WAGES — 1990

JUNE — DEC
Miners call dispute after talks fail

Negotiations on wages and other conditions of employment between the Chamber of Mines and the National Union of Mineworkers (NUM) ended in deadlock on Wednesday when the union declared a dispute.

The NUM decision came after the parties failed to reach agreement on a Chamber offer of wage increases ranging between 13.5 and 16 percent.

The Chamber said in a statement that the higher percentage increase offer was directed at employees at the lower end of the scale. The union had demanded wage increases ranging from 20 to 32 percent.

Barry Shipman, the Chamber's general manager of industrial relations services, said: "At a time when the viability of certain mines is being threatened ... we believe that the offer presented today was eminently reasonable."

However, NUM press officer Jerry Majalladi said the Chamber's offer was "ridiculously low" and did not compensate workers for inflation.
OK threatens to close stores as 4 000 strike

By Stan Hlope
OK Bazaars yesterday threatened to close three stores and embark on large-scale retrenchments in response to a strike by more than 4 000 of its workers at 100 stores.

The Pretoria-Witwatersrand-Vereeniging area is the hardest hit, with hundreds of workers picketing store entrances yesterday.

OK industrial relations spokesman Gavin Brown said at a press briefing in Johannesburg that as a result of deteriorating trading conditions the company was not in a position to accede to the workers' wage demands.

The workers are all members of the SA Commercial, Catering and Allied Workers' Union (Saccawu).

The union's co-ordinator, Jeremy Daphne, said that year after year OK had tried to keep pay increases as low as possible. Last year, the increase at OK was the lowest of all major chain store groups.

Explaining OK's stand, Mr Brown said: "We have advised the union that we will accelerate our process of closing shops that are marginally profitable. We have already informed them that we intend shutting down two stores — Faraday in Johannesburg and Goodwood West in Cape Town — in June.

Relocation

"Up to the beginning of the strike, we were negotiating the relocation of the staff, but we don't know now where that process stands."

In addition, workers could be retrenched from other stores as "low sales caused by strike action meant fewer jobs".

Mr Brown said union demands for a R160-a-month across-the-board increase and a minimum wage of R800 could not be met.

"Our profit after tax was 14.6 percent. This strongly reflects the deteriorating economy. The company is offering between R115 and R145, depending on the years of service.

“Our basic monthly wage is R710. Our offer is 17.7 percent, which is way above the inflation rate of 14 percent. The union demands amount to 20 percent."

OK also rejected a call for a raise in sales commission, a 13th cheque, an allowance for washing uniforms, and March 21 (Sharpeville Day) as a paid holiday. Management has offered to substitute a paid holiday.

Mr Brown warned the union that not only would the company be obliged to accelerate its programme of store closures, but would also be unable to maintain the present level of employment.

Sapa reports that the strike has spread to Bophuthatswana.

Workers at OK Bazaars in Ga-Rankuwa have downed tools, following the preliminary results of a strike ballot held by Saccawu last week.

The administration manager of OK Bazaars at Ga-Rankuwa said about 69 percent of the staff there had walked out, but the store was continuing to operate with casual labour and senior staff.
OK strike has spread to 122 stores, says union

The strike by OK Bazaars workers has spread to 122 of 166 stores around the country.

Jeremy Daphne, spokesman for the South African Commercial, Catering and Allied Workers' Union, said last night there had been numerous reports of action — some involving police against strikers.

Mr Daphne said eight workers had been arrested while picketing in Delareyville, West Rand. Workers at the Eloff Street, Johannesburg, branch were teargassed by police and in Vereeniging a shop steward was held by police on Monday night for three hours and questioned.

"There have been a number of allegations from OK management regarding the conduct of striking workers. The union emphasises that it is committed to peaceful and disciplined industrial action," he said.

Emphasis

The union had also experienced problems with members of the public harassing picketing workers, he added.

He said OK's management had placed great emphasis on the fact that 58 percent of Saccawu's members had voted in support of industrial action.

"In most regions the 'yes' vote was over 70 percent. The main reason for the 58 percent is the war situation in Natal."

Mr Daphne said yesterday although the company had admitted a poor record for the past financial year, management should be compelled to dig into retained profits to pay legitimate wage demands.

OK spokesman Gavin Brown said this was patent evidence of the union's ignorance of finance. Retained profits were withheld from shareholder dividends and retained specifically to fund the company's future growth. If this fund were used up, OK would have to borrow at crippling interest rates.

The union is demanding a R160 a month across-the-board increase, a minimum wage of R500, a 13th cheque as a right, a five percent increase for sales staff and March 21 (Sharpeville Day) as a paid holiday.

OK is offering a R115 to R145 a month increase depending on years of service and is prepared to negotiate a 13th cheque as "a no-strike bonus". It has offered a 12-day public holiday package, with specific days to be chosen by the union. But it is not prepared to "simply add" March 21 to the holiday calendar. — Sapa.
The OK strike: two different stories

With more than 4 000 OK Bazaars workers on strike and more than 100 stores involved countrywide, the management of the company and the South African Commercial, Catering and Allied Workers' Union (Saccawu) have blamed each other for the strike.

OK spokesman Gavin Brown says:

"Yesterday, about 103 stores were on strike, with more than 4 000 workers involved.

"The strike at most of the stores except two has been peaceful.

"There has been a lot of intimidation in the other two stores — head office in Elloff Street and in Pretoria.

"Police had to use teargas at the Elloff Street branch after strikers blocked traffic outside the store.

"There have been threats of burning houses and one worker from the Randburg branch was assaulted when he refused to join the strike.

"The company will be obliged to accelerate its programme of store closures because it will be unable to maintain the current level of employment.

"The union has negotiated in bad faith, and it has been frustrating and unreasonable.

"What the union has demanded is tantamount to economic suicide and industrial mugging, and we are not prepared to be part of that. OK has tried to have improved relations with the union but has been given a cold shoulder."

Saccawu co-ordinator Jeremy Daphne says:

"About 58 percent of the workforce from 122 stores has been on strike since Monday.

"The company's offer of service-related increases is an attempt to divide the union members.

"Saccawu rejects these unequal increases. OK is not agreeing to March 21 as an additional paid commemoration day and Saccawu sees this as proof of the OK's attitude towards the aspirations of the exploited masses.

"It is using the slim pro-strike ballot margin as a tool to label the union undemocratic. This was just one example of the ill-will caused by the company. Mass dismissals in 1984 at Sandton, in 1986 at Welkom and in 1988 at Roodepoort had generated immense ill-will.

"The management has a 'baskap' mentality and has adopted a hostile and iron-fist attitude. It has been uncompromising in the wage negotiations. The management has shown a bad attitude, being naive and insensitive towards workers' aspirations.

"OK has consistently paid low wages and has been using unorthodox methods unlike those of their competitors."
Labourers take home R300 – union

By Stan Iliphe

An unskilled labourer working as a sweeper at the OK Bazaars earns less than R500 a month before deductions. He takes home about R300. He is also entitled to 12 percent discount on store purchases.

Workers backed by the South African Commercial, Catering and Allied Workers’ Union (Saccawu) say the price of food, transport, rent, education for their children is no cheaper for a cleaner than for a furniture salesman.

They maintain that is why they have embarked on strike action because OK is among the lowest paying retailers. Cashiers, general workers and clerks with service ranging from five to 20 years earn less than R1 000.

OK’s industrial relations spokesman, Gavin Brown, says the minimum wage for the unskilled labourer is about R600 and for the cashiers R710 after one year’s service. He said the company had offered increases ranging from R115 to R145, based on length of service.

Saccawu has rejected OK’s offer and demanded a R160 across-the-board increase, Brown said. He claims OK salary scales are above average.

A supervisor or chief till controller earned R1 500 and a furniture salesman (the highest paid worker) earned R2 500 plus commission of 3 percent.

All employees are entitled to pension, medical, educational and housing benefits. Additional leave was linked to service, said Mr Brown.

Workers told The Star that most did not subscribe to the medical aid scheme because they could not afford it.
Workers go on strike at OK's stores

By LEN MASEKO

ABOUT 5 000 workers went on strike at OK Bazaars' 122 stores countrywide on Monday, setting the stage for a showdown between the two parties.

The South African Commercial, Catering and Allied Workers Union (Saccawu), which represents the workers, estimated that as many as 6 000 OK employees were on strike while management put the figure at between 2 000 and 4 000.

Dozens of Saccawu members picketed OK outlets during the past two days, carrying placards which accused the retail chain of "baaskap mentality" and "under-paying its staff".

They demanded - among other things - a R160 across-the-board increase, R800 minimum pay and recognition of March 21 as a paid holiday.

The chain store has offered the union's nearly 10 000 members at its 200 stores service-based increases ranging from R115 to R145 a month and a R710-a-month salary after a year's service.

Saccawu official Mr Jeremy Daphne said the strike followed a "yes-vote" by 57 percent of the union's members who polled during last week's ballot.

A majority of the strikers were employed at the chain's Pretoria-Witwatersrand-Vaal outlets while, in Natal, the strike was patchy.

He said: "Our members in Natal did not fully support the strike because they are busy fighting for their lives.

"It is disappointing that OK management is now gloating the Natal situation in spite of the fact that our members did not want to be sitting ducks for members of a rival organization".

However, 16 stores were affected by the strike in Natal, Daphne told a Press conference in Johannesburg yesterday.

Mr Gavin Brown, the chain's industrial relations spokesman, said the company regarded the strike as "an active economic suicide" and "industrial mugging".

"The company is unwilling to go on this route (active economic suicide) and will have to respond to this mugging", said Brown,
Major drive to create jobs by the thousand

The Argus Correspondent

JOHANNESBURG. — Tens of thousands of new jobs could be created in the industrial sector if the South African Chamber of Business succeeds in persuading employers to introduce extra shifts to double normal production runs.

Sacob director-general Mr Raymond Parsons said yesterday that hundreds of manufacturers were being lobbied to plan double-shift systems that would mean the recruitment of bigger labour forces.

The carrots being offered are low-cost loans from a R300-million fund created by the Industrial Development Corporation (IDC) and open to industrialists who join the action plan to blunt the unemployment problem — and boost profits by better and more efficient use of production tracks.

Sacob believes the scheme may prove a major factor in averting growing threats of retrenchments in the economic slowdown expected to persist over the next few months.

Manufacturers will be encouraged to use the boost in production flows to swing the emphasis of industrial sales to export markets to offset cutbacks in demand on the domestic market.

Details about the master plan will be spelled out at a series of seminars Sacob is planning in conjunction with the IDC in Johannesburg, Durban and Cape Town.

Sacob believes the scheme not only promises a major boost in employment opportunities but also lower consumer prices on a wide range of manufactured goods as a result of lower production costs stemming from more effective use of factory equipment.
Another 900 join countrywide OK strike

AP Staff Reporters

About 6,000 OK Bazaars workers are now striking countrywide in support of union demands for pay increases, the company's industrial relations spokesman, Gavin Brown, said today.

Amid claims by the South African Commercial and Catering Workers' Union (Saccawu) of widespread police intervention and intimidation at many of the 120 affected stores, the strike was swelled by another 900 employees yesterday.

The union claimed police told workers in Cape Town they would be arrested if they were seen out of the store, 78 policemen who arrived in 10 vans tore up placards in Pietersburg, and workers were arrested in the northern Transvaal town, King William's Town, Delareyville, Vereeniging and Pretoria.

Saccawu also alleged 110 workers from another union who were helping out at the Cresta store in Randburg arrived carrying knobkerries and knives.

Striking Johannesburg OK workers were allegedly harassed by the company's security staff.

Workers at the Eloff Street branch came to The Star offices after the incident and said they were called "kaffirs" and ordered to move the picket away from the store's premises.

The angry workers said they were photographed again by security staff.

The strike started on Monday after a breakdown in talks over pay increases, a 13th cheque and the union's demand for March 21 (Sharpeville Day) as a paid holiday.
Numsa, Seifsa talks enter 11th round

THE fifth round of annual wage talks begins today between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The current Main Agreement, which determines the wages and conditions of employment for the industry’s 300 000 employees, expires on June 30.

After the fourth round of talks on May 18, spokesmen for both sides said they were frustrated with the slow pace of the negotiations.

"I hope that more rapid progress will be made in these talks," said Seifsa executive director Brian Angus yesterday. He said if the agreement was not finalised today, another meeting would be scheduled before the end of June. He refused to comment on Seifsa’s planned proposals for today’s meeting.

Though Seifsa did not offer an additional wage proposal during the fourth round meetings, it made revised proposals on sick leave and overtime.

It has thus far made two offers to increase wages, the latest offer ranging from 11.5% to 15.7% increases in the various wage categories. (See story)

Numsa rejected the offer as it "didn’t come close to the forecasts for the annual inflation rate, and it did not include a guaranteed personal increase," said a Numsa statement.

Numsa’s demands stand at a R2 an hour across the board increase — a 56% increase on the lowest rates.

Some progress was made at a special meeting last week on secondary issues, including employment security and discrimination in training, which may be ratified today.
Hotel strike settled as wages raised

A strike at the Mariston Hotel in central Johannesburg was settled yesterday with workers receiving a R100 across-the-board increase, back-dated to March 1.

A SA Commercial Catering and Allied Workers' Union (Saccawu) spokesman said the two parties agreed to:

- A minimum wage of R575 from October 1 and four months' maternity leave.
- No disciplinary action against alleged union intimidators.
- Details of the company's finances being disclosed within a few weeks.

Mariston spokesman W H Westphal said he believed the settlement was amicable although the hotel had not shown a profit for the last two months and was likely to be in the red again this month.

Strikers had not been dismissed, he said, and were due back at work tomorrow. — Sapa.
Union wants minimum wage of R1,000 a month

Despite the difficulties of organizing 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 cut costs. 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.
Support call by OK strikers

By CHIARA CARTER and MONO BADELA

THE South African Commercial, Catering and Allied Workers’ Union (Saccawu) has called for community support for a nationwide strike at OK Bazaars.

The company has responded by saying it would be forced to close some of its stores.

About 5,000 workers at 122 OK Bazaars stores throughout the country downed tools this week in support of wage demands.

Hardest hit by the strike is the Witwatersrand, but the strike has spread to stores in Natal, where workers did not vote in favour of the strike, and to Bophuthatswana.

The workers are demanding an across-the-board wage increase of R160 and a minimum wage of R800.

NO BAASKAP: A Saccawu member pickets outside an OK Bazaar outlet in Johannesburg
Seifsa moves pay offer up a notch

Employers yesterday increased their wage offer by 1% in the fifth round of pay talks between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The parties described the talks as failing to make significant progress. A sixth round was scheduled for June 14.

Seifsa tabled a third wage offer ranging from a 12.5% to a 15.7% wage increase. This brings the lowest rate to R4,11 an hour, an hourly increase of 55c on current wages. Their last offer ranged from 11.5% to 15.7% — 51c an hour for labourers. Numsa's unmodified demand stands at a R2 across-the-board hourly increase.

"It appears there is little likelihood of a Main Agreement being ratified before the existing one expires on June 30," said Seifsa spokesman Hendrik van der Heever.

Numsa said progress was made on a job creation programme and discrimination in training.

Numsa attacked employers for allegedly "preferring to import artisans from Europe rather than taking on locally trained people." Van der Heever said Seifsa would investigate the claim.
On the high wire

More than 4 000 SA Commercial, Catering & Allied Workers’ Union members started a wages strike at about 100 OK Bazaars outlets on Monday.

Union spokesman Jeremy Daphne says the strike began after negotiations and conciliation board meetings failed to resolve differences over wages. He claims the strike spread to 122 stores countrywide by Tuesday.

OK industrial relations spokesman Gavin Brown says the strike on Monday was concentrated in the PWV though some stores in Cape Town and Natal had also been affected. At that stage no branch had had a 100% walkout and operations were normal.

The action follows a ballot last week among the union’s 10 000 OK members in which 58% voted for a strike. OK’s workforce is about 25 000.

Small majority

The union claims the small ballot majority is due to the concentration of a large number of stores in Natal ‘where intimidation was rife.’ It had decided to strike — not because of “mindless militancy” — but because it believed that worker antagonism towards the OK was greater than the ballot result suggested.

The union has demanded an across-the-board increase of R160 a month, a minimum R800 (now R620) a month, 5% commission for sales personnel and a 13th cheque. Other demands include payment of laundry costs and recognition of March 21 as a paid holiday.

The company has offered service-based increases ranging from R115 to R145 and a minimum wage of R710 after one year’s service. With regard to March 21, the company has put it to the union that employees should be granted a choice of 12 days a year from the public holiday calendar.

In the wake of the strike, the company has now threatened to accelerate its programme of closing marginally profitable stores, with two already closed and the intended closure of Paradey in Johannesburg and Goodwood West in Cape Town.

OK says it is unable to meet the union wage demand because of its poor financial performance this year. After-tax profit in 1989 was 14.6% down on the previous year.

“The strike is seen as an act of economic suicide,” says Brown, and if it continues “the company will have no choice but to pass on costs by reducing the work force.”

The union says that, although it recognises the company’s profit margin had dropped, a broader perspective than the latest figures had to be examined. (SS)

“OK’s had good years, but it has had a consistent record of low wage increases,” Daphne points out. “We’re looking at retained profits and the history of OK’s financial wealth.

It is too early to see the effect of the strike but a union spokesman warns: “Even if most OK stores are surviving with the employment of casual workers, pickets will ensure that they do not get any customers.”
ANC boosts OK strike

Bitter turn as bosses say 17 stores could be closed

By CONNIE MOLULU

THE wage strike by OK workers received a boost on Friday when the ANC economic desk joined in the midday picket of OK stores.

The ANC said it was showing solidarity with striking workers.

The South African Commercial Catering and Allied Workers' Union (Saccawu) has held meetings with community organisations canvassing countrywide support for the 6000 striking workers.

The move by the ANC could throw community support behind the strike, and already some OK stores are being boycotted by black customers.

The strike seems set to take a bitter turn following the company's threat to close 17 stores as a result of industrial action.

Workers have been holding placards at all store entrances throughout the week-long strike.

The strike follows a deadlock in negotiations on wages and conditions of employment.

The main wage demand is a rise of R160 a month across the board.

The OK is offering service-related increases ranging from R115 to R145.

OK has also rejected other union demands such as rises in sales commission and March 21 as a paid public holiday.

According to Saccawu spokesman Jeremy Daphne, "settlement of the strike hinges on OK's willingness to start negotiating meaningfully and to withdraw their completely unacceptable position of proposing unequal increases".

"Management has contributed towards the hardening of workers' attitudes by insisting on proposing unequal increases. Also, at a late stage in the negotiations, they suddenly announced 17 stores had been earmarked for closure."

Saccawu accepts OK showed poor financial performance last year, but believes management must dig into retained profits to pay current wage demands.

"A broader perspective than the latest figures has to be examined," said Daphne.

However, OK Industrial Relations spokesman Gavin Brown said the demand of a R160 hike across the board and a minimum wage of R500 could not be met.

"Our profit after tax was 14.6 percent. This strongly reflects the deteriorating economy."

"Our basic monthly wage is R710 and the wage offer is 17.7 percent - way above the inflation rate of 14 percent," said Brown.

Spokesman for the ANC economic desk, Tito Mbweni, said they joined the strike to show solidarity with workers.

He added that big businesses holding meetings with the ANC at plush hotels, while paying workers poverty wages.

"It's one thing to meet at hotels and smile at each other, but quite another when companies refuse to pay workers a living wage," said Mbweni.

"We find it unacceptable that big business cannot even meet workers' demands. Our main constituency is the working class in this country and we support the workers in their efforts to earn a living wage."

The strike has been marred by allegations of intimidation. The union has said police have intimidated workers, while OK has accused strikers of intimidating shoppers.

Saccawu said eight workers were arrested in Pietersburg, six in Cape Town and six in Johannesburg.

The union said there has been widespread rightwing intervention in the strike. In Johannesburg whites tore the placards of picketing workers, while in Potgietersrus a white OK worker Hendry Blignaut and a group of AWB members threatened workers and distributed a racist pamphlet.

The union said a Durban branch manager said he intended meeting an Inkatha warlord to discuss defending non-striking workers.
It’s still not OK as strike conflict rises

CONFLICT continues to mount in the OK Bazaars dispute, with more arrests, claims of intimidation of non-strikers and inter-union tensions in Natal.

Yesterday, the fourth day of industrial action, about 6 000 workers were on strike at some 125 stores countrywide.

The South African Commercial Catering and Allied Workers Union (Saccawu) reported that another nine strikers had been arrested, three in Krugersdorp and six at the OK’s Aderley Street branch in Cape Town.

In Cape Town, police had warned strikers gathered in the store canteen they would be arrested if they ventured on to the street, the union said.

Another nine workers in Pieterburg have been summoned to appear in court on charges of breaching municipal by-laws.

In an earlier statement, Saccawu complained of large-scale police intimidation of union members. Policemen had torn up picketers’ placards in Pieterburg and a total of 24 workers had been arrested in King William’s Town and Pretoria.

Police spokesman Major Reg Crewe denied the harassment charges. “We act against individuals, not organisations,” he said.

OK industrial relations executive Gavin Brown reported a spate of attacks on non-strikers at bus-stops, taxi-ranks and railway stations, mainly in Pretoria and Johannesburg.

Two non-strikers from Pretoria and an employee of the Sandton Hyperama had been admitted to hospital, one in a critical condition, after being assaulted.

In an ominous development in Natal, Saccawu’s Jeremey Daphne alleged members of the Inkatha-linked United Workers Union (Uwwsa) had been coercing Saccawu workers not to join the strike.

Uwwsa had played a pivotal role in the patchy response of Natal workers, he said. Fourteen of a total of 30 Natal stores were strike-hit, as against 47 of the 59 in the Johannesburg and Highveld region.

Brown confirmed that the kwamaшу branch had been closed “as a precautionary measure to avert sectarian violence”.

The dispute hinges on wages, with Saccawu demanding an across-the-board increase of R160 and a minimum wage of R800, and the company offering service-related rises of between R115 and R145 and a minimum rate of R710 after a year’s service.

