 204 minimum monthly wage while the union said it had lowered its demand from a R1 500 to R1 350 a month — Staff Reporters

Workers torch coffins

Staff Reporter

230 (152) ARG 24/8/95

THOUSANDS of striking South African Municipal Workers Union members marched to the provincial offices in Wale Street where they torched coffins inscribed with the names of politicians and local government officials

During yesterday's protest in support of pay demands, union leaders handed over memorandums addressed to several officials, including regional Local Government Minister Peter

Marais, Cape Metropolitan Council chairman Willie van Schoor and Cape Local Authority Employers' Organisation chairman Andre Swarts

Mediation failed last week and workers have threatened "unprecedented mass action" if demands are not met by September 1. These include a minimum wage of R1 350

A spokesman for Mr Marais said the dispute did not fall within the minister's jurisdiction

Fivaz warns striking guards

POLICE Commissioner George Fivaz has announced a rank and salary review for striking government bodyguards, but also warned against further strike action. (152) 2/95

"Any member who goes on strike will be discharged from service. No excuse whatsoever for striking exists as proper structures and channels have been created to deal with grievances," he said. ARG 24/8/95

Reports said former African National Congress and Pan Africanist Congress members taken into the VIP Protection Unit were on strike in protest against the determination of salaries and ranks for former guerrillas.

The unit is the arm of the South African Police Service which guards cabinet ministers and high-ranking visitors.

Presidential spokesman Parks Mankahlana said all President Nelson

Mandela's usual security staff were on duty. (26)

"We have not noticed any effect here. All the usual guys are here and all the usual guys are at work in Pretoria," he said.

Commissioner Fivaz said in his statement he was aware of dissatisfaction about the allocation of ranks during the integration of the existing VIP unit and the former liberation movements.

He said the same selection criteria were applied to trained police and ex-guerrillas, most of whom had only informal training.

"I have therefore directed, in order to address remaining grievances pertaining to this amalgamation process — specifically ranking and therefore salary issues — that an independent appeals committee be set up," he said. — Reuter



Chaos at the Carlton . . . police forcibly remove Anglo American Property Services workers from the entrance of the Carlton Centre yesterday. PICTURE THYS DULLAART

Man shot in city protest

(152) Star 25/8/95

■ BY BOBBY BROWN

An Anglo American Property Services security guard was shot in the foot during a demonstration outside the company's Carlton Centre, Johannesburg offices yesterday.

He was apparently shot by a security guard patrolling the nearby Smal Street Mall, police said, and taken to hospital.

Cleaning, security and engineering staff from various Ampros buildings in Johannesburg were protesting at the Carlton Centre against the company's decision to use more contract workers and lay off permanent staff.

Negotiations collapsed after midday and Ampros obtained an urgent interdict from the Rand Supreme Court to remove the workers from the complex.

The workers will appear in court on September 5 to show why Ampros should cease to engage contractors and why their strike was not illegal. They will also have to show why a suspended colleague should have his suspension lifted.

Postal workers in protest

~~228~~ (152)
ABOUT 451 members of the Post and Telecommunications Workers' Association and the Post Office Employees Association of SA embarked on a two-hour mass sit-down at a number of Telkom premises to protest against the privatisation of non-core functions — Staff Reporter

CT 30/8/95

Strikes cost private enterprise dearly: Private enterprise lost 398 324 man-days to strike action between October 1 last year and April 30 this year, Tito Mboweni, the labour minister, said yesterday

(152) CT (PR) 30/8/95

Hospital staff continue sit-in

ARG 30/8/95

(150)

The Argus Correspondent

PORT ELIZABETH — Dora Nginza Hospital workers say they will continue their sit-in action to draw attention to ineffective security at the hospital.

They have also rejected security measures proposed by the regional Health and Welfare department.

The National Education, Health and Allied Workers' Union (Nehawu) members started the sit-in yesterday following the murder of 23-year-old pharmacist Reshma Rampersad in her hospital flat last week.

A man has appeared in court in connection with her death.

Earlier this week, after a meeting with the Dora Nginza Hospital management, Health and Welfare department spokesman Linda Rhoda said short, medium and long-term security measures would be implemented at the hospital.

Mrs Rhoda said spotlights, an extra security guard and peepholes and chains would be installed at residences immediately.

