PUBLIC SECTOR - TRANSPORT - LABOUR

1990

JANUARY — MAY

SAB takes back workers

370

Sowetan 3/1/90

ALTHOUGH South African Breweries was able to maintain ample flow of beer while many of its workers were off during a two-month strike at the end of last year, the company has decided to re-employ the same numbers as before and labour levels are "back to normal," according to a Breweries' spokesman

The strike had not shown that the company was overstaffed and that it could meet production targets with less labour, he said

A Food and Allied Workers Union spokesman agreed that SAB had restored its worker levels to those of before the strike and had not cut back on employment levels

Sats fire blamed on arson

ARSONISTS are believed to have been responsible for a fire which caused minor damage to the Eerste Fabrieke railway station in Mamelodi near Pretoria.

The fire, at about 3.30am on Monday, destroyed two ticket machines and their paper contents, and caused smoke damage to the office.

No one was injured.

270

Sowetan 3/01/90

Sats dispute toll now 22 380 sackings

B/Day 3/1/90

THE Sats strike has entered 1990 with 22 380 workers fired in the eight-week-old dispute which has left at least 16 people dead and scores injured

Sats will continue dismissing the remaining 3 551 striking workers, according to spokesman Ian Bleasdale

No strikers were fired yesterday, but dismissals were expected to continue today

The SA Railway and Harbours Workers' Union (Sarhwu) is expected to contact Sats this week with a set of proposals aimed at ending the dispute which has led to the dismissal of about a quarter of Sats' black labour force

Sarhwu officials were unavailable for comment yesterday as they were in a meeting

Bleasdale said Sats's re-employment programme in Natal had been proceeding "very slowly, but we're hoping it will pick-up soon"

"We are also considering instituting the programme in areas other than Natal"

He said that no reports of violence or damage other than a fire at a station near Mamelodi early yesterday morning had been reported to him recently

"Things are quiet and we're waiting for Sarhwu to contact us — hopefully later today (yesterday)," Bleasdale said

Wages lost by striking workers so far totalled about R21m and damage to Sats property stood at R39m

This figure, however, only applied to damage to "rolling stock" and excluded damage to property other than railway coaches, Bleasdale said

The total breakdown of dismissed workers is

- Natal — 12 128
- Southern Transvaal — 6 439
- Northern Transvaal — 1 517
- Western Cape — 1 011
- Free State — 611
- Northern Cape — 504
- Northern Natal — 170 — Sapa

The Sats strike may end

Sowetan 4/01/90 (270)

THE eight-week South African Transport Services workers' strike came closer to being resolved late yesterday afternoon.

The South African Railway and Harbour Workers' Union -- which called for the strike that resulted in the dismissal of more than 22 000 Sats employees -- has almost got a mandate to put forward proposals to end the industrial action, SABC radio news reports

A spokesman for Sats said the union had informed management its national executive was due to meet yesterday to ratify its recommendations. Their answer could be received today.

The union is responding to Sats's proposals put forward a fornight ago to break a two-week deadlock in talks aimed at resolving the dispute.

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Sapa

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A total of 3 574 workers are still on strike.

To date the cost of damage and destruction to Sats property has been estimated at R40m. — Sapa.

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Star 4/11/90

Talks to resolve railway strike likely to resume

270

Star 5/1/90 By Drew Forrest

The nine-week railway strike is moving to a climax and there is a strong possibility that talks aimed at resolving the dispute will resume today

SA Transport Services (Sats) senior labour manager, Mr John Smith, said unionists had indicated they were close to finalising their position on Sats proposals tabled a fortnight ago

He added that pressure was mounting on the SA Railway and Harbour Workers Union (Sarhwu)

UNION RIFT

"People are queueing up for the jobs of dismissed strikers and our line managers are pressing us to employ a new labour force"

More than 22 000 workers — more than a quarter of the Sats black labour force — have been fired since the strike started

Sarhwu's long delay in responding appears to indicate a rift within the union over the latest Sats proposals

Sources believe that the union's national leadership is willing to drop demands for an immediate pay rise and the reinstatement of dismissed strikers — issues which Sats regards as non-negotiable

However, regional representatives are seen to be fearful of the worker response if the union backs down on these issues

Yesterday Sarhwu leaders met Cosatu in an apparent bid to hammer out a unified negotiating stance

Management has refused to divulge the exact nature of its latest offer Sats has offered to recognise Sarhwu in Natal once it has registered for the region This would open the way for national pay talks, even as early as April

SATS STRIKE F/M 5/1/90

Desperate days

The Sats strike could soon be over SA Railway & Harbour Workers' Union spokesman Elliot Sogoni says the union is desperate to settle (270)

The union appears to have little hope that any of its demands will be met In fact, it appears to have adopted a strategy of damage control, aiming mainly at getting back the jobs of 22 380 sacked strikers (Sats says 3 551 strikers are still employed.)

2

← F/M 5/1/90 (270) →

Sogoni says "Sats has not given in to a single demand We are hoping that this being a new year, they will concede something " He says the union's national executive has decided to seek an urgent meeting with Sats to resolve the issue by the end of this week, if possible

The union has agreed to register (it signed an undertaking to do so about 15 months ago) and Sogoni says this is proceeding in Durban and Pretoria He won't give details of union proposals for the talks but suggests the issue will be "returning workers " Sats recently published ads inviting fired strikers to re-apply for their jobs

Sats labour relations director Jan Bredenkamp says both sides have put proposals for the meeting While Sats is prepared to talk about re-employing workers, disciplinary procedures and wage negotiations, it definitely won't be discussing immediate or interim increases "No employer would simply agree to discuss wages twice in the year We are not prepared to set a precedent," says Bredenkamp

Commenting on a major problem with the strike — confusion among union leaders — a Sats source says the outcome of the meeting will depend on who is in charge at the time. "It's not too clear who is in charge Some guys are more conciliatory than others "

It's acknowledged in labour circles that the accession of the current leadership — headed by general secretary Martin Sebakwane — has created internal problems The resignations of a number of the union's founders have left a gap, there have also been claims of opportunism and careless politicking This confusion has no doubt been worsened by the wageless Christmas endured by rank-and-file union members

At this stage there is little sign the MDM will intervene as it did to help end the strike and consumer boycott against SA Breweries

The effect of the leadership change has been noted by Sats Says one insider "The previous leadership was more sophisticated and experienced The current lot are less experienced and it shows in negotiations They have created a lot of expectations they cannot satisfy " ■

Rail strike talks resume today

Sowetan 5/11/90

NEGOTIATIONS between members of the striking SA Railways and Harbours Workers' Union (Sarhwu) and SA Transport Services management on ways to end the nine-week-old Sats strike are to resume today, according to Sats senior labour manager, Mr Jan Bredenkamp.

This breakthrough in the often violence marked strike came after Sats was contacted yesterday by Sarhwu's legal advisor, Mr Bredenkamp told Sapa.

"Sarhwu had a meeting with Cosatu on Wednesday and had intended meeting again with yesterday

"They will contact us today with a view to a meeting to discuss Sats' proposals to ending the strike," Mr Bredenkamp said

Sats presented Sarhwu with proposals last Monday following a deadlock in talks two weeks before

"We discussed the issues of recognition, dismissals and future wage negotiations and made proposals which we don't want to discuss at this stage as they're still on the table,"Mr Bredenkamp explained

Meanwhile Sats fired another 16 strikers yesterday bringing the total dismissed to 22 396, according to Sats spokesman Mr Ian Bleasdale.

He said there were still 3 596 workers on strike

Strikers had lost about R26 million in salaries and Sats had sustained damage to property in the strike of about R40 million

The dispute began on November 2 last year, when Johannesburg workers downed tools over the issue of wages

The strike soon spread to most of the country

Negotiations began between Sarhwu and Sats but deadlocked in December following Sats' refusal to recognise Sarhwu as a representative union as it was not yet registered with the Department of Manpower.

Sats also refused to discuss the issue of wage increases as according to management, increases for 1989 had been finalised earlier in the year.

Sarhwu, however, claimed to be representative of the black labour force and demanded the minimum wage be raised to R1500

(270)

Sats management subsequently began dismissing striking workers.

Welcome party

A welcome party will be thrown for top jazz drummer Churchill Jolobe (pictured above) at 1426 Bazabaza Street, Orlando East, tomorrow at 1pm

Jolobe, who arrived in South Africa last month after 26 years abroad, plays for three jazz bands which are held in high esteem abroad - Dudu Phukwana's Zila, Southern Africa Force - led by Joe Malinga of Swaziland - and trombonist Jonas Gwangwa's African Explosion

Taxi chiefs blame accidents on pressure from Sats strike

B/Day 5/1/90

THEO RAWANA

SABTA has blamed the Sats strike for the high taxi-related accident rate over the Christmas holiday period

Sabta communications director Mike Ntlatleng said yesterday the strike caused most people to forsake train travel and opt for taxis, which resulted in great pressure on taxi operators

While the actual number of road deaths involving taxis could not be established, the National Road Safety Council (NRSC) reported that holiday period deaths totalled about 250

Belief

Ntlatleng denied that taximen's approach on the roads was influenced mainly by economic considerations, as NRSC deputy director Eric Wise said earlier this week

Wise said the drivers were driven by the belief the more trips undertaken, the bigger the profits

Ntlatleng said "We do not believe that economic considerations, as stated in the Press, were the main causes of the accidents We believe that it is one of the many causes

"Of importance is the fact that the strike by Sats workers has an impact on the number of people using trains Because of the strike, many people found it convenient to use taxis, and as such tremendous pressure was brought to bear on the taxi operators"

He said it was still too early to say by how much the load on taxi operators had increased

Ntlatleng also said most of the minibuses involved in accidents were "unroadworthy vehicles with no road permits or vehicles driven by pirate operators in for quick cash"

Sapa reports Sabta president James Ngcoya as saying the research company Project Spear would investigate the causes of road accidents involving mini-buses (270)

It would investigate whether minibuses were suitable for SA transport requirements It would also look into the behaviour of taxi drivers on the roads and their driving skills

☐ Sats was awaiting confirmation as to when discussions will resume with the SA Railways and Harbour Workers Union (Sarhwu) to end the nine-week old Sats strike, senior labour manager Jan Bredenkamp said yesterday

He said Sarhwu's legal advisor contacted Sats yesterday and said the union would like to arrange a meeting, but no date had been set.

Sarhwu met Cosatu officials on Wednesday and had intended meeting them again yesterday, said sources

Meanwhile, Sats fired another 16 strikers yesterday, bringing the total dismissed to 22 396, according to Sats spokesman Ian Bleasdale

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How the department responds to pro- learning upon

Hopeful signs at rail strike talks

DREW FORREST

NO startling progress was made at yesterday's meeting between railways management and unionists, but the resumption of talks after a three-week hiatus is a vital first step towards settling the rail strike.

At least 16 deaths and R40 million damage to SA Transport Services rolling stock have been linked to the nine-week dispute.

A Sats statement said that at yesterday's talks the SA Railway and Harbour Workers' Union (Sarhwu) sought clarity on Sats proposals tabled on December 18 and pledged to canvas the offer with its members.

The union had agreed to relay members' views to management early next week, the statement said.

Insiders said management had not shifted on its refusal to talk wages or to reinstate all 22 000 dismissed strikers — two key Sarhwu demands — but had modified its negotiating stance

It is understood that Sats has offered to re-employ a percentage of the fired workers according to strict criteria. Those not rehired would be eligible for severance benefits at the discretion of an arbitrator.

The pay issue could be resolved by admitting Sarhwu to annual wage talks on the railways, starting in April, once it is registered and recognised.

To ease the process, Sats is understood to have proposed the negotiation of an interim recognition agreement.

Sources hinted yesterday that, while Sarwhu's national leadership favoured a compromise deal, regional delegates were fearful of a worker backlash if the union backs down on its demands.

Hopes for end to railway strike

270

By CONNIE MOLUSI

HOPES of a settlement in the nine-week-old railway strike were raised this week as Sats and the South African Railway and Harbour Workers' Union (Sarhwu) met behind closed doors

Sats presented Sarhwu with new proposals to resolve the dispute following a breakdown in talks two weeks ago

Sarhwu has agreed to ask members if they accept the latest Sats proposals to normalise the situation

The latest proposals are C/Press 7/1/90

- That wages be discussed in April with Sarhwu and other unions if it is registered by that time, and
- Sarhwu must present proof of representation, upon which an interim agreement can be signed to make the union part of the annual wage negotiation process

Sats is only prepared to take back 50 percent of the dismissed workers, who would be re-employed instead of being reinstated without loss of benefits and service

The remaining 50 percent would go before arbitration to determine if their dismissals were fair If not, the arbitrator would determine to what extend they should be compensated

Sats spokesman Leon Els said it was in the interests of Sarhwu members to settle the matter as soon as possible

Meanwhile, Sats has fired a further 16 workers this week, bringing the total dismissed to 22 396 There are still 3 596 on strike

Referring to the Sats re employment programme in Natal, Els said the company would continue to recruit workers to fill vacancies

Sarhwu national treasurer Elliot Sogoni said the union was not satisfied with the outcome of the meeting with Sats but in the "spirit of give and take" both parties would have to concede certain demands

Strikers have lost about R26 million in wages, and damage to property during the strike has amounted to about R40 million

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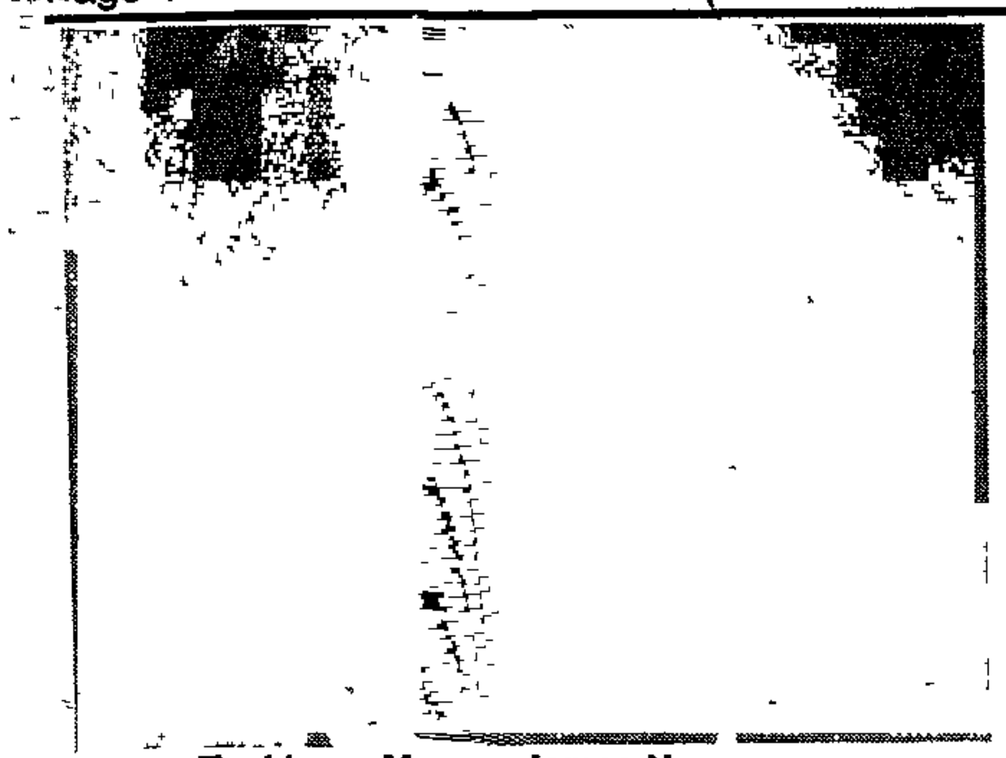

Taxi boss Mr James Ngcoya

Call to end the Sats dispute

By JOSHUA RABOROKO

THE president of the Southern Africa Black Taxi Association, Mr James Ngcoya, has called on the South African Transport Services to immediately resolve the differences it has with its workers.

Ngcoya said it made the call because of the horrifying loss of life and limb

Sabta regretted the destruction of property now estimated at more than R30 million

It also regretted the loss of income suffered by Sats workers and the difficulties the commuters and the general public have been and continue to be subejcted to.

"In the light of the untold inconveniences so many thousands of our people are faced with, we also call upon Sabta members to minimise the problems of our people in any way they can

"We recommend to our members to be sympathetic to people who will now have to pay more to commute to work and to adjust the differences accordingly

"Furthermore, we appeal to our members not to increase their fares during these difficult times and not take advantage of the situation

"We would like to remind our members that their now increased burden demands of them to become even more safety conscious and extra careful and courteous to other road users," he said

He said that drivers should not exceed speed limits or compromise safety regulations through overloading.

Transport crisis on ER

Sowetan 8/1/90 270

By MZIKAYISE EDOM

THOUSANDS of East Rand commuters face a transport crisis when they return to work today.

This follows the Benoni City Council's decision to terminate its bus service from the end of last month.

Wattville and Daveyton residents have used the bus service for more than 60 years.

The council said it was ending the service because it had lost R18 million in the past three years.

This year alone, the council claims to have lost R6 million.

To ease transport problems in the area, the Benoni Taxi Association has arranged extra taxis to ferry Daveyton and Wattville commuters to work.

Meanwhile, Putco has threatened to close its Springs depot if the 150 bus drivers on strike do not return to work this week

The drivers went on strike early last month in protest against poor working conditions.

They are also demanding the removal of the local divisional manager Mr P Gerber.

Domestic workers were the worst affected people in KwaThema following the strike.

A spokesman for the Putco Support Committee said the drivers had agreed to conditionally go back to work pending an inquiry into their grievances.

However, he did not say when the workers would resume their duties.

CAPE TOWN TUESDAY

At least six dead, many hurt in rail strike battle

Bloodbath

JOHANNESBURG — At least six people were killed and many injured in clashes between railway strikers and strikebreakers at Germiston station today, according to the Congress of South African Trade Unions (Cosatu) and police

A legal source at the station complained that in spite of being urged to disperse the vigilantes, police had failed to intervene in the conflict.

The source said strikers wearing union T shirts were being singled out for assault as they alighted from trains

An East Rand police spokesman said the clash happened about 9am

Strikers were apparently waiting at the station when non strikers arrived in a train

A fight broke out and knives, pangas and stones were used Riot police used teargas to disperse the mob

Knobkerries

The secretary of Cosatu's Witwatersrand region, Mr Ariel Mabelane, said strikers had been attacked with sharp instruments and knobkerries on their way to a meeting at the offices of the South African Railway and Harbour Workers' Union (Sarhwu) in Germiston

Ambulances ferried dozens of injured workers to the Natalspruit Hospital and the Willem Cruywagen Hospital in Germiston, he said

The conflict is the first serious violence linked to the 10 week strike It takes place as railways management is awaiting a response from Sarhwu to the latest proposals for ending the strike.

Sarhwu has pledged to contact the management once it has a mandate from its members and a negotiating meeting could take place this week

The Argus Correspondent

Argus 9/1/90

Sats fires 54 more striking workers

Labour Reporter

Another 54 railway strikers were fired yesterday as railways management awaited the SA Railway and Harbour Workers' Union's (Sarhwu) response to its latest proposals for settling the 10-week-old railway strike. (270)

It is understood that SA Transport Services has offered to re-hire a percentage of the 22 400 fired strikers and to compensate the rest at the discretion of an arbitrator.

It has proposed that Sarhwu apply for registration and then negotiate an interim recognition agreement. Star 9/1/90

Sarhwu has promised to canvass its members and to relay their response this week.

If the current talks fail, Sats is likely to replace the fired strikers with a permanent labour force, resulting in the loss of much of Sarhwu's membership.

Bjelke-Petersen puts off SA trip

MELBOURNE — Former Queensland Premier, Sir Joh Bjelke-Petersen, has delayed a trip to South Africa after being told he is still under investigation following the Fitzgerald inquiry which found evidence of large scale corruption among police and politicians.

Sir Joh and his wife, Lady Flo were to visit South Africa in February as guests of the Government. They will now make the trip in April. — The Star's Foreign News Service.

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Died after giving birth

A 28-year-old woman died in the Park Lane Clinic shortly after giving birth to a baby girl, a Johannesburg inquest court heard yesterday.

Mrs Mala Chetty of Malvern died on December 1 last year as a result of a severe internal haemorrhage, a post-mortem examination found.

A sister at the Park Lane Clinic, Mrs E Airth, said Dr E Pheiffer ordered that an epidural anaesthetic be given to Mrs Chetty because she suffered from high blood pressure.

After the birth, Mrs Chetty said she was in pain. Blood loss was fairly heavy, but she drank a cup of tea she had ordered, Sister Airth said.

Mrs Chetty later died. The hearing continues.

Bloody clash came at crucial stage of Sats, union talks

Argus 10/1/90

270

By ANDREA WEISS
Staff Reporter

THE bloody clash between striking and non-striking workers at Germiston station came at a time when talks between South African Transport Services' management and the South African Railway and Harbour Workers' Union (Sarhwu) had reached a crucial stage

Yesterday's fighting was the most violent in a long series of clashes between strikers police and non strikers in a labour dispute which has cost Sats close on R40-million in damage to suburban trains

The dispute started on November 2 last year in the southern Transvaal when Sarhwu workers called for higher wages and union recognition and objected to the privatisation of Sats

Cape Town

The strike soon spread to other parts of the country In Cape Town, harbour workers downed tools on November 15 and were joined by colleagues in Sats' departments throughout the city

When Sats management started to dismiss workers, a further demand — the reinstatement of workers — was added to the list

As talks between Sats and Sarhwu got under way, the numbers of dismissed workers mounted The latest figure was 22 763

On December 18, Sats formulated proposals concerning the recognition of the union, future wage negotiations and the re-employment of workers

According to a Sarhwu source, Sats has offered to re-employ 50 percent of the workforce If accepted, re-employment would be subject to certain "objective criteria" regarding employment records

Clarification

Recognition would be granted if the union registered and showed a membership of 40 percent Wage negotiations would depend on this recognition and would start in March

Sats and Sarhwu met to discuss these proposals on Friday last week

Sats public relations head Mr Leon Els said the union had asked for clarification on certain points and had decided to take this information back to their membership

A second meeting was scheduled for today but events at Germiston yesterday have dramatically altered the outlook

The violence at Germiston station was not the first clash between strikers and non-strikers Similar incidents have been reported in Braamfontein, Durban and Empangeni

In Cape Town on December 9, strikers were granted a Supreme Court interdict restraining six non-striking Sats workers from assaulting or otherwise interfering with strikers

Sarhwu Western Cape organiser Mr Suleiman Isaacs alleged that, the interdict notwithstanding, strikers were still being "taken from their homes" and assaulted by non-strikers at Ikwezi, a Sats hostel in Langa

Although Sats management has denied condoning the non-strikers' actions, Sarhwu general secretary Mr Martin Sebakwane believes Sats was implicated in what he called a "massacre" at Germiston

Mr Sebakwane claimed the workers who had waited on Germiston station dressed in their railway uniforms had committed a "premeditated act" by attacking strikers alighting from trains

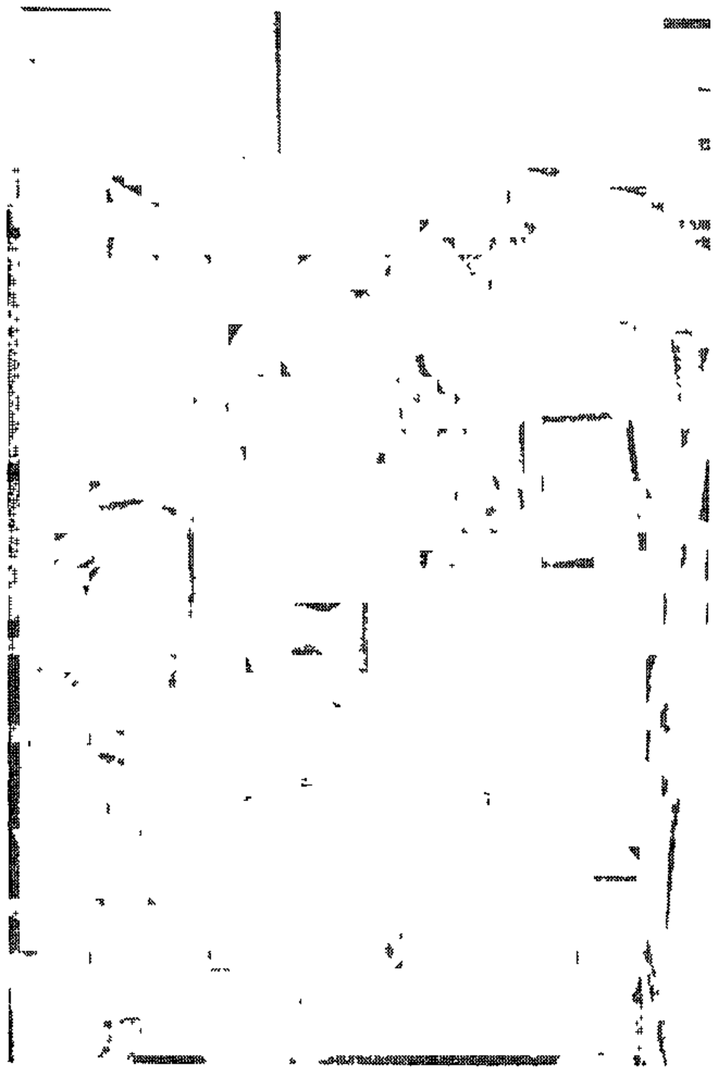
When police allegedly threw teargas into the carriages, the strikers were forced to flee from the trains — into the arms of their attackers

"Will Sats discipline those workers for their actions?" asked Mr Sebakwane

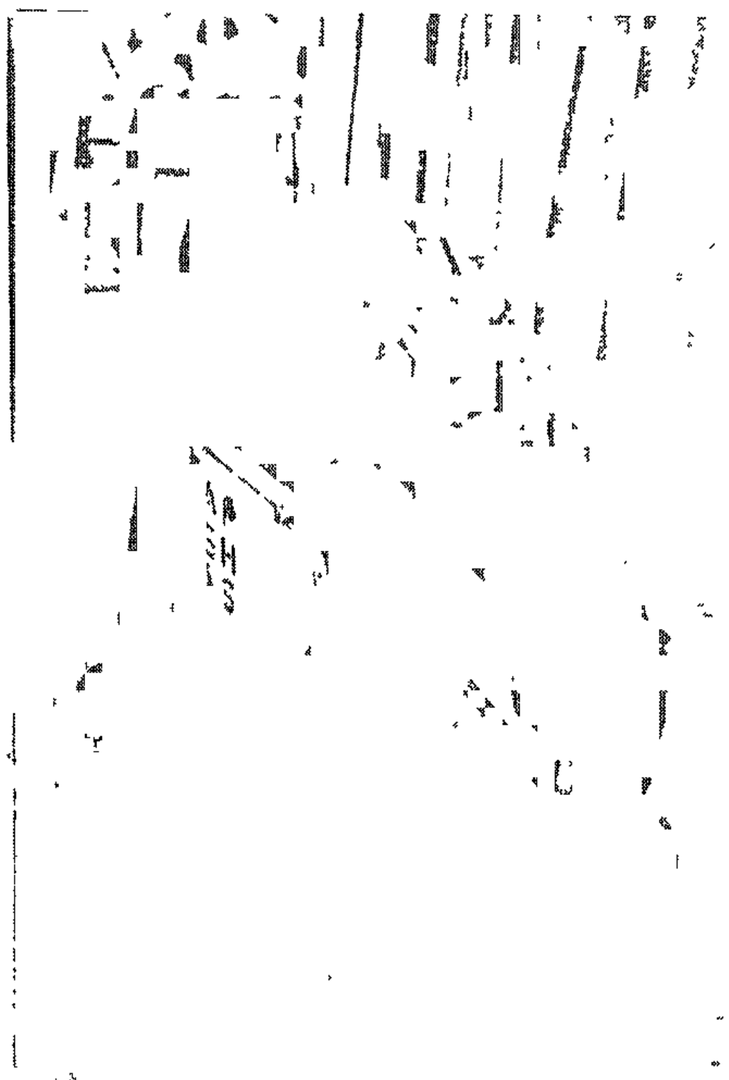
Sats had acted immediately by calling in the workforce and asking them not to participate in "this type of violence", according to Mr Els

He said Sats "deplored" the incident which had taken place while both parties were engaged in fruitful discussions

Re-employment lies at the heart of the tension between strikers and non-strikers It is also the issue which is the greatest stumbling block to the resolution of the strike

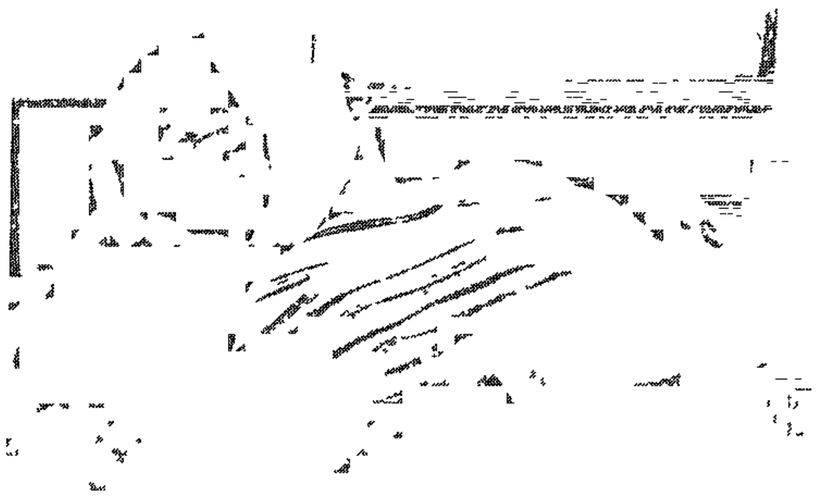


Smiles from police and ambulancemen as they carry two bodies on one stretcher to an ambulance



A man hurt in the violence waits for treatment at Natalspruit Hospital in Germiston . .

Blood and bandages tell their own tale



A victim looks anxiously to see what has happened to his friends.

BACKGROUND TO THE NEWS

Cape Times 10/1/90

Seven die in SATS battle

Own Correspondent

JOHANNESBURG — Seven people were killed when two trains carrying armed SATS strikers to a union meeting in Germiston were ambushed at Germiston station yesterday by about 1 000 non-striking SATS workers armed with pangas, knives, axes and knobkerries

More than 40 were injured in the ensuing 45-minute battle

Witnesses said the non-strikers many wearing standard SATS uniforms, a brown overall, began smashing coach windows and stoning the first train when it pulled into the station about 9am

Police said the train was carrying between 500 and 800 armed striking workers, apparently en route to a South African Railways and Harbours Workers' Union (Sarhwu) meeting at the union's office in Germiston.

The non-striking workers who gathered on a platform had been doing a toyi-toyi and singing as they waited for the train to arrive

Witnesses, among them SATS conductor Mr Nick Rothner said fighting broke out as people tried to get off the train.

'Stay away'

Police said fighting spread to two other platforms soon after the other train carrying strikers pulled into the station.

"There was fighting all over the station, particularly on platforms five, seven and nine."

Non-striking SATS employee Mr Saguthe Bhambada, whose arm was broken during the confrontation, said the strikers on the train shouted "leave your job" and "stay away from work" as the fight began.

One of the first injured was non-striking SATS employee Mr Simon Nkwe, who was stabbed near his heart with an assegai.

Police said they "could not deny" the waiting non-striking workers were armed.

When police arrived, three shotgun blasts were fired into the air to warn the crowd When this failed to disperse them tearsmoke was fired No other police action was taken.

Police said six teargas canisters were shot into the crowd to disperse them, but Mr Rothner said the canisters were shot into the train.

Germiston fire and ambulance teams arrived at the station to treat the injured after the fighting had subsided

Deputy fire and ambulance chief Mr Paul Kruger said "We sent three ambulances and a disaster bus — a mobile hospital manned by six paramedics — to the scene

"Dead and wounded were scattered all over the platforms and we rushed 31 people to Natalspruit Hospital.

"There was still a good deal of shouting and uproar while we were there and people were jumping on and off a train as it pulled in"

Ambulance service employees said most of the injured were taken to Natalspruit Hospital in Katlehong. Two were taken to Benoni-Boksburg Hospital and others seriously injured, to Hillbrow Hospital

Natalspruit superintendent Dr Norman Kernes said 41 injured people were brought to the hospital. Of these, 14 were admitted

SATS public relations chief Mr Leon Els said yesterday "We condemn the violence that happened and we have taken steps at shop-floor level to ensure it does not recur"

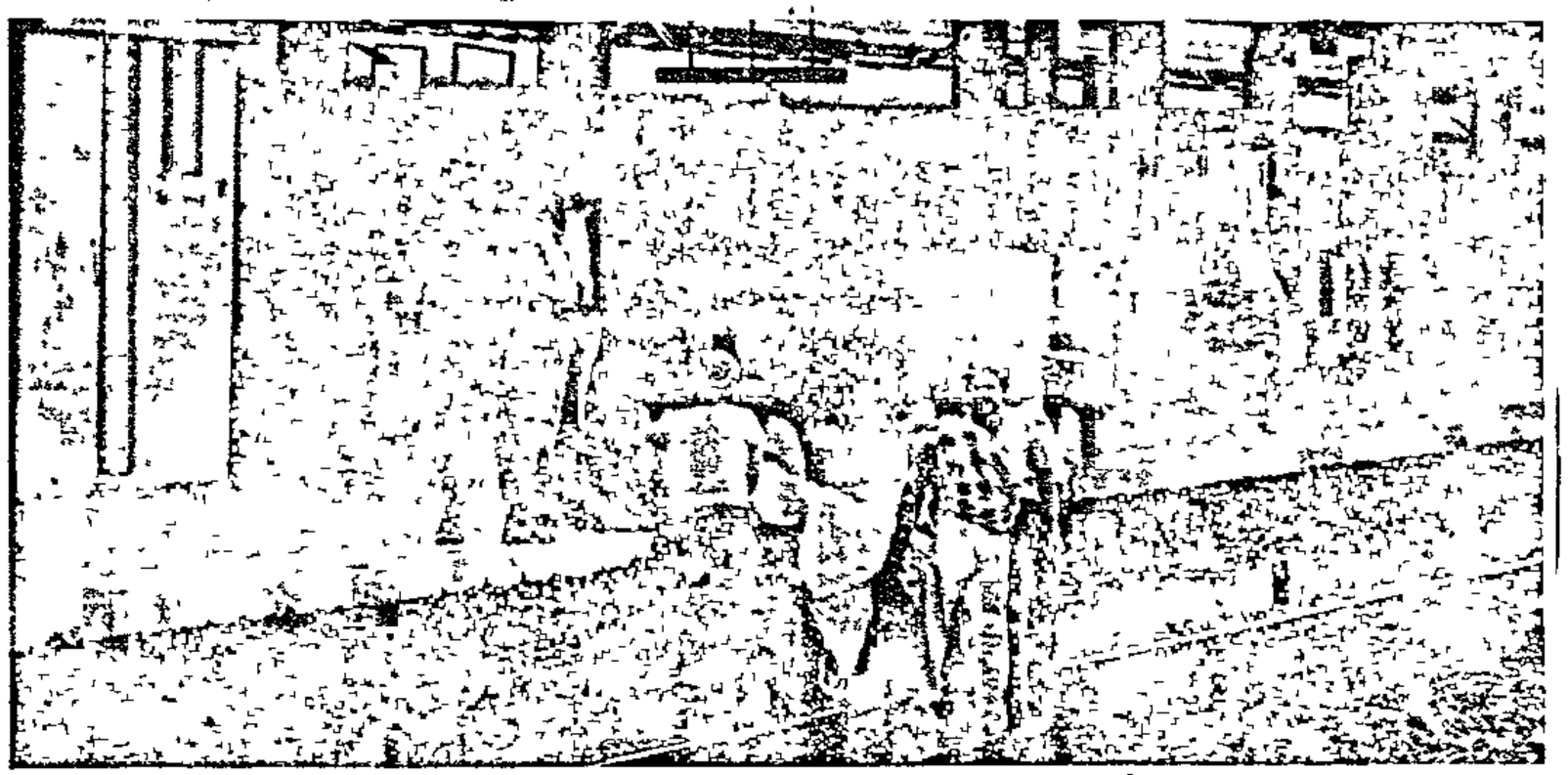
Late yesterday union leaders and representatives of the Mass Democratic Movement said they were considering legal action against SATS following the violence.

Cosatu and Sarhwu accused the police of allegedly failing to intervene and of siding with the SATS non strikers on the platform

Sarhwu claimed the police allowed non-strikers to attack Sarhwu members and the public

Reacting to the claim, a senior police spokesman said "Many do not realise SATS has its own security force and these men wear uniforms similar to those of the SAP"

He suggested that allegations were made by witnesses who had mistaken these security men for police officers



AFTERMATH .. Police remove the body of a man killed in fighting between striking SATS workers and employees opposed to the stoppage

DAMAGE ... The bloodied interior of a carriage after clashes at Germiston station left seven dead

Violence 'will delay' moves to end strike

JOHANNESBURG — Spokesmen for SATS and Sarhwu said last night that yesterday's violence would delay the union's response to SATS proposals for ending the 10-week strike

SATS spokesman Mr Ian Bleasedale said proposals for ending the strike were presented to Sarhwu on December 18 and January 5 and deal with recognition of Sarhwu as a union and the re-employment of workers

SATS would like to avoid further violence and was taking steps at the worker level to ensure an incident like Tuesday's could not happen again, Mr Bleasedale said

Another 302 sworkers were dismissed yesterday, bringing the total of dismissals to 22 763

SATS figures indicate the strike has claimed 17 lives to date.

Damage to rolling stock is estimated at R38,5 million and the strike has resulted in a loss of over nine million labour hours and R28,5 million in wages, according to Mr Bleasedale — Sapa

Seven die as 1 000 workers ambush Sats strikers at Germiston station

B/Day 10/11/90

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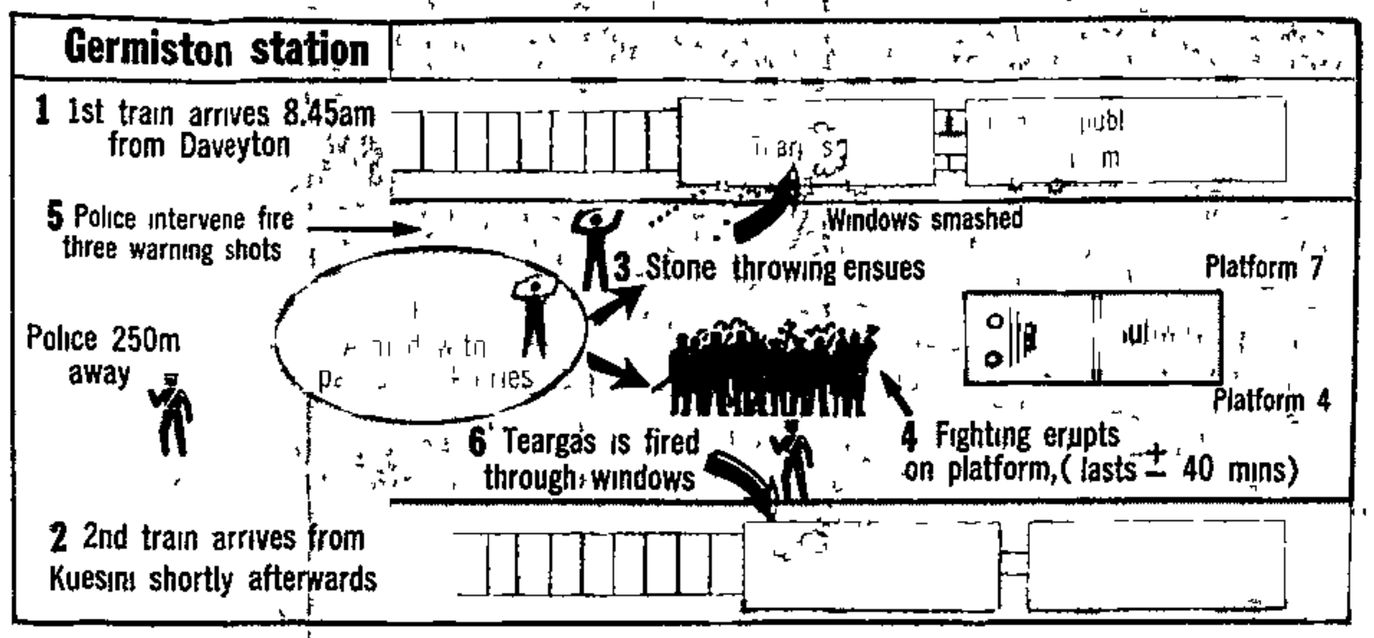

Business Day Reporters

SEVEN people were killed when two trains carrying armed Sats strikers to a union meeting were ambushed at Germiston station yesterday by about 1 000 non-striking workers armed with pangas, knives, axes and knobkierries.

More than 40 were injured in the ensuing 45-minute battle.

Witnesses said the non-strikers, many wearing Sats uniforms, began smashing coach windows and stoning the train when it pulled into the station at about 9am.

Police said the train was carrying between 500 and 800 striking workers, apparently en route to a South African Railway and Harbours Workers' Union (Sarhwu) meeting at the union's office in Germiston.

The non-striking workers who gathered on a platform had been toyi-toying and singing as they waited for the train to arrive.

Witnesses, among them Sats conductor Nick Rothner, said fighting broke out as people tried to leave the train.

The police spokesman said fighting spread to two other platforms shortly after another train carrying strikers had pulled into the station.

"There was fighting all over the station, particularly on platforms five, seven and nine."

A non-striking Sats employee, Saquthe Bhambada, whose arm was broken during the confrontation, said the strikers on the train shouted "leave your job" and "stay away from work" as the fight began.

The police spokesman said police "could not deny" the waiting workers were armed.

When police arrived, three shotgun blasts were fired into the air to warn the crowd. When this failed to disperse the people, tearsmoke was fired. No other police action was taken.

Germiston fire and ambulance teams arrived at the station to treat the injured after the fighting had subsided.

Fire and ambulance deputy chief Paul Kruger said. "We sent three ambulances and a disaster bus — a mobile hospital manned by six paramedics — to the scene.

☐ To Page 2

P.T.O.

Police leave Germiston railway station with a body after fighting between Sats workers and strikers yesterday. Picture ROBERT BOTHA

Sats battle

8/10 cm 10/1/90 270

☐ From Page 1

Dead and wounded were scattered all over the platforms, and we rushed 31 people to Natalspruit Hospital

"There was still a good deal of shouting and uproar while we were there, and people were jumping on and off a train when it pulled in"

Ambulance service employees said most of the injured were taken to the Natalspruit Hospital in Katlehong Two were taken to the Benoni-Boksburg Hospital and others to the Hillbrow Hospital

Natalspruit superintendent Dr Norman Kernes said 41 injured people were brought to the hospital. Of these, 14 were admitted and 20 discharged.

Sats public relations chief Leon Els said the incident was being viewed in a serious light

"We condemn the violence that happened this morning and we have taken steps at shop-floor level to ensure it does not recur," he said

"Sats appeals to Sarhwu ... to come to the negotiating table to discuss the proposals issued on Friday"

Late yesterday union leaders and representatives of the mass democratic movement said they were considering legal action against Sats police and Sats itself following the violence

Cosatu and Sarhwu accused the police of allegedly failing to intervene, and of siding with the Sats non-strikers on the platform.

Reacting to the claim, SAP spokesman Col Malherbe said "Many do not realise Sats has its own security force, and these men wear uniforms similar to those of the SAP"

He suggested allegations were made by witnesses who had mistaken these security men for police officers.

SAP role at battle challenged

Station alert as bloodbath row erupts

Star 10/1/90.

Staff Reporters

Police were today on the alert at dozens of railway stations following yesterday's battle at the Germiston Station, amid further allegations that police did not do enough to stop the slaughter.

Yesterday's clash between South African Transport Services workers and strikers left six dead and 67 injured, 12 critically.

Unionists have accused police of failing to intervene timeously, but the police have defended their actions and have claimed they prevented more bloodshed than that which had occurred.

The Congress of South African Trade Unions (Cosatu) said it would seek a Supreme Court interdict against the SAP and Sats to restrain them from "making further attacks on striking workers".

Police denial

Police today vehemently denied allegations that they had stood by and allowed the clash to turn into a pitched battle between workers and strikers

Cosatu claimed that.

● At 8 45 am two trains carrying striking workers and ordinary commuters arrived at Germiston Station, where they found "huge gangs of as many as a 1 000 armed vigilantes". Dressed in Sats uniforms, the "vigilantes" were armed with

An unknown man, who suffered multiple head injuries during a clash between Sats strikers and non-strikers, lies unconscious at Natalspruit Hospital.
● Picture by David Sandison.

Staff Reporters

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- At 8 45 am two trains carrying striking workers and ordinary commuters arrived at Germiston Station, where they found "huge gangs of as many as a 1 000 armed vigilantes' Dressed in Sats uniforms, the "vigilantes" were armed with pangas, spears, knives and steel pipes
- When the "vigilantes" threw stones at commuters inside the train, the police fired teargas into the carriages and not at the "vigilantes"
- When the commuters tried to flee the coaches, they were brutally hacked, stabbed and beaten by the "vigilantes".

However Witwatersrand police spokesman Colonel Frans Malherbe said police had prevented many more deaths and dismissed as "absolute rubbish" claims that police had sided with non-strikers

'The police were on standby duties at Germiston Station because of the railways strike No one expected a clash When the fighting started, the contingent on duty was far too small to stop the fighting without placing their lives in danger Reinforcements were called in

"It was only when they arrived that the fighting could be stopped Our intervention in fact saved many more people from death and injury We acted very quickly in the circumstances

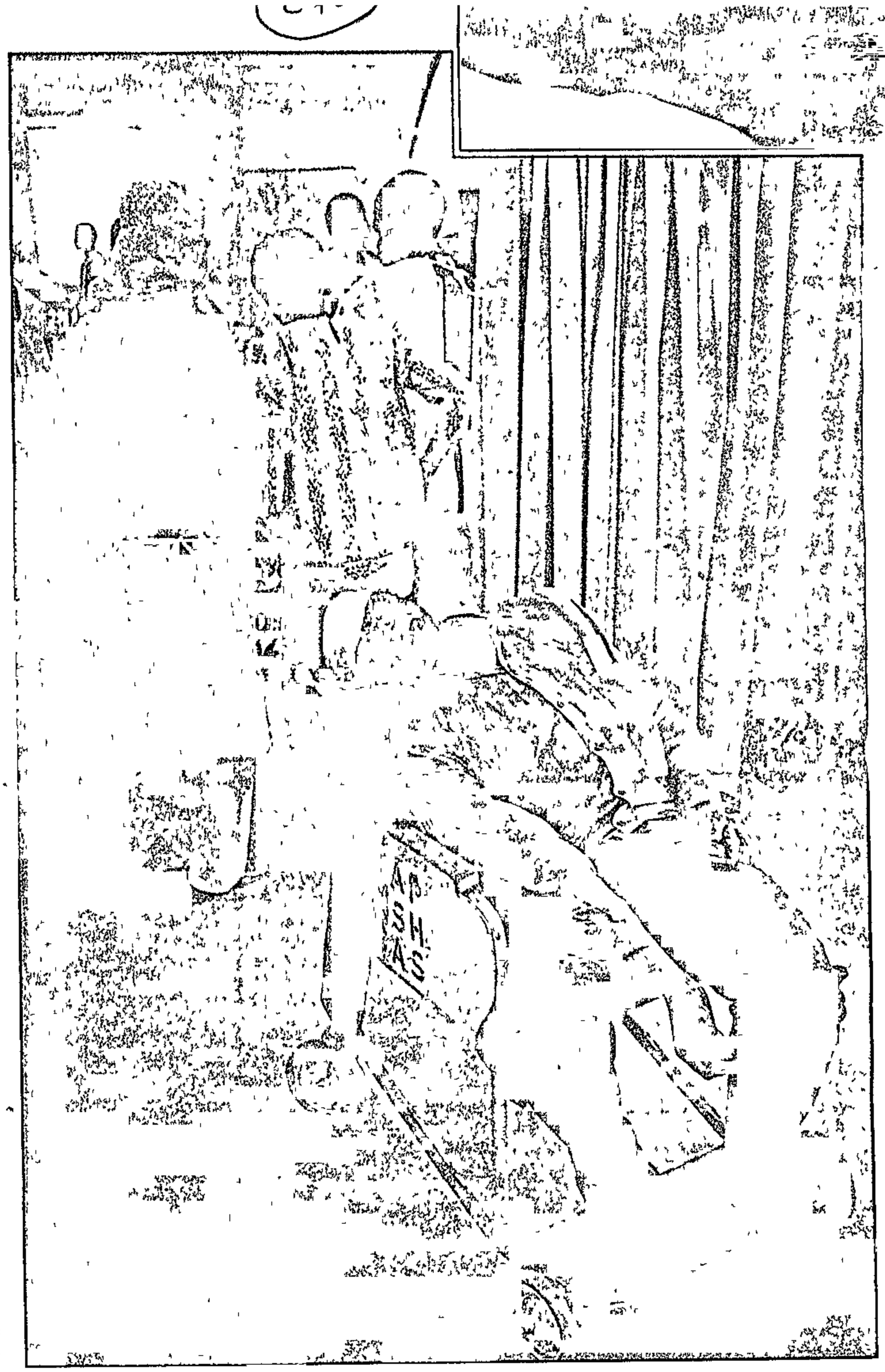
Ignored warning shots

"Even so, it took 35 minutes to get the mob dispersed There was a mob of about 2 000 people They weren t just looking at the police — they were fighting each other They did not even hear shotgun blasts fired as warning shots," he said

Cosatu said the "vigilantes" wore Sats overalls and were recognised as coming from Sats depots At least four of them were identified as policemen from Germiston

"The blood of the massacred workers is on the SAP's hands as if they themselves had wielded the pangas," Cosatu said

In BBC Television's main news broadcast yesterday, reporter Mr James Robbins said police did nothing to disarm the crowd and made no arrests "They only intervened as people were being beaten and stabbed, firing teargas canisters into the carriages, driving the strikers into the battle"



Mr Makekana Mbuku (45), an injured Sats striker, waits to be attended to at the Natalspruit Hospital while doctors deal with more serious cases in the background ● Picture by David Sandison.

Pools of blood on platforms after clash

Staff Reporters

Pools of blood, shattered glass and hundreds of stones lay on platforms three, four, five and six at Germiston station yesterday after a violent clash between railway workers and striking union members

SA Railway and Harbour Workers' Union (Sarhwu) union member Mr Joseph Ratsie said he was on the 8 am train from Daveyton to Germiston

When they pulled into the station, he said, the train was met by a crowd of railway workers in brown overalls bearing pangas

When the train stopped, the passengers tried to close the door, but windows were shattered when the attackers threw stones Mr Ratsie said four policemen fired teargas canisters into the coach which passengers threw out again

"Everybody tried to run away We had to get out, but they started to assault us"

A conductor, Mr Nick Rothner, said he saw 11 dead bodies and witnessed people having their arms chopped off by pangas

Conflicting versions of what took place at the station were given to The Star by the injured from their hospital beds

Fourteen injured men were admitted to the Natalspruit Hospital The superintendent, Dr Norman Kerns, said their condition was stable An other five were still being X-rayed

One man had died on arrival at the hospital and another, Mr Sobby Mashego, was airlifted to the Johannesburg Hospital for a brain scan

Twenty people were treated and discharged, Dr Kerns said

An unemployed commuter, Mr Frans Sibisi, who broke his leg and suffered a head injury, said he was forced to jump from a train at Germiston station because he was assaulted by strikers

"I was on my way from Tembisa to Johannesburg when a group of men at Germiston station demanded my train ticket

"After I had produced it, they assaulted me and said I was not supporting the strike," he said

Cosatu to take court action as police role in battle queried

Call for Sats bloodbath probe

ARGUS 10/1/90

270

The Argus Correspondent

JOHANNESBURG — The Democratic Party has called for a judicial commission of inquiry into the South African Transport Services (Sats) strike, while the Congress of South African Trade Unions (Cosatu) said it would seek an interdict restraining police after yesterday's station bloodbath in which six people died and at least 67 were injured.

Police were today on the alert at dozens of railway stations following the battle at Germiston station between Sats workers and strikers

The Democratic Party has slammed the government's handling of the strike and has called for an inquiry into what it called a "national disaster"

Unionists have accused police of failing to intervene timeously

The Congress of South African Trade Unions (Cosatu) said it would seek a Supreme Court interdict against the South African Police and Sats to restrain them from "making further attacks on striking workers"

Police today vehemently denied allegations that they had stood by and allowed the clash to turn into a pitched battle between workers and strikers

"Disconcerting questions"

The DP condemned the pattern of violence which had come to be associated with Sarhwu's industrial activities. However, there were also "disconcerting questions".

- Why were 1 000 non-strikers waiting at Germiston station and why were they not at work?
- Why did police and Sats' security guards not anticipate the clash and take action to prevent the confrontation? and,
- How could police and the security guards allow such a large group of workers — who they admit were armed — to assemble in the first place?

The DP called on the government to state clearly how it proposed to deal with the problems which Sats' management was "clearly incapable of handling", said Mr Carlisle.

"Secondly, the DP calls for a judicial commission to be set up to inquire into the role of both management and trade union in what has become an industrial civil war."

Claims of police complicity

Cosatu claimed.

- At 8.45am two trains carrying striking workers and ordinary commuters arrived at Germiston station where the commuters found "huge gangs of as many as 1 000 armed vigilantes", dressed in Sats uniforms and armed with pangas, spears, knives and steel pipes;
- The commuters decided against getting off the trains and closed the windows to protect them-

serves when one train started

ing out of the station, it was stopped and the "vigilantes" threw stones at commuters inside The police fired teargas at the commuters and not at the "vigilantes", and

- When the commuters tried to flee the coaches they were brutally hacked, stabbed and beaten by the "vigilantes"

Witwatersrand police spokesman Colonel Frans Malherbe said police had prevented many more deaths.

He also denied reports that police had sided with non-strikers against strikers during the violence

This is absolute rubbish. The police were on standby duties at Germiston station because of the strike.

Unexpected

"No one expected a clash When the fighting started, the contingent on duty was far too small to stop the fighting without placing their lives in danger

"Reinforcements were called in and it was only when they arrived that the fighting could be stopped.

"We acted very quickly under the circumstances.

"Even so, it took 35 minutes to get the mob dispersed. There was a mob of about 2 000 people They weren't looking at the police — they were fighting each other They did not even hear shotgun blasts fired as warning shots."

Colonel Malherbe said the perception may have been created that police were standing idly by because a private security company hired by Sats wore uniforms of a similar colour to the SAP

He again appealed for railway workers to remain calm.

Cosatu accused the SAP and Sats management of complicity in the violence.

SATS worker 'hurled from train'

Cape Times 11/1/90

Staff Reporter

A SATS worker, hurled from a fast-moving train on Tuesday, told yesterday of his terror when he was assaulted by a gang at Philippi station

Mr Dawood Willemse, 59, of Roodeberg Road in Tafelsig, was first sworn at and then assaulted by the gang while on his way to a cafe near the station about 8 45am on Tuesday

"I was wearing my SATS overall and first one man came up to me and said he saw I was still working for the railways

"Then about 20 other men joined him and they carried me forcibly to the train where they beat me I was lying on the floor of the train and they just kept on kicking me

"Then they tried to throw me out of the door The train was going very fast and I was hanging on to a handle on the outside of the train

"But they kept on hitting and kicking me until I had to let go and fell down next to the railway line just before Manenberg," Mr Willemse told the Cape Times yesterday

He was speaking from his home soon after being discharged from Woodstock Hospital, where he spent Tuesday night He has a broken arm and multiple cuts and bruises

The incident was confirmed yesterday by police, who believe the attack on Mr Willemse and a similar attack the same day are related to the rail strike

In the second incident, 25-year-old Mr Hector Adams, of Bonteheuwel, was thrown from a train by a group of men wearing T-shirts bearing slogans Mr Adams was travelling between Koeberg and Maitland at the time of the attack He was taken to Conradie Hospital and treated for head injuries

Charges of attempted murder are being investigated No arrests have been made

● Sapa reports that about 1 000 SATS strikers held a peaceful march from Salt River to the SATS regional office near Cape Town station yesterday

Their leaders handed a letter to the acting regional manager of SATS for the Western Cape, Mr Danie Barnard who undertook to forward the letter to the SATS head office in Johannesburg

A local organiser of Sarhwu said the strikers wanted an end to alleged brutality and for negotiations to continue, as they want to return to work

MORE DIE IN RIOT

(270) Sowetan 11/1/90

Sats rail violence toll rises

By THEMBA MOLEFE

THE death toll after the "Germiston station battle" yesterday rose to eight after a railway worker died at the Johannesburg Hospital

Seven people were killed and at least 67 injured on Tuesday when alleged "vigilantes" wearing South African Transport Services' overalls attacked two trains at Germiston Station

The South African Railway and Harbour Workers Union (Sarhwu) has identified two of the dead men as Mr Samuel Mokoena of QwaQwa and Mr Supi Mashigo of Zeerust

Critical

A union official said the other six had not been identified yet

The superintendent of Natalspruit Hospital Dr Norman Kernes yesterday said two of the 23 people admitted on Tuesday were still critical

No one among those admitted at the hospital had died

Mashigo believed to be 30 years old was airlifted from Germiston to the Johannesburg Hospital on Tuesday for a brain scan

He died yesterday

He was out on R2 000 bail after he was charged with intimidation and public violence shortly

• To page 2

Kids flock back to school - P2

Sowetan 11/1/90 (52)

CAPE TOWN, THURSDAY JANUARY 11 1990

ARGUS 11/1/90 (270)

Sats strike: Man dies in blazing bus

PRETORIA — A South African Transport Services conductor was stabbed and burnt to death and the driver stabbed eight times when a mob attacked a Sats bus and set it alight at Mobeni, Durban, today

A police spokesman said the attack occurred at 6 40am when the bus stopped to pick up passengers near the turnoff to Umlazi on the old South Coast road

He said a mob armed with knives surrounded the bus and forced their way in, stabbing the driver and the conductor

The bus was then set alight and the wounded conductor, who was trapped inside, died in the blaze after the mob prevented him from escaping through the front door

The driver leapt out and fought his way through the mob. He ran about 100 metres to a steam laundry where he collapsed with blood pouring from multiple wounds in his chest.

The police spokesman said he was badly injured

Meanwhile, the Argus Correspondent reports from Johannesburg that another South African Transport Services worker has been killed and the home of a second petrol-bombed in strike-related incidents

Police said a non-striker, Mr Alpheus Malandzi, was murdered when a mob stormed into his Daveyton, East Rand, home early yesterday

The home of another Sats worker was petrol-bombed at 11.50pm on Tuesday night He was not injured

The latest death brings to 26 the number of people killed in strike-related incidents in the 10-week dispute Damage estimated at millions of rand has been wrought by arson attacks on Sats property

The latest incidents were reported after an urgent appeal was made last night to all those involved to refrain from violence in the Sats strike The appeal was made by the Minister of Mineral and Energy Affairs and Public Enterprises, Dr Dawie de Villiers.

Dr De Villiers also said he was satisfied Sats management was not involved in Tuesday's violence at Germiston station, which claimed the lives of seven people

Talks aimed at ending the 10-week rail strike were tentatively reopened yesterday amid further reports of violence on the railways

Sats has offered to re-employ half the 23 000 rail strikers it has dismissed, according to unionists

According to Sats, no negotiation took place at a brief meeting between management and the South African Railway and Harbour Workers Union (Sarhwu) The union asked for talks to be held over until today.

Sarhwu yesterday dropped plans to seek an urgent Supreme Court interdict restraining Sats from encouraging violence, after the union received a written assurance from management in which Sats stressed it had played no part in clashes

● Three men were arrested after a train coach was set on fire in Guguletu, according to the latest police unrest report Police said the coach was badly damaged — Sapa

'Intimidation' led to battle

Cape Times 11/1/90

'Fed up with the attacks on us' — claim

JOHANNESBURG — Both sides in Tuesday's bloody SATS battle have claimed that "intimidation" by the other side led to the violence that spilled over and burst at Germiston station.

Seven people died and more than 44 were injured when about 1 000 non-strikers, who had gathered at the station as early as 8am, attacked between 500 and 800 union members who arrived arrived on two trains at 8 45am to attend a union meeting

SATS said preliminary investigations showed that non-striking workers from Germiston "put out a call" for help and supporters from as far afield as Braamfontein and Krugersdrop turned up on Tuesday morning

"It appears they were fed up with the attacks on them and decided to do something about it. They told us they had asked for protection but were not getting it," a spokesman said.

No official inquiry will be instituted by SATS into the clash, the spokesman said, but "everything will be done to prevent a recurrence of the incident".

Unionists have claimed that SATS "vigilantes", armed with pangas, spears and knives and wearing SATS overalls, were seen coming from SATS depots on Tuesday

They have accused SATS and police of complacency and assisting in attacks against strikers.

SATS has denied "categorically" that management had anything at all to do with Tuesday's violence.

Police have also strongly denied any complicity.

A policeman who witnessed the fighting yesterday said the crowd of non-strikers were gathered at the station as early as 8am. "I saw the crowd there and one of the people in the crowd told me: 'We are taking the law into our own hands. No one will help us. We're sick and tired of this'," he said.

He said the crowd were asked to disperse by a senior police officer but they refused to go.

A SATS employee said yesterday that there had been "serious intimidation" of non-strikers at Germiston since the strike began

Over Christmas about 100 workers of a staff of 120 were forced to stay away from work because of intimidation, he said.

Victims of the clash yesterday told how they fell into an ambush of non-strikers and police and were attacked with pangas, axes, assegais and stones as their trains pulled into the station

All the victims, speaking from their Natalspruit Hospital beds, are striking members of Sarhwu.

Mr Klaasen Mehlomakhulu, 52, said the attack took them by surprise and they could not escape as all platforms were blocked by the attackers. "As we pulled into the station, before we could get out of the train, the attackers, who included policemen, were upon us, hitting and hacking indiscriminately. We were both outnumbered and unprepared. It was only later that police shot teargas to disperse the attackers."

Mr Wilson Mzinyelwa, 47, said SATS was using non-strikers to break the Sarhwu strikers. "We know they have promised R200 above the R600 SATS is paying its cleaners," he said.

The DP has called for a judicial commission of inquiry. — Own Correspondents and Sapa

ASSAULTED ... SATS worker Mr Dawood Willemse, 59, of Tafelsig, who says he was hurled from a fast-moving train.

Picture ANNE LAING

Postponed strike talks resume today

Cape Times 11/1/90 (170)

Own Correspondents

JOHANNESBURG — In the aftermath of Tuesday's bloody clash at Germiston station, talks aimed at ending the SATS strike which were to resume yesterday were postponed till today.

A SATS spokesman said SATS and the SA Railways and Harbours Workers' Union (Sarhwu) met briefly yesterday afternoon, but Sarhwu asked that the talks be postponed to today

"Sarhwu will let us know what time we can meet," he said.

Meanwhile, Cosatu is expected to bring an urgent application against the SAP in the Rand Supreme Court today following Tuesday's violence.

In other strike-related incidents, police confirmed that a known non-striker, Mr Alpheus Malandu, was murdered at his Daveyton home by a group of men early yesterday morning. So far no arrests have been made

He also confirmed that a train carriage was slightly damaged by arsonists at Philippi station yesterday.

Postponed Sats talks to resume today

SUSAN RUSSELL, DANIEL SIMON and EDWARD WEST

TALKS aimed at ending the Sats strike, which were to have resumed yesterday, were postponed until today

A Sats spokesman said Sats and the SA Railway and Harbours Workers' Union (Sarhwu) met briefly yesterday afternoon but Sarhwu asked that the talks be postponed to today

Sarhwu officials said the meeting planned for yesterday did not materialise but that union members discussed their mandate for a proposed meeting today

Meanwhile, Cosatu is expected to bring an urgent application against the SAP in the Rand Supreme Court today following the violence at Germiston station

A lawyer acting for Cosatu said papers were due to be served on the police yesterday

In other strike-related incidents, a police spokesman confirmed that a non-striker, Alpheus Malandu, was murdered at his Daveyton home early yesterday morning

Our Cape Town correspondent reports that two men were thrown from trains in the Peninsula

In the first incident, Sats employee Daniel Willemse, 59, was injured when a group of men threw him from a train on Tuesday.

Later, Hector Adams, 25, of Bonteheuwel, was also thrown from a train

See Page 3
Comment. Page 4

B/Day 11/1/90 (270)

Intimidation of non-strikers led to attack — witnesses

270

MANDY JEAN WOODS, CHARLENE SMITH and THEO RAWANA

INTIMIDATION of non-striking Sats workers by striking SA Railway and Harbours Workers Union (Sarhwu) union members led the former to take the law into their own hands to protect themselves, witnesses to Tuesday's bloody war at Germiston station said yesterday

Seven people died and more than 44 were injured when about 1 000 non-strikers, who had gathered at the station as early as 8am, attacked between 500 and 800 union members who arrived on two trains at 8 45am to attend a union meeting in Germiston.

A Sats spokesman said preliminary investigations showed non-striking workers from Germiston "put out a call" for help and supporters from as far afield as Braamfontein and Krugersdrop arrived on Tuesday morning

"It appears they were fed up with the attacks on them and decided to do something about it. They told us they had asked for protection but were not getting it," he said

A policeman who saw the fighting said yesterday he was told by a non-striker that they were taking the law into their own hands as they were tired of intimidation.

He said the crowd refused to disperse.

A Sats employee said that over Christmas about 100 workers of a staff of 120 were forced to stay away from work due to intimidation.

However, victims of the riot yesterday told how they fell into an ambush of non-strikers and police and were attacked with pangas, axes, assegais and stones as their trains pulled into the station.

They suffered mostly head and facial wounds One man had his spine cracked

Diesel mechanic Klaasen Mehlomakhulu, 52, whu suffered head wounds said the attack took arriving SA Railways and Harbours Workers Union (Sarhwu) strikers by surprise and they could not escape as all platforms were blocked by the attackers

Unprepared

"Before we could get out of the train, the attackers, who included policemen, were upon us, hitting and hacking indiscriminately

"We were both outnumbered and unprepared for the attack. It was only later that police shot teargas to disperse the attackers."