Also in dispute are demands for a 13th cheque as a right — it is currently offered on the strength of workers’ “contribution to the success of the company”, with strikers being denied a bonus — five percent commission for sales representatives and March 21, Sharpeville Day, as a paid holiday.

There are clear signs the OK is digging in for a long haul and that it hopes to use the dispute as a prelude to restructuring its conflict-ridden relationship with Saccawu.

Arguing that trading conditions are deteriorating — its recent figures show a 14 percent drop in after-tax profits — it has insisted that it can restructure, but not increase the size of its wage offer.

Saccawu has called on the OK to dip into its retained profits. But significantly, it has shifted the focus of its demands, calling for management to withdraw its “completely unacceptable” split offer and warning against threatened store closures. These had been raised at a late stage in negotiations as a bargaining chip, it said.

At a press conference this week, Brown said the strike could accelerate rationalisation within the group and lead to retrenchments. At least a dozen stores had been earmarked for closure, he said.
Metal industry talks hit snags

By DICK USHER
Business Staff

IT is now extremely
unlikely that the main
agreement for the
metal industry will be
renewed before expiry
on June 30.

The Steel and Engi-
neering Industries
Federation (Seifsa) and
the National Union of
Metalworkers
(Numsa), the largest
union in the industry,
agreed that the fifth
round of talks held on
June 7 made little pro-
gress.

Apart from Numsa,
15 other unions are in-
volved in the talks.

A Seifsa statement
said that employers ta-
bled another wage of-
fer, the third in this
year's negotiations,
which would increase
pay by 55 cents an
hour for labourers and
R1.04 for artisans.

Numsa said the em-
ployer offer was in the
minimum wages only,
bringing the lowest
rate to R4.11 an hour.

More than 380 000 di-
rect production work-
ers were affected by
these increases.

A further 100 000 in-
directly who, although
not covered by the
agreement, were usu-
ally paid similar in-
creases, said Numsa.

Seifsa said the
unions indicated the
employer offer was not
acceptable.

Two unions "moder-
ated their demands
slightly" but Numsa
had made no conces-
sion to moderate its
demands.

Numsa said it had
attempted to reduce
the number of issues
for discussion by
agreeing to refer many
demands to a separate
session scheduled for
June 12.

According to Numsa,
demands for job cre-
ation made significant
progress when Seifsa
agreed to discussions
aimed at producing a
programme for job
creation before De-
cember 1990.
Fighting unemployment with art

By SANDILE MEMELA

A cultural group established to fight the effects of unemployment is taking shape at Katlehong township on the East Rand.

The Katlehong Youth League Cultural Group (KYLCG) is the brainchild of Jerry Malebana, a cultural worker for the Unemployed Workers' Coordinating Committee.

The group primarily includes itself with uplifting the plight of victims of unemployment.

The KYLCG is made up of township comrades. Some are unemployed, while others are high school students who face the prospect of unemployment.

The group has provided members with something to do every day instead of concentrating on the problems caused by their unemployment.

The members – five women and seven men – have pledged themselves to rise from the ashes of unemployment and lack of meaning in their lives by highlighting their plight through drama, music and poetry.

The group was formed last August and has attracted attention in political circles for performances at mass funerals, political meetings and trade union conferences.

However, the spokesman for the group, Abraham Hlopho, 20, has no apologies about the origins of the group.

"Most of the members are victims of the high rate of unemployment in the country. But that does not mean that people should sit back and wait for the demise of apartheid. It is not enough for us to fold our arms and complain about the impact of apartheid on our young lives. What is more important is for us to pull ourselves up by our bootstraps and make a meaningful contribution to the society we want to see."

Hlopho, whose ambition is to study drama at university next year, has emerged from a disadvantaged family background to tear open a new chapter in township cultural activity and to present the aspirations of his community through song.

He is an orphan who stays with relatives in Katlehong where four family members share a matchbox house.

"This will help create a new society and stop the youth from terrorising communities that do not foster their growth and development," said Hlopho.

Although the group welcomes financial and material aid, it is holding a fund-raising campaign by staging performances at rallies and conferences.

"We cannot sit back and wait for handouts," said Hlopho.
5 000 await outcome of OK strike battle

By LEN MASEKO

represented an additional R9 million.

He said the company's offer was fair and generous, considering its poor financial results. Profit before-tax at year-end March 1990 was 14 percent down on the previous financial year.

The only way the company could meet the union's wage demands was to borrow money, Brown said.

On March 21 (Shaperville Day), management offered the union an annual 12-holiday package in which the "commemorative day" could be slot in a proposal rejected by the union.

Brown said: "The current public holiday situation is something of a mess. While we recognize the importance of March 21, we are against the politicization of public holidays. We cannot go on every year granting additional public holidays."

Brown believes the issue should be discussed at "national level" between the South Africa Employers' Consultative Committee on Labour Affairs and the trade union federations.

Attitudes

If anything, the strike has led to the hardening of attitudes on both sides with the union saying the main reason for the strike was "the baaskap mentality" displayed by management over the years.

Daphne said: "Our members are tired of being kicked in the guts. They have now adopted a hostile attitude towards management."

The company has warned that the strike might lead to retrenchments and closure of certain unprofitable stores - something that Sowawawa believes management would be using as a bargaining chip.

Closure

"In addition, the strike could mean that stores which have been identified for closure might have to be closed earlier and this might result in loss of jobs."

OK have already been shut down two stores in Cape Town and the East Rand and a further 10 could be closed within the next 12 months.

Whatever the outcome of the strike, the two parties face the enormous responsibility of ensuring that they - so to speak - do not kill the goose that lays the golden egg.

Last Monday, about 5 000 workers took to the streets to engage their employer, OK Bazarre, in a test of strength that underlines the precarious relationship existing between the two parties.

The strike is a culmination of months of behind-the-scenes bargaining between OK management and the South African Commercial Catering and Allied Workers Union (Sowawawa), which represents about 10 000 employees of the retail chain.

The two parties reached an impasse at a Conciliation Board hearing on May 21, unable to reach agreement on wage increases and other benefits.

At issue are demands by Sowawawa for a R160 across-the-board increase and a R800 minimum pay.

Offered

In addition, the union demands a five percent commission for sales staff, recognition of March 21 as a paid holiday and a 12th cheque "as a right."

The chain has offered union members at 166 stores service-based increases ranging from R115 to R145 a month and R710-a-month salary after a year's service. The company employs about 25 000 employees at 200 stores.

Sowawawa official Mr Jeremy Daphne said the union's members were not prepared "to compromise on their demands."

The union has rejected service-related increases in favour of across-the-board raises - because it believes "equal pay" are part of management's attempt to divide members.

Demand

This has been denied by OK, which says service-related hikes are aimed as "correcting a wage curve."

Daphne said: "Year after year, OK tries to keep wage increases as low as possible. Last year's increases were the lowest of all major chain store groups."

Last year, the two parties agreed to a split increase of R108 across-the-board, R105 in 1989 and a R100 two-part rise given to Sowawawa members after a 12-week strike in 1986.

OK's industrial relations official, Mr Gavin Brown, this week said the chain store's offer amounted to R33.5 million while the union's across-the-board demand was R50 million.
Multiple shifts needed, says industrial chief

By DAVID YUTAR, Labour Reporter

Multiple-shifts in industry could advantage employees and business, provided trade unions are consulted, according to Mr Colin McCarthy, executive director of the Cape Chamber of Industry.

Mr McCarthy, also secretary of the Cape Clothing Manufacturers' Association, was reacting to the SA Chamber of Business's (Sacob) campaign to persuade more employers to introduce extra shifts.

Surveys by the Federated Chamber of Industries showed 70 percent of South African manufacturing companies worked only one shift a day.

Sacob claimed the multi-shift system would create thousands of new jobs as well as help industries to better use expensive machinery and increase output and profits.

But Mr McCarthy warned that whatever the advantages of the multi-shift system, a large segment of industry, particularly labour-intensive industries such as clothing, would not be able to introduce the system without first getting trade union support.

In labour-intensive industries such as the clothing industry, where 90 percent of employees were women, union resistance was based partly on the social implications the system would have for women and the possible disruption of family life, he said.

"One gets the impression a large proportion of the South African working population -- if the trade unions are correctly mirroring them -- do not like working multiple-shifts.

"But there certainly are industries -- mainly the capital-intensive ones -- that are using it, and particularly those with a history of multiple-shift working elsewhere in the world."

Mr Simon Jocum, chairman of the Cape Clothing Manufacturers' Association agreed there would be problems in trying to apply the system in the clothing industry, but in the long-term the system could not be overlooked if South Africa wanted to be "internationally competitive".

The Cape Chamber of Industry's deputy-director, Mr Colin Boyes, said companies that had introduced multiple-shifts had shown the cost-effectiveness of production was greatly improved.

However, Mr Boyes foresaw an "inertia" to the system "because of the deeply ingrained South African tradition of the nine-to-five working day."
Despite drop in import component

PPI rises by 1.6%  

By AUDREY D'ANGELO  
Business Editor

A RISE of 1.6% in the producer price index (PPI) between March and April, although the imported component fell, was due mainly to the effect of high pay rises at the beginning of the year, economists said yesterday.

The director of Stellenbosch Bureau for Economic Research, Ockie Stuart, said he considered it a sign that inflation would remain high in SA, since pressure for higher pay packets would continue to be strong for years.

But both he and Old Mutual chief economist David Mohr said they did not see the sharp rise between March and April as cause for concern in view of the fact that the year-on-year rise of 11.6% was unchanged from March.

They pointed out that the rand had held up well in spite of the drop in the gold price, and inflation was no longer being fuelled by higher import prices.

Figures released yesterday by the Central Statistical Services showed the annual rate of increase of locally produced commodities for SA consumption in April was 12%. This was 0.7% higher than the annual rate of increase for March, which was 11.3%.

The PPI of imported commodities for April fell by 0.3% compared with March. The annual rate of increase of imported commodities for April was 10.1%, which was 2.4% lower than in the year to March.

Mohr said: “The monthly figures tend to be very volatile. It is easy to get a small monthly increase followed by a very big one.

“In view of the fact that we had small increases in the PPI in the previous three months, I think it safer to rely on the year-on-year rate to see where the inflation rate is going.”

The higher domestic producer costs coming through in April were due to the lag in the effect of the domestic consumer boom, and high wage rises at the beginning of the year. The labour cost component of the PPI was still rising, with the full effect still to be felt.

But the public were feeling the benefit of the stable exchange rate and cooling domestic demand which had limited imports.

The lower gold price had “not affected the rand too much. That means either that we are rolling over loans or that we are getting cash inflows from somewhere else.”

Stuart commented: “As far as the local component of the PPI is concerned, I think the monthly rise is due to the high wage and salary rises filtering through. So I don’t think that is reason to be overly pessimistic.

“But it underscores the difficulty we face in trying to bring down the domestic inflation rate. There will be upward pressure on wages and salaries for many years.

“We must be grateful that the rand is holding up fairly well in spite of the lower gold price.”
Steelmen to talk wages on Thursday

Pretoria Correspondent

Wage negotiations between employers and trade unions in the steel industry are to be resumed on Thursday.

Brian Angus, the Steel and Engineering Industries Federation of South Africa's (Selisa) executive director, said yesterday there was still no agreement in the metal industry's annual negotiations.

Mr Angus said employers tabled another wage offer — the third in this year's negotiations — ranging from 12.5 to 16.7 percent in the various wage categories.

The latest offer would increase wages by 5 cents an hour for labourers and R1.04 an hour for artisans, raising wages to R4.11 and R9.35 an hour for labourers and artisans respectively.

Employers also made further concessions on some of the trade union demands.

Two union groups moderated their wage demands marginally.

No concessions

"However, the National Union of Metal Workers of SA (Numsa), the largest trade union in the industry, has, after five rounds of bargaining, made no concessions whatsoever."

The parties agreed to establish subcommittees to investigate job creation strategies.
FW, top public service men in pay rise talks

By TOS WENTZEL

on the Presidency

PRESIDENT De Klerk is meeting a delegation of the Public Servants' Association today to discuss demands for salary increases and retirement and pensions problems.

The two-man delegation from the PSA, president Dr Colin Cameron and general manager Mr Hans Olivier, will also discuss a long-term salary policy which could halt resignations from the public service.

HOUSING SUBSIDIES

Housing subsidies, a uniform retirement age and the implications of recent illegal strikes will also be discussed.

Other matters to be discussed are the possibility of an increase in the housing subsidy which has been pegged at R50 000, maternity benefits for married women and an improvement in widows' pensions.
Details of new salary package for SAP

Here is the new salary package for police officers up to rank of colonel.

Constable: old scale Rs 814-Rs 16 077 a year plus Rs 877 sa; new scale Rs 612-Rs 17 403 plus Rs 600 sa. A constable with 10 years service could earn up to Rs 3,946.

Lance sergeant: Rs 14 751-Rs 21 948 plus Rs 800 sa; could earn Rs 21 026-Rs 28 542.

Sergeant: old scale Rs 11 931-Rs 25 584 plus Rs 877 sa; new scale Rs 20 130-Rs 27 840 plus Rs 200 sa; could earn Rs 25 343 to Rs 34 833.

Warrant officer: old scale Rs 18 312-Rs 25 584 plus Rs 877 sa; new scale Rs 24 675-Rs 34 629 plus Rs 600 sa; could earn Rs 30 740-Rs 41 891.

Warrant officer (first class): old scale Rs 24 675-Rs 34 629 plus Rs 877 sa; new scale Rs 31 917-Rs 44 976 plus Rs 600 sa; could earn Rs 38 700-Rs 53 074.

Lieutenant: old scale Rs 22 857-Rs 27 849 plus Rs 877 sa; new scale Rs 29 205-Rs 38 697 plus Rs 800 sa; could earn Rs 35 725-Rs 46 167.

Lieutenant (first class) captain: old scale Rs 26 493-Rs 34 629 plus Rs 877 sa; new scale Rs 34 629-Rs 44 976 plus Rs 600 sa; could earn Rs 41 041-Rs 53 074.

Major: old scale Rs 30 561-Rs 38 697 plus Rs 877 sa; new scale Rs 41 694-Rs 52 005 plus Rs 600 sa; could earn Rs 49 463-Rs 60 805.

Major (first class) lieutenant colonel: old scale Rs 40 053-Rs 43 335 plus Rs 877 sa; new scale Rs 48 250-Rs 55 323 plus Rs 600 sa; could earn Rs 56 891-Rs 67 735.

Colonel: old scale Rs 49 899-Rs 54 111 plus Rs 877 sa; new scale Rs 58 323-Rs 68 763 plus Rs 600 sa; could earn Rs 67 755-Rs 79 230.
OK Bazaars on the horns of a dilemma

OK Bazaars is in a serious dilemma — it is already paying employees 91 percent of the value added that the group generates.

There are only a few options available to meet union demands for increased remuneration.

The optimum one is to boost employee and general asset productivity and thereby increase the whole cake.

Paying a larger portion of the 91 percent to union members at the cost of non-union members would probably precipitate widespread defection by the non-unionised members and this could have an adverse impact on productivity.

Other options

The other option is to squeeze one of the other categories of stakeholders to meet the demands of the workers.

In OK Bazaars' case there really doesn't seem to be much scope for this — shareholders are already getting a pitance; reinvestment in the group (in percentage terms) looks fairly minimal; the government is unlikely to accept a smaller cut; longer-term there may be some scope for reducing borrowing requirements.

The group's latest annual report (for the year to end-March) shows that of the R469 million of value added by OK Bazaars, employees received a massive R371.6 million — equivalent to 80.8 percent of it.

Increasing power

Shareholders were paid out R16.9 million in dividends — equivalent to 2.4 percent of the value added.

Significantly, and no doubt, a reflection of the increasing power of the unions, the employees' percentage take in financial 1999 was up from 78.6 percent in financial '89.

By contrast, the shareholders' stake was down from 3.2 percent in '89.

The allocation of the rest of the value-added funds: interest and finance charges accounted for 7.1 (6.2) percent; 3.2 (3.7) percent went to the state in the form of direct taxes; the remaining 5.9 (7.3) percent was reinvested in the group to fund growth and maintenance and replacement of assets.

(A value-added statement shows what value has been added to the materials and services that a group has bought, by the application of the resources at the disposal of the group.

These resources include employees, funds borrowed and the capital supplied by shareholders.

In addition to paying for these resources, funds have to be invested to ensure that the operation remains viable. And the government always has to take its whack.)

Greater productivity

Although they are not directly comparable, the figures from Pick 'n Pay are significant.

In financial '90 employees received 71 percent of the value added; shareholders received 7.2 percent in the form of dividends; the taxman got eight percent; 13 percent was reinvested in the group.

Greater productivity at Pick 'n Pay means that the cake that has to be shared is significantly larger.

So, although in percentage terms Pick 'n Pay's employees get a smaller share of the cake, in absolute terms they enjoy higher levels of remuneration.

Interest payment

In addition, because Pick 'n Pay is able to use supplier credit quite extensively, it has little in the way of not interest payments.

Suppliers may not be too happy about this, but it means that everyone at Pick 'n Pay is that much better off.
Vosloorus workers on strike

15/6/90

About 250 Vosloorus Council employees went on strike this week for better wages and working conditions, town clerk George Prinsloo said today.

Mr Prinsloo said workers demanded salary increases from the beginning of July and complained that some of their colleagues were doing work for which they were not paid.

He said the strike was "absolutely unlawful".

"We have told the workers to return to work while we are looking into some of their complaints. A meeting was held with the workers' representatives on Wednesday but no agreement was reached and the discussions will continue next week."
Union ordered out of OK store

By CONNIE MOLUSI

THE South African Commercial, Catering and Allied Workers' Union, organiser of the OK Bazaars strike over wages, has been forced to leave the premises of OK Hyperama at Eastgate.

The Rand Supreme Court made the order following an urgent application on Friday. The union also undertook not to interfere with normal business operations at Eastgate.
By PATRICK MAFATO

ONE hundred and eighty thousand workers employed at 17 low-profit gold mines may lose their jobs if the price of gold continues to fall.

The Chamber of Mines, which released these startling figures to City Press, said the mines are on the Reef and in the Free State.

They are a source of income to many others besides mine workers.

Closing the marginally profitable mines will result in a lot of suffering as these workers cannot easily be absorbed into other industries.

External affairs general manager for the Chamber of Mines Johan Liebenberg said the rand price of gold was less than production costs.

Peter Bunkell of the Chamber said at the price of R32 000 a kilo in 1989, seven mines were operating at a loss. Taking into account inflation of 15 percent, 17 mines would now be producing at a loss.

Anglo American could lay off nearly 8 000 employees at Freegold’s South Region.

Gold and Uranium Division managing director Lionel Hewitt said at current gold prices and operating costs, certain mines could not sustain certain operations which would be stopped over the next nine months.

He added that management had invited discussions with affected worker representatives. “At Freegold South Region this planned curtailment is likely to involve the reduction of 7 800 employees.”

At the time of going to Press, the closing price of gold stood at $347 dollars—which translates to about R29 000 a kilo.

Gold represents just below 40 percent of the country’s exports, and the gold price is controlled by supply and demand. Higher sales lower the price.

Factors which led to the price slide are:

- Demand for jewellery is slack and retail sales in major markets, such as the US, have slumped;
- Soviet Union sales are flooding the market. It is estimated over 300 tons of gold have been swapped for foreign loans;
- The Middle East has entered the market because of the weakening oil price; and
- Relations between the East and West have improved.

Gold analysts are talking of the price sliding to lows of $320 dollars.

The London-based Metal Bulletin attributes the price slide through the psychological $360-dollar mark to rumours that Japanese banks have been approached by the Soviet Union to use gold as collateral on loans totalling 255 million dollars to cover external debts.

Dark days are ahead for miners because other big industries which would have absorbed them also face a bleak future. The unemployment figure already stands at six million.

With economists estimating economic growth as low as one percent, the more than 200 000 people who flood the job market each year have bleak prospects.

Economists point out that growth of five percent a year is needed to meet the demands of future job seekers.
Numsa refers final pay offer

THE National Union of Metalworkers of SA (Numsa) indicated at the weekend it would refer the final wage offer of the Steel and Engineering Industries Federation of SA (Seifsa) to its national bargaining conference scheduled for this weekend.

The conference would, in turn, make recommendations on settlement "or otherwise" for each sector in the union.

The union said settlement would depend on progress on wages, the implementation by Seifsa of the draft LRA, maternity leave and paternity leave, and proportional representation in the industrial council.

Numsa said it was prepared to recommend settlement with Seifsa on training, job security and the extension of the scope of the main agreement to the homelands and other sectors of the industry.

The union also believed "progress was made" on its training proposals, and said Seifsa had agreed to the development of industry-wide guidelines for the removal of racial discrimination and had agreed "in principle to withdraw support from educational institutions that continue to apply racial discrimination".

Seifsa spokesman Hendrik van der Heyden said employers had agreed to raise their contribution to the pension fund from 6.5% to 7%. He felt considerable progress was made during the last round of talks.
Winery workers to hold a strike ballot

THE NATIONAL Union of Wine, Spirits and Allied Workers (Nusaw) is to conduct a strike ballot from today until June 27 among 6400 employees of 53 wineries and depots nationwide, according to a Nusaw spokesman.

The results of the ballot would be announced on June 28, he said.

Nusaw president November Nkosi said the decision was made against the SA Wine and Spirits Industry Employers' Association earlier this month after annual wage negotiations broke down. A dispute was declared and mediation and conciliation meetings had taken place.

"I am positive workers will vote in favour of a strike," said Nkosi.

At the conciliation board meeting, Nusaw demanded a wage increase of R40 a week across the board wage as well as 20 working days of annual leave after 10 years service with increases made retrospective to April 1, 1999. Current wages range from R178 to R199 a week.

The employers offered an increase of R33 a week across the board, but stipulated the offer would decrease to R32 a week if the proposal was not accepted. On annual leave, they offered one extra day for 5-9 years' service, three extra days for 10-14 years' service, and five extra days for 15 and more years' service.
A strike by 760 Putco workers was called off yesterday after agreement with management was reached regarding the transfer of rival union members, Transport and General Workers' Union (TGWU) information officer Kally Forrest said.