In the medium to long-term security gates and burglar bars would be fitted on residence doors and windows. Offices would also be let to the South African Police Services and a

strategy to fence off the residence premises would be examined.

Nehawu spokesman Cyril Langbooi said the workers rejected the measures as "cocoon security".

He said the sit-in would continue with only a skeleton staff working.

Mr Langbooi said the proposed measures by the department only looked at securing the residential areas when there was a lack of security throughout the hospital.

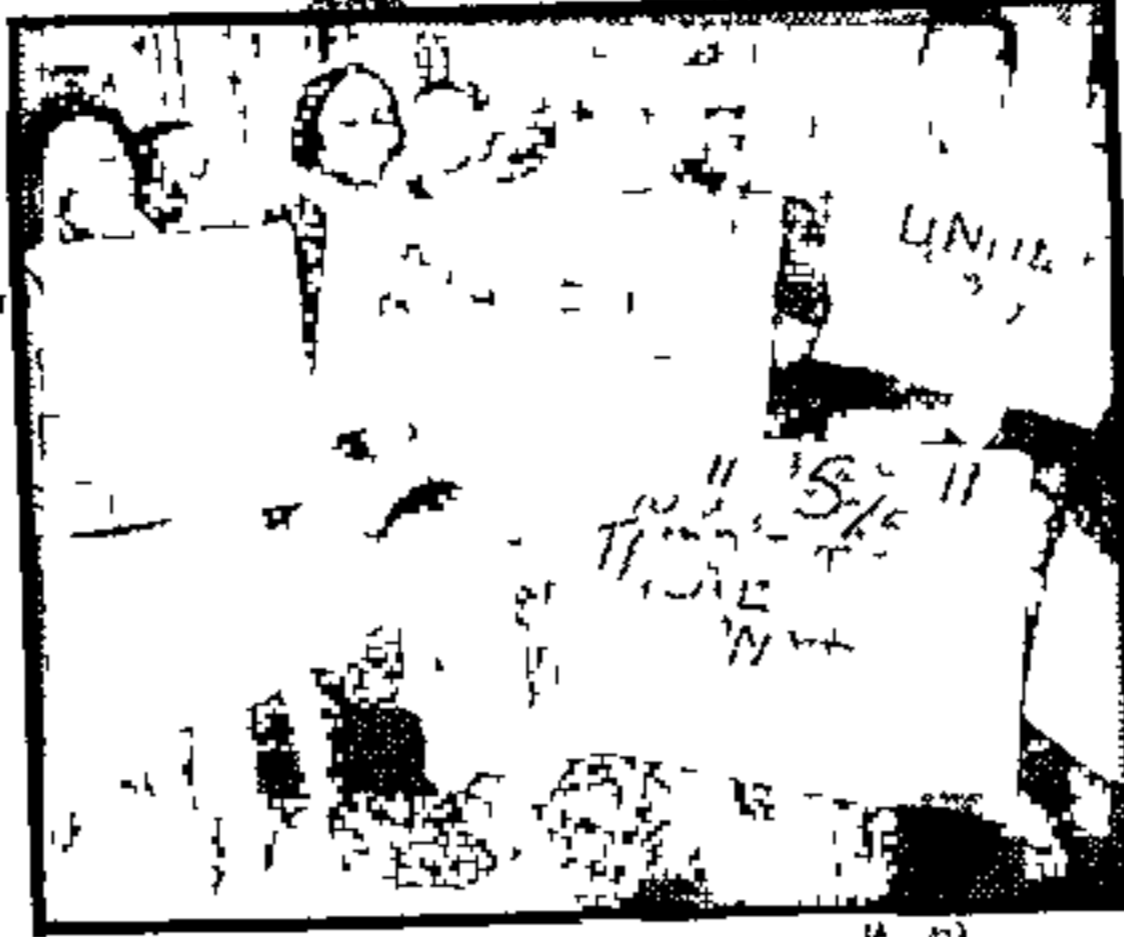
He said that when a Nehawu delegation met the Health and Welfare regional director Dr Thabo Sibeko they found someone who was "not interested to solve the situation".

Mr Langbooi said Nehawu now wanted to meet the Health and Welfare permanent secretary Mvuyo Tom.

He said a Nehawu delegation would approach the hospital management and ask them to leave.

"If they don't, they are not interested in solving the matter. The hospital will be closed soon if the services are further disrupted. We blame Dr Sibeko for that," said Mr Langbooi.