The strike — which has cost R40m in damages and at least 24 lives — was now the bloodiest and the most destructive industrial dispute since the miners' uprising in 1922, DP Transport Affairs deputy spokesman Robin Carlisle said yesterday

The DP has called for a judicial commission of inquiry into the role of management and the union in "what has become an industrial civil war", Carlisle said

The International Confederation of Free Trade Unions, in a fax to the Minister of Transport and the Sats GM, called for a commission of inquiry into what it called a "cold-blooded and brutal attack with the full complicity of Sats management"

The British Institution of Professional Managers and Specialists, which represents 90 000 professional employees called on Sats to recognise Sarwhu, saying the British public had been "outraged" by Tuesday's incident. A similar condemnation came from the SA Congress of Trade Unions in London

Carlisle criticised the "pattern of violence which has come to be associated with Sarhwu's industrial activities" He said. "The silence of the responsible Minister, Dawie de Villiers, and of the government generally is deafening"

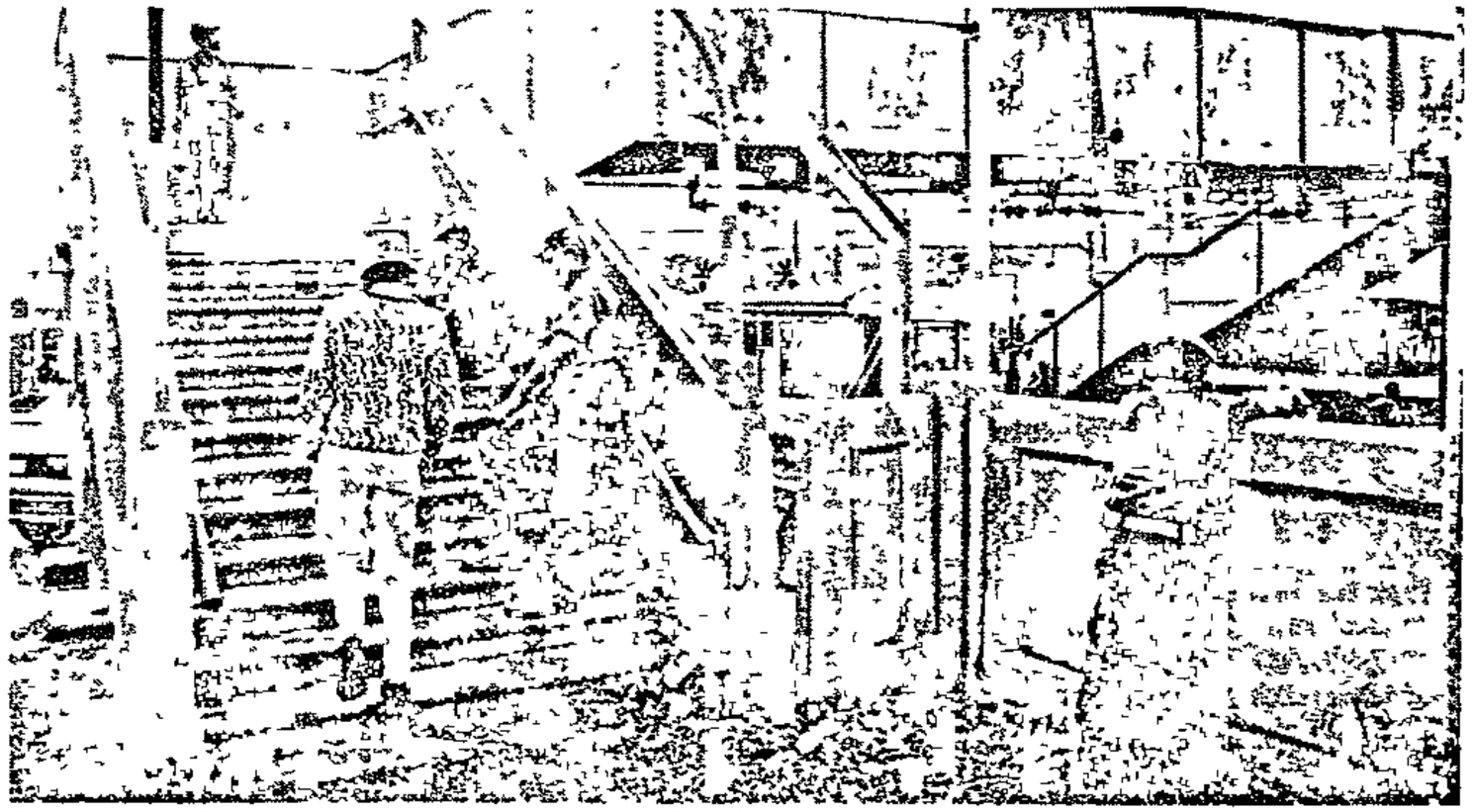
He queried why the 1 000 non-strikers were not at work and how the police and security guards allowed such a large group of armed workers to assemble.

An SAP spokesman said the DP's "valid questions" would be investigated

Sarhwu is to bring an urgent application in the Rand Supreme Court today against the SAP and Sats to prevent violence against striking workers.

A Cosatu spokesman claimed Cosatu and Sarhwu had called for discipline from strikers but they had been forced to endure countless incidents of violence directed against them.

The SAP called the allegations directed against it "ridiculous" and "propagandistic" It said allegations that the SAP "assisted so-called vigilantes is an infamous lie"



Following the Sats strike violence in Germiston earlier this week, armed soldiers were posted at stations on th Witwatersrand yesterday These men were on duty at New Canada. Picture ROBERT BOTH

Worker killed, home bombed

270

Sats makes peace bid to end violence

Star 11/1/90

Staff Reporters

One more South African Transport Services worker has been killed and the home of another petrol-bombed in strike-related incidents as proposals to end the strike are under consideration.

Yesterday's killing followed this week's bloody clash at Germiston Station between Sats strikers and non-strikers, which left seven dead and more than 60 injured

Unionists said today that Sats has offered to re-employ half the 23 000 strikers it has dismissed

In its latest proposals, management is also understood to offer severance benefits to strikers who are not taken back, at the discretion of an arbitrator

Sats has also made proposals on SA Railway and Harbour Workers' Union (Sarhwu) key demands for recognition and pay talks

Talks delayed

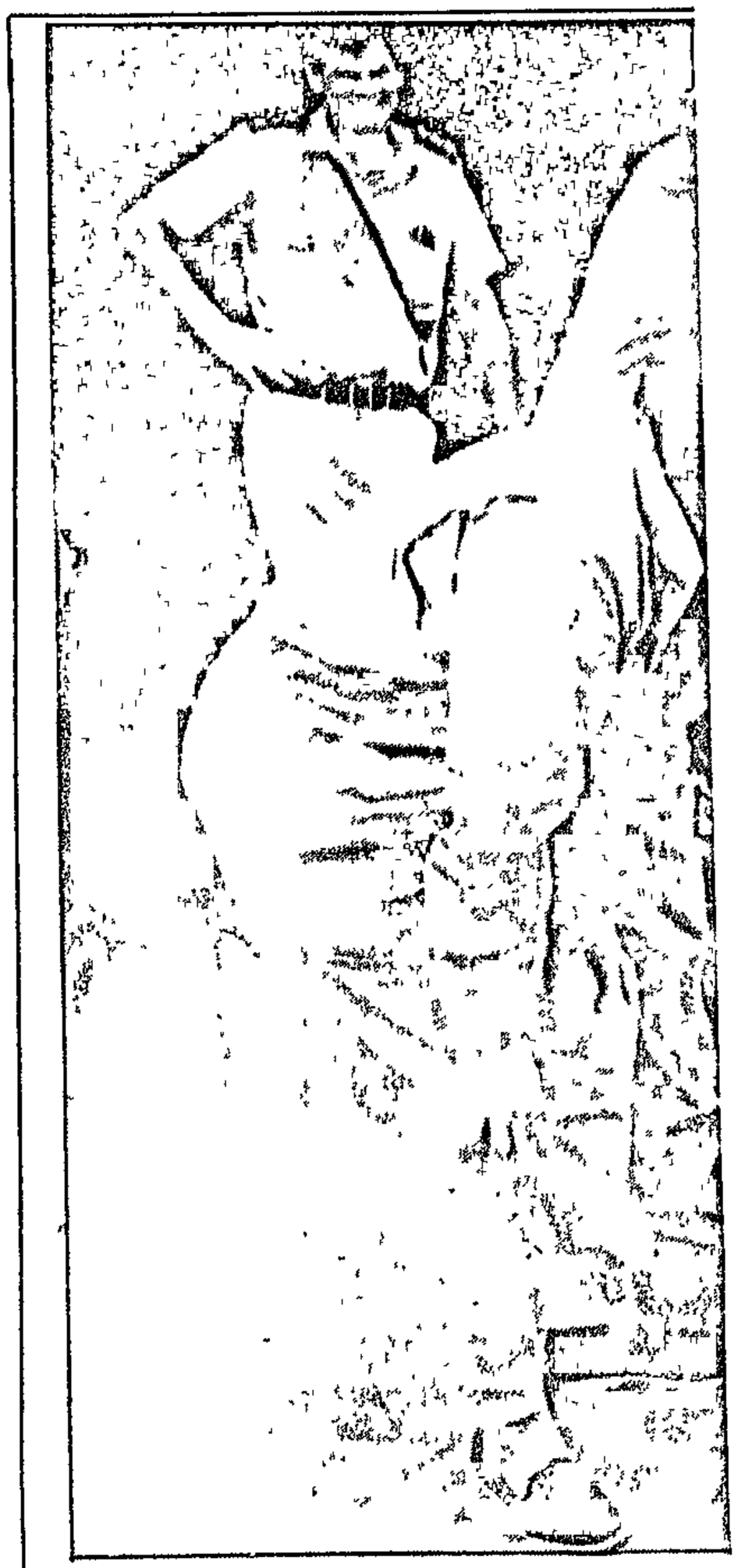
Management wants the union to register in its strongholds, principally Natal, so that an interim recognition agreement can be negotiated Sarhwu could then join the annual wage talks on the railways, starting in April

A brief meeting was held between Sats management and Sarhwu yesterday, but no negotiations took place and the union asked for talks to be held over until today.

Sources have ascribed the union's delay in obtaining a negotiating mandate to division in its ranks

Sarhwu could not be contacted yesterday, but Sats senior labour manager Mr Jan Bredenkamp warned that a decision to "normalise operations" by permanently replacing 23 000 fired strikers would have to be taken within the next 10 days, as the Christmas lull in rail traffic was ending.

The latest death brings to 26 the number of people killed in strike-related incidents in the 10-week dispute



We are not amused . . . an albino King Penguin and
to conduct them. Mr Mostacci, an Italian, is a ma
Piano Competition. Jury members and journalist

Decision on inquiry in

60 injured

Unionists said today that Sats has offered to re-employ half the 23 000 strikers it has dismissed

In its latest proposals, management is also understood to offer severance benefits to strikers who are not taken back, at the discretion of an arbitrator

Sats has also made proposals on SA Railway and Harbour Workers' Union (Sarhwu) key demands for recognition and pay talks

Talks delayed

Management wants the union to register in its strongholds, principally Natal, so that an interim recognition agreement can be negotiated Sarhwu could then join the annual wage talks on the railways, starting in April

A brief meeting was held between Sats management and Sarhwu yesterday, but no negotiations took place and the union asked for talks to be held over until today

Sources have ascribed the union's delay in obtaining a negotiating mandate to division in its ranks

Sarhwu could not be contacted yesterday, but Sats senior labour manager Mr Jan Bredenkamp warned that a decision to "normalise operations" by permanently replacing 23 000 fired strikers would have to be taken within the next 10 days, as the Christmas lull in rail traffic was ending

The latest death brings to 26 the number of people killed in strike-related incidents in the 10-week dispute Damage estimated at millions of rands has been caused by arson attacks on Sats property

Police said today a non-striker, identified as Mr Alpheus Malandzi, was murdered inside his Daveyton, East Rand, home early yesterday — only hours after the Germiston killings

A mob stormed into the house and killed the man, police said

In another incident, unknown assailants petrol-bombed the home of a Sats worker at 11 50 pm on Tuesday night He was not injured

Urgent call

Last night Public Enterprises Minister, Dr Dawie de Villiers, made an urgent call to all involved in the Sats strike to refrain from violence.

He said he was satisfied with the way Sats management was handling the strike and satisfied that they were not involved in Tuesday's violence

But the Democratic Party's deputy spokesman on transport affairs, Mr Robin Carlisle, said Sats management was clearly incapable of handling the dispute

He called for a judicial commission to investigate the role of the Sats management and Sarhwu in what he said had become an "industrial civil war"

Mr Carlisle asked how the police could have allowed a group of 1 000 non-strikers, whom they admit were armed, to assemble at Germiston Station

In two violent incidents on the railways yesterday

- Two men, one a Sats employee, were slightly hurt when they were thrown from trains in the Cape peninsula
- Eleven coaches of a passenger train were derailed in Umlazi

Firebombs, assaults: 85 Sats arrests

Argus 12/1/90

The Argus Correspondent

JOHANNESBURG. — Police have arrested 85 railway workers in Soshanguve near Pretoria after information that petrol bombs were being made and people assaulted, a spokesman said.

In another development in the 10-week rail strike, marred by violence which has left almost 30 dead, vital progress was made in the talks last night, but the issue of dismissed strikers remains a stumbling block, according to the South African Transport Serevices.

The talks between Sats and the SA Railways and Harbours Workers Union took place against the background of further violence on the railways, the arrest of unionists and a conciliation attempt by a high-powered Mass Democratic Movement delegation.

AGREEMENT POSSIBLE

Speaking after the meeting, Sats senior labour manager Mr Vic van Vuuren said agreement now seemed possible on wages and union recognition.

But the parties were still widely separated on the union's demand for the reinstatement of all 23 000 fired strikers.

Mr Van Vuuren said further talks would be held today.

Yesterday a Sats conductor was stabbed and burnt to death and a driver stabbed eight times when a Sats bus was attacked in Mobeni, Durban, by a mob. In a second killing a non-striker was murdered inside his Daveyton, East Rand, home. Police said the house was stormed by a mob.

In Pretoria, several union members were arrested yesterday after police "surrounded and occupied our offices", said the union's Mr Peter Munyai.

Confirming the arrests, police liaison officer Captain Reuben Blumberg could not say how many people had been held.

NOT LINKED

Plans to slash Sats orders in the current financial year were not linked to the strike or privatisation, Sats said

A spokesman confirmed that as a result of cash-flow problems, railway division orders would be axed or held over.

Sats would not confirm reports that these had a contract value of about R100 million.

Hardest hit will be orders for rolling stock to be completed both by Sats workshops and outside companies.

SATS strike death toll now 27

Own Correspondent

PORT ELIZABETH — A SATS bus conductor burned to death and a driver was seriously wounded after being attacked by a mob who set the bus alight on the South Coast road yesterday

When the bus stopped near the Umlazi turn-off about 6 40am to allow passengers on board, it was surrounded by a crowd of men armed with knives

Some of the group forced their way on board and stabbed the conductor and the driver before setting the bus alight

The driver jumped out of his door and ran to a shop nearly 100 metres away before collapsing from multiple stab wounds in the chest

The conductor tried to escape but was again stabbed and beaten and was trapped inside the bus where he burned to death

The driver was treated by paramedics of the ambulance and emergency medical services while firemen extinguished the blaze After being stabilised he was transferred to King Edward VIII hospital where he is in a serious condition

'Disaster'

Yesterday's attack brings the total number of strike-related deaths to 27.

The Democratic Party's deputy spokesman on transport affairs, Mr Robin Carlisle, said the SATS strike "is now the bloodiest and the most destructive industrial dispute since the miners' uprising in 1922"

"The strike has become a national disaster, which will offset much of the positive progress made by the country over recent months"

The DP condemned the pattern of violence which had come to be associated with Sarhwu's industrial activities They also called on the government to "clearly state how it proposes to deal with the problems which SATS management is clearly incapable of handling"

The DP also called for a judicial commission to be set up to inquire into the role of both management and trade union

Peace talks are 'back on line' but 'unsensational'

Cape Times 12/1/90

JOHANNESBURG — Talks between the SA Transport Services and the SA Railway and Harbour Workers' Union (Sarhwu) to find ways of resolving the 10-week-old strike were "back on line", SATS spokesman Mr Leon Els said yesterday.

Mr Els said the two parties met yesterday afternoon and would resume talks today

Sarhwu general secretary Mr Martin Sebakwane described yesterday's meeting as "unsensational"

"We submitted our counter-proposals to SATS and they are taking them to their managers for a mandate," he said

He added that Sarhwu filed an urgent court application yesterday for an order restraining alleged police complicity in attacks on striking workers

Meanwhile, "frank and forthright" discussions aimed at exploring possible ways ro resolve the strike were held yesterday between MDM delegates, the SA Council of Churches, the National African Federated Chamber of Commerce and Industry (Nafcoc) and SATS.

UDF acting publicity secretary Mr Murphy Morobe said in a statement last night that his delegation impressed on SATS "that the only interest our community has is that the strike be resolved in the shortest possible time"

Mr Morobe said his delegation remained resolute in supporting Sarhwu — Sapa

SATS STRIKE

A costly mistake?

When they eventually go back to work SA Transport Services' strikers are likely to find their obduracy has done their cause more harm than good (270)

If the strike has proved anything, it is that

F/M 12/1/90

Sats can provide an adequate service, unmarked by delays, despite having sacked 22 000 workers

In a perverse way this merely underlines what the *FM* has been saying all along — that Sats, and many over government departments for that matter, is over-bloated with manpower

To its credit, Sats has already trimmed its labour force considerably but this latest incident shows it can well afford to reach for the pruning shears anew

Business units

Happily, it might do just that Sats has already indicated it may not be prepared to re-employ all of those sacked Sats' five business units (rail, harbours, pipelines, SAA and road transport services) all had to fire workers and have realised they were overstaffed

But, while they are now re-examining their labour needs, final numbers haven't been established, says Sats PR Leon Els These will probably be determined in consultation with the SA Railways & Harbour Workers' Union

He says Sats lived through a strike a few years ago and realised it would be only a matter of time before it was faced with another one

So it made contingency plans

"We took a harder look at productivity and at better working methods," says Els

Sats also took on temporary workers, including school-leavers, and insisted staff must work overtime ■

Sarhwu takes cops to court

By THEMBA MOLEFE

Sowetan 12/11/90

THE South African Railway and Harbour Workers Union yesterday lodged an urgent application against the Minister of Law and Order and the police following Tuesday's "Germiston station battle"

And a South African Transport Services management team yesterday met leading members of the Mass Democratic Movement to discuss the violence marring the strike.

Among the MDM delegation were the Rev Frank Chikane, Mr Murphy Morobe and Mr Cyril Ramaphosa

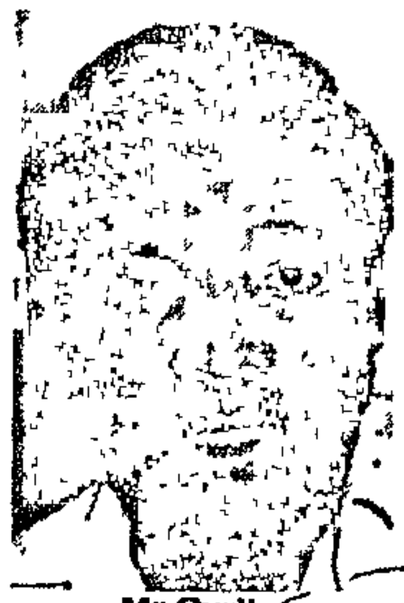
In the Sats team was Mr Jan Bredenkamp, a senior labour manager.

The court application, which seeks an order compelling the police to prevent the recurrence of violence on railway stations, was postponed until today

It will be heard in the Rand Supreme Court by Mr Justice J Strydom.

Attacked

Eight people were killed and at least 67 injured when alleged "vigilantes" wearing South African Transport Services overalls attacked two trains at Germiston Station.



Mr Cyril Ramaphosa

In his founding affidavit Sarhwu general secretary Mr Martin Sebakwane charged that three commissioned police officers manned a charge office at Germiston Station, two of whom are a Lieutenant Killian and a Colonel Van Eck, and several uni-

• To page 2

Sarhwu takes cops to court

From Page 1

formed SAP members

He said Killian told Sarhwu attorney Mr Jonty Joffe that there was no reason for the police to take action to stop the battle because the workers had done nothing wrong.

Sebakwane said Mr Joseph Mobana Ratsie, the second applicant in the matter who was also injured in the incident, said he identified four of the overall-clad men as Germiston-based policemen.

He said they had taken part in the attack.

Sebakwane also charged that Killian and members of the SAP had failed to take proper and reasonable steps to prevent the incident.

He said: "It has become a feature of the dispute (with Sats which resulted in strike action being taken last November 1) that when union members travel by rail they are attacked at stations by Sats employees"

He cited incidents dating from November 7 in which panga and knife-wielding Sats employees allegedly attacked union members.

Police allegedly failed to stop the incidents.

Sebakwane said that if the order was not granted Sarhwu members might suffer irreparable harm.

Sats has undertaken in writing to Sarhwu to ensure that violence on stations would not recur.

* Negotiations between Sarhwu and Sats over the labour dispute resumed late yesterday.

Progress in rail strike talks

Strikers held for making petrol bombs

Star 12/1/90

270

Staff Reporters

Police have arrested 85 railway strikers in Soshanguve near Pretoria after receiving information that petrol bombs were being manufactured and people assaulted, a police spokesman said.

In another development in the violent 10-week strike which has left almost 30 dead, vital progress was made in the strike talks last night, but the issue of dismissed strikers remains a stumbling block, according to the SA Transport Services

A police spokesman said the arrests were made after police received information that petrol bombs were being made at the Soshanguve Sats offices and that people were assaulted.

Police arrived at the scene and alleged offenders were pointed out and arrested, the spokesman said

The talks between Sats and the SA Railways and Harbours Workers' Union (Sarhwu) took place against the background of further violence on the railways, the arrest of unionists and a conciliation attempt by a high powered Mass Democratic Movement delegation

Speaking after the meeting, Sats senior labour manager Mr Vic van Vuuren said agreement now seemed possible on wages and union recognition

Re-hiring offer rejected

But the parties were still widely separated on Sarhwu s demand for the reinstatement of all 23 000 fired strikers Sats has offered to re-employ half of them, with the possibility of severance pay, at the discretion of an arbitrator, for the remainder

Mr van Vuuren said further talks would be held today

Yesterday, a Sats conductor was stabbed and burnt to death and a driver stabbed eight times when a Sats bus was attacked in Mobeni, Durban, by a mob

In a second killing, a non striker, identified as Mr Alpheus Malandzi, was murdered inside his Daveyton, East Rand, home Police said the house was stormed by a mob

Sats yesterday met an MDM team comprising SA Council of Churches secretary-general the Rev Frank Chikane, top UDF officials Mr Murphy Morobe and Mr Mohammed Valli, mine unionist Mr Cyril Ramaphosa, Institute of Contextual Theology director Father Smangaliso Mkhatshwa and Cosatu's Mr Sydney Mfumadi

Issues discussed included strike-linked violence and ways of resolving the 10 week dispute, said Sats spokesman Mr Leon Els

Sarhwu's Mr Peter Munyani said several union members were arrested in Pretoria yesterday after police "surrounded and occupied our offices"

Confirming the arrests, SAP liaison officer Captain Reuben Blumberg could not say how many people had been held

- A memorial service for unionists killed on Tuesday at Germiston station in a bloody battle between strikers and non-strikers will be held today at the Anglican Church in Germiston
- An urgent application by Sarhwu against the Minister of Law and Order was expected to begin at 10 am today An interdict to prevent the police assaulting union members or allowing others to do so was mentioned before Mr Justice M J Strydom in the Supreme Court yesterday

Orders to be slashed

- Plans to slash SA Transport Services orders in the current financial year were not linked to the railway strike or privatisation, Sats said today

A Sats spokesman confirmed that as a a result of cash flow problems, railway division orders would be axed or held over

Sats would not confirm reports that these had a contract value of about R100 million

Hardest hit will be orders for rolling stock to be completed both by Sats own workshops and outside companies

The spokesman added that spending in other areas — for example, motor cars — would also be cut.

Preparing for action . British m
foray by S

SA mercena
missions to c

By Stephen McQuillan

Mercenaries from South Africa joint
elite military force which penetrate
drug heartland of Colombia on two s
missions, it has been disclosed

In their first foray the ill fated sol
of fortune — four from South Africa
six from Britain — planned to attac
Andean headquarters of a Cuban ba
terrorist movement which was thre
ing to take by force sectors of the l
tive but illicit cocaine industry

In a second military incursion, a sir
group, including two of the original
from South Africa, was commission
liquidate Colombia s most-wanted m
millionaire drug lord Mr Pablo Esc
head of the country's feared Medellin
tel

But in each odyssey the operation
aborted

'Bungled plans, misfortune and the s
owy machinations of the drug underw

F/M 12/1/90

MORE STRIKE VIOLENCE

The Sats strike entered its 10th — and most bloody — week when at least six men were killed and 31 seriously injured in a confrontation between strikers and non-strikers at Germiston station

The violence came at a time when the strike seemed to be winding down (*Current Affairs* January 5) Both sides are claiming that they still want a negotiated settlement

"It's imperative that the union come forward and talk to us," says Sats spokesman Leon Els "The strike must end," says Ariel Mabalane, of Cosatu, a spokesman for the striking SA Railway and Harbour Workers' Union "Both sides must come to the table"

But each side is also sticking to its original wage demand the union is calling for a R1 500 minimum monthly wage and Sats is saying that wages are not negotiable now

Colonel Frans Malherbe, spokesman for the SA Police, called Tuesday's violence the worst yet He said 1 000 people armed with stones, pangas, knobkieries and other weapons fought for 45 minutes before they were dispersed by police firing teargas He said the crowd did not respond to two warning shots fired over their heads

The union claims that at least 30 people were killed and 60 injured in the melee which, it says, was instigated by as many as 2 000 "vigilante" Sats workers who met the strikers' train

Mabalane says the strikers were on their way to a meeting to discuss Sats' latest proposals

Sats sacked 54 strikers on Monday, bringing to 22 461 the total number of workers dismissed so far. A total of 3 492 workers are still responding to the union's strike call, according to Sats

It is hiring replacements and keeping trains running with increased overtime for permanent employees and with casual labourers

MDM and Sats meet over strike

A HIGH-profile mass democratic movement (MDM) delegation met Sats management yesterday afternoon to discuss the 10-week-old Sats strike, Sats spokesman Leon Els said yesterday.

Els said the meeting had been fruitful and issues discussed included the strike-related violence, and possible ways of resolving the dispute.

UDF acting publicity secretary Murphy Morobe said last night the discussions were frank and forthright and were aimed at exploring all the avenues that could be taken to resolve the strike.

He said a three-hour meeting took place between Sats and a delegation from the MDM, the SA Council of Churches and Nafcoc.

"The meeting was initiated by Cosatu with the specific view of raising with Sats our concern at the situation arising out of the strike," Morobe said.

Morobe said his delegation impressed on Sats "that the only interest our community has is that the strike be resolved in the shortest possible time".

He said the parties undertook to report back to their various interest groups without prejudicing the negotiations that were still underway.

Morobe said his delegation remained resolute in its support of the SA Railways and Harbours Workers' Union (Sarhwu) and its efforts to improve the lot of its members within Sats.

Els said the meeting was held at the MDM's request.

MANDY JEAN WOODS and THEO RAWANA report that Sats and Sarhwu negotiators had "fruitful" discussions at the resumption of stalled negotiations yesterday.

Sats spokesman Ian Bleasdale said progress was made and the two sides would be meeting again today.

Meeting

Sarhwu general secretary Martin Sebakwane said the union had put forward the outcome of its deliberations on Sats proposals.

A meeting planned earlier this week was cancelled in the wake of the murder of seven people when striking union members were ambushed by a mob of about 1 000 non-striking workers on Germiston station.

The 10-week-old strike has seen the death of at least 27 people, with two deaths being reported yesterday.

A Sats bus conductor was burnt to death and a bus driver critically injured when he was hacked with a panga by a mob who attacked the bus and set it alight at Mobeni, Durban yesterday.

A Sats spokesman said the matter was being investigated by the police.

Sapa reports a police spokesman said the attack happened at about 6.40am when the bus, chartered privately, stopped to pick up passengers near the turnoff to Umlazi on the old South Coast Road.

He said a mob, armed with knives, surrounded the bus and forced their way in, stabbing the driver and the conductor

The bus was then set alight and the wounded conductor, who was trapped inside, died in the blaze. A witness said the driver was stabbed about eight times as he fought his way through the mob.

Several union members were arrested at the union's office in Pretoria yesterday, Sapa reports.

SAP liaison officer Cpt Reuben Blumberg confirmed the arrests had taken place in a hall where Sarhwu members were meeting but could not say how many had been arrested or whether they would be charged.

Meanwhile, Cosatu said yesterday it would be holding a memorial service at the Germiston Anglican Church today for those killed on Tuesday

SUSAN RUSSELL reports from the Rand Supreme Court that an urgent application brought against the SAP by Sarhwu following the clash between striking and non-striking workers on Tuesday was postponed yesterday after counsel informed the judge that settlement negotiations were underway.

Mr Justice Strydom stood the application down until this morning at the request of counsel for both parties.

Sarhwu have applied for an interim order interdicting police from assaulting its members or aiding and abetting anyone else from doing so.

Killed

Sarhwu's application follows allegations by strikers that police present at the time did nothing to prevent them from being attacked by armed Sats employees at the station

Seven people were killed and 47 injured in the violence.

Sats has meanwhile given Sarhwu's legal representatives a written undertaking that it would do everything in its power to prevent a recurrence of Tuesday's violence on its property.

In a letter signed on his behalf, Sats GM/managing director Anton Moolman also gave an unqualified assurance that Sats was not involved in the violence in any way.

Sats managers in long discussions over dismissals

Star 13/1/90

DREW FORREST

SA Transport Services managers held a protracted internal meeting yesterday, signalling that an intense debate was taking place over the issue of dismissals in the 10-week rail strike.

The internal discussions were a prelude to another negotiating session with the SA Railway and Harbour Workers Union (Sarhwu) in Johannesburg.

Sats' Mr Vic van Vuuren would not say what progress had been made. Further talks between the union and management are scheduled for today.

In negotiations earlier this week, it emerged that conflict over the fate of 23 000 fired strikers is the key obstacle to settlement.

Sarwhu wants the reinstatement of all the strikers. Sats has offered to re-employ half, with the possibility of compensation for the remainder.

In another development yesterday, an urgent application launched by Sarhwu against the Minister of Law and Order was settled after police gave a written undertaking to the union.

The court action followed Tuesday's bloodbath at the Germiston Station. Sarwhu alleged that the police had not intervened to prevent an attack on strikers in which at least six people were killed.

Commissioner of Police General J van der Merwe did not comment on the allegations.

However, he assured the union that it was SAP policy to prevent unlawful action against any member of the public and that all reasonable steps would be taken to ensure the policy was adhered to.

At a memorial service for the victims of the Germiston Station violence, held at Germiston's St Boniface Anglican Church yesterday, unionists called for a commission of inquiry into the deaths and vowed to fight back in defence of workers.

Speakers also complained that no one had yet been arrested in connection with the attack.

CAPE TIMES 13/11/90

SATS and strike union talk again

JOHANNESBURG — In-depth talks resumed yesterday on the 10-week-old, violence-plagued South African Transport Services strike, SATS spokesman Mr Leon Els said

SATS and the SA Railways and Harbour Workers' Union (Sarhwu) would continue the talks today, he said.

Neither party was prepared to divulge any further information, he said.

In Pretoria police said yesterday they had arrested a "large number of people" in connection with alleged kangaroo courts set up by striking SATS workers in the Pretoria area. — Sapa

Police undertaking settles union's plea

Cape Times 13/1/90

JOHANNESBURG — The urgent application by the South African Railways and Harbour Workers' Union (Sarhwu) against the Minister of Law and Order was settled yesterday when police gave an undertaking to prevent anyone acting unlawfully

The Rand Supreme Court application for an interdict against the minister and the station commander of the South African Police, Germiston station, arose from Tuesday's violence which resulted in seven deaths and more than 40 injuries

The union alleged police had assaulted members and done nothing to stop others assaulting members

The Commissioner of the South African Police, General Johan van der Merwe, gave a written undertaking, which was not made an order of court, and there was no order as to costs

The matter was mentioned in front of Mr Justice MJ Strydom

The undertaking does not comment on the allegations made by Sarhwu, which are still under investigation Police said the reason for their failure to comment did not mean the allegations were correct, but that they were still under investigation

General Van der Merwe said that from the information available to him at present, he could assure the union the police had not acted as alleged

He assured the union it was police policy to prevent anyone acting unlawfully against any member of the public

He undertook to take all reasonable steps to ensure this policy was strictly adhered to by all members of the SAP — Sapa

Hopeful signs for end to railways strike soon

Labour Reporter

Talks at the weekend failed to settle the 11-week-old railway strike, but there are hopeful signs that a resolution may be imminent.

SA Transport Services' Mr Vic van Vuuren said unionists were to report back to members before a further negotiating session tomorrow.

He would not comment on the talks, but Sats is believed to have given ground on the dismissal of 23 000 strikers, the key obstacle to settlement.

Before talks re-opened late last week, the SA Railway and Harbour Workers Union (Sarhwu) was pushing for full reinstatement of strikers, while Sats had offered to re-employ half.

White worker anger over the strike has resurfaced in a statement by the SA Confederation of Labour (Sacol), South Africa's largest white worker grouping.

Sacol's secretary, Mr Nic Celliers, said the federation would appeal to the Government to block overseas funds for "unrestrained action" by Cosatu, to which Sarwhu is affiliated.

Supporting Sats' handling of the strike as "positive and fair", Mr Celliers said he had information that "politicking" lay behind the strike and related violence.

"It is known that strikers and demonstrators are bused in large numbers to where their presence is required for publicity purposes," he said.

Sats talks on tomorrow

TALKS between the South African Transport Services and the SA Railway and Harbour Workers' Union which resumed on Saturday morning will continue tomorrow.

"The Sarhwu delegation has asked for postponement of the talks until Tuesday afternoon at 2pm," Sats spokesman Mr Leon Els said in a statement. (270) (~~[illegible]~~) (~~[illegible]~~)

He added that both parties had agreed not to divulge any details of Saturday's discussions. Sapa.

Sowetan 15/1/90

P.T.O.

270

D-day for bid to end SATS strike

JOHANNESBURG — Discussions between SATS and the SA Railways and Harbour Workers' Union (Sarhwu) ended yesterday with an undertaking from the union to give a written answer to SATS proposals today

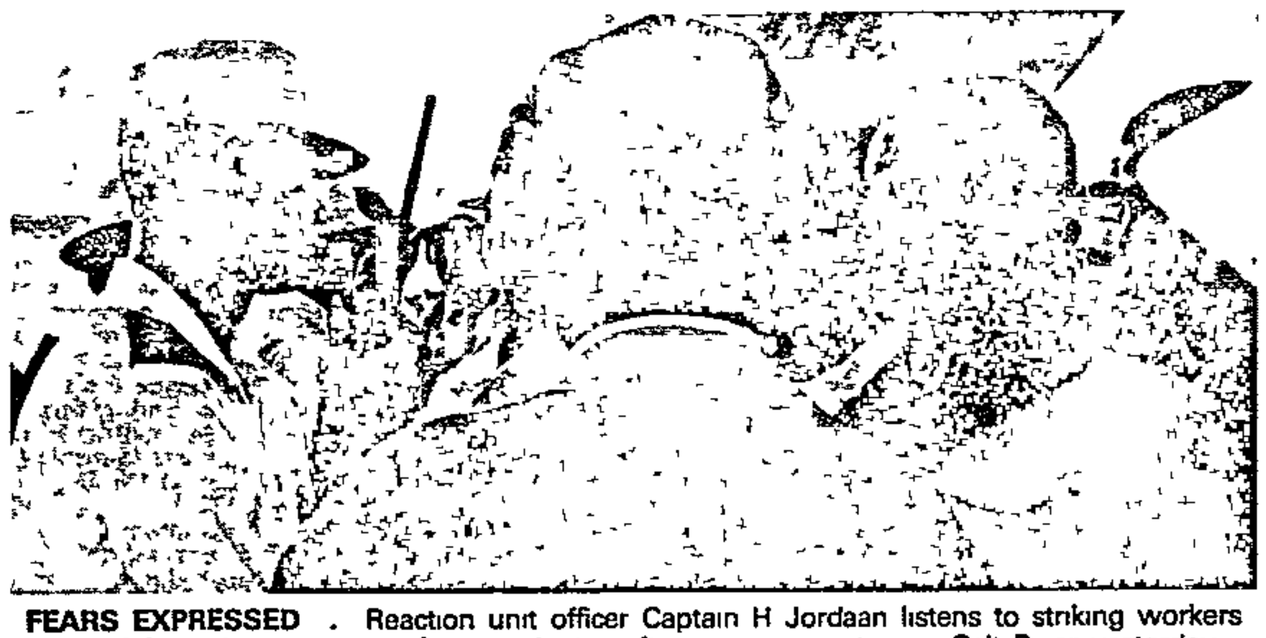
According to SATS spokesman Mr Leon Els, details of the proposals and counter-proposals are confidential in terms of an agreement between the two parties

The talks are aimed at ending the 11-week industrial action that has been described by the Democratic Party as the bloodiest and costliest strike since the miners' strike of 1922.

More than 27 men have died, scores were injured and more than 22 000 workers have been dismissed The action by Sarhwu was initially aimed at a R1 500-a-month minimum wage.

Damage to SATS property resulting from strike-related violence has cost a reported R38,5 million and workers have lost an estimated R41m in wages during the 11 weeks. — Sapa

STRIKERS RETURN . Striking and laid-off SATS workers march to Salt River station after a meeting in the suburb to discuss vigilante violence which left one dead and three injured yesterday Pictures RICHARD BELL



FEARS EXPRESSED . Reaction unit officer Captain H Jordaan listens to striking workers appeal for police protection from vigilantes after a mass meeting in Salt River yesterday

WAITING FOR THE TRAIN . . Reaction unit policemen at Salt River station yesterday shortly before accompanying 500 striking and laid-off SATS workers home by train

From page 1

Fellow strikers identified the dead man as Mr William Sibongile Rala, of Site B and the assaulted man as Mr Mncedisi Ngcibi, also of Site B

During violent clashes yesterday at Mutual and Koeberg stations, two men were badly beaten

SATS strikers Mr Mlungusi Ndwaluna and Mr Mandisi Mkiti, both of Guguletu, said about 20 men armed with "swords" metal pipes and axes stormed towards them when the train arrived at Koeberg station.

According to a commuter interviewed by the Cape Times, and who did not want his name mentioned, passengers alighting at Mutual station about 7.55am were indiscriminately attacked by a group of men.

"I just heard screaming and saw people running in all directions About 20 people were just hitting and hitting at the passengers."

SATS spokesman Mr Brian Lotter yesterday rejected union claims that there had been a meeting between non-strikers and management on Monday at which plans were made to disrupt attendance at yesterday's Salt River meeting.

Police reaction unit members accompanied 500 strikers on the train returning to Khayelitsha after their meeting yesterday and when fears of further attacks were expressed.

Sats strike may end

270

DISCUSSIONS yesterday between Sats and the SA Railways and Harbour Workers Union ended with an undertaking from Sarhwu to provide a written answer to Sats proposals this morning, according to Sats spokesman, Mr Leon Els.

Details of the proposals and counter-proposals are confidential in terms of an agreement between the two parties, Mr Els said

The talks are aimed at ending the 11 week industrial action that has been described by the Democratic Party as the bloodiest and costliest strike since the miners' strike of 1922.

Twenty seven men have reportedly died and scores of others have been injured.

Serious

In the last serious incident, nine men were killed and at least 67 injured when strikers were attacked at Germiston station, allegedly by non-strikers, when they arrived for a union meeting on January 9

Over 22 000 workers have been dismissed during the action by Sarhwu that initially aimed at an across-the-board increase for members that would result in a R1 500 a month minimum wage

Damage to Sats property resulting from strike related violence has cost a reported R38,5 million and workers have lost a reported R41 million in wages during the action

There had been no dismissals or incidents of violence this week, another Sats spokesman, Frikkie Stevenson, said earlier

Sarhwu could not be reached for comment - Sapa.

Star 08/11/90 (270)

Impasse in rail strike continues

The 11-week railway strike is dragging on, with both sides hinting the other is at fault for the impasse

Yesterday the SA Railway and Harbour Workers Union replied in writing to Sats proposals tabled last week

These apparently centre on the vexed issue of 23 000 workers dismissed for striking

On SABC TV news last night Sarhwu's Mr Martin Sebakwane said the union had made "substantial movement" in the search for settlement, and was looking to Sats to do the same.

Responding, Sats' Mr Vic van Vuuren said managements's latest proposals represented a "significant shift" and "a great step towards settlement"

Further talks are likely today.
— Labour Reporter

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Strike has 'changed Sats' face'

THE marathon 11-week strike by thousands of SA Transport Services (Sats) workers throughout the country has been a battle not only for wages but also against apartheid structures

This is the view of Cape Town strike committee members Stanley Lomdzi and Ngogoche Pila — both ticket conductors at Langa station.

"While it was wages which pushed us into downing tools, one cannot separate apartheid and Sats," said Pila.

"Sats is owned by the same government which enforces apartheid It separates workers according to their colour and encourages separation along ethnic lines.

"This is one reason why coloured workers have not joined our union on a large scale — they have been encouraged to think of themselves as separate from African workers

"White workers have been made to think of themselves as small bosses, not workers. They are protected by Sats."

Racial discrimination in wage scales has fuelled the workers' anger.

Pila said that workers wanted pay parity.

"It should not matter what colour you are classified Workers should get equal pay for work," he said.

Lomdzi said frustration at low wages and management intransigence had precipitated workers into joining the strike

"We were frustrated at getting nowhere in discussions with Sats management. We wanted our union recognised and the chance to earn a living wage," said Lomdzi.

"Some of us have more than 30 years' service. We have to pay for housing, feed our families, educate our children on what is half the minimum Cosatu living wage.

"We are the workers and we want a fair share in Sats profits In a very real sense we are Sats, yet Sats sees itself as management only," he said.

Violence has been a hallmark of the strike. It has cost the lives of 27 people, hundreds have been injured and there has been at least R40-million worth of damage to Sats property.

Pila and Nomdzi said that the violence had convinced strikers that the state was determined to smash the strike.

In Cape Town police action against the strikers included dispersing strikers from the dock area and an incident at Salt River station last month in which more than 50 strikers were injured, one critically.

Both Pila and Nomdzi said that since the strike began, strikers have faced assaults by what they term "vigilantes".

"We tried to get non-strikers on our side. We have spoken to them about why we are on strike.

"Early last month we heard vigilantes were gathering at the Langa hostels with pangas We decided to speak to them. When we got there we had to sit like dogs The meeting was very tense.

"Many strikers have been injured by attacks from non-strikers on the trains.

"The tension gets to some of the men They have lost their jobs, their families have been without an income for 10 weeks and every day they have to fear attacks on their way to and from the strike meetings.

"We believe that we have changed the face of Sats. It will never be the same."

Cape Times 18/11/90

Rail strike talks could start today

JOHANNESBURG — SATS had received a written response to its proposals to end the 11-week strike from the SA Railways and Harbour Workers' Union (Sarhwu), SATS spokesman Mr Leon Els said last night

SATS had discussed the Sarhwu response and it had been tentatively arranged to continue talks between the two parties this morning

The strike enters its 11th week today with close to 23 000 workers fired so far

A SATS worker was shot and wounded yesterday after a group of people, possibly responsible for firing at the man, alighted from a train at Doornfontein railway station in Johannesburg.

The 47-year-old man, who had been walking on a footbridge, was shot in the stomach and is recovering in the Hillbrow hospital

Police could not say if the incident was related to the strike — Sapa

SATS talks

18/11/90 Sowetan

SATS had received a written response to its proposals, aimed at ending the 11 week strike, from the SA Railways and Harbour Workers Union, spokesman Leon Els said last night.

Sats had discussed the Sarhwu response and tentative arrangements were made for talks to continue between the two parties this morning, he said.- Sapa

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SATS worker shot at station

270

A SA Transport Services worker was shot and wounded after a group of people, possibly responsible for firing at the man, alighted from a train at the Doornfontein Railway Station near Johannesburg yesterday. Sowetan 18/11/90

SA Police liaison officer for the Witwatersrand, Capt E Opperman said in a statement the man had been walking on the footbridge at Doornfontein station when a train stopped on the platform below.

A group of people alighted from the train, and a shot was fired which may have originated from the group, Capt Opperman said

The 47-year-old man was shot in his stomach and is recovering in the Hillbrow Hospital where his condition is satisfactory.

"At this stage the police are unable to confirm whether the incident is related to the Sats strike," Capt Opperman said. - Sapa.

SATS talks

SATS had received a written response to its proposals, aimed at ending the 11 week strike, from the SA Railways and Harbour Workers Union, spokesman Leon Els said last night.

Sats had discussed the Sarhwu response and tentative arrangements were made for talks to continue between the two parties this morning, he said.- Sapa

15/11/90

Star

270

Two found 'hacked apart': Sats strike death toll rising

By DALE KNEEN
Crime Reporter

TWO men have been hacked to death in Nyanga, bringing to five the death toll in two days of Sats strike violence

The bodies of the two unidentified men were found in an unnamed street in Nyanga at 10am yesterday, said police liaison officer Captain Hendrik Opperman

Police said the two had been stabbed several times and it appeared they had also been "hacked apart" with an axe

Two people died in Khayelitsha and a third in Nyanga during clashes between strikers and non-striking workers on Tuesday

Last night, three strikers were forced out of Ikhweze Hostel in Langa by an armed mob, apparently after Sats workers had held a meeting at the hostel

Today, police refused to comment on reports that armed policemen were travelling on trains to protect groups of strikers and non-strikers

Captain Opperman said the Commissioner of Police for the Western Cape, General Flip Fourie, had decided to release no information on police actions on trains

Commenting on the strike violence, UDF publicity secretary Ms Cheryl Carolus said the attacks on strikers appeared to be carefully planned She criticised police for failing to take action against "armed gangsters"

Meanwhile, it is reported from Johannesburg that a Sats worker has been shot and wounded while walking on a footbridge at the Doornfontein railway station

The 47-year-old man, who was shot in the stomach, is in the Hillbrow Hospital

Sats spokesman Mr Leon Els said it was hoped strike talks between management and union would resume today

Although there has been movement by both sides in the dispute, the issue of 23 000 fired strikers apparently remains an obstacle to settlement.

Railway strikers and Sats to discuss new proposals

B/Day 18/1/90

EDWARD WEST and GRAHAM RUSH

NEGOTIATIONS between the SA Railway and Harbours Workers Union (Sarhwu) and SA Transport Services (Sats) to end the 11-week-old strike will resume at 10am today

Sarhwu officials said the Sats management team arrived late yesterday at the union's offices to reply to Sarhwu's written response to Sats' proposals, but union officials had already left

A Sats spokesman said last night Sats had received the written reply on Sats proposals from Sarhwu yesterday

He said the proposals by Sats were "dramatically different" to those put forward to Sarhwu on December 18.

Intensify

270

In Boksburg yesterday, a UDF spokesman expressed the organisation's support for Sarhwu's demands for a living wage and a halt to Sats's privatisation

At a commemoration meeting for Sats' strikers killed since the strike began, he urged over 500 Sarhwu strikers at the meeting to intensify their support for Sarwhu's strike campaign "in all forms necessary".

The meeting was closely monitored by a large number of policemen

Sapa reports a Sats worker was shot and wounded after a group of people alighted from a train at the Doornfontein railway station yesterday

Witwatersrand police liaison officer Capt Eugene Opperman said the man had been walking on the footbridge at the station when a train stopped on the platform below

A group of people stepped off the train and a shot was fired which may have originated from the group, Opperman said

The 47-year-old man was shot in the stomach and was recovering in the Hillbrow Hospital where his condition was satisfactory

"At this stage the police are unable to confirm whether the incident is related to the Sats strike," Opperman said

Sapa also reported that in another incident yesterday a goods train carrying timber and coal to the Natal South Coast left the rails near Umgababa.

A Sats spokesman said three locomotives and nine loaded trucks left the rails on the main line between Durban and the South Coast early on Wednesday morning

According to initial reports, the train was still in an upright position

Teams on the spot were clearing up and the line was expected to re-open at 6pm yesterday.

Cape Times 18/1/90

Police protect rail strikers on city train

170

Labour Reporter

HEAVILY armed policemen yesterday "rode shotgun" on a train ferrying striking railways workers in a stepped-up security operation to prevent strike-related violence on city suburban lines

At least one man was killed and several others were injured when non-striking workers and strikers clashed at Nyanga station on Tuesday night

Armed policemen ushered striking workers into two or three railway carriages at Salt River station about 1 40pm yesterday after some 300 workers returned from a union meeting in a nearby hall

Some workers clutched sticks and others handed out pamphlets announcing a memorial service for Sarhwu members killed at Germiston station on January 9

As the train pulled into other stations, strikers jumped on to platforms to dance impromptu "toyi-toyis" and trade slogans

The police contingent — carrying shotguns, teargas launchers and batons — watched impassively as workers danced on the platforms

Rail gangs working next to the line gave a mixed response to the shouts and clenched fists of the strikers, with some returning the salutes and others making rude gestures

A police van raced alongside the train between Philippi and Mandalay stations

The trip ended free of incident at Khayelithsa station

Mediation nod in Sats strike

THE South African Railway and Harbour Workers Union and South African Transport Services yesterday agreed to go for mediation in their 11-week-long dispute as more people were reported dead in continuing strike-related violence.

Yesterday's South African Police unrest report said seven men were hacked and stabbed to death in the Cape Peninsula since Tuesday.

This brings the death toll to at least 35 since the strike began last November 1. Hundreds have been injured in the violence

Sats spokesman Mr Frikkie Stevenson said Sarhwu accepted management's proposal to go for mediation and that a mediator had been appointed

270

Sowetan 19/01/90

SATS STRIKE (270)

Too many delays

SA Transport Services and the SA Railway & Harbour Workers' Union went into another round of talks on Tuesday as the *FM* went to press. Despite hopes on both sides that this unhappy strike would be resolved deep cynicism remained.

Three issues were to be discussed. Only one — the jobs of about 23 000 fired workers — was likely to be decided. The remaining two — Sats' demand that the union register and the union's demand for R900 more a month — are likely to be addressed soon in any case. F/M 19/1/90

The union had already agreed to register (though it procrastinated absurdly on the issue) and it should, therefore, join the other 12 unions when Sats starts the annual wage negotiations in March.

The latest talks were overshadowed by the brutal fighting at Germiston station last week — a thousand-strong mob of non-strikers attacked a trainload of strikers and passengers, resulting in six deaths and many serious injuries. Neither side covered itself in glory that day and on Tuesday all seemed to be aware of the need to show responsibility and make progress.

It is about time. Sats has lost R38m in arson damages — mostly coaches set alight — and union members have lost R41m in wages. So far Sats has offered to re-employ less than half the strikers. This could be a source of movement in the talks.

Sarwhu, meanwhile, has lost credibility among its supporters — to the extent that Cosatu's Post and Telecommunications Workers' Association actually downed tools in protest against the chaos on the trains and in support of a demand for the Post Office to provide transport.

At the time of going to press, neither party was prepared to reveal much of the internal bargaining (a good sign, indicating a degree of trust), but after such bitterness it will not be easy to restore goodwill.

Strike-hit Sats agree to talks

W/Mail 19/1/90 (270)

By PHIL MOLEFE

THE South African Transport Services (Sats) and the South African Railway and Harbour Workers Union (Sarhwu) yesterday agreed to call in a mediator in an attempt to resolve the 11-week strike.

Sats representative Leon Els told the *Weekly Mail* that a mediator has been appointed and would start work today.

The decision follows a meeting held in Johannesburg yesterday between union representatives and Sats.

"Sats proposed mediation in an attempt to completely settle the dispute," said Els

He said Sarhwu had accepted the proposal.

"A mediator must facilitate the two parties to bring an end to the dispute and both parties have agreed to that," he said.

He was unable to give further details as an agreement had been taken not to disclose the contents of the talks.

The strike, which has been characterised by violent clashes, has so far claimed the lives of 28 people.

SATS, union agreement on mediation

CAPE TIMES 19/1/90

270

JOHANNESBURG. — SATS and the SA Railway and Harbour Workers' Union (Sarhwu) have agreed to mediation as a way to end the nearly three-month strike in which at least 27 have died

After talks yesterday, which lasted one hour, the parties decided on mediation over wage increases, the dismissal of more than 22 000 strikers, recognition of the union and SATS's disciplinary procedure, management and the union confirmed

"At the discussions SATS proposed mediation. The purpose of this is to facilitate a complete settlement of the dispute. Sarhwu accepted and mediation will begin as soon as possible," SATS said

● In Cape Town, two unidentified men were hacked to death, and a further eight injured, during a fight between striking and non-striking SATS workers in Nyanga on Wednesday night.

According to police, the workers had gathered at the corners of NY3A and NY61 in the township, with strikers and non-strikers on opposite sides of the street, arguing and shouting Violence followed.

● British National Union of Railwaymen delegate Mr Jeff Revell was prevented from leaving Jan Smuts Airport's customs department yesterday and was due to be deported last night.

His colleague Mr Allan Pottage was allowed entry.

A Sarhwu spokesman said Mr Revell, who visited South Africa during the 1987 SATS strike, was told he had been placed on the visa exemption list.

The Department of Home Affairs said Mr Revell did not have the necessary authority for entry. — Own Correspondent, Crime Reporter and Sapa

It has emerged that not ... tolerances to the two families".

Mediation nod in Sats strike

THE South African Railway and Harbour Workers Union and South African Transport Services yesterday agreed to go for mediation in their 11-week-long dispute as more people were reported dead in continuing strike-related violence.

Yesterday's South African Police unrest report said seven men were hacked and stabbed to death in the Cape Peninsula since Tuesday.

This brings the death toll to at least 35 since the strike began last November 1. Hundreds have been injured in the violence.

Sats spokesman Mr Frikkie Stevenson said Sarhwu accepted management's proposal to go for mediation and that a mediator had been appointed.

270

Sowetan 19/01/90

B/Day 19/1/90 270

Sats and Sarhwu agree to mediation bid to end srike

ADELE BALETA

SATS and the SA Railway and Harbours Workers Union (Sarhwu) have agreed to mediation in an attempt to end the nearly three-month-old strike that has claimed at least 27 lives.

After talks yesterday which lasted an hour, the parties decided on mediation on wage increases, the dismissal of more than 22 000 strikers, recognition of the union, and Sats' disciplinary procedure, management and the union said.

The meeting was held to discuss the union's response to management's proposals tabled on December 13.

"At the discussions Sats proposed mediation. The purpose of this is to facilitate a complete settlement of the dispute Sarhwu accepted and mediation will begin as soon as possible," a Sats statement said.

When talks deadlocked on December 4, Sats had rejected a union proposal for mediation on all items Sarhwu had earlier turned down a Sats proposal for arbitration on the dismissals

Management has consistently refused to discuss the question of wage increases.

Sats spokesman Vic van Vuuren denied Sats had softened its position by proposing mediation He said "A lot of water has gone under the bridge since we turned down Sarhwu's mediation proposal in December.

"The parties have moved since then. What is on the table now is very different. Both parties now see in mediation scope for settlement."

Van Vuuren said privatisation was not an issue for mediation but a question for the future Casual workers employed by Sats on a daily basis to fill posts left vacant by strikers would continue to work until the outcome of the mediation.

Sarhwu spokesman Eliot Sogoni said the union felt optimistic about mediation, but he added that the reinstatement of workers was a central issue

He said at the weekend Sats had proposed re-employing all dismissed workers, but this was turned down by the union Earlier, Sats proposed 50% of the workforce be re-employed and the remainder receive compensation at the discretion of an arbitrator.

In another development, Sogoni said a British National Union of Railwaymen delegate Jeff Revell, who arrived at Jan Smuts Airport yesterday, was prevented from leaving the airport's customs department and was due to be deported last night.

Sogoni said Revell, who visited SA during the 1987 Sats strike, was informed he had been placed on the visa exemption list.

Comment from Home Affairs department was not available.

☐ Our Cape Town Correspondent reports that two unknown men were hacked to death and a further eight injured during a fight between striking and non-striking Sats workers in Nyanga on Wednesday night.

Meanwhile, police were investigating whether the deaths of five people this week in attacks in the Guguletu, Nyanga and Khayelitsha townships, were strike-related

☐ Cosatu said yesterday four of the Sarhwu members killed in last week's clash at Germiston station between striking and non-striking Sats workers would be buried tomorrow

Bid to end violent SATS strike begins

JOHANNESBURG. — SATS and the SA Railways and Harbours Workers' Union began mediated talks here yesterday and will continue today

Mr Charles Nupen, director of the Independent Mediation Service of SA (Imssa), who has been appointed mediator, said talks were held yesterday morning in an effort to settle the violence-plagued strike

He said the positions of the parties were clarified and an initial exchange of views had taken place.

"The parties have chosen at this stage not to disclose the contents of their discussions but are committed to continuing the mediation process and will meet again at 9am on Saturday (today)." — Sapa

CLOUD OF TEARGAS People from a packed train flee after police fired teargas into a train carrying mainly striking SATS strikers from Cape Town to Khayelitsha

PICTURE: BENNY GOOL

TEARGAS VICTIM This woman and her baby were caught in the teargas fired at a train carrying striking SATS workers to Khayelitsha. The woman emptied the contents of the baby's bottle over the child to ease the irritation caused by the teargas

PICTURE: BENNY GOOL

Teargas fired at train

CAPE TIMES 20/4/90 (270)

Staff Reporters

A SPECIAL train carrying mainly SATS strikers returning from a city centre march was yesterday stopped and teargassed by police after reports that carriages were being wrecked

Police said they were told that "at least one carriage was set alight" and "more than 50 windows were broken and the train damaged".

"After the train was stopped there was riotous behaviour and aggression and stones were thrown at police and their vehicles from the train.

"The crowd refused to calm down and when teargas was subsequently used the crowd moved from the train. The fire was then extinguished and the damage ascertained

"Eleven carriages were damaged, including ceiling panels which were ripped out and flung through the window as well as wall panels The damage is conservatively estimated at R50 000"

The incident happened between Nyanga and Philippi stations

A Central Fire Brigade spokesman said a "malicious false alarm" was reported at Nyanga railway station at 1 45pm. Five fire engines were sent from Mitchells Plain but no fire was found, he said.

Two city freelance photographers, Mr Benny Gool and Mr Mike Hutchings, said there had been singing and dancing all the way on the train before it was 'flagged down' by policemen.

Mr Gool claimed police had then fired tear gas [illegible]

He had fled from the train and sheltered in nearby bushes from where he saw special constables entering the train to collect teargas canisters. Police collected items of clothing and shoes which were left on the train, he said.

A police van then slowly drove alongside the train which continued to Philippi station while other policemen remained on board, he said.

Mr Hutchings said "it was just chaos as people were trying to get out of the train. All I could see was teargas".

Earlier, more than 2 000 SATS strikers, supported by a large contingent of students, brought Adderley Street to a halt at lunch time when they marched on the Paul Sauer Building to demand 100% reinstatement of dismissed workers.

Official permission for the march had been granted by the Chief Magistrate of Cape Town.

Bearing banners proclaiming "Scrap the LRA" and "South African Railway and Harbour Workers' Union (Sarhwu) says down with the wage freeze", strikers and students were escorted by police as they marched from St George's Cathedral.

A letter demanding reinstatement was handed to the SATS Western Cape labour-relations manager, Mr Manie Engelbrecht, at the entrance to the Paul Sauer Building.

Mr Dullah Omar who was in the delegation told Mr Engelbrecht the strikers were concerned at the violence surrounding the strike. They undertook to do everything in their power to prevent further violence and appealed to SATS to do the same.

Mr Engelbrecht declined to com[illegible]

Bloody strike nears end

By CONNIE MOLUSI

BY late yesterday negotiations on the railway strike was on the verge of a breakthrough – the re-employment of thousands of fired workers being the stumbling block

This turn in the 11-week strike marked by violence came after the South African Transport Services (Sats) in tough negotiations with the South African Railways and Harbours Union (Sarhu) this week agreed to take back 22 896 dismissed workers

Sats agreed to re-employ all dismissed workers after initially insisting on employing only 50 percent

Cosatu treasurer Ronald Mofokeng said at a Boksburg memorial service for eight railway workers who died in strike-related violence in Germiston last week that "the retreat of Sats on taking back all the dismissed workers is a victory, which has to be consolidated by demanding a reinstatement without loss of benefits"

Lack of agreement between parties on whether workers should be re-employed, in which case they will lose their long service benefits, or whether they should be reinstated without loss of benefits, was referred to a mediator

The strike, which has been dubbed "industrial civil war" because of the level of violence, has seen more than 22 people killed and scores injured

Sats has agreed to the union's demand of recognition, provided Sarhwu registers with the Department of Manpower, enabling Sarhwu to participate in this year's annual wage negotiations

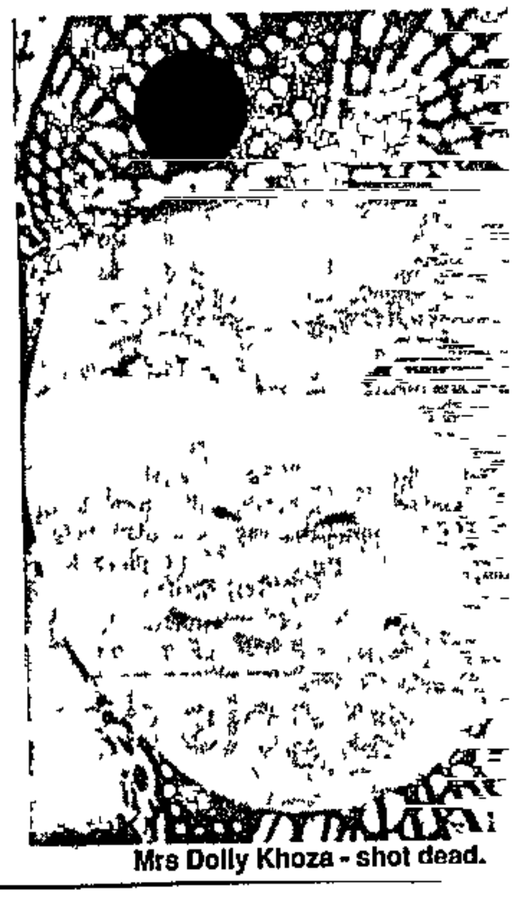
While tension seems to be easing in the Transvaal, one striker has been killed and another seriously injured in an attack in the Cape Peninsula The two men, William Sibongile Rala and Mncedisi Ngcibi, were part of a group of workers on their way to a union report-back meeting in Salt River

270

21/1/90 Argus

Woman killed in SATS strike

Sowetan 22/01/90



Mrs Dolly Khoza - shot dead.

By JOSHUA RABOROKO

A student was shot dead and three children seriously burnt in three separate incidents as violence sparked by the SATS strike flared in the West Rand township of Kagiso at the weekend.

This brings to 37 the number of people killed in the labour unrest so far

Mrs Dolly Khoza (26), of 6138 Kagiso, a student reading social work at Rand Afrikaans University was asleep when she was shot in the head on Friday night.

A petrol bomb was also hurled into her house.

Flames

Her two children Keto (2), Guguletu (4) and husband Bevans Khoza, an employee of SATS in Johannesburg and a relative narrowly escaped death when flames engulfed their bedroom while shots were fired in the house

In another incident in the township Maria Phakedi (11) and Thami

To page 2

Krish Naidoo gets a death threat

LAWYER Mr Krish Naidoo yesterday received a death threat from a person claiming to be Mr Geoff Dakin, the president of the South African Cricket Union, he has revealed to the *Sowetan*

Naidoo said he laid charges with the police at John Vorster Square immediately after the telephone call in the morning

Naidoo said the man said he knew the people who were out to get him (Naidoo) and who were prepared to kill Efforts to trace the call proved

To Page 2.

THE AFTERMATH Some of those who escaped injury at Friday's Jan Smuts Airport fiasco carry shoes belonging to scores of anti-cricket tour protesters which were left behind when people fled from police dogs unleashed at them as they arrived to demonstrate against Mike Gatting's English "rebel" team

Pic MBUZENI ZULU

P.T.O

SOWETAN Monday January 22 1990

Sowetan 22/01/90

Woman dies in SATS violence

From Page 1

(3), were severly burnt when their homes was petrol-bombed, apparently by the same group The two children were admitted to Leratong Hospital where their condition is said to be improving Their father Victor is an employee of Sats.

Another employee, Mr Albert Mashitha, had his house petrol-bombed causing damage estimated at more than R2000 as violence against Sats employees spread in the township.

It is understood that the latest victims of the spreading violence were attacked by radical groups for not participating in the 11-week strike that has claimed many lives Several homes of Sats employees have been attacked and their homes destroyed since the strike started

A spokesman for the SAP directorate in Pretoria yesterday could not confirm the incidents and neither were they contained in their unrest report The unrest report said that in Soweto,petrol bombs were thrown at living quarters of the Sats workers and no one was injured. No arrests were made. Damage was negligible, the report said.

Mr Johan Khoza, whose sister-in-law was shot dead, told the *Sowetan* yesterday that while they were asleep at 1am on Friday there was a sudden explosion. Shots were fired.

"I managed, with the help of my brother, to lock the children in a separate room while we tried to put off the inferno of flames that had engulfed the house. We later discovered that my sister in law was lying dead in a pool of blood on her bed," he said

Mrs Maureen Phakedi, whose two children were burnt, said petrol bombs were thrown into her bedroom by a group that was travelling in a combi. The children got injured as the family tried to extinguish the fire

"I battled with my husband to save our children from the fire that was spreading into the house and during the process I also suffered minor burn wounds on my hands It is through the grace of the Lord that we are alive," she said.

Charles Nupen, of Independent Mediation Service of SA, is acting as mediator between labour and management in the Sats strike. Picture CATHERINE ROSS

Mediation to end railway strike will resume today

ADELE BALETA

MEDIATION aimed at resolving the 12-week-old Sats strike resumes today following two meetings last week between Sats, the SA Railway and Harbours Workers Union (Sarhwu) and mediator Charles Nupen of IMSSA (Independent Mediation Service of SA)

IMSSA director Nupen said yesterday the mediation issues revolved around Sarhwu's recognition, the union's participation in the collective bargaining process and the problem of dismissals

The union has demanded the reinstatement of the more than 22 000 strikers dismissed since the start of the industrial action on November 2 last year, while management has offered to re-employ the workers

At the close of mediation on Saturday, both parties agreed to report back to their constituencies on the progress of the talks, Nupen said

He said mediation was also set down for tomorrow, but the process may be extended Sats and Sarhwu had agreed not to disclose the contents of discussions under mediation

A Sarhwu spokesman said the house of union member Richmond Boetie, who is on sick leave, was petrol-bombed on Saturday morning No-one was injured and there was minimal damage to the Sats-owned house in Orlando

A management spokesman said there were no dismissals yesterday

Damage to Sats property since the start of the strike totals R38,5m

Support demos for Sats strikers

(270)

South 25/1/90 - 31/1/90

By CHIARA CARTER

WIDESPREAD factory protests against SA Transport Services (Sats) are planned to take place in the Western Cape next week.

The protests are intended to express solidarity with striking Sats workers and to protest a 15 percent hike in train fares due to be implemented next week

Next Thursday has been declared a "Day of Action" with protests at stations throughout the Peninsula, marches in industrial areas, factory meetings and the beginning of blacking action against Sats.

The demands of the Sats strikers are among the demands which will be taken to parliament by a people's march organised by the MDM's Defiance Campaign Committee to coincide with the opening of parliament the following Friday

This Saturday the South African Railway and Harbour Workers' Union (Sarhwu) is holding a lunchtime rally at Sr Francis in Langa - the centre of anti-strike vigilantes

Another march and rally will take place in Khayelitsha the following Saturday

Meanwhile, mediation in the 11-week dispute between the Sarhwu and Sats continued this week.

The union is demanding that Sats agree to recognise Sarhwu, that the minimum wage be increased to R1 500 and that Sats agree to reinstate all workers dismissed during the marathon strike

Police board a train after teargassing Sats strikers who had earlier taken part in a march through central Cape Town

Marathon rail talks fail to halt strike

270

By EDDIE KOCH

TWO days of intense mediation this week failed to resolve the three-month railway strike amid continuing violence linked to the dispute.

After a 14-hour mediation session on Tuesday, chaired by Charles Nupen of the Independent Mediation Services of South Africa (Immsa), management and union sources indicated that a breakthrough was imminent

But another marathon set of talks on Wednesday, which lasted for a full 18 hours, failed to end the strike and both parties indicated they would have to consult their constituencies

The South African Transport Services (Sats) as well as the South African Railway and Harbour Workers' Union (Sarwhu) have been tight-lipped about the talks Yesterday afternoon representatives from all three parties refused to comment on how the negotiations were progressing

The extraordinary secrecy surrounding the talks indicates they have reached a highly sensitive stage

Sarwhu is pushing for the reinstatement of some 23 000 workers who were sacked in the strike and recognition for the union

Although the last public statement by Sats said it was prepared to employ only half of the dismissed strikers, it is believed that management has softened its stance

The union's demand for a wage hike, a minimum wage of R1 500 a month and improved service conditions has also been on the agenda

Meanwhile a series of clashes between strikers and non-strikers in Kagiso on the West Rand erupted over the weekend

Dolly Khoza, the wife of a Sats employee, died when her home was petrol bombed.