Miss Forrest said the strike was called off after management agreed to transfer about 500 members of the rival Transport and Allied Workers' Union (Tawu) from the Homelands depot to Soshanguve.

Rivalry between the two unions flared during wage negotiations. The TGWU claimed it had lost its membership majority because of an earlier transfer of workers from the Homelands depot. This was denied by Putco.

Wage discussions were then postponed when the TGWU walked out after Tawu objected to their inclusion in the wage talks.

This led to strike action by TGWU members at three depots, leaving hundreds of commuters stranded.

The three depots affected by the strike were Denilton, Homelands, and Mamelodi. Talks will resume today.
Wine, spirits workers hold strike ballot

A countrywide strike ballot by the National Union of Wine, Spirits and Allied Workers began yesterday after an impasse in a three months long wage dispute.

The dispute involves the union and Stellenbosch Farmers Winery, Distillers Corporation, Gilbeys, Douglas Green, Union Wine, and Henry Taylor and Ries.

The union has asked for a R40-a-week increase across the board and been offered R33, said Nusaw president November Nkosi.

The strike ballot will continue until June 28, when the ballots will be counted and a decision to strike taken, said a union spokesman in Johannesburg. — Sapa
Southern Sun faces strike over wages

By Julienne du Toit

Southern Sun hotels may face a strike after conciliation board discussions between management and the South African Commercial, Catering and Allied Workers' Union (Saccawu) broke down this week.

The union, with a membership of 6,000, over half the company's employees, has called for strike ballots at the end of next week.

The key issues are wages, the installment of casual workers as union members, and "racist canteen facilities", says the union.

Management is offering a R100 increase on its minimum monthly wage of R590, while the union is demanding a minimum wage of R800 and an across-the-board increase of R160.

Carl Ludick, group industrial relations manager, said that in real terms workers were earning close to R1,000, with such benefits as transport, meals, medical aid and a 13th cheque.

Union spokesman Allan Horwitz claimed that a worker at Pietersburg Holiday Inn was interrogated, detained and later assaulted by police called in by management because of an alleged theft. He said this would not have happened had the worker been white.
Talks on pay at mines set to end soon

Staff Reporter

Conciliation board talks between the Chamber of Mines and the National Union of Mineworkers (NUM) over demands for wage increases in the industry are expected to wind up next week.

The board met for five hours yesterday to hear evidence from mine employers and the NUM on union demands for wage increases ranging between 20 percent and 32 percent.

Assurances

Meetings would continue next week, a Chamber spokesman said.

So far, employers have offered increases of between 13.5 percent and 16 percent.

The Chamber has given assurances that employers will not use the collapse of the gold price as a weapon during negotiations.
ERPM involved in balancing act.

By Ann Crotty

If ERPM had to exploit its rich ore reserves now, the mine would only have a life of about 18 months and not be in a position to re-establish reserves below its Far East area.

This was the view of ERPM MD Karl Eich when he was questioned yesterday by Mr Justice D A Melamet at the commission of inquiry into the viability of additional government funding to save the mine.

The judge asked why ERPM was worried about reserves for the future when it was faced with the near-term possibility of having to close down. Mr Eich said it had been necessary for ERPM to present a plan to meet its long-term commitments, including its interest payments.

Earlier at yesterday's hearing Mr Eich said ERPM had reduced the number of underground workers from 7 641 in April to 4 400 and was planning to cut this figure to 3 400.
Saccawu grievance march

ABOUT 170 workers at Sanitary City, Anbeeco and Win corporations are striking in support of their wage demands, a SA Commercial Catering and Allied Workers Union spokesman said yesterday.

Striking unionists at Sanitary City are demanding R40 per week and those at Anbeeco (the agent for Seiko watches) want a R175 increase across the board and a minimum wage of R895. Union members at Win are also striking over wages.

Saccawu plan to march through Johannesburg today, from the union’s headquarters to OK HQ to present a memorandum of grievances to management.

Permission had been granted for the march, the Saccawu spokesman said.

Sonn quits teacher body

EDUCATION leader Mr Franklin Sonn has quit after 14 years as president of the influential Cape Teachers’ Professional Association.

He stepped down because of his increasing workload as rector of the Peninsula Technikon and his position as president of the Union of Teachers’ Associations of South Africa.
Court orders, petrol bomb in OK strike

The OK Bazaars strike yesterday took several dramatic turns as the company obtained court orders against strikers at two of its branches, applied for urgent interdicts against strikers at nine other branches and a large crowd of strikers marched through Johannesburg.

In addition, 13 workers were arrested, eight at Phalaborwa, two in Vereeniging and two in Pretoria, bringing to 166 the number of workers arrested since the start of the strike last week Monday, according to a statement issued by SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Jeremy Daphne.

The statement also said one striking worker's house in Pretoria was petrol-bombed, and police action was taken against workers in Durban, who alleged they were being harassed by police at their homes.

Growing

Mr Daphne added that numerous workers had been issued with notices to appear at management disciplinary inquiries. The union has told the company that any inquiries must be held after the strike.

The union says support for the strike is growing. A total of 154 OK stores are now involved.

In a list of demands handed to OK's head office in Johannesburg by Saccawu branch secretary Kaiser Thibedi following a march by about 4,000 workers, he called on the OK to "swallow their pride and be prepared to settle the dispute".

The demands included:

- An across-the-board increase of R100;
- A minimum wage of R800;
- A 13th cheque; and
- March 21 as a paid holiday.

Sapa.
Police lead 2000 marching strikers

ABOUT 2000 striking OK workers yesterday marched on the chain store’s head office in central Johannesburg to present a memorandum to the management.

Led by traffic police, the march started at the corner of Kerk and End streets through Delvers and down Pritchard Street to the OK head office at the corner of Pritchard and Von Brandis streets.

Scores of workers peered through office windows and lined the streets, while some onlookers even perched on rooftops to catch a glimpse of the procession.

Flags

The march brought traffic to a standstill.

Huge flags of the African National Congress, SA Communist Party, and the Congress of SA Trade Unions, as well as its affiliates, fluttered overhead during the procession.

When the marchers reached the OK headquarters, workers sat down while a 10-member delegation led by Mr Kaizer Thibedi presented a memorandum to the OK Chief of Security, Mr Garrith Jones.

“We would like to believe it will not take too long before you respond to the memorandum,” Thibedi told Jones, who declined to comment.

Memo

Demands contained in the memo include an across the board increase of R160, a minimum wage of R800, a 13th cheque, five percent commission for sales staff, March 21 as a public holiday, and an end to dismissals and store closures without prior consultation with the union.

Police were present at the OK building but kept a low profile. No incidents were reported during the march. - Sapa
New era in municipal labour relations

South 21/6-27/6/90

By HEATHER ROBERTSON

LABOUR relations between municipal workers and the Cape Town City Council will never be the same again.

After decades of dealing with an almost docile workforce, the city council over the past week has been struck by unprecedented militancy among its employers ranging from garbage collectors to ambulance drivers.

Key to the new mood among the workers are widespread unhappiness with employment conditions and effective organizing by their union, the South African Municipal Workers’ Union (Samwu).

Although both parties have adopted “tough” positions, the dispute is rapidly coming to a head as the city reaps from the breakdown in essential services including tons of rubbish going uncollected.

Media war

To back its demands, the union has called on community support while the city council embarked on what the workers termed a “media war”.

The union has rebutted the contents of the full page advertisements placed in weekend newspapers by the city council.

The advertisements claimed that the “delicate balance” between providing fair employment for people who work for the city, developing the city and to meet the growing needs of its population, has been upset by the workers’ “illegal strike action”.

Reasonable

The Council claimed that rates would have to be increased by an additional 11 percent.

“The city and its residents now finds itself faced with demands for wage increases of up to 40 percent. We do not believe this to be either fair or reasonable. In terms of the city council’s final offer, 99.5 percent of its members in this municipality will earn more than R35 a month. There are only eight employees out of 15,452 who would earn the minimum of R819 a month.”

‘Wildcat’

According to a Samwu spokesperson, Mr Roger Ronnie, the union was not “in deadlock and still prepared to negotiate”.

“The City Council, however, has refused to engage in any further discussions around wage issues,” he said.

“The workers decided to embark on a “wildcat” strike action in support of a demand for a minimum increase of R5 an hour and an increase of R60 a week.

“The demand is not for 40 percent across the board, as the council has stated,” he said.

Related demands are for a 40-hour week at no loss of pay, June 16 as paid holiday and housing allowances for rented houses.

The council is only prepared to negotiate on the allied demands.

Ronnie said the strike was historic, especially for the workers.

Militancy

“Militancy exists among the workers which wasn’t there before. Union officials had to actually prevent workers from engaging the police,” Ronnie said.

Samwu disputed a claim in the newspaper advertisement that the council has been an equal opportunity employer since 1946.

“Until recently, when a member of the South African Association of Municipal Employees (Samwu) — the white municipal workers’ union — vacated a post, only Suam members could fill the post,” said Ronnie.

He added that Samwu was also fighting the “racist designations” of clerical assistants.

“Black people with equal educational qualifications are classified clerical assistants with lower rates of pay and less promotional opportunities than white counterparts who are classified as administrative assistants.

“There is a history in the City Council of racism and a management which is unskilled to deal with changes in the Labour field,” he said.

“At a council premix plant in Ndabeni a manager consistently used abusive language, calling workers ‘bitches.’”

“The problem with the council is that on an executive committee level, it has a liberal image but at a middle management level it employs racists,” said Ronnie.

He said the union was perturbed by what appeared to be a “power battle”.

DUST-UP: Cape Town dustmen march in the city centre

According to the Labour Relations Act, municipal workers fall under the essential services clause and therefore cannot embark on strike action.

An extra factor which exacerbated the dispute were several arrests and clashes between the strikers and police.

The arrests and the use of a police water cannon on strikers followed a court order which prevented workers from gathering at the Civic Centre and disrupting municipal operations.

Preferential

Cape Town’s town clerk, Dr Stanley Evans, denied that whites were given preferential treatment in appointments.

He said parity in salary between white and black clerical staff was being addressed.

“We can also use examples where members of Samwu had been chosen ahead of members of other unions.”
Strikers march on OK’s head office

MORE than 2,000 OK workers marched on the retail giant’s head office in central Johannesburg yesterday where they handed a list of demands to management.

The march was joined by non-striking Djen workers as it progressed from the corner of Kerk and End streets along Delves Street and down Fritchard Street to the OK’s Eloff Street store. (255)

Presenting the memorandum to the OK’s Chief Security Controller, SA Commercial, Catering and Allied Workers’ Union (Saccawu) official Kalise Thibede said management should not view the 13-day-old strike by more than 6,000 employees countrywide as a “test of strength” but merely as a strategy to get them to meet the workers’ demands.

“We have resolved other disputes in the past and we would like to believe that it will not take long before you respond to this memorandum,” Thibede said. Among other demands, the strikers want an across-the-board increase of R160 a month and a minimum wage of R800 a month.

Another key demand is that management abolish what Saccawu described as its “baaskap mentality.” OK spokesman Gavin Brown said the claim of “baaskap mentality” was never raised during negotiations between OK and Saccawu.

“The union should come and talk to us about what they perceive as ‘baaskap mentality,’” Brown said. He added that although OK respected the right of every South African to hold peaceful protests, the wage settlement would come about only when the parties sat down and negotiated.

OK is offering workers service-related increases ranging from between R115 and R145, a bonus to non-striking workers and a “negotiable” minimum wage of R710 a month after a year’s service.
By Musa Mapisa

About 100 members of the Black Health and Allied Workers' Union of South Africa (Shwusa) are holding daily lunch hour demonstrations against staff retrenchments outside the Tedro Group's offices in Seiby, Johannesburg.

Shwusa spokesman Sipho Ngwenya said that in terms of a recognition agreement the company was supposed to discuss retrenchments with the union six weeks beforehand, but had done so only two weeks before.

Tedor spokesman Norman Fisher said he was not aware the company had violated the agreement. He would discuss the matter with the union.

In Industria, 70 members of the Food and Allied Workers' Union are staging lunch hour demonstrations at Rembrandt Tobacco, to back demands for a R2-an-hour across-the-board increase. Rembrandt declined to comment.
End of fatigue

With the annual Main Agreement in the metal industry expiring on June 30, progress is finally being made in the sixth round of wage negotiations between Seifsa and trade unions.

The 15 unions in this year's talks are variously affiliated to Cosatu, Nactu and the Confederation of Metal & Building unions. The National Union of Metalworkers of SA (Numsa), largest union in the industry, is demanding a R2/hour across-the-board increase.

Seifsa's final offer of increases range from 15% (R1.24 an hour) at the top rate to 18% (64c an hour) at the bottom. This would bring the new hourly minimum to R4.15 for labourers and R9.45 for artisans.

Numsa, despite rejecting Seifsa's offer, indicates it will refer the offer to its national bargaining conference this weekend. Among other things Numsa is to recommend settlement on training, job security and extension of the scope of the Main Agreement to homelands and other sectors of the industry.

Seifsa executive director Brian Angus says employers have made a number of "substantive concessions" on some demands, including further improvements to leave bonuses, living-out allowances and increased contributions to the industry's pension fund.

Employers stress that they consider the final offer to be substantial "in the light of the alarmingly declining economic conditions."

Numsa says progress has been made on training proposals with employers agreeing to the development of industry-wide guidelines for the removal of racial discrimination in training. Seifsa has also agreed in principle, according to the union, to withdraw support from educational institutions that continue to apply racial discrimination.

Considerable progress has also been made on the issue of conversion of the industry pension fund into a provident fund.

However, Numsa points out, final settlement hinges on further progress on a number of issues. These include wages; implementation of impending new labour relations laws; more maternity leave and free Pap tests; paternity and compassionate leave; and proportional representation on the Industrial Council.
lone bag plants at New Germany, Natal, and QwaQwa — seems to be heading for labour problems as well.

This week Frame subsidiary Consolidated Waverly Textiles (CWT), SA’s largest blanket producer, reached a stalemate in its annual wage talks with the SA Clothing and Textile Allied Workers’ Union. Union sources said talks had broken down and July 2 had been set as the date the union would make application to hold a legal strike unless wage demands were met.

A CWT spokesman and member of the National Textile Manufacturers’ Association — the body which represents CWT at the negotiations — denied however that talks had “broken down,” saying the normal dispute procedures were being followed.

The union represents about 6 000 CWT employees. If arbitration is not successful and strike action is decided upon, it could spread among the other subsidiaries’ 12 000 employees, where feelings are running high in the wake of the retrenchments and what some consider unfair settlement packages.

When wage talks began, the union was asking for a R25 a week across-the-board split increase, the first coming into effect on July 1 and the second R25 increase in December. This was dropped to a R21/R21 increase and, finally, a R18/R18 increase. CWT has been sticking to its R7/R7 offer.

According to a union statement, annual wage negotiations with Frame’s biggest subsidiary — Consolidated Cotton Corp — have also deadlocked with the company’s final offer of a 9.5% increase. This company employs about 12 000 union members, the bulk of the Frame Group’s work force.
OK BAZAARS STRIKE

Accusations fly

The strike at OK stores entered its third week on Monday with the union claiming more of its pickets arrested and generally harassed by police, members of the public and rightwing groups.

Jeremy Daphne, spokesman for the SA Commercial, Catering and Allied Workers' Union, says a total of 146 workers have been arrested since the beginning of the strike. According to Daphne, there is still no agreement with the police over the legality of pickets.

The union warned last week of "unpredictable consequences" if its members continue to be arrested while picketing. The company maintains police intervention has been necessary only at some stores "where a hooligan element among strikers has behaved criminally and breach rules of conduct set out by the union itself."

OK Bazaars spokesman Gavin Brown says the company has launched eight urgent Supreme Court applications for eviction of strikers from stores, mainly in the PWV area. This follows a successful court application by OK last week when pickets at the Eastgate, Bedfordview, shopping centre were instructed to vacate premises or face court action.

Shopfloor support for the strike remains strong, says Daphne. He reckons that about 7 000 workers are striking at 129 of the 166 stores organised by the union.

The dispute hinges on wages, with the union demanding a minimum R800 a month; recognition of March 21 as a paid holiday; and a 13th cheque and 5% commission for sales personnel. The company is offering service-related wage increases of between R115 and R145 and a monthly minimum of R710 after a year's service.

According to the union, incidents of alleged violence over the past two weeks include threats by AWB members at Potgietersrus.

The company says it deplores the incident and has lodged a complaint of trespass with the police.

There have also been "a number of problems with Inkatha in Natal," says Daphne. It seems OK employees, who allegedly belong to Inkatha, coerced workers not to support the strike.

Last week the union responded to the company's argument that it cannot increase the size of its wage offer due to deteriorating trade conditions.

The union is suggesting that over the years OK should have directed more of its earnings into wages.

The union challenges the company over store closures and calls on management to negotiate the issue. Brown counters that the company decided to rationalise its stores before wage negotiations reached a dispute.

He adds that a meeting was scheduled this Wednesday to discuss store closures.
Thousands to march in city today

Staff Reporter

THOUSANDS of city council, OK and Eskom workers are expected to march in Cape Town and Bellville tomorrow in support of "living wage" demands backed by an unprecedented cross-section of extra-parliamentary movements.

The marches were announced yesterday at a city press conference held to outline objections to President F W de Klerk's reluctance to pass amending legislation to the Labour Relations Act. Council workers, OK staff and Eskom workers are involved in ongoing and bitter labour disputes with their managements.

For the first time in many years a press conference platform was shared by the PAC, the ANC, Azapo, the UDF, Cosatu and several member unions yesterday.

Chairperson Ms Lucia Nyembe, regional secretary of Cosatu, said this was because in the present supposed climate of "progressive labour relations we find we are being thrown back into the middle ages".

Ms Nyembe added that the ANC executive was "very positive" about Cosatu's call for the executive to review continued participation in negotiations with the government.
Political Correspondent

MEMBERS of Parliament yesterday took the first step to the setting up of a neutral body to determine their salaries and perks.

The delicate issue has sparked heated public debate in recent years—particularly when MPs voted themselves increases higher than members of the public service and the inflation rate.

However, all three Houses of Parliament yesterday agreed to an all-party parliamentary committee to investigate the establishment of an independent statutory board to determine the pay and allowances of political office-bearers.
Workers seek double OK's profits

Strike costs both parties millions

OK spokesman Gavin Brown says share-backward increases distort the wage structure.

"Some of those at the more senior levels would receive increases of less than 1%."

Mr. Dunstan says the union regards wages at the bottom of the scale as "very low". Because of this, increases should be shared equally.

The strike has been marked by allegations of intimidations by strikers and by management. Several injuries were reported, and strikers from shops and preventing them from interfering with customers, suppliers and non-strikers.

The union says allegations about strikers' behaviour are exaggerated and some union targets behaved aggressively and provocatively towards them.

The parties are scheduled to meet next week to discuss store closures.

Mr. Brown says: "No conditions have been set and other issues may arise."
Fairest Cape becomes a stinking rubbish dump

CP Correspondent

IT has been called the Fairest Cape, but any visitor to Cape Town over the past 10 days would be forgiven if he thought he had called at the wrong port.

The term "fairest" does not apply to Cape Town right now. Maybe it should be called the "Dirtiest Cape" or the "Stinking Cape", because the strike by municipal workers, all members of the South African Association of Municipal Workers, has caused a massive build-up of rubbish.

Plastic rubbish bags put on the city's pavements last Wednesday by businesses and residents have still not been removed.

Dogs and other scavengers have opened the bags, strewing the pavements with filth.

Pedestrians have developed the art of avoiding the unsightly rubbish and turning their noses the other way.

The city council has appealed to the public not to dump their refuse at roadsides, but only in council vehicles parked at 33 collection points since Thursday.

Concern has been expressed that the rubbish pile-up represents a health hazard.

The wage dispute between the Samwu and the council started when the council refused to give in to a union demand for a minimum wage of R4,40 an hour, offering them R4,19 an hour.

Last Wednesday some 8 000 workers went on strike and since then between 6 000 and 8 000 workers have not reported for work.

This week they were not paid for the time they have been on strike. Community organisations have come to their assistance and the union is to start giving food parcels to workers.

Temper flared on Wednesday after the council got an order in the Cape Town Supreme Court restraining 4 000 striking workers from entering the Cape Town Civic Centre, and more than 56 workers were arrested, and later released, when they went to court to reply to these allegations.

Union secretary John Erzen has accused the council of declaring war on workers.

In a joint statement issued by Cosatu, the UDF and the ANC this week after a meeting with the council, Mayor Gordon Oliver was told he had to understand he could not march with workers one day and suppress them the next.
Strikers march on OK head office

About 2,000 striking OK workers were joined by Hyperama workers this week when they marched peacefully from Cosatu offices to OK headquarters in President Street, Johannesburg, to present management with their demands.

The strike — in its third week — is the result of a wage dispute. Workers are demanding a monthly R150 increase across the board.

A petition was handed to Garrith Jones, OK's head office security controller.

Cawusa branch secretary Kaizer Thibedi, who presented the petition, said it was time OK management swallowed its pride and settled the dispute, as there was a real danger that it would escalate.

He said the OK was reaping the effects of placing the welfare of workers at the bottom of its priorities, and now says it cannot afford to pay more.

"Our view is that the OK's willingness to pay attention to low wages and shop floor dissatisfaction is questionable."
OK strikers call for new talks

By Shareen Singh

SACCAWU has invited OK Bazaars management to a meeting on Wednesday — a day after the start of the chainstore's June sale.

In a statement at the weekend, South African Commercial Catering and Allied Workers Union spokesman Jeremy Daphane said strike action during the June sale could cripple OK. The union was giving management the chance before this.

But settlement would depend largely on OK's willingness to make a significant shift in its pay offer.

The union also expects OK’s holding company, South African Breweries, to intervene in settling the dispute.

At a meeting in Cape Town on Saturday after a march by more than 2 000 workers, a spokesman called “Comrade Julian” alleged that OK management was using Inkatha and the AWB to harass strikers.