He said about 20 doctors had told Nehawu they supported the union's action.



Picture HANNES THIART, The Argus

ANGRY SISTERS: Nursing staff gather outside the Cape Provincial Administration building to protest about their salaries.

Angry nurses in protest over salaries

Staff Reporter *ARC 31/8/95*

ANGRY nurses gathered outside the Cape Provincial Administration building to protest against the disparity in salaries among health service workers and the recent five percent increment

The nurses, who work at community health centres, presented a memorandum to provincial Minister of Health Ebrahim Rasool yesterday

Linda McGregor, spokeswoman for the nurses, said: "We are here to express our disgust at the unfair treatment community nurses get"

Ms McGregor said community nurses worked seven days a week on a shift basis and risked their lives in townships where gang violence was prevalent

She said nurses working for the city council and Regional Services Council worked office hours and did not attend to emergency cases

Ms McGregor said "We do all the hard work and get paid less than our colleagues working for the city council and regional services who do half the work we do"

The nurses demanded salary parity with other health workers in health services. They also demanded a 50 percent increment instead of the five percent offered earlier this year.

She said the increment should be backdated to April 1995 and not July 1995

Mr Rasool thanked the nurses for bringing the matter to his attention and promised them that he would attend to the matter immediately.

Mr Rasool also thanked the nurses for the dignified manner in which they held their protest

Workers clash in Benoni hospital corridors

Kathryn Strachan

CHAOS broke out in the Boksburg-Benoni Hospital on the East Rand yesterday as workers from rival unions, some wielding spears and pangas, clashed.

"It was a dark day for unionism," said Hospital Personnel Association of SA official Mike Ryan. "It was anarchy."

Hospersa members said they were attacked by about 100 armed National Education, Health and Allied Workers' Union (Nehawu) members. "It would have been a bloodbath if we had responded," said Ryan.

BD 3/18/95
Later Nehawu members held 10 association members hostage in a storeroom. Security guards helped them escape.

Hospersa members had gathered to demand the intervention of Gauteng health MEC Amos Masondo in what they said was continuing intimidation by Nehawu.

Masondo met a Hospersa delegation later and promised to meet all interested groups next Tuesday. Ryan said the meeting had been a waste of time.

He said Hospersa members were angry that Masondo had not intervened despite repeated requests over the past month.

(152)
Hospersa members feared for their safety and refused to return to work. Patient care had been reduced to the minimum and all administrative functions had stopped.

Regional Nehawu officials said they knew there was trouble at the hospital, but did not know the details. They said there was tension at all hospitals between Nehawu and Hospersa, which was perceived as protecting the interests of white workers and management.

Ryan said Nehawu felt threatened as it was losing members to Hospersa, which had a 60% black membership.

Zinc strikers face final interdict bid

Deborah Fine

(162) (167A) BD 31/8/95
STRIKING workers at the Zinc Corporation's East Rand operation have been ordered to show cause in the Rand Supreme Court next month why the company should not be granted a final order interdicting them from stopping temporary workers from entering the plant during the strike.

In an affidavit, Zincor senior personnel officer Martin Hurworth said strikers had also stoned vehicles trying to enter.

An interim interdict was granted on Tuesday prohibiting strikers from coming within 100m of the plant and obstructing access to the plant.

Eskom conduit for US institute

Theo Rawana

(173A) (173B) BD 31/8/95
ESKOM and the US-based Electric Power Research Institute had agreed to form an African centre for essential community services — a technology transfer mechanism for moving institute technology through Eskom to sub-Saharan Africa, they said yesterday.

Institute customer systems group vice-president Clark Gellings and Eskom research manager Steve Lennon said the centre would probably use a major SA university as its host site.

The California-based institute, with 700 utility members, was founded in 1972 for the US electric industry to improve power production, delivery and use.

The centre would function as a

satellite of the institute's customer systems group community environment centre in St Louis, Missouri, and would become part of the institute's centre and office network.

"The process of site selection (in SA) is already under way, with the opening scheduled for March-April 1996. Selection criteria include technical capabilities, community presence, ties to key SA industries and resource contributions," the organisations said in a joint statement.

Initially the centre would be supported by Eskom and the institute, with extra funding from SA's government, water utilities and health care industry. It was to be self-supporting and function as a nonprofit corporation.