At least 27 people have died in the dispute, mostly in police shootings and attacks by non-striking workers on union members

A statement by the Krugersdorp Interim Co-ordinating Committee, which deals with civic issues for Kagiso residents, said "We note with regret the the continuing intransigency of Sats in handling the whole issue, which has resulted in the loss of lives of striking and non-striking Sats employees, as well as commuters and other members of the public

'Significant' SATS, union talks progress

Cape Times 26/11/90

270

JOHANNESBURG — Significant progress was made in negotiations between SA Transport Services and the SA Railways and Harbour Workers' Union, which ended at 4am yesterday, mediator Mr Charles Nupen said

In a statement issued early yesterday Mr Nupen, of Independent Mediation Services of SA (Imssa), said "The parties will report back to their constituencies on the progress made in negotiations"

He said he was unable to disclose any other information but a further statement would be issued today

The mediation, which is aimed at ending the 12-week-old SATS strike, resumed at 10am on Wednesday following a marathon 14-hour mediation session on Tuesday

Wednesday's mediation seems to have ended positively with "significant progress" having been made in a gruelling 18-hour session, with the parties taking only short breaks between sessions

SATS and Sarhwu decided on mediation last Thursday

Both parties have agreed not to disclose any information on the issues under mediation

The three-month-old strike has claimed the lives of more than 30 people in clashes between supporters and non-supporters of the strike

Violence and attacks on SATS property — which have caused damage of about R40 million — have characterised the dispute since workers downed tools on November 2 last year — Sapa

Sats, union agree to end strike

(270) By Drew Forrest

SA Transport Services and the SA Railway and Harbour Workers Union have reached agreement on all disputed issues in the three-month rail strike and will formally sign a settlement deal tomorrow

This was announced today by Mr Charles Nupen, director of the Independent Mediation Service which has been mediating in the dispute

In terms of the agreement, Sats will recognise Sarhwu and bargain on wages and conditions in areas where the union is registered

The agreement also provides that 11 strikers, including 23 000 who were fired, will be re-employed if they apply for their jobs between January 31 and February 6

Both Sats and Sarhwu will report to their "constituencies" today before signing the agreement

Other terms of the deal are

- Strikers will receive their 1989 annual bonus and will be reinstated on the Sats pension scheme, but will forfeit benefits for the period of the strike
- Past disciplinary records will be disregarded and workers will not be disciplined for striking
- Evicted strikers will be reinstated in Sats hostels

The strike was one of the bloodiest and costliest in South African history, leading to over 30 deaths and R40 million damage to Sats rolling stock

26/1/90 Star

SATS STRIKE (270)

It takes time

Mediation in the seemingly interminable Sats labour dispute was going well, according to a key source on Tuesday Should the process bring a solution, mediation will have proved to be a vital element of the industrial relations system

Mediation is often confused with another resolution mechanism, arbitration Charles Nupen, mediator in the Sats dispute and head of the Independent Mediation Service of SA (Imssa), says both mechanisms entail agreement by the parties to bring a third party in to assist with resolution of the dispute "The difference is that in mediation the third party plays the role of facilitator, the terms of resolution being ultimately determined by the parties themselves In arbitration, however, the parties say to the third party 'Make a decision for us, and we agree that the terms will be binding on us' "

Leading labour lawyer John Brand says "While both arbitration and mediation have come to be widely used, choice of one or the other method depends on the nature of the dispute Generally arbitration is used when there is a dispute about existing rights, or an interpretation of an existing right, particularly where there is an objective or definite answer" F/M 26/1/90

He gives the example of a dispute suited for arbitration being that over whether a worker falls into one grade or another in terms of an agreement, or whether a dismissal is fair or not However, a dispute over paying a worker more would be a dispute over a new right, and suited more towards mediation The rights a party is seeking to establish are new rights, where there is no precedent. "In this instance, a neutral outsider is preferred to facilitate agreement on the new right."

"The Sats dispute is a classic case of a dispute over new rights," says Brand, "the recognition of the union, a new wage and working regimen, and where the company is not obliged to agree to anything."

Brand suggests that the Sats strike lends itself to the current process of mediation, as mediation is suited to identifying real disputes and real issues.

"By imaginative means, a mediator is able to find out what real possibilities of settlement exist — what is frequently referred to as the 'real bottom line' which is often quite different to adopted public stances "

An example would be that workers who want pay upfront at the end of a strike may demand strike pay, the company publicly says it will never give strike pay. The imaginative solution might be to allow the workers

F/M 26/1/90 (270)

to cash in their leave.

Meanwhile, sources in Sats indicate that a major obstacle in the strike is likely to be removed

The *FM* learns that Sats is prepared to take back all 23 000 fired strikers, as a gesture of reconciliation and also because in the current political climate, finding replacements is virtually impossible

Apparently the intervention of the MDM brought a measure of stability to the Sarhwu negotiating team Meanwhile, Sats has promised to investigate how 1 000 armed non-strikers managed to congregate at Germiston station before attacking a train-load of strikers and commuters, in which six people died ■

Saturday Star January 27 1990

NEWS

New era dawns on railways

Strike all but settled and union recognised

DREW FORREST

IT HAS been a long, slow, painful and costly birth, but a new industrial relations era may finally be emerging on the railways.

After a week of gruelling mediation by the Independent Mediation Services of SA, it was announced yesterday that SA Transport Services and the SA Railway and Harbour Workers Union (Sarhwu) had agreed to settle the bitter, three-month rail strike

The settlement will only take effect once it is signed in Johannesburg today, but informed observers say peace looks in the bag Sarwhu was set to report yesterday to its members, notably in the strike centre of Natal

Leading to more than 30 deaths, many in pitched battles between strikers and non-strikers, the loss of R44 million in wages, R40 million in damage caused to Sats rolling stock and seven derailments, the dispute may be the costliest since the 1922 Rand Rebellion

It prompted a peace plea by the Minister of Mineral and Energy Affairs Dr Dawie de Villiers and the direct intervention of the Mass Democratic Movement.

Reason wins

But the settlement, which called for major concessions by both sides, is a victory for reason and the spirit of compromise

At the heart of the battle lay the recognition of Sarwhu, an issue underlying three rail strikes in as many years Worker pressures over pay and a new disciplinary code, and Sats' dismissal of 23 000 strikers, were complicating factors

Under the final settlement, Sats has agreed to recognise and talk wages with Sarhwu in areas where it is registered under labour law The union has applied to register for its southern Natal stronghold, and interim recognition talks will kick off as soon as the strike ends

Sarhwu initially pressed for a R1 500 minimum wage, but as Sats had already negotiated rises of up to 27 percent for its 80 000 black workers last year, it was never likely to enter fresh pay talks

After an internal tussle, allegedly between national leaders and hard-line shopstewards in the regions, the union dropped its pay demand

But the settlement deal opens up the possibility that Sarwhu will bargain for its southern Natal members when official railways pay talks start in April

Although Sarhwu has only broken through on recognition in Natal, there can be little doubt that it is the future voice of black railmen

'Tame' union used

Its main opposition, the Sats Black Trade Union (Blatu), is said to have been promoted by management in the early 1980s to keep "radical" unions at bay Virtually wiped out in southern Natal, it is threatened with dwindling support across the country

If Sarhwu yielded most on pay, the main climbdown on the dismissal of strikers — a survival issue for the union, as a sizeable chunk of its membership was on the line — has been by management

In proposals before Christmas, Sats offered to re-employ only half the fired workers The loss of accumulated benefits also appears to have been at issue Under the settlement, all strikers have been re-employed and reinstated on the Sats pension scheme, although they will forfeit pension benefits for the strike period

Sats has also agreed to ignore workers' past disciplinary records and not to treat the strike as a disciplinary issue — although it reserves the right to take action against workers convicted in court of violent acts

No simple explanation can be offered for the extremely violent character of the strike

Long-fermenting worker grievances in the absence of negotiating channels, the duration of the strike, the fact that many Sats employees and casual workers blunted the strike weapon by maintaining services, and the exposure of a far-flung rail network to sabotage are all factors While "scabs" have certainly been a major target of violence, most of those killed appear to be strikers and commuters

A sinister development in recent weeks was the emergence of a heavily armed non-striking vigilante band centred on the Braamfontein railway station, which ambushed trains carrying striking workers at Braamfontein and in Germiston

Questions were raised about the police role in the violence, with Sarhwu alleging that the SAP acquiesced in, and may have actively promoted the Germiston attack

The police denied this, saying they moved to quell the violence as soon as the necessary reinforcements arrived

The union also complained that police in certain centres, notably Pretoria, were preventing strikers from meeting

While Sarhwu suggested that the vigilantes were an official strike-breaking force, there is no evidence that senior Sats management connived at or even knew in advance of the attacks The possibility that white Sats supervisors were involved cannot be discounted, however

Whites complain

Whites were said to have led an assault on union offices in Empangeni, and sources said supervisors must have known when the vigilantes took time off work for their attacks

Whites, who played a central strike-breaking role, complained bitterly of intimidation during the strike and one white rail union approached Minister of Law and Order Mr Adriaan Vlok for increased police protection

Later South Africa's largest white labour grouping, the SA Confederation of Labour, announced that it would call on the Government to cut off funding for "unrestrained action" by Cosatu unions

Sats employs as many whites as blacks — 80 000 in each case — and white rail unions are a significant force in the Sats

Labour Council
One of the main tasks now facing management will be to sell the strike settlement, and in particular the terms on re-employment, to its white workers and their representatives

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SATS poised to recognise Sarhwu

By CHARL DE VILLIERS

THE SA Transport Services (SATS) is poised to negotiate interim recognition of the SA Railways and Harbour Workers' Union (Sarhwu) after a violence-racked 84-week strike that cost at least 27 lives and millions of rand.

Following a marathon mediation effort, SATS and Sarhwu yesterday arrived at a basis of settlement to end the strike, mediator Mr Charles Nupen said yesterday.

The proposed settlement will become effective only when the parties meet in Johannesburg today after returning to their constituencies for final ratification before signing, he said

The agreement provides for:

- Re-employment of all dismissed and striking workers on the same conditions of service applying to them at the start of the strike if they return by February 6,
- The commencement of negotiations in terms of an interim recognition agreement as soon as the strike is settled;
- SATS to recognise Sarhwu and bargain wages and conditions of service with the union in regions where it registers under the Labour Relations Act;
- Workers to be paid their 1989 annual bonus and reinstated in the SATS pension scheme, but with the loss of benefits for the period of the strike;
- Paying out of leave pay accrued since the strike started;
- Past disciplinary records to be disregarded and no disciplinary action to be taken against former strikers — excepting in cases where workers convicted of serious acts of violence;
- Reinstatement of workers evicted from SATS hostels; and
- Arbitration under the auspices of the Independent Mediation Services of SA on any unresolved disputes arising out of the return to work.

Violence involving clashes between striking and non-striking workers — dubbed SATS-inspired "vigilantes" by the union — and police action claimed at least 25 lives.

The dispute hinged on Sarhwu's demands for recognition by SATS, a R1 500 minimum monthly wage and an end to privatisation of SATS.

Workers lost R45 million in wages and damage to SATS property reached the R38,5m mark. Almost 23 000 of the more than 26 000 strikers were dismissed.

Commenting on the proposed settlement, acting director of the UCT graduate school of business Professor Frank Horwitz said it was "encouraging to see that mediation had assisted with facilitating the move towards reconciliation".

Welcoming the end of the strike, Anglo American Corporation director Mr Bobby Godsell also complimented the role of mediation in bringing the parties to settlement.

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IT'S OVER! BUT LONG SATS STRIKE LEAVES A LEGACY OF BITTERNESS

By ROBYN CHALMERS and IVOR CREWS

SOUTH AFRICA'S bitter railway strike ended yesterday after 13 weeks with the signing of a settlement agreement by the SA Transport Services and the SA Railway and Harbour Workers' Union

But the long violent weeks of strike action brought nothing but death, destruction and shattered morale for the black trade union

Although both sides hailed the accord as a "triumph for negotation", the costs were high on both sides

The strike's legacy includes:

- Over 30 deaths and hundreds of casualties in pitched battles between strikers and non-strikers,
- A loss of R44-million in wages;
- The dismissal of 23 000 strikers,
- R40-million in damage to Sats rolling stock;
- Seven derailments.

The bloody industrial dispute — probably the costliest since the 1922 Rand Rebellion — finally came to an end after Sats requested the appointment of a mediator to break the deadlock

In the end Sarhwu agreed to drop all its demands and managed only to have 23 000 sacked workers reinstated

They will be rehired as temporary staff and won't be allowed to join the ranks of permanent staff for two years

The sacked workers will remain members of the Sats housing and pension schemes, but they will lose benefits for the strike period

At yesterday's signing, the director of the Independent Mediation Services, Mr Charles Nupen, thanked both parties for "their constructive approach to a trying time"

Both groups hailed the agreement "as a victory for reason and the spirit of compromise"

At the heart of the dispute was the recognition of Sarhwu, an issue that has caused three rail strikes in three years

In terms of the final settlement, Sats has agreed to recognise Sarhwu and allow it to participate in wage talks

Sarhwu initially asked for a R1 500 minimum wage, but Sats had already negotiated rises of up to 27 percent for its 80 000 black workers last year

Sats' management expressed its concern for the harship that many workers and their families had suffered

Sarhwu's general secretary, Mr Martin Sebakwana, said the settlement was "historic and a victory for the union in many respects"

The heroes of the bloody strike were the "thousands of workers who had sacrificed their wages and especially those who had died", he said

Cosatu general secretary Jay Naidoo said the resolution had important implications for future relations between Sarhwu and Sats

But it was the violence that will be the most difficult to come to terms with.

It reached such alarming levels during the strike that after nine people were killed and 30 injured during a fierce battle at Germiston station, the Mass Democratic Movement was asked to intervene

Even the Government was alarmed and the Minister of Mineral and Energy Affairs, Mr Dawie de Villiers, pleaded for peace.

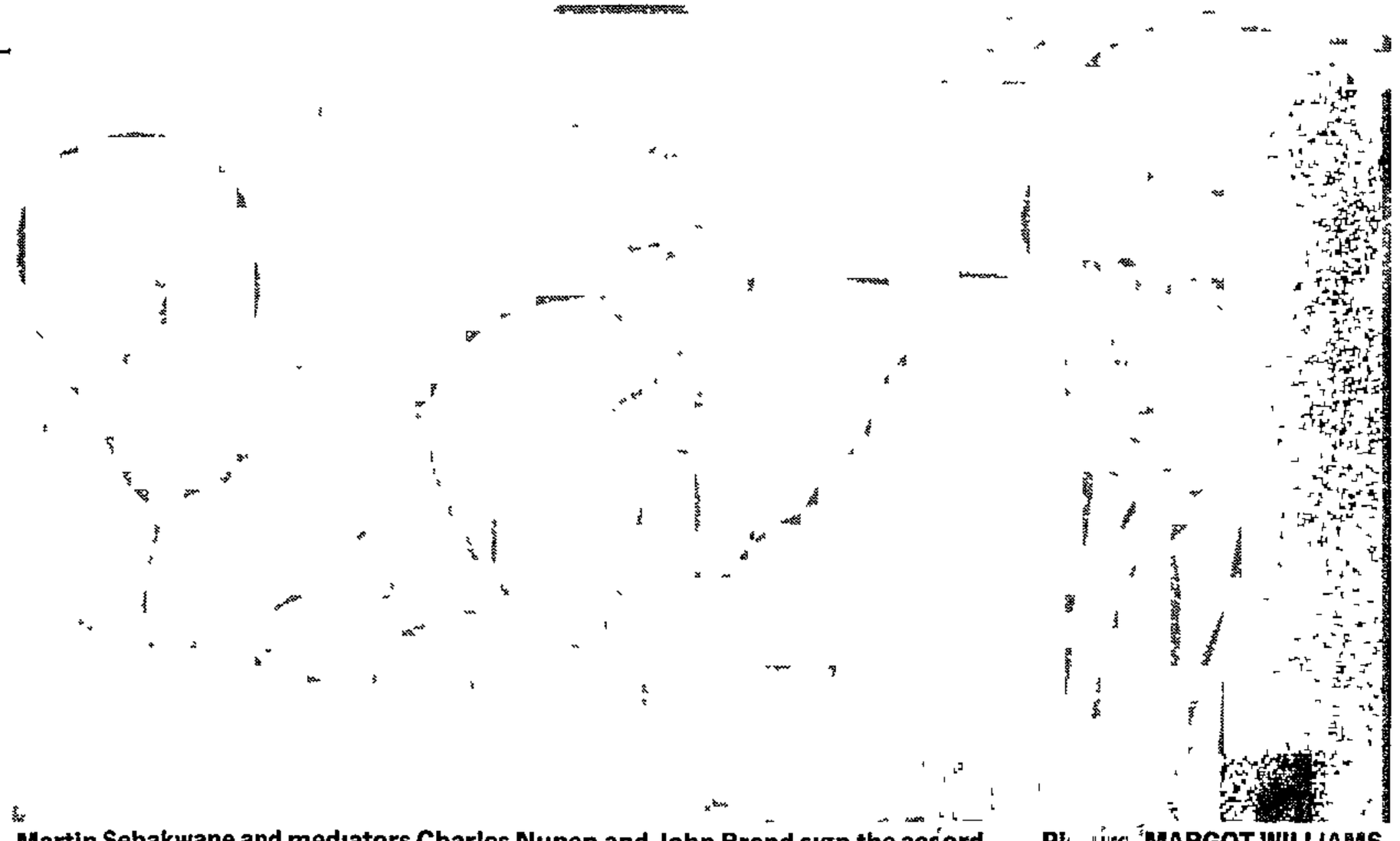
Now the end of the strike brings with it the biggest challenge of all — to eradicate bitter memories and rebuild a united workforce.

But it will take months before a trusting relationship is established by both sides.

But Dr Willie Coetzee, labour group manager for Sats, says some good may come of the strike The dispute has been gruesome, he says, but it has generated a new relationship between Sats and the union

"It has welded together the three basic cornerstones of the situation — Sats, the labour system and Sarhwu," Dr Coetzee said

"The trade union has recognised that Sats has certain unique features and Sats realises that Sarhwu is a representative union which must be accommodated"



Martin Sebakwane and mediators Charles Nupen and John Brand sign the accord — Picture: MARGOT WILLIAMS

The Sats strike is over!

By SOL MORATHI 270

THE COSTS of the longest-running strike in the history of South African Railways have been heavy – but the settlement has been hailed as a victory for all South African Transport Services (Sats) workers

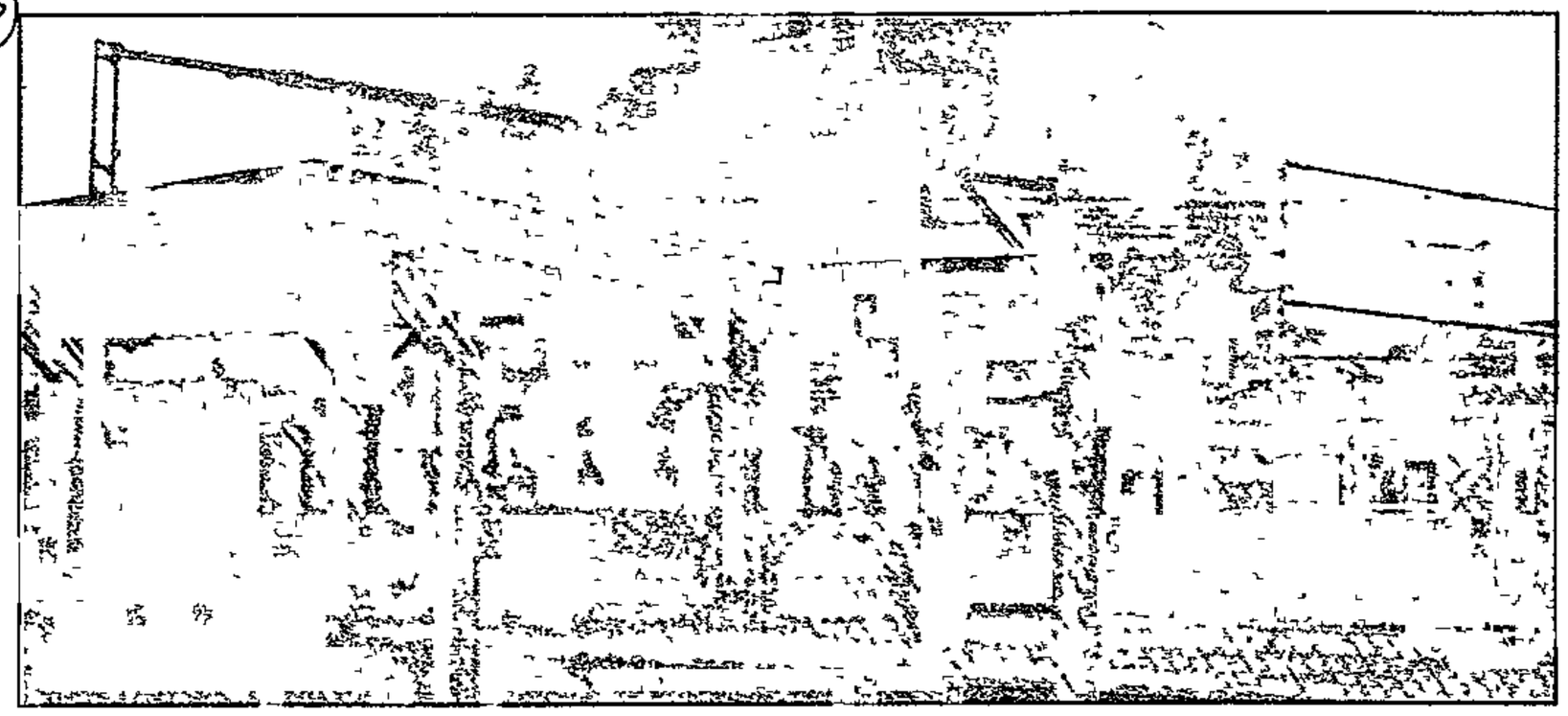
The strike which began in October last year, was marked by assaults, mass dismissals, arson attacks, deaths and destruction of property

Innocent people some not employed by Sats lost their lives and property Families of Sats employees were also caught in the crossfire

About 37 people among them children were killed in strike-related incidents and hundreds of South African Railway and Harbour Workers Union (Sarhwu) members and strike breakers were injured

Sarhwu general secretary Martin Sebakwane gave a diary of strike-related incidents in an affidavit which alleged police failed to intervene

- On November 6 1989 strikers were attacked at Mzimhlophe station in Soweto
- Strikers were attacked at Benoni s Dunswart station on November 7 20 and 27
- On December 7 scores of commuters were injured when a group of armed non-strikers attacked a train at Braamfontein station Police did nothing to prevent the attack
- On December 8 non-strikers attacked strikers at Langlaagte Once again police did nothing to prevent the attack
- The same day strikers were attacked at New Canada station.
- On Decemeber 11 strikers were attacked at Luipaardsvlei hostel outside Krugersdorp The attackers were allegedly accompanied by police and
- On December 12 a Sarhwu worker was attacked at Johannesburg station in the presence of police They allegedly told the worker to return to work or they would allow his attackers to kill him



Sats lost R40 million during the longest strike in its history but the settlement has been hailed a victory for all workers.

One of the victims of the violence that became part of the Sats strike

A victory for workers in spite of violence

Another serious confrontation between non-strikers and strikers occurred at Germiston station on January 9 this year

Eight people were killed and many seriously injured when the train they were travelling in was ambushed by non-strikers

Before Friday's agreement, 22 900 workers had been dismissed

Sats suffered losses of R40 million in destroyed or damaged stock

The resolution to the strike signed by representatives of Sats and Sarhwu in Johannesburg yesterday is being viewed as a victory for Sarhwu by labour organisations

The strike ended with Sats agreeing to recognise Sarhwu and to unconditionally reinstate strikers

But those convicted of acts of violence may be subject to disciplinary action

Sats has also agreed to negotiate wages and conditions of service with Sarhwu in areas where it obtains registration under the Labour Relations Act

Sarhwu has applied for registration in southern Natal and will apply in other areas in the near future

It was also agreed that all dismissed workers return to work in the same grade job and at the same wages as applied to them before the strike if they return before February 6

Workers will receive an annual bonus for 1989 and will be reinstated in the Sats pension scheme

However they will forfeit benefits for the strike period

Strike mediator Charles Nupen said the day workers returned to work would be taken as the date employment began for the purpose of 'calculating future leave and sick pay benefits'

Leave accrued when the strike began would be paid out said Nupen

Sebakwane said the settlement was not only a victory for the negotiators but one for the workers

Sebakwane said there were rumours certain white Sats employees were not happy about the settlement agreement but he indicated Sarhwu would vigorously pursue the policy of one industry one union

'This is a victory for all Sats workers and the whites who are allegedly unhappy about the recognition of our union, should acknowledge this

"The agreement reached today is the real test for the future" he said

The strike revolved around three major issues

- Sarhwu wanted official recognition as a union, but Sats said it must register before it could be seen as representative
- The union demanded a minimum wage of R1 500 a month (300 percent up from the present R600), and
- Sarhwu wanted all workers sacked during the strike to be reinstated.

Strike has boosted Sarhwu, says spokesman

(270) Star 29/1/90

By Drew Forrest

Membership of the SA Railway and Harbour Workers Union (Sarhwu) leapt during the railway strike and the union expects to win recognition countrywide within a year

SA Transport Services has agreed to recognise Sarhwu and bargain with it where it is registered The union has applied for registration in southern Natal.

But speaking after settlement was clinched on Saturday, general secretary Mr Martin Sebakwane said the union was poised to register in many other areas

Mr Sebakwane said there had been a flood of defections from the rival Black Trade Union.

He also stressed that in terms of the settlement, Sats could not extend wages negotiated in its Labour Council this year to Sarhwu members.

As Sats had a uniform wage policy, Sarhwu's southern Natal pay package was likely to be adopted countrywide.

Key features of the settlement are the re-employment of all 23 000 fired strikers, the reinstatement of strikers on the Sats pension fund and the waiving of strikers' disciplinary records

Sarhwu lawyer Mr Jonty Joffe said other "breakthroughs" include Sats's agreement to submit disputes over the return to work to outside arbitration. Railways law aimed to keep such processes internal

Strike settlement is hailed as a victory for SA's industrial relations

B/Day 29/1/90

ADELE BALETA

SATS and the SA Harbours and Railways Workers' Union (Sarhwu) have hailed the settlement ending the strike by about 26 000 workers as a victory for SA's industrial relations

But complex problems remained, and the real test of the settlement lay ahead, the parties said

The agreement, signed on Saturday, was reached after 12 weeks of intense negotiations between the parties and the union had accepted Sats's request that a mediator be appointed to facilitate the ending of the strike

The dispute involved recognition of Sarhwu, wage increases,the new disciplinary code and dismissals

Sats agreed to re-employ dismissed workers and recognise and negotiate wages with Sarhwu in areas where it was registered

The union had applied for registration in southern Natal The parties were committed to negotiate interim recognition once the union had registered

A major stumbling block for the union was to obtain a guarantee to negotiate wages, as workers were adamant they would not drop their minimum wage demand of R1 500 a month.

Pressure

While Sats management felt no major concessions were granted, Sarhwu believed it won a major victory in the guarantee that if talks on interim recognition stalled, Sats would recognise the union for the purposes of collective bargaining and conditions of employment 14 days after registration

"This puts pressure on them to conclude a recognition agreement One of our worries was once we went back to work, recognition talks would drag on," Sarwhu lawyer Jonty Joffe said.

Sats's most "significant concession" was that if Sarhwu was not registered by the start of wage talks, management would not extend wage settlements with other Sats trade unions to areas where Sarhwu had applied for registration (270)

This would counter problems over membership tussles between Sarhwu and Sats' sweetheart union, Blatu

Sats senior manager Jan Bredenkamp declined to comment on potential problems invloving separate wage agreements with Blatu and Sarhwu

He said the possibility of in-fighting between Sarhwu and Blatu was real, with both unions fighting for members

But Joffe said Sats had reaffirmed its policy not to have a differential wage structure

Recognition

"The effect of the settlement is Sats cannot conclude an agreement with Blatu until they have negotiated with us What they negotiate with us in southern Transvaal would apply to all our members"

The union is processing registration applications throughout the country and believes it will obtain national recognition by the end of the year

All strikers will be re-employed in the same grade and job and at the same wage applied to them at the date of their dismissal Pension benefits will be paid back to them and those eligible will receive pro-rata bonuses They will not be paid for time on strike

Although the union has lost length of service benefits, there was protection for union members in terms of retrenchment and promotion.

The union believed there was a major advantage in re-employment, as a cause of the strike was the application of the new disciplinary process The agreement to re-employ effectively wiped out employees' disciplinary records, Joffe said

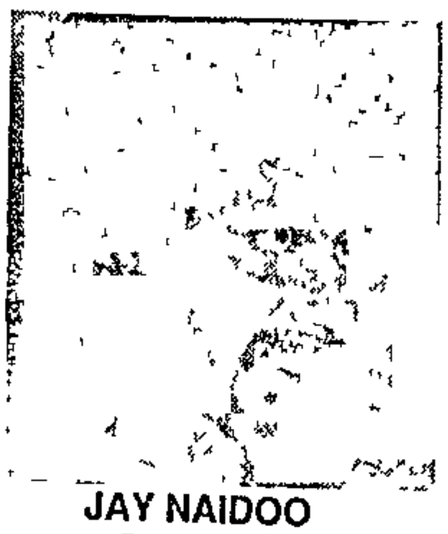
Sats said there would be problems regarding white unions' acceptance of Sarhwu's eventual recognition

Sats strike deal

It's back to work

Sowetan 29/11/90

(270)



JAY NAIDOO
...Cosatu

THE bloody 12-week SA Transport Services strike officially ended on Saturday with the signing of a settlement agreement by Sats and the SA Railway and Harbour Workers' Union.

The strike claimed the lives of at least 30 people, left hundreds injured and resulted in a loss of wages for strikers of at least R41 million.

Sats and Sarhwu both described the settlement as a major

SA Press Association

breakthrough in labour relations in South Africa

The key figure in the settlement of the dispute, director of Independent Mediation Service of SA Mr Charles Nupen, thanked both parties at the signing of the agreement for their "constructive approach to a trying time"

The breakthrough came after gruelling four-day mediation sessions totalling 48 hours after Nupen was called in last week

In terms of the agreement, the 23 000 fired strikers may apply for re-employment and Sats will recognise Sarhwu as a representative trade union following registration with the Department of Manpower.

This will guarantee Sarhwu's participation in Sats' wage negotiations in April

No gains were made by Sarhwu in terms of its original demand of a minimum monthly salary of R1 500

The union's general secretary Mr Martin Sebakwane, however, described the resolution of the dispute as historic and "a victory

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P.T.O

Sowetan 29/1/90

It's back to work

● From page 1

for the union in many respects"

On the issue of Sarhwu's wage demands, Sebakwane said: "After two months of a very bitter dispute, both parties had to reconsider their positions." (270)

Cosatu general secretary Mr Jay Naidoo said the resolution of the strike had important implications for future relations between Sahrwu and Sats and "had laid the basis for a sound relationship between the union and Sats". (1450)

Sats labour manager Mr Jan Bredenkamp said he was thankful the dispute had been settled and expressed hope it would form the basis of a future sound relationship between the company and the union. (1552)

The most significant gains made by Sarhwu are its guarantee of participation in future wage negotiations, the re-employment of dismissed workers - a stumbling block in negotiations in which Sarhwu demanded reinstatement - and the union's pending recognition.

Sats public relations officer Mr Leon Els said: "All strikers will be re-employed under certain conditions.

"They will have to sign re-employment contracts, their pension benefits will be paid back to them and those eligible will receive pro-rata bonuses."

The strikers will not be paid for their time on strike.

Fired workers have to re-apply for their jobs between January 31 and February 6 this year.

They will be employed in their same jobs, in the same grade and at the same wages.

Those who are members of the Sats housing scheme have to pay arrear instalments owed by them over a 12-month period.

Those re-employed will lose their years of service and will be hired as temporary workers for two years whereafter they may apply for permanent employment.

Cape Times 29/1/90

End of SATS strike hailed but test to come

570

Own Correspondent

JOHANNESBURG — SATS and the SA Railways and Harbours Workers' Union (Sarhwu) have hailed the settlement ending the strike by about 26 000 workers as a victory for SA industrial relations, but complex problems remained and the real test of the settlement lay ahead, the parties said

The agreement, officially signed on Saturday, was reached after 12 weeks of intense negotiations between the parties and after a SATS request that a mediator be appointed to facilitate the ending to the strike was accepted by the union

The dispute involved the recognition of Sarhwu, wage increases, a new disciplinary code and the dismissal of 23 000 workers

Among other clauses SATS has agreed to reemploy the 23 000 dismissed workers and recognise and negotiate wages with Sarhwu in areas where it is registered The union has so far applied for registration in southern Natal The parties are committed to negotiate interim recogntion once the union has registerd in the area.

Same grade

A major stumbling block for the union was to obtain a guarantee to negotiate wages as workers were adamant they would not drop their minimum wage demand of R1 500 a month

A union spokesman said SATS's most "significant concession" was that if Sarhwu was not registered by the start of wage talks, management agreed not to extend wage settlements with other SATS trade unions in the areas where Sarhwu had applied for registration

All strikers will be reemployed in the same grade and job at the same wage applied to to them at the date of their dismissal. Pension benefits will be paid back to them and those eligible will receive pro-rata bonuses They will not be paid for their time on strike

Mediator worked 48 gruelling hours to settle dispute

JOHANNESBURG — The man behind the mediation which led to the end of the SA Transport Services strike on Saturday, Mr Charles Nupen, has described his role in resolving the dispute as one of the most challenging he has ever experienced

Mr Nupen, 39, director of Independent Mediation Services of SA (IMSSA) spent 48 hours over four gruelling days in mediating the strike by the SA Railways and Harbours Workers' Union since he was called in by both parties a week ago

The bloody strike lasted 86 days and claimed the lives of more than 30 people

Mr Nupen was the key figure behind Saturday's successful strike resolution which is being hailed by both SATS and Sarhwu as a major victory for industrial relations in South Africa

He said the strike was the first he had handled in which the state had been a party

Mr Nupen is a seasoned middle-man, having mediated in disputes in virtually every private sector industry in the country, including the 1987 OK Bazaars strike and the recent SA Breweries strike

He is an attorney by profession and worked in commercial law for a long period before taking a position as a staff attorney with the Legal Resources Centre

He practises mainly in labour law and was involved in some of the early influx-control cases, including the landmark Rikhoto case which established urban rights for migrant workers

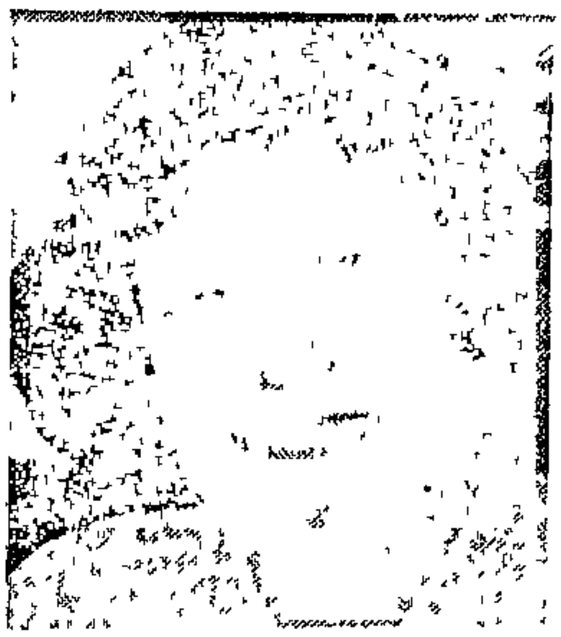
"Any successful resolution of a dispute reafirms one's belief in the process," he said

Mr Nupen was assisted by Mr John Brand — one of the most widely used mediators in the country — and described his contribution as invaluable

He said SATS and Sarhwu would split the costs of the mediation

Most recently Mr Nupen has been involved in relationship-building exercises — particularly the Mercedes Benz-National Union of Metal Workers of SA Relationship By Objectives Programme

This involved a programme where parties identified and addressed a range of problems in their relationship and set objectives by consensus to overcome problems



Mr Charles Nupen

He is currently involved in the SAB-Food and Allied Workers' Union relationship initiative which was agreed to when the breweries strike was settled last year

He said IMSSA was a non-profit, privately funded service organisation which engaged in a number of areas "as a resource to collective bargaining"

"We do a lot of training — we not only train mediators and arbitrators but we offer training courses to the parties in how to prepare and present cases of arbitration and how to bargain constructively"

Sarhwu's negotiating delegation was led by general secretary Mr Martin Sebakwane and SATS by labour relations head Mr Willie Coetzee — Sapa

Shortfall shocks Cabinet

B/Day 29/11/90 (270)

ROBERT GENTLE

CABINET members are reported to be shocked by the extent of the Sats pension funds' deficit revealed in the report on an actuarial evaluation.

A source close to J A Carson & Partners, the actuarial consulting company which undertook the evaluation at the invitation of government, said last week the deficit ran into "billions of rand"

Industry estimates have put the shortfall of assets to liabilities in the Sats' funds at R5bn. Former Sanlam chairman Andreas Wassenaar has suggested they could be as high as R6bn

And merchant bankers have said that the pension fund deficits could be a major stumbling block in the way of the planned privatisation of Sats

The source said that when the report was seen by Cabinet ministers, "everyone was shocked".

A senior official from the Sats pension funds said he was unable to divulge any information "The acturarial report will be discussed at the next session of Parliament I cannot comment further."

There was no formal comment from J A Carsons, except to say the report was completed last year and was in the hands of the government. Government officials in Cape Town could not be reached for comment.

Among factors named by the source as having contributed to the shortfall were the buy-back scheme — first highlighted by Wassenar — inadequate financial support and low investment returns.

"They were doing 9%, maybe 12%, while

☐ To Page 2

Sats pension funds

(270)

☐ From Page 1

private pension funds were making 20%," the source said "They have been going backwards"

However, he emphasised the actuarial nature of the deficit and cautioned against viewing it in straight accounting terms.

Actuarially speaking, he said, it was a capitalised, discounted value which summarised the state of the fund if it had to meet all its obligations tomorrow — a highly unlikely scenario

"For the man in the street, it's going to be a major shock But the fund is not insolvent It can meet its immediate needs," he said B/Day 29/11/90

That view was echoed by an assistant GM of a leading bank

Analysts canvassed for their opinion said that while it was well known the Sats pension fund was in actuarial deficit, a figure of "billions" meant the situation was more serious that previously thought.

"This doesn't augur well for privatisation," one said

And another said "There must be a link between privatisation delays and these shortfalls"

Police fire gas at 1 500 unionists, bystanders

Cape Times 30/1/90

JOHANNESBURG — Police fired teargas to disperse about 1 500 SA Railways and Harbours Workers' Union workers and bystanders brandishing knobkerries and chanting angrily outside the Johannesburg railway station yesterday afternoon

The small contingent of police was almost encircled as bystanders joined a group of about 400 Sarhwu members who had just come from a meeting, and just outside the eastern entrance to the station teargas was fired

The crowd fled in all directions

The gathering was apparently spontaneous, with workers angry and emotional after a union meeting

By 4pm, with the crowd dispersed, the situation was quiet

Meanwhile, police confirmed that teargas and batons were used to disperse a crowd of people in Wanderers Street yesterday afternoon

A spokesman said the group of 500 or so men who had left Lecton House around 3 30pm constituted an illegal gathering "One teargas canister and a baton drill were used to disperse the group after police warned them to do so

"No injuries were reported to the police" — Sapa

Teargas and batons used after meeting

Police yesterday used teargas and batons to disperse a crowd of about 1 500 Sarhwu workers and bystanders making their way to Park Station after a union meeting

Workers brandishing knobkerries danced and chanted outside Lekton House in Wanderers Street, as the officer in charge of the small police contingent called over a loudhailer. "Where is your leader?"

A bottle was hurled from an upstairs window and, moments later, teargas was fired, the police moved forward and the crowd fled — Staff Reporter and Sapa

Star 30/1/90

SOWETAN

30/1/90

Station clash

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VIOLENCE erupted at at least two Peninsula railway stations yesterday as alleged "vigilantes" tried to prevent about 500 striking SA Transport Services workers from attending a meeting, workers said.

According to members of the SA Railways and Harbour Workers Union, a Sats striker was murdered in his home at Kayalisha at 2am yesterday and another man allegedly abducted and assaulted.

Two men were severly beaten in clashes at Koeberg and Mutual stations, news reports here said.-Sapa.

Teargas used to disperse rail workers

Sowetan 30/1/90

270

ABOUT 1 500 SA Railway and Harbours Workers' Union (Sarhwu) members and bystanders were dispersed by teargas outside the Johannesburg railway station yesterday afternoon.

The rail workers had just returned from a union meeting in Wanderers Street and were armed with knobkieries.

At one point a police warrant officer shouted over a loud hailer: "Where is your leader?" but there was seemingly no response.

Approximately 10 policemen armed with shotguns and batons were forced to retreat as bystanders joined the throng, chanting angrily.

Moments later a cloud of tearsmoke forced the crowd to run in all directions.

The situation had apparently quietened by 4pm, although many people near the stations were still holding burning newspaper in front of their faces, apparently to relieve the effects of the teargas.

Mokaba

The demonstration occured in front of Darragh House in Wanderers Street where earlier a Press conference was held by the SA Youth Congress.

Mrs Bongi Mokaba, wife of Sayco president Peter Mokaba, told the conference she believed her husband was in detention at the Pietersburg Prison.

Mokaba was allegedly detained at Seshego in the northern Transvaal on Saturday afternoon, and is being held under Section 29 of the Internal Security Act.

The police have confirmed that teargas and batons were used to disperse the crowd.

Witwatersrand police liaison officer Capt Eugene Opperman said about 500 men had left Lekton House around 3.30pm and started to group - singing, chanting and dancing.

"This constituted an illegal gathering," Opperman said.

"One teargas cannister and a baton drill was used to disperse the group after police warned them to do so.

"No injuries were reported to police after the incident." he said. - Sapa.

Station clash

(270)

30/1/90

VIOLENCE erupted at at least two Peninsula railway stations yesterday as alleged "vigilantes" tried to prevent about 500 striking SA Transport Services workers from attending a meeting, workers said

According to members of the SA Railways and Harbour Workers Union, a Sats striker was murdered in his home at Kayalisha at 2am yesterday and another man allegedly abducted and assaulted

Two men were severly beaten in clashes at Koeberg and Mutual stations, news reports here said -Sapa

Sats worker shot dead

A SOUTH African Transport Services employee was shot and killed by an unknown assailant at the weekend in what appears to be a strike-related incident.

Mr Harrison Makamu of Tshiawelo, Soweto, collapsed and died in a pool of blood in front of his house. He was shot in the head and chest at about 8pm on Sunday night by a gunman who was apparently hiding under a tree in the yard Sowetan 31/1/90

His death, which brings the death toll of the three-month strike to about 31, came a day after Sats and the South African Railways and Harbours Workers' Union (Sarhwu) signed an agreement ending the dispute

according to the insurers of the ship, the MV Gem, which sailed yesterday

Cape Times 1/2/90

Railmen go back to work

JOHANNESBURG — Railway workers streamed back to work yesterday, the first day of a six-day period when SATS is to re-employ those dismissed in the 13-week strike that ended on January 27, a SATS spokesman said.

Reports by Staff Reporter, Own Correspondent, Sapa Reuter AP and UPI

'Historic victory' for Sats strikers

South 1/2-7/2/90

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From MONO BADELA

JOHANNESBURG. — The settlement that ended the 13-week bloody dispute between members of the South African Railway and Harbour Workers' Union (Sarhwu) and the South African Transport Services (Sats) has been hailed by Sarhwu general secretary Martin Sebakwane as "an historic victory".

Key features of the settlement hammered out last week are the re-employment of all 23 000 fired strikers without loss of pension benefits and the waiving of the strikers' disciplinary records.

Sebakwane said other "breakthroughs" included Sats' agreement to submit disputes over the return to work outside arbitration.

Sarhwu made no gains in terms of its original demand of a minimum monthly salary of R1500 but Sats has indicated it will re-negotiate wages in April.

Sats has also agreed to recognise Sarhwu and to bargain with the union where it is registered.

Membership

The union has already applied for registration in southern Natal. Sebakwane said Sarhwu was poised to register in many other areas.

Although the strike had been very costly, it had been "a tremendous boost" to the union which has 50 000 members.

"Membership has leapt during the strike and the union expects to win recognition countrywide," he said.

Sebakwane said there had been a flood of defections from the rival Black Trade Union (Blatu).

"There is overwhelming support for Sarhwu, with thousands leaving Blatu. Stop-orders forms are pouring in," Sebakwane said.

While the settlement is a major breakthrough in industrial relations at Sats, Sarhwu remains firmly opposed to taking part in the Labour Council.

Sebakwane said this was because the council was "undemocratic and discriminatory".

B/Day 1/2/90.

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A SA Railway and Harbours Workers Union (Sarhwu) member applies for re-employment with Sats at Johannesburg Station yesterday Fired Sats employees have begun queueing to get their jobs back since settlement was reached in the Sats/Sarhwu dispute Union members dismissed during the 13-week strike have until February 6 to re-apply for their positions. Picture ROBERT BOTHA

Sats strikers throughout SA begin their trek back to work

AFTER the resolution of the SA Transport Services (Sats) strike, 7 500 workers returned to work on Wednesday and yesterday.

Sats labour relations senior manager Vic van Vuuren said workers throughout the country had been returning since Wednesday.

There had been a "few hiccups" but no major problems

Van Vuuren said some of the "hiccups" had occurred in Durban.

Representatives of the SA Railway and Harbours Workers' Union (Sarhwu) could not be contacted as they were holding meetings in Durban, a switchboard operator at Sarhwu's Johannesburg office said

Natal was where most of the 26 000 striking workers were dismissed.

Workers have been given six days in which to reapply for their jobs.

The re-employment follows a 13-week strike that ended on January 27.

Hundreds of small re-employment centres have been established nationwide (270)

Van Vuuren said he thought most workers would re-apply for their jobs. However, "some just won't come back", he said.

"Considering the type of strike and past experience, most workers will be back — but some may have found alternative work." — Sapa.

Friday 21/2/90

(270) F/M 2/2/90

SATS STRIKE

End of the line

It is unlikely that the first recognition agreement between Cosatu's SA Railway & Harbours Workers' Union (Sarhwu) and Sats last Wednesday will encounter any further obstacles

The 12-week strike cost the 26 000 strikers R45m in lost wages, and Sats R38,5m in damage to property Worst of all, 29 people were killed and the Democratic Party describes the dispute as the bloodiest since 1922

Predictably, there are claims of a union recognition "victory" But the truth is that Sarhwu (under a different leadership, and under pressure from Sats) agreed in writing 14 months ago to follow registration procedure for formal recognition — and failed to do so

It took an MDM-Cosatu delegation to step in and stabilise the latest negotiations

The union vehemently denies it had to subject itself to interference, but it will be hard-pressed to explain the presence of Cosatu heavyweights Jay Naidoo and Cyril Ramaphosa *at every stage* of the final mediation procedures

So what was the strike really all about? Certainly, when it erupted on November 2, Sats scoffed at the wage demand of R1 500 a month Why should it treat with seriousness demands by a union which could not get its act together to register? However, Sats' authoritarian response — to fire the strikers — was provocative

An irony, according to Sats sources, is that it was middle-level managers, not the white supervisors, who agitated for the firings "The foreman at the bottom simply wanted his men back, saying that he had worked with them for a long time and that they were 'good guys' It's the people in middle management who often feel most threatened by black advancement," says one insider

A labour expert suggests the strike "was really the final burst of frustration over working conditions, salaries and wages It was a bit like an unguided missile waiting to explode"

He suggests that Sats' black employees were trapped by a conservative white bureaucracy and this built up enormous frustration But Sats sounded more conciliatory towards the end than at the beginning

There are other processes at work Sats sources suggest that with parts of the organisation due to be privatised in April, pressure was on the industrial relations managers to see a speedy resolution to the strike One problem was the hostility of the 12 mainly white unions in the Sats Labour Council

Clinching the deal ... a new era

Monday's incident, in which police took action against a crowd of dancing Sarhwu members in Johannesburg, has displeased Sats — apparently they will ask the police to keep a low profile in future

Responding to criticism of the settlement, Sats MD Anton Moolman explained it in terms of a new era in labour relations, where disputes are to be settled through negotiation He said the strike had resulted in a no-win situation all round ■

Police confront a Sarhwu demonstration at Cape Town station late in January Picture ADIL BRADLOW, Afrapix

Some hopeful omens in the ending of the bloodiest strike

If a strike as bitter as the railways one could be ended with both sides pleased at the solution, then there s good reason for hope elsewhere in our society, says EDDIE KOCH

IF last week's peace pact between the South African Transport Services and its black workers ended the bloodiest strike in South Africa since 1922, it was also a dress-rehearsal for the kind of settlement that could put an end to apartheid

"The agreement was an indication of what can occur in other sectors of society," says Charles Nupen, the mediator who played a leading role in brokering the treaty

"It was the first time that the state (as the owners of Sats) and an organisation of the Mass Democratic Movement participated in an extensive process of negotiation and then arrived at a result that both parties are please about "

The three month strike by 26 000 workers which left at least 27 people dead and cost more than R100 million, involved the main players as well as the key issues in South Africa's unfolding political drama

The cabinet discussed the strike at its first meeting of the year, which was held to deal mainly with the issue of national negotiations, and the government made a crucial decision there to put an end to the conflict

The police force, or at least some of its members, were implicated in fanning the violence that led to last month s massacre on Germiston station, where seven union members died

There is compelling evidence to suggest that vigilante groups, made up of non strikers, were encouraged by white supervisors and policemen to engage in the brutal confrontation at Germiston and in other incidents

Throughout the strike, the Conservative Party vociferously condemned any talk of negotiating with the South African Railway and Harbour Workers Union (Sarhwu), helping to foment the right-wing disquiet that fuelled some of the violence

The Mass Democratic Movement (MDM) sent high-powered delegations to meetings with Sats to urge that management reopen talks with the union

The Congress of South African Trade Unions (Cosatu), with its extensive experience in collective bargaining, played a crucial role in persuading the leadership of Sarhwu as well as hard line members of the union that there are times when strategic compromises are necessary

The Democratic Party, through its public statements and intense behind-the-scenes lobbying, helped persuade members of management that it was vital to seek a settlement

While all of South Africa s political actors played a role in the drama, helping either to fan the conflict or resolve it, their demands reflected national political issues

Sarhwu demanded that Sats talk to it, as the majority union for black railwaymen, rather than to the Black Trade Union (Blatu), which it labelled a "sweetheart union" This echoed the MDM's insistence that real negotiations can only take place between the government and *bona fide* black leaders

The behaviour of sections of the police and conservative black vigilantes during the strike matched the role played by similar groups during the upsurge of civil strife in Natal over Christmas

There was a gap between attempts by senior management of Sats to enter into serious talks with Sarhwu, and the intransigent approach adopted by its regional managers and white supervisors This coincided with the problems the cabinet is having in getting its security forces to fall in line with the negotiation process

Jay Naidoo Useful role

The CP's condemnation of the agreement that ended the strike as "government capitulation before radical groups" was a draft of what the party's response will be when the cabinet starts talking to members of the African National Congress

"The settlement has all the features of the radical transformation taking place in South Africa We are seeing and end to age-old prejudices beliefs and attitudes in white society and at the top levels of the government and this is opening new opportunities," says Sarhwu general secretary Martin Sebakwane

Jan Bredenkamp head of labour relations for the railways, was also optimistic about the lessons that the settlement held for the future

"There were more than 20 meetings between us and Sarhwu during the strike Obviously some common ground, and the basis for future co-operation must have been established in the process of such intensive talks"

Bredenkamp highlighted the constructive role played by the Cosatu and the MDM delegations, two crucial constituencies in the national negotiation process, in resolving the dispute

"The MDM representatives made us aware of how strongly the black community felt about the strike and about Sats We have established a contact with them and have a certain freedom to phone them and ask for help," he says

"Jay Naidoo (Cosatu general secretary) also played a very useful role Socially and in the corridors during the mediation sessions we found him a very constructive person "

Asked if the government's reform programme and commitment to negotiations had prompted Sats to renew the negotiations that ended the strike, Bredenkamp said "I would think so It was not due to politics alone It was taken into account on our side I'm sure it influenced Cosatu and the MDM Dawie de Villiers (Minister of Transport) was always kept in the picture After the Germiston incident, his call for the parties to return to the table emphasised the value of negotiations "

However, the implementation of the strike settlement is already demonstrating the power of right-wing forces that are opposed to a negotiated settlement

Said Sebakwane "Already, with the return to work that is taking place this week, we are seeing the stubbornness with which some members of the ruling class are clinging to there past "

He said regional managers in parts of the Transvaal this week refused to recognise the agreement and declined to reinstate workers when they turned up at their depots

In Durban and Delmas, where union members staged a triumphant return to work, there were confrontations between strikers and non-strikers Police were called in and used heavy-handed methods to disperse the crowds

Bredenkamp acknowledges that senior management would have to convince some regional managers of the value of the settlement

"There are individuals here and there who are putting up some stiff resistance to it," he says

But he notes Sats is holding extensive report back meetings with local managerial staff to explain the need for a stable relationship with Sarwhu

As part of the same effort, Sats has upgraded its collective bargaining team and has placed human resources managers as well as industrial relations officers in each of its regions

Bredenkamp acknowledges some supervisors may have been involved in planning the Germiston attack

"The main impetus came from the non-strikers who were afraid we could do nothing to protect them But I do

● Continued overleaf

 W/Mail 2/2 — 8/2/90

Hopeful omens

● From previous page (270)

accept some of our guys are not angels certain people could have capitalised on this (the insecurity of the non-strikers) We have to eradicate this kind of thing in the future"

If such efforts by Sats succeed in isolating the pockets of right-wing resistance to the settlement, they will provide invaluable lessons for South Africa's political leaders in the future

Bredenkamp notes that Sarwhu is also experiencing serious problems in keeping its side of the bargain In Pietersburg, for example, just a few days after the agreement had been signed hundreds of workers came out on strike for the first time

"This shows that they have a lot of work to do to show their members that an agreement involves discipline and commitment They will have their work cut out, especially in the highly politicised climate of Natal," he says

The ability of Sats and Sarwhu to manage these problems will be a measure of the prospects for a peaceful settlement to South Africa's wider conflicts

THE January killings at Germiston station, together with the extraordinary capacity of 26 000 workers to sustain their protest for three months, were the factors that turned the railway strike in favour of the union.

Evidence that white Sats personnel and policemen had been involved in planning the attack on striking workers heightened international interest in the strike and threatened to put a dent in the government's reform image.

"It was at this point that Dawie de Villiers intervened and urged management to put an end to the battle It was the blood of those comrades that bought us victory," says Sarhwu general secretary Martin Sebakwane

"Within Sats there was a division between the 'hawks' and the 'doves' For a long time the 'hawks' had supremacy. When Germiston happened it shocked them and gave the 'doves' the upper hand"

Jan Bredenkamp, labour relations manager for the railways, told the *Weekly Mail* that this assessment of the incident was correct.

"I had always been saying to my colleagues that the longer the strike kept on going, the bigger and more politicised it would become. Germiston played a role in convincing them of that," he said.

Sats' failure to break the strike with a strategy of mass dismissals and offers of

'These guys are incredibly resilient'

selective re employment was another factor that helped Sarhwu extract concessions from the company

"The mines (Anglo-American) dismissed 40 000 workers in 1987 and the National Union of Mineworkers' strike crumbled But this one didn't," said Bredenkamp "These guys are incredibly resilient I don't know where it comes from"

Although Sats insists that it did not backtrack on any of its collective bargaining principles in signing the deal, the union has emerged with some substantial gains

A major cause of deadlock in the original dispute was management's insistence that the union first register before negotiations on recognition and substantive issues such as wages could begin.

"Sats agreed to enter into immediate negotiations on an interim recognition agreement, which they previously refused to do," said Sarhwu attorney Jonathan Joffe. "And we have secured effective guarantees to negotiate wages in April this year"

Joffe notes that even if there is no agreement on recognition between the parties, the strike settlement obliges Sats to bargain with the union on wages within 14 days of it being registered.

Other gains for the striking workers include.

- No reduction in job grades, wage levels, pension rights, bonuses and housing benefits
- Payment for accrued leave, which will provide strikers with cash after going without it for three months
- All workers evicted from their hostels will be re-admitted

While the mass dismissals failed to break the strike, they had a negative effect on the attitudes of non-strikers and white supervisors.

"The impression was created among temporary workers that they enjoyed a measure of security And as part of Sats' tolerance of right wing activity, no disciplinary action was taken against those supervisors involved in violence This gave them the impression they had a mandate to attack striking workers," said Joffe.

"This has now presented Sats with a huge problem A backlash from these elements could create a disaster when the workers return to work over the next week."

Shock ahead

● From Page 1

a month before retirement — and fatter pensions for life.

Mr Van Zyl says Sats calculates pension payouts by dividing years of service by 60. Private-sector pensions are calculated by dividing years of service by 50 This justifies use of the last month's salary

Published accounts give only a sketchy idea of the soundness of pension funds because actuarial liabilities are unknown The table compares key statistics of Sats funds with the two biggest private sector funds, the Mine Officials Pension Fund (for white-collar workers) and the Mine Employees Pension Fund (blue collars).

The MOPF has three times the assets a member and pensioner of the Sats fund for whites — R59 800 against R20 400 The MEPF has R34 370 a member and pensioner againt the Sats non-white fund's pitiful R8 100

HOW BIG PENSION FUNDS SHAPE UP

Fund	Total assets (Rm)	No of members	No of pensioners	Assets per member + pensioner (R)	Benefits paid (Rm)	Benefits per pensioner (R)	Employers contrib (Rm)	Members contrib (Rm)	Contrib per pensioner (R)	Operating surplus (Rm)	Surplus per Member + pensioner (R)
Mine Employees*	2 196,1	52 767	11 128	34 370	123,4	11 089	73,3	53,0	2 399	175,8	2 751
Mine Officials*	3 601,9	50 400	9 786	59 800	198,0	20 232	181,2	86,6	5 315	358,9	5 963
SATS	2 370	79 615	36 518	20 400	696,2	19 064	607,2	156,6	9 593	163,2	1 405
SATS Non White	961	96 019	22 003	8 100	32,6	1 480	173,6	66,2	2 497	284,1	2 407

* Market value

Because they achieve lower yields, the market value of Sats assets is perhaps 30% less than the amounts stated at cost

Sats funds' main assets are home loans to staff, and Government stock. They missed the great share boom of the 1980s and returns to pensioners were far below the 25% to 50% a year achieved recently by private funds

Sats staff receive home loans at 5% But the pension funds' average return on home loans was 12,7% The Public Investment Commissioner (PIC), courtesy of taxpayers, makes up the difference

Although the funds are asset-poor, benefits for a white pensioner compare favourably with the mine funds, totalling R19 000 against the MOPF's R20 000

Sats makes much bigger contributions to its pension funds than the mines do — the only reason they show a surplus

The poorly endowed fund for blacks could be a sore point for trade unions after the bloody strike that ended last week Sats is about to merge the two funds and bring benefits into line

Pensions experts say the predicament of the Sats and State pension funds is the result of socialistic employment practices over decades

But in defence of past practice, they say in real welfare states all pensions come directly from taxpayers They are not funded at all

Sats faces post-strike morale challenge

S/Times 4/2/90

(270)

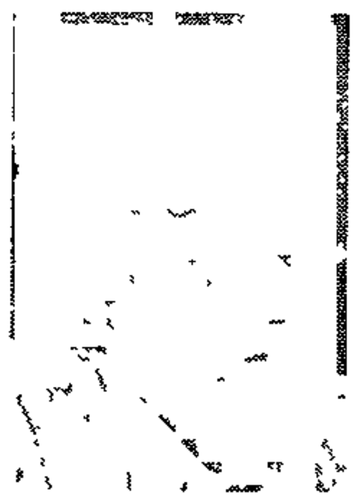
THE end of the bloody 12-week railway strike raises possibly the biggest challenge of all — rebuilding the workforce.

The SA Transport Services (Sats) strike ended last Saturday when a settlement was signed in Johannesburg with the SA Railway and Harbour Workers Union (Sarhwu)

Sats labour group manager Willie Coetzee believes the strike is best explained by picturing a triangle — the corners being Sats management, the labour system and Sarhwu

He says that from Sats management's point of view, there were two unique features of the strike

"We cannot exclude people from the premises as other organisations can because we have open trains and public places In addition, we provide essential services which we cannot suspend. We have to operate trains and harbour facilities



Charles Nupen 48 hours of talks to settle strike

"Although I am not of the old school which believes that there can be no union activity in organisations which provide essential services, I do hold that the uniqueness of Sats must be taken into consideration"

Dr Coetzee says that compared with the private sector there is a view that there is no labour system at Sats But it has a labour council under the chairmanship of Nic Wiehahn, it has collective bargaining and it recognises 12 trade unions representing about 130 000 people

The last element of the triangle is Sarhwu, the black trade union representing about 30 000 workers out of a workforce of 175 000 Until now, Sarhwu was not registered under the Labour Relations Amendment Act (LRAA) and Sats refused to recognise it

One of the supposed breakthroughs of the settlement was that Sats agreed to recognise the union if it registered The organisation decided in 1988 that it would not register

It took the intervention of the mass democratic movement (MDM) and Independent Mediation Services director Charles Nupen to achieve what Sats and Sarhwu could not

After 12 weeks of no pay for strikers and widescale destruction, both sides were more than ready to settle

Mr Nupen, a former Legal Resources Centre lawyer, was the immediate choice as mediator After 48 hours of negotiation, going through until the early hours of the morning, he managed to get the two parties to agree

Sarhwu has hailed the settlement as a victory for the union, but it lost dismally in many senses — not least the destruction, violence and loss of life which were part and parcel of the strike

The union withdrew all its demands and succeeded in gaining re-employment of 23 000 sacked strikers However, these workers will revert to being temporary workers for two years, although they keep their housing and pension benefits

The 26 000 strikers have gained almost nothing materially.

But in psychological terms, the settlement may well be the breakthrough it has been described as It marks a mellowing in Sarhwu's attitude and, to a lesser extent, by Sats

Dr Coetzee says that as gruesome as it was, it took the strike to weld the three parties and achieve a better understanding between Sats and the union

"I believe Sarhwu has realised that we are not trying to smother it with the labour system, but that we are trying hard to be an equal-opportunity company

"We all realise that we will fall under the LRAA within two years W must now work together to prepare f that The priority is to overcome a tagonism and build a united wor force"

He admits that it will be difficult appease 149 000 employees — 54 0 are black — who did not strike. The workers bore the brunt of the striker frustration and rage The houses many were houses burned, some no strikers were killed and the rest wer threatened with violence

Dr Coetzee believes it will take couple of months before the resen ment is overcome, but he says tim heals

Rail strike was 'unnecessary'

Argus 4/2/90

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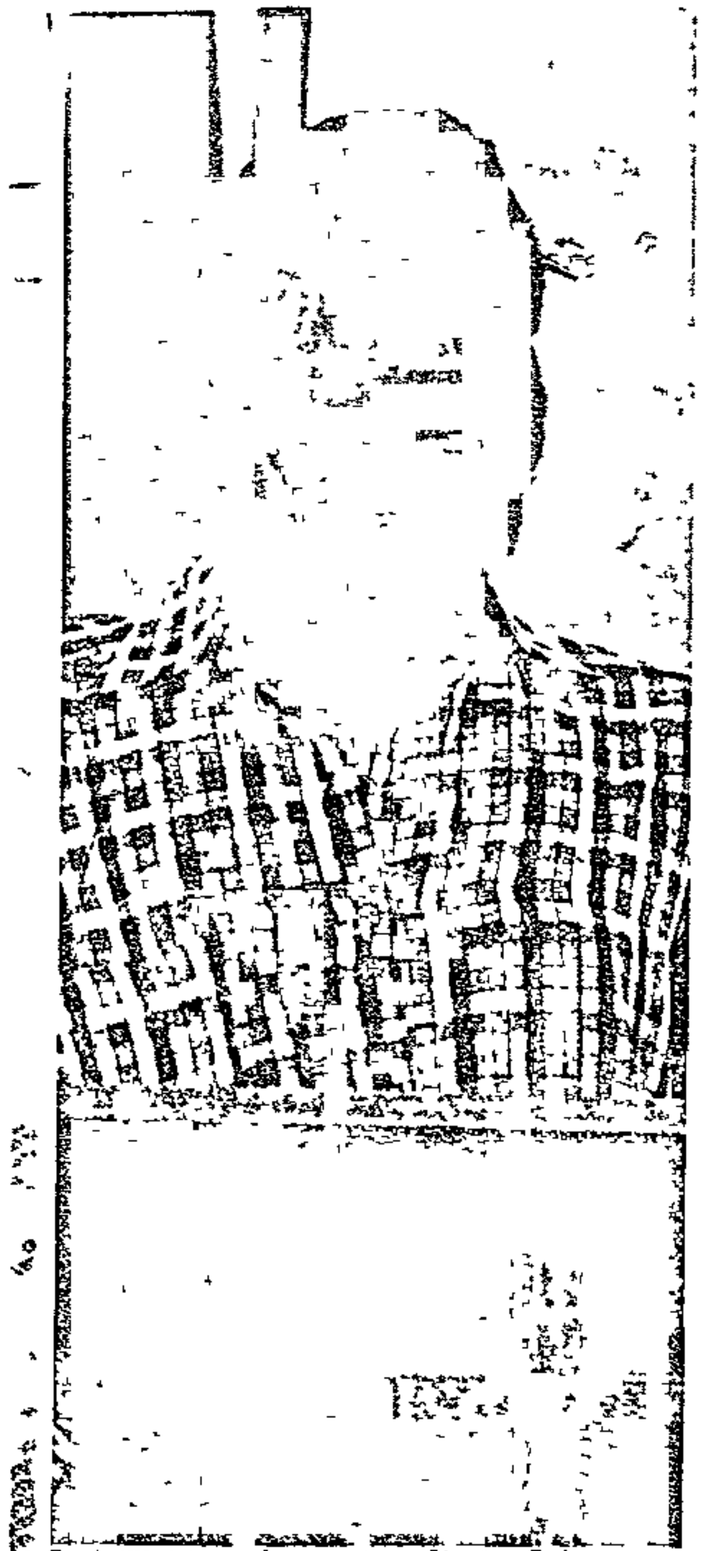
A labour relations expert believes what the recent Sats strike achieved did not justify the costs in terms of damage and human suffering CONNIE MOLUSI assesses the repercussions of the 13-week strike



Sarhwu general secretary Martin Sebakwane .. it's the union the workers chose

THE settlement ending the 13-week-old railway strike has been hailed by the South African Transport Services (Sats) as a victory for both sides, heralding a new era in industrial relations for South Africa

But the cost in human suffering and damage to property was horrific The strike left a trail of death, destruction, maimed people and bitter memories

There were more than 30 deaths – many in pitched battles between strikers and non-strikers – R44 million was lost in wages and R40 million damage was caused to Sats rolling stock, apart from seven derailments

The dispute was so bitter it was dubbed "industrial civil war" and went on for so long it became the costliest since the 1922 Rand Rebellion Yet it need never have happened, according to Unisa School of Business Leadership associate director of labour relations Dawie de Villiers

He did not think the strike was a breakthrough "What was achieved by the strike does not justify the cost that was paid both in terms of human life and damage to property

"It is tragic that when South Africa is trying to move forward to a new era of peace we have to kill each other before finding a solution over issues which could be settled at the negotiating table, said De Villiers

'I find it difficult to understand what Sats senior manager labour relations, Jan Bredenkamp means when he says 'the strike established a new era for labour relations It has not changed any principle for industrial relations All we had was a deterioration of the industrial relations climate," said De Villiers

He could not understand why Sats had to make registration of the South African Railways and Harbours Workers' Union (Sarhwu) a pre-condition for a recognition agreement. Almost every second company in South Africa dealt with unregistered unions, so the practice was already established in industrial relations in the country

As an industrial relations practitioner, he found it difficult to believe Sats refused to speak to a union that represented the majority of workers.