Last week the OK management accused strikers of misconduct and applied for a court order restraining workers from assaulting and harassing shoppers and causing damage to property.

But an agreement was reached between management and the union (which became an order of court) that strikers at nine stores would vacate company premises pending further negotiations.

On Friday SACCAWU applied to the Industrial Court for an order declaring OK's conduct an unfair labour practice. Judgment will be given today.

The union said the OK was refusing workers access to canteens, refusing to grant union officials access to strikers, and blocking telephone communication between officials and shop stewards.

Sixteen workers were arrested on Friday and one on Saturday, the union said, bringing the total number arrested during the strike to 213.
NUM accuses mines of putting money first

By Shareen Singh
Gold mining involved low wages, migrant labour, repression and dangerous working conditions which killed one miner for every ton of gold mined, the National Union of Mineworkers (NUM) said at the weekend.

In a statement, the NUM accused mine bosses of wanting to keep wages low and to cut costs. Last night, a Chamber of Mines spokesman said the Chamber would react after later today after studying the statement in detail.

The NUM said mining bosses had been slow in addressing problems relating to migrant labour, education and training. Black miners faced racial discrimination in wages and accommodation, and suffered assaults and abusive language, said NUM.

Last week, the Chamber criticised the NUM for continuing its call for sanctions, nationalisation and a 70 percent wage increase in a time of crisis.

Wage demands on gold mines this year amounted to a total of R1.5 billion, while total profits for the industry in 1990 were R54 billion, the union said.
Numsa warning on action if Seifisa offer not bettered

INDUSTRIAL action in the iron, steel and engineering industries "would be recommended" if there was no significant improvement in the Steel and Engineering Industries' Federation of SA's (Seifisa) offer, the National Union of Metalworkers of SA (Numsa) announced yesterday.

The decision was made at Numsa's second national bargaining congress, held in Johannesburg at the weekend, which decided to deadlock on Seifisa's final offer and declare a dispute. Numsa sources said the dispute would probably come before the industrial council within the next few weeks, leading to the possibility of a legal strike ballot.

Seifisa executive director Brian Angus said he had not yet been informed of Numsa's decision to enter into dispute and could not comment.

Numsa national organiser Bernie Fanaroff said that although "good progress was made in some areas of talks", Seifisa's offer was not adequate in terms of wages, job security, parental rights, hours of work, March 21 as a holiday and the extension of the agreement.

The final offer, made on June 14, proposed a 15% wage increase (R1.24 an hour) for artisans and an 18% increase (R6c an hour) for labourers. Numsa's demand stands at a R2 across-the-board hourly increase, although Fanaroff said the union was open to further negotiations.

The current Main Agreement, which determines the wages and working conditions for the industry's 380,000 employees, expires on Saturday. Spokesmen from both parties said they were unsure of what would occur after the expiry date.

The congress, attended by more than 200 delegates from around SA, was organised by Numsa in an attempt to unify its bargaining strategies. It decided how negotiations in various sectors should proceed.

In the auto and tyre industries, it made provision for the consideration of further employees offers, but recommended that strike action be considered if no adequate offers were made. In the tyre industry, wages, scope of the agreement, holidays, work hours, the LRA, payment of detainees and parental rights needed to be further addressed.
OK agrees to more talks with Saccawu

By Shareen Singh

OK Bazaars management has agreed to meet the South African Commercial Catering and Allied Workers Union to resolve the national strike, which entered its 23rd day today.

Company spokesman Gavin Brown said yesterday OK had accepted the union's invitation to reopen talks, but proposed a meeting on Thursday instead of tomorrow.

Earlier, OK instituted legal proceedings — accusing strikers of misconduct at 11 stores.

Saccawu applied for an order declaring OK's conduct during the strike an unfair labour practice. Judgment was postponed to tomorrow.

OK's minimum wage is R620 a month — R359 below the February supplemented living level of R979 a month for a family of six.

Saccawu has demanded an increase of R160 across-the-board and a minimum wage of R800. Management has offered between R115 and R145.
Court to rule tomorrow on application against OK

JUDGMENT is scheduled to be delivered tomorrow on the SA Commercial, Catering and Allied Workers’ Union’s (Saccawu) urgent Industrial Court application against OK Bazaars.

The union applied for an order to declare some OK actions an unfair labour practice.

Saccawu organiser Jeremy Daphne said the OK actions included not allowing striking workers access to canteens and other designated areas, refusal to grant union officials immediate access to workers at OK stores, and failure to allow telephonic communication between officials and shop stewards at stores.

OK spokesman Gavin Brown said he had no comment about the pending decision.

In response to Saccawu’s proposal to continue wage negotiations tomorrow, Brown said he “welcomed the decision and looked forward to the meeting later this week,” although he could not verify when it would take place.

Daphne yesterday reiterated the union’s demand for a R100 across-the-board increase.

“OK’s present minimum wage of R629 a month is R49 below February’s supplemented living level (SLL) figure of R579 a month for a family of six living in Johannesburg. Even if the company meets our increase demand, the minimum wage will be R199 below SLL’s figures. OK workers cannot afford a lower increase,” he said.

The strike, now in its fourth week, still involves about 7,000 striking workers at 131 stores nationwide.

Little progress has been made in resolving the original dispute over wage and living conditions during the past few weeks, and the strike has been marked by continued allegations of violence, numerous arrests and growing legal hostility between the company and the union.
Strikers accept council offer

CAPE TOWN — The strike by Cape Town municipal workers ended yesterday after a decision by the South African Municipal Workers' Union (Samwu) to accept a small wage increase and an undertaking to negotiate for better working conditions.

The leader of the union in the western Cape, Salie Manie, told thousands of cheering workers at the Good Hope Centre that the city council had decided to raise its offer of a 13.5 percent wage increase to 14 percent.

Strikers would not be penalised and minimum wage offers had been increased from R335 to R345, Mr Manie said. — Sapa.
Shell dispute settled

PORT ELIZABETH - A bitter eight-day strike at Shell Oil depots in the Eastern Cape has ended, with the company agreeing on wage increases and educational assistance for workers' children.

During the action, workers accused Shell of using union-bashing tactics, while the company in turn alleged that shopstewards threatened "bloodshed" if a single supply truck rolled.

Workers, on the other hand, claimed the police had assaulted them — allegations denied by the company and the police.

The company obtained an interdict against workers on the grounds that the strike presented a fire hazard.

The order, issued by the Grahamstown Supreme Court, ejected sleeping-in strikers. The company said it had lost control over the affected depots in Port Elizabeth and Queenstown.

Leather stayaways

WORK stoppages involving thousands of workers have affected several Cape Town leather industries.

This week, more than 1500 workers at Jordan Shoes downed tools, while workers at Olympic and Barker factories engaged in stayaways.

800 members of National Union of Leather workers (NU LW) at Panther Elliot have been on a "wildcat" strike since last Thursday.

Their actions follow a deadlock in wage negotiations three weeks ago between NULW and management.

Initially workers demanded a R60 across-the-board increase but this has been converted to a demand for an increase of 38 percent. Employers have offered 17 percent.
Metalmens declare pay row

By Shareen Singh

The National Union of Metal Workers of South Africa (Numsa) decided at its bargaining conference last weekend to declare a wage dispute with employers.

Annual wage negotiation between Numsa and the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), began in March.

At the last round of talks the union demanded an across-the-board hourly increase of R2.

Employers made a final offer of 64c at the top grade and R1.24 at the bottom.

Numsa, which represents more than 200,000 workers, said its conference, attended by more than 200 delegates, decided that industrial action would be recommended if there was no significant improvement in Seifsa's offer.

The union said that although good progress was made in some areas, Seifsa's offer was not adequate.

Parental rights

The conference pointed in particular to wages; job security; parental rights; hours of work; March 21 to be a paid holiday; extension of the agreement beyond the Labour Relations Act.

Employers had not made a final offer in the motor industry, and the union decided not to make any recommendations for that industry yet.

In the auto parts and tire industries, the conference made provision for further consideration of employer offers. But if employers offered were not adequate, the union would support strike action.

Numsa made extensive non-wage demands this year.

Of particular significance was the demand for parental rights, including six months paid maternity leave and free pap smears for women in the industry. This came after in-depth research on problems of women workers.
Negotiations on wages break down

Wage negotiations between Checkers and representatives of the SA Commercial Catering and Allied Workers' Union broke down late yesterday afternoon after the union rejected management's final offer.

A statement from Checkers said strike ballots would be held next week if settlement was not reached before 11 am on today when the Conciliation Board ends.

This followed seven days of negotiations which failed to produce agreement between the two parties, the statement said.

Checkers offered a R135 across-the-board increase, effective from July 1, and a further R5 increase from January 1 next year.

Fixed minimum

The union demand was for a fixed minimum wage of R630 with a R165 across-the-board increase.

Checkers said their offer meant employees' minimum salaries would be increased to R765 on July 1 and to R770 in January.

This meant "in reality" that the minimum income of Checker's staff during the next financial year would be more than R800 a month, with the average being more than R1 000, the statement said.

Included in management's final offer was progress towards a 13th cheque and increased discount on purchase facilities.

Negotiations had been held in an open and non-confrontational manner throughout, the statement concluded. — Sapa.
METAL INDUSTRY F/M 24/4/70

Dispute hardens

Industrial action threatens the metal industry. The National Union of Metalworkers of SA (Numsa) last weekend declared a dispute with employers over wage talks.

The decision was made at the union’s second national bargaining congress which was attended by more than 200 delegates. It was called to discuss the results of Numsa’s wage bargaining and consider how to proceed in national wage talks covering related industries, such as car assembly, tyre and metallurgical firms.

The union says industrial action in the iron, steel and engineering industries “would be recommended” if there is no significant improvement in the offer on wages and conditions by Seisa.

Numsa’s Bernie Farnaroff says that, though the congress felt that good progress was made in some areas, such as training proposals and the conversion of the industry pension fund into a provident fund, Seisa’s offer is inadequate in many respects. These include: wages; job security; hours of work; March 21 as a paid holiday; and the extension of the Main Agreement to cover small firms. There are also problems with maternity benefits and free annual Pap tests for women.

Seisa’s final wage offer is a 15% increase (R1.24 an hour) for artisans, and 18% (64c an hour) for labourers. Numsa is pushing for an increase of R2 an hour across-the-board, though this is flexible. The industry’s annual Main Agreement expires tomorrow.

Numsa says more than 360 000 production workers are directly affected by the agreement and another 100 000 in related employment.

The union is also threatening industrial action in the car assembly and tyre industries. While the congress “made provision for further consideration of employer offers,” it recommends that strikes should be considered if adequate offers are not made. Aside from wages, demands are concerned with job security, parental benefits, annual bonus, overtime, hours of work, holidays, and a new Labour Relations Act.
Checkers dispute: strike ballot looms

The SA Commercial, Catering and Allied Workers Union (Saccawu) is expected to hold a strike ballot among Checkers staff next week, after wage negotiations between Checkers and Saccawu broke down on Wednesday afternoon.

The union rejected management's final pay offer, after seven days of negotiations. Checkers offered a R156 a month across-the-board increase from July 1, and a further R5 a month from January 1 1991. Saccawu demanded a R165 a month across-the-board increase and a minimum wage of R130.

Yesterday, the Conciliation Board was told wage talks ended in dispute.

A Checkers management spokesman, A MacLaurin, said Checkers management was not in a position to make any further offers at this stage.
Unions reject 17.22 pc offer by post office

By Zingisa Mkhuma
A wage increase offer of 17.22 percent from South African Postal and Telecommunication (SAPT) has been rejected by three post office staff unions.

SAPT is offering a minimum wage increase of R108 — from the present R627 to R735 a month — backdated to April 1.

Floyd Mashele of the Post and Telecommunications Workers Association said they met executives of the Indian and coloured associations. They are angry SAPT is "wasting their time".

"This increase does not address our across-the-board demand of R400," he said.
Winery workers want strike

MEMBERS of the National Union of Wine Spirits and Allied Workers (Nuwaw) yesterday voted overwhelmingly in favour of a strike, while the SA Commercial Catering and Allied Workers Union (Saccawu) resumed wage negotiations with OK Bazaars and announced that it intended to hold a strike ballot at Cueckers next week.

For the past two weeks, Nuwaw has been conducting a strike ballot against the SA Wine and Spirits Industry Employers Association after a breakdown in annual wage negotiations. \(\text{[Day 2/10/70]}\).

Employer spokesman Rian Kruger said he had been informed by the union yesterday that 2,616 members (76%) had advocated strike action. The union offer was accepted by 581, and 159 ballot papers were spoiled. The workers represent employees from 63 wineries and depots.

He did not comment on what the employers' response would be, pending an announcement on proposed action by the union. Nuwaw representatives were unavailable for comment last night.

Earlier, Nuwaw president November Ndlovu said if union members voted to strike, it "would be timed to create the most impact on the liquor industry".

The union has demanded a R40 a week across-the-board wage increase as well as 30 working days annual leave after 10 years' service, with increases made retrospective to April 1. Current wages range from R170 to R199 a month.

The employers offered a R33 a week across the board increase, and extra days of leave depending on years of service. The union and employers had previously reached compromise on maternity and paternity leave, and the reduction of labour.

Strike

Strike hours to 44 hours a week. \(\text{[Day 2/10/70]}\)

After resuming wage negotiations yesterday, OK and Saccawu representatives agreed to adjourn the meeting until July 6. OK spokesman Gavin Brown and Saccawu national organiser Jeremy Daphne refused to release details of the negotiations.

The strike continues at 131 stores, involving around 7,000 workers. Daphne said the union was proceeding with its Section 43 application to the industrial court to declare OK's conduct an unfair labour practice, and was also waiting for a reply from the police commissioner regarding the legality of the union's pickets.

After a conciliation board expired yesterday between Saccawu and Checkers, the union announced intentions to conduct a strike ballot next week, according to Checkers spokesman Adele Gows.

She said Saccawu rejected Checkers' final offer earlier this week of a R155 across the board increase on July 1, and a further R5 increase on January 1 1992. This would have meant a minimum salary of R770 a month by the beginning of next year.

The union has demanded an across the board increase of R165 and a fixed minimum wage of R439 a month.
Sun hotels gear for strike

SOUTHERN Sun hotels are expecting strike action to start next week and have begun to hire housewives, students and hotel school trainees, said the company's industrial relations manager Carl Ludick yesterday.

The official results of the strike ballot will be made known this weekend, Mr Ludick said, "but it seems there will be a majority vote in favour of strike action".

The strike is expected to involve 4,500 workers and to affect 42 hotels countrywide.

There was unofficial confirmation of this from the South African Commercial, Catering and Allied Workers Union (Sacawu).

The key issues are wages and the instalment of casual workers as union members, according to the union.

Management is offering an R160 increase on its minimum monthly salary of R590, and the union is demanding a minimum of R800, and an across-the-board increase of R160.

The union also wishes to address so-called "racist canteen facilities".
Wide-ranging strikes loom

STRIKE action is looming in several important industrial sectors.

In the retail sector, where the OK strike is in its fourth week, a strike ballot is to be held by the South African Commercial, Catering and Allied Workers Union (Sacawu) at Checkers where wage negotiations broke down this week.

Meanwhile, the National Union of Wine, Spirits and Allied Workers (Nuwsaw) has voted for a strike in the liquor industry and last weekend's national bargaining conference of the National Union of Metalworkers (Numsa) decided to declare dispute in the metal and engineering industries after employers' latest offer.

The conference decided to recommend industrial action if there was not a significant improvement in the offer from the Steel and Engineering Industries Federation (Seifsa). It also decided that in the automobile and tyre industries, no adequate offers were made after further negotiations, strike action should be considered.

In the textile industry, members of the South African Clothing and Textile Workers Union (Sactwu) in Natal will this weekend discuss their response to wage offers from the Frame Group. Negotiations in the blanket division went to mediation and in the cotton textile division went to conciliation this week.

At Checkers, after seven days of negotiation, Sacawu rejected the employer offer of a R155 a month across-the-board increase from July 1 and a further R5 a month from January. Sacawu demanded a R165 a month increase and a minimum of R830 a month.

The Nuwsaw dispute affects employees of the Wine and Spirits Industry Employers' Association at 83 wineries and depots. The union demanded a R40 a week across-the-board increase backdated to April 1 and 20 days' annual leave after 10 years' service. Employers offered R33 across-the-board and extra days of leave depending on length of service.

In the metal and engineering industries, although Seifsa said considerable progress had been made at the sixth round of talks, Numsa felt that the employer offer was not satisfactory on wages, job security, parental rights, holidays, the extension of the main agreement to non-parties.

The union said progress had been made in other areas.

On wages, Seifsa's final offer was a 15 percent increase for artisans, R1.24 an hour, to 18 percent for labourers, R4 an hour. Numsa was dissatisfied with automobile industry employer offers on job security, wages, overtime, parental rights, annual bonus and holidays.

In the tyre industry it prioritised these issues and also payment for detainees.

Negotiations in the motor industry were felt to be not sufficiently advanced to make recommendations.

The conference prepared a schedule of dates for completion of negotiations and consideration of further employer offers.

Also in dispute, with developments still pending, are about 500,000 members of the National Union of Mineworkers at Chamber of Mines employers and De Beers.
Seifsa labour pact expiry leaves hiatus

THE main agreement signed between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa), determining annual wages and working conditions for the industry's 380 000 employees, expired at the weekend.

Although the expiry technically leaves the industry without defined working conditions and could throw the sector into disarray, industry and union sources did not seem worried by the passing date, and said the incident was almost ordinary in its yearly occurrence.

Seifsa executive director Brian Angus said it "was a fairly regular occurrence" as there was almost always a hiatus between the signing of a new agreement and the expiry of the old one. With no agreement applicable, working conditions are defined purely in terms of the Basic Conditions of Employment Act (BCEA).

However, Angus said the industry would undoubtedly apply the old agreement's conditions until the current dispute was settled. He also said a dispute meeting between Seifsa and the union would probably be held on July 5.

A Numsa spokesman also said the expiry of the old agreement was "nothing unusual."

The employers' final offer was a 15% wage increase for artisans and an 18% increase for labourers, bringing the lowest monthly wage to more than R600. Seifsa also agreed to raise their contribution to the pension fund from 6.5% to 7%.

Employers and unions were also prepared to settle on issues of training, job security, and extension of the agreements' scope to the homelands and other sectors of the industry.

But Numsa, still demanding a R2 an hour across-the-board increase, decided at its second national bargaining conference a week ago to reject the offer. It demanded further progress on the implementation of new labour relations laws.
Strike hits
Sun hotels
MORE than 6 000
Southern Sun's Hotel em-
ployees countrywide be-
gan a wage-related strike
yesterday.  

The South African
Commercial, Catering
and Allied Workers' 
Union held a strike ballot
last week after a concilia-
tion board failed to
resolve the wage dispute.

On deadlock, manage-
ment offered an across-
the-board monthly in-
crease of R100 or 15 per-
cent, whichever was
greatest.

Saccawu was demand-
ing R160 a month more
and a minimum wage of
R800 a month.

A major issue in dis-
pute was the union's
demand for an end to
fixed-term contract
labour.  - Sowetan Cor-
respondent.
Council 'did not collect workers' salaries'

By Abel Mabelane, East Rand Bureau

The Katlehong City Council failed to pay its 700 workers their June salaries on time, because they could not produce proof to the satisfaction of the TPA that their bulk services, such as water and electricity, had been paid, said a TPA official who did not want to be identified.

The official said the TPA was not responsible for the delay in the payment of salaries because it made the payment of employees' first priority as long as funds for bridging finance were available.

He said the conditions attached to the granting of bridging finance were that the council must first produce evidence that its bulk services had been paid.

Mistake

The official said the town clerk of Katlehong was supposed to have collected the salary cheques last week, but did not show up. He said if there was a mistake or delay in the payment of employees' salaries, it was not the fault of the TPA.

He refused to comment further.

The mayor of Katlehong, Gideon Molotsi, said the delay in the payment of salaries was caused by the TPA which sent the salary cheques late. He said employees would be paid their salaries today, by noon at the latest.

He said he knew nothing about the producing of evidence for the payment of bulk services before bridging finance could become available. He said all he knew was that the council had to produce proof to the TPA that it had no funds and show proof of its financial obligations.
Worker action spreads over pay negotiations

By Brendan Templeton and Sharen Singh

Major industrial sectors are bracing themselves for a growing wave of industrial action as annual wage negotiations deadlock.

At least 25,000 workers have already gone on strike, and about 472,000 are in dispute or deadlock.

- The catering sector has at least 13,000 workers, like at OK Bazaars and Southern Sun.
- About 5,400 liquor workers of the National Union of Wines, Spirits and Allied Workers' Union have voted for strike action.
- A strike is looming at Checkers after workers started a strike vote last week. The SA Commercial Catering and Allied Workers' Union (Sacccwu) said ballot results received so far showed overwhelming support for strike action.
- Sacccwu is also involved in disputes at Edgars, Metro Cash and Carry, Frasers and Fairways.
- The National Union of Mineworkers (NUM) and National Union of Metalworkers (Numsa), have expressed dissatisfaction with final wage offers.
- 3,000 Cobra Watertec workers in Springs and Krugersdorp downed tools yesterday over wage demands.
- Numsa has already declared a dispute with the South African Engineers Federation of South Africa (Seifsa). The negotiations with Seifsa involve more than 200,000 Numsa members.

Wage talks between the 250,000-strong NUM and the Chamber of Mines have reached deadlock.

- See Page 5.
Wineries hit by a union go-slow

About 5400 National Union of Wine, Spirits and Allied Workers (Nuwsaw) members have embarked on a go-slow, refusing to work overtime at 83 wineries and depots after a 70% strike vote last week.

Nuwsaw president November Nikoli said the union would decide at a meeting tomorrow when strike action would be taken, but warned the imminent strike could commence within the next few weeks.

SA Wine and Spirits Industry Employers' Association spokesman Riaan Kruger said employers were willing to continue negotiations.

He said the go-slow had started at a number of depots in the Transvaal already, but supplies "had not been affected significantly".