Commenting on the violence which occurred De Villiers said that in a strike emotions were bound to get out of control But it was the responsibility of both parties to try to prevent violence from escalating, he said

At the centre of the dispute was the recognition of Sarhwu – an issue which became central in the 1987 railway strike

The outcome of the most recent strike in a sense represents a turning point in the relationship between Sats and Sarhwu as the 1987 strike ended without union recognition being achieved

Sarhwu has also dropped demands for a wage increase, which will be discussed at the annual negotiations in April

Bredenkamp said the settlement was significant in several respects The most important for him was that "it is the first time a State department operation has undertaken to recognise a Cosatu affiliate"

Sarhwu general secretary Martin Sebakwane agreed with Bredenkamp's views on the significance of the settlement Sarhwu was a South Africa Congress of Trade Unions (Sactu) affiliate, founded in 1936 which had since then been fighting for equal conditions with white railway workers

'The history of the living wage battle within Sats is historic After so many battles the railways have finally agreed to deal with a union of the workers' choice Within the period of Sarhwu's existence management had dealt with 'sweetheart' unions but through struggle management had to accept Sarhwu as a reality," said Sebakwane

He admits the strike has some political overtones "Of course Sarhwu is part of the Mass Democratic Movement (MDM), committed to democracy and freedom in this country, and will continue to vigorously pursue the ideals and policies which advance the national democratic struggle

"In this particular dispute Sarhwu was addressing itself to the immediate demands of its members, without which their living standards would decline seriously," said Sebakwane

Since the depression of 1933 Sats had given white workers sheltered employment as part of the State strategy in dealing with the problem of poor whites, he said There had been rules and regulations to protect white privilege with gross wage disparity of about 90 percent, with black workers being the lowest paid

The union's winning of re-instatement of workers – although with certain conditions – represented a victory Dismissal of workers would have eroded the union's membership and ruined any further efforts to get support among workers

A distinguishing factor in the most recent strike was that conditions for re-employment were not unilaterally determined by management but there was bargaining before acceptance of the conditions

Sarhwu s recognition is a threat to the future existence of the "sweetheart railways Black Trade Union (Blatu) which is said to have been promoted by management to keep away radical independent unions

Director of the University of Port Elizabeth Industrial Relations Unit Mark Anstey said Sats and Sarhwu had already gone through two rounds of protracted and violent disputes, from which they could draw a lot of experience to prevent any further such conflict

Parties should develop coherent internal structures that allowed speedy consultation for the purpose of drawing up mandates during strikes

Sats and Sarhwu both had to develop experience of collective bargaining

Sebakwane admitted experience in collective bargaining was missing "Sats workers have no experience of negotiations, because there have never been genuine negotiations at all This dispute presented both Sats and ourselves with a new area of genuine negotiations based on the acceptance of Sarhwu as a reality – a victory which took 53 years of struggle to achieve '

Anstey said the strike had a major lesson for the country not only in industrial relations, but also with regard to wider issues currently in South Africa – that negotiation is a very painful learning process

DAWIE TO TACKLE STOCK SHORTFALL

(340) (170)

S/Times 4/2/90

Fund shortfall

By David Carte

MINISTER of State Enterprises Dawie de Villiers is bracing himself to tell Parliament about a multi-billion-rand shortfall in SA Transport Services pension funds.

The deficit will shock, admits Sats director of pensions Gideon van Zyl.

Mr Van Zyl will not be drawn, on a statement by Rembrandt director Johann Rupert, that the shortfall could be as high as R17-billion — R100 000 a pension fund member and equivalent to a third of SA's Budget last year.

The shortfall is a huge obstacle to the impending privatisation of parts of Sats.

Mr De Villiers did not reply to a faxed query by Business Times last week.

Most directly affected will be 200 000 members and pensioners of two pension funds, the Railways and Harbours Superannuation Fund and the Railways and Harbours Pension Fund for Non-White Employees. They face bigger contributions and/or reduced benefits.

For years, Sats trade unions have worried about the funds, but have been kept in the dark.

Taxpayers will also not like what they hear from Dr De Villiers.

Sats is already contributing R774-million a year to its pension funds. The amount is expected to rise steeply.

Mr Van Zyl says action has been taken. The number of employees has fallen from 276 000 in 1983 to 170 000.

Because departing employees receive only contributions plus a little interest, the fund's liabilities are reduced more than assets when employees leave.

Housing

After being restricted to government stock, the Sats pension funds have started investing in shares.

The funds have stopped funding housing and from last December stopped buy-backs of service to the age of 16.

Former Sanlam chairman Andreas Wassenaar tells Business Times that when the Sats pension funds were last valued in 1979 there was a shortfall of R3,5-billion. He would not be surprised if that amount has doubled since.

The main State pension fund was found by actuaries to be R23-billion short of its liabilities in 1988. If Mr Rupert's figure is right, the State could have R40-billion of liabilities to add to its existing debt of R68-billion.

Dr Wassenaar says the high rate of contribution to State and Sats pension funds will make them solvent in the long run.

But now the funds can buy all kinds of assets, the huge contributions, which come out of taxpayers' pockets, are not justified.

Dr Wassenaar said in his book Squandered Assets that State pension funds had become underfunded ever since the actuaries were fired in 1976.

After that he alleged "all sorts of funny regulations were brought in" allowing advantageous buy-back and other schemes. He pointed to the scandal that ministers could retire on full salary after 12 years.

Dr Wassenaar has demanded an inquiry to find out who recommended sacking of the actuaries. His book has been met with stony silence by the authorities.

Before the actuaries quit, members could buy back service to the age of 25. That was reduced to 18 and then to 16. The buy-back age has now been raised to 18.

State and Sats pensions are calculated on salary at date of retirement and not the average of the last three years, permitting promotion

● To Page 2

Business Da

JESDAY, FEBRUARY 6 1990

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A TIM

Sats fund entrusts R1bn with managers

GRETA STEYN

ALMOST R1bn of the Sats pension fund has already been given to private portfolio managers in an effort to reduce the huge actuarial deficit by achieving better returns on investments (270)

Pension industry sources said the Sats fund had allocated about R400m in cash it had accumulated by the end of the 1988/89 fiscal year as well as its yearly contributions surplus, estimated at about R480m this year The portfolio managers are Old Mutual, Sanlam, Liberty Life, Southern Life and independent Alan Grey

Well-placed industry sources see the private management of the Sats fund, with assets of R4bn, as important not only for the corporation's eventual privatisation, but also as a role model for solving the problem of the R23bn shortfall between assets and liabilities in the State pension funds

Sats pensions chief Gideon van Zyl said he could not, at this stage, provide information on either the size of the deficit, estimated at R17bn by Rembrandt director Johann Rupert, or on the moves to rectify the situation

Rupert said yesterday the figure of R17bn was circulating in the merchant banking community and he hoped government would release the official figures soon B/Day 6/2/90

Van Zyl said. "We regard as the main reason for the shortfall the poor returns on investments the fund was compelled to accept. Investment in equities was against the law as we were legally bound to invest in gilts and semi-gilts"

He said a study had been done to show what would have happened had the fund been allowed to invest in equities since 1979, when the last actuarial assessment of

☐ To Page 2

Sats fund

B/Day 6/2/90

(270)

☐ From Page 1

the deficit was made.

"Assuming we had achieved the average return of the private funds, we found the deficit problem would have been negligible," Van Zyl said

The Sats fund, now subject to the investment criteria that replaced prescribed asset requirements last year, can invest heavily in equities as it is currently over-invested in gilts.

LESLEY LAMBERT reports that a Sats Pension Fund Bill tabled in Parliament yesterday proposes the consolidation of Sats' two existing pension funds into one fund.

The purpose of the consolidation is to enhance returns by cutting administrative costs and introducing better investment opportunities.

If enacted, the new legislation will help facilitate Sats' impending privatisation by creating the legal framework and mechanisms to place the existing funds on an equal footing with private sector funds.

The Bill makes provision for the establishment of a new pension fund, the dismantling of the existing funds and the transfer of assets, liabilities, rights and obligations of the existing funds to the new fund. It also provides that the new fund will be actuarially evaluated at least every three years.

Strikes raise personal insurance debate

B Day 6/2/90 (270)

LINDA ENSOR

THE incidence of violence during industrial action such as the Sats strike has created difficulties for insurance companies and employers providing group personal accident cover for workers.

Firstly, the problem is whether a dismissed striking worker is still an employee qualifying for insurance cover and, secondly, whether this applies in the event of his reinstatement, or an industrial court finding that the dismissal was an unfair labour practice

John Haenen, technical director of broking firm Willis Faber Enthoven, says in terms of definitions in group personal accident policies, an employee remains an employee — and is covered — regardless of whether or not he is going about his employer's business

But Ian Lockie, regional manager for AI Insurance's African and Middle Eastern operations, says most policies exclude strikes and riots from cover, meaning injuries caused directly by a a strike would not be covered

Jan Hattingh, deputy MD of PFV Industry, Mining & Energy, says companies have recently dismissed workers after protracted negotiations with trade unions failed

"In these circumstances, the claims arising from the injury or death of striking workers who have been dismissed, even though they may be subsequently reinstated, are likely to be repudiated by the insurers if the injury or death occurred during the interim period"

In spite of this, however, Hattingh believes employers might be obliged to meet personal accident claims for injuries sustained during the strike if the dismissed workers are reinstated, as opposed to being re-employed

Sats senior labour relations manager Vic van Vuuren says Sats agreed to re-employ, not reinstate, its striking workers Those striking workers who had not been dismissed would be able to make insurance claims, but since the strike was an illegal one, some might be repudiated.

Dismissed workers injured while on strike would have no right to claim, but representations would be "sympathetically" considered.

In the shaking coach, the word is 'keep on fighting'

After the speech, **MZIMKULU MALUNGA** *takes a train ride to Soweto*

WMail 9/2/ - 15/2/90

"TAMBO *nthekele AK47 lenna ke thuse chaba sa heso* (Tambo buy me an AK47 so that I can help our people)" chanted a tightly-packed coach load of workers on a train to Germiston this week

Most were loudly expressing their scepticism about last Friday's declaration by State President FW de Klerk

"We are not yet satisfied," commented Marks Makgalemele while his comrades shook the train with *toyi-toyi* dancing and freedom songs.

He said that following De Klerk's pronouncements, the train committees (structures formed to organise workers on the trains) had held a meeting on Saturday "We noted the developments, but decided that the struggle must continue until our leaders tell us that it is over."

The committees were originally launched by workers on strike to boost and maintain morale during the course of an industrial action and also to educate workers to get more involved in work and community issues

Not yet satisfied ... Freedom songs on the Germiston train follow FW de Klerk's announcement

Picture: STEVE HILTON-BARBER, Afrapix

270

According to Makgalemele, "the people" themselves had effectively unbanned both the African National Congress and the South African Communist Party last year, rendering the announcement meaningless in practical terms

He said many people remained unconvinced that the "new-look" government was really pro-change.

"Only our leaders are going to tell us when the fighting is over, not De Klerk. We won't take instructions from him," added Makgalemele with sweat streaming down his broad face

By contrast, some workers, like Walter Ndlovu, were sceptical, but felt the state president should be given a chance

"We must not rush him However, he must not delay by thinking that we will let him move at his own pace.

"Ever since he took over, we have seen some positive movement. That qualifies him for 18 months, then afterwards we can assess whether he has moved far enough," said the man who believes that the day Nelson Mandela is released should be declared a paid public holiday

"My brother, I am telling you that day, it is going to be a holiday. Who would come to work on such a day?"

Most workers who spoke to the *Weekly Mail* said they were not yet ready to comment, but said they would rather wait and see what would happen next.

FM 9/2/90 (270)

SATS PENSION FUND FM 9/2/90

Devaluing the assets

Sats pension fund deficits could be a major obstacle to privatisation Preliminary figures show the replacement value of Sats' total assets is R65bn If this is correct the pension fund deficit could reduce the value of the transport giant by about 26%.

No information on the deficit has been published despite an actuarial valuation by J Carson & Partners last year The minister of transport is expected to table updated figures in parliament this session. But Richemont CE Johann Rupert believes the deficit is well above estimates of R5bn-R6bn and could be about R17bn.

Indications are that Sats is trying to get its pension funds on the right track before it is put up for sale. In mid-1989, investment limitations on pension funds were changed, allowing Sats to invest in equities. Previously, funds were managed by the Public Investment Commissioners, which could invest only in government and semi-government stock, which carry fixed interest rates.

This, Sats claims, is the main reason for the deficit It has appointed private investment advisers to improve performance but won't reveal how much it has handed over to them (rumoured to be around R1bn). All a spokesman would tell the *FM* is: "It's a lot."

The controversial buy-back scheme, which allowed employees to buy back pension benefits for years not worked, also played a role in the deficit — though Sats claims it was not a major factor because most employees could not afford to buy back. Last month an amendment to the regulations stopping buy-backs — made last year — came into force.

In a further effort to cut costs it is planned to combine Sats' two funds — the Superannuation Fund for whites and the Pension Fund for Non-White Employees Since 1987 benefits for the funds have been the same. This will cut administration costs and allow more investment muscle. The proposal was debated in parliament on Tuesday.

The actuarial report preceding last year's was made as long ago as March 1979 Then the Superannuation Fund was in deficit by R2,1bn and the Pension Fund for Non-White Employees by R1,4bn.

Andreas Wassenaar notes in his book, *Squandered Assets*, that a report of the Standing Committee on the Accounts of Sats disclosed a 1984 decision to amend the Sats Act so actuarial valuations were no longer necessary and only "economic assessments" would be made.

The result has been a fund which has had no measure of solvency for 10 years

CHARLES NUPEN

F/M 9/2/90 (270)

Honest broker

Within days of mediator Charles Nupen being called in, the seemingly intractable 12-week Sats strike was resolved, he emerged as something of a knight errant

He certainly has the tall good looks of one But, of course, by the time a mediator is brought in, the parties to an industrial (or other) dispute will have played their last cards, reached exhaustion and become desperate for a way out In a sense, therefore, all the mediator provides is the conduit — enabling both sides to come away with dignity.

"Exactly," agrees Nupen (39), eager to deflect personal publicity "It's really about Imssa," he says modestly, referring to Independent Mediation Services of SA, set up in 1984. He is a director, but he says the prime movers in establishing Imssa (when collec-

F/M 9/2/90 (270)

Charles Nupen ... a good listener

tive bargaining took off after the Wiehahn Report) were colleague Paul Pretorius and Wits labour specialist Loet Douws Dekker.

Yet Nupen has been in the news before. He helped mediate in the 1987 OK Bazaars strike, as well as other retail-sector disputes Before that, while on the staff of the Legal Resources Centre, Nupen was the attorney in the 1983 Rikhoto test case on the old pass laws, as Nusas president in 1973, he ran into trouble with government over the campaign to release political prisoners

The qualities that make a good mediator, says Nupen, is the ability to be a good listener, someone who easily demonstrates empathy and is a good analyst of the ingredients of the conflict. And, since the parties have been through an extended period of bargaining, imagination is also needed

In the Sats case — the first Imssa mediation between a State corporation and a Cosatu union — he says both sides won. "The beauty of mediation is that it is the parties themselves who determine the settlement . . (We) assist them to construct one they're happy with. There's no point in pushing the parties into a settlement which has in it the seeds of future conflict."

What about such skills coming into play in the looming political negotiations between government, the ANC and others? "In any situation there may come a time when the players want to resort to an outside party; but social or political negotiation is a very different ballgame, though the skills can be adapted to other conflicts, as, for example, in the Angolan/Namibian settlement.

Nupen, married with two daughters, was born in Johannesburg and attended school and university in Natal His mentor, advocate Arthur Chaskalson, has had an important impact on his thinking and work. ■

SWEETHEARTS ... Stellenbosch University third year students Christine Dendale (left), Dominique Tarr and chief chef Svenia Paulsen proudly display the Valentine's Day Cake which they hope will raise R2 000 for USKOR (University of Stellenbosch Clinical Organisation). The cake, as big as a desk, took twelve hours to make. Picture GLENN SHERRATT

Paedophile traced to Natal

Own Correspondent

MARITZBURG — Police have evidence that paedophile Gert van Rooyen left Pretoria for Natal four days before the disappearance of Fiona Harvey here in 1988

This was confirmed yesterday by the investigating officer, WO Don Chandler, who said Van Rooyen had left Pretoria alone on December 19, 1988, saying he would be holidaying in Durban till December 26 He was not accompanied by his girlfriend, Joey Haarhoff. Police have been unable to establish where Van Rooyen stayed during this time

Men thrown off train: 10 appear

Cape Times 15/2/90

Crime Reporter

TEN people accused of throwing fellow SATS workers off trains in recent strike action appeared briefly in Cape Town and Mitchells Plain Magistrates' Courts yesterday.

Six non-strikers accused of assault appeared in Cape Town Magistrate's Court. Their case was adjourned to March 7

The men were Messrs Mxolisi Mtila, 43, Olifant Mpheqeka, 52, Bisinothi Nkandlalana, 29, Nozitsolo Dudumayo, 40, Ngubenkomo Bonase, 50, and Bonakele Nqalathi, 39, all of whom were released on bail of R100

Four other men who were apprehended in Khayelitsha, and appeared in Mitchells Plain Magistrate's Court on the same charges, were released on bail of R50 when their case was adjourned to March 1

It could not be established late yesterday whether or not Messrs Mthozamo Ncamazana, 56, Gideon Magwazai, 36, Bangixhanti Nkumenge, 25, and Niya Mgoduka, 37, were strikers

SA unions to march

Cape Times 16/2/90

JOHANNESBURG. — Anti-privatisation marches by unions attached to the public sector will take place in most of the country's major centres tomorrow.

Mr Floyd Mashele, president of the Post Office and Telecommunications Workers' Association (Potwa), said in an interview yesterday that applications had been made since the beginning of the week to local authorities in Johannesburg, Pretoria, Bloemfontein, Port Elizabeth and Durban for the rallies.

The marches will take place under the banners of Potwa, the SA Railway and Harbours Workers' Union, the SA Municipalities Workers' Union and the National Education, Health and Allied Workers' Union.

In the interview, Mr Mashele said he believed privatisation of public sectors would involve the loss of jobs, increased tariffs and the deterioration of services. — Sapa

WAGES F/M 16/2/90 (270)

Worker inflation

Despite the high-profile SA Breweries and Sats strikes (*Leaders* January 19) the incidence of industrial action over wages has dropped substantially This is according to the latest wage settlement survey, for the period September 1989 to February 1990, by Levy & Piron It adds, though, that comment must be tentative at this early stage of the year's wage bargaining round

Other main findings by the consultants are.

☐ On average, unions continue to negotiate settlements over 1% higher than the official inflation rate (CPI was 15,3% in December),

☐ Significantly different bargaining strategies are being adopted by unions in the high-pay and low-pay sectors,

☐ Where industrial action takes place 54% of diputes are settled through mediation,

☐ Government's growing awareness of the potential impact of wage settlement levels on its anti-inflation strategies, and

F/M 16/2/90 (270)

☐ A hint, not yet a trend, of employers bringing their own demands to the bargaining table

In sectors with relatively high average minimum wages (for example, R5,02 an hour) union opening demands in the period averaged 31,4% At the lower end (R3,96 an hour) initial demands averaged 107%

Since 1987, the time required to settle has increased considerably from 67 days to between 86-89 days. In the higher paid categories parties reached settlements quicker (average 69 days) compared to the lower average negotiating time of 110 days Whether this indicates more mature bargaining relationships in higher paid sectors, or a Cosatu strategy to even out wage differentials, is not clear

Wage curve

It is observed that collective bargaining traditionally results in flattening the wage curve, to the benefit of the lower paid, as a result of across-the-board increases An idea of the steepness of the pay curve being negotiated by various unions is provided by the differentials between average minimum rates and general average rates within certain sectors (see **graphs**)

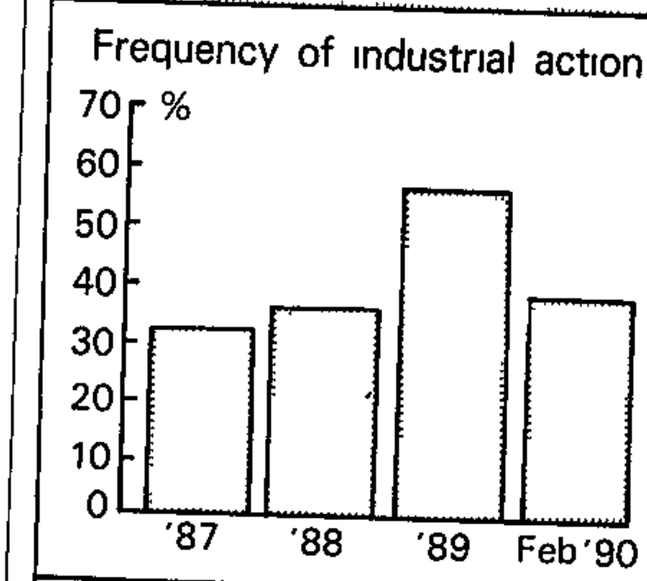
Levy & Piron points out that Reserve Bank Governor Chris Stals now sees the labour market as an essential third element — together with emphasis on tight monetary and fiscal policies — in combating inflation. The bank's latest *Quarterly Bulletin* reports that unit labour costs rose 0,3% in 1988 and at a year-on-year rate of 0,5% in the first quarter of 1989

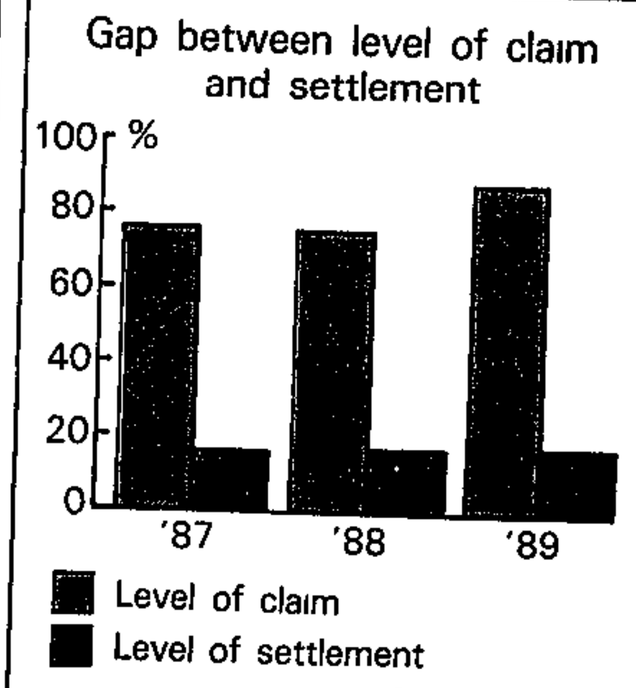
"In a time when the economy is slowing down," says Levy & Piron, "labour productivity may well decline, and if wage increases remain linked to some informal 'indexation' principle related to the CPI, the process will simply help to perpetuate inflation "

Stals has warned that, in spite of strict financial discipline, rising labour costs in the current economic environment will put pressure on firms' profitability, which will result in higher unemployment Unions, however, will continue efforts to shield their members from the effects of inflation, which they did so effectively in the Eighties

The period saw management tabling their own demands in 56% of negotiations These involved attempts to regulate overtime, introduce shifts and highlight hidden labour costs such as transport, housing and food subsidies "Perhaps the time of one-way wage bargaining is coming to an end," says the survey. ■

Getting to yes





Source Levy & Piron

March against privatisation

ADELE BALETA

THOUSANDS of public sector workers were expected to take to the streets in anti-privatisation marches in major centres tomorrow, Post Office and Telecommunications Workers' Association (Potwa) vice-president Floyd Mashele said yesterday

The marches are being organised by a co-ordinating committee representing Potwa, the SA Railway and Harbours Workers' Union, the SA Municipalities Workers' Union and the National Education, Health and Allied Workers' Union

Applications for permission to hold the rally had been made to local authorities in Johannesburg, Pretoria, Bloemfontein, Port Elizabeth and Durban

Replies to the applications were expected late yesterday Mashele said there were indications permission would be granted

It still had to be confirmed whether Cape Town workers would march at the weekend, he said

Mashele said the co-ordinating committee would draft a memorandum protesting against plans to privatise all state-controlled sectors and demanding a living wage for workers

Organisers in each of the cities would include demands specific to the needs of unions in the different areas, which would be presented to local authorities in those areas, Mashele said

Although the march could be seen to be linked with Nelson Mandela's nationalisation call, the decision to hold a march was made before Mandela's release, he said

The Conference for a Democratic Future and SA's largest trade union federation Cosatu passed resolutions last year to fight privatisation In 1988 Potwa's congress passed a similar resolution.

Mashele said privatisation would result in job losses, increased tariffs, deterioration of services and loss of job security

A major problem for post office workers was the refusal of authorities to grant permanent status to many temporary workers some of whom had been employed on that basis for 30 years

The march in Johannesburg will begin at St Mary's Cathedral on the corner of Wanderers and De Villiers streets at 10am and end at the Central Post Office, where the memorandum will be handed over.

Pension funds R7bn shortfall

270
Cape Times
17/2/90

By BARRY STREEK
Political Staff

SHOCK reports on the two SA Transport Services (SATS) pension funds, which were tabled in Parliament yesterday, have disclosed that there was an actuarial shortfall of assets of R7 049,2 million at the end of March 1988.

The two funds also lost income totalling R2 550,3m between 1980 and 1988 because they were obliged to invest in fixed deposits.

They would have earned the extra R2 550,3mif they had earned the average investment income of pension funds in the private sector over the same period.

The reports on SATS' New Superannuation Fund and the Railways and Harbours Pension for Non-white Employees two funds were compiled by a firm of consulting actuaries, JA Carson and Partners of Johannesburg.

The Democratic Party's pensions expert, Mr Brian Goodall, MP for Edenvale, said his party had repeatedly warned the government about the huge shortfalls in the government pension funds.

"It is quite frightening that future generations are going to have to find something like R30bn to make the official funds actuarially sound."

He said: "The government has an awful lot to answer for to future generations of taxpayers and users."

However, he added that the steps taken by SATS to start giving the management of their pensions to the private sector were correct and would help with the passage of time to sort out the problem.

In Parliament yesterday, the Deputy Minister of Mineral and Energy Affairs and Public Works, Dr Piet Welgemoed, said the question of the shortfall in the SATS pension funds had been properly addressed and no one had cause for concern.

Mr Goodall said: "In the private sector, no pension fund would be allowed to get itself into a position where it is only actuarially sound in 23 years' time.

"What we are seeing now is the irresponsibility of not having the SATS actuarially funded between 1979 and 1988."

Mr Goodall said: "We repeatedly warned that this would happen.

"I even warned Mr Owen Horwood, the former Minister of Finance, that the way the government was running social and official pensions would eventually lead to a situation where liabilities were so great that nobody would want to run South Africa.

"All that was required was a bit of forethought and it could have been avoided."

Strikers 'lost R65m'

Cape Times 17/2/90

SATS strikers lost about R65m in salaries during the recent strike, Dr P J Welgemoed, deputy minister of Public Enterprises said yesterday He said about R11m in salaries for temporary workers and about R14m for overtime work was spent during the strike

SOWETAN Monda

First black train drivers on the way

270

Sowetan 19/2/90.

By MZIKAYISE EDOM

SOUTH Africa could have its first black train driver this year - if the present group of trainee drivers pass their final tests

There are five black trainee drivers who are due to write their final examinations within a few months

They are all based in the Free State

Another group, two blacks and three Indians, will also qualify as drivers later this year.

They all come from Natal

South African Transport Services (Sats) Director of Technical Operating, Mr Johan de Villiers told *Sowetan* that Sats' Southern Transvaal region, which includes the Witwatersrand may have its first driver next year.

"There are presently 11 Coloureds under intensive training and they are due to write their tests next year," he said

De Villiers explained that it takes four years before someone qualifies as a train driver

In the past, this course took 16 years

"We transport millions of commuters a month and we cannot take chances and allow a half-trained person to drive a train," he said

For one to become a train driver, he must be in possession of a Standard Eight certificate

Sats pension fund shortfalls exceed R7bn

LESLEY LAMBERT

CAPE TOWN — Actuarial reports disclosing a shortfall of over R7bn in SA Transport Services (Sats) pension funds at the end of March 1988 confirm the erosive effects on the state-run funds of inflation and limited investment opportunities

The reports, tabled in Parliament on Friday, show that by the end of March 1988, Sats's New Superannuation Fund and its Railways & Harbours Pension Funds for non-white employees — both of which will be managed by the private sector in the future — had estimated shortfalls of R6,35bn and R697m, respectively, on a conservative calculation

Excess contributions as a result of increased rates of contribution were not enough to meet interest payments on the shortfall But, on the assumption that contributions would increase in line with pensionable salaries, excess contributions were expected to meet the shortfalls in 23 and 10 years, respectivley Rates would have to average 34,2% over the next 10 years, 18,8% over the next 20 and 13,7% over the next 30 years to meet the shortfall, according to consulting actuaries, J A Carson & Partners. (2.70 X 3.0)

The actuaries found an additional R1,8bn in habilities had been incurred between 1979 and 1988 because pensionable salaries, driven by inflation, had increased by an average 16,6% annually over the nine-year period, whereas the valuation basis had made allowance for 11,5%.

Another debilitating factor, according to DP pensions spokesman, Brian Goodall, was pension buy-backs, based on the salary over a long period while the benefit was based on the salary at retirement

In addition, between 1980 and 1988 the two funds were estimated to have lost R2,5bn which more market related investments would have earned

Deputy minister of Public Enterprises Piet Welgemoed said in Parliament on Friday that the shortfall had been properly addressed and there was no cause for concern

WD 19/2/90

Sats severance offer could cost R20m

MATTHEW CURTIN

SATS management expects only a few thousand employees to take up the voluntary severance package offered last week (270)

Such a response could cost the company an estimated R20m, labour relations director Jan Bredenkamp said yesterday. B/Day 19/2/90

He said if workers were not committed to the company, the offer would allow them to leave with a better package than if they resigned

Sats's 170 000 employees would be allowed to leave the company with three months' salary and pension contributions before a March 15 deadline. Sats is due to become a registered company on April 1

Bredenkamp said the move did not represent a retrenchment prior to the April listing. Such a retrenchment would have to be negotiated with all unions represented at Sats. He said Sats might lose valuable employees through the severance package

Bredenkamp confirmed many employees were concerned about the commercial re-organisation of Sats

Unofficial union response had so far indicated few workers would take up the offer and he expected response from the SA Railway and Harbour Workers' Union (Sahwru) would not be "over-enthusiastic"

He said the proposal was unrelated to the imminent recognition of the Sahwru and redundancy negotiations Management talks with Sahwru over the union's status would start within two weeks.

SATS PENSION FUND DEFICIT

Watch this space

(270) F/M 23/2/90

Total deficit of Sats' two pension funds — the Superannuation Fund for white employees and the Railways & Harbours Fund for blacks — will reach R17,4bn by April This was revealed by Sats last week after publication of actuarial valuations of the pension funds in parliament, almost two years after they were completed and presented to Sats by actuary J Carson & Partners

Conflicting reports have appeared about the actual deficit incurred by the funds because their obligation is R7,7bn The remaining R9,7bn of the total deficit will be met by Sats out of current income

The first figure is based on an annual 2% pension increase required under the Sats Act But pension increase of 7,5% (5,5% above the statutory limit) add another R9,7bn, for which the fund is not liable

The deficit of R17,4bn to April 1990 is up R3,2bn on the valuation to March 1988

Sats decided to make these deficits public after months of silence because it is to become a public company on April 1 A news release last week from the minister of mineral & energy affairs and public enterprises said "It is essential not only to determine the total actuarial deficit of the statutory pension fund, but also any other pension liability which might exist " The deficit will be accounted for in Sats' books when it becomes a public corporation

According to an actuary, annual increases in private-sector pensions are based on investment return, less 4,5% Average annual investment return on Sats' pension funds was a mere 12% because it was legally allowed to invest only in government stock

The statutory 2% annual increase was based on long-outdated inflation projections Even 7,5%, approximately half today's rate, is not the norm for private-sector funds.

"Some funds give an annual increase equivalent to the year-on-year increase in CPI Most aim for at least two-thirds or often three-quarters of CPI per year," a consulting actuary says

Sats believes the deficits can be financed within five years It suggests liabilities could be met from cash raised from privatisation Another suggestion is that Sats bonds could be issued to the pension fund (formed when the existing two combine)

Much of the funds' assets have already been handed to five private institutions to manage Higher yields expected on this will further cut the deficit The actuary says "In private-sector funds, a 20% compound yield on investment is not unreasonable " ◻

BANKING LEGISLATION

Under scrutiny

F/M 23/2/90

The first draft of a Bill to replace the Banks Act of 1965 and Building Societies Act of 1986 could have serious implications for life

Bonus for non-strikers

SA Transport Services has paid over R20million in bonuses as a reward to workers who did not go on strike recently. 270

Sats labour manager Vic van Vuuren confirmed that a R200 bonus had been paid to about 120 000 non-strikers.

Sowetan 23/2/90

"Many people worked long hours in the face of intimidation," he said. "The bonus is a small token of appreciation for help in troubled times."

The payment also helped defuse the anger of non-strikers, some of whom initially refused to work with the strikers, Van Vuuren said.

He confirmed that some South African Airways technicians had refused the bonus

Star- 23/2/90 (270) -Th

Sats pays out R20-m to non-strikers

By Drew Forrest

SA Transport Services has paid out more than R20 million in bonuses as a reward to workers who did not take part in the recent rail strike.

Sats senior labour manager Mr Vic van Vuuren confirmed that this month R200 bonuses had been paid to about 120 000 non-strikers. Only top management was not rewarded.

"Many people worked long hours in the face of intimidation," he said. "The bonus is a small token of appreciation for help in troubled times."

The payment had also helped to defuse the anger of non-strikers, some of whom initially refused to work with those who went on strike, Mr van Vuuren said.

Cape Times 24/2/90 (270)

SATS workers lost R64m

WORKERS who participated in the debilitating 13-week SATS strike lost R64 million in salaries and benefits, the Minister of Mineral and Energy Affairs, Dr Dawie de Villiers, said yesterday. But SATS had to pay out R11 million to temporary workers and R14 million for overtime by permanent employees during the strike.

PEOPLE AT THE TOP ARE ON THE MOVE SEE PAGE 19

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

MANPOWER MIRROR by ROBYN CHALMERS

Sats lays on severance gravy train

S/Times 25/2/90. (270)

SA Transport Services has shaved about 27% off its workforce since 1985, and looks set to reduce it further in spite of trade-union opposition.

Sats is offering a voluntary severance package which could be the biggest pay-out in SA's history if workers take the offer

All 170 000 employees have been offered redundancy Employees can claim at least three months' salary, their pension contributions plus full outstanding leave pay

Workers with more than six years' service will be entitled to an extra month's salary for each additional three years' service

The 1988-89 Sats report shows that salaries, wages, contributions to funds and other benefits amounted to R3,76-billion in the year

Based on a conservative average annual salary of R20 000, only 5% of the workforce taking up the offer would cost Sats R42,5-million, excluding pension and other benefits

Sats does not expect many employees to take up its offer by the March 15 deadline But the threat of retrenchment after the privatisation of Sats could make workers think twice

The graph shows how personnel figures have dropped since 1985 as Sats has geared itself for what it calls commercialisation

On March 1, 1985, Sats employed 233 986 workers Today the figure is closer to 170 000

Although Sats spokesmen will not confirm what the final personnel figure is hoped to be, it is believed that it is looking at about 80 000

This could result in a 65% reduction in the workforce since 1985, and means that Sats will have to shed another 52% of its employees from the current 170 000.

Sats general manager Anton Moolman attributes the staff cuts to advanced technology and the outflow of personnel

"Technological developments and improved working methods, such as the introduction of minicontainers and fastfreight trains, with an accompanying increase in productivity, contributed towards a smaller personnel corps being able to cope with the work

"A very positive aspect is that during the 1987-88 financial year, the services of not one employee were terminated, but that the reduction in personnel was brought about by the natural outflow of employees, that is by way of retirements, resignations, deaths, etc"

Although this is admirable, it is probable that much of the 27% decrease in staff figures since 1985 can be attributed to the proposed privatisation of the organisation.

Effectively, therefore, the worst fears of black trade unions concerning privatisation are coming true Union opposition resurfaced recently with the listing of Iscor when organised labour reiterated its objections to privatisation

Among other things, the unions believe they will be weakened and greater pressure to improve productivity will be exerted The unions fear retrenchments, a higher unemployment rate and an increase in the costs of services, such as health and transport

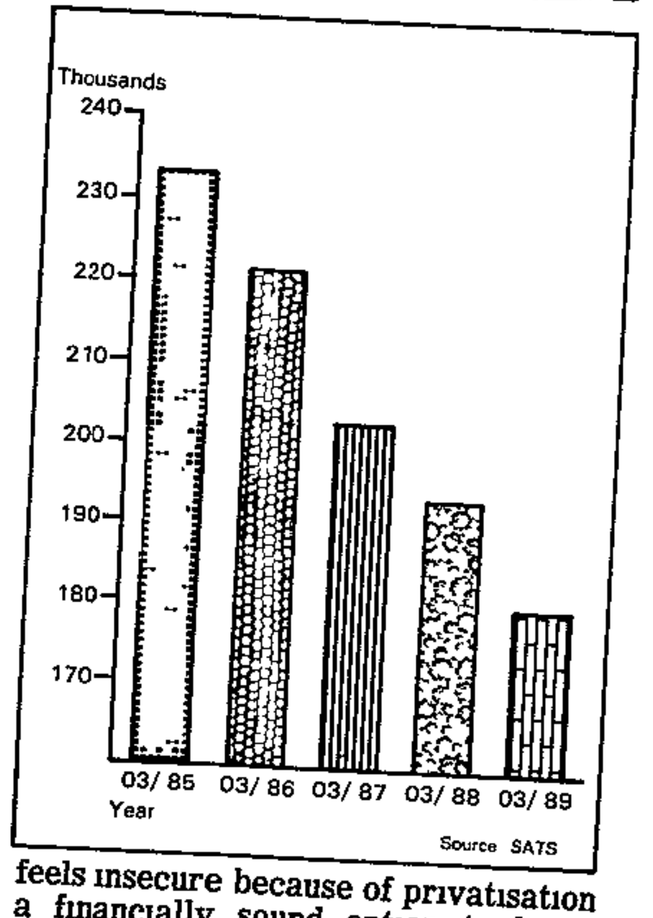
The SA Railw

ers Union (Sarhwu) has emerged slightly battered from a bloody 12-week strike which secured the union little other than that Sats agreed to recognise it if it registered

Sarhwu believes that Sats is trying to pre-empt the recognition of the union and its registration in Natal Once the union is registered, it will have the authority to negotiate about redundancies and be in a stronger position to cut a good deal for its members

Sats public relations officer Leon Els denies union accusations, saying the package was not designed as a retrenchment deal

"It merely gives any employee who feels insecure because of privatisation a financially sound option to leave Sats"



This issue would also get priority attention

where people can live." His department was treating this issue urgently.

Transnet increases could add R600m to wage bill

270

PRETORIA — Salary increases for 170 000 Sats — now called Transnet — workers could cost R600m in the 12 months from July. B/Day 27/2/90

This would bring the total wage and salary bill for workers in all Transnet services to around R4,5bn, according to calculations based on Central Statistical Service figures and on an expected demand for 15% net increases.

In the third quarter of last year workers were paid a total of R941,737m — an increase of R182,051m compared with July-September in 1988.

At its meeting with the Labour Council early in April, the Federation of Sats Trade Unions will ask that pay increases be linked to the consumer price index

Transnet workers also claim, like state department workers, that their pay levels are not keeping pace with private sector pay increases.

Their last increase was in July last year

GERALD REILLY

— 10%. The previous increase of 12% came after a prolonged dispute which resulted in an arbitrator's award.

Meanwhile the Federation of Sats Trade Unions has strongly advised its members to reject the early retirement offer made by management.

Federation general secretary Abe Koekemoer said yesterday that apart from the fact that management had failed to consult the federation on the premature retirement deal, the inadequate offer had been linked to privatisation.

Management had stated there were some workers who feared the consequences of privatisation on employment security who might take advantage of the offer.

"This has shaken the confidence of many staff members in privatisation."

Note· Information is on the first Tuesday in March of the year concerned.

(b) 1985 · 23
1986 . 92
1987 . 83
1988 : 97
1989 : 95

Note· The information in respect of CS-educators reflects the position on the first Tuesday in March of the year concerned.

(3) Yes

The decrease in 1987 is due to the introduction of a new staffing formula at colleges of education The decrease in 1989 is due to vacancies at the college

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version

For written reply

General Affairs
Hansard 9/3/90

Export promotion schemes: subsidies

101. Dr P J GOUS asked the Minister of Trade and Industry and Tourism †

(1) What total amount in subsidies was paid to manufacturers of tyres in terms of export promotion schemes during the latest specified period of 18 months for which information is available;

(2) whether he will furnish information on the firms to which such subsidies were paid, if not, why not, if so, what amount was paid to each firm?

B251E

The MINISTER OF TRADE AND INDUSTRY AND TOURISM

(1) R4,3 million in respect of all types of tyres and tubes of which separate details are not available

(2) No. It is unreasonable to furnish particulars relating to individual firms.

SATS strikes: damage

108. Mr P J PAULUS asked the Minister of Mineral and Energy Affairs and Public Enterprises.† Hansard 9/3/90 270

Whether any railway coaches, road vehicles and railway lines were damaged during the recent strikes by employees of the South African Transport Services; if so, (a) what is the extent of the damage, (b) (i) how many (aa) railway coaches and (bb) road vehicles were damaged irreparably and (ii) what is the replacement cost of these (aa) coaches and (bb) vehicles and (c) what is the total amount of the damage suffered by the Transport Services in this regard?

B262E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES Hansard 9/3/90

Yes

(a)

	Destroyed	*Damaged*
Motor coaches	16	20
Plain trailers	24	73
Road vehicles	1	10

270

Damage to railway lines was caused by explosions and the loosening of rail fasteners

(b) (i) (aa) 25
(bb) 1
(ii) (aa) R25,8 million
(bb) R500 000
(c) R31,12 million

Tyre manufacturers: export promotion scheme

142 Adv C H PIENAAR asked the Minister of Trade and Industry and Tourism †

(1) Whether there is any export promotion scheme for tyre manufacturers, if so, (a) what form does this scheme take and (b) what amount of money has been spent by his Department up to now in the current financial year by way of (i) direct subsidization and (ii) (aa) tax and (bb) other specified concessions in respect of this scheme,

(2) whether this scheme is controlled in consultation with another State Department, if so, (a) what is the name of this Department and (b) why?

Hansard 9/3/90 B323E

The MINISTER OF TRADE AND INDUSTRY AND TOURISM

(1) Yes At present, tyre manufacturers qualify for assistance in terms of the schemes mentioned below

(a) Category A Input costs assistance
Category B Value added assistance
Categories C and D Marketing costs assistance

(b) (i) R4,3 million during the latest period of 18 months in respect of all types of tyres and tubes

Note: Information is on the first Tuesday in March of the year concerned.

(b) 1985 : 23
1986 : 92
1987 : 83
1988 : 97
1989 : 95

Note: The information in respect of CS-educators reflects the position on the first Tuesday in March of the year concerned.

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Natal Transnet drivers on strike

Sowetan 14/3/90 (270)

SA Press Association

BARELY a month after the Transnet workers - formerly the SA Transport Services - returned to work after a marathon 12-week strike, about 600 workers at the autosort section at Durban's Bayhead have downed tools.

The workers, mainly cartage drivers, were demanding they be given the trucks they drove before the previous strike action.

A meeting between Spoornet and the SA Railway and Harbour Workers Union (Sarhwu) was due to take place yesterday afternoon and the issue of the workers would be raised, said Spoornet's public relations manager, Mr Mike Asefovitz.

Asefovitz confirmed yesterday that about 600 workers had stopped work since Monday and were sitting at the Bayhead because drivers did not receive their original trucks when they returned to work after being on strike.

However, the chairman of the Durban branch of the in-house Black Trade Union of SA Transport Services, Mr T S Gcabashe, said their members and neutral members did not want to go on strike, but were "forced" by Sarhwu members.

He said the drivers yesterday approached the workers at the Goods Shed and Container terminal and "forced" them to join the strikers.

Sarhwu spokesmen were not available for comment. - Sapa.

Hundreds of staff leave SAA

(270)

MANDY JEAN WOODS

MORE than 500 SAA staff have taken advantage of Transnet's retrenchment-package offer which expired on Thursday, SAA spokesman Leon Else said yesterday.

Immediate steps have been taken to make alternative arrangements to cover vacancies in the technical department resulting from the resignation of more than 100 technical staff, he said.

He said a number of air hostesses and administrative staff had also accepted the retrenchment package

"However, no crisis has been caused by the resignations and no services have been affected," he said

□ Namib Air would make an announcement within the next week or two regarding the opening up of international routes.

A report yesterday said Namib Air has applied for landing rights in New York and it was likely these would be granted after Namibia's independence

Namib Air MD Francois Uys yesterday dismissed the report as "speculative", saying the airline was talking to a number of airlines Nothing had been finalised.

Els confirmed, however, that discussions were being held with Namib Air, at its request, to discuss the leasing of an SAA Boeing 747 to it.

It is reliably understood that a number of international airlines have made formal and informal approaches to Namib Air for landing rights in Namibia

B/Day 19/3/90

hanglider he was testing crashed. He was Mr Jaun Garcie Morales.

Cape Times 20/3/90 370

Retrenchment at Transnet

JOHANNESBURG — Nearly 6 000 workers at Transnet have opted to take advantage of a retrenchment package offered to them as part of the commercialisation of the old SATS

Transnet's skilled white workers opt for retrenchment

270 ADELE BALETA B/Day 20/3/90

MOST of the 5 881 employees who accepted Transnet's retrenchment offer were white, skilled workers, Transnet spokesman Vic de Vries said yesterday.

He said they represented 2,3% of the 180 000-member workforce In Johannesburg, 585 workers accepted the retrenchment package, in the western Cape 500, in Durban 496, and in Port Elizabeth 169.

De Vries said figures on the grades affected by the retrenchments were not immediately available but most were white, skilled workers

Federation of SA Trade Unions general secretary Abe Koekemoer said he was disappointed as he had not expected "so many white workers would take up the offer

"Transnet assumes that we can do without the skilled labour but it means that the rest of us are now going to have to carry the burden. We will have to work harder

"We advised our members against it as we did not think it was a good deal Workers' acceptance of the offer is an indication that people are not happy," he said

Transnet's senior manager, labour relations, John Smith said he did not believe the workers leaving would have a serious impact on the organisation.

"New people will be trained to fill vacancies We are concerned, but at least we know where we stand. The reason for the offer was to enter the arena of privatisation with employees who want to go along with us," he said.

ndent reports that Rockman staff at Fort Beaufort prison protested in solidarity with suspended warders.

Retrenched SAA staff rehired at top rates

B/Day 23/3/90

Own Correspondent

CAPE TOWN — Some former SAA staff members who recently took attractive retrenchment packages which precluded them from seeking re-employment with SAA for three years are back at their posts and earning more per hour than some colleagues who decided to stay on.

An angry SAA staff member — a computer operator who declined to be identified — said that a few of the approximately 10 people in an SAA office in Cape Town who had left voluntarily were back on a temporary basis.

SAA public relations officer Janie van Vuuren said yesterday the airline had been experiencing problems in some of its offices at peak times and had asked former staff to help out "for a couple of hours a day. They get paid per hour."

She said SAA was recruiting and training computer operators and then temporary staff would no longer be needed.

Gandhi wants to launch SA scholarship fund

B/D 23/3/90

BILLY PADDOCK

WINDHOEK — Former Indian prime minister Rajiv Gandhi yesterday announced his intention to start a $30m Nelson Mandela scholarship fund for black SA students because of what he had seen in Namibia.

He was joined by US civil rights leader Jesse Jackson and SA church leader Allan Boesak at an impromptu Press conference in Windhoek.

The money would come from the Non-aligned Movement and Gandhi said he had already discussed the idea in detail with Zambian President Kenneth Kaunda. He would raise the idea with Zimbabwe President Robert Mugabe today.

Gandhi said the idea was prompted by the experience of Namibia "where SA had removed vital educational equipment and resources during the run-up to Namibia's independence".

Under the plan, the initial $30m would be used to establish 500 scholarships for black students

Retrenched SAA staff back at work

Cape Times 23/3/90

Staff Reporter

SOME former SAA staff members who recently took retrenchment packages which precluded them from seeking re-employment with SAA for three years are back at their posts — and are earning more per hour than their colleagues who decided to stay on.

An SAA staff member — a computer operator who declined to be identified — said that 10 people in an SAA office in Cape Town had taken up a retrenchment offer on March 15.

Staff were being laid off because of privatisation, she said. Those who left voluntarily had been paid an amount equivalent to three months' salary, plus a pro-rata amount of their annual bonuses and a "resignation benefit" from their pension fund based on their length of service.

Some had asked, while considering taking the package, whether they would later at least be allowed to come in on a temporary basis, and they had been told that they could not.

However, she said, those who had nonetheless come back to the same office on a temporary basis were now earning R11,50 an hour, which was more than some of those who had stayed on were getting.

SAA public relations officer Ms Janie van Vuuren said yesterday that since the retrenchment packages had been taken up, the airline had been experiencing problems in some of its offices at peak times.

"As a very temporary arrangement, we have asked former staff to come in and help out for a couple of hours a day. They get paid per hour, and they have no guarantee that they will have their job again the next day."

She said SAA was recruiting new people which it would train to operate the computers, and as soon as they were ready they would be employed and the temporary staff would no longer be needed.

She could not say whether those who were being recruited would be paid less than the temporary staff were being paid.

"Permanent staff members are not paid per hour," she said. "They get a remuneration package which includes medical aid and pension benefits."

The number of retrenched staff members who were coming in on a temporary basis in Cape Town "could probably be counted on the fingers of one hand", Ms van Vuuren said.

Transnet boomerang

S/Times 25/3/90 (270)

TRANSNET management must be feeling slightly sick at the way its retrenchment package offer has turned out

The majority of the 5 881 workers who accepted the generous offer made by the corporation towards the end of February are skilled white workers.

This is bound to put even more of a strain on the already depleted middle and upper management complement

Considered logically, the acceptance by the more highly skilled workers was inevitable They will have little difficulty in finding employment in the private sector, and are walking away from Transnet with a fat cheque in their pockets and no worries about future privatisation

According to the retrenchment package, Transnet stands to pay out almost R90-million and in the process lose a large chunk of its skilled personnel.

In terms of the conditions of severance those accepting the package deal cannot be re-employed by Transnet for at least three years, which means it will cost millions of rands to recruit or retrain people to fill their positions.

For almost five years, Transnet (formerly the SA Transport Services) has been drastically cutting back on its staff. Employee numbers have dropped 27%, from 233 986 on March 1 1985 to the current 170 000

Although Transnet spokesmen will not confirm it, one of the obvious reasons for the sharp reduction in staff numbers must be the future commercialisation of the corporation.

The retrenchment package was another means of reducing personnel, but it appears to have backfired badly. The last people Transnet would have wanted to lose were its skilled staff — treated as white gold in SA where the skills shortage becomes more acute every day.

It appears that SA Airways (SAA) has been hardest hit, with about 600 acceptors. Many of them are key personnel who will have to be replaced at great cost to the corporation

To the delight of the SA Railway and Harbour Workers Union (Sarhwu), blacks generally declined the invitation to leave Transnet. Only 937 of the total black staff — who comprise the majority of employees — were willing to accept the package.

Those who did accept were 3 504 white men and 1 438 women. Overall, the total number of acceptors was 3,2% of Transnet's labour force of 170 000

The Federation of SA Trade Unions is not quite as happy as Sarhwu General secretary Abe Koekemoer points out that the smaller skilled staff will place a greater burden on the remaining members of this group.

270

Privatisation fears allayed

GERALD REILLY

PRETORIA — Public sector staff associations have been given "cast iron" assurances that no workers will be adversely affected by privatisation.

Spokesmen were reacting to the planned protests this week by black public sector unions against the 'threat' of privatisation.

They are the Post and Telecommunications Workers Union, the SA Railways and Harbours Workers Unions, National Education Health and Allied Workers Union, and the SA Municipal Workers Union. B/Day 28/3/90

Federation of Sats Trade Unions general secretary Abe Koekemoer said afer a thorough investigation the federation accepted privatisation in principle.

"Against a background of what we consider watertight guarantees, we cannot understand the fuss being made," he said.

Public Servants Association GM Hans Oliver said the PSA had accepted privatisation provided no worker was prejudiced.

"Government has also undertaken to consult, and if necessary negotiate with, the PSA" on privatisation, Oliver said.

Post Office staff associations have also been told they need not fear privatisation.

Pay delay upsets Transnet workers

ARGUS 29/3/90

270

DURBAN — About 40 percent of Transnet workers who opted to take advantage of a retrenchment package offered to them before the organisation's big step towards privatisation have yet to receive their March salaries

Irate former Transnet employees, who were supposed to receive their pay on Tuesday said they were told that at least their March salaries would go into their accounts this month

However, it was not so when they checked their accounts on Tuesday and discovered that they had not been credited

"We need money to pay for things like rent and food," said a white employee, who resigned after 13 years of service

She said they had specifically inquired about the March salary when they opted for the offer and were told that at least their March salary would be in on March 27 although there could be a delay of two weeks in the processing of the whole package.

An official of the South African Railways and Harbour Workers's Union said that he had also received complaints from at least three union members who took advantage of the offer.

He had taken this up with management and was told that they would receive their money before tomorrow

A spokesman for Spoornet Natal, Mr Mike Asefovitz confirmed the delay in payment and said that it was caused by a lot of information that was required when the payments were processed

He also said that there was a lot of checking to be done on things such as how much a person owed on medical aid and uniforms

He said that 60 percent of the workers had been paid out and he gave the assurance that the remaining 40 percent would be paid soon as Transnet personnel were working "flat-out" to process the payments

It was not clear whether Transnet workers in other areas had experienced the same problem

Potwa and Sarhwu union workers marching through the city to the Johannesburg Stock Exchange yesterday to protest against privatisation.
Pic MBUZENI zULU

It's theft from the masses, says Mkwayi

PRIVATISATION was a form of theft aimed at undermining the economic power of a future African National Congress government, ANC stalwart Mr Wilton Mkwayi said yesterday.

Addressing public sector workers before yesterday's anti-privatisation march to the Johannesburg Stock Exchange, Mkwayi also warned that a future government would re-nationalise state concerns sold to private interests

He said privatisation would further concentrate economic power in the hands of a small group of private corporations, and would generate revenue for the state over which people had no control.

"The robber is stealing our wealth," he said The mass of South Africans would receive "a small piece of pie" after foreign creditors, the state bureaucracy and business had been paid off

The alternative was to find "new and creative forms of co-operative control". One example was a proposed electricity co-operative in Soweto, owned by consumers and run on a non-profit basis

Also at the rally was a Diepkloof Prison staffer and member of the prison union Popcru, who said black prison employees had decided to "return to the people '

"We were responsible for killing your children and detaining you," said Mr Gregory Mohlathe "Now we'd rather remove night-soil "

Potwa and Sarhwu union workers marching through the city to the Johannesburg Stock Exchange yesterday to protest against privatisation.
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"We were responsible for killing your children and detaining you," said Mr Gregory Mohlatlse. "Now we'd rather remove night-soil."

B/Day 30/3/90

270

Thousands of protesting workers march down Pritchard Street towards the JSE yesterday. Picture ROBERT BOTHA

Unions mobilise protests against govt privatisation

ADELE BALETA

THOUSANDS of public sector workers from four Cosatu-affiliated trade unions marched with banners through SA cities yesterday to register opposition to government privatisation plans.

Members of the Post Office and Telecommunications Workers Association, National Education Health and Allied Workers Union, SA Railways and Harbours Workers Union and the SA Municipal Workers Union were taking part in a national campaign against privatisation and the 10% public sector pay rise.

In Pretoria police confirmed 39 workers were arrested after an illegal march by about 2 000 people. The workers were later released and warned to appear in court

A police spokesman could not verify union claims that 40 marchers were injured when police used teargas. Several marchers were allegedly bitten by police dogs.

Potwa vice-president Floyd Mashele said a Cosatu delegation delivered a memorandum addressed to Privatisation Minister Dawie de Villiers at the Union Buildings urging him to stop the privatisation process and expressing fears of job losses.

In Johannesburg 10 000 public sector workers under four union banners marched to the Johannesburg Stock Exchange where Mashele and ANC leader Wilton Mkwayi handed a memorandum to JSE executive president Tony Norton.

The memorandum protested against the sale of state industries and encouraged investors not to buy shares in the public sector.

It said employees believed the sectors were part of the national wealth created "out of the exploitation of our labour" and "we believe the government has no right to auction this wealth without our consent"

Mashele said workers were prepared to "fight to the bitter end to prevent the move".

About 200 suspended warders from Johannesburg Prison — Police and Prison Civil Rights Union members — joined the march.

Earlier Mkwayi told a packed Central Methodist Church the working class rejected privatisation because it would increase the minority's economic power; generate funds for the State which workers would not control; turn workers' houses into a source of profit and force employees into squatter camps, and leave a future ANC government with few economic resources.

Sapa reports that in Port Elizabeth thousands of workers presented demands to employer bodies These included abolition of privatisation, recognition of workers' unions by the public sector; and salary parity regardless of colour

Other national demands were that health services accessible to the poor be developed and that workers get the right to withdraw their membership from management-established councils and staff associations

Permission for a march in Bloemfontein was refused but Mashele said alternatives were being discussed In the Western Cape public sector employees embarked on a two-day stayaway on Wednesday

City trains hit by stoppage

ARGUS 27/4/90

By SHARKEY ISAACS, Staff Reporter

A DISRUPTION of suburban train services is expected in the rush hour this afternoon, after a Peninsula-wide work stoppage by artisans and trade-hands of Spoornet, the railways division of Transnet (which used to be Sats)

A spokesman for the Artisan Staff Association said the disruption would be widespread, but Spoornet PRO, Miss Yvette Marais, said the railways would "try to ensure the running of services as close to normal as possible".

Mr David Oosthuizen, Western Cape executive officer for the association, said the "down tool action" was instituted about 9 30am at the Peninsula electrical running sheds and was followed by other sections about noon

The move was expected to cause widespread disruption of train services from about 4 30pm at stations including Cape Town, Salt River and Maitland

He said the action was prompted by prolonged wage negotiations over two years with Sats management

The association believed management was "deliberately delaying" negotiations over market-related salaries, allied to talks about productivity and rationalisation of trades.

He said that the association had made concessions about the rationalisation of trades — which would allow artisans from one trade to do jobs of a different trade — and had agreed to allow trade-hands to take over some of the artisans' work

However he said the association had "got nowhere on market related wages"

Today's action involved staff in the mechanical workshop, electrical running sheds, signals section and the Bellville diesel depot

Each section would hand over a letter of protest to the head of its department.

The letter urged management to end "delaying tactics" at talks with staff in Johannesburg on April 9

Mr Oosthuizen said the stoppage would apply only today and was intended to give management an "indication" of what could develop if a settlement was not reached at the talks.

Delicate wage talks to start

Star 3/4/90 (270)

By Drew Forrest

Railways management starts a delicate balancing act on wages for 80 000 black workers tomorrow with the opening of pay talks with one of two rival black rail unions

The talks, involving the "moderate" Black Trade Union (Blatu), which claims 45 000 members, aim at a new wage deal to take effect from July.

In the wings is the militant SA Railway and Harbour Workers Union (Sarhwu), which spearheaded the recent rail strike.

If parallel negotiations take place, they will have to be co-ordinated to ensure common wage levels Any disparity would be a potent flashpoint

Yesterday, 10 unions affiliated to the Federation of Sats Trade Unions began pay talks in the Transnet Labour Council covering about 100 000 white workers.

Sources said the unions are demanding a 17 percent across-the-board rise and, for the first time, a minimum wage of R1 000 a month.

CAPE TIMES 3/4/90 (270)

W Cape artisans in one-day strike

Staff Reporter

HUNDREDS of members of Spoornet's (formerly SATS) white Artisans' Staff Association at several workshops and depots around the Peninsula downed tools for one day yesterday

Mr David Oosthuizen, the association's Western Cape executive officer, said yesterday that about 600 of the company's 700 artisans in the Western Cape were participating in the action

"We have something on the table that looks at market-related pay tables and our perception is that there is some stalling on this," he said.

The industrial action was not in protest against privatisation, he said

Some disruption of train schedules was possible, he said, as trains go through the electrical workshops for minor repairs during off-peak periods

Artisans also kept the train signals in operational condition, he said, but they did not drive the trains.

Spoornet spokesman Ms Evette Marais said yesterday that she understood that a similar down-tools action had taken place in Durban

She confirmed that a few depots in the Western Cape were also affected Among these was the Salt River mechanical workshop, where the Cape Times saw about 100 artisans relaxing in the courtyard in the early afternoon.

Ms Marais said she doubted there would be much disruption of train schedules

"As far as I know we are an essential service," she said She did not know whether the industrial action was legal or not.

B/Day 3/4/90 (270)

White railway workers down tools over salaries

LESLEY LAMBERT

CAPE TOWN — For the first time in about 40 years, dissatisfied white artisans and tradehands employed by Railnet, the railways division of newly commercialised Transnet, downed tools yesterday in a bid to have their salary demands met

A spokesman for the Western Cape division of the Artisan Staff Association (ASA) said about 2 000 artisans and trade-hands at mechanical, electrical and maintenance workshops and sheds in Salt River, Bellville and the Cape Town harbour had joined the day-long work stoppage by noon

Their bid to disrupt rush-hour traffic at western Cape stations, including Cape Town, was prompted by prolonged wage negotiations and implemented on the day Sats became Transnet But the effect was limited by supervisors who stepped in to keep trains running

ASA executive officer David Oosthuizen said the one-day stoppage was an attempt to warn management of the consequences of not addressing ASA members' demands for market-related salaries. He said the association would decide today whether to continue the stoppage in the electric running sheds

A Railnet spokesman said the railways would try to ensure services ran as close to normal as possible

Deliberate

While supervisors worked to achieve this yesterday, Oosthuizen said a continuation of the stoppage would be more effective in disrupting the entire western Cape train service He said there had been reports of similar stoppages in the Cape midlands and East London and that Natal was expected to follow today

Oosthuizen said Transnet MD Anton Moolman had scheduled a meeting between management and the ASA for April 9 after ASA claimed management had deliberately delayed negotiations by saying it did not have a mandate at two labour council hearings

The ASA's demands for market-related salaries are allied to discussions about rationalisation of trades and productivity

☐ GERALD REILLY reports that negotiations for salary and wage increases for more than 150 000 Transnet workers which could send the annual pay bill soaring to above R4,25bn started before the labour council in Johannesburg yesterday

It is understood the pay increase demanded by the Federation of Sats Trade Unions — it represents 12 unions — is 17,5%, although federation general secretarty Abe Koekemoer declined to comment last night

Since the last pay increase for Sats workers of 10% in July last year, the CPI has risen by 15%

The meeting is expected to last three days

200 railway artisans end strike after talks

ARGUS 4/4/90

By SHARKEY ISAACS
Staff Reporter

NEARLY 200 striking artisans and trade hands at Salt River's suburban train electrical running sheds have ended their "extended" work-stoppage action after a meeting between representatives of their union and senior Spoornet personnel

The meeting was held after Peninsula members of the Artisan Staff Association at Salt River, Paarden Eiland and Cape Town extended Monday's countrywide "one-day" work stoppage until 1 30pm yesterday

Mr David Oosthuizen, Western Cape executive officer of the association, said the workers had prolonged their "down-tool action" while they were waiting for an acknowledgement of their letters of protest

They returned to work after the general manager at Transnet s head office acknowledged the letters

Spoornet PRO Miss Yvette Marais confirmed that staff had returned to work and said 121 workers at Salt River's electrical running sheds had also been involved in the work stoppage

Wage negotiation talks stretching over two years with Sats — now Transnet — management prompted the association action

Mr Oosthuizen said the association felt management was "deliberately delaying" negotiations over market-related salaries and talks about productivity and rationalisation of trades

Each section had handed over a letter of protest to the head of its department The letter urged management to end "delaying tactics" at talks with staff in Johannesburg on April 9

Deadlock looms between unions, council

GERALD REILLY

PRETORIA — A deadlock between the Federation of Sats Trade Unions and the Labour Council loomed as tough bargaining for a 17,5% pay hike for more than 100 000 railway workers continued yesterday.

After a five-hour session during the second day of negotiations the parties were no closer to an agreement, it was understood. The negotiations were set to continue on Monday.

The federation has 12 representatives on the council and management a similar number. A two-thirds majority is needed to reach finality. B/Day 5/4/90

If no consensus can be reached on Monday a dispute could be declared and referred for arbitration.

Federation general secretary Abe Koekemoer declined to comment on the negotiations last night.

It was also learned that Transnet's black trade union, representing 40 000 workers, withdrew from federation negotiations to conduct its own bargaining

Transnet workers face ruin waiting for severance pay

ARGUS 5/4/90 (J70)

By SHARKEY ISAACS
Staff Reporter

SCORES of former Transnet workers are facing ruin because they have not got their severance pay and pension payouts yet after opting for voluntary retrenchment in March

Delays in processing the "lump-sum" payouts of 5 881 workers have left many without money to meet the claims of creditors

Payments have been delayed by tax adjustments and deductions for housing loans, medical aid scheme payments and other loans.

Many workers contacted The Argus this week claiming they had been overwhelmed by commitments and had been left with virtually no cash "in hand" at the start of April.

However, in a statement yesterday, the regional Spoornet division of Transnet said "Employees who took advantage of the voluntary retirement package may apply for an advance on their March salary to relieve any financial burden they may be experiencing"

Spoornet said the delay in the payments was "due to the enormous workload" caused by the large number of resignations

"Transnet personnel are working as quickly as possible and we call upon our previous employees to have understanding of the mammoth task of processing their payments," a spokesman said.

The wife of a former Transnet employee, who asked that her identity be withheld, said "We are really in a terribly difficult position and have our backs to the wall because our rent was due on April 1"

Transnet, which has been reducing staff for almost five years, is poised to pay out R90-million in its latest retrenchment exercise.

Only 937 of the black labour staff, who comprise the majority of employees, opted for voluntary retirement

Of the whites who did, 3 504 were men and 1 438 women

Transnet's labour force has dropped 27 percent from 233 986 on March 1 1985 to 170 000.

RAILWAY DISPUTE F/M 13/4/90

White smoke

In what could signal a new labour trend, thousands of white employees of the Railways downed tools last week to press pay demands. (270)

Illegal strike action, described as spontaneous by Artisan Staff Association general secretary Kenny Cuthbertson, occurred throughout the country. He says about 10 000 artisans and trade-hands were involved in work stoppages at mechanical, electrical and maintenance workshops and sheds in the western Cape, Port Elizabeth,

F/M 13/4/90

East London, Pretoria and Johannesburg

Most strikers are members of the association and other affiliates of the Federation of Sats Trade Unions

The strike, the first of its kind in 40 years, erupted amid prolonged negotiations over pay and conditions Cuthbertson said the stoppage was an attempt to prompt management into bringing forward demands for market-related wages, which are linked to discussions on productivity and the rationalisation of trades.

Strikers are demanding an increase of R900 a month on the monthly minimum pay of R1 942

Grievances include the discrepancy between State enterprise pay scales and a higher, market-related rate employees believe they should be earning in the newly privatised service, management's decision to grant general wage increases to train drivers only; and the long hours of overtime worked by many artisans This has worsened since about 3 000 artisans accepted management's lay-off package This caused a critical shortage of skilled workers in some areas

Railnet spokesman Jan Bredenkamp claims about 1 150 artisans were involved in the stoppage but by last Wednesday work was back to normal. He adds that general negotiations for salary and wage increases for more than 100 000 workers started at the Labour Council last Monday A meeting with the association is scheduled for Monday on market-related pay This comes after the association alleged that management tried to delay negotiations at a previous labour council hearing by claiming it had no mandate.