The union has demanded a R40-a-week, across-the-board wage increase as well as 20 working days annual leave after 10 years' service, with increases made retrospective from April 1. The offer of a R33-a-week, across-the-board increase was rejected by union members.

The industry's offer included an increase of 10.7% on minimum wages to an inclusive annual package in excess of R12000 for employees with five years of service, reduced hours, payment to female employees on confinement leave, paternity leave and improved retrenchment benefits, Kruger said.

Current wages range from R177 to R289 a week.
Result of strike poll out today

THE outcome of the countrywide strike ballot being held at Checkers Stores will be known today.

The ballot was taken after negotiations between Checkers and the SA Commercial, Catering and Allied Workers Union broke down last week. (Southon 5/7/90)

Rejected

Negotiations deadlocked when the union rejected an offer of an across-the-board increase of R135 from July 1 1990 and a further R5 increase of February 1991.

Sacawu is demanding a minimum wage of R830 and an across-the-board increase of R165.

Meanwhile, a Checkers spokesman said the ballot was being carried out in a "very peaceful and non-confrontational manner". (Sapa)
No return, no 'backdoor retrenchment'

THE National Union of Metalworkers of South Africa (Numsa) is locked in discussions with management at a strife-torn factory in Atlantis where about 21 workers were injured by police.

The talks come after thousands of workers downed tools in Atlantis Industris to protest against the violence which followed a wildcat strike by about 400 workers at the Grapnel exhaust and towbar sections.

At a meeting between the two sides last week, the company agreed to request the SA Police to withdraw from the area in return for an undertaking from workers that they would not occupy the factory.

The company also agreed to change its negotiator but the two parties are still in conflict over wages.

The workers have lowered their demand from a R2-an-hour across-the-board increase to R1,80.

The company is holding out for an increase of 16.5 percent for workers earning less than R1,000 and 14.15 percent for workers who earn more than R1,000.

A Numsa spokesperson said the workers, who have been on strike for more than two weeks, are refusing to return to their jobs until the company raises its offer.

A further meeting is scheduled to take place this week.

Meanwhile, talks are continuing between the Chemical Workers' Industrial Union (CWIU) and management at an Epping plastics factory which last week dismissed 145 union members after a wildcat strike.

A spokesperson for the CWIU said the union had rejected an offer by management at the Kohler Xactics factory to take back fewer than half of those dismissed.

He said the union viewed this as an attempt at "retrenchment through the back door".

The two parties are scheduled to meet later this week.
By CHIARA CARTER

WHILE more than 20 000 workers are on strike at shops and hotels around the country, thousands of other workers are poised to join the wave of militant action that is sweeping the retail and catering industries.

About 5 500 workers at 38 Southern Sun hotels downed tools on Tuesday in support of wage demands.

The workers, members of the South African Commercial, Catering and Allied Workers' Union (Saccawu), are demanding a minimum wage of R800 a month and a R160 across-the-board increase.

The Southern Sun's final offer stands at R100 or 15 percent. The present minimum is R500.

Saccawu also wants the hotel group to agree to let casual workers have union representation and to phase out sub-contracting.

Clashed

Hours after the strike began, management and the union clashed over the presence of strikers on company premises.

Workers are sitting in at 18 hotels, including the Cape Sun.

A Saccawu spokesman said seven workers were injured when police tear-gassed 120 workers at the Southern Sun hotel in Sable on Tuesday.

Detained

He said that 60 workers were detained for taking part in an illegal gathering at the Erinlo Holiday Inn and that four workers were arrested at the Cape Sun.

- Meanwhile, as the month-old OK Bazaars strike involving about 7 500 workers continues, about 10 000 workers at 177 Checkers stores around the country are about to begin the first-ever strike at the company.

They include workers at 15 Checkers stores in Cape Town.

A Saccawu spokesperson said that preliminary ballot results indicated the majority of workers were in favour of industrial action.

Breakdown

The move follows a breakdown in a conciliation board hearing aimed at resolving a deadlock over wages.

The union is demanding an across-the-board increase of R165 a month and a minimum wage of R330.

Checkers has offered a minimum wage of R765 and an across-the-board increase of R135 a month with an additional R5 next year.

Edgars

A strike could also be on the cards at Edgars where last week a conciliation board hearing on a wage dispute ended without agreement being reached.

Conciliation board hearings are scheduled to take place this week in wage disputes between Saccawu and the Metro Cash and Carry group, Frasers and Fairways stores.
SETTLEMENT has been reached on wage increases for about 900 workers at the University of Cape Town (UCT).

The agreement, hammered out during mediation last week, follows a wildcat strike by hundreds of UCT workers who surrounded the administration block at the campus last Thursday.

In terms of the agreement, workers will receive between 15 and 25 percent increases.

This brings the minimum wage in the bargaining unit from R890 to R1 004.

About 70 cleaners who belong to the Transport and General Workers' Union (TGWU) will get a minimum wage of R700 for a five-hour working day.

Workers will also get maternity leave, four months paid and two months unpaid, and a day off each month for antenatal check-ups.

In a unique move, UCT agreed to pay a housing subsidy for workers whose homes are in the homelands.

UCT also agreed to increase its subsidy on medical aid by five percent and committed itself to working towards parity with academic staff who get a 100 percent subsidy.
**Liquor firms await strike**

THE South African liquor industry will only know tomorrow when to expect strike action by their workers following a successful ballot by the National Union of Wine, Spirits and Allied Workers' Union.

Workers are currently on a go-slow and the union has placed a ban on overtime.

Union president Mr November Nkosi said at the Press conference in Johannesburg yesterday they would only announce the starting date for strike action tomorrow.

Nkosi said 76 percent of the union's members in 83 plants nationally had voted for strike action in a ballot completed last week.

The 5,400-member union is demanding a R40 a week across-the-board increase against the employer association's offer of R33.

Nkosi said the union had asked Mr Anton Rupert and Mr Sol Kerzner, shareholders in some of the companies involved in the wage dispute, to intervene.

It had also demanded 20 working days' leave for all workers with 10 or more years service but the employer association had refused to meet this demand. - Sapa.
Municipal strikes hit PE and Cape

By Shireen Singh

The public sector has been hit by major strikes in Port Elizabeth and Cape Town involving municipal and hospital workers.

More than 3,000 workers at Port Elizabeth Municipality downed tools demanding higher wages.

A union official from the South African Municipal Workers Union (Samwu) said workers demanded a wage rise of R300 across-the-board and a minimum monthly wage of R760. The minimum wage at the municipality ranged between R322 and R550.

The union said 46 strikers had been arrested.

Garbage was piling up in the suburbs of Port Elizabeth and municipal authorities urged residents to assist in refuse removal.

Essential services at the city's two black hospitals have been cut after a strike by nurses and other employees.

Livingstone Hospital staff downed tools demanding the reinstatement of 36 nurses dismissed after attending a meeting at Uitenhage hospital, which authorities said was illegal.

About 413 nursing staff and other employees at Port Elizabeth Provincial Hospital and about 390 workers at Dora Ngiza Hospital downed tools in solidarity with Livingstone workers.

Several wards had to be closed at Livingstone Hospital and services in casualty had to be curtailed.

At Dora Ngiza where workers are staging a sit-in, only a skeleton staff is working.

Outside the public sector, 3,000 motor industry workers are also on strike at Delta Motor Company in Port Elizabeth over a demand for the company to participate in the industry's bargaining forum.

Flexing

In Cape Town, workers at Bellville Municipality went on strike yesterday, while wage negotiations between Samwu and management were in progress.

Railway workers in the region are also flexing their muscles. Transnet employees marched to management offices this week to deliver their wage demands.

The South African Railway and Harbour Workers Union (Sarwhu) said this was meant to pressure management while the union was involved in national wage negotiations with Transnet.
coordinated among Checkers' workers after conciliation board hearings collapsed.

SA Commercial, Catering & Allied Workers' Union (Saccawu) spokesman Alan
Horwitz says the Southern Sun action hinges on wages, conditions of work and the reinstatement of 107 dismissed workers. The company is offering a R100 across-the-board increase (or 15%, whichever is greater). The union's demand is for a minimum R800 a month (at present R590) and an across-the-board increase of R160. It is also demanding casual workers be allowed to join the union and an end to sub-contracting labour.

In another development, Saccawu and Edgars last week reached deadlock over wages at conciliation board level, clearing the way for a strike ballot. The union wants an across-the-board rise of R180 a month and a minimum wage of R950. Edgar's offer stands at R155 and R815, respectively.

As the FM went to press, the union announced it is to hold a strike ballot at Check-
ers, involving 10,000 workers at 177 stores, based on a demand for a raise of R165 across-the-board, and a minimum wage of R830 (R650). It rejected Checkers' final offer of R135 across-the-board from July 1 and a further R5 on January 1 1991, which would take the minimum to R765 on July 1 and R770 next January. "This meant, in reality, the minimum income of Checkers' staff in the next financial year would be over R800 a month," says the company.

LABOUR RELATIONS FM 6/11/90

Tills down

Against the backdrop of the five-week-old OK Bazaars strike, labour conflict has erupt-
ed across the retail sector. This week, about 4,500 workers at 35 Southern Sun hotels went on strike and a strike ballot was being
Talks fail to resolve OK strike

Staff Reporter

The OK Bazaars strike continued today after talks between management and the South African Commercial, Catering and Allied Workers' Union (Saccawu) failed to resolve the wage dispute.

The parties met on Friday and Saturday, but no progress was made, the union said. The talks were adjourned until Wednesday.

Between 7,000 and 7,500 OK workers from 135 stores came out on strike on June 4 after a conciliation board failed to break a wage deadlock.

Saccawu demanded an across-the-board wage increase of R160 and a monthly minimum of R800.

Management offered between R115 and R145, depending on length of service.

The union estimated that 35,000 of its members were locked in disputes and 23,500 were on strike nationwide.
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Workers threaten to strike

About 300 Transnet conductors and ticket collectors, all members of the SA Railway and Harbour Workers Union, yesterday threatened to down tools if demands for wage parity and an end to racial discrimination were not met.

Among other demands were that money apparently deducted on behalf of the Labour Council be refunded and ticket collectors, conductors and gate collectors be recognised as full grades. — Sapa.
Delta strikers return

PORT ELIZABETH. — About 1 000 workers at Delta Motor Corporation returned to the plant yesterday after being warned by management that the strike from Wednesday last week could result in disciplinary action, including dismissal.

Although it was not known whether the 1 000 were willing to return to work, certain sections of the Delta factory had resumed full production.

The company issued an ultimatum in newspaper advertisements over the weekend, warning strikers to return to work yesterday morning.

Workers downed tools on Wednesday to protest against the company's refusal to take part in the national bargaining forum for wage and working conditions in the motor industry which have been endorsed by the other major manufacturers. — Sapa
Strikers dig in as talks fail

THE OK Bazaars strike continued yesterday as talks between management and the South African Commercial Catering and Allied Workers

ors

Union failed to resolve the wage dispute.

The parties met on Friday and Saturday, but no progress was made, the union said.

The talks were adjourned until tomorrow.

About 7 500 workers downed tools on June 4 after a conciliation board failed to break a wage deadlock.

The strike affected 135 of the chain's stores.

Saccawa is demanding an across-the-board wage increase of R160 and a monthly minimum wage of R800.

Management offered between R115 and R145 depending on length of service.

The union said settlement of the strike which entered its 36th day today hinged largely on management's willingness to increase its offer.

Saccawa was also involved in major strikes at Southern Suns Hotels and Checkers and the union was in dispute at several other chain stores.

The union estimated that about 35 000 of its members were locked in disputes and 23 500 were on strike nationwide.

FOR YOU IF
Union acts over pay

MEMBERS of the National Union of Wine, Spirits and Allied Workers are to begin a wage-related strike today, the union said in a statement yesterday.

The strike follows the rejection by Nuwsaw of the employers' offer of R33 a week across-the-board increase.

Last week, Nuwsaw members declared a national overtime ban to prevent the companies from "piling-up stock".

However, a spokesman for the union said employers in the liquor industry decided to lock out all Nuwsaw members last Wednesday after rejecting their offer.
Metal employers reject arbitration proposal

By Shareen Singh

Employers in the metal industry rejected a proposal by unions yesterday that a wage dispute be referred to arbitration.

The Steel and Engineering Industries Federation of South Africa (Seifsa) said the mediation option was given serious consideration but employers felt that the parties involved were capable of resolving the dispute on their own.

The National Union of Metalworkers (Numsa) declared a dispute with the employer body two weeks ago over wages and working conditions.

Mediation was proposed at an industrial council executive meeting held on Tuesday. The parties at the meeting made no progress in resolving the dispute, Numsa said.

No Shift

Employers had not shifted from their final wage offer of R1.24 at the top grade and 64c at the bottom grade against Numsa's demand for a R2 hourly increase.

But Seifsa made concessions on demands relating to pap smears, exclusion of small business from the agreement and withdrawal of provisions on conversion of the industry's pension fund.

Numsa was considering these concessions.

None of the 15 unions negotiating with Seifsa accepted the employers offer yet, but only Numsa had declared a dispute.

The negotiations affect more than 300 000 workers.
Strike hits supplies of liquor

LIQUOR supplies have been affected to "a certain extent" in the Transvaal, but for the time being there is no need to storm liquor stores.

The countrywide strike started yesterday by about 4 500 workers in the liquor trade, is expected to affect deliveries.

Mr Riaan Kruger, secretary of the South African Wine and Spirits Industry Employers Association said yesterday that liquor supplies had not been "affected noticeably".

The industrial action follows after the National Union of Wine, Spirits and Allied Workers refused to accept the association's R33 across-the-board increase backdated to April 1.

The union is demanding a R40 across-the-board increase and 20 days' annual leave for all workers with 10 and more years service.
Unions reject Southern Sun latest offer

THIS week's publicised wage offer made to striking hotel employees by the Southern Sun/Holiday Inns group has been scorned by the SA Commercial, Catering and Allied Workers Union (Sacawu).

The union was responding to a full page newspaper advertisement placed by the Southern Sun/Holiday Inns Group which stipulates an offer of a minimum wage of R650 a month and a total wage of R855 a month — including the annual bonus and value of free meals.

Meanwhile, the union and hotel group management were locked in mediation for the second day in an attempt to resolve the 10-day strike which has been marked by "enormous police interference", according to union officials. Marches and demonstrations outside hotels have led to the arrest of almost 180 union members.

Sacawu official Mr Alan Horwitz said: "Southern Sun's assets total R556 million. It is the largest hotel group in the southern hemisphere.

"Occupancy levels improved to 64 percent this year from 62 percent. The R28 million set aside by the company for wage increases this year could easily have been divided across the board for each of the 10 000 workers employed.

"But the 8 000 workers earning below R800 a month have been offered R100 a month — an annual wage increase of R12 5 million.

"The balance is clearly going to the minority of employees who already earn a living wage," argued Mr Horwitz.

His union's demand for an R160 across the board increase and a minimum wage of R800 "is definitely realisable" he added.

Mr Horwitz pointed out the costs of the strike to the hotel group which is paying white casuals R8.50 an hour at its city hotels — R1 500 a month. "And it is hiring a small army of additional security guards," he said.
New deal for hotel workers

By DON SEOKANE

THE R28 million set aside by Southern Suns for wage increases this year could mean a R200 across-the-board increase for each of the 10,000 workers, a spokesman for the South African Commercial, Catering and Allied Workers Union said yesterday.

Saccawu official Mr Jeremy Duplaine was commenting on an advertisement placed by Southern Suns and Holiday Inn stating that the minimum wage offered to employees was R690 a month plus an annual bonus of R57 a month and meals worth R88 a month.

He said Saccawu's demand for a R160 across-the-board increase and a minimum wage of R800 was reasonable, given the R28 million allocated by Southern Suns for wage increases.
Call for boycott

LIQUOR workers in the Western Cape have urged a boycott of their employers' products on the eve of talks to resolve the countrywide strike.

The National Union of Wine, Spirits and Allied Workers will meet the SA Wine and Spirit Industry Employers' Association in Stellenbosch today over the dispute involving about 3 800 workers.

The parties have deadlocked over union demands for a R40 weekly increase, against a management offer of R33.

- Sapa (355)
Numsa to hold strike ballot

MATTHEW CURTIS

THE National Union of Metal Workers (Numsa) yesterday announced a strike ballot of its 115,000 members in the metal industry on July 26.

At yesterday's dispute meeting the Steel Engineering Industries' Federation (Sefsa) revised its final wage offer by 3c to 5c between lowest and highest rates by converting into a wage increase an extra 0.5% contribution to provident and pension funds.

This means labourers and artisans would receive increases of 19% and 15.5% on minimum rates. Numsa has demanded a R2 across-the-board increase, a 50% increase on lowest rates.

A Numsa statement said members would be consulted this week on the latest Sefsa proposals.
More struggles

Lengthy mediation sessions over the past two weeks have failed to resolve the OK Bazaars strike. However, the union has agreed to take an improved wage offer to members for consideration; mediation was scheduled to resume on Tuesday.

The SA Catering, Commercial & Allied Workers' Union went on strike for an across-the-board increase of R160 and monthly minimum wage of R800. The OK had offered service-related increases and a minimum of R710 after one year's service.

But as the gap between demand and offer is narrowed, another complication has arisen. The company last week issued 570 retrenchment notices to workers in the PWV area, effective from the end of the month. Union spokesman Jeremy Daphne says his organisation demands withdrawal of the notices as part of any settlement.

The OK's Keith Hartshorne says prospects for an early settlement have dimmed after the alleged abduction of non-strikers from OK's Elsburg store. He adds those not in favour of the strike were assaulted and threatened and the company challenged the union "to publicly declare its position on this act of thuggery."

In another development, the union took up with Law & Order Minister Adriaan Vlok the issue of arrested picketers. More than 400 Southern Sun and OK Bazaars workers have been arrested, the majority for picketing, the union says. It argues that such arrests "are not only without justification in law, but also constitute a gross interference with workers' right to picket." Unless arrests are discontinued, the union will reserve its right to seek relief in the Supreme Court.

At its first national congress last weekend, the union decided to call a one-hour national stoppage on July 27, at all organised workplaces in the commercial and catering trades. The "hour of action" aims to highlight the union's living wage campaign and to establish a right to picket without police or municipal interference.

The union is also demanding the right to strike; access to normal company facilities while on strike; and an end to rightwing assaults on members.
7,000 workers on strike as E Cape labour unrest steps up

Daily Mail Reporter

LABOUR turmoil in the Eastern Cape has intensified as strikes by more than 7,000 workers at seven companies continued this week.

As a dispute at Cumar Abrasives entered its second week, about 190 workers are still locked out. They had previously downed tools and demanded an across-the-board increase of R2 a day.

After the workers refused a management offer of R2.50, they received letters informing them that the offer had been withdrawn and the strike was illegal.

The regional organiser of the National Union of Metalworkers of South Africa, Bimba Mangqabashana, said there had been no negotiations between the union and management.

He said the workers were adamant they would not resume working until their grievances were dealt with.

As the company had acted "unfairly", there was a strong possibility that the workers may join a national Cumar strike planned for the end of July.

Cumar management said from Johannesburg that it believed the strike was illegal, as there had been no conciliation board hearing and the strike ballot had been improperly conducted.

The liquor trade strike continued with 3,800 workers from Stellenbosch Farmers' Winery, Union Wine Ltd, Distillers Corporation and Gilbeys Distillers and Vintners still locked out — a week after they downed tools.

A spokesman for the SA Wine and Spirit Industry Employers' Association, Ruas Kruger, said their last meeting decided that industrial action would be conducted peacefully.

The National Union of Wine, Spirit and Allied Workers spokesman said the company had offered an increase of R3.33 a week while the union wanted R40.

A local resolution for a national strike by Checkers employees appears to be close after five days of talks between management and the SA Commercial Catering and Allied Workers' Union.

The company’s latest offer of a monthly increase of R140 is close to the workers' demand for R150.

The fate of the 38 retrenched workers at Albany Bakery hangs in the balance while management and the Food and Allied Workers' Union officials are still locked in dispute.

An attempt at mediation is scheduled for today between the Holiday Inns management and Saceawa, as they try to end a three-week-old national strike by about 5,000 hotel workers.

Over 100 workers at Oosterlig Fisheries walked out this week protesting against wages and conditions.
Settlement in Checkers wage strike

CHECKERS management and Saccawu officials ended the strike at the retail chain late last night after two days of lengthy mediation talks.

At the time of going to press both sides were still at the negotiating table, but Sapa reported mediator Brian Curtin as saying the union and management had settled and were in the process of finalising an agreement.

The strike by 10 000 Saccawu members at 161 Checkers stores began on July 7 after a conciliation board hearing failed to resolve the dispute over wages and conditions.

Checkers' final offer was a R135 monthly across-the-board increase (revised during mediation yesterday to R140) and a minimum wage of R770 a month, to be implemented by January 1, 1991.

Saccawu demanded a R165—rizer (revised during negotiations to R150) and a minimum wage of R530.

The resolution of the Checkers dispute still leaves more than 15,000 people on strike in the retail industry.

Saccawu is to continue mediation today with OK Bazaars and with Southern Sun and Holiday Inn management in an attempt to resolve the dispute.
Checkers settles ... but the union goes on striking

By DREW FORREST

UNIONISTS and management of the strike-hit Checkers supermarket chain have settled on wages — but union sources say the dispute is not over.

Management yesterday released a statement through Sapa saying agreement had been reached in the wage dispute which sparked the two-week strike by more than 9 500 workers at about 170 stores.

However, a source in SA Commercial Catering and Allied Workers' Union said an additional demand for payment for one week of the strike remained in dispute.

"Until it's dealt with, the strike goes on," he said.

Management said that in terms of the pay settlement, reached through mediation, workers would receive a R140 across-the-board increase, bringing the minimum wage to R770 a month.

The R140 figure represents a slight improvement on management's original offer of R135 from July and R5 more next January.

The union had demanded R165 and a minimum rate of R830.

Management also said union members would receive a 12 percent discount on purchases, to a value of R375.