Meanwhile, negotiations between the federation and the council over a 17,5% pay rise reached deadlock last Wednesday They were to resume on Monday Failure could well mean a dispute being declared and calling in arbitrators ■

Regional Director of Manpower concerning the establishment of conciliation boards were taken to the Supreme Court by aggrieved parties and (b) what legal costs were incurred by his Department in each of these years in respect of Industrial Court decisions that were taken to the Supreme Court on review? B691E

The MINISTER OF MANPOWER

Financial year*	Amount
(a) 1986/87	R 252,20
1987/88	R 7 071,60
1988/89*	R 21 664,00
(b) 1986/87	R 1 956,60
1987/88	R 1 799,50
1988/89*	R106 493,00

*NOTE The Department only has the information requested available per financial year and not per calendar year

Strikes

267 Mr P J PAULUS asked the Minister of Manpower †

(1) (a) How many strikes occurred in the Republic during the period 1 January to 31 December 1989 and (b) how many (i) Blacks, (ii) Whites, (iii) Coloureds and (iv) Indians took part in them,

(2) (a) how many man-days were lost as a result of these strikes and (b) what was the average duration of each such strike;

(3) how many of these strikes in which only (a) Blacks, (b) Whites, (c) Coloureds and (d) Indians took part were illegal? B703E

The MINISTER OF MANPOWER

(1) (a) 783

(b) (i) 135 714

(ii) 1 245

(iii) 19 103

(iv) 5 437

(2) (a) 1 189 262

(b) 7,4 man-days

(3) (a) to (d) The Department of Manpower does not have this information available

Note The figures are for the period 1 November 1988 until 31 October 1989 The figures as requested will only be available during the debate on the Manpower Budget Vote on 27 April 1990 Please see paragraph 1 36 on page 30 of the Department's Annual Report for 1989 as well as the replies to questions 109 and 110 by Mr P H P Gastrow

Posts in mining: certificates of competency

268 Mr P J PAULUS asked the Minister of Mineral and Energy Affairs and Public Enterprises †

(a) How many applications were received by the Department of Mineral and Energy Affairs during the period 1 January to 31 December 1989 from Whites, Blacks, Coloureds and Indians, respectively, in respect of the obtaining of certificates of competency in the categories of (i) blasting, (ii) banksman, (iii) onsetter, (iv) locomotive driver, (v) hoist driver, (vi) mine captain and (vii) mine manager and (b) how many applicants in each of these categories obtained certificates? B704E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

Applications received and certificates issued during the period 1 January to 31 December 1989

(i) *Blasting Certificate*	*Applications* (a)	*Issued* (b)
Whites	1 901	1 451
Blacks	644	402
Coloureds	50	46
Indians	4	4
Total	1 599	1 903

(ii) *Banksman and* (iii) *Onsetter Certificate*	*Applications* (a)	*Issued* (b)
Whites	919	733
Blacks	229	156
Coloureds	30	14
Indians	3	2
Total	1 181	905

NB The onsetter's certificate is valid for both onsetters and banksmen

(iv) *Locomotive Drivers Certificate*	*Applications* (a)	*Issued* (b)
Whites	2	2
Blacks	0	0
Coloureds	0	0
Indians	0	0
Total	2	2

(v) *Hoist Driver Certificate*	*Applications* (a)	*Issued* (b)
Whites	143	122
Blacks	0	0
Coloureds	4	3
Indians	0	0
Total	147	125

(vi) *Mine Captain Certificate*	*Applications* (a)	*Issued* (b)
Whites	1 570	733
Blacks	0	0
Coloureds	0	0
Indians	0	0
Total	1 570	234

(vii) *Mine Managers Certificate*	*Applications* (a)	*Issued* (b)
Whites	710	94
Blacks	1	1
Coloureds	0	0
Indians	0	0
Total	711	95

While every effort has been made to ensure the accuracy of the figures quoted above the application forms for examination do not make provision for the race or colour of the applicant to be disclosed and no formal record is kept of the race or colour of the recipient of a certificate

SATS: retirement package offer

270 Adv J J S PRINSLOO asked the Minister of Mineral and Energy Affairs and Public Enterprises †

(a) How many (i) White, (ii) Black, (iii) Coloured and (iv) Indian employees have retired voluntarily in terms of the retirement package offer of the South African Transport Services from 1 February 1990 up to and including the expiry date of the offer and (b) what total amount was paid out in each of these categories to the employees in terms of the said offer? B712E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

	(a)	(b) (R million)
(i)	5 372	95,6
(ii)	1 031	7,4
(iii)	378	2,2
(iv)	25	0,25

Labour bureaux: registrations

282 Mr P H P GASTROW asked the Minister of Manpower

How many males and females, respectively, were registered at labour bureaux as work-seekers in terms of the Guidance and Placement Act, No 62 of 1981, as at the end of each month in 1989? B727E

The MINISTER OF MANPOWER

Month	*Male*	*Female*
January	75 531	37 637
February	96 843	50 365
March	88 729	45 079
April	87 001	42 451
May	86 772	41 311
June	90 254	41 530
July	88 231	40 823
August	90 082	41 964
September	88 279	39 195
October	83 396	36 008
November	90 850	37 626
December	77 951	31 229

Work-seekers registered

283 Mr P H P GASTROW asked the Minister of Manpower

How many Black males and females, respectively, were registered as work-seekers in the Republic in each month of 1989? B728E

The MINISTER OF MANPOWER

Month	*Male*	*Female*
January	49 947	16 909
February	65 071	23 980
March	56 741	19 349
April	55 541	16 550
May	56 221	16 213
June	59 080	16 941
July	58 118	17 172
August	59 535	17 570
September	61 062	16 946
October	57 219	15 824
November	64 638	17 620
December	54 922	13 340

(i) (aa)	(bb)	(cc)	(ii)
N G Church, Eendracht	90-07-31	Laerskool Eenddracht	Treasury approval awaited
Donor	90-02-31	Laerskool Le Hau	alienation under consideration
Donor	90-03-31	Laerskool Grootfontein	alienation under consideration
SAP and the SADF	89-10-31	Laerskool Marikana	leased to the SAP and the SADF
Makwassie Farmers' Association	90-09-30	Laerskool Doornbult 93	alienation under consideration
SAVF	89-10-25	Kleinspan Kleuterskool	under consideration

Primary/secondary schools, pupils

92 Mr P C CRONJÉ asked the Minister of Education and Culture

What number of pupils in each specified home language category attended (a) primary and (b) secondary schools in South Africa as at a specified date during the first week in March 1990?

Hansard 23/5/90

B649E

The MINISTER OF EDUCATION AND CULTURE

Statistics in respect of home language category are not available The information below is in respect of the medium of tuition

1990-03-06	AFRIKAANS	ENGLISH	OTHER
*(a) **Cape	69 110	45 148	43
Natal	16 620	38 233	136
Orange Free State	38 432	4 425	160
**Transvaal	206 088	85 660	—
*(b) **Cape	66 306	39 143	—
Natal	12 363	29 315	—
Orange Free State	26 602	3 043	108
**Transvaal	136 729	61 169	—

* private schools not included,
** tenth school day

HOUSE OF REPRESENTATIVES

QUESTIONS

† Indicates translated version

For oral reply

General Affairs

Exchange control regulations: certain person employed by SAA

*1 Mr P C McKENZIE asked the Minister of Mineral and Energy Affairs and Public Enterprises

(1) Whether a certain person, whose name has been furnished to the Minister's Department for the purpose of his reply, was or is employed by the South African Airways (SAA), if so, what is his name,

(2) whether this person was involved in contraventions relating to exchange control regulations; if so, what were the circumstances surrounding these contraventions,

(3) whether the SAA has taken any steps to prevent a recurrence of such contraventions of exchange control regulations; if not, why not, if so, what steps;

(4) whether the SAA has taken any disciplinary action against the person concerned, if not, why not, if so, what action,

(5) whether he will make a statement on the matter?

C87E

†The MINISTER OF FINANCE (for the Minister of Mineral and Energy Affairs and Public Enterprises)

(1) Yes. Mr I J Liebenberg

(2) Yes. Mr Liebenberg checked in as a passenger on 17 February 1989 for flight SA 272 to Zürich During an examination unrefined gold and platinum were found in his luggage

(3) No SA Airways personnel, like any other member of the public, are subjected to the laws of this country and any contraventions must be dealt with by the appropriate authorities

(4) Yes. Mr Liebenberg was suspended from duty from 20 February 1989 until the day of his resignation on 11 April 1990

(5) No

HOUSE OF DELEGATES

QUESTIONS

†Indicates translated version

For written reply·

General Affairs·

Hansard 23/4/90

Hospitals: unrest victims

12 Mr K CHETTY asked the Minister of National Health and Population Development

Whether her Department keeps records of the number of unrest victims treated at hospitals under her control, if not, why not, if so, (a) how many such victims were treated in each province during the latest specified period of 12 months for which figures are available and (b) what was the total cost to the State?

D81E

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No, the Department of National Health and Population Development and the four provincial administrations do not keep records of unrest related victims treated in hospitals under their control

It is not administratively possible or managerially necessary to identify and record unrest related patient contacts

SATS: Indian train drivers

17 Mr K CHETTY asked the Minister of Mineral and Energy Affairs and Public Enterprises Hansard 23/4/90.

(1) Whether, since the reply to Question No 2 on 22 May 1986, any Indians have been employed as train drivers in the South African Transport Services, if not, why not, if so, how many,

(2) how many Indian assistant/pupil train drivers (a) were trained by the Transport Services, (b) qualified as train drivers and (c) resigned before qualifying during the latest specified period of five years for which figures are available;

(3) whether he will make a statement on the matter?

270 D115E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

(1) No Applicants who comply with the requirements are initially employed as train driver's assistants Once they have successfully completed the training course they are appointed as pupil train drivers After having served for four years as pupil train drivers, and it is deemed that they have gained enough practical experience, they are considered for appointment as train drivers No Indian has as yet completed four years service as pupil train driver

(2) (a) 98

(b) 0

(c) 54

(3) No

HOUSE OF ASSEMBLY

INTERPELLATIONS

The sign * indicates a translation The sign †, used subsequently in the same interpellation, indicates the original language

General Affairs

Commission: national holidays/symbols

1 Mr H D K VAN DER MERWE asked the Minister of Home Affairs

(1) Whether he is considering recommending that a commission be appointed to give consideration to national holidays and national symbols, if not, why not, if so, what are the relevant details,

(2) whether he will make a statement on the matter?

B836E INT

*The MINISTER OF HOME AFFAIRS Mr Chairman, in no way is the appointment of a commission of enquiry into national holidays and national symbols being considered by the Government at this stage The answer to the first portion of the hon member's question is therefore no The rest falls away

No country's holidays and symbols are immutable, but changing them is a very serious matter It affects a people and what that people holds most dear Changes can only be made if they prove useful and would have a positive effect on the Republic as a whole

The interests of lesser groups can only be sacrificed in the most exceptional of cases, if this is in the broader interests of the country or the broader national interest Any investigation at this early stage in the constitutional process would be jumping the gun

The report of the President's Council on its investigation into the number of public holidays on the calender was tabled in Parliament as recently as 15 September 1987 The report confirms, *inter alia*, that public holidays are a matter that should be approached with great circumspection owing to the nature of the composition of our population. I want to emphasise that The President's Council did, as a matter of fact, report on every holiday individually

By way of a press release on 13 October 1989 I confirmed that after careful consideration of the President's Council's report, the Cabinet had decided that as far as the holidays on our calender were concerned the status quo should be preserved

Days of remembrance are a subject that can engender a great deal of emotion, not only in a specific population group, but in all the groups It is completely irresponsible to use this matter to stir up emotions, and as far as possible this issue should be kept out of the political arena The same considerations also apply to national symbols The Republic of South Africa has internationally renowned symbols which are accepted as the State's national symbols I really cannot see what could be achieved by the appointment of a commission of enquiry at this stage I realise that criticism could be levelled at certain holidays and also at certain symbols They have, however, served a proud purpose over many decades We must therefore proceed, without let or hinderance, to treat them with the necessary respect and empathy, as in the past

I should like to focus on one of these symbols, Afrikaans, my mother tongue, which had its origins in my constituency, Paarl It is the pride of all Afrikaans-speaking individuals, just as English is the pride of all English-speaking individuals May our Afrikaans language remain intact for as long as South Africa exists

*Mr H D K VAN DER MERWE Mr Chairman, the hon the Minister of Home Affairs' reply is as unsatisfactory as that given by the hon the State President on Sunday evening in his television interview [Interjections] The hon the Minister's allies who, as a matter of innermost conviction, the hon the Minister also wants to incorporate in the new South Africa, have already expressed their thoughts on these matters The hon the Chairman of the Ministers' Council in the House of Representatives said, according to *Die Volksblad* of 15 July 1989

Die Volkslied en die landsvlag is simbole van diefstal, verontregting en verdrukking Daarom is dit noodsaaklik dat dit vervang word

LABOUR RELATIONS F/M 27/4/90

Behind the big ones

What can be learned from the major strikes of 1989, marked as they were by death, violence, intimidation and severe destruction of property? This is what three management executives explored in a Durban seminar last week They discussed the strikes which affected SA Transport Services (now Transnet), SA Breweries and the Durban Transport Management Board (DTMB)

Transnet's Nico Heyns said his organisation is still facing major difficulties with relations between strikers and non-strikers, three months after the strike ended One of the most bitter and violent strikes in SA's history, the 13-week Sats vs Sarhwu dispute cost 37 lives, R42m in lost wages and R40m in damage to property

Heyns said there had been two main consequences the realisation that staff could be significantly reduced, "by up to 30%" and the subsequent voluntary retrenchment

F/M 27/4/90 270

package offered by Transnet to employees There was also a white employee backlash.

In contrast, the more conservative Blatu union is still complaining that its members did not get enough protection during the strike. An important similarity between the Sats strike and the 10-week SAB strike last year, was the role played by the MDM in helping settle the disputes

While Sats insisted on Sarhwu registration, called their strike illegal and fired strikers, these were not important issues for SAB Yet the beer strike was also prolonged and marked by violence

One consequence of the SAB strike is their attempt to put forward an arbitration model, so far rejected by the Food and Allied Workers' Union, to decide on acts of violence.

"The idea is to have an inquiry of fact, with provision for the arbitrator to hear evidence in camera, to decide what happened, but not how to settle," says SAB's Rob Childs

A retrospective view of Durban's bus strike shows that it was an anomaly, with political events like the defiance campaign and elections leaving the DTMB powerless

But the strike was also characterised by shop stewards taking virtually full control.

Says DTMB's Marshall Cuthbert. "Our strike was Mickey Mouse compared to the Sats strike but I believe the 'organisers' (not union officials) behind both the Sats and SAB strikes cut their teeth on us" ■

 FM 27/4/90

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270

FM 27/4/90

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"The idea is to have an inquiry of fact, with provision for the arbitrator to hear evidence in camera, to decide what happened, but not how to settle," says SAB's Rob Childs

A retrospective view of Durban's bus strike shows that it was an anomaly, with political events like the defiance campaign and elections leaving the DTMB powerless.

But the strike was also characterised by shop stewards taking virtually full control.

Says DTMB's Marshall Cuthbert. "Our strike was Mickey Mouse compared to the Sats strike but I believe the 'organisers' (not union officials) behind both the Sats and SAB strikes cut their teeth on us."

How to fly a jumbo without leaving the ground!

S/Times 29/4/90

By ROGER MAKINGS

2.70

SAA pilots will soon qualify to fly spanking new airliners worth R2-billion — without ever having put a foot on board the aircraft.

Revolutionary simulators ordered by SAA at a cost of R100-million are so advanced that pilots converting from older aircraft to the latest fly-by-wire A320s and radically redesigned super jumbos can qualify to fly the aircraft without ever actually having flown them.

"The first time the pilots fly the new aircraft will be the first time they have ever stepped on board," said a senior SAA captain.

And within a few years new recruits to the airline will do all their training on the simulators and be qualified to fly airliners — without ever having flown a big jet!

It is widely believed that pilots who qualify on simulators are better trained than those who have had actual flying experience.

Experts say the simulators can accurately recreate emergencies which are hardly ever experienced in flight.

The concept, known as zero-time training, is catching on fast internationally and puts South African aviation training on a par with the finest in the world.

"But the public need not panic. The first flights of the fly-by-wire A320s and the Boeing 747-400, which features electronic flight instrumentation, will be done by SAA pilots who have all qualified overseas.

"These crews will deliver the aircraft to SA from France and the US with American and French instructors on board. The aircraft will be operated domestically until the instructors are satisfied with SAA crew competency."

These crews, all senior check captains, will then oversee the training of more junior pilots.

Sources within SAA say the savings in zero-time training far outweigh the costs of the R50-million apiece simulators — whose costs don't end there.

The airline will have to build two new bays to accommodate the simulators — adding another R5-million to the bill.

"Not only do we save on fuel and maintenance, but we also get better-trained pilots without taking aircraft out of operation," the SAA captain said.

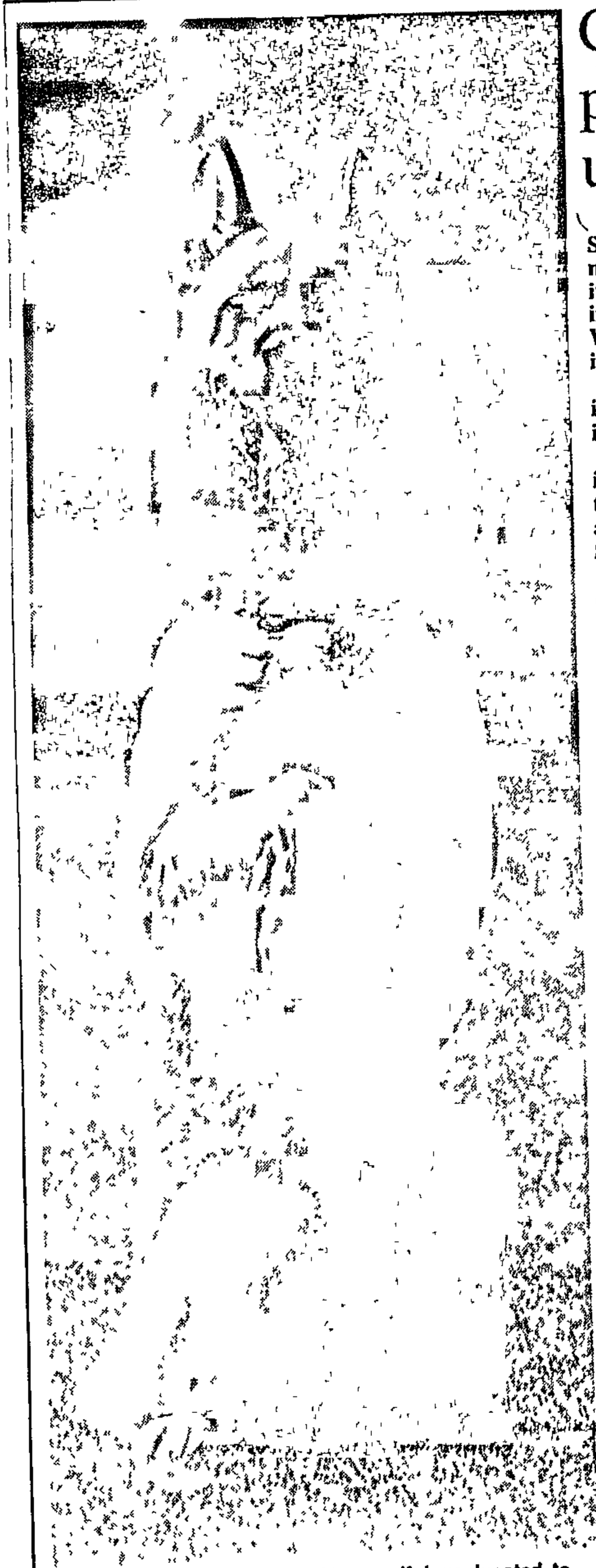
He said the Rediffusion Concept 90 simulators faithfully recreate every emergency and abnormality imaginable, as well as local and overseas airports used by SAA.

"The simulators can push man and machine to the limit without endangering lives or aircraft," he said.

Also included in the deal is the upgrading of the airline's existing simulators.

But before all this can go ahead, SAA has to get the approval of the Directorate of Civil Aviation officials — the traffic cops of SA aviation. This should not be a problem.

The simulators are expected to be installed by early June 1992.



Ag shame ... Shep is one of four wolf-dogs donated to the Johannesburg City Council's Public Safety Directorate by owners disappointed because the animals were not vicious enough. Picture ANNA ZIEMINSKI, Afrapix

Council spies penetrated top union ranks

W/Mail 4/5 - 10/5/90 (270)

By KATHY STRACHAN

SPY reports before the Hiemstra Commission of Inquiry into alleged irregularities of the Johannesburg City Council indicate that the Transport and General Workers Union, which organises municipal workers, was infiltrated to its core.

According to a union representative the informers were even delegated to the union's National Executive Congress.

"We suspected some people in our union, and since the commission began they haven't attended any meetings. They are hiding away," said shop steward Smith Kgobane.

Union member Petrus Ndzabe said: "All the people who have been assaulted by white security supervisors have been union members."

Ndzabe said everyone who had been assaulted had submitted their grievances to the deputy directors of the security department — Frik Barnard and Brigadier Visser — yet these grievances were never discussed with the members, as the procedure required.

Informers' reports before the commission include information on TGWU meetings, where they were held, and the name of each person present.

One of the infiltrated shop stewards' meetings concerned the city council and how it operated. The informer's report said the shop stewards noted that the council spent its money on the wrong things, and that they discussed the high cost of Town Clerk Manie Venter's house, unemployment and the fact that workers were not getting a living wage.

The report was followed by comment from spy handler Nick Cronje, who interpreted the manner of instruction as "blatant communist propaganda". A profile of union organiser Jane Barret was also submitted.

Clifton Mhlatyana — the TGWU member Hannes Gouws admitted to teargassing — believes the security department victimises union members.

Recalling the teargassing, he said: "I was in the guard room on night duty. I saw the key turn in the lock, and then they sprayed teargas into the room."

When he heard that Barnard had ordered Gouws to sort him out and that he "did not mind if he died", Mhlatyana responded that it had been a "very lucky day for him". He said Barnard had previously called him a coward for not wanting to discuss a matter with him.

Six SATS workers in court

Cape Times 10/5/90 Court Reporter 270

SIX SATS workers appeared briefly in Cape Town Regional Court yesterday on charges of attempted murder following incidents on February 5 in which four people were thrown from moving trains in the Cape Town area.

They are alleged to have hit Mr Albert Zimela with an axe before throwing him off the train.

The men are Mr Oliphant Mpheqeka, 52, Mr Nozitsolo Dudumayo, 40, Mr Bonakele Nqalathi, 39, of Khayelitsha, Mr Mxolisi Ntika, 43, of Jonkersdam, and Langa residents Mr Bisinothi Nkandalana, 29, and Mr Ngubenkomo Bonase, 50, of Qwesi Hostel

All pleaded not guilty.

Bail of R100 each was extended and the hearing was postponed to June 26.

Mr J P Vermaak was on the bench. Mr F Silbert prosecuted. Mr F J van Dyk appeared for the accused

Health Services and Welfare		
Programme 3 School Health Services	R	48 000
National Health and Population Developmen		
Programme 8 Civil Pensions	R	2 757 000
Transport		
Programme 4 G G Transport	R	68 000

(c) A strategic adjustment for this and the next four years is at this stage being planned to determine what expenditure could possibly be deferred without affecting the standard of education As soon as the full implications of such an adjustment have been evaluated, the necessary authorities (including the Departments of National Education and Finance) will be approached conveying our predicament If necessary the matter will be taken up at ministerial level and if need be with the State President

For written reply

General Affairs

SATS: Strike

16 Mr K CHETTY asked the Minister of Mineral and Energy Affairs and Public Enterprises (270)

(a) What are the dates of the most recent strike by workers of the South African Transport Services, (b) how many workers participated in this strike, (c) what were the causes of the strike, (d) how many man-days were lost as a result, (e) what was the total financial loss in respect of damage to property and (f) what total amount was lost by these workers in earnings?

Hansard 15/5/90 D111E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

(a) 2 November 1989-31 January 1990

(b) 26 745

(c) (i) Minimum wage of R1 500 per month

(ii) Recognition of SARHWU as a Trade Union

(iii) Revision of the Disciplinary Code

(iv) Reversal of privatisation

(d) 1 396 437 (270)

(e) R38,5 million Hansard 15/5/90

(f) ± R45 million

Own Affairs

Moorton Shopping Centre, Chatsworth. tenants

10 The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Housing

(1) Whether all the tenants of the Moorton Shopping Centre in Chatsworth are displaced traders in terms of the Group Areas Act if not, (a) why not and (b) what are the names of the non-displaced traders, Hansard 15/5/90

(2) (a) what are the names of the displaced traders accommodated in this shopping centre and (b) from where were they displaced;

(3) whether (a) displaced and (b) non-displaced traders pay the same rental per square metre for shops in this centre, if not, (i) why not and (ii) what is the rental per square metre in each case, if so, what is the rental per square metre?

D31E

The MINISTER OF HOUSING

(1) No

(a) Because in terms of a directive issued by the former Minister of Housing (Mr A Rajbansi) the Housing Development Board resolved at its meeting held in Johannesburg on 17 November 1988 that when a tenant sold his business, it would accept the purchaser of such business, as the new tenant

(b) R Pather
S Govender (Mrs)
K Naidoo
A A Vally
Jivan Seebran
M P Moodley
M E Govender (Dr)
R Perumal
O F Manjoo
S A Perm
M Jeena (Dr)
I Dada (Dr)

(2) (a)

B Seebran (Autobran (Pty) Ltd)	62 Bellair Road, Cato Manor
D Parmanand	121/123 Dorchester Road, Sea View
Messrs Chatsmoor Trading (pty) Ltd (D Paragjee)	15 Mansfield Road, Warwick Avenue
A K Suleman	94 River Road, Sea View
A Khan	272 Randles Road, Cato Manor
S G Ram	22 Acorn Road, Durban
A S Wahab	97 Trimborne Road Cato Manor
A M Moola	188 Umgeni Road, Greyville
A F Bee Bee	741 Bellair Road, Cato Manor

(3) (a) No

(i) Because the difference in extent of the different shops

(ii)

Shop 6 — B Seebran (Autobran (Pty) Ltd)	R12,01/m²
Shop 8 — D Parmanand	11,20/m²
Shop 9 — Messrs Chatmoor Trading	10,50 m²
Shop 11 — A K Suleman	12,00/m²
Shop 12 — A Khan	11,77/m²
Shop 14 — S G Ram	11,89 m²
Shop 15 — A S Wahab	10,92 m²
Shop 18 — A M Moolla	10,93/m²
Shop 21 — A F Bee Bee	11,95 m²

(b) No

Mystery over slain unionist

By CHIARA CARTER

Sowetan 30/5 - 6/6/90 (270)

THE death of a South African Railway and Harbour Workers' Union (Sarhwu) member is still shrouded in mystery two weeks after his mutilated body was found in Langa township.

This week about 3 000 railway workers staged a protest march through central Cape Town to express their anger at what unionists claim are ongoing "vigilante attacks" against Sarhwu members.

Since the beginning of the year, there have been numerous clashes between union members and vigilantes in Cape Town and elsewhere in the country

The union has persistently claimed lower level management encouraged members of a rival union to attack Sarhwu members

Wounds

Mr Sidwell Nonno, 32, a shopsteward at the Cape Town docks, was last seen about two weeks ago when he set off from work for night school classes in Langa.

After a week-long search by fellow Sarhwu members, his body was discovered in the state mortuary, covered with wounds resembling those inflicted by a panga

A union spokesperson said witnesses had reported seeing Nonno being forced into a car outside the St Francis night school in Langa

Nonno, of NY43 in Guguletu, leaves a wife

A contingent of Sarhwu members attended his funeral in the Transkei last weekend

More than 1 000 workers attended a memorial service at Community House in Salt River on Monday before the march

The marchers delivered a memorandum to Sats labour relations manager, Mr J Engelbrecht, demanding an end to "victimisation" of Sarhwu members

It also wants local managers to adhere to national discussions between the union and Sats, and labour-relations training for depot managers and foremen.

● TO PAGE THREE

Slain Unionist

(270) Sowetan 30/5 - 6/6/90

● FROM PAGE ONE

Other demands in the memorandum included representation for workers at disciplinary hearings, access to Sats depots, hostels for union officials and an end to job reservation

There were several bloody clashes between strikers and non-strikers during the bitter national strike by Sarhwu last year

Earlier this year, Sarhwu reported an attack in Cape Town by non-strikers after strikers returned to work

Sats has not yet responded to a request by Sarhwu for a meeting with the regional manager of Sats next week.

The union has proposed a meeting with the regional manager, the labour relations manager and department heads

The Sats management, responding to the union's allegations, said it discouraged violence

PUBLIC SECTOR

TRANSPORT LABOUR

1990

JUNE – DEC.

Ballot refused in recognition battle at two City Tramways bus depots

TALKS aimed at resolving a wrangle over trade union representation at two City Tramways bus depots continued in Cape Town yesterday

Members of Cosatu's Transport and General Workers Union (TGWU), claiming to be in the majority at the Arrowgate and Phillipi depots, stopped work on Monday, demanding a ballot to test their numbers

This was refused by the company, which said it was up to the recognised union, the Tramways and Omnibus Workers Union, to decide if a vote should be held W/Mail 17/8-19/8/90

In a statement earlier in the week, City Tramways managing director BW Gie said the TGWU's action was "without justification" and unprocedural Strikes in essential services were illegal, he said

The company remained committed, however, to settling labour disputes according to procedures and was willing to discuss the matter with worker representatives

Thousands of commuters were late for work on Monday morning when drivers at the two depots refused to work (270)

A TGWU spokesman said management had refused the ballot request as the other union represented fewer than 50 percent of workers at the two depots

The parties had been involved in recognition talks in the wake of drivers resigning from the Omnibus Workers Union to join the TGWU

Gie rejected the allegation as "a gross distortion of the facts"

"Two meetings have been held with the union to discuss the suggestion that a ballot should be conducted to prove the union's claim that it represents the majority of workers "

Documentary evidence handed in by the TGWU failed to prove majority support and the union had conceded this, he said

"Under these circumstances, management decided there were no grounds for holding a ballot and the union was informed accordingly, both verbally and in writing " — Sapa

guards and cleaners march to the Department of Manpower offices in Cape Town last week

other people forget about Many of us work a continuous nightshift, constantly facing

Union wants minimum wage of R1 000 a month

Sowl 7/6 - 13/6/90 (270)

DESPITE the difficulties of organising in the sector, the Transport and General Workers' Union (TGWU) says it has signed up more than 30 000 workers.

The union is campaigning for a minimum wage of R1 000 a month, a 40-hour working week and job security and benefits

Wages are presently determined by the Department of Manpower's Wage Determination Board

Many of the companies work on contract to clients Workers suspect that, if clients pay higher wages, this is not passed on to them

The employers argue that there is intense competition for contracts in the industry so that they have to keep wages down

TGWU wants a central bargaining council for the industry. It is also campaigning for the scrapping of the recently-passed Security Officers' Act which, the union says, threatens to turn security guards into "para police"

Earlier this month, the union met the newly-constituted Security Board and the employer body, the South African National Security Employers' Association (Sansea).

TGWU told both bodies that the union wanted the entire Act scrapped as workers had not been consulted when it was drawn up

As a compromise, they signed a letter from Sansea asking the government to freeze the Act which is due to be implemented in October

Die Kommissie se kantore is op die Agste Verdieping, Nederduits Gereformeerde Kerk Sinodale Sentrum, Visagiestraat 228, Pretoria. Korrespondensie moet asseblief gerig word aan:

Die Sekretaris
Suid-Afrikaanse Regskommissie
Privaatsak X668
PRETORIA
0001.
Telefoon: (012) 322-6440.

29 Mei 1990.
(8 Junie 1990)

KENNISGEWING 463 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

Hierby word vir algemene inligting bekendgemaak dat die South African Railway and Harbours Workers' Union met ingang van 1 Junie 1990 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n vakvereniging geregistreer is ten opsigte van alle persone in diens by Transnet as algemene werkers en spoorlynwerkers, in die landdrosdistrikte Alfred, Bergville, Chatsworth, Dundee, Durban, Estcourt, Glencoe, Impendle, Inanda, Ixopo, Kliprivier, Lions River, Lower Tugela, Mooirivier, Mount Currie, Newcastle, Pietermaritzburg, Polela, Port Shepstone, Richmond (Natal), Umvoti, Umzinto, Underberg en Utrecht
(8 Junie 1990)

KENNISGEWING 464 VAN 1990

DEPARTEMENT VAN HANDEL EN NYWERHEID

VOORKEURTARIEFREELING TUSSEN DIE REPUBLIEK VAN SUID-AFRIKA EN DIE REPULIEK VAN TURKYE

Hierby word vir algemene inligting bekendgemaak dat die Direkteur-generaal: Handel en Nywerheid bepaalde ingevoerde goedere van Turkse oorsprong met korting van doeanereg, soos voorsiening voor gemaak is in Goewermentskennisgewing No R 1511 in die *Staatskoerant* No. 11436 van 29 Julie 1988, op die voorwaardes soos hieronder uiteengesit en in die hoeveelhede soos in Bylae A tot Kennisgewing 620 van 1989 in *Staatskoerant* No. 11919 van 9 Junie 1989 uiteengesit, met ingang van 1 Augustus 1990 sal toelaat.

Kortingpermitte ingevolge item 412.24 van Bylae 4 by die Doeane- en Aksynswet, 1964, soos gewysig, sal slegs uitgereik word vir die produkte en tot die totale waardes soos aangedui in genoemde Bylae A Hierdie voorkeurreeling word deur die Departement van Handel en Nywerheid geadministreer

Die kortingpermitte wat ingevolge hierdie kennisgewing uitgereik word, is vir 'n tydperk van ses maande, met ingang van 1 Augustus 1990, geldig en is nie oordraagbaar nie. Kortingitem 412 24 is van toepassing op produkte wat vir verbruik in Suid-Afrika bestem is en sodanige produkte mag nie sonder verhaling van die volle doeanereg en bobelasting na die gebiede van Botswana, Lesotho, Swaziland en Namibie heruitgevoer word nie. Indien wel, kan die betrokke lande se doeanebeamptes beslag lê op die goedere Alle produkte wat onder kortingitem 412 24 ingevoer word, moet vergesel wees van die gebruiklike sertifikaat van oorsprong wat 'n minimum Turkse inhoud van 50 persent sertifiseer (35 persent in die geval van persoonlike rekenaars, tariefpos 8471 20 00)

The Commission's offices are on the Eighth Floor, Nederduits Gereformeerde Kerk Sinodale Sentrum, 228 Visagie Street, Pretoria Correspondence should be addressed to:

The Secretary
South African Law Commission
Private Bag X668
PRETORIA
0001
Telephone: (012) 322-6440.

29 May 1990.
(8 June 1990)

NOTICE 463 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

It is hereby notified for general information that the South African Railway and Harbours Workers' Union has with effect from 1 June 1990 in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as a trade union in respect of all persons employed by Transnet as general workers and track workers in the Magisterial Districts of Alfred, Bergville, Chatsworth, Dundee, Durban, Estcourt, Glencoe, Impendle, Inanda, Ixopo, Klip River, Lions River, Lower Tugela, Mooi River, Mount Currie, Newcastle, Pietermaritzburg, Polela, Port Shepstone, Richmond (Natal), Umvoti, Umzinto, Underberg and Utrecht.
(8 June 1990)

NOTICE 464 OF 1990

DEPARTMENT OF TRADE AND INDUSTRY

PREFERENTIAL TARIFF ARRANGEMENT BETWEEN THE REPUBLIC OF SOUTH AFRICA AND THE REPUBLIC OF TURKEY

It is hereby made known for general information that the Director-General: Trade and Industry will allow specific imported goods of Turkish origin with rebate of customs duty, as provided for in Government Notice No R 1511 in *Government Gazette* No R 11436 of 29 July 1988, on the conditions as set out below and in the quantities as set out in Annexure A to Notice 620 of 1989 in *Government Gazette* No. 11919 of 9 June 1989, with effect from 1 August 1990.

Rebate permits in terms of item 412 24 of Schedule No of item 412 24 of Schedule No. 4 to the Customs and Excise Act of 1964, as amended, will only be issued for the products and to the total values as indicated in the said Annexure A. This preferential arrangement shall be administered by the Department of Trade and Industry

The rebate permits issued in terms of this notice shall be valid for a period of six months with effect from 1 August 1990 and are not transferable Rebate item 412 24 is applicable to products destined for consumption in South Africa and unless the full customs duties and surcharges are paid, such products are not to be re-exported to the territories of Botswana, Lesotho, Swaziland and Namibia If so, the relevant customs authorities of those countries may seize the goods All products imported under rebate item 412 24 are to be accompanied by the usual certificate of origin certifying a minimum Turkish content of 50 per cent (35 per cent in the case of personal computers, tariff heading 8471 20 00).

'Staff attacked rail users'

Star Times 8/6/90

JOHANNESBURG. — A 12-year-old girl, identified as Nokuthula Ntuli, was allegedly stabbed to death and at least three other people were injured last night when Transnet staff are said to have opened fire and stabbed passengers at Kweza station in Mafolo, a Soweto flying squad member reported

"According to eyewitness accounts, an unidentified white ticket collector at Kweza station opened fire, for no apparent reason, on passengers soon after they got off a train around 8pm," the flying squad member said

"Three or four of his colleagues stabbed passengers at the same time," he added "Everything was quiet when we got to the station There was no sign of rioting There were no stones. We found spent cartridges on the ground," he said.

Transnet spokesman Mr J Pienaar was unable to confirm the incident.

"I cannot say what exactly happened at Kweza station. I don't know what the ticket collector's motives were," the flying squad member added

He said the injured passengers were taken by ambulance to Soweto's Baragwanath Hospital He did not know what condition they were in

No arrests have been made. — Sapa

Sarhwu registers as union

(270)

THE South African Railway and Harbours Workers' Union has been registered as a trade union for all Transnet general and track workers in 24 magisterial districts in Natal.

The magisterial districts are Alfred, Bergville, Chatsworth, Dundee, Durban, Estcourt, Glencoe, Impendle, Inanda, Ixopo, Klip River, Lions River, Lower Tugela, Mooi River, Mount Currie, Newcastle, Pietermaritzburg, Polela, Port Shepstone, Richmond (Natal), Umvoti, Umzinto, Underberg and Utrecht

Transnet, the rail division of the defunct SA Transport Services, refused to recognise the union unless it registered. The registration issue led to two strikes by Sarhwu. - Sapa

Thirty shot at rail depot

By ALI MPHAKI

ABOUT 30 South African Transport Services (Sats) employees were injured - some wounded - when the company's security guards allegedly opened fire on them at the Karsene plant in Johannesburg yesterday.

Sowetan 12/6/90

The shooting occurred at the entrance of the plant where security guards were demanding entry permits from the workers.

Some of the workers did not have their permits and in the ensuing argument shots were fired.

Permits

270

The Sats Southern Transvaal labour manager, Mrs Annecke Burke, confirmed the incident but could not say who was responsible for the shooting.

"I cannot give any official statement at the moment. While the police are busy with their investigation, we at Sats are also doing our own investigation," she said.

Burke added that workers were given two weeks to arrange for their permits, and those who did not have could apply for temporary ones.

A spokesman for the workers union, the South

To Page 2

Thirty shot at depot

270

Sowetan 12/6/90

From Page 1

African Railways and Harbours Workers Union (Sarhwu), denied that the workers were told to apply for permits.

"Notices written in English were placed on the notice boards and with most of our members not able to read English, they went unnoticed We have continuously urged management to communicate effectively with the workers and there is just no excuse on their part to shoot our members.

"The situation is totally deplorable," Sello Nthai, regional organiser said.

He said they were due to meet their lawyers last night to discuss their next step of action

Railnet employees joined in shooting of workers union

(270)

B/Day 12/6/90

THEO RAWANA

WHITE Railnet employees took part in the shooting of black workers which left 29 people injured at Johannesburg's Kazerne container depot yesterday morning, a SA Railways and Harbours Workers' Union (Sarhwu) spokesman said.

However, a Railnet spokesman said security guards fired rubber bullets after the workers, dissatisfied with admission control at the gates, had thrown stones at them

Railnet labour relations division chief Jan Bredenkamp told Sapa the security men had been forced to open fire. No-one had been seriously injured, he added

But Railnet labour relations (Southern Transvaal) manager Annecker Burk said later "We are still investigating and would not like to lay blame on anyone just yet. The police are also investigating."

She refused to give the name of the security company involved and said Railnet could not give any further details.

Sarhwu general secretary Martin Sebakwane said one white Railnet employee was seen shooting a black at close range.

"Shop stewards have always warned management about white employees carrying guns, to no avail One Railnet car brought guns and gave these to the security guards and white workers"

Sebakwane said the problem at the gates was a racial one because buses carrying whites were not searched, while blacks were not only searched but had to get off the buses

"Black workers have to spend time outside the buses at the gates, only to find they have lost about half an hour by the time they get to their clock cards These minutes accumulate into hours and these are deducted from their pay packets.

"Workers were not objecting to being searched on the way out, but felt the morning search was unnecessary, delaying them at the gates, with the added humiliations of body and bag searches which included security dogs."

Sebakwane denied the black workers had thrown stones. "The whole area is paved and there are no stones."

Harare prisoners hoped for a swap

B/Day 12/6/90

MICHAEL HARTNACK

HARARE — Five men held in Harare's Chikurubi maximum security prison were yesterday reported to be "extremely anxious" that the SA government had agreed to release of 48 ANC prisoners from Robben Island without their reciprocal freedom.

Robin Hartley, a lawyer acting for the five, said he visited them at the weekend and found them physically well, but showing signs of strain at what they believed was their forgotten plight. They are:

- Bloemfontein businessman Leslie Johannes Lesia, 53, held under the state of emergency since 1985 on suspicion of giving the ANC a booby-trapped TV set which blew up, killing the wife of an official.
- Death row prisoners Michael Smith, 36, Kevin Woods, 37, and Philip Conjwayo, 56, condemned for the killing of a driver in the bombing of an ANC house in Trenance, Bulawayo, in January 1988.
- Barry Bawden, 32, a former Rhodesian soldier serving a life sentence for assisting an SADF raid on ANC premises in Harare in May 1987.

COMPANIES

B/Day 1/6/90

Pick 'n Pay growth possible

Own Correspondent

CAPE TOWN — Pick 'n Pay had detected an improvement in spending patterns, with turnover growing much more quickly than at this time last year, MD Hugh Herman said at the general meeting on Wednesday He was confident the group would have another successful year.

Chairman Raymond Ackerman said "I believe we are on line to achieve real growth — above the inflation rate — again this year although it will not be easy."

Ackerman said the directors had been "delighted" to achieve growth of 22,4% in earnings in the year to February 28 He had not been certain this would be possible, from the high base of the 1988-89 year and with interest rates rising

It was not easy for a company with a turnover of R4,5bn, which was a huge figure even by world standards, to achieve further growth above 15%, he said.

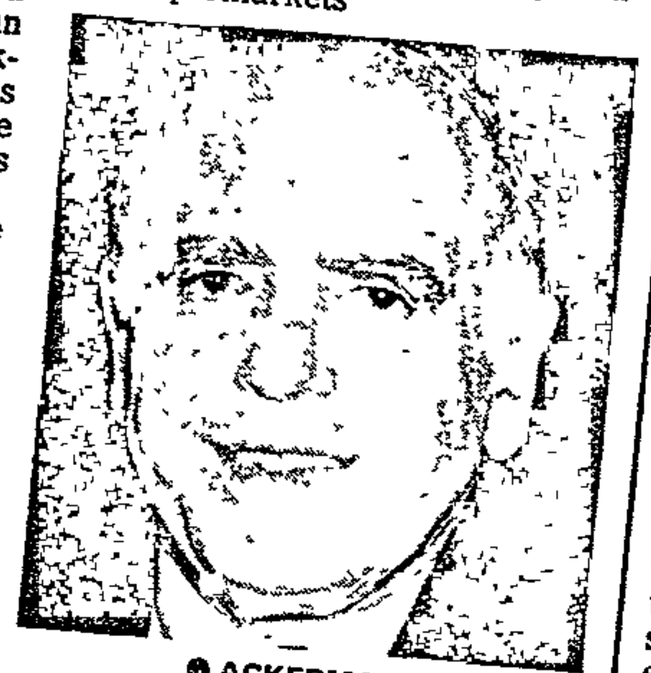
Pointing out that Pick 'n Pay invested between R68m and R70m a year in giving shares to staff and in bursaries and housing schemes, Ackerman said if it were not for this earnings would be higher. But the board considered it right to make this investment in SA's future.

In answer to questions from the chairman of the Shareholders Association of SA, Issy Goldberg, Ackerman confirmed that Pick 'n Pay stores sold between R11m and R12m worth of goods a day But of every R1 passing through the tills, the group retained only three quarters of 1c.

Financial director Chris Hurst said the stock turnover of 12% a year was one of the best in the country and above average for the industry.

Ackerman said the group's market share was growing

Herman said it was impossible to measure market share against that of the informal sector, particularly as there were parts of the country without supermarkets



ACKERMAN

B/Day 1/6/90.

Analysts wary of Molyslip shares

PIERRE DU PREEZ

ANALYSTS do not give the Molyslip share a vote of confidence, although chairman Robert Spanjaard is optimistic about future prospects of the DCM-listed company's export earnings

Spanjaard said SA's improved image overseas would boost Molyslip

The lubricant manufacturer posted a 22% drop in attibutable earnings in the year to February

"We are the lowest-cost producer on the international market for our products, in dollar terms," Spanjaard said

However, a market analyst said he would not advise clients to hold onto their Molyslip shares "The share is greatly undertraded About 84% of equity is in the directors' hands"

Cape Times 27/6/90

Train deaths: 6 acquitted

Court Reporter

SIX SATS (now Spoornet) workers who faced charges of attempted murder following incidents in which commuters were thrown from trains during rail strikes earlier this year, were yesterday discharged in Cape Town Regional Court.

Magistrate Mr J M Lemmer said the state had not been able to prove its case beyond reasonable doubt. The court was not convinced of events alleged to have taken place on the train.

Mr F Silbert was the prosecutor and Mr F van Dyk appeared for the accused.

Cape Times 29/6/90

(270)

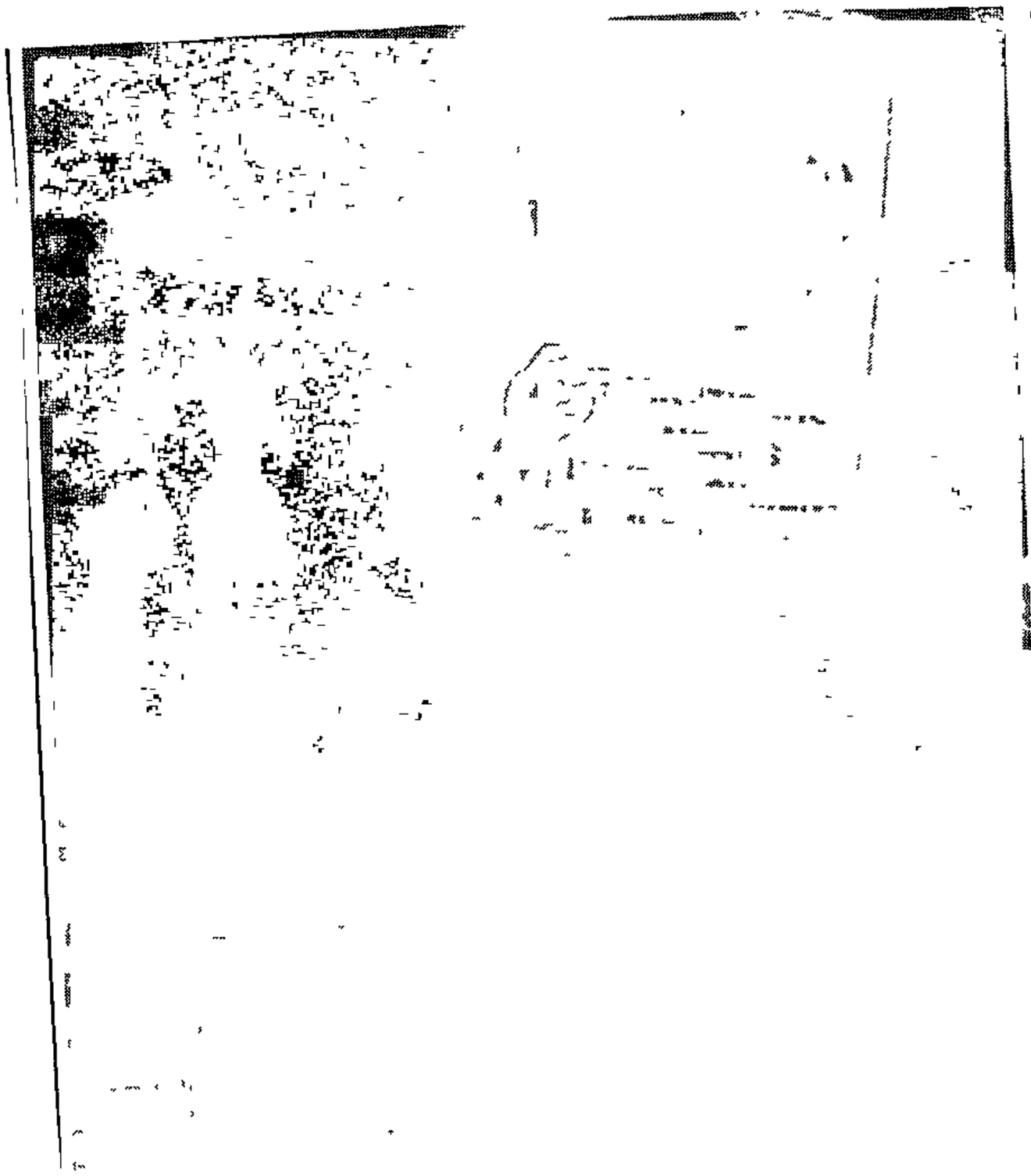
Domestic workers stage march

ABOUT 300 city domestic workers marched yesterday under an ANC banner to demand labour law protection.

The group, representing Sadwu (the South African Domestic Workers' Union), marched down Darling Street and across the Parade to the Thomas Boydell building, where a list of demands was handed over to a department of manpower official.

Some of the demands include an eight-hour working day, a minimum wage and three weeks' paid leave.

"Domestic workers have been ignored and are at the mercy of employers," said Sadwu national treasurer Ms Myrtle Witbooi



PROTEST: Saru workers demonstrate outside the Spoornet offices in Cape Town South 17-11/7/90

Rail workers in demo over dismissal

(270)

THOUSANDS of rail workers marched to the Spoornet headquarters in central Cape Town on Wednesday to protest against the dismissal of a worker

They marched from Cape Town station to Sats' regional headquarters where a representative from the South African Railway and Harbour Workers' Union (Sarhwu) gave a memorandum to Spoornet's regional labour relations manager, Mr Manie Engelbrecht

The memorandum included a demand that a Sarhwu member, Mr M Lakay, who was dismissed from Bellville station last month for absenteeism, be reinstated South 17-11/7/90

A copy of a sick certificate was included with the memorandum, which also outlined workers' demands for a minimum wage of R1 500

Engelbrecht said he would forward the memorandum to Spoornet's head office in Johannesburg

Aansoek van Application by	Plek van byeenkoms Place of meeting	Datum en tyd Date and time
Hendrik Christoffel Stydom van die plaas/of the farm Lushof, Posbus/P O Box 30, Vryburg, 8600	Kantoor van die Landdros/Magistrates Office, Vryburg	20 Augustus/August 1990 om/at 09 00

(13 Julie 1990)/(13 July 1990)

KENNISGEWING 563 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Johannes Theodorus Crouse, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Aviation Engineering and Allied Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging South African Aviation Engineering and Allied Union.

Datum waarop aansoek ingedien is: 4 Junie 1990.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Lugvaartbedryf as Lugvaartbestuurder (verskillende grade), Senior Instrukteur (verskillende grade), Hoofinstrukteur (verskillende grade), Lugvaartsuperintendent (verskillende grade), Ingenieursassistent (verskillende grade), Senior Lugvaartamptenaar (verskillende grade), Voorraadkontroleur (verskillende grade) en kajuitbeampte (verskillende grade) in die Republiek van Suid-Afrika.

"Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag teen vergoeding vervoer

Posadres van applikant Posbus 3888, Kempton Park, 1619.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J. T. CROUSE,
Assistent-nywerheidsregistrateur.

(13 Julie 1990)

NOTICE 563 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Johannes Theodorus Crouse, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Aviation Engineering and Allied Union Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address. Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union South African Aviation Engineering and Allied Union.

Date on which application was lodged: 4 June 1990.

Interests and area in respect of which application is made. All persons employed in the Aviation Industry as Aeronautical Manager (various grades), Senior Instructor (various grades); Chief Instructor (various grades), Aeronautical Superintendant (various grades), Engineering Assistant (various grades), Senior Aeronautical officer (various grades), Stock Controller (various grades) and Cabin Attendant (various grades) in the Republic of South Africa.

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward

Postal address of applicant P.O. Box 3888, Kempton Park, 1619

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

J. T. CROUSE,
Assistant Industrial Registrar.

(13 July 1990)

Train driver badly hurt in derailment

W/E ARGUS 21/7/90 (270)

By SHARKEY ISAACS
Weekend Argus Reporter

A TRAIN driver was seriously injured when two diesel locomotives and two trucks from a goods train were derailed on the line near Swellendam today.

Emergency services staff sent to the scene between Jubileekraal and Drew stations about 9am said the injured locomotive driver, Mr M C Ellis, was taken to Swellendam Hospital

Later he was transferred to the Eben Dönges Hospital, Worcester, and was in a stable condition on arrival

Spoornet PRO Mrs Yvette Olwage said the derailment happened at 8.12am between Riversdale and Worcester but details of the accident were still unclear.

The derailed locomotives had reportedly landed on their sides in a gully near a low bridge, she said

The two trucks, one carrying containers and the other loaded with cement, were also derailed and fell down an embankment. The rest of the train remained on the line.

The derailment was near Droërivier Farm

CAPE TIMES 3/8/90

Brothers killed in shootout

270

DURBAN. — Two brothers, Sydney and Goodenough Meyiwa, 13 and 18, were gunned down at Mopela in Mpumalanga this week by a group of men who allegedly called themselves members of the KwaZulu Police.

Police have denied they were present in the area at the time of the killings.

There have been no arrests — Sapa

Esikhawini doctor shot dead

Cape Times 4/8/90

DURBAN — A medical practitioner, Dr Henry Vika Luthuli, was shot dead at Esikhawini township, near Empangeni, on Thursday night, SABC radio news reports

A KwaZulu Police spokesman said Dr Luthuli, 47, of Esikhawini, had returned from his surgery in the township at 6pm on Thursday to find several men outside his house

They asked for medical attention and he promised to see them shortly after supper.

He then went to his consulting room and seconds later heard a knock at the door. When he opened the door three shots were fired, one hitting him in the chest and two in the back.

He died instantly

Dr Luthuli is survived by his wife, Mrs Dorcas Nokuzola Luthuli, two sons and two daughters. — Sapa

White railway workers join Sarhwu strike

By KATHY STRACHAN (270)

ABOUT 100 white railway workers — previously a bastion of the right-wing — yesterday joined a work stoppage in solidarity with their black colleagues at the Braamfontein station, according to management sources.

"This is the first time in South African history that white workers on the railways are sympathising with the black workers' cause," said Elliot Sogoni of the South African Rail and Harbour Workers' Union (Sarhwu).

"We consider it a victory as we have been trying to get everyone to become Sarhwu members," he said.

The strike, which began last Friday because of Transnet's disciplinary procedure and the dismissal of three black workers, has spread to most depots of the station. The running shed closed down yesterday when the white workers joined. W/Mail 10/8-12/8/90

Johan Beauram, a Sarhwu organiser, said he had worked at the Braamfontein station previously and was surprised at this turnabout as "those people were racists before. They threatened me with my life when I joined Sarhwu and made it impossible for me to work there.

"Now the militancy of the white workers in the the 1921 and 1965 mine strikes is coming back again."

No time for overtime

OVERTIME is again a contentious issue among workers at South African Breweries.

Last week, the Food and Allied Workers' Union (Fawu) announced it had declared a dispute with the company about overtime.

The move followed five rounds of talks between the two parties.

A statement issued by Fawu said SAB was insisting that workers agree to contractual overtime and that a refusal to do so would constitute a form of industrial action.

"Workers do not want to be well-paid slaves We call on SAB to pay a living wage within normal working hours," the statement said.

SAB workers have led the battle against compulsory overtime.

Last year, the Appellate Court ruled that an overtime ban during previous wage negotiations at SAB was not a strike. South 16/8 22/8/90

At the time overtime was not part of the contract at the company but, after a lengthy and bitter national strike over wages and working conditions in December last year, Fawu agreed to contractual overtime.

Status quo

SAB spokesperson Mr Adrian Botha said the company was merely seeking to maintain this status quo in the new agreement.

Botha described the dispute as "premature", saying the company was still willing to talk to the union.

He said the company needed contractual overtime.

"Beer is not the kind of product you can stop and start," Botha said.

He said it was unfair of Fawu to link the beer division with other SAB operations such as OK Bazaars because SAB paid "impeccable" wages.

The company is presently offering a basic minimum wage of R1 232.

While the Supreme Court has ruled a refusal to work voluntary overtime is not a strike, the industrial court still has the power to find it is an unfair labour practice.

This is the basis for an interim interdict issued by the industrial court in Cape Town last week against the Transport and General Workers' Union (TGWU) and 11 shopstewards at Fidelity Guards.

Fidelity Guards argued that it rendered an essential service, that it was an historical custom for guards to work on Sundays and it was an unfair labour practice for the union to call meetings on a Sunday.

The company's roster system is built upon Sunday work, with workers working a six-day week and a 12-hour shift on Sunday.

The company says employing more workers would raise costs by almost 20 percent; in the cut-throat security busines, it cannot afford this.

The interdict has not yet been served and the company has suggested mediation over the issue.

Low wages paid in the security industry constitutes a serious problem for the union in fighting overtime.

At Fidelity Guards, the company offers R469 a month, while the union is demanding R550

The two parties are presently in deadlock and the company has warned it cannot afford a strike.

Overtime is governed by the Basic Conditions of Employment Act which provides that no worker can be asked to work more than 10 hours overtime a week or three hours a day.

Industrial Council agreements and wage determinations also regulate overtime.

Unionists argue a reduction in overtime will create more jobs. But many companies argue they cannot afford such a move and in low-paid industries, workers are dependent on overtime earnings

South 16/8 22/8/90

Railway racism claimed

THE South African Railway and Harbour Workers' Union (Sarhwu) in the Western Cape has hit out at racism at Sats/Transnet.

Sarhwu regional organiser Mr N Tilela said workers in the Philippi department were being divided on the grounds of race by an inspector who recently began work at the department

A Sats spokesperson said the company was investigating the matter.

SAA plans academy to train pilots

270

B/Day 19/8/90

MANDY JEAN WOODS

SAA has embarked on a project to establish a R50m pilot training academy which will produce between 30 and 40 fully qualified commercial pilots a year, an SAA spokesman said yesterday

The academy, to be based in Pretoria, would enable a candidate with zero flying hours to graduate as a co-pilot of an A320 or a Boeing 737.

Historically SAA employed retired SA Air Force pilots, which was generally enough to meet SAA's needs

But with the scaling down of the Defence Force, this source was drying up. Nowadays, the Air Force trained only enough pilots to meet its needs, the spokesman said.

"In the past 18 months we have trained and graduated 100 new pilots We have taken on 30 new pilots this year so far and indications are we will need to train at least 56 pilots next year," he said.

In this way, SAA would be contributing to pilot training in SA and giving the aviation industry highly trained pilots at SAA's expense

Private investors would be involved in funding the project but SAA would operate the academy and have complete control over standards and courses.

The spokesman declined to give further details as negotiations were at a crucial stage.

Total no. of labourers' wages counted : 205

Central Statistical Service (CSS) figures show the number of unemployed coloured workers, especially in the age group below

The unemployment rate for men in April was 7,1% and for women 8,4%. Figures for the previous months were 6,4% and 6,5%.

Case No. 90 19588
PH:258

Applicant

EETING

a (Witwatersrand Local Division) has ordered that a meeting
lte Holdings Limited ("the scheme members") be held under
ling him , any other partner of that firm nominated by it for
for the purpose of considering and, if deemed fit, agreeing,
Applicant and the scheme members

e above Honourable Court.

eting, or may appoint one or more proxies (who need not
lace A form of proxy for this purpose is included in the
ingle proxy form, then only one of those proxies (in order
vote of the senior shareholder (for which purpose seniority
plicant's register of members) who tenders a vote (whether
der(s).

Applicant, Central Registrars Limited, 3rd Floor, 154 Market
han 16 30 on 10 September 1990 or may be handed in to
is due to commence Notwithstanding the aforegoing, the
of proxy In terms of the abovementioned order of Court,
Court on Tuesday, 25 September 1990 at 10 00 or as soon
ailable to the scheme members free of charge at 388 Gild
ber 1990 until Tuesday, 25 September 1990, both days

s Act, No. 61 of 1973, as amended, explaining the scheme
hich this notice forms a part and may be inspected, during
Transvaal, 1459 and at 10 Anderson Street, Johannesburg,

terms of section 312(1) of the Companies Act, No 61 of
normal business hours by any scheme member from 388

INCE

SAA plans academy to train pilots

(270)

B Day 19/8/90

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FOUNDED 1870 — 4664911 — THURSDAY, AUGUST 23 1990 (Country price 70c — 62c + 8c GST)

Cape Times 23/8/90

270

Summit Soon?

JOHANNESBURG. — As the township death toll soared yesterday, the ANC indicated the possibility of a direct meeting between Mr Nelson Mandela and Inkatha leader Chief Mangosuthu Buthelezi.

ANC executive member Mr Pallo Jordan announced at a press briefing the formation of a special four-person commission to look into the possibility of such a meeting.

It coincided with a statement by President F W de Klerk late yesterday that high-level delegations from the ANC and Inkatha are to meet soon in an attempt to overcome difficulties preventing a meeting between their leaders.

Policeman killed

He also said "additional measures" to curb the violence would be implemented

Meanwhile, police struggled again yesterday to keep warring factions apart in Vosloorus and other townships surrounding Johannesburg and came under increasing attacks themselves.

In Soweto a policeman Constable S Ntunduna was killed and Constable R Ntsile critically wounded when a handgrenade was flung at their vehicle

At Tembisa, people who gathered in the streets were ordered by police to hand over their weapons When they refused police fired teargas to disperse them and collected 15 petrol bombs and other homemade weapons.

At Daveyton petrol bombs were thrown at the police who replied by firing rubber bullets

Three more bodies discovered in Vosloorus last night brought the death toll after 10 days of violence in East Rand townships to 361

Police earlier reported thadt a total of 122 people had died in Soweto with 27 deaths in Kagiso on the West Rand More than 446 people had been injured in Soweto

This brings the total death toll after the 10 days of fighting on the Witwatersrand to 510

The ANC commission announced yesterday consists of executive members Mr John Nkadimeng Mr Thabo Mbeki Ms Getrude Shope and Mr Jacob Zuma head of intelligence and one of the few significant Zulu leaders in the ANC

"We want to announce that the specialised commission is investigating discussions with Inkatha with a view to having a meeting at a very high level with Chief Buthelezi to address the question of violence," Mr Jordan said

"I want it understood that the high level meeting does not necessarily imply a meeting between Gatsha Buthelezi and Nelson Mandela Mr Jordan said.

"But at the same time understand also that it does not exclude that."

In his statement, Mr De Klerk said that after hold discussions with Mr Mandela and Chief Buthelezi believed both leaders shared his concern about the violence that started in Natal and has since swept through the Witwatersrand

Decisive role

The ANC and Inkatha accused each other of playing decisive role in this violence, he said.

He had urged the two leaders "to overcome impediments in the way of dialogue between the release movements at leadership level

"I have now been informed that high level delegations from both sides will meet shortly in an effort to make progress towards this end"

Mr De Klerk said it was of decisive importance such a meeting took place as soon as possible.

"It should result in definite steps and a plan of action to bring to an end the unnecessary conflict at a time

Tutu calls for peacekeeping force in townships

Archbishop Tutu

JOHANNESBURG — Archbishop Desmond Tutu yesterday called for an international peacekeeping force to be deployed to end the township war

"What we require at the present time is a kind of Untag," he said.

Speaking in Soweto, he said such a force would be needed for as long as white-led police were seen by blacks to be biased.

Archbishop said revenge was fuelling the 10-day-old conflict.

"If you allow the law of an eye for an eye very soon the only people around are going to be blind," he said.

"We are calling for tolerance, tolerance, tolerance and yet more tolerance People must not seek to take revenge We are making an appeal to our people, please, yes, defend yourselves but don't pay back."

He said the Anglican Church was setting aside next Monday for prayer and fasting for an end to the fighting.

Tacitly aligning himself with the ANC position, Archbishop Tutu said a meeting between Mr Nelson Mandela and Chief Mangosuthu Buthelezi should be seen as a last resort. He warned that if such a meeting failed it could be disastrous

● In a hardline statement last night the ANC said their people in the Transvaal townships had lost confidence in the police They accused sections of the government and police of "destabilisation" and called on branches throughout the country "to build formidable organisations with a view to defending themselves". — Sapa-Reuter

PT.O

when all responsible leaders have declared their commitment to peaceful solutions."

He rejected suggestions that the SAP was to blame for the violence

● Chief Buthelezi and Transkei leader General Bantu Holomisa yesterday pursued their war of words

Chief Buthelezi claimed that members of the Transkei Defence Force made incursions into Natal and KwaZulu townships to assist "comrades" in their war against Inkatha.

Chief Buthelezi said at Ulundi that he was obliged to divulge this information in the light of the allegations made public by General Holomisa on Tuesday of collusion between the police and Inkatha impis in the strife-torn East Rand townships

General Holomisa in turn denied allegations that his troops had invaded Natal and said it was a figment of Chief Buthelezi's imagination

● The government also yesterday dismissed as "not true" General Holomisa's contention that he was not allowed to propose amendments to a joint government-Inkatha-Transkei peace statement read out by Foreign Minister Mr Pik Botha on Tuesday

General Holomisa said in a statement yesterday that the reason he had decided to unilaterally release his own working document which criticised the role of the police in the Reef conflict "can solely be ascribed to a ready prepared press statement by the South African government even before we had started deliberations, let alone reaching agreement on any issue".

He added that he would not allow the government to treat him, as it did other homeland leaders, "like a piccanin".

However, a spokesman for Mr Botha dismissed suggestions that General Homolisa had been forced to rubber-stamp a pre-prepared peace statement without making an input

The draft statement Mr Botha took to the meeting was amended in the light of the talks with General Holomisa and Chief Buthelezi and all three agreed that the amended version should be read to the press afterwards, the spokesman said

Mr Botha said yesterday that if the three parties could agree to the peace statement, more could do so

"The document is based on principles that I believe every South African could endorse."

● Mr Mandela is due to visit Norway from August 25 to 31 and is then expected to go on a week's holiday.

● Dr Beyers Naude said yesterday that Mr Mandela should not be pressured into meeting Chief Buthelezi until certain preconditions had been met. He declined to elaborate on these preconditions — Own Correspondent and Sapa

Airport stoppage ends but wage dispute continues

270

W/Mail 24/8-26/8/90

By GLENDA DANIELS

THE work stoppage by about 1 000 technical workers at the Jan Smuts Airport ended but the dispute regarding salaries has not, after the union and management were still locked in talks yesterday.

South African Airways spokesman Leon Els said the South African Aviation Engineering Allied Workers' Union decided to negotiate salaries separately this year. The rest of Transnet's workers received their increases in July.

The union, a "multiracial" one according to Els, is demanding a 13 percent increase but SAA has not decided on an offer. The union is also demanding provision for housing loans

"There has been no break down in negotiations as has been reported and we trust that finality will be reached soon"

The union could not be contacted

Meanwhile, in a statement released yesterday the South African Airport Pilots' Association (SAAPA) questioned the wisdom and viability of proposals to split SAA into an international and two or more domestic airlines currently under investigation by the government.

Outgoing president of SAAPA Captain Ian Dommisse, said that far from being a positive move this could have far reaching negative repercussions for SAA, its passengers and the aviation industry as a whole.

"Our key concern is that safety should never be compromised. Uncontrolled de-regulation could result in disaster if control of safety aspects are not properly managed Nor will it necessarily lead to a lowering of airfares as is generally believed, as carriers face the realities of rising costs of operation, duplication of services and cost inputs," Dommisse added

Blatu wins 30 percent pay rise

By DREW FORREST (270)

TRANSNET'S Black Trade Union (Blatu) this week negotiated a minimum 30 percent pay rise for black railmen, the union said in a statement to Sapa yesterday

"A total of 38 grades and 70 000 workers will benefit from this increase, as restructuring of these grades will take place," the statement said

The announcement comes against the background of parallel wage talks between Transnet and Blatu's more militant rival, the Cosatu-affiliated SA Railway and Harbour Workers' Union

If Sarhwu wins a better increase — and management says a deal is imminent — it will be a potent recruiting weapon in its drive to become the exclusive voice of black railmen W/Mail 24/8-26/8/90

After the recent rail strike, Sarhwu was registered and recognised as representing workers in southern Natal, and technically its negotiations cover only these workers

However, given Transnet's uniform wage policy, whatever deal is clinched is likely to be extended to the whole country

It is understood that in the wake of the strike, Sarhwu won members from its rival in the Transvaal and other areas, and is preparing to apply for registration in respect of these

Star-Times 25/8/90 (270)

Minimum wage up 30%

JOHANNESBURG. — Transnet's Black Trade Union (Blatu) — representing some 70 000 workers — says it has negotiated a 30% increase in minimum wages to R750 All graded staff will receive an annual increase of 13% back-dated to July this year. No Transnet spokesmen were available to confirm the agreement.