At Greaternans and Stuttafords, the discount would be 20 percent, and staff would be allowed to pay off accounts at the stores over a six months.
THOUSANDS of striking workers will be returning to work after yesterday's settlement of strikes at two supermarket chains, the Harmony Gold Mine and the F G Strijdom Hospital.

The month-long workers' crisis at the Verwoerdburg Town Council also reached a possible end yesterday, with the announcement that some dismissed municipal workers could be re-employed on Monday.

Two of South Africa's largest supermarket chains, OK Bazaars and Checkers, settled lengthy national labour disputes with the SA Commercial, Catering and Allied Workers Union (Saccawa) yesterday, bringing about a return to work for thousands of workers who have been on a nationwide strike for weeks.

In terms of the agreements struck, more than 9,000 Checkers employees will return to work on Monday after striking for two weeks, while about 7,000 OK employees will resume their duties on Wednesday, ending their marathon seven-week strike.

Checkers agreed to a R140 a month across-the-board increase for its workers. The OK settlement is based on length of service — workers with less than five years service will get a R125 increase, those with more than five but less than 10 years service will get

* TO PAGE 2.
3 000 miners to march – NUM

ABOUT 3 000 miners were to march through Johannesburg today to demand the recognition of their union at at three Anglo American companies, the National Union of Mineworkers (NUM) said yesterday.

The Johannesburg magistrate had given the march a thumbs up, NUM said.

A meeting at the union's offices in Wanderers Street would precede the march, scheduled to start at 10 am, the union said.

The workers — employed at Anglo's head office, laboratories and at Ampros — would make its way to Anglo's head office at 44 Main Street where a petition would be handed over, it said.

The workers were demanding:

- The recognition of NUM.
- A minimum wage of R1 600.
- Service increments every 12 months.
- The abolition of racist practices and the resignation of two racist managers.
- Recognition of Sharpville Day, May Day and June 16 as paid public holidays.
Strikes to end

R135, and workers with 10 years or
more R145.
The end of both strikes will bring
relief not only to the supermarket
chains and their non-striking em-
ployees, but also to thousands of
black workers who have gone without
pay for the duration of the strikes.
The bitter aftertaste left by the
many unpleasanties of the OK strike
in particular will not, however, easily
be forgotten.
Saccawu said the OK strike had
been characterised by widescale
picketing and "a large large degree
of police intervention".
An important outcome of the strike
had been to make OK acknowledge
that "management attitudinal prob-
lems do exist, are severe and must be
addressed".
Yesterday's agreement included a
clause stating that all parties con-
cerned commit themselves to a pro-
cess of discussion and negotiation
aimed at identifying and providing
solutions to difficulties.
Saccawu yesterday also announced
new labour-related protest action,
planned for just two days after OK
workers are due to return to work.
The new offensive, Saccawu's "Na-
tional Hour Of Action" on July 27,
will focus on alleged right-wing ha-
rassment and the arrest of picketing
workers during strikes. The protest
will be used to demand the right to
picket without interference and the
right of access to company facilities
by striking workers.
Saccawu said the picket issue had
been raised with the Commissioner of
Police, the Minister of Justice and the
Minister of Law and Or.
A work stoppage by about 4,000
mine workers at Welkom's Harmony
gold mine ended yesterday after the
National Union of Mineworkers
(NUM) and the mine owners, Rand
Mines, agreed to begin negotiations
on Monday on higher wages, ac-
ding to the union. Workers had been on
strike since Tuesday afternoon at
Harmony's Merriespruit shaft.
"Normal work resumed with the
return of workers at yesterday after-
noon's shift," said NUM's head office
spokesman Mr Thomas Kepisfe.
Mr Kepisfe said the wage nego-
tiations would involve workers only at
the Harmony Gold Mine.
The strike by about 80 members of
the JG Strijdom Hospital's kitchen
staff also ended yesterday after a
"fruitful" meeting between two
Transvaal Provincial Administration
(TPA) officials, union leaders and a
committee representing workers.
The workers went on strike after
dissatisfaction about certain adminis-
trative procedures.
The Verwoerdburg Town Council
and the South African Municipal
Workers Union (Samwu) yesterday
announced a possible end to a month-
long strike after chairman of the
council's management committee, Mr
Pieter Smith, said 300 of the 750
workers fired after refusing to return
to work would be re-employed on
Monday. The cutbacks were a result
of losses incurred in the strike action.
In the agreement the union re-
tained its right in respect of any em-
ployees who would be affected in this
way. About 90 employees who did not
take part in the strike action were
not affected by the dismissals.
Unions clash over Edgars pay offer

MEMBERS of the Federal Council of Retail and Allied Workers Union and the Cosatu-affiliated South African Commercial, Catering and Allied Workers Union clashed heatedly yesterday at a joint meeting in Johannesburg to discuss a wage offer by Edgars. The company has offered employees R165 a month and a 100 percent bonus after eight years. Saccawu has apparently accepted the offer and are due to sign the agreement today. However, Fedcraw members are sticking to their original demand of R180 a month and a 100 percent bonus after five years.

A Fedcraw shop steward, Mr Paul Sheku, told the meeting his union was adamant they would strike if their demands were not met. "The R165 and eight years bonus of 100 percent the company has announced in the media was an off-the-record offer. "There were no formalities attached to this offer. They have not put this offer down on paper," said Sheku.

The meeting became chaotic at one point with Fedcraw members accusing their Saccawu counterparts of compromising, while Saccawu threatened to go to work "with pangas and guns" if there was a strike."
No success in talks on striker access to hotels

THE SA Commercial Catering and Allied Workers' Union (Saccomwu) and Southern Sun/Holiday Inn management failed to reach agreement on striker access to hotel premises yesterday.

Saccomwu national co-ordinator Elias Hlongwane said yesterday's meeting concentrated on the issues of striker access and sitdowns, but as yet the situation had not changed.

"We still have no access to hotel premises," Hlongwane said.

Saccomwu had obtained an Industrial Court order on Friday, instructing the company to enter into negotiations immediately on allowing strikers to hold meetings on strike issues in the hotels.

By Friday, negotiations between Saccomwu and Southern Suns/Holiday Inn had reached deadlock over union demands.

According to Hlongwane, Saccomwu reached agreement with management for casual workers to have the right to be part of the union. They also agreed that sick leave would be 42 days on a three-year cycle and the night shift minimum wage would go up by R100.

However, negotiations deadlocked over dismissed striking workers from Pine Lake and Sabi River and over the wage settlement, he said.

Southern Sun/Holiday Inn management's offer to re-employ all the dismissed workers four months after signing a settlement was "unacceptable" to the union, which wanted their immediate reinstatement, Hlongwane said.

He said that an agreement was reached on a R120 across-the-board minimum wage increase, the company's offer of R100 backdated to April 1 and R20 from October 1 1990 was unacceptable to the union, which preferred a R105 increase backdated to April 1 and R15 from October 1. However, he emphasized that the difference over wages was not crucial.

"Our priority is on dismissals because there isn't much of a gap between us on wages. As soon as agreement is reached on that we anticipate calling the strike off," Hlongwane said.

Southern Sun/Holiday Inn industrial relations spokesman Carl Ludick was unavailable for comment.

Meanwhile, Federal Council of Retail and Allied Workers Union (Fedcraw) spokesman Ned Ketlele said a meeting between Fedcraw and Saccomwu at the weekend had ended in disagreement over accepting Edgars' offer of a minimum wage increase of R165 a month and a 100% bonus after eight years.

"We have confirmed with Saccomwu that they have as yet not accepted Edgars' offer," Ketlele said.

He added that a meeting between the two unions was planned for tomorrow to "iron out differences" that had arisen over the weekend.

Saccomwu and Fedcraw would be meeting jointly with Edgars management on Thursday to reach a settlement, he said.

The unions are demanding R199-a-month increase and a 100% bonus after five years.
7 000 take part in march to Transnet

By Shareen Singh

More than 7 000 toyi-toyiing railway workers brought Johannesburg's city centre to a standstill yesterday when they marched on Transnet's head offices to submit demands.

The march was organised by the South African Railway and Harbour Workers' Union (Sarhwu) to show workers' rejection of Transnet's R700 a month minimum wage offer.

The union said it had dropped its demand from R1 500 to R1 000, but management had not shifted from its initial offer, which amounted to an increase of R100 a month.

Sarhwu official Nelson Ndini sa handed over a memorandum to Transnet's labour relations manager for the southern Transvaal, Anneke Burke.

Although union leadership was non-committal on whether a strike was looming, rank and file workers said they would fight for a living wage and use their only weapon to achieve this.

The union has not declared an official deadlock and dispute pending the outcome of the next round of negotiations in August.
STRUCTURAL Hollow Floor Company and the United Peoples Union of South Africa have reached an agreement over wage increases and other benefits.

The two parties said in a joint statement that all labourers in the factory would receive an increase of R$5 a week while salaries for workers in specialised jobs had been increased by R$50 a week.

The company guaranteed to pay R$3 000 plus the cost of the coffin for any employee killed while on the job.

The company has withdrawn the attendance bonus and, instead, agreed to introduce a four-week leave pay and leave bonus for all employees.

Mr Sipho Magubane, regional secretary of the union, hailed the settlement and said it was one of many signed by the union this year.
Nactu backs strike

GODERICH, June 11—The National Council of Trade Unions has expressed its support for its affiliate, the National Union of Wine, Spirits and Allied Workers, in its national wage-related strike begun on July 9.

Nactu's acting general secretary, Mr Cunningham Ngcukana, said the federation believed its affiliate had done all that was required to settle the dispute amicably.

He said: "Negotiations began on February 19 with the company offering R21 to R26.90 from Grade 1 to 6 and the union demanding R60 across-the-board.

"After five days of negotiations, the union demanded R45 a week and the company stood between R28.50 and R31.50.

"At the last meeting on March 14, the employer association offered an insulting 50 cents."
Toyi-toying to Transnet

From MONO BADELA
JOHANNESBURG.—Railway workers throughout the country threaten to take militant action if their pay demands are not met.

More than 10 000 toyi-toying workers brought Johannesburg to a standstill on Tuesday when they marched on Transnet head offices to submit their wage demands.

The march was organised by the South African Railway and Harbour Workers Union (Sarhwa) to show workers' rejection of Transnet's R700 minimum wage offer.

The union said it had dropped its demand from R1 500 to R1 000, but management did not shift from its initial offer.

Transnet's Mrs Ann Burke accepted the memorandum but declined to comment.

Other places affected by the industrial action include Kimberley, Pretoria, Pietersburg, Port Elizabeth, East London and Durban.

In several centres, white workers joined the action and signed up with Sarhwa, a union spokesperson said.
Strikers want workers freed

By Brendan Templeton

The municipal strike in boycott-hit Vereeniging would not be resolved until 400 arrested workers were released, spokesman for the Municipal, State, Farm and Allied Workers Union (MSAWU) Phillip Masia said yesterday.

The workers were arrested on Tuesday for "constituting a danger to traffic", and were each granted R50 bail, which would "take some time" for the union to raise, Mr Masia said.

Until then, the strike which started on Tuesday when about 1,000 workers downed tools demanding a R600 minimum wage, would not be resolved.

Boycott link

The strike was directly linked to the boycott in Vereeniging and Vanderbijlpark which was aimed at pressuring the municipalities to broaden democratic rights, he said.

Although the 400 workers were simply walking together and not marching, their right to free movement was restricted by the arrests, he said.

Municipal authorities had to overcome their "paranoia which leads them to ban marches instinctively" — they were "shooting at everything that moves", he added.
To the floor

The National Union of Metalworkers of SA has — after meeting Seifsa — announced a strike ballot will be held early next month. It will involve about 115 000 union members, including those in the car assembly and tyre industries — nationwide.

The union also says it will refer the employers' revised wage offer to members for consideration.

Seifsa offered to convert a 0.5% increase in provident and pension fund contributions into a wage increase, amounting to R6c an hour for labourers (19%) and R1,29 an hour for artisans (15.5%). Seifsa says this means that the lowest-paid worker in the industry would receive at least R8.20 a month. Numsa is demanding an increase of R2 an hour across the board, a 56% increase on the lowest grades.

Employers complain that though certain unions seemed willing to reach settlement, and undertook to refer the revised offer to members, Numsa has not moderated its 56% demand since negotiations began in March.

"All trade unions except Numsa undertook to advise the Industrial Council by Wednesday of their membership reaction," says Seifsa.

According to the union, settlement depends on agreement on wages, hours of work, March 21 (Sharpeville Day) as a holiday and maternity and child care benefits.

Employers are offering six months' maternity leave on full pay with jobs guaranteed for workers with two years' service. They also agree in principle to free Pap smear tests and are prepared to give 21 days' notice of lay-offs and redundancies and to consult on severance benefits and lay-off criteria.

Little progress had been made on the union demand for a 40-hour week but Seifsa has agreed to consider a phased reduction to 40 hours and a timetable for further reductions. Employers have refused to grant March 21 as a holiday, paid or unpaid.
by about 16 000 members of the Commercial, Catering and Allied Workers' Union.

Its three-week-old Southern Sun-Holiday Inn strike continues and 5 000 Metro Cash 'n Carry workers at 160 stores are expected to strike this week on mainly wage issues.

The two-week strike at Checkers, involving more than 9 000 workers at 160 stores, was settled by mediation. The company says workers will get an increase of R140 across the board and a monthly minimum of R770 effective from July 1. Checkers originally offered R135 across the board and a further R5 from January. The union was asking for R165 and a minimum R830.

The company also agreed to discounts for employees and an extra week's leave for those with at least six years' service.

In the OK Bazaars settlement the union managed to get some wage improvements and March 21 (Sharpeville Day) as a paid holiday. The company withdrew 587 retrenchment notices issued during the strike and gave an undertaking to negotiate across-the-board increases next year.

No minimum wage

It refused to grant across-the-board increases and did not agree to a monthly minimum wage. It offered instead monthly increases of R135, R145 and R155, depending on the number of years of service, and agreed to make a R10 across-the-board increase from January.

According to the union's Jeremy Daphne, the strike focused on what he describes as bad management attitudes and low wages, which resulted in a high degree of dissatisfaction and hostility towards management.

"An important outcome of the strike," says Daphne, "has been the endorsement by OK Bazaars management that management attitude problems do exist, are severe, and must be addressed."

The union is organising a national hour of action, scheduled for Friday (July 27), which will focus on the alleged harassment and arrest of pickets during the strikes. It will also call for the right to picket without interference.

After the Chamber of Mines refusal last week to raise its final offer on colliery wages, the National Union of Mineworkers has begun a strike ballot among its 12 000 colliery members.

The union is demanding an across-the-board 18%-20% increase, against the chamber's final offer of 14.5%-17% — which was accepted on behalf of gold mining members a few weeks ago.
Most metal unions accept Seifsa offer

THE majority of unions in the metal indus-

try yesterday accepted the wage offer

made by the Steel Engineering Industries

Federation of SA (Seifsa) on July 18.

The offer gives artisans and labourers
pay rises of 15.5% and 19% respectively.

However, the National union of Metal-
workers (Numsa), which represents the
majority of the 380,000 workers in the in-
dustry, has rejected the Seifsa package.

Seifsa industrial relations director Da-
vid Carson said yesterday two white
unions, the Confederation of Metal and
Building Unions, which represents nine in-
dividual unions, and the Mine Workers
Union, officially accepted the offer.

Carson said unofficial acceptance had
come from SA Yster en Staal.

He said he expected all unions involved,
except Numsa, to settle.

Numsa is set to hold a strike ballot on
July 30. The union wants a R2 an hour
across-the-board increase — a 56% im-
provement on the lowest rates.

Fourteen unions take part in the indus-
try's collective bargaining agreement.
Long wage talks end in pay increase

MATTHEW CURRIN

PROTRACTED wage negotiations in the leather industry between unions and the Footwear Manufacturers' Federation of SA (FMFSA) ended on Wednesday with a 19% pay award for the industry's 30 000 employees.

Wage negotiations between FMFSA, the SA Clothing and Textile Workers Union and the National Association of Leather Workers began in April.

Sactwu spokesman Mike Murphy said the deadlock in negotiations was broken by the exhaustion of all parties and produced only a "hotch polch" settlement.

Negotiations were marked by wildcat strikes all over the country, one of which started this week in Durban, Murphy said.

Sactwu demanded a R45 across-the-board increase on minimum rates at the start of the negotiations, and were finally awarded R30. FMFSA originally offered a 12% increase.

FMFSA director Dennis Linde said production dropped by 25% in the first five months of this year compared with 1989.
Countrywide strike at Metro Cash ‘n Carry

More than 5 000 Metro Cash ‘n Carry workers have downed tools at more than 150 stores in the first nationwide legal strike in the company’s history, a union spokesman said yesterday.

Group chief executive Tony McDiarmid confirmed the strike by SA Commercial Catering and Allied Workers Union (Saccawu) members but said exact figures were not yet available.

The strike’s opening day was marred by police action in Pietersburg where picketers’ posters were torn up, he said.

Mr McDiarmid said mediation was due to start on Monday.

At issue is the workers’ demand for a R150 across-the-board increase. All other points, including March 21 as a recognised holiday, had been cleared up in previous talks.

About 50 000 Saccawu members are due to hold a one-hour work stoppage today between 2 pm and 3 pm in support of the union’s “living wage campaign”.

It will also highlight harassment of picketers by police and rightwingers as well as strikers’ rights to picket and to have access to company facilities.

This follows the bitter scenes of the OK Bazaars and Southern Sun strikes during which strikers were evicted from canteens and frequent accusations of intimidation were heard.
THE giant National Union of Metalworkers of South Africa (Numsa) moved one step closer to national industrial action by thousands of workers in the metal, auto and tyre industries at its second national bargaining conference (NBC) in Johannesburg last weekend.

More than 200 delegates attended the conference and discussed the results of national bargaining for wages and working conditions in all four sectors of Numsa.

Numsa's offer was inadequate in terms of wages, job security, parental rights, working hours and the LRA.

The NBC decided industrial action would be taken if employers did not improve their offer.

The NBC said further negotiation would take place in the auto and tyre industries.

If no adequate offer is made, the NBC said strike action should be considered.

Numsa's demands to employers are based on central demands compiled at the first NBC earlier this year.

These include an across-the-board increase of at least R2.00 an hour, a 40-hour working week, a limit on overtime, and an agreement not to implement the 1998 amendments to the Labour Relations Act.

The union's demands relating to job security include a ban on temporary labour, tighter conditions on retrenchment and redundancy and minimum severance pay of one month's wages for each year of service.

Numsa is demanding the companies implement a job creation programme and end all segregated training.

The union is also campaigning for a "democratization of industrial councils, for the reinstatement of workers who have been dismissed for political reasons."
THE marathon strike by about 7,000 workers at OK Bazaars stores around the country is about to enter its fourth week with both sides holding firm to their positions while agreeing to meet.

OK, which begins June sales at most stores soon, agreed to meet with the South African Commercial, Catering and Allied Workers' Union (Saccawu) on Thursday.

The strike has been marked by a war of words between OK Bazaars, which claims it cannot afford to meet the strikers' demands, and Saccawu, which says the strike is the logical conclusion to the company's "baaskop attitude.

Saccawu organiser Mr Jeremy Daphne this week hit out at the company for paying wages significantly lower than the supplemented living level (SLL).

Daphne said OK's minimum wage of R620 a month was R359 less than the SLL of R979 for a family of six in Johannesburg. The present average wage of R750 a month was R229 below the SLL.

Daphne pointed out the union's demand for a minimum of R800 and an across-the-board increase of R160 a month would still leave most workers earning less than the SLL.

Company spokesperson Mr Gavin Browne said the answer to Daphne's argument was "quite simple": OK Bazaars could not afford to pay more than the 17.7 percent it was offering.

"We just don't have the money to meet the union's demand for 22 percent wage increases," Browne said.

In reply to Saccawu's demand that the highly profitable SA Breweries, which is the holding company for OK Bazaars, intervene in the dispute, Browne said companies within the SAB group paid the wages they could afford.

"We would love to be able to pay the kind of salaries that workers in the beer division earn, but the retail trade is experiencing a downturn in profits with consumer spending down," Browne said.

About 213 workers have been arrested during the strike.

The company obtained Supreme court eviction orders for several stores on the Witwatersrand last week.

In an unusual twist, the union responded by challenging the eviction orders in the industrial court in terms of Section 43 of the Labour Relations Act.
Offshore riggers win wage dispute

A FOUR-DAY strike by more than 100 deep-sea oilrig workers ended last week with an agreement hailed by the Chemical Workers' Industrial Union (CWIU) as "historic." The workers, who are employed by Sopers, an oil drilling outfit contracted by Soekor, downed tools on Monday last week in support of wage demands.

In terms of the agreement concluded last Friday, workers will get a minimum wage of R1 200 a month — an increase of 35 percent on the previous minimum of R890.

Other employees will get increases of between 16.5 and 18.5 percent implemented in two parts.
Police hold more than 300 union picketers

MORE than 300 SA Commercial, Catering and Allied Workers' Union (Saccawu) members were arrested while picketing during a national hour of protest on Friday, a union spokesman said at the weekend.

SAP spokesman Capt R Maree confirmed yesterday that 166 people were arrested for illegal demonstrations on Friday.

"Forty-five people were arrested at Checkers centre in Middleburg and 121 people were arrested in Pietersburg," Maree said.

In a statement Saccawu deplored the arrests, saying it was "unfortunate that the police had again intervened while the situation was volatile.

"Police intervention was uncalled for and acted as a catalyst," Saccawu said.

The union said its members stopped work and held pickets in all major centres and most smaller towns between 2pm and 3pm on Friday.

"Eighty percent of stores closed down in the city centre of King William's Town," the spokesman said.

Friday's hour of action was part of Saccawu's campaign for a living wage and the right to strike.

"During the recent strike at OK Bazaars and at Southern Sun/Holiday Inn the union was unable to exercise fully its legal right to withhold labour because of massive police interference and the removal of access to store facilities by management," Saccawu said.

In another development, Saccawu has said it would meet Metro Cash and Carry management today for mediation in a bid to resolve the wage dispute.

"The union is demanding a R150 across-the-board increase and the company is offering R130. There are no other issues in dispute," the union said.

The strike action involving 5 000 workers at 150 Metro Cash and Carry stores throughout SA started on Thursday.

According to the union, the striking workers were conducting canteen sit-ins. Saccawu added that it would meet Southern Sun/Holiday Inn management on Friday, following a meeting last week.

"Southern Sun continued to refuse information detailing the breakdown of the R28m allocated to wage increases this year. The present division of resources provides an increase of R12m for the top 2 000 employees and R14m for the remaining 8 005 workers, who are earning less than R800 a month.

"This allocation perpetuates poverty and protects elitism," the union said.
Metal union begins 11-day strike ballot

THE National Union of Metal Workers of SA (Numsa) began an 11-day strike ballot yesterday to canvass members on strike action following last week’s deadlock with Steel Engineering and Industries’ Federation of SA (Seifsa) over wage demands, Numsa national organiser Alistair Smith said yesterday.

He said the union would canvas at least 38 000 of its 115 000 members from July 30 to August 10 on a number of key issues including the union’s 56% across-the-board wage increase demand.

Wage negotiations with Seifsa broke down last week after Numsa turned down Seifsa’s offer of a 19% wage increase for labourers and a 15.5% increase for artisans.

Also at issue are Numsa’s demands for a 40-hour week, a holiday on March 21 (Sharpeville Day) and child care leave, Smith said.

Seifsa communications head Hendrik van der Heever said Seifsa had sent a letter to the industrial council last Friday requesting that it inform Manpower Minister Eill Louw that negotiations with Numsa had “officially” ended in deadlock.

He added that the 15 other trade unions in the metal industry, representing 100 000 out of the 215 000 employees, had accepted the Seifsa offer.
Chamber, NUM fail to reach agreement

By Brendan Templeton

Mining bosses and the National Union of Mine-workers (NUM) last night failed to resolve whether a strike by about 20,000 miners would go ahead or not. NUM spokesman Jerry Majatladi said the Chamber of Mines had made some concessions at the last-ditch meeting.

They had made concessions on holiday allowances but had increased wages on only one mine.

In a strike ballot about 90 percent of the NUM's members voted in favour of striking after the Chamber of Mines failed to meet the union's demands for wage increases of between 18 and 20 percent.

Later revised wage increases from Anglo American's Amcoal and General Mining's Transnatal were also rejected by the union.

The Chamber of Mines offered increases between 14.5 and 17 percent, Amcoal between 16.4 and 18 percent and TransNatal between 14.5 and 26 percent.

Although the NUM has accepted offers from the gold mines in financial difficulty, it believes the coal mines can meet its demands.
Unions won average of 21% for labourers

TRADE unions achieved a 20.3% average annual increase for labourers in the first half of 1990, a real increase of 8.4%, the Labour Research Service's (LRS) latest wage settlement review has reported.

The LRS report detected a declining trend in wage settlements since a 1988 high of 22.9%, but research co-ordinator Richard Good said yesterday "it was astonishing that unions were able to achieve such high wage increases despite the growing economic recession".

Labourers now earn R174 a week (R754 a month) on average in unionised workplaces.

LRS researchers said the average had grown steadily in real terms since 1987, exceeding increases in price levels "by a good margin".

Only 10% of wage agreements, from the...
Randburg

Strikers talk

Staff Reporter

Council officials and 900 striking Randburg municipal workers met this morning following an ultimatum yesterday that they would be dismissed if they did not return to work today.

Randburg Town Clerk Bart van der Vyver said the workers came to work but gathered at their usual meeting place and showed no signs of working.

Workers are demanding a R650 minimum wage in contrast to the council's R550 offer, a National Union of Public Service Workers spokesman said.

Another 1 450 municipal workers are engaged in a pay strike in Meyerton and Vereeniging.
Unions achieve 20.9% wage rise

UNIONS achieved a remarkable increase of 20.9% in the average annual increase in wages for labourers during the first six months of this year, the Labour Research Service (LRS) reported yesterday.

"This means that wages for labourers rose by 6.4% in real terms in the first half of 1990," it said in a statement about its assessment of wage settlements between January and June this year.

"Labourers now earn R174 per week (R754 per month) on average in unionised workplaces."

This average had grown steadily in real terms since the city-based LRS first reviewed wages in 1997 and exceeded increases in price levels by a good margin.

With inflation running at 14.5% on average for the first six months of 1990, only 10% of the wage agreements settled below the annual inflation rate.

The public sector had topped the log of average annual increases this year and from a low base wage, large wage increases had been won in this sector. But the average wage in the public sector was still below the average labourers’ wage for all sectors.
Strikes resolved

SA Textile Workers' Union (Sactwu) declared a dispute with Frame on June 7, rejecting management's final offer of two six-monthly R15 a week increases for July 1 and January 1 1991. The union had lowered its demand to R20 increases from an initial call for R40.

Frame Communications manager Sharon Wagner said staff returned to work yesterday.

Meanwhile, a coal strike by the NUM lay in the balance yesterday as the union awaited a response from the Chamber of Mines on its revised pay demand of 19% across-the-board. A chamber spokesman said the demand was being considered.

Sackavu national organiser Alan Horwitz said the union was happy to have secured an improvement on the company's final pay offer and cited breakthroughs on other issues. Southern Sun/Holiday Inn now recognised the right of casual workers to join the union.

The SA Clothing and Textile Workers' Union (Sactwu) accepted a 27.5% to 29% wage increase for its members from Frame management yesterday.

Sactwu national organiser Elias Banda said that at a general meeting on Friday workers had agreed to return to work yesterday and accept Frame's revised pay offer. $1 pay 7/1/91.

Banda said workers at CCC would receive two six-monthly increases, one backdated to July 1 and another from January 1 1991, of R14, R14.50 and R16 a week for lower, middle and upper grades.

Banda attributed the breakthrough to the referral of the dispute to mediation two weeks ago, which he said had led to management moving from its final offer.

He said the wage increase was "not great but satisfactory given the difficult economic conditions in the textile industry.

Sackavu declared a dispute with Frame on June 7, rejecting management's final offer of two six-monthly R15 a week increases for July 1 and January 1 1991. The union had lowered its demand to R20 increases from an initial call for R40.

Frame Communications manager Sharon Wagner said staff returned to work yesterday.

Meanwhile, a coal strike by the NUM lay in the balance yesterday as the union awaited a response from the Chamber of Mines on its revised pay demand of 19% across-the-board. A chamber spokesman said the demand was being considered.
900 Randburg municipal workers dismissed

About 900 Randburg municipal workers were dismissed yesterday when they failed to report for duty, municipality spokesman Andre Jacobs said.

Final warnings were issued to them on Friday.

A minimum wage of R650 is being demanded by the National Union of Public Service Workers (NUPSW) against the R525 offer by the council.

The dismissed workers did not include those on leave or who were sick; the council would only know later in the week exactly how many were on strike, Mr Jacobs said, adding that municipal services were still functioning, "but not as productively as we would like them to be". — Staff Reporter.
New pay deal for city electronics workers

By TOM HOOD, Business Editor

MORE than 50 percent of the 600 Plessey workers at Plumstead will receive pay rises of between R132 and R313 a month backdated to July as a result of wage settlements with two unions.

The working week has also dropped to 43 hours from 44 without loss of pay, the company announced today.

Many employees will receive a further service increase of about R10 a month, said the managing director, Dr John Temple.

Negotiations affecting other workers are still in progress with the Metal and Electrical Workers Union of South Africa (Mewusa).

The lowest-paid employee with no experience will now start at R1 034 a month and a factory worker will get no less than R1 157.

In practice Plessey’s service increases would give the typical factory worker with eight years’ experience R1 240 a month plus a guaranteed year-end bonus, said Dr Temple.

“These wages should be seen against the background of current union demands in other industries ranging from R800 to R1 000 a month,” he said.

“Plessey’s wages and benefits must be seen as extremely fair and reasonable, especially as the electronics market faces an uncertain future.

“They should also be seen against the wages paid in the Far East which is the source of competitive products.

“We are competing against products made in mainland China where highly skilled workers earn only about $50 (R160) a month.”

Business had been hit by the cancellation of Post Office orders.
Grooms curbed by interdict

By LANCE NAWA

Striking grooms are sticking to their demands for a wage increase and Cape racing could again be disrupted this weekend.

Wednesday's racing at Milnerton was abandoned because of the rainy weather, preventing a repeat of last Saturday when the "grooms' revolt" led to more than 20 horses being scratched on the card.

Grooms, earning between R35 and R90 a week, are demanding wages of R250.

About 800 grooms from stables in Milnerton and Philippi have been served with an interdict for allegedly intimidating "scab" labourers, interfering with the training of horses and damaging private property.

Edward Hurting, spokesperson for South African Commercial, Catering and Allied Workers Union's (SACCAWU), criticised trainers for taking legal action against the workers.

"We will have to respond to the matter very urgently because the grooms are the people feeling the pinch", he said.

Low salaries and poor working conditions of many grooms have long been a hidden feature of this glamorous "sport of kings".

The Koeberg Road and Barns single men's hostels at Milnerton race course present a different picture to the pomp and ceremony of race day.

A few weeks ago racing stakes topped the million mark. Yet, about 600 Milnerton grooms share a handful of dilapidated blocks where privacy is a luxury.

"I came to this place two years ago when I was 12 as my parents did not earn enough money to sustain our family back home," said Shortie Mbana, who comes from the Transkei.

One of the trainers, Mr Greg Enion, denied ever hiring workers under the age of 15.

He said the grooms are to blame for the condition of the hostels.

Said Enion: "If the grooms are complaining about the condition of the hostels, then they should look for accommodation somewhere else.

LUNCH: Shortie Mbana, 14, left, sharesamp with other grooms trainers and the union, said Hurting.

"They are responsible for cleaning as I supply them with cleaning items to keep their rooms clean.

"If they cannot do that they must not expect me to inspect the place because I have 40 horses to look after."

Mr Mike Louw, the Cape Turf Club's assistant general manager, said the club did not want to be involved in the dispute.

"The strike action will not affect us in anyway because there's no racing at Milnerton at the moment."
Back to Adam Smith is message Finance Minister gives nation

Business Editor

THAT people did not achieve equality in standard and quality of living by cajoling in the streets, striking and through stayaways, was the economic message delivered by Finance Minister Mr Barend du Plessis in Pretoria last night.

"The only universal economic principle is that a society can only consume as much as it produces," he said.

Export pricing

There was a maximum price at which a country could continue exporting, but the demands for wages and salaries in South Africa were now being bargained on the basis of political power and pressure rather than productivity.

There was need for every worker to understand that if the export price was given and there was a need for an increase in wages, the only variable that could make that equation balance was an increase in productivity.

Present trends indicated wages and salaries had "dramatically and exponentially" outstripped productivity.

"Employers and employees must both understand there is ultimately no other solution than higher productivity or an arresting of wage demands for continued growth in South Africa, unless one resorted to continued depreciation of your currency, which immediately in our case translates into an inflation injection."

"This is something we need like a hole in the head right now."

South Africa's economic preservation did not lie in the lifting of trade sanctions and the country's return to the international capital markets, but in developing an awareness of the fundamental truths of the economy.

He urged employers and others in positions of authority to explain these fundamental truths, such as the link between productivity and remuneration, to their employees.

The fundamental values should be explained because there were millions of people in South Africa who had not yet properly experienced the benefits of free enterprise and private property ownership.

Mr Du Plessis said the country was on the verge of "breaking the neck" of inflation.

"If we persist with our present policies there is a good chance that in the not too distant future Public Enemy No 1 will have itself broken and we can look forward to inflation figures below the double figure mark."
Wine workers to decide on wage offer

By SHARON SOROUR
Labour Reporter

THOUSANDS of striking workers in the wine industry will decide this week whether to accept a revised wage offer.

The National Union of Wine, Spirit and Allied Workers' Union met the SA Wine and Spirit Industry Employers' Association last week in an attempt to resolve the five-week strike by more than 3 800 workers.

Association spokesman Mr Ross Kruger said in a statement that negotiations had not been completed.

Revised offer

Mr Kruger said a revised employers' offer was tabled on Thursday.

"The union will inform the association of the members' decision as soon as practicably possible," he said.

Mr Kruger declined to divulge details of the revised offer before the union's response was known.

Association spokesman Mr Charlie Hoeflich said employers were hoping the strike action would be resolved "as soon as possible".

Union spokesman Mr William Makhunga said the union hoped to have canvassed all its members by next Thursday.

Negotiation resumed last week following a two-week stalemate after the two parties met for the first time on July 18.

The workers — part of a national bargaining unit of 10 000 — have been on strike at 83 plants since July 11.

Six companies represented by the association have been affected by the strike: Gilbeys, Distillers Corporation, Union Wine, Stellenbosch Farmers' Winery, Douglas Green and Henry, Taylor and Ries.

• Beer giant SA Breweries has come under fire from the Food and Allied Workers' Union (Fawu) for insisting that employees agree to work overtime.

The union has declared a dispute on overtime after five rounds of talks on the issue failed to shift the company's position.

Fawu said in a statement that the breweries insisted that workers contract to work overtime and on weekends "in spite of the workers' position on the issue and the disruption it creates to their family, social and sporting lives".

"SAB also proposes a clause that claims that workers' refusal to contract to overtime constitutes an overtime ban and is therefore a form of industrial action, although the Appellate Division upheld a decision granting workers the right to refuse or agree to contract to overtime," the statement claimed.

Breweries public affairs manager Mr Adrian Botha said the union's decision to declare a dispute was "totally premature as the company is always prepared to talk and it's not our final offer on the table".

• In a separate statement, Cosatu accused a Barlow Rand subsidiary of a "serious breach of trust" after bugging devices were found in offices used by two unions for meetings and other activities.

According to reports, Barlow Rand spokesman Mr Ken Ironside denied the allegations and said: "The practice of bugging, if and when it is occurring in the group, is completely unacceptable to us."

Talks between sacked grooms, trainers resume

Labour Reporter

TALKS between Cape Town racehorse trainers and nearly 800 grooms — sacked after a wildcat strike — were scheduled to resume today.

This follows a meeting between a trainers' committee and the SA Commercial, Catering and Allied Workers' Union (Saccawu) on Friday when "little progress" was made in talks about wages and re-employment.

The grooms, from Milnerton and Philippus, went on strike on August 3 and were dismissed for ignoring two ultimatums to return to work.

Last week a Supreme Court interdict was issued restraining more than 400 strikers at the Milnerton stables from intimidating workers.
Enough work a problem in SA's future

From Rev H G Murcott (Pretoria):

ONE of the major problems facing our country in the next few years will be finding work for the large number of unemployed, especially the youths who have missed out on education through "Liberation before Education".

In the depression years of the 1930s a great contribution was made by the Special Service Battalions, which helped to provide discipline and training for the large number of youths who had to leave school early when their fathers lost their farms or jobs. At one time Dr Danie Craven was their OC. Later they also contributed greatly to the war effort when the Second World War drew us in.

Something of this nature is needed for that "lost" generation of blacks. It will not be accepted if it comes from the government, but if the ANC, PAC and Inkatha could get together and launch it, it could prove of immense value for our country's future. With the right leadership, discipline and training they could help to make up the backlog in housing, schools, clinics, etc., and keep agricultural machinery in order for the development of small farms.

The ANC and PAC have had considerable experience in such training outside our country, so they will be able to contribute all these skills to meet the needs here. Similarly, their military wings could be incorporated into the police and defence forces. The last mentioned would also be able to supply the equipment.

Some such far-sighted plan is desperately needed at this stage of our country's advance towards a fully democratic, free and prosperous future. This would truly be a "beating of swords into ploughshares and spears into pruning hooks".
New pay offer in wine strike

AS THE strike by 2,000 workers in the wine industry entered its sixth week yesterday the National Union of Wine Spirits and Allied Workers (Nuwsaw) adjourned negotiations with SA Wine and Spirit Industry Employers' Association (Sawslea) to present a revised pay offer to its members.

Sawslea spokesman Rian Kruger said yesterday he was "cautiously optimistic" both sides were on the verge of settling the strike.

He said both Sawslea and Nuwsaw revised their stands on wages during the talks held last week in Stellenbosch to try and break the deadlock. He gave no details on the new bargaining positions.

Union president Novembre Nkos was not available for comment yesterday.

Nuwsaw began the strike on July 11 after a 78% ballot in favour of industrial action. The ballot followed a management lock-out after a national go-slow campaign by 5,400 workers began at 83 depots on July 4.

The union's last official demand was for a R40 a week across-the-board wage increase. Sawslea's final offer was a R33 or 18.7% increase on lowest rates which Kruger said 1,600 out of 4,400 workers in the industry had accepted.
Wine union rejects new wage offer

MATTHEW CURTIN

The National Union of Wine Spirits and Allied Workers (Nuwsaw) yesterday rejected a revised wage offer from the SA Wine and Spirit Industry Employers' Association (Sawislea), union president November Nkosi said.

More than 2 800 workers continued the five-week-old strike over pay and conditions in the wine industry yesterday.

Nkosi said Sawislea's scaled wage offer ranging from R23 to R40 for grades one to six was unacceptable.

The union insisted on an across-the-board increase and its demand stood at a R40 increase for all grades, although it made a revised "provisional" demand during last week's talks in Stellenbosch which Sawislea did not meet.

A Sawislea spokesman said yesterday Nuwsaw had not informed employers of the rejection, but the two sides had scheduled a meeting in Johannesburg last night to try to break the deadlock.

The employers' offer included R8 a week backpay for the period April 1 to July 4 for strikers.

He said 320 workers at Stellenbosch Farmers' Winery plants in the western Cape, returned to work yesterday, having accepted management's revised offer.

Nuwsaw began the strike on July 11.
Strikers assaulted, says union

SECURITY guards employed by Zebediela Citrus have been allegedly assaulting and intimidating striking workers, ordering children of strikers to move out of the residential compounds, a union spokesman said yesterday.

Nacru's Mr Moss Mphahlele said night raids by security officials were common since the strike began. Five workers were allegedly assaulted on Friday night.

The workers, who earn R120 a month, are demanding a minimum salary of R300 a month. Zebediela spokesman Mr Cornel van Rooyen denied that security guards assaulted workers: "Management has neither found it necessary to use force to induce the workers to return to work nor to exert pressure on the workers to do so."
Wine workers want wage increase.

ALL workers in the Cape wine industry have expressed their desire for a wage increase. The National Federation of Wine Workers (NFW) has called for a 10% increase in wages, which they claim is necessary to keep up with the cost of living.

The NFW has warned that if their demands are not met, they will采取罢工行动.

The wine industry has responded that they are willing to negotiate, but are concerned about the cost of implementing such an increase.

The issue remains under discussion, with both sides hoping to reach a compromise that is fair to both the workers and the industry.
Opposition expected on pay demand

A DEMANDED 50% wage hike in garment workers' wages is bound to be met with stiff opposition from recession-bound employers when annual wage talks kick off soon.

The SA Clothing and Textile Workers' Union (Sactwu) says it wants a R45 across-the-board increase on the weekly wages of its more than 100,000 members.

In a drive to bring about uniform wages and conditions of service, Sactwu will press for a single national industrial council when it first meets employers on September 10.

Wages and working conditions in the industry are governed by separate industrial council agreements for the Western Cape, Port Elizabeth, Natal and Transvaal.

Sactwu believes a national bargaining forum would also bring employers in decentralised "homeland" areas into line with general conditions.

— Sapa
‘Labour costs limit fall in inflation’

By AUDREY D’ANGELO
Business Editor

INFLATION should continue to fall in the second half of the year, Old Mutual chief economist David Mohr says in his Economic Monitor. But the extent to which it comes down will be limited by rising unit labour costs.

He thinks there is little chance of the problem improving significantly. “Unit labour costs have increased strongly since the end of 1988 and are currently running at a year on year rate of just under 20%,” he explains.

“Given still high wage pressures in a slowing economy, this upward trend may persist for some time.”

“As a result of these cost pressures we still think it unlikely that the consumer price index (CPI) inflation rate will decline to below the 10% level (if that) over the duration of the present economic downturn.”

Forecasting that inflation will rise again in the longer term, Mohr continues: “The rising demands — particularly from the public sector — on an economy faced with constraints such as a low rate of expansion of the production capacity, shortages of skilled labour and an ongoing requirement to transfer real resources abroad through debt repayment, do not favour meaningful declines in inflation in the longer term.”

But, he thinks, positive real interest rates combined with fiscal discipline should keep inflation in the historical range of between 10% and 15%.

Discussing interest rates Mohr, like most other economists, now thinks short term rates will not come down before the end of this year or possibly until 1991 unless there is a serious rise in unemployment.

“Although it is a prerequisite, the slowdown in economic activity is not necessarily a sufficient condition for a fall in short term interest rates.

“In the final analysis, the timing of a decline in money market rates is a monetary policy decision and the major considerations in this regard are the replenishment of the foreign exchange reserves and the curbing of inflationary pressures.

“It is unlikely that the short-term state of the real economy will play a major role in this decision unless the unemployment situation shows a marked deterioration.”

Mohr thinks longer term rates could resume their downward trend later this year. But, he warns: “Foreign participants could again play a decisive role in determining the direction of capital market rates.

“Should foreign perceptions regarding the domestic political and economic climate become more negative, foreigners might become large net sellers of domestic capital market assets, thereby retarding any possible fall in longer term rates.”

He is concerned about the effect of lower commodity prices including gold, and deteriorating terms of trade for SA.

He points out that SA’s terms of trade (export prices divided by import prices) have been deteriorating since the end of 1988.

“SA’s exports are highly concentrated in commodities such as gold, coal, platinum and agricultural products. A fall in the prices of these commodities therefore implies a decline in exporters’ income, which accounts for more than a quarter of domestic economic activity.

“If, at the same time, importers are paying more for goods (particularly investment-related goods such as machinery and equipment, the demand for which is relatively insensitive to price changes) business conditions in a large segment of the economy may deteriorate to such an extent that the country as a whole experiences a relative decline in welfare.