Railnet staff demand salaries

GERALD REILLY

PRETORIA — Railnet staff had not been paid for three months and many were in serious financial difficulties, an employee spokesman said yesterday

SA Footplate Staff Association (Safsa) general secretary Abe Koekemoer declined to comment on reports of "growing" support for go slow action

He said Safsa, which represents white workers, had rejected Railnet's claim that computer problems were the cause of the delay in payments

Discontent among members had reached serious proportions and no Safsa member could afford to work a day longer without pay

"The association simply cannot allow its members to be plunged into further financial trouble because of the inefficient and amateurish action of Railnet management," he said

It was a disgrace that Railnet was unable to find ways of overcoming the problem after three months

Employees had to rely on loan and advances because of lack of pay in June, July and August, Koekemoer said

Railnet public relations officer Jacques Pienaar confirmed it had been having teething problems since installing a new computer system

"Some employees — a very small percentage of the total 170 000 — have not been receiving their salary statements and salary cheques, which are paid directly into their bank accounts.

"But these people just have to apply for a voorskot (advance) equal to his salary and this is paid out in cash All he has to do is furnish us with proof that he did not get his salary No other questions are asked and it is not regarded as a loan," he said All employees were fully aware of this facility

Staff were working overtime to resolve the problems, most of which had been sorted out and the results "would become visible within the next month"

He said he did not know why Koekemoer had now only started to make negative statements

B/Day 31/8/9

SAA employees high on Aids death toll

270

Sowetan 5/9/90

OF THE 215 people who have died of Aids in South Africa to date, 26 - more than 10 percent - were South African Airways' employees and the airline was monitoring these employees' condition "very carefully."

Speaking at the Aerospace Medical Society's symposium at Banana Beach in Natal this week, Dr EB Peters, the airline's medical director, said that SAA "certainly will not deny that we have HIV-positive individuals who are still flying"

The symposium, attended by more than 70 pilots, physicians or pilot doctors, focussed this on Aids in the aviation world.

It was due to discuss aircraft accident investigation and prevention yesterday.

Peters, like his speaking colleagues, emphasized that no one should view people with Aids as a threat

"As far as the airline industry is concerned, I'd like to stress that normal, everyday contact is not going to transmit Aids to anyone," he said "The important thing is to educate the public as to what the realities are"

The symposium speakers agreed uniformly that Aids now is spread primarily by heterosexual sexual activity, regardless of its earlier prevalence among groups such as hemophiliacs and homosexuals

Aids incidence, however, is higher among aviators and flight crews, said Major General Giep Booysen of the South African Medical Services

Sex

"Aviation composes a risk group because of travel all over the world by young people who are more sexually active," he said.

Aids had terrified the entire world, but it posed a special risk when it strikes among pilots and other flight crew members, Commandant Dr Chris le Roux, the society's secretary said

"One is extremely worried about the fact that the flight skills are really decreased in cases of Aids before you actually know the pilot has Aids," he said

Aids' screening tests occasionally, though rarely, identify falsely an individual as a carrier of the HIV virus that causes Aids. Le Roux said the tests presumably may occasionally fail to detect the HIV virus as well

The danger of undetected Aids is that deterioration of skills, such as eye-muscle coordination and other neuropsychological resources crucial to flying, often begins before more noticeable symptoms of full-blown Aids.

Agreement between Transnet, Sarhwu on 30,4% pay increase

B Day 5/9/90

MATTHEW CURTIN

TRANSNET has agreed to a 30,4% minimum wage pay rise for members of the SA Rail and Harbour Workers' Union (Sarhwu), Transnet labour relations manager Victor van Vuuren said yesterday.

Both parties signed the agreement — which raised the monthly minimum wage for union members from R575 to R750 — at a meeting in Johannesburg yesterday.

Van Vuuren said the agreement, the product of 10 meetings between the two sides in two months, was a breakthrough for the company and the union, considering the labour unrest in the industry since 1987 and Transnet's political profile as a former government company.

Sarhwu is affiliated to Cosatu.

The agreement included the recognition of principles to guide future negotiations and a commitment from Transnet to eradicate racial discrimination, he said.

Sarhwu general secretary Martin Sebakwane headed yesterday's union delegation but was unavailable for comment last night.

Van Vuuren said Transnet was still processing Sarhwu stop orders, but he estimated the union had 30 000 members out of a total Transnet workforce of 166 000.

He said he foresaw friction between Sarhwu and Transnet's 38 000-strong staff union, Blatu, which accepted an identical company wage offer on August 22.

But he was optimistic that despite Sarhwu's successful recruitment drive, problems between the two unions would be resolved through negotiation rather than confrontation. He understood the two unions would be meeting shortly.

Smooth-sailing on the railways

South 13/9 - 19/9/90 (270)

LABOUR BACKGROUND

By CHIARA CARTER

A WATERSHED collective bargaining agreement signed last week signals a new era in industrial relations on the railways.

Both Transnet and the South African Railway and Harbour Workers' Union (Sarhwu) have termed the agreement "historic" not least because it follows three years of bitter strife between the union and management.

That the agreement — the first wage award ever negotiated by Sarhwu members — was reached at all is a total reversal of the situation in 1987 when Sats refused to recognise the union and thousands of workers downed tools in a protracted and bloody strike

After the 1987 strike, there was a brief strike in Durban and East London in 1988 followed by last year's protracted strike which was highly costly in terms of loss of life, damaged property and lost earnings.

A Sarhwu spokesperson said "After 54 years the railway management has finally recognised Sarhwu nationally as a representative of its members

'Traumatic'

Transnet senior labour relations manager, Mr Victor Van Vuuren, said the past three years had been "traumatic" and indicated that neither side was capable of dealing with issues in an appropriate industrial relations manner

"This agreement marks a point where both sides understand the other's role more fruitfully and it will set the pace for the future," Van Vuuren said

He cautioned that the agreement did not mean the end of industrial unrest on the railways.

"It will take more than this to mend relationships which have been soured over many years," Van Vuuren said

He said the agreement was part of a move by Transnet to "align itself with the policy of building a new South Africa".

This is what underlies Transnet's intention to revamp the industry in line with an equal opportunities policy.

In terms of the agreement, Transnet and Sarhwu are establishing joint working committees to develop and implement programmes aimed at ending apartheid in the workplace

The programmes will have a special emphasis on affirmative action though skills training programmes.

Sarhwu has said that the union hopes this will correct the "historical exclusion of black workers from skilled positions".

According to Van Vuuren, Transnet has already appointed a senior member of management to spearhead the assault on what the company calls "entrenched discrimination, both racist and sexist".

Van Vuuren said the joint committees would operate at all levels of the company to ensure that the company's equal opportunities programme is implemented

Transnet is instituting a bridging training programme designed to rapidly upgrade skills so that workers lacking educational qualifications can be eligible for promotion

The company is presently holding a two week convention for managers who will head the training programme

Not everyone is in favour of this new approach

Van Vuuren said that while most of the 13 unions which operate at Transnet are in favour of an equal opportunities policy, the more conservative unions want white worker interests protected

However Van Vuuren said the only way the process could be reversed was if a new conservative government came into power

The agreement is likely to strengthen the union considerably and Van Vuuren acknowledged that already a move away from the more conservative black workers' unions was evident.

In terms of the settlement the minimum wage is increased from R575 to R750 - an increase of 30,4 percent.

While Sarhwu initially demanded R1 500, the increase places railway labourers' wages above the average national wage level Sarhwu now has the right to negotiate for all job categories.

Talks lessen threat of SAA overtime ban

Staff Reporter

THE possiblity of flight cuts as a result of an overtime boycott threat by South African Airways (SAA) ground staff faded yesterday as mediation talks between SAA and the Allied and Engineering Association continued.

Mr Charles Nupen of Independent Mediation Services was called in yesterday to try to settle the two-month old wage dispute.

SAA's senior public relations manager, Mr Leon Els, said yesterday there was no overtime boycott at present and all flights were continuing "as normal".

In the first public admission that an overtime ban by the union could affect flights, Mr Els said that "certain" maintenance work could not be done over weekends if the union carried out its threat.

Mediation begins in SAA dispute

MATTHEW CURTIN (270)

SAA management and the SAA Engineers Association began mediation yesterday to settle their two-month-old wage dispute.

SAA group public affairs director Leon Els said the association rejected the company's general salary increase to Transnet employees offered in July this year. B/Day 20/9/90

After two months of negotiation, the parties decided on independent mediation to break the deadlock, he said.

Els refused to give details of the pay talks but said the parties were discussing a package of benefits.

Mediation began yesterday and at the time of going to press management and the association were still at the negotiating table.

Association president Pat O'Driscoll was unavailable for comment last night.

Els said SAA was unaware of a threatened overtime ban by engineers reported on Wednesday.

There was no prospect that SAA flights would be disrupted at this stage, he said. The fact that mediation had started suggested a ban was unlikely.

He dismissed the report that President F W de Klerk's flight to the US on Friday would be affected by an overtime ban.

SAA had already made arrangements to ensure the aircraft would be ready to fly, he added.

Sats union hits out at Sanlam

GERALD REILLY

PRETORIA — The Federation of Sats Trade Unions yesterday hit out at Sanlam for losses incurred through its support of Bankorp.

Federation president Dudley Henn told the AGM in Johannesburg yesterday that he spoke on behalf of thousands of Transnet workers holding Sanlam policies

He objected to Sanlam carrying Bankorp losses without there being "a responsible and meaningful plan to end the situation".

Referring to reports that up to 1 000 Bankorp employees could be dismissed because the bank recorded a net loss of R368,4m for the year to end-June, he said: "We do not think the large-scale sacking of personnel was a responsible way to end the dilemma"

Transnet workers would have to pay a large part of the past year's losses of R380m when their policies were paid out, Henn said.

"They will also have to pay a great part of the more than R1bn invested in Bankorp by Sanlam".

Henn said the federation was not discouraging members from buying Sanlam policies.

B/Day 26/9/90

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B/Day 26/9/90

(270)

W/M mail 12/10 - 18/10/90

Transport workers dispute

■ Industrial council wage talks covering 16 000 goods passenger workers in the Transvaal have deadlocked, with the four union parties declaring a dispute with the Motor Transport Owners' Association.

This is the first joint dispute on the council by Cosatu's Transport and General Workers' Union and the "moderate" white SA Transport Workers' Union and its black and coloured "parallels". Mediation is the next step. (270)

At the centre of the dispute is pay for general workers and drivers. TGWU has demanded a 35 percent minimum wage increase and an across-the-board rise of R207 a week at the bottom, with employers offering 14 percent and R17 respectively.

TGWU first tabled an across-the-board demand last year. "Most of our members are earning above the minimum, meaning that we were negotiating only for the unorganised," said TGWU spokesman Kally Forrest.

She said employers were refusing to negotiate on demands for a single council provident fund in the Transvaal — a step towards a national industry fund — and for a 40-hour week.

Union agreement a first for the security industry

B/Day 17/10/90 (270)

MATTHEW CURTIN

THE first national union recognition agreement in the contract security industry was signed last week by Fidelity Guards and the Transport and General Workers' Union (TGWU)

TGWU information officer Kally Forrest said yesterday the agreement was a "considerable victory"

Fidelity Guards was the largest employer in the industry and the union had struggled to organise employees in what was a highly competitive sector in which new companies sprang up on a weekly basis

She said employers in the security industry were perceived to have "reactionary" industrial relations attitudes as many were ex-servicemen

The union was pressing for an industrial council which would facilitate the union's ability to deal with conditions in the industry

The TGWU represented 2 250 security guards and had signed identical agreements for traditional guards and those protecting national key points

Fidelity Guards human resources director Jimmy Nuns described the agreement as significant It fulfilled the company's aim of rationalising industrial relations and would curtail labour unrest.

Nuns, who is also SA National Security Employers' Association president, said talks aimed at establishing an industrial council were already under way with the TGWU

The recognition agreement was signed after a year of negotiations

Nuns said the industry should not be described as "reactionary", but employers were reacting to unions which had begun to mobilise security guards only in the past two years.

Meanwhile, a deadlock had been reached in negotiations between the TGWU and the Motor Transport Owners' Association (MTOA) at the Transvaal industrial council, Forrest said

The union, representing 16 000 employees, has demanded a 35% increase on minimum rates and R207 and R260 a week across-the-board increases for general workers and drivers respectively. The MTOA had offered increases of 17% and 24% respectively on minimum rates.

Forrest said the parties had agreed on mediation to end the dispute and would meet on October 26

TGWU gets security contract

■ The Transport and General Workers' Union has clinched its first recognition agreements in the contract security industry. W/M 19/10 - 25/10/90

Two national deals have been reached with Fidelity Guards, South Africa's largest security firm, one covering 2 000 "traditional" guards and the other 250 "key-point" guards. The union recently clinched the industry's first provident fund agreement with Fidelity.

Union spokesman Kally Forrest said talks were also under way with the SA National Security Employers' Association on a national security industrial council, to ensure the many small security firms were covered. (270)

● *The Weekly Mail* last week reported a dispute in the "goods passenger" industrial council. This should have read "goods transport". TGWU also stresses

Flight engineers ousted by technology

B/Day 22/10/90

MATTHEW CURTIN

SAA's 169 flight engineers face redundancy, and negotiations between the airline and the SA Airways Flight Engineers Association (SAAFEA) have deadlocked pending arbitration next month.

An association spokesman said at the weekend the union had been on the verge of a settlement on a redundancy proposal several times in eight years of negotiations, but SAA management had successfully stalled any final decision.

270

SAA spokesmen were not available for comment yesterday.

New aircraft like the Airbus A320 and the B747-400, which would arrive in about March next year, relied on automated flying controls and new instrumentation which made flight engineers redundant in the cockpit.

The entire flight engineering force faced retrenchment and there was little opportunity for re-employment in the industry.

Most engineers were between 30 and 45 years old and not qualified for alternative employment.

Upset engineers may cause SAA safety risk

ARGUS 5/11/90

270

The Argus Correspondent

JOHANNESBURG. — South African Airways could face serious safety problems if a redundancy deal for its entire flight engineering staff is not resolved soon.

Today the airline goes into arbitration with the flight engineer's union, the SAA Flight Engineers' Association, in an attempt to resolve a lengthy dispute over a redundancy package for 169 engineers.

Meanwhile, research conducted by Unisa at the request of the union has shown that most of the flight engineers — who are to be ousted because of new technology aircraft — are showing signs of stress because of a lack of job security

This could lead to aviation accidents, said the report which was presented to top Transnet and SAA management staff.

The union's aim was to try to convey to SAA the possible consequences of tardy negotiations which have dragged on for a number of years However union representatives said the presentation was poorly attended by senior Transnet and SAA staff

A Transnet official said he could not comment before the matter went into arbitration.

Union chairman Mr Judge Beddar accused SAA management of "filibustering" because he said the airline had in the past eight years backed down on a number of occasions when negotiating a package deal.

Up to now SAA has lagged behind in acquiring the new aircraft However with plans to privatise the airline — within the next two years — it will be necessary to improve the geriatric fleet and at least 21 new aircraft are expected to arrive within the next 12 months

Flight engineers are responsible for safety checks and everything to do with the technical and maintenance side of the aircraft

Bus nationalisation 'has support'

B/Day 14/11/90 (270)

MATTHEW CURTIN

THE Transport and General Workers Union (TGWU) yesterday claimed support among employers for its calls for the nationalisation of the bus transport industry.

Union information officer Kally Forrest said the TGWU believed that although the SA Bus Operators' Association (Saboa) had given no formal indication of support for nationalisation, some members felt it was the only way to revive the "crisis-stricken" industry.

The TGWU will launch its nationalisation campaign in December.

Last month Saboa, the TGWU and Nactu's Transport and Allied Workers' Union (Tawu) agreed to make joint representations to the Transport Department for improved subsidies.

Putco MD Jack Visser would not comment on the merits of nationalisation or privatisation of the industry.

Transport Department spokesman Don Boyd said yesterday government's goal was to minimise its interference in the transport sector and to eventually eliminate subsidies.

MANDY JEAN WOODS reports that Putco's passenger levels have dropped by 56% in the past five years. To counter this, the company had begun cutting out its short-distance routes and extending its long-haul routes, Visser said yesterday.

The company was introducing long-haul services wherever new settlements were being established.

RAILWAY MARCH . . . Police vehicles blockaded hundreds of Spoornet workers from marching through town from the city hall to the Paul Sauer Building yesterday. The marchers took a detoured route to the Spoornet offices where SARHWU officials handed a petition to Spoornet labour relations manager Mr Manie Engelbrecht Picture OBED ZILWA

CAPE TIMES 17/11/90

SAR workers in protest march

Staff Reporter

HUNDREDS of South African Railway and Harbours Workers' Union (SARHWU) members marched from the City Hall to the Paul Sauer Building yesterday to demand that police, who allegedly fired teargas into a train during the railways strike earlier this year, be charged and tried in court.

SARHWU demanded that workers who had been fined by courts for strike participation, should have their disputes referred to SARHWU and Transnet and a response to their demands should not take longer than two weeks

A memorandum to this effect was handed over to Spoornet labour relations manager Mr Manie Engelbrecht, who promised SARWU regional organiser Mr Tilela Timela that the demands would be faxed to head office for the attention of managers concerned

SARHWU further demanded an immediate inquest into circumstances surrounding the death of railways worker Mr Tetana Nono who, union officials claim, was killed by "scab workers on a train during the strike"

The memorandum claimed that Mr Nono's murderers could easily be located and named witnesses and the registration number of a car driven by people who had picked Mr Nono up on the night of his murder

A copy of the memorandum was also handed over to a Captain Vermeulen at the city hall

A SARHWU spokesman said the union had obtained magisterial permission for the march, which was closely watched by police

The workers, who arrived by train at Cape Town station at 11 30am, carried ANC and SARHWU banners, and posters reading "Who killed Nono?" "Transnet stop siding with vigilantes" and "Stop privatisation now"

A Spoornet spokesman said afterwards that it was difficult to comment immediately on the workers' demands, as only some of them were employed by Spoornet Many of them fell under Portnet or the workshops division of Transnet

Transnet white workers may strike, says union

The Argus Correspondent ARGUS 22/11/90

JOHANNESBURG — Strikes by key white workers are being considered as a measure to ensure protection of minority rights, says Transnet Union general secretary Mr Philip Strauss

He said yesterday that white workers held key positions in all sectors and if white supervisors went on strike, blacks would not be able to work.

Mr Strauss said that the State President talked of protection of minority rights but there was no legal document to ensure this. The government was not prepared to or was not able to rectify a general perception that Cosatu and Nactu were ruling the government

The National Party was no longer serving the interests of white workers who had put it in power in 1948 and they could take away this power in 1991, Mr Strauss said

STar 27/11/90 (279)

Soviet diplomats due in SA today

The first official Russian trade delegation to visit South Africa in many years is expected to arrive today for meetings with officials and businessmen.

The visit will be headed by Russian Republic Minister for Foreign Economic Relations Yastrenko, informed sources said yesterday

But they believe officials of the central Soviet government will also be in the delegation It is scheduled to hold a conference with South African trade officials and businessmen tomorrow morning.

The delegation is being hosted by the Department of Trade and Industry and the visit follows Trade and Industry Minister Kent Durr's recent visit to the Soviet Union. — Political Correspondent.

March over mystery death

Sowetan 22/11 – 28/11/90

MYSTERY still surrounds the death of a Cape Town trade unionist who died in suspicious circumstances earlier this year.

Mr Sidwell Nonno's body was found in Zone 18, Guguletu, in May.

He had last been seen more than a week earlier when he attended evening classes at St Francis Church in Langa.

Last Friday more than 2 000 members of the South African Railway and Harbour Workers' Union (Sarhwu) downed tools and marched through central Cape Town to demand that Nonno's killers be found.

The protesters delivered a memorandum to the South African Police and one outlining their grievances to Transnet's regional labour relations manager, Mr Mannie Engelbrecht.

Nonno's death was initially viewed as a hit-and-run accident but subsequently two eyewitnesses contacted his family's lawyers to say they had seen him being abducted.

(270)

The witnesses said they saw Nonno get into a car outside the school after being told his sister had sent the driver to fetch him because of a family emergency.

His family had no knowledge of this and the identity of the occupants of the car is unknown.

Nonno, 32, was a Sarhwu shopsteward at the Cape Town docks and a member of the ANC branch in Guguletu.

A docket has been sent to the Wynberg magistrate's court but no decision has yet been made on whether there will be an inquest into his death.

Trans-Natal's Usuta country ...
close.

Solidarity on transport issue

■ In an important show of labour solidarity, Nactu's transport union is to join forces with Cosatu's rail and bus transport affiliates in countrywide marches focusing on state subsidies for the passenger transport industry.

The marches, in all major centres on December 1, will involve Nactu's Transport and Allied Workers' Union, the Transport and General Workers' Union, the SA Railway and Harbour Workers' Union, ANC and Communist Party local branches and civic bodies in the areas concerned.

TGWU representative Kally Forrest said falling real subsidies because of inflation and inroads by the taxi industry had left the bus industry in crisis.

The marches, to offices of the Department of Transport, would demand "proper" state subsidies, taking account of average wages and the survival needs of bus firms.

The unions would also approach the Minister of Transport for a meeting.

(270)

News in Brief

Policemen shot dead

Cape Times 29/11/90

DURBAN. — Two KwaZulu policemen were shot dead in a police van in White City village in Umbumbulu, south of Durban, on Tuesday night.

Eskom chief has bypass

JOHANNESBURG. — The chairman of Eskom, Dr John Maree, is reported to be "resting comfortably" after cardiac bypass surgery.

Cape Times 29/11/90

Jan Smuts strike over

270

JOHANNESBURG. — The strike by about 200 SAA technicians at Jan Smuts Airport ended yesterday afternoon. The workers had begun a sit-down strike in the morning after a colleague had been dismissed for allegedly smoking dagga.

Air traffic was not affected by strike

(270) Sowetan 28/11/90

A SIT-IN at Jan Smuts Airport by striking black SAA workers had not affected air traffic, a spokesman for the airline said yesterday.

Zelda Roux confirmed black staff were involved in a dispute but could not say what it was about.

She said negotiations between management and staff were taking place but she did not know what demands were being made.

She said air traffic in and out of the airport had not been affected — *Staff Reporter*.

SHIPPING F/M 30/11/90 (270)

LOOKING FOR SAILORS

The chronic shortage of qualified officers to crew SA ships continues to worsen.

This year the country's two commercial lines, Safmarine and Unicorn, enrolled fewer than half the 20 navigation cadets they need for their training programmes, which have been nonracial for 10 years They did, however, receive their quota of 20 engineering cadets but, as in past years, more than half

F/M 30/11/90 (270)

are expected to drop out before they earn a certificate of competency.

A shortage of trained staff can often result in costly mistakes and accidents at sea. For example, in September government's R25m fish research ship *Africana* was disabled after water short circuited its electrical propulsion off Port Elizabeth.

The cause was human error. The second engineer was fired and then, when it was established that the British chief engineer's certificate of competency was false, he was also sacked. The episode cost SA taxpayers more than R300 000.

It has long been argued that to cope with the scarcity of crews, the two government research ships — the *Africana* and the Antarctica relief ship *Agulhas* — should be managed by Safmarine or Unicorn. They could more easily provide relief crews and offer officers a variety of ships on which to serve. Government opposes this, though Safmarine crews a Post Office cable repair ship

For more than a decade young South Africans have not been drawn to careers as marine officers This is partly because the increasingly quick turnarounds — hours instead of days — ships now make at each stop leave little time for exploring exotic ports. The requirement that applicants must also have matric with science and mathematics makes it difficult for shipping companies to compete with better paying jobs in other

F/M 30/11/90 (270)

sectors

So, as jobs on SA ships go begging, shipowners are employing more Poles, Yugoslavs, Sri Lankans and other foreigners

One locally owned oil tanker has a Polish captain and Filipino deck and engineering crew supplemented by South Africans. Two of the largest coastal trawlers have had sharply reduced machinery maintenance costs since they switched to Polish engineers. Another oil tanker has an almost entirely Polish crew.

The problem is not limited to SA. A study released this month by the London-based International Shipping Federation and the Baltic and International Marine Councils finds that there is a shortage of 50 000 deck and engineering officers worldwide. The study, which compiled information from 80 countries, estimates that the shortage will soar to 400 000 by 2000 ■

Transnet promises there will be no mass job cuts

B/Day 4/12/90 (270)

MATTHEW CURTIN

TRANSNET has cut more than 100 000 jobs in eight years and group GM Willie Coetzee does not rule out further golden handshake redundancy offers in its rationalisation.

Coetzee said yesterday the group would make the most of rationalising its work force "through wear and tear". A voluntary redundancy package, offered earlier this year and accepted by several thousand workers, remained an option. There had been little re-recruitment of staff who had accepted redundancy packages.

Transnet's work force had dropped from 274 000 in 1982 to 164 000 this year.

But Coetzee denied that a further 40 000 to 60 000 jobs would go by the end of next year, as had been reported.

While there was no question of thousands of employees being made redundant, Transnet would continue its natural attrition policy introduced in 1982.

Black Trade Union (Blatu) president Daniel Phiri said yesterday that, at a union/management meeting on November 23, Transnet had ruled out mass job cuts and opted for long-term training.

Phiri said that since October Transnet had offered workers with at least 24 years of service early retirement at the age of 55.

However, Artisan Staff Association deputy general secretary Christo van Heerden insisted at the weekend that Transnet had told unions between 40 000 and 60 000 jobs were at risk.

Railwaymen reassured by unions

(270)

GERALD REILLY

PRETORIA — The federal council of Sats trade unions had firm assurances from Transnet management that no workers would be fired in any programme to thin out staff numbers, federal council general secretary Abe Koekemoer said yesterday.

He said natural attrition had reduced staff by about 120 000 over the past five or six years.

"I am confident that railway workers have no need to fear retrenchment even if the economy sinks lower than its current levels," Koekemoer said. B/Day 5/12/90

Two railway unions have claimed that management told them up to 60 000 staff would have to go by the end of next year.

This had caused alarm and uncertainty among staff.

Koekemoer said the whole organisation would grind to a juddering halt if 60 000 of the current 160 000 railway workers were retrenched.

'Unions, bosses must forge new ties'

By CHIARA CARTER

UNIONS and management need to adapt to a new way of relating to each other, says veteran tradeunionist Archie Sibeko who recently returned from exile.

Spry in a blue denim shirt and jeans, Sibeko is seated behind a battered desk in the South African Railway and Harbour Workers' Union (Sarhwu) offices at Community House, Salt River.

Stream

There is a constant stream of workers through the offices On the walls are bright posters, outside the sun is shining South 6/12/-12/12/90

It is a far cry from the last time we met in the London headquarters of the South African Congress of Trade Unions (Sactu) with the snow falling on a grey winter's day and the news that the South African government had restricted a range of organisations.

Then Sibeko, operating under the name of Zola Zembe, was coordinator of Sactu's operations in Western Europe. Now he heads the committee supervising the infusion of Sactu personnel into Cosatu

For the former Umkhonto weSizwe commander and 1956 treason trialist, returning to Cape Town is like coming home.

Here, as a young man newly arrived from Alice, Sibeko rose to prominence as an ANC leader and trade unionist.

By the time he fled into exile in 1963 after being arrested with Chris Hani for pamphleteering, Sibeko was one of seven ANC commanders charged with setting up Umkhonto weSizwe structures in the region.

Sibeko's activities did not escape the notice of the authorities and he was one of 156 people throughout South Africa charged with high treason in 1956

He was released in 1957, but was banned and confined to the magisterial district of Wynberg.

After leaving the country, he served as a commander in MK and fought in the Zimbabwean war before being sent to Sactu's London offices in the early 1970s

In June this year, 27 years after leaving for exile, Sibeko returned to South Africa and was here for two hours before the authorities sent him back to Britain because he did not have the correct papers

This time around, however, he received a different reception at Jan Smuts airport where work literally came to a halt as workers flocked to greet him

Negotiations

Sibeko, who has been elected honorary president of Sarhwu, says he was overwhelmed by the tumultuous reception by Sarhwu members throughout the country and very impressed by the growth in the union. 270

"People treated me like one who has come back from the dead," Sibeko said wryly

Almost immediately, he was back at work, being drawn into negotiations with the railway authorities in Durban

Archie Sibeko

LABOUR

Government 'powerless' to aid ailing bus sector

(270)

W/Mail 7/12 – 13/12/90

By DREW FORREST

EMPLOYERS joined forces with transport unions from two major federations in crisis talks with government last week over the ailing bus industry.

The response of deputy Transport Minister PJ Welgemoed was not encouraging, said Cosatu's Transport and General Workers' Union representative Kally Forrest.

"The state does not seem concerned about the death of the industry," she commented.

Deregulation, inroads by taxis and falling real subsidies have sparked a crisis in the sector, forcing the closure of depots, curtailment of services, job losses and fare increases.

The talks, also involving Nactu's Transport and Allied Workers' Union, the SA Railway and Harbour Workers' Union and the SA Bus Owners' Association, preceded protest marches in Port Elizabeth, Ladysmith, Newcastle and Pietermaritzburg.

These climaxed in the presentation of memoranda to the authorities demanding improved subsidies, special subsidy support for pensioners and the jobless, equal subsidisation for black and white scholars and an end to deregulation.

Some 3 000 members of the three unions, civic bodies and the ANC had marched, Forrest said, while a further 10 000 had staged a rally in Botshabelo.

Permission was refused in Johannesburg and Pretoria.

According to Forrest, Welgemoed said he was "powerless" on the subsidy issue and was under pressure from segments of the taxi trade to open further bus routes.

Signalling his rejection of central state subsidies and control of the industry, he argued for full deregulation.

On racial bias in subsidies for scholars, he referred the unions to the Department of Education.

Forrest also hit out at the banning of marches, and, in Pretoria, police confiscation of union pamphlets and arrest of 25 unionists who defied the ban. "We seem to be reverting to Emergency conditions," she said.

WORK BRIEFS

Transet denies 60 000 retrenchments planned

W/Mail 7/12/-13/12/90

■ Management has vehemently denied union claims that 60 000 Transnet jobs may be shed by the end of 1991.

"We have no figures and no dates," said Transnet labour executive Vic van Vuuren. Quoting union sources, Sapa claims the figure was mentioned at a meeting between management and all Transnet unions on November 23.

Van Vuuren said to spur efficiency and ensure Transnet "was not a burden on the new South Africa", manning cuts were on the cards, involving some possible retrenchments. Unions had been invited to negotiate a retrenchment procedure. (270)

"But our goal remains no retrenchments," he said, adding that a committee had been set up to probe ways of saving jobs. This would investigate training to facilitate inter-departmental transfers and ensure vacancies were filled from within the group, he said.

SAAF trims weight, ready for new role

270

Sowetan 12/12/90

SOUTH AFRICA's air force has trimmed down its fighting weight and is now ready for its new "peacetime" role.

In an interview the chief of the air force, Lieutenant-General Jan van Loggerenberg, said further personnel cuts were highly unlikely and he detailed plans for the SAAF over the next two decades.

The SAAF will become largely a "Dakota and chopper" force with a limited but continuously updated strike arm.

Jet fighters will be concentrated at two bases in the Far Northern Transvaal and Eastern Transvaal.

Less noise

Pretoria residents will probably be happy to hear noise levels in city's skies will drop considerably with the loss of Canberra and Buccaneer bombers and the relocation of Mirage fighters elsewhere.

Van Loggerenberg expressed satisfaction with the SAAF's progress on the road to rationalisation: "We have a clear vision of the SAAF's role for the next four to five years, but I'll be introducing a number of new measures in the next 18 months."

The "new" air force will be smaller and more streamlined, Van Loggerenberg said: fewer squadrons, fewer aircraft and fewer bases.

"We will have fewer aircraft on our inventory - however, with increased operational readiness we'll probably be able to keep more of them in the air than before," said Van Loggerenberg.

Fewer aircraft

Fewer aircraft will not, however, mean fewer pilots: "We won't train fewer pilots than in the past, we're undermanned."

The first batch of pilots produced by a new, shorter training programme received their wings last week.

"The new programme will allow us to produce pilots faster, ease the burden on flying instructors and will bring about significant savings," Van Loggerenberg said at the wings parade last week.

The SAAF would not be able to replace aircraft like the Canberra and Buccaneer bombers: "We have lost their range and other unique features but with the considerably lower air threat against the country this will not be a problem."

Because of the SAAF's limited budget and a de-escalated air threat, projects like the Rooivalk attack helicopter and the development of a new fighter have been shelved.

"It must be remembered that the Rooivalk was designed a decade ago to meet operational needs. However, we are not in a war anymore."

Van Loggerenberg said continuous upgrading of Cheetah and Impala aircraft and development of more sophisticated weapons systems would compensate for a lack of new fighter types.

"We'll be looking at a new power plant for the Cheetah as well as certain aerodynamic improvements on the air frame."

Replacement

At the wings parade Van Loggerenberg announced the replacement of the SAAF's ageing fleet of piston-powered Havard trainers.

"Long before the end of this century we will have replaced all our piston-powered aircraft with turbo-prop types."

The SAAF's large fleet of DC-4 aircraft and DC-3 Dakotas will undergo the same transformation.

"Unfortunately we will not be able to replace the anti-submarine capability provided by the Shackletons. We have lost that," he said.

It is also known that the SAAF will be upgrading its Puma helicopters with a new, more powerful engine.

"The loss of certain aircraft types, including the Mirage 111's being converted to Cheetahs, will mean less diversity and will solve a logistical headache. Maintenance will be simpler."

Van Loggerenberg said it would be incorrect to presume the SAAF would take on a totally defensive role.

"An air force is versatile. We can play the role of defender or we can attack.

"We will not, however, spend millions to establish a defensive ring of anti-aircaft weapons and early warning systems. We simply do not have the budget for it."

"There is no serious air threat from our northern neighbours."

Control centre

Air space control has been buttoned up with the opening of a new underground air control centre at Hoedspruit that will link radar installations in the Far North and Eastern Transvaal and direct fighters based at Hoedspruit and Louis Trichardt.

"With 4 000 aircraft criss-crossing the Lowveld skies every day it means the military can also assist with civilian air traffic control."

Future air combat exercises would have to be increasingly more realistic to compensate for the loss of operational experience, he said. - *Sowetan Correspondent*

PUBLIC SECTOR - TRANSPORT - LABOUR

1991

Transnet starts vital talks on a new bargaining forum

By DREW FORREST (270) W/Mail 11/11-17/1/91

VITAL talks between railways management and 13 recognised unions aimed at a new bargaining dispensation for 167 000 black and white Transnet workers begin next week.

The intention, said senior Transnet industrial relations executive Vic van Vuuren, was to have a new forum in place by October 6, when the Sats Conditions of Employment Act lapses and Transnet automatically falls under the Labour Relations Act.

Wages and conditions are currently negotiated in the Transnet Labour Council, which will disappear along with the old legislation

Van Vuuren said that in exploratory talks last year, both management and the unions indicated support for a Transnet industrial council to replace the existing forum

The formation of an IC, the third largest in the country, would be a breakthrough for Cosatu's SA Railway and Harbour Workers' Union (Sarhwu) and the clearest possible signal of the enlightened new labour regime at Transnet

The central problem facing the negotiators is how to cater for the widely divergent undertakings within Transnet, notably Autonet (goods and passenger transport) and South African Airways.

Van Vuuren said that special interests would have to be met through a number of industrial relations sub-committees In time, Autonet and SAA could be catered for through separate ICs. "But this will need the agreement of the unions"

Elaborating on the need for a new bargaining structure before October 6, Van Vuuren said a number of Transnet workers could fall under other ICs, leading to the fragmentation of employment conditions as agreements were extended to cover them.

About 12 000 workshop workers are potentially covered by the engineering industrial council, and Van Vuuren said Transnet management had held talks with the Steel and Engineering Industries Federation (Seifsa) on the issue of demarcation

Negotiations for this year's wage contract, beginning in April with an eye to a July implementation date, will be conducted as usual in the Labour Council

As Sarhwu has refused to join the council, arguing that it had no role in its creation, this will mean parallel negotiations for the second year.

White railmen take the Sarhwu track

By DREW FORREST

IN many ways, he is a typical member of the militant South African Railway and Harbour Workers Union: a Transnet truck-driver, 31 years old, living with his wife and child in a Reef working class area.

But Marcus Momberg is Afrikaans-speaking, a former farmer from Bronkhorstspruit — and he is white.

"We're 17 whites among 300 drivers. We can achieve much more through Sarhwu," he said in an interview at the Kaserne depot in Johannesburg this week.

Momberg is one of 1 500 white railmen who have joined the Congress of SA Trade Unions-affiliated union, most since the bitter rail strike early last year. In two months, Sarhwu has made a virtual clean sweep of the white staff at Kaserne's cartage department, where he works.

His immediate motive, and that of two converts interviewed with him — Manie Cromhout and Frans Gerber — seems trivial. His former union, Spoorbond, had broken a pledge to pay the full legal costs of a fellow-driver facing prosecution after an accident.

But underlying this is a longer-term disenchantment with Spoorbond, which they say "never did anything for them", and respect for Sarhwu's power. Their regard for the man who recruited them, tough veteran of two rail strikes and Sarhwu shop steward David Mnisi, shines through.

"I battled for years to get shoes and rainsuits for drivers through Spoorbond," complains 51-year-old Arthur Theron, an assistant cartage officer on the brink of joining Sarhwu. "We still don't get them — but the blacks do.

"And take liquor — if I'm caught with it, it's tickets. But the Sarhwu guys get away with it."

Remarkably, the men say they have received no stick from colleagues who have fought shy of the union. And they show no sign of the anti-Sarhwu revulsion which reportedly swept white railmen in the wake of last year's violent strike.

But the differences in outlook are real and striking — and a potential problem for Sarhwu. The new recruits insist they would never strike, and their repeatedly voiced fear is that as Sarhwu members, they would be intimidated into supporting strike action.

"Look at the last strike — it lasted three and a half months. I have a family to support. How could I afford it?" Momberg says.

If Sarhwu could reassure them on this score, white railmen would flock to it, another of the men comments.

Their understanding, bred of years of exposure to white unionism, is that all strikes can be headed off by the intervention of the union head office. They also concede that they have not been to union meetings, but may go if an interpreter is provided.

What of Sarhwu's affiliation to Cosatu, and Cosatu's links with the African National Congress and SA Communist Party? "If our leaders (the National Party) can sit down with them, why can't we?" asks one worker.

But the overriding view is that Sarhwu's politics are not their concern. "I only joined them for what goes on in the workplace," Momberg explained.

Sarwhu leaders take the long view. "Education is needed; they've only just joined, so they can't be blamed," said Mnisi. "We must show them that the union is not just the head office, and that Sarwhu policy is not to intimidate non-strikers."

There is enormous potential for recruitment among Transnet's 70 000 white employees, believes Sarwhu's only white official, a former railman, Johan Beaurain.

"The key is to get our black members to do the organising. They've been so hammered by whites that they can't conceive that these people are insecure and worth approaching."

Right-wing super-union falters in its stride

270

Proposals for a white 'super-union' — long a cherished ambition of the far right — were back in the public eye this week. But despite favourable political and economic conditions, the plan is struggling to take root.

DREW FORREST reports

W/Mail 1/2 – 7/2/91

"WE'RE now moving towards a new strategy — the idea is to mobilise our partners and allies so that the government cannot ignore us. We will mobilise workers into a solid group, with an eye to mass action in future."

The militant rhetoric has a familiar ring — the African National Congress, surely? A township activist?

In fact, the man sounding the ultimatum is Conservative Party defence spokesman Koos van der Merwe. The CP is not a known admirer of the black trade unions the labour unity he is urging, and the mass action he threatens, involves South Africa's white workers

Long a dream of the white Mine Workers Union (MWU), a "super-union" for whites has been the subject of intense debate and manoeuvring on the far right in recent months.

At the MWU's congress in Johannesburg this week, which the CP was invited to address for the second year on the trot, MP for Schweizer-Reneke Piet Mulder reiterated a call for white unions to sink their differences in the interests of their rank and file

Mulder is circumspect about the political implications of the super-union drive, preferring to stress the need for a strong white worker voice at a time of rising racial violence in the workplace and labour law reforms in which white unionists have been marginal players.

Van der Merwe is more forthright. Last year, during "phase one" of their campaign, the CP was intent on marshalling political support in a peaceful manner, he said Now it would move to "pinch the government" by mobilising its allies — the church, academics and white labour.

"Workers are realising that there will be no white self-determination under an ANC government, which will deny minority rights and nationalise their assets. They must stand squarely in the path of De Klerk and Mandela."

On the face of it, conditions for a general union of the right could not be more favourable. Seismic changes on the political terrain — desegregation, the unbanning of the ANC and SA Communist Party, constitutional negotiations and violent upheavals in the townships — have left many blue-collar whites uncertain and fearful.

Once the fountainhead of white worker privilege, the National Party has scrapped job colour bars and, after bowing to the inevitability of black unions, begun negotiating a new labour framework with them. In the public service and parastatals, the old paternalism has given way to a profit-driven approach which threatens for[illegible] protected white jobs.

White unionists are resentful that a government whose ear they once monopolised now seems bent on appeasing black labour. "The government sits down with Cosatu, while our views on the Labour Relations Act were ignored," complains Transnet Union of South Africa boss Phillip Strauss

Hoping for a better deal ... White truckers join their black colleagues in the Cosatu-affiliated SA Railway and Harbour Workers Union

Photo: KEVIN [illegible]

W/Mail 1/2 – 7/2/91

Illegal strikes by black workers go unpunished, runs the litany, and the white workers' role in maintaining strike-hit services unrewarded On the mines and in the railways, whites are at growing risk of racial violence.

Added to this is the enormous potential power of white workers, despite their relatively small numbers. Strategists of the right believe a white general strike could paralyse the economy in two or three days, according to the *Innes Labour Brief*.

Yet behind the CP's strident rhetoric, anxiety must lurk. Soon after President FW de Klerk's February 2 bombshell, white union backers of the super-union concept — principally the MWU, Tusa and Yster en Staal — reportedly set themselves a year to get it off the ground. A year later, as political change gathers momentum, it remains an idea.

The CP has reckoned without personal ambition, and the factiousness which activists of the right share with their far-left counterparts.

Insiders say the territorial anxieties of union leaders, some of whom are clinging to personal fiefdoms, have been a key obstacle, and that no agreement has been reached on whether to opt for a big general union or a union federation. One "super-unionist" told *The Weekly Mail* the issue might take a further six months to resolve.

Between the MWU and Yster en Staal there is a history of acrimony, said to have its roots in personal animosities and membership poaching by the mine union at Iscor "They won't even talk to each other at joint negotiating sessions," said one insider

Personal differences also seem to have bedevilled the simplest option. to harness the long-established South African Confederation of Labour (Sacla), with 80 000 members the country's largest white union grouping, to the cause of the right. Between them, Yster en Staal and the MWU provide most of Sacla's membership. 270

But divisions between radical rightists and cautious union bureaucrats within the federation rule out this course, insiders say.

The reticence of key actors makes the right-wing labour scene opaque, but it is possible that political tensions are a complicating factor Mulder refused to confirm that the CP had tried to facilitate the super-union drive, commenting that "other organisations" — presumably the Herstigte Nasionale Party and the Afrikaner Weerstandsbeweging — were involved.

The MWU's general secretary and president, Peet Ungerer and Cor de Jager, have been linked to the HNP, the traditional party of blue-collar racism, but may have shifted allegiances as its star waned. Observers consider it significant that the union has twice invited CP leaders to address its congress. Tusa's Strauss is thought to be a leader of the AWB, which reportedly tried at one point to register its own union.

One setback for the super-union plan, observers believe, is the failure of a stepped-up recruitment drive As a scene-setting move, the unions set out to increase their membership, partly by broadening their organising scope and targeting political malcontents in multiracial unions.

This has long been a strategy of the MWU, which since the early 1980s has fanned out from the mines to Eskom, Iscor and the chemical industry Less than half of its 30 000 members are thought to be miners

The MWU could not be contacted, but well-placed sources insist that in the metal industry at least, its organising drive has peaked. "They picked up about 3 000 members in Iscor, but not much happened last year," said one.

Tusa, which last year changed its constitution to allow the recruitment of all white Transnet workers, may have had a similar experience Strauss insists that many unorganised railmen have joined him, but employer sources say his membership remains constant at about 5 000 and that moves to sign up clerical workers in Salstaff have failed.

Why is this? It may simply reflect the organising capacity of the super-unionists. As the example of Inkatha's United Workers Union shows, politics are no automatic passport to membership In addition, the right confronts a dead weight of political inertia and deference to authority among whites, fostered by 40 years of National Party patronage.

Skilled whites, in addition, may feel their workplace interests are better served by craft or job-specific employee bodies than a general with a largely political agenda.

This is not to say that the super union is a dead letter — conceding leadership conflicts may have been obstacle, Mulder believes that as conditions worsen, pressure from rank and file will force the issue.

But another intriguing possibility exists — that class may start to [illegible] race, and that threatened white workers, particularly the less skilled, [illegible] be drawn to militant black unions [illegible] the muscle to protect them.

There has been no political strike by whites since the late 1970s, but railway artisans crossed an important psychological threshhold last year when they staged two illegal stoppages on wage issues.

Small numbers of whites have already joined Cosatu unions in the metal and commercial sectors But the most striking advances have been on the railways, where the South African Railway and Harbour Workers Union now claims 1 500 white members

There is, of course, a deeper community of interests, which race and culture have obscured. Ironically, the socialist strain in the AWB's rhetoric — its tirades against *geldmag* and privatisation — indirectly bears this out.

"Slowly, white railmen are coming to see that blacks are not the real enemy," said a Sarhwu official this week. "They are also seeing that the power of the white unions has been their privileged relationship with management — and this is fast disappearing"

●See PAGE 41

SAA is asked for jobs by ANC flyers

270

By ROGER MAKINGS

TWO ANC members have been interviewed by SAA as potential cockpit crew members.

One is a pilot for Lesotho Airways who has almost 1 000 hours' experience, the other, a flight engineer for Ethiopean Airlines

SAA's executive manager of flight operations, Captain Mickey Mitchell, confirmed this week that the two men had approached SAA for jobs

"They were interviewed recently and their experience and licences reviewed. Once their licences have been validated by the Directorate of Civil Aviation, we will certainly consider employing them."

They are the first of at least six exiles who intend to apply for aircrew positions with SAA.

Before they begin training on SAA simulators to confirm standards of ability, the two men will be vetted by a selection board after they have passed rigorous medical examinations

S/Times 19/5/91.

Learn

If the Lesotho pilot is successful, he will probably be appointed as a third officer on Boeing 747s Third officers mainly undertake radio duties and observe and learn on long-haul routes

The pilot will also have to successfully complete a conversion course to Boeing 737s before assuming duties as a co-pilot on the twin-jet airliner.

The flight engineer will have to pass a conversion course for Airbus A300s and 747s under SAA supervision before he can take up duties.

In February, the Sunday Times reported that the ANC had urged SAA to consider employing at least six exiled airline pilots who were trained in Ethiopia and Ireland and were flying for Ethiopian Airlines and Zambian Airways.

ANC official George Negota said at the time he was surprised by the enthusiasm of SAA officials regarding the request.

A DCA spokesman said this week foreign licences were only validated on merit and that the candidate would also have to pass a flight test and an examination on SA air law

Flight engineers' jobs 'assured'

LINDEN BIRNS

SAA and its Flight Engineers Association yesterday reached an agreement halting arbitration over engineers' fears that they will be replaced by computers and technical manuals on the airline's new jumbo jets.

The agreement is believed to include guaranteed employment for the airline's 165 flight engineers for five years while new two-man cockpit aircraft are brought into service.

After this period negotiations on redundancy procedures, retraining and alternative employment within SAA may be resumed

The SAA Flight Engineers Association earlier decided to seek arbitration over claims that its members' job security was being threatened by recent technological advances.

Improved technology on the Boeing 747-400 — SAA took delivery of its first one on Sunday — has reduced the pilots' workload, enabling them to take on the flight engineer's role of monitoring the aircraft's performance in flight. SAA will buy three more 747-400s.

The flight engineer has been replaced by three Engine Indicating and Crew Alerting Systems (EICAS) computers, two of which provide a constant back-up.These issue aural and visual alert signals to the pilots in the event of problems and can display a read-out of any remedies to technical problems arising in flight

SAA Flight Engineers Association chairman Ray Scott refused to comment on the agreement until it had been discussed in full by all parties concerned.

Sources close to both parties say the agreement was signed by SAA CE Gert van der Veer yesterday and will be discussed at the airline's board meeting this morning.

B/Day 2/11/

NOTICE 67 OF 1991

DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF TRAINING BOARD. TRANSNET LIMITED

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Transnet Training Board on 31 December 1990 in respect of Transnet Limited, as defined in Government Notice No R. 2944 of 21 December 1990 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation for Transnet Limited on the said date

The attention of apprentices and employers of apprentices in Transnet Limited is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in terms of a contract of apprenticeship on the said date, the parties to such contract shall within 90 days after the said date, notify the said Training Board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question.

(18 January 1991)

KENNISGEWING 67 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD: TRANSNET BEPERK

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Transnet Opleidingsraad, kragtens artikel 12B van die Wet, op 31 Desember 1990 geakkrediteer het ten opsigte van Transnet Beperk, soos omskryf in Goewermentskennisgewing No. R 2944 van 21 Desember 1990, in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum vir Transnet Beperk in werking te getree het.

Vakleerlinge en werkgewers van vakleerlinge in Transnet Beperk in die Republiek van Suid-Afrika, se aandag word gevestig op die bepalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakleerling wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakleerlingskap in diens was, die partye tot sodanige kontrak binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakleerling se verdere opleiding van toepassing sal wees, aan die genoemde Opleidingsraad bekend moet maak.

(18 Januarie 1991)

NOTICE 68 OF 1991

DEPARTMENT OF MANPOWER

MANPOWER TRAINING ACT, 1981

ACCREDITATION OF TRAINING BOARD· ELECTRICITY SUPPLY UNDERTAKING

It is hereby notified for general information that the Registrar of Manpower Training, in terms of section 12B of the Act, accredited the Eskom and Allied Industries Training Board on 17 December 1990 in respect of the Electricity Supply Undertaking, as defined in Government Notice No. R. 2879 of 7 December 1990 in the Republic of South Africa and that all the provisions of the Manpower Training Amendment Act, 1990, are deemed to have come into operation in that Industry and area on the said date.

The attention of apprentices and employers of apprentices in the Electricity Supply Undertaking is drawn to the provisions of section 53 (4) of the said Amendment Act, in terms of which, in respect of each apprentice who was employed in terms of a contract of apprenticeship on the said date, the parties to such contract shall within 90 days after the said date, notify the said Training Board of their choice regarding the conditions of apprenticeship which shall apply to the further training of the apprentice in question.

(18 January 1991)

KENNISGEWNG 68 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP MANNEKRAGOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD: ELEKTRISITEITSLEWERINGSNYWERHEID

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekragopleiding die Opleidingsraad vir Eskom en Verwante Nywerhede, kragtens artikel 12B van die Wet, op 17 Desember 1990 geakkrediteer het ten opsigte van die Elektrisiteitslewerings nywerheid, soos omskryf in Goewermentskennisgewing No. R. 2879 van 7 Desember 1990, in die Republiek van Suid-Afrika, en dat al die bepalings van die Wysigingswet op Mannekragopleiding, 1990, geag word op genoemde datum in daardie nywerheid en gebied in werking te getree het.

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(18 Januarie 1991)

Tension over rail protests

Staff Reporter

Tension is rising between Spoornet and railway workers in several Northern Transvaal towns where early morning demonstrations have been held since Monday against the dismissal of a union member.

South African Railway and Harbour Workers Union (Sarhwu) spokesman Johan Beaurain claimed the worker, shop steward Samuel Molokomme, was victimised by his supervisor over a sustained period and then dismissed.

Sarhwu claims 3 000 workers are involved in the protests, but this has been denied by Spoornet management.

"The number is only 300 — we don't even have close to 3 000 workers in the whole region," Spoornet industrial relations manager Marius Butler said.

Mr Molokomme was legally dismissed due to a bad service record, he added.

NOTICE 115 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the South African Aviation Engineering and Allied Union (i). Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

Name of trade union: South African Aviation Engineering and Allied Union (i).

Date on which application was lodged: 24 January 1991.

Interest and area in respect of which application is made: All persons employed in the Aviation Industry in the Republic of South Africa.

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.

Postal address of applicant P.O Box 13888, Kempton Park, 1620.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(1 February 1991)

KENNISGEWING 115 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Aviation Engineering and Allied Union (i). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Department van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: South African Aviation Engineering and Allied Union (i).

Datum waarop aansoek ingedien is: 24 Januarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Lugvaartbedryf in die Republiek van Suid-Afrika.

"Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel van aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag teen vergoeding vervoer.

Posadres van applikant: Posbus 13888, Kempton Park, 1620.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(1 Februarie 1991)

NOTICE 116 OF 1991

CUSTOMS AND EXCISE TARIFF APPLICATIONS.—LIST 3/91

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industry Any objections to or comments on these representations must be submitted to the Chief Executive Officer, Board of Trade and Industry, Private

KENNISGEWING 116 VAN 1991

DOEANE- EN AKSYNSTARIEFAANSOEKE.—LYS 3/91

Onderstaande aansoeke betreffende die Doeane-en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie vertoe moet binne ses weke na die datum van hierdie kennisgewing aan die Hoof Uitvoerende

Right-wing super-union falters in its stride

270

Proposals for a white 'super-union' — long a cherished ambition of the far right — were back in the public eye this week. But despite favourable political and economic conditions, the plan is struggling to take root.

DREW FORREST reports

W/Mail 1/2 - 7/2/91

"WE'RE now moving towards a new strategy — the idea is to mobilise our partners and allies so that the government cannot ignore us We will mobilise workers into a solid group, with an eye to mass action in future."

The militant rhetoric has a familiar ring — the African National Congress, surely? A township activist?

In fact, the man sounding the ultimatum is Conservative Party defence spokesman Koos van der Merwe. The CP is not a known admirer of the black trade unions: the labour unity he is urging, and the mass action he threatens, involves South Africa's white workers.

Long a dream of the white Mine Workers Union (MWU), a "super-union" for whites has been the subject of intense debate and manoeuvring on the far right in recent months

At the MWU's congress in Johannesburg this week, which the CP was invited to address for the second year on the trot, MP for Schweizer-Reneke Piet Mulder reiterated a call for white unions to sink their differences in the interests of their rank and file.

Mulder is circumspect about the political implications of the super-union drive, preferring to stress the need for a strong white worker voice at a time of rising racial violence in the workplace and labour law reforms in which white unionists have been marginal players.

Van der Merwe is more forthright Last year, during "phase one" of their campaign, the CP was intent on marshalling political support in a peaceful manner, he said. Now it would move to "pinch the government" by mobilising its allies — the church, academics and white labour.

"Workers are realising that there will be no white self-determination under an ANC government, which will deny minority rights and nationalise their assets. They must stand squarely in the path of De Klerk and Mandela."

On the face of it, conditions for a general union of the right could not be more favourable. Seismic changes on the political terrain — desegregation, the unbanning of the ANC and SA Communist Party, constitutional negotiations and violent upheavals in the townships — have left many blue-collar whites uncertain and fearful.

Once the fountainhead of white worker privilege, the National Party has scrapped job colour bars and, after bowing to the inevitability of black unions, begun negotiating a new labour law framework with them. In the public service and parastatals, the old paternalism has given way to a profit-centred approach which threatens formerly protected white jobs.

White unions are resentful that a government whose ear they once monopolised now seems bent on appeasing black labour. "The government sits down with Cosatu, while our views on the Labour Relations Act were ignored," complains Transnet Union of South Africa boss Phillip Strauss.

Hoping for a better deal ... White truckers join their black colleagues in the Cosatu-affiliated SA Railway and Harbour Workers Union

Photo: KEVIN CARTER

W/Mail 1/2 - 7/2/91

Illegal strikes by black workers go unpunished, runs the litany, and the white workers' role in maintaining strike-hit services unrewarded. On the mines and in the railways, whites are at growing risk of racial violence.

Added to this is the enormous potential power of white workers, despite their relatively small numbers. Strategists of the right believe a white general strike could paralyse the economy in two or three days, according to the *Innes Labour Brief*

Yet behind the CP's strident rhetoric, anxiety must lurk. Soon after President FW de Klerk's February 2 bombshell, white union backers of the super-union concept — principally the MWU, Tusa and Yster en Staal — reportedly set themselves a year to get it off the ground. A year later, as political change gathers momentum, it remains an idea.

The CP has reckoned without personal ambition, and the factiousness which activists of the right share with their far-left counterparts.

Insiders say the territorial anxieties of union leaders, some of whom are clinging to personal fiefdoms, have been a key obstacle, and that no agreement has been reached on whether to opt for a big general union or a union federation. One "super-unionist" told *The Weekly Mail* the issue might take a further six months to resolve.

Between the MWU and Yster en Staal there is a history of acrimony, said to have its roots in personal animosities and membership poaching by the mine union at Iscor "They won't even talk to each other at joint negotiating sessions," said one insider.

Personal differences also seem to have bedevilled the simplest option: to harness the long-established South African Confederation of Labour (Sacla), with 80 000 members the country's largest white union grouping, to the cause of the right. Between them, Yster en Staal and the MWU provide most of Sacla's membership.

270

But divisions between radical rightists and cautious union bureaucrats within the federation rule out this course, insiders say.

The reticence of key actors makes the right-wing labour scene opaque, but it is possible that political tensions are a complicating factor. Mulder refused to confirm that the CP had tried to facilitate the super-union drive, commenting that "other organisations" — presumably the Herstigte Nationale Party and the Afrikaner Weerstandsbeweging — were involved.

The MWU's general secretary and president, Peet Ungerer and Cor de Jager, have been linked to the HNP, the traditional party of blue-collar racism, but may have shifted allegiances as its star waned. Observers consider it significant that the union has twice invited CP leaders to address its congress Tusa's Strauss is thought to be a leader of the AWB, which reportedly tried at one point to register its own union.

One setback for the super-union plan, observers believe, is the failure of a stepped-up recruitment drive. As a scene-setting move, the unions set out to increase their membership, partly by broadening their organising scope and targeting political malcontents in multiracial unions.

This has long been a strategy of the MWU, which since the early 1980s has fanned out from the mines to Eskom, Iscor and the chemical industry. Less than half of its 30 000 members are thought to be miners.

The MWU could not be contacted, but well-placed sources insist that in the metal industry at least, its organising drive has peaked. "They picked up about 3 000 members in Iscor, but not much happened last year," said one.

Tusa, which last year changed its constitution to allow the recruitment of all white Transnet workers, may have had a similar experience. Strauss insists that many unorganised railmen have joined him, but employer sources say his membership remains constant at about 5 000 and that moves to sign up clerical workers in Salstaff have failed.

Why is this? It may simply reflect the organising capacity of the super-unionists. As the example of Inkatha's United Workers Union shows, politics are no automatic passport to membership. In addition, the right confronts a dead weight of political inertia and deference to authority among whites, fostered by 40 years of National Party patronage

Skilled whites, in addition, may feel their workplace interests are better served by craft or job-specific employee bodies than a general union with a largely political agenda.

This is not to say that the super-union is a dead letter — conceding that leadership conflicts may have been an obstacle, Mulder believes that as conditions worsen, pressure from the rank and file will force the issue.

But another intriguing possibility exists — that class may start to outweigh race, and that threatened white workers, particularly the less skilled, may be drawn to militant black unions with the muscle to protect them.

There has been no political strike by whites since the late 1970s, but railway artisans crossed an important psychological threshhold last year when they staged two illegal stoppages on wage issues.

Small numbers of whites have already joined Cosatu unions in the metal and commercial sectors. But the most striking advances have been on the railways, where the South African Railway and Harbour Workers Union now claims 1 500 white members.

There is, of course, a deeper community of interests, which race and culture have obscured. Ironically, the socialist strain in the AWB's rhetoric — its tirades against *geldmag* and privatisation — indirectly bears this out.

"Slowly, white railmen are coming to see that blacks are not the real enemy," said a Sarhwu official this week. "They are also seeing that the power of the white unions has been their privileged relationship with management — and this is fast disappearing."

●See PAGE 41

Worker critical after attack by foreman

270

C/Press 10/2/91

AN alleged AWB "neo-Nazi" foreman stabbed a black Spoornet worker in the stomach at a Springs depot on Wednesday, leaving the man in a critical condition with a severed intestine.

The stabbing, confirmed by Spoornet and East Rand police, was unprovoked, the South African Railways and Harbour Workers' Union (Sarhwu) alleged.

The union said it appeared Sarhwu member Samuel Sibilwane was stabbed because the foreman "seems to have a deep hatred for black people generally".

Doctors have described Sibilwane's condition as critical. He is being treated in hospital for a severed intestine and another stab wound in his shoulder.

Sarhwu claimed Sibilwane and a colleague, Thomas Khambule, were attempting to negotiate the transfer of two fellow workers with the foreman at Transnet's horticulture depot in Springs when the incident occurred.

The foreman was disarmed after the attack by two workers before Sibilwane collapsed, Sarhwu said.

However, according to a Spoornet spokesman, the foreman was also hospitalised with a cracked skull and an injured neck.

He was released from hospital on Thursday and did not report for duty on Friday.

The union alleges the foreman is a member of the ultra-rightwing AWB and openly displayed the organisation's swastika-like insignia while at work.

On the day before the stabbing he allegedly also threatened two black workers on Spoornet premises with a pistol, dagger and shotgun.

The Spoornet spokesman said the matter had been reported to the Springs police and an internal investigation was underway.

However, an East Rand police spokeswoman said the foreman had on the day before the stabbing lodged a complaint at the Springs police station, claiming he was being intimidated by black workers at the depot.

He told police from his hospital bed that he had been hit on the head with a brick and had stabbed Sibilwane in self-defence after he was confronted by about 12 workers.

No charges had been laid by Friday morning and investigations were continuing, the spokeswoman said. – Sapa

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version

For written reply

General Affairs

Hansard 20/2/91

Van den Heever Commission: persons charged

28 Lt-Gen R H D ROGERS asked the Minister of Education and Training

(1) Whether, with reference to the first three reports of the Commission of Inquiry into Matters Concerning the Department of Education and Training (the Van den Heever Commission), any persons have been charged with offences and/or malpractices, if so, (a) who are these persons and (b) what are the charges,

(2) whether it is intended to take further action in this connection against persons within and outside his Department, if so, what are the relevant details,

(3) whether the fourth report of the Van den Heever Commission has been received, if so, when,

(4) whether further action is contemplated against persons named in that report, if so, (a) what action and (b) against whom?

B84E

The MINISTER OF EDUCATION AND TRAINING

(1) Yes

(a) *Offences* Mr A J Olivier
Mr M J Strydom

Misconduct Dr D H Meiring

(b) *Offences* Bribery

Misconduct Alleged irregularities with the purchase of the interactive video information system (IVIS)
Found not guilty

(2) The reports of the Commission were referred to the Attorneys-General of the Transvaal and Natal with a view to the possible initiation of criminal prosecutions of various persons

Internal disciplinary action will be considered by the Department once the Attorneys-General's investigation is completed

(3) No

(4) Question falls away

SADF: suicides

31 Lt-Gen R H D ROGERS asked the Minister of Defence Hansard 20/2/91

How many (a) members of the Permanent Force, (b) national servicemen and (c) members of the Citizen Force/Commandos (i) attempted to commit and (ii) committed suicide in 1989 and 1990, respectively?

B87E

The MINISTER OF DEFENCE

1989

	(a)	(b)	(c)
(i)	70	259	12
(ii)	13	11	0

1990

	(a)	(b)	(c)
(i)	40	163	3
(ii)	7	20	2

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version

For written reply

General Affairs

Harms Commission: legal counsel

19 Mr A J LEON asked the Minister of Defence Hansard 21/2/91

(1) Whether the South African Defence Force retained legal counsel for the purpose of the Harms Commission of Inquiry, if so, (a) what was the name of each counsel, (b) for what period did each act and (c) what were the total fees charged by each counsel,

(2) whether any such counsel were paid fees for a period after the activities of the said commission had been concluded, if so, (a) what amounts were paid to each such counsel and (b) for what purpose were these costs incurred?

B63E

The MINISTER OF DEFENCE

(1) Yes

	(a)	(b)
Advocate P A Hattingh, SC		8 Feb 90 until 31 Aug 90
Advocate J J Wessels		8 Feb 90 until 31 Aug 90
Advocate S W Burger, SC		7 Feb 90 until 31 Aug 90
Advocate P J J de Jager		7 Feb 90 until 31 Aug 90

(c) I do not consider it in the public interest or in the interest of the advocates to attach an amount to each individual name and will therefore refer to them as advocates 1,2, 3 and 4 in replying to the rest of the question

Advocate 1 R675 000
Advocate 2 R453 718
Advocate 3 R427 500
Advocate 4 R285 000

(2) Yes

(a) Advocate 1 R225 000
Advocate 2 R150 285,56
Advocate 3 R15 000
Advocate 4 R10 000

(b) The amounts were negotiated as retention and closing fees Two of the advocates' instructions were amended prior to the completion of the Harms Commission, in that additional instructions were given to them These instructions were to be executed against the aforementioned agreed upon closing fees

SAA: employees (270)

21 Mr A J LEON asked the Minister of Mineral and Energy Affairs and Public Enterprises

(1) What total number of (a) Whites, (b) Blacks, (c) Coloureds and (d) Asians is employed by the South African Airways (i) as apprentices, (ii) as technical staff, (iii) in the administrative services, (iv) as cabin crew (excluding pilots) and (v) as pilots, Hansard 21/2/91

(2) whether the Airways intends to increase the Black component of its staff, if so, what are the relevant details?

B65E

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES

(1)	(i)	(ii)	(iii)	(iv)	(v)
(a)	237	2 162	4 475	1 443	736
(b)	10	657	952	10	0
(c)	12	39	219	31	0
(d)	12	2	19	9	1

(2) Yes South African Airways firmly believes in equal opportunities for everybody and all applications for employment, irrespective of an applicant's race, colour or creed are being considered when vacancies occur

Blacks in the airways

270

ISMAIL LAGARDIEN

THE South African Airways is addressing the question of black advancement very poorly, the Democratic Party's Mr Tony Leon said in Parliament on Friday.

With hopes of restored landing rights in America, the national airline is coming under close scrutiny.

Leon cited figures released by the Government which revealed that all of its 736 pilots are white and only about 5 percent of its apprentices are black.

Argus 5/2/91

ANC's pilots look to SAA

S/Times 24/2/91 (270)

THE ANC is urging SAA to employ at least six qualified airline pilots who are in exile.

SAA said this week the pilots could apply to the airline and would be considered for employment in the normal way.

ANC official George Negota has held talks with SAA management on the possibility of jobs for exiles who are serving as pilots overseas He said he was surprised by the enthusiasm of SAA officials.

"But we will not be getting any special treatment," Mr Negota said. "Pilots in exile will have to have their licences validated by the Directorate of Civil Aviation before they can be considered by SAA"

Mr Negota said the ANC had copies of the qualifications of six pilots and two flight engineeers which were submitted to SAA He said the pilots, trained in Ethiopia and Ireland and flying for Ethiopean Airlines and Zambian Airways, were between the ages of 26 and 32 and had an average of between 600-1 000 hours' flying experience.

He said all were first officers and were flying Boeing 707s or the more modern Boeing 757s

Mr Negota said the ANC planned to submit the licences of another

Exiled fliers 'welcome' if they qualify

By ROGER MAKINGS

four pilots and six flight engineers as well as those who were still undergoing training

SAA's executive manager of flight operations, Captain Mick Mitchell, said this week that any South African citizen under the age of 35 was welcome to apply for a job as a pilot — providing he had the right qualifications

Stringent

These included

- A South African commercial pilot's licence, or one validated by the Directorate of Civil Aviation as well as an instrument rating
- At least 1 000 hours' flying time.
- South African citizenship.

"Once these requirements have been fulfilled, the candidate must pass a medical examination and then appear before a selection board," said Captain Mitchell.

The head of the Directorate of Civil Aviation, Japie Smit, said pilots with foreign licences would, in addition to other requirments, have to pass a flight test and an examination on SA air law before their licences were validated.

But even after validation there were restrictions on the pilot regarding conversions to other aircraft types and renewals of the licence.

The SA commercial pilot's examination is one of the most stringent in the world. First-time candidates have a pass rate of less than 20 percent

Aviation

Captain Mitchell said the airline was planning a seminar for blacks interested in aviation which would include a tour of Jan Smuts airport

- This week Mr Tony Leon (DP, Houghton) urged SAA to implement black advancement programmes if the airline wanted to operate in US skies.

He had discussed the matter with ambassador designate to the United States Harry Schwarz, who believed SAA should fund a bursary scheme to promote black advancement in the airline

White social old-age pensioners

*7 Mr K M ANDREW asked the Minister of Welfare, Housing and Works

(a) How many White social old-age pensioners were there during the latest specified 12-month period for which figures are available and (b) what was the total cost of these pensions during the said period?

Hansard 26/2/91. B311E

The MINISTER OF WELFARE, HOUSING AND WORKS

(a) 136 306 as at 31 March 1990

(b) R425 309 000 for the 1989/90 financial year

Reply substituting reply to Question No 3 on 12 February 1991, but by Mr R M Burrows (col 43)

Schools/colleges closed

*3 Mr R M BURROWS asked the Minister of Education and Culture

(1) Whether any component executive departments of his Department have closed any schools or colleges of education in 1990, if so, (a) for what reasons and (b) what total number was closed,

(2) whether the closing of schools or colleges in terms of a policy of rationalisation will continue in 1991, if so, for what reasons,

(3) whether he will make a statement on the matter?

Hansard 26/2/91 B31E

The MINISTER OF EDUCATION AND CULTURE

It is accepted that "component executive departments" refer to the four executive departments of education

(1) Yes, (a) to ensure cost-effective use of facilities, (b) 47 schools and 1 college of education,

(2) yes, to ensure further cost-effective use of facilities;

(3) no

Written reply

General Affairs

SADF: persons failing to report for duty

46 Lt-Gen R H D ROGERS asked the Minister of Defence: Hansard 26/2/91

How many persons failed to report for (a) military service in February 1990 and August 1990, respectively, and (b) (i) Citizen Force camps and (ii) Commando duty in 1990?

Hansard 26/2/91 B88E

The MINISTER OF DEFENCE

The honourable member is referred to the reply in this House to written question number 194 of 1988, of which the relevant section is quoted below

"As the particulars which were supplied in the past were abused by a certain organisation which campaigns for the discontinuation of compulsory military service, I am not prepared to furnish the figures "

Permanent Force: applications

48 Lt-Gen R H D ROGERS asked the Minister of Defence Hansard 26/2/91

How many Black, White, Coloured and Indian persons, respectively, (a) applied to join, and (b) were accepted into, the Permanent Force as members of the South African (i) Army, (ii) Air Force, (iii) Navy and (iv) Medical Services in 1990?

B93E

The MINISTER OF DEFENCE

(a) Separate statistics for race groups are not held in respect of applications to join the SA Defence Force

(b)

	Blacks	*Whites*	*Coloureds*	*Indians*
(i)	44	2 991	79	0
(ii)	23	1 303	104	3
(iii)	48	197	27	17
(iv)	9	349	7	0

SATS transfer to Transnet: benefits

51 Adv T LANGLEY asked the Minister of Mineral and Energy Affairs and Public Enterprises † Hansard 26/2/91 (270)

(a) What benefits were paid at the transfer of the former South African Transport Services to the public company Transnet Limited, to members of the top management of the South African Transport Services who did not retire from service, (b) what total amount was paid in such benefits and (c) when was this payment made?

B185E 1

The MINISTER OF MINERAL AND ENERGY AFFAIRS AND PUBLIC ENTERPRISES (270)

Hansard 26/2/91

(a) None

(b) and (c) Fall away

Cape Peninsula: monitoring of oil spillage

65 Mr C W EGLIN asked the Minister of Environment Affairs Hansard 26/2/91

(1) Whether any steps are being taken to monitor oil spillage from vessels into the sea off the Cape Peninsula, if so, what steps, if not, why not,

(2) whether there were any cases of oil spillage from vessels into the sea off the Cape Peninsula in 1990, if so, in respect of each such case, (a) what was the (i) nature and (ii) extent of the spillage, (b) what is the name of the vessel concerned and (c) what follow-up action was taken by the South African Government?

B181E

The MINISTER OF ENVIRONMENT AFFAIRS·

(1) The Kuswag 7 oil pollution coastal patrol aircraft patrols the shipping lanes between Saldanha Bay and Richards Bay, flying an average of 60 hours per month This coverage includes the sea around the Cape Peninsula All oil spills spotted by the Kuswag 7 are reported to the Department of Environment Affairs In addition, all coastal and port authorities and other bodies with jurisdiction along the coastline have been requested to report any oil spill sightings to the Department of Environment Affairs All of these oil spills are recorded for monitoring purposes

(2) The following incidents of oil pollution were recorded from around the Cape Peninsula during the period 1 January to 31 December 1990

DATE	SOURCE	NATURE	POSITION	EXTENT	ACTION
10/1	Unidentified	Fuel oil	Milnerton beach	0,3 t	Cleared
30/3	"South Island"	Bilge	30 nm S of False Bay	0,3 t	None
23/5	Unidentified	Tar	Milnerton beach	0,1 t	Cleared
1/7	"Bubijan"	Crude	N of Robben Island	0,1 t	Kuswag vessel broke up the crude
29/7	Unidentified	Tar	Camps Bay	0,3 t	Cleared
27/12	Unidentified	Lube	Milnerton beach	0,2 t	Cleared

In addition to the above reported spills, 38 incidents of oiled penguins, involving less than five birds in each case, were recorded along the Cape Peninsula coastline during this period These incidents were not linked to any of the reported spills All these birds were treated at the South African National Foundation for the Conservation of Coastal Birds (SANCCOB)

SADF: refusal to serve

90 Mr L FUCHS asked the Minister of Correctional Services· Hansard 26/2/91

Whether any persons are currently serving gaol sentences for refusing to serve in the South African Defence Force; if so, (a) how many and (b) in respect of what date is this information furnished?

Hansard 26/2/91 B320E

The MINISTER OF CORRECTIONAL SERVICES.

(a) and (b)

On 19 February 1991 no persons were serving sentences of imprisonment for refusing to serve in the South African Defence Force

Railways workers meet at Nasrec

270

From Mono Badela
Johannesburg South 28/2-6/3/91

DISCRIMINATION and the eradication of apartheid at workplaces were high on the agenda when nearly 300 delegates representing more than 50 000 members of the SA Railways and Harbour Workers' Union (Sarhwu) held their bi-annual congress at Nasrec this week

The embattled union also discussed restructuring A union spokesperson, Mr Vanguard Mkhosana, told SOUTH that the union is gradually recovering from the effects of the 1987 and 1989-90 railway workers' strikes in which at least 30 of its members were killed and thousands dismissed.

The union also discussed the prospect of amalgamating transport workers represented by the Transport and General Workers Union (T&GWU) and Sarhwu

Other issues on the agenda included black education, the "Sarhwu Four" now on death row, the anti-privatisation campaign, decentralisation of funds, and right-wing and vigilante violence

Cabin crews in pay dispute

CAPE TIMES 1/3/91 — Staff Reporter 270

SAA cabin crew members will decide today whether to accept a final salary offer made by management, a South African Aviation, Engineering and Allied Union spokesman said last night

SAA is offering cabin crew members in diamond class a 31% increase, 21% in the gold class, 21% for crew members with four years' experience, 20% for those with two years' experience and 26% to those with seven months' experience Apprentices with under six months' experience will get no increse.

The present annual salaries range from R23 190 for diamond class crew members to R16 740 for crew members with six and seven months' experience

SAA dispute settled this week

Cape Times 13/3/91 Staff Reporter

SOUTH AFRICAN Airways will settle a pay dispute with cabin crews through arbitration this week.

SAA and the South African Aviation Engineering and Allied Union (SAAEAU) have gone to outside arbitrators after a deadlock over wage negotiations.

The arbitrators' decision will be final

Sarhwu wants general strike

W/Mail 15/3/91

■ The Cosatu-affiliated SA Railway and Harbour Workers' Union has proposed that Cosatu prepare for a general strike for a national minimum wage and a living wage.

The proposal, made at Sarwhu's recent national congress, was coupled with a demand for a R250 weekly minimum for a 40-hour week, reports Cosatu's latest *Infor-*

(270)

SAA cabin staff in pay dispute

Star 15/3/91

Staff Reporter (270)

South African Airways has declared a dispute with its cabin attendants over salary demands

Cabin staff now plan to take a demand for market-related salaries to the Industrial Court

This was confirmed last night by the South African Aviation Engineering and Allied Union, of which cabin staff are members.

A spokesman said the union had been prepared to accept SAA's final offer but with additional clauses added, including the implementation of market-related salaries over a period of one to three years

SAA management, however, rejected this, the spokesman said.

Cabin crew were given four options on which to vote — acceptance of the management offer with various condition added, rejection of the offer, acceptance of the offer without strings and a proxy vote transferred to the negotiating team

SAA management said it had declared a dispute because the union had not responded to whether or not management's offer was acceptable

kaNgwane gets back in step with South Africa

■ Moving towards reincorporation, kaNgwane has passed a law making all South African labour statutes applicable in the Eastern Transvaal homeland.

The kaNgwane Labour Laws Amendment Act, passed on March 6, provides that South Africa's Labour Relations Act, Wage Act, Basic Conditions of Employment Act and Machinery and Occupational Safety Act, and future amendments, cover kaNgwane workers, and that South African-registered unions and employer bodies are deemed to be registered in kaNgwane.

Sources are confident President FW de Klerk will promulgate it.

kaNgwane will have its own industrial court and dispute procedures, but will be effectively re-integrated in South Africa's labour system — Cosatu's long-term plan for the homelands. kaNgwane has been in regular contact with Cosatu.

An enlightened homeland, kaNgwane originally planned to update its labour law — South Africa's pre-1985 LRA — with a model statute, but the Saccola Accord and moves to legislate it sparked a rethink.

W/Mail 15-21/3/91

mation Bulletin. W/Mail 15-21/3/91 (270)

The congress also resolved to reduce the number of pay grades on the railways and to narrow the wage gap between high- and low-paid, and to step up its campaign against privatisation and for re-nationalisation of privatised industry.

Delegates agreed on the need for a forum for public sector unions to "discuss their perspective on public sector industry with public and private sector management", and to continue talks with the Transport and General Workers' Union with a view to creating one transport union.

Protesters arrested near QE2

Cape Times 21/3/91 (270)

Staff Reporter

FIFTY-SEVEN Portnet workers were arrested in the harbour at lunchtime yesterday, while protesting near the luxury liner Queen Elizabeth 2, according to police.

Police spokesman Captain Denise Brand said the men — ranging in age from 19 to 35 years old — were arrested for attending an illegal gathering.

They are being held at Cape Town police station, and have been offered bail of R50 each.

Captain Brand said the protesters wanted to march past the liner to Portnet offices in the harbour, to deliver a letter of protest to authorities.

Police had offered to transport 10 workers to the office so that they could deliver the letter, she said.

They however refused, decided to march to the office and were arrested.

Merger moves in transport unions

By DREW FORREST 270

MOVES are afoot to fuse the Congress of South African Trade Unions' Transport and General Workers' Union (TGWU) and the South African Railway and Harbour Workers' Union (Sarhwu) into one giant transport union with 100 000 members

At a meeting in Soweto last week, described by Sarhwu as a "giant step towards the unity of transport workers", the unions agreed to set up a "merger facilitating committee" comprising national executive committee members and secretariats from both sides This will oversee the merger process and the drafting of a constitution, which will be canvassed with members

TGWU and Sarwhu will also send a joint delegation to the Cosatu congress in July

A single Cosatu transport union has been in the air for some time, but Sarwhu was known to have had misgivings

It pointed to TGWU's large membership outside transport — it has 13 000 cleaners and security guards —and argued that railway workers, as public sector employees, had special problems W/Mail 12/4 - 18/4/91

The two unions also came out of different traditions: Sarwhu is a revival of an old-established member of the South African Congress of Trade Unions (Sactu), the ANC's labour wing, and TGWU a former Federation of South African Trade Unions (Fosatu) affiliate

The disbanding of Sactu after the ANC's unbanning has given a fillip to unity moves, and the merger platform was strengthened last year when TGWU drew the railway union into its bus transport campaign

The Sarwhu statement said it had been agreed that TGWU's cleaning and security members "cannot be allowed to retard unity" — they are likely to be included in any merger, although their longer-term position has still to be resolved

The new union would also work closely with public sector unions, Sarwhu added

Still to be resolved is the issue of international links Although historically leaning towards the Eastern bloc's World Federation of Trade Unions, Sarwhu has no formal international ties

TGWU is affiliated to the International Transport Workers' Federation.

A single Cosatu transport union could have a major impact both on bargaining structures and the shaping of future public transport policy Current moves towards a Transnet industrial council, for example, could give way to a push for separate national goods and passenger transport councils, each covering different Transnet operations

The Sarhwu statement said a merger would bring together Sarwhu's militancy and the TGWU's "administrative and organisational smartness".

NOTICE 326 OF 1991

BY-ELECTION: HOUSE OF ASSEMBLY.—
ELECTORAL DIVISION OF YEOVILLE

In accordance with sections 108 and 109 of the Electoral Act, 1979 (Act No. 45 of 1979), it is hereby notified that Mr Douglas Harvey Monro Gibson, representing the Democratic Party, was on 2 April 1991 declared to be duly elected as a member of the House of Assembly for the Electoral Division of Yeoville, no other person having been duly nominated as a candidate for election for the said division.

(12 April 1991)

NOTICE 327 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

REGISTRATION AS A TRADE UNION

It is hereby notified for general information that the South African Aviation Engineering and Allied Union (i) has with effect from 28 March 1991 in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as a trade union in respect of persons employed in the Aviation Industry, as defined below, in the Republic of South Africa.

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activites relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.

(12 April 1991)

NOTICE 328 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Western Province Brick and Clay Manufacturers' Association with effect from 2 April 1991.

D. W. JAMES,

Industrial Registrar.

(12 April 1991)

NOTICE 329 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transport and General Workers Union Particulars of the application are reflected in the subjoined table.

KENNISGEWING 326 VAN 1991

TUSSENVERKIESING: VOLKSRAAD.—
KIESAFDELING YEOVILLE

Ooreenkomstig artikels 108 en 109 van die Kieswet, 1979 (Wet No 45 van 1979), word hierby bekendgemaak dat mnr. Douglas Harvey Monro Gibson, wat die Demokratiese Party verteenwoordig, op 2 April 1991 vir die kiesafdeling Yeoville tot behoorlik verkose lid vir die Volksraad verklaar is aangesien niemand anders behoorlik vir verkiesing vir genoemde kiesafdeling genomineer is nie.

(12 April 1991)

KENNISGEWING 327 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

REGISTRASIE AS 'N VAKVERENIGING

Hierby word vir algemene inligting bekendgemaak dat die South African Aviation Engineering and Allied Union (i) met ingang van 28 Maart 1991 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n vakvereniging geregistreer is ten opsigte van persone in diens in die Lugvaartbedryf, soos hieronder omskryf, in die Republiek van Suid-Afrika.

"Lugvaartbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel van aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag teen vergoeding vervoer.

(12 April 1991)

KENNISGEWING 328 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Western Province Brick and Clay Manufacturers' Association met ingang van 2 April 1991 ingetrek het.

D. W. JAMES,

Nywerheidsregistrateur

(12 April 1991)

KENNISGEWING 329 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhouding, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transport and General Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Storm clouds gather over the post office

270

■Wage talks in the post office are sliding towards deadlock amid mounting dissidence on the ground.

In talks this week between management and unions including the Post and Telecommunications Workers' Association, Potwa stuck to its congress mandate of a R1 300 monthly minimum — an 80 percent increase — and a R500 across-the-board rise, while management offered a minimum of R832.

Potwa's Floyd Mashele said that although management had offered to consult the minister and return to the unions next week, the union saw this as a delaying tactic and believed deadlock had been reached.

Potwa is insisting on settlement by the end of the month. "Otherwise we will have to consider our options," Mashele warned. W/Mail 19/4-25/4/91

A feature of this year's talks has been repeated mass action while talks are in progress. This week sit-ins involving thousands of workers hit post office regions countrywide.

Fuelling tensions has been the tabling of the Post Office Amendment Bill in parliament. Designed to split the PO into two state-owned firms, for posts and telecommunications, this has been rejected by Potwa as "privatisation by the back door".

The sit-ins seek to highlight two demands: the halting of the Bill pending negotiations, and "good faith" bargaining on pay.

Members of the South African Railway and Harbour Workers Union yesterday marched through the streets of Johannesburg to John Vorster Square where they handed over a memorandum demanding the release of political prisoners. Police and traffic officers watched as the thousands of railway workers almost brought traffic in the city centre to a halt.

Sowetan 23/4/91

(270)

Transnet union gets 11 percent rise

■ The Federation of Trade Unions of Transnet — representing the mass of white railway workers — has settled for an 11 percent rise in annual Transnet Labour Council pay talks. (270)

The deal covers about 60 000 workers organised into the Artisan Staff Association, Footplate Staff

W/mail 10/5 – 16/5/91

W/mail 10/5 – 16/5/91

Association and Salstaff, among others. The federation's opening demand was for 16 percent. (270)

Airport workers strike over May Day firing

C/Press 21/6/91. (270)

By JOHANNES NGCOBO

MORE than 3 000 Jan Smuts Airport workers affiliated to the South African Railways and Harbours Workers union (Sarhwu) downed tools on Wednesday.

The strikers demanded the immediate reinstatement of a colleague who was dismissed for being absent on Workers' Day

Benjamin Nyashe was called by management to an inquiry on May 2 to explain why he was not at work on the first Workers' Day officially celebrated in South Africa

The inquiry dismissed him allegedly because he did not ask for permission to be absent from work

Nyashe is a member of Sarhwu and chairman of Cosatu's Thembisa branch

Jan Smuts Airport manager Irvin le Roux confirmed Wednesday's work stoppage, but said only 600 workers were involved and "not 3 000 as reported"

Le Roux said Nyashe was "given a warning for once being absent from work without permission long before his May Day absence"

Potwa slams Winnie verdict

(270) W/Mail 24/5-29/5/91

■ The Post and Telecommunications Workers' Association has slammed the Winnie Mandela trial verdict as an attempt to defame the African National Congress abroad and among "white comrades and sympathetic organisations" in South Africa.

Branding the trial political, Potwa hits out at "attacks levelled at our mother at this crucial era of our struggle" and describes it as a ploy to damage the negotiations process by strengthening the National Party. Describing Mandela as "a source of inspiration to the young lions of our country", it says the state's aim was to drive a wedge between her and her "militant constituency".

Airport workers threaten to strike

By Shareen Singh Star 7/6/91 (270) ~~152~~

Services at Jan Smuts Airport could be severely disrupted or come to a standstill today because of a strike threatened by about 2 000 mostly white workers

According to Salstaff, which represents administrative workers in Transnet, its members are unhappy about South African Airways' refusal to abide by agreed service conditions.

Workers have decided to stay away from their posts this afternoon.

This could cause chaos as the threatened action will involve workers from administration as well as workers who handle and load luggage

Salstaff president John Benwell said SAA had refused to pay overtime allowances and service allowances to workers in higher grades. This had been agreed to by the union and management in the negotiating forum, the Labour Council.

Workers who in the past had kept the wheels going when militant unions embarked on strikes, were angered at this refusal, he said.

Workers decided that they would not be loyal to a company that did not fulfil its promises, Mr Benwell said.

SAA could not be contacted at the time of going to press.

Huge strike at airport averted

270

152

CT 8/6/91

JOHANNESBURG. — A massive strike by South African Airways check-in personnel at Jan Smuts Airport was averted at the eleventh hour yesterday

About 2 000 Jan Smuts Airport personnel threatened to disrupt airline services yesterday if SAA management did not abide by service conditions.

The group of mostly white Salstaff workers, who have been keeping services going in the absence of striking members of the South African Railway and Harbour Workers' Union, met SAA management yesterday afternoon to discuss grievances.

Salstaff president Mr John Benwell said SAA had refused to pay overtime and service allowances to the administrative and ground staff, who have been handling and loading luggage in the absence of SARHWU members.

Some 380 SARHWU members have been on strike since last week in sympathy with senior shop steward Mr Benjamin Nyashe, who was dismissed for not reporting for duty on Workers Day (May 31)

The SARHWU also demanded the dismissal of a Natalspruit supervisor, whom they accuse of "blatant racism".

Last night SAA spokeswoman Ms Zelda Roux said Salstaff members agreed not to strike or disrupt airline services in any way.

"There is no question of a strike at this stage, nor will services be disrupted in any way," she said

Salstaff representatives and SAA management will meet again on Monday to discuss other outstanding issues

Meanwhile, the SARHWU will continue its strike until its demands are met, a union spokesman said — Sapa

New SAA action programme

(270)

Own Correspondent

JOHANNESBURG — SAA has initiated a wide-ranging affirmative action programme to forestall such actions which might be imposed by a future government

An airline spokesman confirmed at the weekend that more than 1 300 employees had been put through literacy development courses in recent months

The spokesman said SAA's earlier attempt to follow its own affirmative action programme had been hindered by the severance of international air links between SA and the US and Australia. CT 24/6/91

A SPECIAL 20% discount will be available on selected SAA domestic flights from Wednesday, the airline announced yesterday.

SAA said the offer would only be available for a limited period with a limited number of seats per flight. (179)

The airline has also begun recruiting and training cabin attendents and technical apprentices of all races

SAA is currently in the process of restructuring prior to privatisation This involves making the airline a commercially viable and profit-oriented company free from government subsidies

In the long term SAA, as a private company, will probably apply for a JSE listing.

Threatened airport strike put on hold

Star 8/6/91.

AIRPORT administrative and ground staff have agreed not to strike or disrupt airline services. (270) (152)

South African Airways management and Salstaff members reached this interim agreement at discussions on staff grievances yesterday afternoon, said SAA spokesman Zelda Roux.

Salstaff representatives and SAA management will meet again on Monday to discuss other outstanding issues

● The South African Railways and Harbour Workers Union will continue its strike until a demand to have dismissed shop steward Benjamin Nyashe reinstated is met, a union spokesman said yesterday — Sapa

Transnet settles on 11,5% wage hike

VERA VON LIERES

TRANSNET management and about 36 000 employees belonging to four black, Indian and coloured trade unions this week reached agreement on an 11,5% across-the-board wage increase

Senior Transnet industrial relations executive Vic van Vuuren said yesterday the settlement was negotiated in the Transnet Labour Council after talks which started last month B/Day 14/6/91

He said the Black Trade Union of Transnet (Blatu), the Transnet Allied Workers' Union, the Staff Association for Employees of Transnet and the Trade Union for Employees of SA Transport Services tabled a collective demand in annual pay talks

Sapa reports Blatu said in a statement yesterday the four unions were amalgamating. The negotiations were the first to take place on a united front.

The union had accepted an overall 11,5% increase, with railway track workers receiving a minimum 20% wage hike The minimum monthly wage was increased from R750 to R900

Blatu president Daniel Phiri said white workers recently began to join the union

Van Vuuren said negotiations with Cosatu's SA Railways and Harbours Workers' Union (Sahrwu), representing more than 30 000 workers, had not yet started. However, the union had indicated that management would receive its demands within the next few days, he said

Transnet has also settled on an 11,5% wage increase with several white unions in the sector, including the Artisan Staff Association and Spoorbond.

Jan Smuts workers end stayaway

JOHANNESBURG. — Striking South African Railway and Harbour Workers Union members in the southern Transvaal will return to work today, ending their two-week stoppage at Jan Smuts Airport.

They reached an agreement with airways authorities yesterday to resolve an industrial dispute.

SARHWU and SAA said both parties had fully accepted an agreement to end the work stoppage.

The details will remain confidential.

They also did not reveal the reasons for the dispute. — Sapa

survey of the requirements is being undertaken under the direction of the Department of Transport, taking fully into account the guidelines, such as cost effectiveness, priorities, economic growth and job creation, which were spelt out by the hon the State President concerning the allocation of these funds These needs will be set off against other priorities determined on a similar basis, such as socio-economic infrastructure, before final allocations will be made

(3) It is still to be decided whether or not there will be further statements All allocations will be handled according to normal accounting procedures and will therefore be subject to final parliamentary approval

†Adv J J S PRINSLOO Mr Chairman, arising from the reply of the hon the Minister, has the sale of the strategic oil reserve already begun, if so, when, and if not, when is it intended to begin?

†The MINISTER Mr Chairman, the strategic oil reserve is administered, which means that from time to time sales are effected and replenished by purchases

There is not a fixed reserve which remains constant and is then sold at a particular starting-point Various reasons necessitate the administration of that reserve and the administration will be directed in such a way that approximately R1 billion's worth of stock will be sold, from which these funds can then be obtained [Interjections]

†Adv J J S PRINSLOO Has the sale of this approximately R1 billion's reserve already begun?

†The MINISTER I must again tell the hon member that it is a process [Interjections]

†The CHAIRMAN OF THE HOUSE Order!

†The MINISTER Sales and purchases are made continuously These purchases and sales are administered in such a manner that in time to come sufficient reserves will be sold to generate R1 billion [Interjections]

†Adv J J S PRINSLOO Mr Chairman, further arising from the hon the Minister's reply, surely he does not want to profess that they are going to sell R1 billion's worth of the reserve now and then later in the year or a while later again buy R1 billion's worth? [Interjections.] Will he not consider telling us whether this process of reducing the strategic oil reserve by selling it, has already begun or not? [Interjections]

†Mr J H VAN DER MERWE Come, tell us the truth!

†The CHAIRMAN OF THE HOUSE Order! What is the hon member for Overvaal insinuating?

†Mr J H VAN DER MERWE Mr Chairman, I am merely encouraging the hon the Minister to tell the truth I am not insinuating that he is not telling the truth

†The CHAIRMAN OF THE HOUSE The hon the Minister may proceed

†The MINISTER In saying to the hon member that the reserves are administered, it means that sales are effected from time to time Yes, these sales will increase as and when necessary, but purchases are also effected on a continuous basis This administration process is simply directed in such a manner as either to fulfil our requirements, or to sell a surplus, from which the funds for this special job creation programme are obtained [Interjections]

†Dr P J GOUS Mr Chairman, further arising from the reply of the hon the Minister, we would like to know how much of this billion has already been collected and is now available for expenditure Can the hon the Minister give us a figure on that?

†The MINISTER Mr Chairman, that is information which is not released [Interjections]

Posmed subsidy: all races

*5 Mr J CHIOLÉ asked the Minister for Economic Co-ordination and Public Enterprises †

(270)

(1) Whether he has indicated that the subsidy of the Department of Posts and Telecommunications for Posmed for 1992 will only be paid if Posmed is opened to all races, if not,

(2) whether such a step is being considered, if so,

(3) whether any provision has been or will be made for alternative medical benefits for Posmed members should they refuse to agree to a racially integrated scheme, if not, why not, if so, what are the relevant details?

(270) B1179E

The MINISTER FOR ECONOMIC CO-ORDINATION AND PUBLIC ENTERPRISES

(1) and (2) Yes, Posmed was informed on 14 March 1991 that its subsidy for 1992 will not be paid if its membership is not opened to all race groups within six months of the commencement of the current financial year, that is 30 September 1991,

(3) yes, provision will be made for present Posmed members who have no objection to belonging to a scheme which is open to all population groups There are several alternative arrangements that can be considered, such as the establishment of a new medical scheme open to all race groups or the integration of the existing members of Posmed who so desire with one of the three other medical schemes serving Post Office officials and whose membership is already open to all race groups, namely Bonitas, Sanitas and Pro Sano There is no sound reason why officials should not belong to an open medical scheme and existing members of Posmed who do not wish to join such a scheme may, if Posmed decides against opening, remain with that scheme or join another scheme of their choice, but they cannot rely on financial support from the Department for medical expenses

†Mr J CHIOLÉ Mr Chairman, further arising out of the reply of the hon the Minister, will he give us an indication of how many offences involving what amount, he is aware of which occurred in respect of the other medical funds that do in fact make provision for open membership, with specific reference to the Black medical fund? [Interjections]

†The MINISTER Mr Chairman, if the hon member would care to have that question placed on the Question Paper, I should be glad to furnish him with a reply

†Mr J CHIOLÉ Mr Chairman, further arising out of the reply of the hon the Minister, will he please give us an indication of the extent to which the other funds are being funded in comparison with the White fund?

†The MINISTER Mr Chairman, if the hon member would care to have that question placed on the Question Paper, I should be glad to obtain the information

†Mr J CHIOLÉ Mr Chairman, further arising out of the reply of the hon the Minister, I would just like to know whether he will confirm that Post Office officials were responsible for Posmed's coming into being, and whether or not it is an outonomous body [Interjections]

†The MINISTER Mr Chairman, Posmed came into being because the Post Office contributes R2 for every R1 which its employees contribute All the other medical funds are funded on the same basis The fact is that the Post Office follows a personnel policy which does not leave any room for racial discrimination

†Mr J H HOON That is forced integration

†The MINISTER No, it is equal opportunities [Interjections] If the hon members want to make race an issue in every situation, we want to tell them that as far as the personnel policy of the Post Office is concerned, it does not apply We treat our members on an equal basis We have no problem subsidising all our members' contributions to a medical fund The only basis on which we are prepared to do so, is that other employees are not discriminated against on a racial basis [Interjections]

This gives the employees of the Post Office every opportunity to have access to full medical services [Interjections] There are various schemes of which the obligations as well as the benefits differ Employees therefore have a choice, and we shall continue on the same basis, but we cannot allow discrimination on the basis of colour

†Mr J CHIOLÉ Mr Chairman, further arising out of the reply the hon the Minister has just given, will he therefore confirm that this drastic step was taken because his request in this regard had been turned down at Posmed's general meeting on 25 October 1990?

†The MINISTER Mr Chairman, at the general meeting which the hon member is referring to, 78 of Posmed's 50 000 members were present [Interjections] The board unanimously recommend the opening-up of the fund A circular in

which the chairman of the board strongly recommended this decision, was sent to all of Posmed's 50 000 members and I have no doubt that the greater majority of Posmed's members

†Mr J H HOON Test them!

†The MINISTER We are testing them now by way of a vote [Interjections] 50 000 ballot-papers have been sent out

†The CHAIRMAN OF THE HOUSE Order! The hon member for Pretoria West put a supplementary question to the hon the Minister If hon members are not interested to hear the reply, the hon the Minister need not go to the trouble of answering the question The hon the Minister may continue

†The MINISTER Mr Chairman, the problem with the hon members is that they wear one pair of spectacles only, the spectacles of colour They perceive everything in South Africa in terms of Black and White [Interjections] If we continue on that basis, there is no future in this country

We shall have to start putting values first We shall have to start separating the opportunities which people want to utilize in a work situation from the racial context in terms of which the hon members are so fond of perceiving everything We changed the personnel policy of the Post Office on that basis so that there can be a mutual desire among White, Black and Brown employees to put the interests of the Post Office first and, in this way, to render the best service to the public—a public that is not White only but which includes all population groups

†The LEADER OF THE OFFICIAL OPPOSITION Mr Chairman, further arising out of the hon the Minister's reply, may I ask if it is discriminatory in any way if one pays the same subsidy to others who wish to be integrated than one pays to a White Posmed

†The MINISTER We in the Post Office follow a personnel policy according to which colour cannot be a dividing line, because the issue of race in South Africa has already become one of the dividing lines which divide people to such an extent that conflict and racial conflict are threatening our future

†Dr F HARTZENBERG That is not true!

†The MINISTER Yes, of course it is true!

†The LEADER OF THE OFFICIAL OPPOSITION Now you are penalizing the Whites!

†The MINISTER We are not penalizing the Whites The hon the Leader of the Official Opposition cannot construe this as a penalizing of Whites

†HON MEMBERS Of course!

†The MINISTER No, that is absolute nonsense, because people are paying the same contribution for the same benefits

†The LEADER OF THE OFFICIAL OPPOSITION And you are subsidizing the "bontes"!

†The MINISTER No, there is a variety of medical schemes If the employee is asked to pay a smaller contribution, the benefits of that scheme to which he is entitled, are also fewer The employee can therefore choose whether he wants to belong to a medical scheme which offers a greater variety of services, but then he must also be prepared to make a greater contribution On the strength of that contribution the Post Office is then prepared to make a contribution of R2 for every R1 which the employee contributes

Business interrupted in accordance with Rule 180C (3) of the Standing Rules of Parliament

Neighbouring states: airports for military purposes

*6 Mr J H VAN DER MERWE asked the Minister of Foreign Affairs †

(1) Whether any airports that can be used for military purposes are being built in neighbouring states of South Africa at present, if so, (a) in which neighbouring states and (b) what are the particulars of these airports,

(2) whether he will make a statement on the matter?

B1180E

The MINISTER OF FOREIGN AFFAIRS

(1) (a) and (b)

Botswana An airport which could be used for military purposes is in the process of being built at a site approximately 40 km north-west of Gaborone

Zimbabwe According to available information Fylde Airforce Base in Zimbabwe

is at present undergoing extensions and upgrading

(2) No, not at this moment

Military courses: attendance by ANC members

*7 Mr J H VAN DER MERWE asked the Minister of Defence †

(1) Whether any members of the ANC have attended military courses together with members of the South African Defence Force in Bloemfontein since 1 January 1991, if so, (a) how many ANC members and (b) what courses have they attended,

(2) whether it is the policy of the Government that ANC members may become members of the Defence Force?

B1181E

The MINISTER OF DEFENCE

(1) No (a) and (b) fall away

(2) No The hon member is referred to my reply in this House to question number 1 of 24 April 1990

Cape provincial hospitals: amount saved

*8 Miss M SMUTS asked the Minister of National Health

With reference to her reply to Question No 20 on 23 April 1991, what total amount was saved as a result of the reductions in services introduced at Cape provincial hospitals from 4 to 27 March 1991?

B1190E

The MINISTER OF NATIONAL HEALTH

Preliminary figures indicate a saving of R16 557 997

*9 Mr J van Eck—Law and Order [Withdrawn]

SAP action at Old Crossroads

*10 Mr J VAN ECK asked the Minister of Law and Order

(1) Whether any persons were killed or injured as a result of action taken by members of the South African Police off or on Lansdowne Road, Old Crossroads, on or about 24 May 1991, if so, how many,

(2) whether the action taken by the Police included shooting, if so, (a) why did the Police resort to shooting and (b) what calibre of ammunition was used,

(3) whether any of the persons injured in the shooting are to be charged with any offences, if so, what are the details in this regard?

B1192E

The MINISTER OF LAW AND ORDER

(1) Yes, one person was killed and three persons injured

(2) Yes

(a) As the furnishing of any answer to the question will be in anticipation of the outcome of the investigation and judicial actions which will result therefrom, it would be inapt to react thereto at this stage

I therefore kindly request the hon member to abide by this, so that the judicial process, which is already in progress, can take its course

(b) AAA Shotgun ammunition

(3) Yes, three persons were charged with public violence They are at this time in hospital where they are receiving treatment for their injuries

Squatter settlements established/planned in Tvl

*11 Mr P G SOAL asked the Minister of Planning, Provincial Affairs and National Housing

(1) How many settlements (a) have been established, and (b) are in the process of being planned, in the Transvaal under section 6A of the Prevention of Illegal Squatting Act, No 52 of 1951,

(2) in respect of what date is this information furnished?

B1193E

The MINISTER OF PLANNING, PROVINCIAL AFFAIRS AND NATIONAL HOUSING

(1) (a) 5

(b) 0

(2) 10 June 1991

White workers take a Left turn

Star 22/6/91 (270)

UNION POWER. White Spoornet workers, disillusioned with their white staff association, are flocking to join the mainly black Sarwhu, from left. Attie Herbst, Daniel Madlwa, Andre van Wyk and Jonas Makhavhu

Sarhwu ranks swell after bitter battle

PAT DEVEREAUX

WHITE transport workers are hoping to get a better pay deal by leaving their own staff association and joining the South African Railway and Harbours Workers Union (Sarhwu).

Union officials say that there are now about 2 000 white workers from Transnet, the holding company for Spoornet and other transport groups, who have joined the 55 000 strong union — a Cosatu affiliate.

"But because we don't categorise membership racially we are not sure of the exact number of whites who have joined us," said Sarwhu official Mr Johan Beaurain — one of the first white workers to join the super union.

Whites began joining Sarwhu soon after the bitter 1990 railworkers strike And now, on the brink of the latest round of wage negotiations with Spoornet, more whites are having second thoughts about their union power.

Saturday Star spoke to some white Sarwhu members at the City Deep depot, where the union claims almost all the white staff at Spoornet's containerisation depot are members. They told of their disillusionment with the white staff association, Spoorbond.

While Sarwhu plans to negotiate for a 40-percent increase for workers, Spoorbond and Blatu (the black trade union of Transnet) are said to be already decided on settling for an 11,5-percent increase.

"But Spoorbond and Blatu have not even consulted their members and white workers have forgotten that unions are about rights. They think it is just another office which decides for the workers," said one former Spoorbond member

Former Spoorbond chairman, Mr Attie Herbst (35), a Spoornet truck driver, said "I noticed that Sarwhu was much more effective as a union At one time Spoorbond requested change rooms for the drivers. We were promised a Zozo hut — in the end we got nothing but broken promises all the way

"However, when Sarwhu made demands they ensured they got what they wanted. So I decided to join them. My wife was very scared about me joining. But I told her they are the majority so I'm going to join them," said Mr Herbst.

Another truck driver, Mr Andre van Wyk (37), said he had been a member for three years.

"The union, although it is mainly black, is non-racial in its approach. I saw that Sarwhu had more power than Spoorbond so I joined.

"Sarwhu solved a problem and other workers had with costly increase in fares for use of the staff bus. The fare was increased from R5 to R20, then R50 each month The union helped us fight it and now I pay R20," said Mr van Wyk.

The two said after they had joined Sarwhu they were initially victimised by other white workers. "But now they can see that it wasn't a stupid move," said Mr van Wyk.

"If necessary, we will even go on strike with fellow Sarwhu workers," added Mr Herbst.

Asked about Sarwhu's affiliation with Cosatu, and its link with the ANC and the South African Communist Party, the white workers said: "If the Government can sit down with them, why shouldn't we?"

Two fellow drivers at the depot, Mr Jonas Makhavhu (37) and Mr Daniel Madlwa (39), said they were pleased that white workers were joining

Karel's bid to regain job backed by 'black' union

Star 22/6/91 (270)

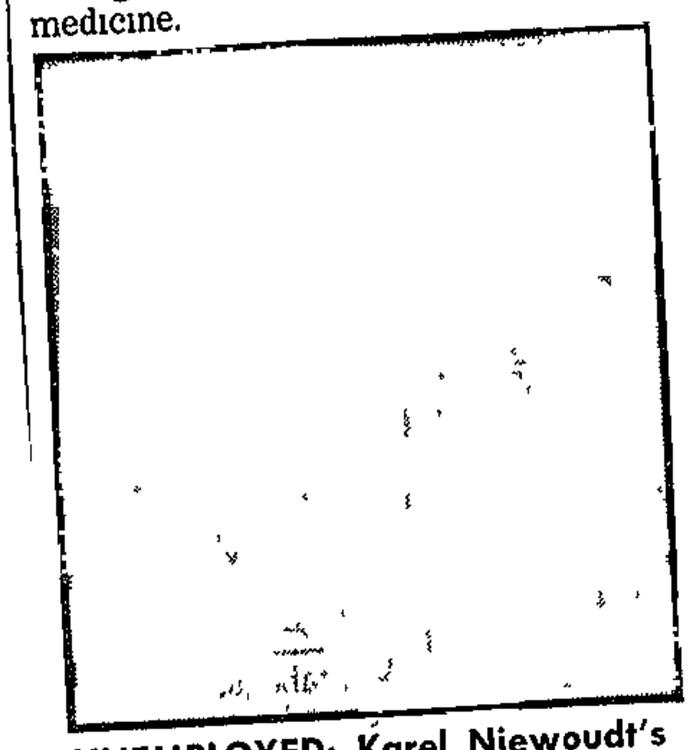
PAT DEVEREAUX

SOUTH African Railways and Harbour Workers Union (Sarhwu) members, who are mostly black, are demanding that a 26-year-old white Afrikaner be reinstated in his job on the railways at Pietersburg

Karel Niewoudt worked as a passenger wagon and truck examiner for more than two years before being dismissed a few months ago

The union claims he was sacked because of his health, which they say is an unfair labour practice.

Since the age of 13 Mr Niewoudt has been on medication to control epilepsy The medication was normally effective and he was not usually troubled by his condition unless an attack occurred during his sleep or he forgot to take the medicine.



UNEMPLOYED: Karel Niewoudt's epilepsy 'put his safety at risk'.

The father of a two-year-old daughter, he is now out of work and has no income.

The union is petitioning Transnet, the holding company of Spoornet, to reinstate him, and Sarhwu members in Pietersburg say they are prepared to take any action to back this.

White railway workers in Pietersburg say if the union wins Mr Niewoudt's case, they will join Sarhwu

Spoornet communications manager Johan Hugo said Mr Niewoudt was employed by Spoornet in June 1988, but he had not said on his application form that he was an epileptic.

"He took far more sick leave and unplanned leave than normal and his work was not up to standard After discussing this with him about a year after he was employed, it was discovered that he was an epileptic and an habitual dagga smoker, which made him unfit for the type of job he was doing.

"We repeatedly asked him to accept a transfer to a clerical job, but he refused and the quality of his work did not improve. We believed his safety was at risk doing the job he did, and that he should be given another position.

"Mr Niewoudt was finally dismissed in September 1990 But he had never been placed on the permanent staff"

SAA takes affirmative action with employees

B/Day 24/6/91

LINDEN BIRNS

SAA has initiated a wide-ranging affirmative action programme to forestall actions which might be imposed by a future government

An airline spokesman confirmed at the weekend that more than 1 300 employees had been put through literacy development courses in recent months

The spokesman said SAA's earlier attempt to follow its own affirmative action programme had been hindered by the severance of international air links between SA and the US and Australia.

"When the sanctions were implemented, SAA had to rationalise and put a freeze on new employment, especially in the management level as we had to find positions for management pulled back from the US and Australia," the spokesman said.

The airline has also begun recruiting and training cabin attendants and technical apprentices of all races, he added

He said promotion through the ranks was decided on merit and performance, and that the airline was successful in instilling its corporate culture within the staff at all levels

"If we had not begun the programme, sooner or later it would have been imposed on us," he added

SAA is in the process of restructuring prior to privatisation.

This involves making the airline a commercially viable and profit-oriented company free from government and semi-state subsidies

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Structure

In the long term SAA, as a private company, will probably apply for a JSE listing, but this would be at the discretion of whoever the new shareholders were, the spokesman said

In terms of the new structure, the international and domestic divisions will not be allowed to cross-subsidise one another.

The spokesman predicted the recent losses incurred by the domestic service would not deter potential investors from buying shares in the airline.

"Despite the losses, the domestic service poses less of a risk than the international division This is because only one economy is involved, so it's easier to predict market trends"

SAA considers compulsory crew tests

Staff Reporter Star 29/7/91

South African Airways will continue to discuss the possibility of introducing compulsory Aids tests for its cabin attendants, a spokesman for the airline said yesterday

This follows disclosures in newspapers that more than 40 cabin attendants may have died of Aids-related diseases since 1983

One of the most recent deaths was that of a man who had continued to serve passengers on SAA aircraft until just a few weeks before his death.

Reports said that other airline staff were so alarmed by the situation that they had refused to accept liquid refreshments from stewards unless the containers were sealed

The SAA spokesman said there were ongoing discussions between SAA management and the unions on the subject of Aids tests

In 1989, the SAA Cabin Attendants' Association rejected compulsory Aids testing outright because it was an invasion of human rights and dignity

There was also a fear that disciplinary action would be taken against cabin attendants found to be infected with the Aids virus HIV.

This was unfounded, said the SAA spokesman.

"The type of work they do means it is impossible for them to infect passengers and they are therefore not grounded when we discover they are carrying the HIV virus," she said.

However, if the attendant contracted an Aids-related illness, he or she would be given other work.

SAA employees were constantly exposed to an Aids information campaign, the spokesman said

Leon Els, also a spokesman for SAA, said at the weekend that the airline had no idea how many cabin attendants had Aids.

Rail strike - battle on

Sowetan 8/7/91

ABOUT 4 000 black South African Railway and Harbour Workers' Union members in Pietersburg are on strike following the dismissal of a white colleague.

Sarhwu Northern Transvaal offical Mr Daniel Sethosa said the strike would continue until Mr Karel Niewoudt was reinstated.

Transnet spokesman Mr Johan Hugo said Niewoudt was dismissed because he was a heavy smoker and this made him unfit for the job. - *Sapa*

Rail workers strike in support of fired white worker

Star 9/7/91.

Northern Transvaal Bureau

PIETERSBURG — An estimated 4 000 black SA Railway and Harbours Workers Union (Sarhwu) members in the northern Transvaal have gone on strike in support of a white colleague fired by Transnet after it was discovered he was an epileptic and a "confirmed dagga smoker"

Union spokesman Daniel Sethosa said Karel Niewoudt was Sarhwu's only white member However, he believed other white Transnet employees were prepared to join the union if it won Mr Niewoudt's case

Talks between senior transport officials and the union continued yesterday in Nylstroom in an effort to end strike action, although Transnet has claimed that Sarhwu's demands are not related to Mr Niewoudt's dismissal

270

Sarwhu backs white worker

270

C/Press 14/7/91

By JOHANNES NGCOBO and THEMBA KHUMALO

CHAOS reigned at five railway stations in the northern Transvaal this week when more than 4 000 black workers went on an unusual strike to demand the reinstatement of their white colleague, Karel Niewoudt, and five others dismissed by Transnet last month

Transnet's Northern Transvaal labour relations officer, MP van der Berg, said Niewoudt was fired because of drug abuse and epilepsy.

Niewoudt is not the only white South African Railways and Harbours Union (Sarhwu) member. Last month 30 percent of Spoornet's white workers at Kazerne in Johannesburg joined the union

But it is the first time Sarwhu members have struck in defence of a white colleague.

The other five workers were dismissed after being involved in a fight.

Perishable food, is now said to be rotting at some railway stations, forcing Transnet to employ temporary workers.

Van der Berg said they were now waiting for Sarwhu to initiate talks.

Bid to end rail strike

TALKS between Spoornet and the South African Railways and Harbour Workers Union to end the strike by about 1 100 workers in the Northern Transvaal continued yesterday. Sowetan 18/7/91

A Spoornet spokesman said union representatives had failed to turn up for meetings on two occasions.

Black workers have been on strike since the beginning of the month demanding the reinstatement of a dismissed white colleague.—Sapa.

Spoornet moves 'to end racism'

South 18/7-24/7/91 (270)

By Thoraya Pandy

TWO Spoornet workers were suspended this week when they refused to work with white workers because of what they claimed were "racist practices" of the company

The two, Mr Phillip van Rooy and Mr Aaron Plaatjies, are shunters in Bellville

"White workers have the same qualifications as we, but get at least R120 more a month," Van Rooy said

"They also do much less work and refuse to assist us when needed. We, however, are forced to assist them whenever they need help Should we refuse, the disciplinary code of the company is used against us "

The two men were reinstated on Wednesday after workers approached the US embassy An embassy spokesperson confirmed that they had agreed to assist the workers but stressed that the dispute was between the workers and their employers.

Spoornet requested a meeting this week with worker representatives to discuss a new work roster

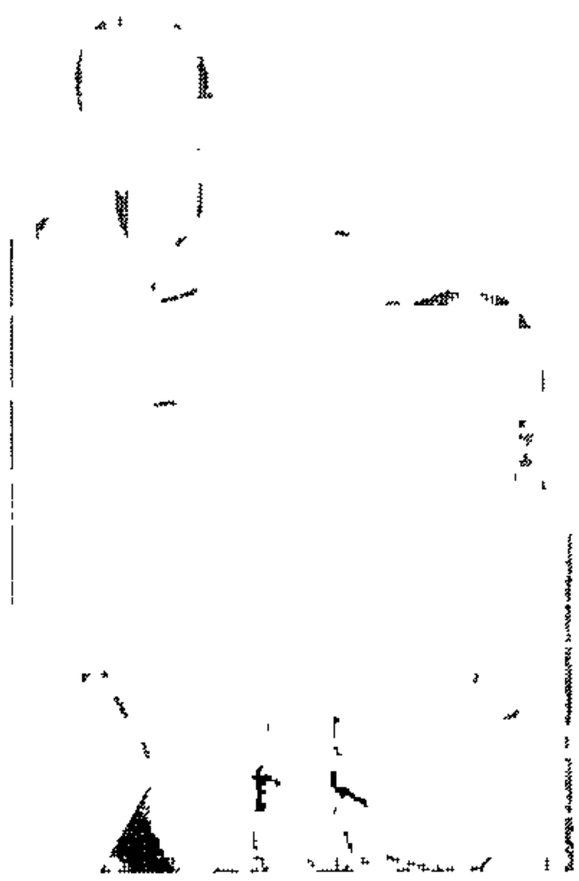
Workers allege that the present roster allows white workers to perform less strenuous work without rotating tasks between all races

Spoornet spokesperson Mr Manie Engelbrecht said the organisation was serious about eradicating racist practices and the meeting this week was "long overdue"

As part of a national agreement reached between Spoornet and the South African Railway and Harbour Workers Union (Sarhwu) last year, the organisation had agreed to wipe out discrepancies between black and white workers

"Racial prejudice is rife in the railways and disciplinary codes are constantly used to victimise workers," said Sarwhu regional organiser, Mr Ndanele Tilela.

"The main problem lies with line managers who are unable to deal with grievances of workers and then resort to abusing the disciplinary code of the company to silence workers



Aaron Plaatjies, left, and Phillip van Rooy PIC: YUNUS MOHAMED

Spoornet talks continue

■ Talks between Spoornet and the South African Railway and Harbour Workers' Union to end the strike by 1,100 workers in the Northern Transvaal continued this week.

A Spoornet spokesman said union representatives had failed to come to meetings on two occasions.

Black workers have been on strike since the beginning of the month demanding the reinstatement of a dismissed white colleague.

Spoornet services have been slowed down, but work continues with the help of white staff, management says.

Threats for black stationmaster'

270

By THEMBA KHUMALO

Argus 24/7/91

WHITE rightwing extremists have threatened the life of a black man working for Spoornet if he takes up the post of senior clerk at Waterpoort Station near Louis Trichardt.

Tshibalo Siobo, 59, a father of four, took up his job as senior clerk this week He will effectively be in charge of the station and will have whites working under him

Promotion

Siobo was shocked when he became the target of racial hatred on a talk show on Radio 702 this week Several whites phoned the radio station to vent their anger at his promotion and threatened to kill him if he took up the post

"I'm obviously shocked by the threats," said Siobo, who did not even hear the show as he does not have a radio at his house near the station where he works.

A staunch member of the Lutheran Church, Siobo said he had not been aware that his life was in danger.

White colleagues at his workplace were friendly to him and showed no hard feelings, Siobo said

"They are nice guys and they have never shown any hostility to me"

Spoornet PRO, Ephraim Mogale, told City Press there were 22 black stationmasters throughout the country. Seven of them were in the Western Cape, two in the Eastern Cape, four in the Southern Tranvaal, eight in Natal and one in Atteridgeville near Pretoria

"We do not know why Siobo has been singled out by rightwingers because we have other black senior clerks in conservative areas like Pietersburg"

Merit

Spoornet was an equal opportunity company which did not consider race when making its appointments and Siobo had been appointed because he was the best person for the job, Mogale said

"We've got a value system for making these appointments and one of them is honesty.

"We give jobs according to merit Siobo joined Spoornet in 1963 and left in 1982 He rejoined us in 1988 as a booking clerk until his promotion," Mogale said

Warning of aeronautics brain drain

B/Day 25/7/91 (270)

LINDEN BIRNS

SA's aeronautical engineering profession faced a major brain drain if the aeronautics industry did not receive a boost soon, a leading academic in the field warned yesterday.

Wits University's aeronautical engineering head Prof Alan Nurick said Wits had almost 100 aeronautical engineering students, but unless the local industry was stimulated, graduates would be forced to look elsewhere for work and fewer students would enroll

In future SA would have to import foreign consultants and contractors to complete large aircraft projects unless there was corrective manpower planning

Last year the industry indicated it had reduced the estimated number of aeronautical engineers it required from 30 a year to four.

Tonight most of the SA industry's leaders are to meet to discuss the formation of a representative federation.

The body's convener Noel Potter said the federation would be responsible for stimulating growth in the industry by unifying its interests

30 000 join wage march to Spoornet

(270)

B/Day 26/7/91

ABOUT 30 000 people joined a SA Railway and Harbour Workers' Union protest march through the streets of Johannesburg yesterday morning to voice dissatisfaction at Spoornet's annual wage increase offer

Traffic police escorted the crowd on the 3km march through the city and riot police in armoured vehicles watched, but there were no incidents, organisers confirmed

The marchers stopped at Spoornet's head office where Sarhwu officials presented a list of demands to the parastatal's spokesman, Jan Bredenkamp.

Bredenkamp announced that Sarhwu members would receive salary increases in August after wage negotiations with the union were concluded The announcement, which apparently meets Sarhwu's main demand, was greeted by cheers.

Sarhwu officials later said members were dissatisfied with Spoornet's offer, agreed to by other unions, to increase minimum monthly wages from R750 to R900

Sarhwu was demanding a minimum of R1 500 a month and a 40% increase for all its members. — Sapa

SAA shocks: 40 dead of AIDS?

SUNDAY TIMES, July 28 1991 3

Toll sparks new fears over male staff as pilots refuse to accept unsealed drinks

S/Times 28/7/91

270

By ROGER MAKINGS

MORE than 40 SAA cabin attendants may have died of AIDS-related diseases since 1983. This has so alarmed some of the airline's pilots that they refuse to accept liquid refreshments from certain stewards unless the containers are sealed.

One of the most recent deaths was that of a cabin attendant who continued to serve passengers on SAA aircraft until up to just a few weeks before he died.

The man — who was known to friends and colleagues as "Esme" — was apparently unaware that he had full-blown AIDS until he became ill shortly before his death

He was one of three male cabin attendants, whose names are known to the Sunday Times, who have died since May of AIDS-related diseases

The others — one in his early 30s and the other in his early 40s — had stopped working long before they died

SAA spokesman Leon Els said this weekend the airline was aware of only 21 deaths among cabin staff since 1983, and could confirm only two deaths in the last three months.

However, airline sources said the mortality rate was at least twice as high, although not all had died while in the airline's employ.

SAA has a policy of not dismissing HIV-positive cabin attendants unless they develop AIDS-related diseases that interfere with their duties or threaten flight safety.

Voluntary

"We have no idea how many of our cabin attendants may be HIV-positive, as there are no compulsory AIDS tests for existing employees, only for new applicants," said Mr Els

Eighteen months ago, the Sunday Times reported that SAA had asked flight staff to volunteer for HIV tests after it was found that six cabin attendants had tested positive

The SAA Pilots' Association accepted the request but the flight engineers' and cabin attendants' associations rejected it.

A spokesman for the flight engineers' association said this week that it had not changed its stance, although it did accept voluntary testing in principle

"Management has not submitted a plan of action should one of our members be found to be HIV-positive and until this is done we reject the idea All flight engineers have annual medical examinations, and to my knowledge none has been found to be HIV-positive," he said

The SAA Cabin Association, which was not available for comment this week, said in December 1989 that its more than 1 000 members rejected compulsory AIDS testing outright

"The scheme is an invasion of human rights and dignity and in view of the fact that there is no international or South African legislation enforcing compulsory testing, we reject it," said a spokesman

Fear

One of the main reasons the SAA scheme was rejected was a fear that disciplinary action would be taken against cabin attendants found to be HIV-positive — but this has proved to be unfounded

Since 1989, there has been a marked decline in the number of male cabin staff employed by SAA, sources say Intakes of male and female cabin staff used to be roughly equal, but this ratio had dropped significantly in recent years in favour of female cabin staff

However, airline sources say that most male cabin attendants are not gay — "many are married and have families"

Although cockpit crews are subject to regular medical examinations, cabin attendants are not

Professor Reuben Sher, head of the AIDS centre at the Institute of Medical Research, said there was no danger of passengers or crew being infected through in-flight contact

Coughing

"Although the virus has been found in saliva, there is not a single recorded case of infection through casual contact Infection takes place after sexual relations, during pregnancy or from blood transfusions," he said

"The virus cannot be passed on through coughing or sneezing, and there is no danger of infection through someone with AIDS serving food or refreshments"

Mr Els said SAA had continuing information programmes about AIDS and counselling for infected staff by its medical department

PAY PROTEST ... Train and gate conductors protesting outside Spoornet offices yesterday to demand the scrapping of wage disparities between race groups. Picture ANNE LAING

CT 30/7/91

'Scrap wage gap' — rail workers

(270)

By RAMOTENA MABOTE

AT least 100 Spoornet train and gate conductors marched to Spoornet's Cape Town offices yesterday morning to demand the scrapping of wage disparities based on race

Sarhwu spokesman Mr Dennis Kika said Spoornet was paying black train conductors R2 290 a month whereas whites earned R2 700

Black gate conductors earned R1 300 and whites R1 557, he said

Mr Kika said the workers were concerned about violence on trains, which affected only black workers

The workers refused to hand their memorandum to Mr John Truter, Spoornet's labour relations officer, and said they would only hand it to the regional manager, Mr L du Toit

Asked for comment, Spoornet's public relations officer, Mr Brian Lotter, said he could not comment formally because the memorandum was not handed to the officals

However, he said Spoornet had long adopted a policy of equal pay for equal work, so he could not understand the wage discrepancy claim It was incorrect that there were no white workers in black townships He knew there were "white workers in places like Khayelitsha"

Among the workers' demands were that a commission of inquiry be appointed to investigate the "irregular" taxing of the workers, and that Spoornet stop its plans to privatise

Railmen strike over dismissals

B/Day 31/7/91 (270)

PRETORIA — More than 15 000 railway workers in the northern Transvaal went on strike yesterday after the recent dismissal of 50 workers.

SA Railway and Harbour Workers' Union (Sarhwu) branch shop stewards yesterday presented a memorandum of demands to Spoornet's regional manager, Wynand Burger

Sarhwu spokesman Meshack Baloyi said workers would continue their strike until they received a positive resonse "If needs be, we will embark on several protest actions, including a march"

Demands include the reinstatement of dismissed workers, including five in Pietersburg and the union's first regional white member, Karel Niewoudt, the withdrawal of disciplinary charges against striking workers at Naboomspruit, the resignation of three white Spoornet employees, a living wage by the end of August, no police harassment of workers, and the reinstatement of demoted workers

Meanwhile, Spoornet officials in the Northern Transvaal region yesterday invited Sarhwu officials to discuss certain demands presented earlier in the day

Spoornet labour relations manager Dawie Luttig said Sarhwu was invited to the meeting today to discuss demands which sparked off a regional strike

"We are more than prepared to discuss most of the points in the demands and we are waiting for a response from officials of the union," Luttig said — Sapa

Railway artisans begin strike

John Miller Star 31/7/91 (270)

Transnet artisans and semi-skilled workers belonging to the Artisan Staff Association began a countrywide strike today.

A spokesman for the 15 000-strong association said reports were coming in from Johannesburg, Pretoria, Durban and the Cape but he was unable to say how many people had downed tools

The artisans and semi-skilled workers are responsible for the maintenance of rolling stock and buildings throughout the country

The action, the spokesman said, follows unsuccessful negotiations with management over wages and rationalisation policies.

Today's strike follows ongoing similar action by members of the South African Railway Harbour Workers Union in the Northern Transvaal which today spread to Kudupark in Pretoria.

A Spoornet spokesman said today they were unable to say how widespread the strike action was and if it had affected any services.

Spoornet surprised by strike

270

Sowetan 31/7/91.

SPOORNET workers in the Northern Transvaal yesterday embarked on a strike following the dismissal of 45 workers.

The workers, members of the South African Railways and Harbour Workers' Union (Sarhwu), are demanding the reinstatement of the workers who were dismissed in Pretoria

"The arbitration award was that Spoornet had followed a fair procedure in the dismissals," said organiser Meshack Baloyi

Spoornet spokesman said the strike had come as a "big surprise" as both parties had agreed the arbitration award would be final and binding.

Demand

"Their current demand for the reinstatement of these workers is contrary to the arbitration agreement to which Sarwhu's general secretary Mr Martin Sebakwane was a party."

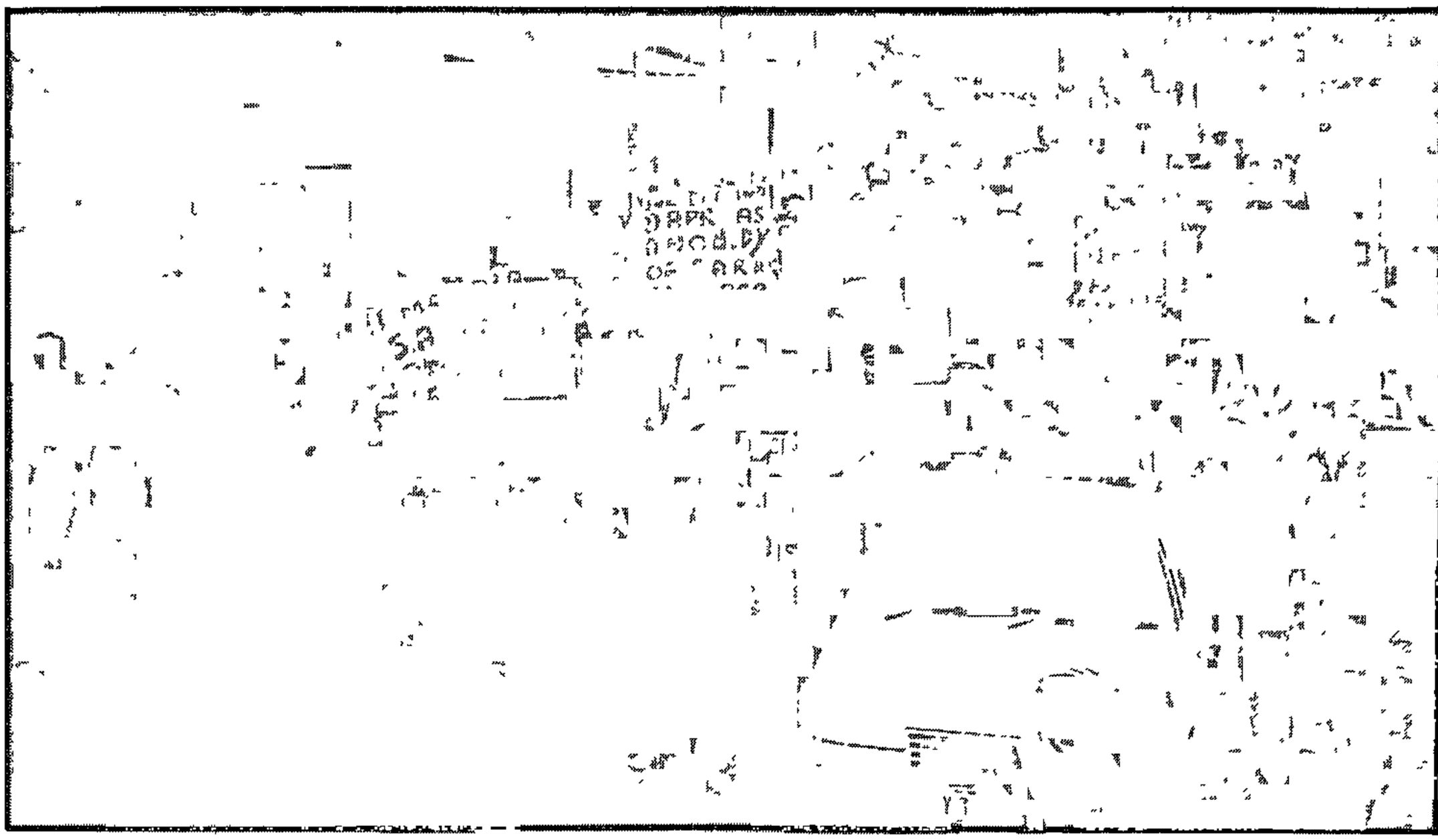
The recognition agreement between Sarwhu and Spoornet also stipulated that problems of this nature should be resolved through discussion and negotiation

A letter was being drafted by Spoornet to the union inviting them to the negotiating table

"This is an unfair action from their side and we had no prior warning."

The spokesman said no formal demands had yet been tabled and the situation was being monitored

Sarhwu was due to present a memorandum of their demands to Spoornet in Pretoria yesterday - *Sapa*



Picture ROY WIGLEY, The Argus

TRAIN STRAIN: Thousands of Spoornet strikers march to the Paul Sauer building to hand over a list of demands to Mr Manie Engelbrecht, regional manager of labour relations

ARG 1/8/91

Transnet union hits at race policy

SORCHA VASEY
Staff Reporter

DISCRIMINATION still exists in Transnet, say South African Railway and Harbour Workers Union members

About 4 000 striking employees marched to the Spoornet headquarters in the Paul Sauer building yesterdayto hand over a list of demands

Conductors and general workers joined the strike in sympathy with the barrier staff The barrier staff started striking on Monday.

"It's not only the wage issue. We reject the new uniform because it implies equality where none exists," Mr Daniel van Wyk, vice-chairman of Sarhwu Cape Town branch, said

"White conducters get R2 700 and coloureds get R2 290 maximum We do the same job, so why not the same pay," asked Mr van Wyk

Mr Manie Engelbrecht, Spoornet labour relations manager, accepted the letters of demands from Mr Ramalane, a union representative

"Sarhwu is now recognised as the official union nationally and wage negotiations started today," said Mr Engelbrecht.

Mr Moses Nikani, a shop steward, said: "We want the company to prove they are trustworthy. I am happy the union is recognised because we have been struggling for years."

After singing Nkosi Sikilele iAfrika the crowd dispersed There were no incidents.

Transnet unions claim 18 000 workers on strike

B/Day 1/8/91

DARIUS SANAI

MORE than 18 000 Transnet workers went on strike yesterday across the country over two separate disputes, it was claimed

The SA Railway and Harbour Workers' Union (Sarhwu) said yesterday about 4 000 members joined the month-long strike by 1 500 northern Transvaal railway workers over the recent dismissal of 45 workers by Transnet

And more than 14 000 members of the mainly white Artisan Staff Organisation (ASO) failed to report at work stations across SA yesterday because of a dispute over rationalisation plans by Transnet

Sarhwu spokesman Vanguard Mkosana said yesterday he expected several thousand more workers in Pretoria to join the strike by the end of the week

He claimed the strike was already affecting Transnet services

Transnet spokesman Dawie Luttig put the figure of Sarhwu members on strike in Pretoria at 1 400 and said 1 200 were on strike in the northern Transvaal

Transnet national spokesman Jan Bredenkamp said yesterday the ASO had called a strike over Transnet's rationalisation plans, but that the two sides would meet today to discuss the matter

Striking workers expected to return today

CT 1/8/91

(270)

PRETORIA — Spoornet confirmed yesterday that white railway workers had gone on strike nationally but said they were expected to return to work today

Spoornet labour relations manager Mr Dawie Luttig said that Artisans' Staff Association members were aggrieved about the posts structure, and this would be discussed at a national level soon

He confirmed that 2 500 South African Railways and Harbours Workers' Union (Sarhwu) workers were on strike in the Pretoria region and 1 100 in the far northern Transvaal.

These workers had been invited to discuss their grievances, he said, and at the same time wage negotiations were in process with Sarwhu in Johannesburg

A Sarhwu spokesman put the number of strikers at roughly 5 000. They struck to back up their demand for the reinstatement of "expelled" workers, he said

The Sarhwu spokesman said that whites were now joining Sarhwu in their thousands "It is high time that we have one trade union," he said

Informal co-operation with the ASA was taking place on the shop floor, he said.

● Most post and telecommunications workers will be covered by the Labour Relations Act from October 1, the Post and Telecommunications Workers' Association said in a statement yesterday.

Potwa would continue, however, to fight against the division of post and telecommunications and privatisation — Sapa

(270) CT 1/8/91

At last Spoornet recognises union

By RAMOTENA MABOTE

IN AN about turn, Spoornet announced yesterday at its Cape Town offices that it would recognise the South African Railways and Habours Workers' Union (Sarhwu) when more than 2 000 workers marched on their offices to demand an end to racial discrimination

Workers are also demanding pay increases up to 100% for ungraded workers, from a minimum R900 to R1 800

Spoornet has previously refused to recognise Sarhwu despite the crippling national strike in 1989 during which 22 000 workers downed tools

Spoornet drew heavy criticism from a broad front during the strike for non-recognition of the union

Yesterday, Sarhwu workers were met by Mr Manie Engelbrecht, manager labour relations for Spoornet, and given a letter recognising the union nationally

Only the Southern Natal region of Sarhwu had been recognised by Transnet

Mr Engelbrecht said Transnet was meeting the national executive committee of Sarhwu in Johannesburg, for the annual wage negotiations and to discuss the workers' demands

TIME OUT . . . Workers take time to have a snack during yesterday's march by members of the SA Railways and Harbours Workers' Union. The marchers were demanding an end to racial discrimination.

Picture HAROLD KING

Spoornet apologises for Monday delays

CT 1/8/91 Staff Reporter (270)

SPOORNET Media Relations Officer Mrs Yvette Olwage yesterday apologised for Monday's lengthy train delays at stations from Cape Town to the southern suburbs

She said that because of the rain on Monday, it was difficult to move the tracks changing the course of a train

More electrical power was drawn to help move the tracks, which resulted in "our reserve electrical power going down" about 4 30pm on Monday

She said the problems were "quickly" rectified, but the breakdown recurred a few minutes later

"However, we announced the breakdown on the platforms and also the SABC, which we phoned at the time of electrical failure," said Mrs Olwage

All the lines were repaired by 6 40pm, she said

Rail strike spreads as whites join

(270)

Sowetan 1/8/91

THOUSANDS of white Spoornet workers went on strike yesterday throughout the country, joining their black colleagues.

Black Spoornet workers in the Northern Transvaal have been on strike since the beginning of July, while production in the motor industry is still below normal following a hitch in negotiations between employers and the National Union of Metalworkers of SA (Numsa)

Spoornet spokesman Ms Marita Knoetze confirmed that members of the all-white Artisans' Staff Association (ASA) went on strike

She could not confirm the number of workers involved in the strike, but said it was affecting Spoornet's operations throughout the country

ASA members said the strike was the result of unhappiness about proposed rationalisations in Spoornet, which would result in job differentiation and lower pay for some workers

Staff Reporter

There is also unhappiness about disciplinary steps taken against ASA members following "labour unrest" in some areas.

About 1 700 black Spoornet workers have been on strike since the beginning of July at 18 stations in the Northern Transvaal region.

The workers - including shunters, loading staff and general labourers - yesterday presented a list of demands to the Spoornet regional office in Pretoria.

Knoetze said the strike had had a "minimal" effect on Spoornet's operations in the region so far. School pupils had been employed during the school holidays to handle some of the tasks of striking workers.

Spoornet had invited the workers to meet management yesterday to discuss their demands, but had had no response so far, she added.

Board to tackle dismissals

270

By Mbuyiselo Mtsheketshe

South 18-7/8/91

A CONCILIATION board will attempt to resolve the dispute around the recent dismissal of four Transport and Omnibus Workers Union (TOWU) members at Lombard's Transport Company in Parow.

Their dismissal follows disciplinary hearings against shop steward Mr James Mpambane and other workers.

Workers who have joined the union claim they are being harassed and victimised by the management, who have refused to recognise the union

The local manager of the company, Mrs HJ Badenhorst, said no workers had been dismissed and declined further comment.

Strike hits Transnet

(270) South 1/8 - 7/8/91.

By Thoraya Pandy

MORE than 15 000 Transnet workers, including many whites, have downed tools following the dismissal of 54 workers, according to Mr Vanguard Mkosana, the media officer of the SA Railway and Harbour Workers Union (Sahrwu).

A Transnet spokesperson, Mr Johan Bredekamp, confirmed the strike. He said about 3 000 workers were involved in the action

Mkosana said the 54 workers were dismissed because they could not meet their production demands

"This sparked off the strike that has now spread to nearly the entire Northern Transvaal," he said.

Sarhwu also put forward a national demand for the reinstatement of a white worker, Mr Karel Niewoudt, who was dismissed eight months ago

"Karel is the sole breadwinner in the family and was dismissed because he's a sickly person We refuse to accept this type of treatment," he said.

Bredekamp said Karel Niewoudt had not exposed his illness when applying for the job.

"He is unable to do work assigned to him."

Meanwhile, workers in the Western Cape marched to Transnet's regional headquarters on Wednesday to present wage demands to management.

"More than 3 500 workers supported the march, including the conservative Coloured Staff Association," a Sarhwu spokesperson said.

STOP INCREASES: More than 20 000 Sahrwu members this week marched to Spoornet offices in Braamfontein, Johannesburg. PIC: DYNAMIC IMAGES

Agreement with Spoornet artisans averts a strike

B/Day 2/8/91 (270)

GERALD REILLY

PRETORIA — A threatened strike by thousands of Spoornet artisans was averted yesterday when management reached an agreement with the Artisan Staff Organisation (ASO).

The agreement stipulates that negotiations will be reopened to discuss the impact Spoornet rationalisation will have on ASO members' salaries

The negotiating committee will examine ways of minimising the impact on about 10 000 of the 15 000 artisans who face the threat of a salary freeze for up to two years in terms of a proposed new salary structure

Meanwhile VERA VON LIERES reports Spoornet spokesman Tienie van den Bergh said yesterday more than 3 500 SA Railway and Harbours Workers' Union (Sarhwu) members were still on strike in Pretoria and the northern Transvaal

Van den Bergh said Sarhwu members were striking over a number of issues, including two separate arbitration cases — dealing with the dismissal of workers — which the union recently lost in the Pietersburg and Lydenburg areas Workers were also demanding that farmworkers be included in the Labour Relations Act and were protesting at the closure of Autonet depots in the northern Transvaal

The union yesterday informed Spoornet that it was "considering a new agenda", to be discussed at a meeting with the company A date had not been set, Van den Bergh said

Sahrwu spokesman Vanguard Mkosana said yesterday about 4 000 workers remained on strike in the northern Transvaal, mainly over the dismissal of 54 workers in a number of areas including Pietersburg The strike, which has been going on for more than a month, was not related to current wage negotiations, he said.

Spoornet and union to discuss strike

B/Day 6/8/91. (270)

VERA VON LIERES

SPOORNET management and the SA Railway and Harbour Workers' Union (Sarhwu) will meet today to try to resolve the strike by about 5 000 railway workers in Pretoria and the northern Transvaal

Sarhwu general secretary Martin Sebekoane said yesterday the number on strike had swelled to more than 6 000 since last week

The strike was sparked more than a month ago by dismissals of Sarhwu members, compulsory transfers and the closure of Autonet depots

The union is also demanding that a national recognition agreement, signed last November, be implemented in the northern Transvaal.

Sebekoane said the parties met last Friday but deadlocked over the union's demand for the resignation of several northern Transvaal labour relations managers who allegedly inhibited direct negotiations between line managers and workers

Spoornet spokesman Tienie van den Bergh said yesterday the parties were unable to agree on the reinstatement of dismissed workers and the dismissal of the managers

He said dismissals had been dealt with recently in two arbitration cases which had been awarded to Spoornet. Sarhwu agreed that the arbitrator's decision would be binding on both parties and now appeared reluctant to accept the decision.

Other union demands centred on the inclusion of farmworkers in the Labour Relations Act and racism in the workplace

Spoornet had agreed to a union proposal for another meeting today

Call for Blatu to dissolve

W/Mail 9/8-15/8/91 (270)

By PAUL STOBER

THE dissolution of the Black Trade Union (Blatu) is a central demand of striking South African Railway and Harbour Workers' Union members in the Northern Transvaal

Sarhwu members accuse the National Council of Trade Unions' affiliate, whose members are not on strike, of being a sweetheart union, a charge dismissed as "unsubstantiated" by Blatu official Moses Matsemela.

Between 5 000 and 8 000 workers have been on strike in the region for four weeks Management says services have been "slightly affected"

Tension between the two unions reached new heights this week when about 50 Blatu members marched to Sarhwu offices in Pretoria and accused the strikers of intimidation Sarhwu officials allege Blatu members arrived in Transnet trucks, showing the Nactu union is colluding with management to weaken the strike

47 SAA stewards found to have the AIDS virus

(270) (92)

S/Times 11/8/91.

By ROGER MARINGS

FORTY-SEVEN of SAA's 1 200 cabin attendants have tested HIV-positive, but the real figure could be higher.

The airline says it cannot tell how many, in total, have the virus as only 85 percent of all cabin attendants have voluntarily undergone blood tests

Two weeks ago the Sunday Times revealed that more than 40 cabin attendants had died of AIDS since 1983.

SAA said it is continuing its talks with the unions "concerning the question of AIDS" and that it is conducting a continuing awareness programme

Media manager Leon Els said "Besides the fact that AIDS cannot be contracted through casual contact, we would also like to point out that the disease is not unique to the aviation industry The entire population is exposed to the virus in any working environment"

Meanwhile, the SAA Pilots' Association said it would object to any of its members being disqualified from flying merely because they tested HIV-positive

The medical spokesman for the 600-strong pilots' group, Captain Tony Snelgar, said the policy was in accordance with international policies which SAAPA had helped draw up

However, Captain Snelgar said that if a pilot developed secondary symptoms from the HIV infection, he would fail his six-monthly medical examination and be grounded

Rail strike enters 5th week

Cpress 11/8/91 (270)

By THEMBA KHUMALO

THE strike by 5 000 railway workers, who are also members of the South African Railways and Harbours Workers Union (Sarwhu), is entering its fifth week without any solution in sight

The strike, which affects about 10 stations from Pretoria up to Louis Trichardt in the northern Transvaal, has forced Spoornet to employ scabs to keep the wheel rolling while the two parties try to find a solution to the problem.

Marieta Knoetze, a spokesman for Spoornet in Pretoria, has described some of the workers' demands as "impossible".

Among their demands is the inclusion of farmworkers in the Labour Relations Act and the expulsion of a Spoornet labour relations manager.

They have also demanded an end to racism, which they allege the company is practising against black employees.

Knoetze said Spoornet had on several occasions invited a Sarhwru delegation to discuss the impasse, but added they made demands that went beyond the jurisdiction of management.

Since the strike started at least 56 workers have been dismissed at Lydenburg for refusing to meet management's deadline to return to work.

The strike action was sparked off by the dismissal of Karel Niewoudt, a white Sarwhu member who was allegedly found smoking dagga during working hours. Five other employees were fired after they were involved in a fight while at work

'Time off to assault strikers'

CP Correspondent (270)

TRANSNET'S black employees' strike in Pretoria this week took a dramatic turn when strikers claimed that management gave non-strikers time off work to assault them.

Obed Moremi, a storeman of Goedespoort depot at Pretoria, said non-strikers driving Transnet vehicles on Monday and Tuesday were seen abducting striking colleagues. (Pren 11/8/91)

Those abducted later claimed they had been assaulted. Among them are Gibson Letswalo, Isiah Modiba, Richard Mashiloane and Johannes Masilela. All have laid assault charges at Pretoria Central Police Station.

Transnet Northern Transvaal spokesman MP van der Berg said: "Transnet is a reasonable organisation and does not see itself providing transport to its employees to abduct other workers.

"We have received the information and we are going to bring disciplinary action against those involved."

Black exile set to fly SAA jumbo

(270)

S/Times 11/8/91

By ROGER MAKINGS

SAA has appointed its first black flight crew member who could be in the cockpit of a jumbo jet within the next few months.

Mr Tshepo Peege, who left SA in 1977 during the student uprising, is an experienced Ethiopian Airways flight engineer with more than 1 800 hours on Boeing 727s But he first has to obtain an 80 percent pass in a tough four-hour Directorate of Civil Aviation examination for his SA licence and then do an SAA Boeing 747 conversion course before he can take to the air with SAA

Mr Peege is not entirely happy with this as he feels he already has the necessary experience, but he is prepared to work hard for the next six weeks, under SAA tuition, and take the DCA examination, which he is confident he will pass

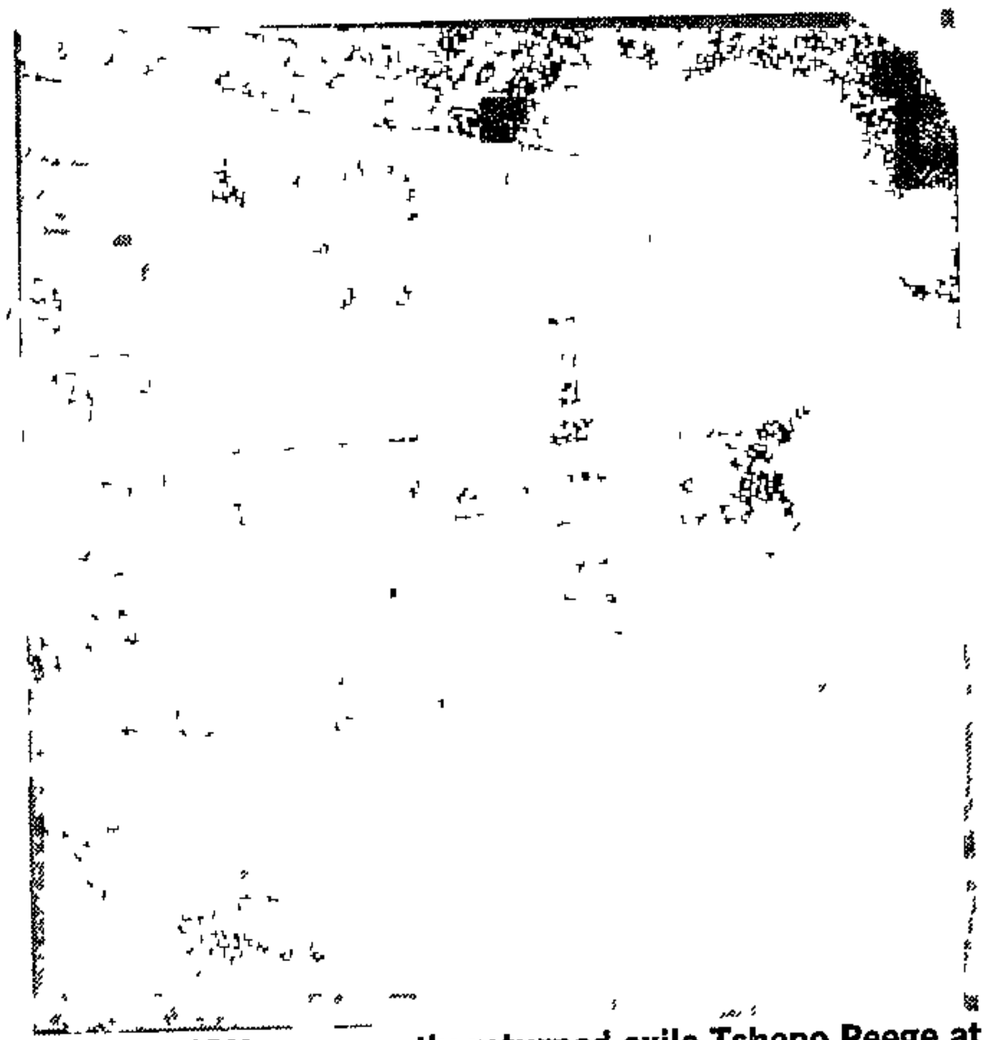
He fled to Lesotho from South Africa in 1977 Then he travelled to Dublin to be trained for three years in airframe and powerplant maintenance under a UN sponsorship at the Irish airline Aer Lingus

Home

In 1984 he returned to Lesotho but because he could not get a job with Lesotho Airways, he went to Ethiopia where he did a two-year diploma course in avionics and then a flight engineer's course.

"Although I liked Ethiopia and flew to many destinations in the world, home is always best and I wanted to play my role in the development of our country which is changing so rapidly," said the former Pimville pupil, who has been back in SA for six weeks.

He describes SAA as "quite a good airline which has a brilliant safety record and high standards" and which he feels "has a future".



FLYING HIGH . . recently returned exile Tshepo Peege at the flight engineer's controls of an SAA Boeing 747

Applied

Mr Peege, who also has a postgraduate qualification in human resources, says his two children have joined him in South Africa but that his wife is finishing a chemistry degree in Ethiopia before joining him

In February the Sunday Times reported that six exile pilots and two flight engineers had applied to SAA for jobs

Captain Micky Mitchell, SAA's executive manager of flight operations, says the airline is waiting for exiled pilots to get their paperwork in order before interviewing them.

He added that the second flight engineer was being interviewed.

LABOUR BRIEF

16/8-22/8/91

W/mail

Railways talks deadlocked

■ Deadlock has been reached in negotiations between striking South African Railway and Harbour Workers' Union members and Spoornet in the Northern Transvaal.

The issues at stake are union demands for the re-instatement of dismissed workers, alleged racism in Spoornet and the resignation of Spoornet labour relations managers.

Spoornet has submitted a proposal for independant mediation to Sarhwu.

Sarhwu members marched in Durban and Port Elizabeth this week.

'Man thrown from train'

Sowetan 20/8/91 (270)

THE Black Trade Union, an affiliate of Nactu and operating in Transnet, has accused members of the rival SA Railways and Harbour Workers Union of having a hand in the death of a Blatu member

The union has also accused Sarhwu of injuring another of of their members in Pretoria

Blatu spokesman Mr Peter Makgathulela said his union's members had reported that Mr Samuel Chipane was thrown out of a moving train between Eersterus and Silverton last Thursday

He had received a report that another Blatu member was also pushed off the same train but survived.

Sarhwu officials said they would react to the allegations.

Meanwhile, police confirmed that the body of a man was found near Eerstefabriek Station in Mamelodi last Thursday

Sarhwu members are presently on strike demanding the reinstatement of dismissed workers while Blatu members are against the strike.

For the past three weeks the two unions have accused each other of intimidation and both claimed their members had been kidnapped and beaten.

The alleged beatings led to Sarhwu applying for a Pretoria Supreme Court interdict against Blatu and Transnet to stop the alleged assault and intimidation

Sarhwu, also alleged that Transnet was assisting Blatu in harassing its members - *Sapa*

Strike stopped

PRETORIA — An illegal strike by members of the South African Railways and Harbours Workers Union is to be called off following a Supreme Court order

CT 25/8/91

270

Court halts railway strike

(270) Star 23/8/91

Pretoria Correspondent

Transnet has obtained a Pretoria Supreme Court order declaring unlawful the strike by South African Railways and Harbours Workers Union members.

The union was also prohibited from organising any industrial action in any magisterial district in the country.

The order was granted yesterday by Mr Justice de Klerk after Sarhwu and the Black Trade Union of Transnet Ltd (Blatu) and Transnet had reached an agreement in the urgent application brought by Sarhwu.

Sarhwu last week applied for an interdict against Blatu preventing the union's members from intimidating its striking members.

It also asked that Transnet be interdicted from assisting Blatu in assaulting Sarhwu members.

Sarhwu said it had embarked on the strike because of the dismissal of certin workers, but Blatu refused to join, and so conflict had erupted between the two unions.

The matter was postponed to yesterday, and Transnet in the meanwhile launched a successful counter-application asking that Sarhwu be interdicted from propagating the strike.

In court papers, Transnet denied claims that it was supporting Blatu in its alleged assaults on Sarhwu members.

It said the only reason for the violence was because Sarhwu had chosen to embark on a strike, and if the court declared the strike illegal it would end the "root of all evil".

Goods and docks sector set for a revamp

W/Mail 23/8-29/8/91

By FERIAL HAFFAJEE

RESOLUTIONS of a weekend conference convened by the Transport and General Workers' Union at the weekend looks set to revolutionise the goods and docks sector.

The first ever conference of this sector set down a detailed wage policy and grading system as well as policy on retrenchments

The conference established six grades for the section and set wages ranging from R270 a week for general workers to R440 a week for skilled clerks These wage demands will be made in wage negotiations with employers from this week

(270)

The conference noted that the industry is characterised by "wage differentials" ranging from geographical to sex, colour and so on, and was sorely in need of a proper grading system

A key facet of the conference was the beginning of a campaign for national industrial councils to facilitate centralised bargaining in this sector of the transport industry

By September 8, all TGWU branches should have goods/docks councils in place Industrial Council Working Committees will co-ordinate the branch-level councils

The union has not called for a moratorium on retrenchments in the goods/docks section but has set out a strict job security model

Workers are demanding six months minimum training for retrenched workers The conference also resolved that no casual workers should be employed after retrenchments

If casual workers were employed, preference should be given to retrenched workers Casuals were to be paid at minimum rates and should not be employed for more than three days a week without the option of full-time employment

SAA showdown

S/Times 25/8/91 (270)

Pilots threaten strike

By ROGER MAKINGS

SAA pilots are threatening to take industrial action if management continues to ignore their demands.

Also, both the flight and ground engineers' unions are on the verge of declaring disputes. The ground engineers held a token work stoppage on Friday.

At a meeting of the 600-strong SAA Pilots' Association this week, members expressed overwhelming support for the decision to declare a dispute with management to go to mediation, and if necessary arbitration, if outstanding contractual issues are not addressed

They claim the airline has reneged on a number of clauses in employment contracts which were negotiated in 1988 to stem the flood of pilots going overseas for higher salaries.

They also claim that management refuses to discuss issues or enter into the spirit of annual wage negotiations Management won't even talk about how their problems could be solved, they say.

"They have adopted a 'take it or leave it' attitude which leaves us no option but to take industrial action," said a SAAPA spokesman, who asked not to be named

Contempt

He would not be drawn on what sort of action was planned by the pilots.

He said there was a discernible trend among older, highly experienced pilots to take early retirement and then seek better paid jobs with other airlines.

He said. "Not that our problems are about pay so much as about conditions. We know the airline is running at a loss, but what we want is not going to cost them that much

"We are rapidly sliding back to our pre-1988 conditions when we very nearly resigned en masse, before the then Minister of Transport, Mr Eli Louw, intervened to save the day"

SAAPA says the airline treats its staff with contempt and that both the flight and ground engineers' unions were on the verge of declaring disputes, indicative of the level of dissatisfaction among employees.

On Friday the ground engineers downed tools for 90 minutes in protest against working conditions The SAA Flight Engineers' Union admitted that "there are problems" but would not elaborate

Airline bosses pick up flak

The SAAPA spokesman said the body was loyal to the airline but not to its management "We want the airline to succeed, but management seems to be digging a grave for it Service has always been our goal, but this is being compromised by a management of doubtful competence," he said.

"If we are forced to take industrial action, it is the flying public who will suffer

He said management's attitude probably stemmed from the fact that the airline had about 80 pilots more than it needed since it started flying over the bulge of Africa

Threat

However, when the new routes to the Far East, Australia and the US opened they would be needed, and the airline would find itself understaffed.

In 1988 pilots threatened to resign and sell their services back in SAA They formed a company, Acorn, which still exists and is a threat to SAA

SAA media spokesman Leon Els said it was not policy to comment on internal matters but added that the airline was in continual negotiation with staff to resolve problems

Pilots agree to bid to end deadlock

(270) LINDEN BIRNS

SAA pilots have agreed to mediation in a bid to resolve their deadlocked negotiations with management over a number of issues, an SAA Pilots Association (Saapa) spokesman said yesterday.

Members of Saapa — which represents more than 99% of SAA pilots — decided to continue negotiations, rather than taking industrial action, at an emergency strategy meeting yesterday morning.

In a statement released after the meeting, Saapa members expressed their concern at "many aspects relating to the management of the airline", citing its poor public image, current lack of profitability and uncertainties relating to SAA's future in a deregulated industry as examples.

Saapa members felt the problems being experienced in negotiations with management were symptomatic of a broader "illness", said the spokesman. B/Day 27/8/91

Both parties have declined to specificy the issues under negotiation and whether they include conditions of service.

"The fact that ground engineers, flight engineers and other employee groups are facing similar deadlocks causes great anxiety," the statement added

On Friday SAA ground engineers downed tools for 90 minutes

SAA spokesman Zelda Roux said it was not the airline's policy to comment on its negotiations, but said the airline would agree to a compromise solution before the continuation of regular flights was threatened

Transnet strikers go into hiding

(270) Star 28/8/91

By Abel Mabelane
East Rand Bureau

Several striking members of the South African Railways and Harbour Workers Union (Sarhwu) in Witbank have gone into hiding after allegedly being threatened by right-wing employees and Transnet scab workers.

The striking employees, who all live in KwaGuqa township, claim that Transnet is aware of the intimidation and has done nothing to stop it.

The strike by the northern Transvaal branch of Sarhwu started on August 5 after workers demanded the reinstatement of retrenched union members

Among those who have fled their homes is the regional chairman of the northern Transvaal branch of Sarhwu, Johannes Mokwena.

"We have run away from our homes because we fear for our lives.

"Scab workers help the right-wing employees of Transnet to attack us, and Transnet is aware of this intimidation but has done nothing to stop it," Mr Mokwena said.

Transnet public relations officer Morris Butler has denied the allegations. He said Transnet was not aware of the intimidation, adding that it did not condone violence from any of the parties.

Mr Butler said he was surprised that the matter had not been brought to the attention of the company during current negotiations with the union

He said that if the allegations were true, the union members should have laid charges with the police.

Fares hike postponed

(270)

South 29/8 - 4/9/91

BUS fare increases have been postponed following a meeting between the Congress of SA Trade Unions (Cosatu) and City Tramways officials last week.

The 15 percent fare increase, approved early in June, was due to come into effect on September 1.

Cosatu's acting regional secretary Mr Allan Roberts said his organisation was opposed to an increase in fares as "our members and the community at large are enduring severe economic stress".

Transnet and Sarhwu settle

By THEMBA KHUMALO C/Press 1/9/91 (270)

TRANSNET and the South African Railway and Harbour Workers Union (Sarhwu) have signed an agreement which ends a two-month strike by railway workers in the northern Transvaal and other parts of the country

The parties have agreed that the strikers should report to work tomorrow and that their demands be addressed either through arbitration or discussions

Sarhwu general secretary Martin Sebakwane has undertaken to ensure that all striking union members abide by the agreement while wage and working conditions are being attended to

Spoornet has also agreed to give white worker Karel Niewoudt a second hearing Niewoudt, Sarhwu's only white member, was summarily dismissed after he was allegedly found smoking dagga during working hours at a Potgietersrus depot

The company has also agreed to consider individual applications for the re-employment of the 54 strikers who were fired in Lydenburg in the eastern Transvaal after they joined the strike last month

Other issues addressed in the agreement were the dismissal of Transnet's industrial staff

"Both parties agree that the question of the resignation of certain industrial staff has been satisfactorily resolved, and, in order to facilitate sound labour relations, the relationship between Sarhwu and management be governed by the guidelines agreed to."

The parties also agreed that the strikers would not be paid while they were on strike.

On the question of the Equal Opportunity Programme, management agreed to consult, provide information and extend invitations to Sarhwu to attend workshops initiated by Transnet

VICTIMS: Anita Bailey (left) and Serone Wagenstroon

Union tackles train terror

South 5/9 - 11/9/91.

By Thoraya Pandy

TRAIN violence is to be tackled by the South African Clothing and Textile Workers Union (Sactwu), which has set a precedent for other unions and organisations to follow

A meeting initiated by the union with the police and Spoornet last week established a joint monitoring group and agreed to measures to curtail train-gangsterism. These include the upgrading of stations and additional security during off-peak hours

"Committees will be set up to deal with specific complaints and to monitor progress," Sactwu spokesperson Mr Shahied Teladia said.

"Police indicated they already have a 24-hour presence on five stations, and Spoornet upgraded five suburban stations and indicated that nine more would be improved," added Teladia

He said that the decision of the union to meet with the police and Spoornet followed constant reports from members of violent crimes on trains

"We hope other unions will join us in this endeavour as it affects everyone, not only Sactwu workers."

SOUTH spoke to four union members in the clothing industry about train violence:

- Ms Serone Wagenstroon, 19, was with a friend Ms Elizabeth Roberts, 20, when a group of people stoned the train this week.
- Roberts shared another experience when she was nearly thrown from the train because of overcrowding.

"The train was so full, I could hardly breath, but I was forced to take the train because it's dangerous to travel later when it gets dark," said Roberts.

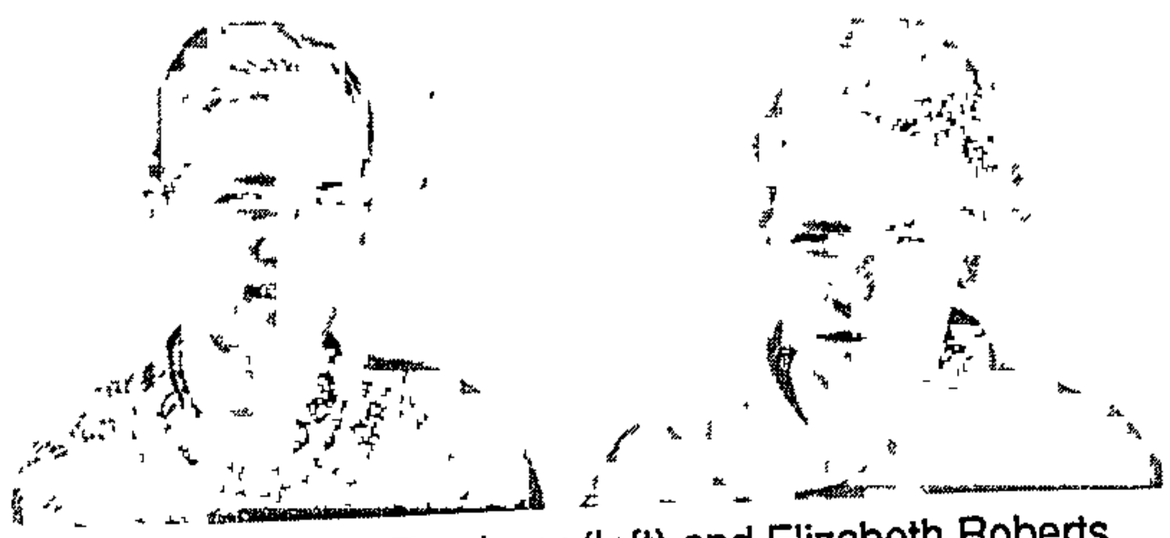
- "I'm glad the union is taking up this issue because it will benefit everyone, not only Sactwu members," said Ms Fatiema Tamboer, 19, of Mitchell's Plain

Tamboer's purse with her full wages was once snatched as she boarded a train on Woodstock station. "I had to borrow money and could not cover all my bills that week," she said.

Tamboer said she travelled by train because it was cheap and she could not afford to travel by bus.

"We should feel safe," she added.

- Ms Anita Bailey, 23, injured her legs and arms after boarding a packed train that moved off before all the commuters had got on, about three weeks ago.



VICTIMS: Fatiema Tamboer (left) and Elizabeth Roberts

NEWS IN BRIEF

Spoornet protest

TENS of thousands of Spoornet workers took part in country-wide demonstrations yesterday to support demands for a minimum monthly wage of R1 500.

Union spokesmen said SA Railway and Harbour Workers' Union members slowed production at many Spoornet operations. A Spoornet spokesman said productivity had been maintained.

B/Day 19/9/91 (270)

Rail workers vow to strike unless wage demand met

CT 11/9/91 Staff Reporter (270)

NEARLY 3 000 SA Railway and Habours Workers Union (Sarhwu) members yesterday vowed to go on strike unless their demands for a wage increase and parity were immediately met.

This was said during a lunch-time march to the Spoornet regional offices in the city.

At the same time 17 members of the regional executive committee of Sarhwu staged a sit-in protest in Spoornet office's at Broadway House on the Foreshore.

Response

The marchers, SA Airways workers, ticket collecters and other general workers, demanded an immediate 20% increase for all graded workers and a minimum wage of R1 100 for non-graded workers.

Sarhwu regional chairman Mr Otto Balfour handed a memorandum to Spoornet senior labour relations officer Mr J Benade.

Mr Benade said a response to the demands would be ready "not later than Friday".

Sarhwu organisers in Durban said a one-day demonstration involving between 50 000 and 70 000 workers was taking place "from Cape Town to Beit Bridge". But Spoornet said Sarwhu's figures were "inflated" and put the number at 18 000.

PARITY ... Nearly 3 000 Sarhwu members marched to the Spoornet offices in Cape Town yesterday to demand an increase in their wages and the scrapping of wage parity based on race. The march was attended by SA Airways workers, ticket collectors and other general workers. Picture BENNY GOOL

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PRIEST IN
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TEL

Unionists hold sit-in at Spoornet

By Shareen Singh (270)

Eighteen unionists occupied Spoornet's head office in Cape Town last night, after a demonstration by thousands of rail workers countrywide to support a demand for better pay

The 18, who are members of the regional executive committee of the South African Railway and Harbour Workers Union (Sarhwu), were determined not to leave the offices until some progress had been made in wage negotiations

But a senior Spoornet employee said last night that management was in the process of getting a court interdict to evict the unionists

Sarhwu spokesman Vanguard Mkosana said more than 30 000 workers had taken part in protests at work to force management to meet wage demands Some workers had marched to Transnet offices with a memorandum of demands

Transnet's offer of a minimum wage of R900 for general workers and an 11,5 percent increase for graded workers was unacceptable, Mr Mkosana said

"Management said to us that their offer was all they could afford in this economic climate. We want to see this for ourselves by examining their financial statements, but they refused to make these available to the union," Mr Mkosana said

Sarhwu had demanded a 20 percent increase for graded workers and a minimum wage of R1 100 for general workers.

The union claimed Transnet was not processing stop orders at some work places, especially those of white workers who had joined Sarhwu

Negotiations are due to continue today and tomorrow Transnet management could not be reached at the time of going to press.

Star 11/9/91

HIP

Star 12/9/91

Sarhwu man freed

Trade unionist Bongani Sibisi, a member of the South African Railway and Harbour Workers Union, was released from jail on parole on Monday after serving two years of his eight-year sentence for murder He was among 18 Sarhwu members arrested in 1987, tried in 1988 and sentenced in 1989 after a long strike. He faced several charges, including murder, after the 1987 strike when four "scabs" were abducted and killed.

270

registered at the close of business on 4 October determine those ordinary shareholders who will participate in the rights offer

Buthelezi dubious about success of peace accord

B/Day 13/9/91

INKATHA leader Mangosuthu Buthelezi doubts whether a peace accord brokered by the church and business will work.

Buthelezi said in a BBC radio interview on Wednesday, days before the scheduled signing of the accord this weekend, that he did not see why the pact should work when the agreement Inkatha reached with the ANC in January had failed

He did "not think it would filter down to grassroots level where they are fighting, where they are killing each other"

He also doubted whether the accord would work while two major players — the PAC and Azapo — said they would not sign

The issue of violence and the pending peace accord were also addressed by Inkatha Freedom Party national chairman Frank Mdlalose and ANC deputy secretary-general Jacob Zuma at a debate at the SA Institute of Race Relations in Johannesburg last night

Mdlalose told the institute violence in SA was beyond immediate political control

But Zuma remained optimistic, and hoped the draft accord would achieve its aims

Mdlalose told the institute "We must in all humility say severally and jointly that political violence in SA presents vexed problems and stems from circumstances and factors which are beyond immediate political control"

He said leadership in communities shattered by violence lacked legitimacy, and stressed social reconstruction would go far to bring peace to the townships

The ANC and Inkatha signed an accord in January, but continuing mayhem rendered it irrelevant

Zuma told the institute that if all parties put everything into the accord, "I wouldn't have cause to feel it will not work"

He said "The violence sweeping through our country has reached such devastating proportions that there is now unanimity on the part of all major political parties that everything possible must be done to terminate this carnage" — Sapa

Dawie de Villiers denies job bias against whites

PRETORIA — Discrimination in any form was unacceptable to government, Public Enterprises Minister Dawie de Villiers said yesterday.

He was reacting to charges, based on leaked Transnet documents, that white Transnet employees were being discriminated against in terms of an "affirmative action" programme. (270)

The CP has requested an interview with De Villiers on Monday to discuss the issue.

De Villiers said state enterprises' personnel policy was aimed at eliminating disparities favouring or detracting from any category of employee. Training programmes had been established to make equal opportunities possible for all state corporation employees. B/Day 13/9/91

"Promotions are based on merit and take into account the prevailing personnel requirements of the organisation Insofar as it is possible, preference will be given in the filling of posts to employees already in the service of the undertaking and whose appointment is enhanced by further in-service training."

De Villiers said he had discussed the matter with Transnet chairman Marius de Waal, and had been assured that all suitable candidates were considered on merit. — Sapa.

Crisis talks halt railway strike

W/Mail 13/9 - 19/9/91

By DREW FORREST

THE trauma of a second railway strike in a year was temporarily averted this week in crisis talks between Transnet and the South African Railway and Harbour Workers Union (Sarhwu).

Both sides agreed to meet in a fortnight after exploring ways of breaking the wage deadlock, possibly through a productivity agreement, management sources said after all-day talks on Wednesday.

It appears that the union leadership — perhaps recalling the horrors of the last strike, in which 30 people died and R40-million damage was caused to railway property — is keen to avoid strike action.

But surging militancy on the ground may yet force the dispute to a head. On Tuesday between 18 000 and 50 000 workers staged a one-day countrywide stoppage as a show of strength in advance of negotiations.

In Cape Town, Sapa reports, about 2 000 singing and ululating Sarhwu members — marched with banners and placards to hand over memoranda at Transnet's headquarters on the Foreshore.

(270) (152)

Seventeen unionists also staged a sit-in at Spoornet's Cape Town offices.

Sources said management was girding its loins for battle, having resolved that it would not shift from its final offer of a R900 minimum wage and 11,5 percent across the board. On Wednesday, Sarwhu stood fast on a demand for R1 100 — the current minimum is R750 — and 20 percent.

Since winning national recognition in July, Sarwhu has been negotiating for all its 38 000 paid-up members. Transnet recognised the union only in respect of southern Natal after last year's bloody strike.

"Sarhwu's demands are unrealistic in the current economic climate," said Transnet industrial relations executive Vic Van Vuuren.

"We are running at a loss but have managed to avoid retrenching because of the social impact. A big wage award might force us to reconsider this policy."

Industrial council for Transnet

W/Mail 270

13/9-19/9/91

By DREW FORREST

TRANSNET and 13 unions — including the militant South African Railway and Harbour Workers' Union (Sarhwu) — are poised to establish a giant industrial council which would set minimum wages and conditions for 150 000 Transnet employees.

Sources indicate that the agreement setting up the council could be signed today — ironically in the same week that the rail sector seemed to be lurching towards a national strike.

If agreement is reached, the council would begin operating from October 6, the day the Sats Conditions of Service Act lapses and Transnet falls under the Labour Relations Act for the first time.

It follows seven months of negotiations on a new bargaining dispensation between management, unions on the Transnet Labour Council, Sarhwu and its "moderate" rival, the Black Trade Union (Blatu)

Details of the structure of the proposed council could not be ascertained this week, but it would have to accommodate an enormously wide range of jobs and skill levels, from South African Airways pilots and engineers to unskilled railway gangers

South Africa's third-largest industrial council, it would replace the labour council and is expected to draw in both Blatu and Sarhwu, who are not council members and negotiate with management in separate forums.

Sources said the key obstacle in negotiations on the council was the enormous diversity of unions in Transnet, from the Congress of South African Trade Unions-affiliated Sarhwu to the all-white Spoorbond.

Industrial council for Transnet

270

By DREW FORREST

TRANSNET and 13 trade unions last week signed a pioneering deal setting up an industrial council covering 150 000 Transnet employees.

The country's third largest council, it will begin operating on October 6, when Transnet falls for the first time under the Labour Relations Act.

All unions organising in the corporation, from the far rightwing, all-white Transnet Union of South Africa to the Congress of South African Trade Unions' militant South African Railway and Harbour Workers' Union (Sarhwi), will be party to it.

The council will therefore replace the present Labour Council and parallel bargaining forums for Sarwhu and its "moderate" rival, the Black Trade Union. W/Mail 20/9 - 26/9/91

The council is a unique compromise between centralised and decentralised bargaining. It is understood that in addition to the central forum, there will be six committees — called "chambers" — catering for Transnet's various divisions: Spoornet (rail), Portnet (harbours), Autonet (road transport), South African Airways, technical staff and a general chamber for specialist employees such as medical aid staff.

The idea is that workers common to more than one division, such as general workers, will have their wages and conditions set by the council, while those specific to one division, such as pilots or train-drivers, will be covered by the relevant chamber.

It is understood that all the unions formed a common platform in the seven-month negotiations.

Two Transnet unions in row

B/Day 25/9/91

ANTHONY NDLOVU

THE Black Trade Union (Blatu) of Transnet said yesterday its members had been threatened and intimidated by members of a rival, Cosatu-affiliated, union in a bid to increase the latter's membership

Blatu northern Transvaal official Klaas Mlambo said in a statement members of the SA Railways and Harbours Workers' Union (Sarhwu) had killed Blatu member Herbert Thabang of Koedoespoort while he was on his way home from work His body was found between Dennebom and Eerstefrabrieke stations (270)

Mlambo also said three Blatu members were assaulted by Sarhwu members and one was critically injured when he was thrown from a moving train between Pretoria and GaRankuwa on Saturday.

The injured man was in the intensive care unit at the GaRankuwa hospital. This was confirmed by hospital superintendent Dr L van Heerden

Police northern Transvaal spokesman Maj Willie Vlotman said the SAP had no record of the incident.

Sarhwu officials said yesterday a statement would be issued later

It's down tools at Transnet

Sowetan 1/10/91.

270

MEMBERS of South African Railways and Harbours Workers Union yesterday downed tools, demanding Transnet pay them a "living wage" of R1 100 a month.

The action came amid confusion about whether or not a wage settlement had been reached.

Union offices in Bloemfontein, the Transvaal and Kimberley confirmed members were taking part in industrial action to highlight demands for a living wage, but were unable to say how many people were involved in strike activity

Strike

Transvaal union official Sandile Gxowa said members met on Saturday and decided strike action would start yesterday

Transnet and the union started wage talks in June. According to Gxowa, the union had initially demanded a minimum R1 500 monthly "living wage" and had dropped the demand to R1 300 and then R1 100

"Now we are not prepared to move any more."

Transnet spokesman Mr Hennie Lourens confirmed industrial action by union members, but said settlement had been reached in wage talks on Sunday night.

He could not reveal details of the settlement, adding he thought one of the reasons for yesterday's industrial action was that negotiators had not yet had time to report back on the settlement.

Senior union members could not be reached yesterday morning to obtain clarification

A *Sapa* correspondent yesterday saw union members at a Transnet facility at Germiston refusing to work and singing freedom songs - *Sapa*

Strikers at Transnet reject settlement

VERA VON LIERES

TRANSNET and the SA Railway and Harbour Workers' Union (Sarhwu) have reached an agreement on wages and conditions of service, but 5 000 union members yesterday rejected the settlement B/Day 2/10/91

The agreement — which covers 38 000 Transnet employees — was reached last weekend after protracted negotiations which started in June

Talks deadlocked last month and workers staged countrywide work stoppages

Sapa reports that more than 5 000 striking Sarhwu members in the Free State, Cape Town, Ladysmith and Kimberley yesterday vowed to continue the strike.

Members were informed on Monday of the wage agreement, but were unhappy with the settlement and decided to continue striking.

Transnet human resources manager Hennie Lourens said the parties agreed on a monthly minimum wage of R900 and an across-the-board increase of 11,5%. Sarhwu initially asked for a R1 500 monthly minimum and a 40% across-the-board increase, he said.

The parties also agreed on a productivity incentive scheme, in terms of which workers would be rewarded for regular attendance

Sarhwu assistant general secretary Johnny Potgieter said yesterday agreement had been reached on an attendance bonus, not linked to productivity, Sapa reports

Sarhwu general secretary Martin Sebakwane said Transnet managers had told employees of the agreement before union leaders could report back to their members

(279) CT 2/10/91

Railway workers win 12% increase

THE South African Railway and Harbour Workers' Union won a R925 basic monthly wage for its members after 16 rounds of negotiations with Transnet, a statement issued by the union's assistant general secretary, Mr Johnny Potgieter, said yesterday

The settlement, reached on Sunday, had averted "what would have become a bitter strike, given the current climate of violence in the country"

The union had succeeded in getting Transnet to raise its offer of 11,5% to 12%

It was agreed that implementation of the increment would take into account the "bad financial state of the company", and that R925 would be deemed the minimum wage for the purpose of the 1992/93 wage negotiations

"Sarhwu and Transnet also addressed the crucial issue of bad labour relations in Transnet Both sides recognised that one of the main causes of wildcat industrial action is unfair dismissals," the statement said

A high-level committee of 10 senior representatives from both sides would be set up to end unfair dismissals and unprocedural industrial action

At the regional level, joint committees would be formed to monitor the compliance of the parties with all agreements

The statement claimed there had been squads deployed in Southern Transvaal and Southern Natal "ready to unleash violent attacks against our members" during the strike, and that Transnet had "hoped to use the strike to get rid of about 60 000 workers said to be semi-redundant" — Sapa

Rail workers get wage increase

Sowetan 2/10/91.

(270)

TRANSNET and the South African Railways and Harbours Workers Union have reached agreement on wages and conditions of service for 1991/92, Transnet human resources manager Mr HA Lourens said yesterday.

The parties agreed to a minimum monthly wage of R900 and an across-the-board increase of 11,5 percent.

Union assistant general secretary Johnny Potgieter confirmed the agreement.

He disputed Lourens' statement that agreement had been reached on a productivity incentive scheme. "It is not a productivity incentive scheme; it is an attendance bonus not linked to productivity at all," he said. - *South African Press Association.*

Union leaders sorry

SOUTH African Railway and Harbour Workers' Union (Sarhwu) national officials struck a controversial deal with Transnet last Sunday, narrowly averting a nation-wide strike

As a result, over 3 000 Western Cape Sarhwu members demanded at a meeting on Wednesday that officials explain why they settled without consulting regions.

Sarhwu's national general secretary, Mr Martin Sebakwane, told workers they had accepted a 12 percent increase after consulting Cosatu and the ANC because Transnet was trying to lure workers into a strike.

He acknowledged that the decison to sign before broad consultation was a sore point countrywide.

"This is why we are going from region to region asking workers to accept our apology," he said.

Sowetan 3/10-8/10/94 (270)

Sarhwu Cape strike continues

VERA VON LIERES

ABOUT 1 000 SA Railway and Harbour Workers' Union (Sarhwu) members remained on strike in Cape Town yesterday, while their fellow workers in other areas returned to work, Transnet spokesman Hennie Lourens said.

Sarhwu members went on strike on Monday in line with a union decision last week for a national strike.

A wage agreement was signed on Sunday but workers continued their strike action, apparently unhappy with the R900 minimum wage and 11,5% increase.

Sarhwu assistant general secretary Johnny Potgieter said union leaders would contact members this week to clarify the situation.

LABOUR BRIEFS

Sarhwu, Transnet settle after 7 months

(240)

■ Seven-month pay negotiations between Transnet and the South African Railway and Harbours Workers' Union finally yielded a settlement last weekend.

W/Mail 4/10 - 10/10/91

The settlement ended protracted unrest surrounding the talks, involving work stoppages, sporadic strikes and sit-ins. Transnet's Vic van Vuuren this week said the parties had agreed to a 11,5 percent across-the-board increase, with a minimum wage of R900. Sarhwu at first demanded a R1 500 minimum.

The settlement involves no improvement on the company's original offer. The only change is an attendance bonus payable monthly.

Despite settlement being reached, there was still sporadic industrial action in Cape Town, Bloemfontein, the far Northern Transvaal and Ladysmith.

Van Vuuren said he believed this was because news of the settlement had not yet filtered through to some areas.

He also said clashes had taken place between Sarhwu and its "moderate" rival, Blatu, in Ladysmith.

Bellville shunters steamed up at 'Spoornet's job reservation'

JACQUELYN SWARTZ (270)
Weekend Argus Reporter ARG 5/10/91

ACCUSATIONS of "job reservation" at Spoornet have left shunters steamed up after whites allegedly refused to obey a "coloured" foreman

More than a hundred shunters have gone on strike at the Bellville depot, claiming the rail corporation is racist

The foreman was appointed on Wednesday — but he was replaced almost immediately by a white person after objections.

Union officials say they were told in a meeting with management that it was Spoornet policy not to promote "coloured" workers above their white counterparts.

The two unions — the South African Railway and Harbour Workers Union (Sarhwu) and the Coloured Staff Assocation — then embarked on the strike.

"We don't want to be a nuisance for the railways We just want the work to be done, but due to discrimination work is affected," said Mr Henry Prins, chairman of Sarhwu

"We are not satisfied Spoornet always told the media they were doing away with all these ungodly policies and that they were trying their best not to discriminate against anyone. These are only words. When it comes to practice it's still in full force"

The unions are mobilising shunters at Spoornet's other depots to support the work stoppage They are demanding that racism be eradicated at Spoornet and that management be prepared to discuss grievances with them

Spoornet has denied claims of racism, saying that its policy was equal opportunity for everyone.

Public relations officer Mrs Yvette Olwage said management had at no point during the meeting indicated that the company had a policy of job reservation.

Transnet workers can now strike

Sowetan 8/10/91 (270)

TRANSNET Limited's 167 000 workforce gained the right to strike legally on Sunday when the company's labour affairs fell under the Labour Relations Act

The South African Airways, Petronet, Spoornet and Portnet employees can be locked out during a dispute

The new labour dispensation replaces the labour council, which had dealt with wage and salary negotiations, with an Industrial Council - *Sapa*

SAA pilots contracted out

LINDEN BIRNS

SAA is to contract out more than 40 of its Boeing 747 pilots to Singapore Airlines, SAA spokesman Zelda Roux said at the weekend.

Roux said the airline had agreed to contract the pilots to Singapore Airlines as the recent shortening of SAA's long-haul routes meant less cockpit crew was needed.

"We used to have to carry four pilots on a long-haul flight, but now we only need three, so some pilots are not as busy as they used to be, and we can afford to contract their services out," she said.

A report in a weekend newspaper said that about 75 SAA pilots were underutilised and were keeping themselves busy flying private charters in hired executive jets and light aircraft.

Roux said this was a purely commercial agreement between the two airlines and that it was not indicative of any deeper relationship.

The contract stipulated that if SAA acquired new routes it could recall the pilots

Transnet council sits

THE Transnet industrial council — covering more than 150 000 employees — held its first sitting in Johannesburg yesterday, Transnet industrial relations executive Vic van Vuuren said (270)

Van Vuuren said the council would streamline the collective bargaining process

Rennies Travel earns a certificate of merit

B/Day 23/10/91 (270)

NOT too long ago, an article by Felice Schwartz in the Harvard Business Review promoted the idea of a "mommy track" — a career plan whereby mothers could put their climb up the corporate ladder on the back burner until the children grew up and then resume their careers without being prejudiced.

In South Africa, there is one company which has taken this idea one step further and created career paths for women with no desire to achieve management status because of family commitments, but want to receive equal remuneration, and women who want to move into management and take on greater responsibilities

Rennies Travel, a previous winner of the Gold Award, this year received a certificate of merit, only the second such recognition given a company

Fair Lady associate editor and 1991 Gold Award judge Sue Grant Marshall said it was Rennies' attention to management development and its succession plan which resulted in it being given recognition

"Rennies has two career path plans running parallel to each other.

Development

"The first allows for the development of women who have family commitments where, by choice, this is their priority.

"They are given equal remuneration to women in management.

"The second allows for formal management development through in-house training programmes, including supervisory development, management development, organisation development and management situation," she says.

Rennies Travel's initiatives over the past year to enhance and advance the position of women contributed to the judges' decision.

In the past 12 months, for example, Rennies has seen

- The appointment of the first female MD in the 138-year history of the Rennies Group (Lilian Boyle, appointed MD of Rennies Travel in September last year),
- The appointment of two women — Lilian Boyle and Karen Long, human resources director — to the board of directors;
- The appointment of a female general manager, four female regional managers and one female area manager

Grant Marshall says "The judges felt Rennies Travel needed some recognition for the effort it has made in improving women's status in the company"

It is work as usual for trains, buses and clinics

S/Times (CM) 3/11/91

MOST public services are expected to operate normally during the two-day VAT strike

Trains are expected to run according to schedule on both days, Spoornet's public relations officer, Miss Yvette Olwage, says

City Tramways public relations manager Mrs Jean Welsh said the bus company would try "to operate as normal a service as possible"

She said some disruption of services was expected, particularly on township routes City Tramways had a "no work, no pay, no penalty" policy in respect of workers who took part in the strike

The National Council of Trade Unions (Nactu) has said it has enlisted support for the strike among bus drivers who are members of its affiliate, the Transport and Omnibus Workers' Union

The strike organisers, the Congress of South African Trade Unions and Nactu, have exempted essential health staff and schoolchildren from the protest

The Cape Town City Council's municipal clinics and other health services will operate normally The Deputy Medical Officer of Health, Dr J W J van Rensburg, said these were considered to be "essential services"

The Medical Officer of Health with the Western Cape Regional Services Council, Dr S A Fischer, said strike organisers had agreed to exempt RSC clinics and had distributed stickers to identify staff as health workers

The Cape Town City Council will not have normal refuse collections tomorrow and Tuesday as most cleansing staff are expected to take part in the stayaway

A spokesman for the Post Office said all branches would be open on Monday and Tuesday

The University of the Western Cape is to close for the two days

The University of Cape Town is to remain open on both days

The manpower manager of the Cape Town Chamber of Commerce, Mr Charl Adams, advised the chamber's 3 300 members to adopt a "no work, no pay" policy

Massive pension fund setback for Transnet

Star 7/11/91

(270)

By Sven Lunsche

Transnet, the former SA Transport Services, has set aside R10,4 billion to make up part of the shortfall in its pension fund.

Transnet chairman Dr Marius de Waal said at a press conference presenting the group's 1990-91 annual report yesterday that at the beginning of April last year the total deficit of the pension fund totalled R17,18 billion

As a result of the shortfall, the "current state of the balance sheet is not sound and any possible privatisation of Transnet will be severely impeded", Dr de Waal said

The provisions adversely affected Transnet's maiden financial results for the year to April, which showed a taxed loss of R1 billion

Net profit, however, totalled R515 million — of which R500 million is being paid to the state in the form of dividends — on turnover of R11,58 billion and operating profit of R1,55 billion

MD Dr Anton Moolman said the huge shortfall of the pension fund was largely due to massive retrenchment of staff over the past few years, which had seen the complement fall from 280 000 in 1982 to just over 172 000 this year

"A large part of the retrenchments was through natural attrition, which pushed up the pension payments while, at the same time, reducing the number of people contributing to the fund"

Over the past financial year Transnet paid out about R4 million per working day to pensioners

Furthermore, Transnet was forced to invest its funds in government and semi-government stock, which yielded far less over the years than investments in shares

Since the amendment to the Pension Fund Act, Transnet had placed its investment portfolio with private investment managers, Dr Moolman said

At the end of March, the pension fund's total assets were R10 billion, of which 22 percent was invested in shares, two percent in property, and the balance in stocks and cash

Dr Moolman said that over the next few years Transnet aimed to have a 65 percent exposure to shares, 15 percent in property and only 20 percent invested in interest-bearing instruments

To eradicate the shortfall over a number of years, Transnet will increase its contributions to the pension fund from nine to 12 percent, allocate a percentage of profits to the fund and fund the deficit partially by issuing new stock

Dr Moolman said Transnet's commitment to private sector norms had resulted in a more profitable operation

Sats had been responsible only to Parliament for its financial performance

Transnet does not divulge the performances of its four operating companies — SAA, Spoornet, Portnet and Autonet

However, Dr Moolman said that because of the depressed economic climate, virtually all traffic volumes were lower over the year

Petronet, formerly Pipelines, and the smallest division in Transnet, was the only one to register growth, according to the annual report, and reported a profit of R128,4 million

Portnet, which controls the eight major harbours, handled 5,4 percent less traffic over the year, while traffic volumes conveyed by Spoornet (SA Railways) were eight percent lower.

Dr Moolman said SAA — which last year reported a profit of R188 million — was adversely affected by soaring fuel costs and a decline in passenger numbers

Domestic passenger bookings declined by 7,9 percent, while international passenger numbers fell by 4,5 percent

However, he said he was confident that the deregulation of the domestic market and access to new international routes would boost SAA's performance in the current financial year

Spoornet 'gang' beat man — claim

(270) ARG 8/11/91

HENRIETTE GELDENHUYS
Staff Reporter

A GROUP of Spoornet controllers attacked an 18-year-old man at the Salt River station after he allegedly threw a bottle at one of them and threatened others with a knife

According to eyewitness Mr Martin Fisher, at 10 30am yesterday on the station's first platform about 10 controllers formed a circle around the man while four kicked him

"They threw him into one of the offices on the platform Bystanders were furious. They asked the controllers why they were taking the law into their own hands

"Others offered to pay for the man's ticket, just so the controllers would leave him alone However, the controllers chased them away," said Mr Fisher

Spoornet spokesman Miss Kobie van Niekerk said the man did not have a ticket and was stopped by controllers

She said she had unconfirmed reports that he swore at the controllers, threw a bottle at one and threatened others with a knife which "angered" them

"There was a heated argument before the fight started," she said

Police spokesman Captain Attie Laubscher said the unidentified young man was not arrested, but "taken away for his own safety".

Mr Fisher said the controllers were "provoking violence".

"One of them took off his uniform, his image, to assault this man," he said.

KENNISGEWING 1051 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Postel-Unie van die Republiek van Suid-Afrika Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres. Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging· Postel-Unie van die Republiek van Suid-Afrika

Datum waarop aansoek ingedien is. 24 Oktober 1991

Belange en gebied ten opsigte waarvan aansoek gedoen word Alle blanke werknemers in diens in alle ondernemings, afdelings of bedrywe van die Suid-Afrikaanse Poskantoor Beperk of Telkom SA Beperk in die Republiek van Suid-Afrika

Posadres van applikant Posbus 31082, Braamfontein, 2017

Kantooradres van applikant Mellestraat 19, Braamfontein

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet·

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum warop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

D. W. JAMES,
Nywerheidsregistrateur.
(8 November 1991)

KENNISGEWING 1054 VAN 1991

KENNISGEWING VAN AANSOEK OM GOEDKEURING VIR DIE OPRIGTING VAN 'N NUWE ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (WET 54 VAN 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976), dat mnr C H Strydom, Posbus 75, Sannieshof, 2760, kragtens artikel 11 van genoemde Wet by die Minister van Landbou aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te "Danielsrust" Sannieshof.

NOTICE 1051 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RALATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Postel-Unie van die Republiek van Suid-Afrika Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union Postel-Unie van die Republiek van Suid-Afrika.

Date on which application was lodged 24 October 1991

Interests and area in respect of which application is made All white employees engaged in all undertakings, sections or trades of the South African Post Office Limited or Telkom S A Limited, in the Republic of South Africa

Postal address of applicant P.O. Box 31082, Braamfontein, 2017.

Office address of applicant 19 Melle Street, Braamfontein.

Attention is drawn to the following requirements of section 4 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

D. W. JAMES,
Industrial Registrar.
(8 November 1991)

NOTICE 1054 OF 1991

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act 54 of 1976), that Mr C H Strydom, P.O. Box 75, Sannieshof, 2760, has in terms of section 11 of the said Act applied to the Minister of Agriculture for approval for the erection of a new abattoir at "Danielsrust" Sannieshof.

Union orders probe

THE SA Railway and Harbour Workers' Union in Cape Town has ordered an investigation into why the 1991/92 wage agreement with Transnet was signed without a mandate from union members.

The union's national management committee and southern Transvaal office-bearers have been suspended for two months pending the inquiry's outcome.

B/Day 22/11/91 (270)

LABOUR

RAIL CRISIS: *The ANC alliance looks at the ousting of Sarhwu's leaders, reports FERIAL HAFFAJEE*

Commission investigates 'palace coup'

W/Mail 29/11/-5/12/91

270

A HIGH-POWERED "tripartite alliance" commission is looking into the ousting of the entire executive of the South African Railway and Harbour Workers' Union (Sarhwu) by disgruntled workers earlier this month

The commission, drawn from the Congress of South African Trade Unions, the South African Communist Party and the African National Congress, has been mandated to make a finding early next year

Sarhwu members used their power as employers to suspend general secretary Martin Sebakwane, his assistant Johnny Potgieter and president Justice Langa

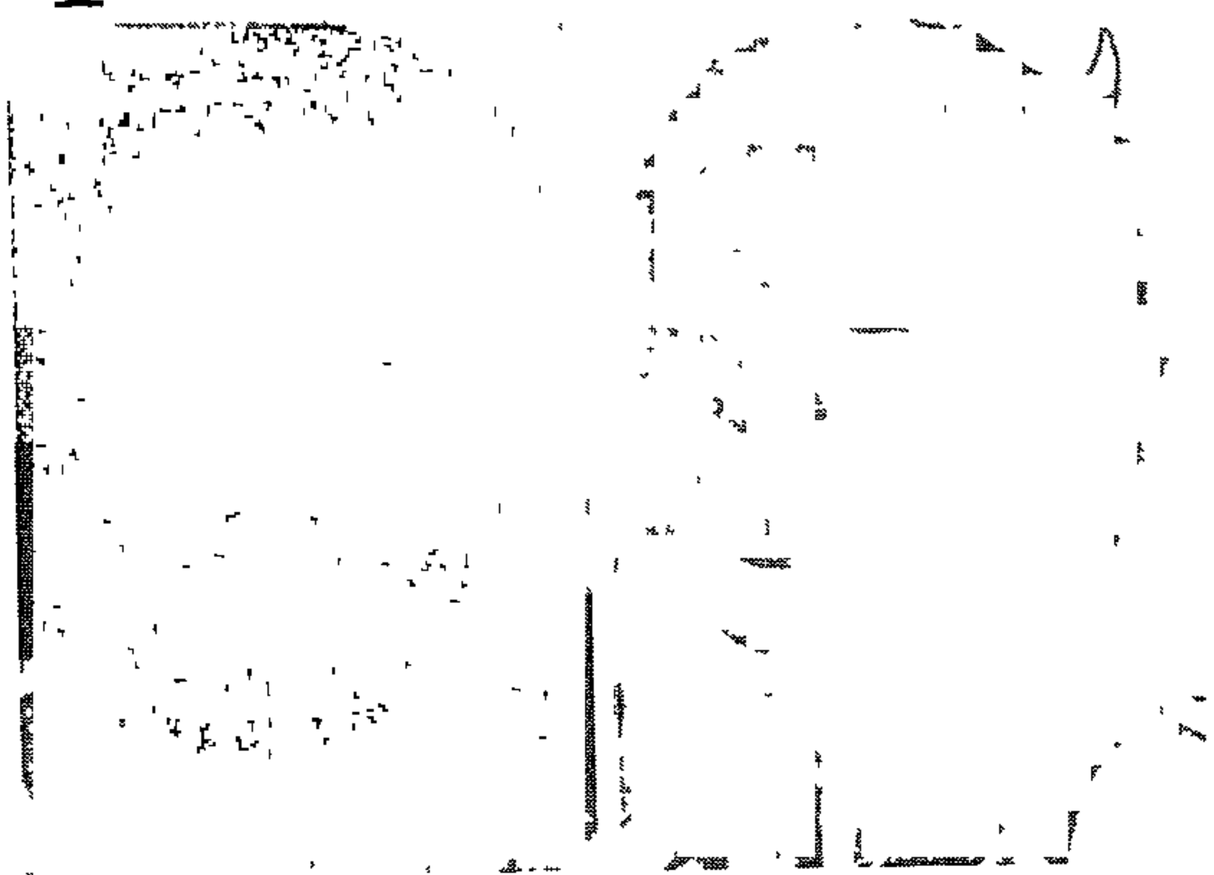
Citing the recently concluded wage agreement with Transnet as the reason for the palace coup, workers accused the executive of not consulting the rank and file before signing the agreement

They claimed the wage agreement was prejudicial and barred them from taking mass action unless they opted to forgo their bonuses The agreement, which ended a six-month dispute, makes provision for the payment of an attendance bonus to workers who are absent from work for no more than one day a month.

Sarwhu members from the Southern Transvaal region occupied union offices at the beginning of October, five days after the signing of the wage agreement

They continued their occupation despite a national executive committee (NEC) meeting called to resolve the issue.

At a second NEC meeting in Kimberley at the end of October, the suspension of the entire six-member national management committee, including Sebakwane, Potgieter and Langa, was ratified In addition, Southern Transvaal regional office bearers have been suspended because of the office occupation Only then did the Southern Transvaal workers vacate the offices



Investigating the ousting ... Cosatu national administrator Jeremy Baskin, right, looks into the dismissal of former Sarhwu general secretary Martin Sebakwane Photos: WILLIAM MATLALA

"The meeting noted that the national management committee deviated from the tradition and norms of Sarhwu by signing an agreement without mandate," said Sarhwu's honorary president, Archie Sibeko.

Elected to deliberate on Sarhwu's crisis are Cosatu national adminstrator Jeremy Baskin, the SACP's Siphiwe Nyanda and Jabu Moloketi of the ANC

Baskin said that the commission had sat for the first time last week and he was confident that the inquiry would be completed in the mandated two months

The leadership crisis is having sad consequences for a number of exciting developments in which Sarhwu is involved

At stake is its contribution during the crucial preparatory stages of the newly established Transnet industrial council.

Although Sarhwu members have attended industrial council meetings, they have no mandate and are unable to take decisions

This allowed the conservative Black Trade Union (Blatu) to take a leading union role in the council's fledgling deliberations

In addition, the unity talks between the Transport and General Workers' Union and Sarhwu will have to be mothballed until the crisis is resolved

Transnet labour executive Vic van Vuuren confirmed that the crisis had had a negative impact on labour relations He said that Sarhwu and Transnet had, from a position of conflict, moved to a more fruitful and positive relationship

Saying that he had absolute faith in the suspended executive, he added that it was currently impossible to communicate with the union

Union seeks assurances

(270) GERALD REILLY

PRETORIA — The Federation of Transnet Trade Unions, which is to meet Public Enterprises Minister Dawie de Villiers later this month, will ask him for cast-iron assurances that white workers will not suffer from discrimination. B/Day 11/12/91.

Earlier in the year the federation expressed alarm at a Transnet management statement that in future whites would be employed only in exceptional circumstances.

Although De Villiers assured the federation that advancement would be on merit only, there was still uneasiness and uncertainty among white, Indian and coloured workers, the federation said yesterday.

Federation general secretary Abe Koekemoer said the federation had for many years supported the principle of the best man for the job irrespective of race.

Any management move to to resrict the employment or advancement of whites, coloureds or Indians would be blatant discrimination, which should not be part of Transnet policy.

Union violence holds up containers

B/Day 19/12/91

ANDREW GILL and ROBERT WICKS

VIOLENCE between two trade unions which left one worker dead and several injured at Spoornet's Kaserne depot near Johannesburg last week has led to backlogs at the container terminal

Spoornet said a half-day backlog had built up as a result of the dispute, but expected work to return to normal today.

Nearby container terminal City Deep was not affected by the action, but was suffering from a one-day backlog

Container terminal manager Buks Coetzee said this was primarily due to the higher Christmas season volume, a 6% to 10% increase in exports and the implementation of VAT.

Spokesmen for commerce and industry said terminal delays had been experienced as a result of the backlogs. However, if drivers resumed work today, it was

☐ To Page 2

Containers

B/Day 19/12/91

☐ From Page 1

unlikely there would be any major problems, they said

The violence erupted last Wednesday between the SA Railways and Harbours Workers' Union (Sarhwu) and the Black Transport Workers' Union (Blatu)

Blatu president Dan Phiri said the trouble started early last week when Sarhwu members decided to evict Blatu members from the plant

Phiri said Blatu members returned to work two days later after management gave them assurances of their safety, but were assaulted by Sarhwu members, resulting in the death of a Blatu member

Negotiations were under way between management and the unions for an organised and "law-abiding" return to work.

Phiri said management locked out Blatu and Sarhwu members in an attempt to stop the violence

Spoornet spokesman Hubert van Teighnge said the unions now had to sign a commitment to work normally He said that action undertaken by workers had become "unacceptable to management"

Management had brought in extra workers to supplement staff and as a result, the potentially large backlog had been restricted to half a day

A spokesman for the Federation of Transnet Unions said none of its unions had been involved in the action

Sarhwu was unavailable for comment