“This effect on the corporate sector is presently compounded by the fact that businesses are being squeezed by continued high wage demands and other labour problems.

“In addition taxes paid by this sector, excluding mining, virtually doubled over the past two fiscal years.”

Mohr says that international commodity prices are expected to weaken further this year, as economies continue to slow down. This means that a further weakening of the terms of trade is likely this year.

“Unless this trend is offset by a meaningful rise in export volumes — which is unlikely in view of the slowdown of world economic growth — or a marked depreciation of the rand, which the authorities are reluctant to permit, this means that monetary policy will have to remain tight in order to curb import growth and ensure that the current account position remains manageable.

“This, in turn, will delay the onset of the next cyclical upswing in economic activity.”
Clothing workers demand 50% rise

By Tom Hood
CAPE TOWN — The hard-hit Cape clothing industry is amased at trade union demands for a 50 percent increase in their pay package, says Simon Jecun, chairman of the Cape Clothing Manufacturers Association.

"The pay claim is obviously an opening move before negotiations begin, but it comes when a great deal of the industry is working short time," he said. "Business is still pretty poor all round and there is no way of companies being able to meet it."

"Even in the good times, union demands were not as high as this."

The claim submitted to employer organisations amounts to a 50 percent increase in the overall package.

The demand is for a R45-a-week across-the-board increase, a R1 a week bonus for each year's service, a 60-hour week, an extra paid public holiday and five days' extra leave.

A controversial proposal is a national industrial council for the clothing industry.

PROFITS LOW

"Coming at a time of industrial depression and shrinking profits in many manufacturing companies, the union's claim is certain to lead to tough negotiations."

"Many companies are simply making fictitious profits - well below the rate of inflation and are struggling to avoid retrenchment," said a director of a clothing company.

Many smaller firms had been on short time, with one firm reporting falling orders and work for two-day weeks for more than three months.

The country's largest clothing group, Beadle Investment Corporation, reported only a 4.2 percent rise in its bottom-line profits last week.

Shareholders got a mere 4.7 percent rise in their dividends, total payouts rising to 22c, a share from 21c last year.

South African Labour News, the Cape Town-based digest of trade union affairs, quoted a union spokesman saying employers, hard-hit by the depressed economy, rising costs and a tougher market, would certainly resist any reduction in production time.

While the union regarded the R45 a week demand as a reasonable starting point for negotiations, this was well above the 21 percent the workers gained last year, and it was unlikely that employers would this year countenance increases of similar size, said a union spokesman.
Sacca union reach accord

A TWO-MONTH wage deadlock was broken on Monday when the South African Commercial, Catering and Allied Workers Union and biscuit company Sacca reached an agreement.

The union said in a statement yesterday that mediation by Mr. Irwin Moodley, attached to a university socio-legal unit, after initial negotiations had failed, averted a strike.

Dispute

Sacawu declared a dispute after the parties had failed to reach an agreement on 1990/1991 wage negotiations in June.

"The company was adamant, refusing to improve its offer of R130 across the board and a minimum wage of R790. This was rejected by the workers," the union statement said.

In terms of the settlement the workers will receive an increase of R150 a month retroactive to July 1 and the minimum wage has been set at R810 a month. Workers will also receive an annual bonus equivalent to a month's salary.

Leave

The company also undertook to grant union members, within the bargaining unit, an extra day of annual leave to accommodate either March 21 or June 16.

Sacawu added that the company had also agreed in principle to hold talks on the implementation of a provident fund once proposals from the union's general secretary had been received.

Comment from the company could not be obtained. - Sapa.
CONCERN about the serious damage the wave of strikes, experienced mainly in the manufacturing and retail sectors, can have on the economy is expressed in Sanlam’s latest Economic Survey.

Sanlam’s chief economist, Mr Johan Louw, says it is estimated that more than 1.2 million man-days were lost during the first half of this year — more than three times as many as in the corresponding period last year.

"Particularly worrying is the fact that there has been a sharp increase in the duration of the strikes and that they have been accompanied by a growing measure of violence and an increased frequency."

Louv says the effect of the strikes is being felt throughout the economy. It’s, for example, result in the current downturn in the economy being intensified.

A further rise in unemployment, with an accompanying increase in unrest, attempts to reduce the inflation rate being seriously inhibited by the external value of the rand being weakened again are some of the effects.

Wage demands which have no relation to production can also decrease our competitiveness on international markets and adversely affect the ability of the economy to provide jobs.

"Excessive wage demands by trade unions, which look after the interests of their members only, result in an increasing portion of the wage bill being diverted to members and actually hamper the creation of additional jobs.

"The annual wage negotiations are now in full swing and employers can expect a difficult time. Indications are that wage demands, despite the strong levelling-off in general economic activity, are at a considerably higher level than the increases in the consumer price index."

Really GDP would show no growth this year.

Any noteworthy improvement in the economy should not be expected before the second half in 1991.

In the meantime, the favourable course taken by the inflation rate during the past 12 months continued into June (13.6 percent compared with 13.7 percent in June 1989). By the end of the year it could reach 12.5 percent.

At this stage he considers that the average inflation rate for 1991 could well be at that level.

He says this expectation could be disappointed if it were to become necessary to increase the petrol price sharply.
MORE than 300 Vaal taxi drivers went on strike last week demanding higher pay, medical aid and improved working conditions.

The strike, which affected about 30,000 commuters in all Vaal Triangle townships, is reported to have caused operators to lose thousands of rand in revenue. There was also extensive damage to vehicles.

The drivers, members of the Transport and General Workers Union, stopped work for five days after talks with their bosses deadlocked the week before.

**The first**

This is believed to be the first major strike to affect the taxi industry. It also came shortly after the office of the Receiver of Revenue said it was sending notices to taxi owners for them to pay tax.

Low wages, long working hours and bad working conditions are a feature of the industry.

The Vaal is Region 8 of the Southern Africa Black Taxi Association.

Saba's media manager, Mr Fanyana Shiburi told Sowetan Business they mediated during the labour dispute that took operators by surprise.

He said the matter was left to the private operators to attend to because of different problems.

**BY JOSHUA RABOROKO**

Saba's involvement in the dispute was aimed at seeing to it that there was no violence during talks. He conceded that most drivers were dissatisfied with their pay.

The strike section ended when operators promised to look into the drivers' problems.

The union has demanded a nine-and-a-half-hour day with overtime for additional work and it is demanding R250 a week for the drivers.

Most drivers claim they earn between R100 and R150 a week.

They are expected to pay for traffic fines and defects to the vehicles.

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FANYANA SHIBURI
RB slams high labour costs

Own Correspondent

Johannesburg — The Reserve Bank blames “too high” real labour costs for fuelling endemic inflation and helping create a capital-intensive economy that cannot generate enough employment opportunities.

The Bank said in its latest Annual Economic Report: “Unduly aggressive wage demands, and employers’ willingness to accede to such demands, will delay and may potentially frustrate success for the authorities’ anti-inflation policies.

“Industrial action, organised labour protest and labour unrest raise the perceived effective real cost of labour.”

Inflation in its present form and at current levels appeared to be driven mainly by inflationary expectations — embodied in, among others, the annual wage claims of organised labour and employers’ willingness to meet these demands.

The Bank notes the inflationary effects of expectations would probably only be tempered after “a fairly dramatic” decline in the observed inflation rate.

Similarly, a substantial reduction in money supply growth, generally regarded as an important factor in the fight against inflation, was to a large extent also dependent on a lowering of the inflation rate itself.

The Bank notes “unsatisfactory wages” triggered 63.5% of the 1.3m man-days lost in the first half of 1980.

It said the high real effective cost of labour had contributed to the capital-intensive nature of the SA economy. A “hassle factor” had caused a shift away from labour-intensive production processes.

“The ‘hassle’ element in the cost of providing employment comprises the loss of output on account of worker intimidation and unauthorised absenteeism, and of work stoppages, strikes, stayaways and other forms of trade union or organised labour action; the management costs of dealing with these related phenomena; and the loss of goodwill on account of strained labour-management relationships.”

The economy’s inability to create enough jobs and the tendency towards “undue capital intensity” were major structural weaknesses.

This was illustrated by high unemployment, estimated at 5.4m in the non-agricultural sectors of the economy.
Numsa dispute 'nears end?'

THE five-month wage dispute between Steel and Engineering Industry Federation of SA (Seifsa) and National Union of Metalworkers of SA (Numsa) yesterday looked set to end soon, pending Numsa's decision on a wage amendment reached on Friday.

Numsa national organiser Allister Smith said it was agreed to refer the amendment to members for ratification. "We have set a meeting with Seifsa for Wednesday and it is likely the dispute will be resolved at that meeting."

Numsa, representing 115,000 of the 215,000 employees in the giant metal industry, and the Metal and Electrical Workers Union (Mewusa) were the only unions of the 15 involved in the industry's national bargaining forum not to accept Seifsa's final wage offer of an increase of between 15.5% and 19%

After a successful strike ballot over its
Liquor industry strike ends after seven weeks

THE longest strike in the liquor industry — almost seven weeks — ended yesterday when the National Union of Wine Spirits and Allied Workers accepted a revised wage offer by employers.

Union president November Nkosi said he expected the 3,200 strikers to report today for work around the country.

He said Nuswaw notified the SA Wine and Spirits Employers’ Association (Sawseia) yesterday of its acceptance of weekly wage increases of between R33 and R40 for the lowest and highest grades. Workers in Grade 1 and Grade 6 will receive monthly wages of R905 and R1,470 respectively.

Nkosi said the union asked Sawseia to end the contracts of casual “scab” labourers from yesterday evening.

Sapa reported that a Sawseia spokesman said employer representatives met yesterday to discuss conditions necessary for a return to work.

Nkosi said if an immediate return to work was not feasible, the union would recommend union members delay their return for three days as long as management agreed to pay them from today.

The union’s last wage demand was for an across-the-board increase of R40.

Nkosi said he was disappointed the union had not achieved an across-the-board in-

crease, but said the strike was a positive experience for Nuswaw.

The union had won improvements in maternity benefits and overtime allowances for its members, and employers had agreed to reducing weekly working hours from 45 hours to 44 hours.

Nuswaw began the strike on July 11 after a 76% ballot in favour of industrial action, which followed a management lock-out after a week-long national go-slow campaign by 5,400 workers.

Nuswaw sought to rally community support for a consumer boycott of Sawseia members’ products to strengthen the union’s campaign. But Sapa reported management denied that the township boycott had had any affect on sales, and said deliveries had continued uninterrupted except in the Transvaal.

The union said liquor supplies to the Transvaal and the Cape were maintained by companies trucking supplies from Natal, where union support was limited.

Companies involved in the dispute were Stellenbosch Farmers’ Winery, Distillers Corporation Ltd, Gilbeys Distillers and Vintners, Union Wine Ltd, Douglas Green of Paarl, and Henry Taylor and Ries.
Stals warns industries

THE structural problem of deeply embedded inflationary expectations among decision makers will have to be addressed before meaningful progress can be made in the fight against inflation, said Reserve Bank governor Chris Stals yesterday.

In his annual address to shareholders he warned industry and trade unions they risked losing work and jobs unless they took seriously the authorities' twin goal of curbing inflation and protecting the rand's value.

He also cautioned: "Ultimate success in the fight against inflation will not come easily or quickly."

He said modest gains had been made in that campaign, but added that 16 years of double-digit inflation — averaging 13.7% — had produced a structural problem of deeply embedded inflationary expectations among decision makers.

An almost invariable principle adopted by industry and business in setting prices, which was carried over into wage negotiations, investment and many other economic decisions, was to use as a point of departure an assumed rate of inflation at least equal to the indifferent record of the recent past, he said.

Trade unions who act likewise will price their members out of employment," he added.

Political reforms

Sweeping political reforms since February, designed to dismantle apartheid, have generated high expectations among the mainly disadvantaged black majority for a rapid improvement in living standards, and fuelled union militancy.

Unofficial figures show the number of man-days lost through industrial action totalled 1.2m in the first half of 1990 — nearly triple the number for the same period last year.

He said modest achievements so far in reducing inflation have resulted mainly from a dramatic decline in the rate of increases in the prices of imported goods.

In the year to June 1990 the price index for imported goods rose 6%, less than half the 12.5% rise in the index for locally produced goods.

"If this trend in prices continues, SA producers will find it progressively more difficult to compete with imported goods, and also to retain their competitiveness in the export markets," he said.

"The authorities are determined to persist with the necessary restraints until inflation, and also the perception of future inflation in the minds of the beholders, have declined to the desired level — a rate more in line with the average rate of inflation of our trading partners," he said.
Liquor union accepts new wage offer

By Shareen Singh

The 50-day strike by 3,200 liquor workers ended yesterday after workers accepted a revised wage offer.

The South African Wine and Spirits Employers Association, which represents six major liquor outlets, revised its wage offer two weeks ago, for increases ranging from R33 to R40, bringing the minimum wage to R204.10.

At the outset of the strike, the union demanded an across-the-board increase of R40 and management offered R33.

The package included a reduction in working hours from 45 to 44 hours a week; meal allowances for workers on overtime; two days paid paternity leave and 16 weeks maternity leave with 15 percent pay for 12 weeks.

Workers at some companies returned to work today, but at companies where casual labour was employed, management agreed to give workers a day's paid leave while preparations were made to lay off casual workers.

A spokesperson for the National Union of Wine, Spirits and Allied Workers (Nusaw), November Ntodi, said workers were not "very happy" about the wage settlement.

This was also the first major strike in Nusaw's 12-year history and "our members now know the experience of militant worker action which helped consolidate the union and increase membership", he said.
Seifsa waits on one union’s reply

MATTHEW CURTIS

ANNUAL wage negotiations affecting the 580,000 employees in the metal industry moved a step closer to agreement yesterday.

Seifsa executive director Brian Angus said yesterday only the Metal and Electrical Workers’ Union (Mewusa) had still to accept the employers’ final wage offer, after a special meeting of the industry’s industrial council yesterday.

All 13 other unions, which include the National Union of Metal Workers (Numsa) which called off threatened strike action by its 115,000 members this week, confirmed their acceptance of Seifsa’s wage offer, Angus said.

The agreement on the wage settlement would be finalised at a meeting scheduled for tomorrow and a full report on the final settlement package would be released if the meeting was successful, he said.

All unions have accepted Seifsa’s wage offer of a 13.5% increase for artisans and 19% increase for labourers.

Angus said Mewusa, which represents 30,000 employees, had expressed dissatisfaction over the issue of a 45-hour work week.

Employers had said they were not able to accede to its demand for a 44-hour week without loss of pay. Mewusa spokesmen were unavailable for comment last night.
Seifsa waits on one union’s reply

MATTHEW CURTIN

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Angus said Mewusa, which represents 30,000 employees, had expressed dissatisfaction over the issue of a 45-hour work week.

Employers had said they were not able to accede to its demand for a 44-hour work week without loss of pay. By the 30th of last month, Mewusa spokesmen were unavailable for comment last night.
Marathon Paarl
strike ends after talks

A MARATHON five-week strike by about 200 Paarl workers ended this week after two days of talks between representatives of Satchwell Controls and Nactu affiliate, the Steel, Engineering and Allied Workers' Union of SA (Seawusa).

In terms of the agreement the workers accepted the company's offer of a R40 across-the-board increase. They will get a minimum of R4.74 an hour, backdated to July.

Seawusa organiser Mr Peter Roman described the settlement as a "victory" and said it emphasised the importance of plant-level negotiations as opposed to industrial council bargaining — currently the focus of debate within the trade union movement.

Roman said — with the exception of six people — the workers, who were locked out from the beginning of the strike, had remained firm and not returned to work.
Workers tear-gassed

CMC man quits

THE chairman of the Kensington management committee has resigned and publicly apologised for what he calls his "betrayal of the oppressed people".

Mr Dirk Mason, a lecturer in biblical studies at the Roodepoort training college who was elected to the committee in 1988, resigned earlier this month from the committee, which he says is a "toothless puppet body".

"I want to throw my weight behind the progressive organisations in Kensington," a proud Mason said this week.

By standing for election, he had "betrayed the freedom-loving people of South Africa".

Mason apologised for his involvement in the tripartite system at a meeting of the Kensington Parrotfontein Residents' Association (KFRRA) this week.

In his resignation letter, which has been circulated to mosques and churches in the area, Mason said he had stood for election in the belief that, as a resident of the area, he could serve his community.

A spokesperson for the KFRRA, Mr Yasmin Cassiem, said the organisation welcomed the resignation and hoped others would follow Mason's example.

Koopman said workers decided to go ahead with the demonstration because the alternative site suggested by police was out of public support and because there had been no problems during the previous two days.

Harbour

Koopman said police gave the protesters seven minutes to disperse, after which they fired teargas.

He claimed that, even after people had fled, the police pursued them. Several people ran to the harbour and leapt onto boats. Others ran through the town centre.

Mr S Simien, 51, said he was grabbed by a policeman and flung against a wall before being arrested.

A 13-year-old girl, who claims she was buying bread and had nothing to do with the demonstration, alleged she was dragged out of the bakery and beaten by police pursuing a crowd of people who ran into the shop.

The girl has arm and leg injuries and received medical treatment.

Simanga, Koopman and the girl are among six people arrested for being part of an illegal gathering.

The company, which changed its name from the yard and involved the police, paid their R50 bail and provided transport for workers to travel to Cape Town to see union officials.

Harrassed were erected in the town after the incident.

Fired

The workers are demanding a minimum wage of R175 a week, half their original demand. They presently earn a minimum wage of R148. The company has offered R164.

A police spokesperson said about 100 people gathered at the factory last Friday.

He said the crowd began walking towards police on the scene who ordered them to disperse.

After eight minutes, police fired teargas and dispersed the crowd. He confirmed that six people, including the girl, were arrested.

A policeman was injured by a stone.

The spokesperson said the girl should try a complaint with the police if she was unhappy with the response in which she was treated.

"We are sick and tired of people making allegations against the police," he said.

ubs halt violent feud

argued with African youths belonging to another club.

A "coloured" youth stabbed a member of the rival club, after which fighting spread through the Smutsville township a few kilometres outside Soweto.

"By the time I was called upon to intervene, youths from both communities were burning houses," Leithango said.

His car and house were burnt down by the youths.

Peace was restored this week after a meeting between community leaders convened by the town clerk, Mr IR Basson.

Both sides agreed to appeal to the youths to stop the fighting.

On the march: Residents of Netreg defy police on Wednesday as they march in protest against the poor condition of their houses. Residents refused requests by police to stop the illegal march and fetched an official to accept their petition.

PICTURE: YUNUS MOHAMMED

Soweto 36/03/90. 519/40
Strikers fired up again

Workers' Union of South Africa (Mwusa), are demanding a minimum wage of R5 an hour. Profits

The company, now called Xiton, has offered R4.45—an offer the workers reject on the basis that the company is said to be making large profits.

Theunion is in deadlock with the company.
Spoornet employees are in dire financial straits because the company has not paid them their salaries for the past three months, a representative for white workers said yesterday.

Abraham Koekemoer of the SA Footplate Staff Association said most of Spoornet's 110,000 employees had not been paid in June. The situation improved in July, but this month many employees had still not received their salaries.

About 60 train drivers and assistants in the Pretoria area have not been paid for three months.

Mr Koekemoer said Spoornet management claimed the situation was due to their computer problems, but the association does not accept that they have not been able to sort out the problem in three months.

“Our members have been embarrassed because they cannot meet financial commitments,” he said.

Spoornet has advanced employees a token amount to tide them over and the association was arranging loans for its members. Employees were contemplating action if the situation continued.

A spokesman for the Transnet Union of South Africa, Willie Niewoudt, said his members were experiencing similar problems.

Spoornet management was not available for comment.
Red lights are flashing in the economy

From TOS WENTZEL
Political Staff
DURBAN. - The trend of low productivity and rising wages were "red lights flashing in the economy", Minister of Finance Mr Barend du Plessis said here.

Addressing the Natal congress of the National Party, Mr Du Plessis said South Africa could be priced out of the export market if productivity continued to drop while wages rose.

He said the time had come to warn trade unions that this could not only happen but that unrealistic wage demands also diminished work opportunities for others.

In the new South Africa there would have to be a very special relationship between employer and employee. There would have to be close co-operation in order to stimulate economic growth.

PROFIT SHARING
Modern techniques to motivate workers including profit sharing and incentive schemes would have to be considered.

The new South Africa needed a high growth rate which in turn led to job creation. The two went together. This could only be achieved in a market-oriented economy.

Mr Du Plessis warned against a too rigidly ideological approach in the debate between those in favour of a free market economy and those who stood for socialism.

FIRM POLICY
The two sides should rather be brought together in order to define what would be needed in an economic system for the new South Africa.

A decent, firm and sensible monetary policy including firm control over State expenditure would be needed.

Confiscation of property under a new system on punitive taxation would scare away investment from abroad.

There would also have to be special policies to educate manpower. Too many whites were being educated for white-collar jobs that would not be available.

Violence, stayaways and strikes, which have cost South Africa about R3 billion so far this year, are set to cripple the country's economy if they continue, says Mr Deryck Spence, chief executive of Castrol SA.

He said today: "Since the cessation of hostilities was announced earlier this month the business community has looked forward to an end to the violence.

"But instead the violence in the townships reached epidemic proportions. If it continues the South African economy will suffer so severely that the country could find itself among the poorest in Africa."
Mewusa's stance

Mewusa's Sick Pay Fund - not by individual employers.

Employers to reaffirm their commitment to proportional trade union representations on the industrial council.

Mewusa official Mr Cindi Zithulele said SEIFSA had not yet met the union's demand for a 40-hour week with no loss of pay and recognition of March 21 as a paid holiday.

Seifsa executive director, Mr Brian Angus, said the employer body had made a revised offer of a 44-hour week with no change to the hourly wage rates of employees. (179)

Angus said Mewusa was the only union in the Industrial Council, which had not yet accepted the offer. Fourteen other trade unions involved in the metal industry indicated that they would recommend to their members to accept Seifsa's offer.

He said Seifsa's revised offer included:

- March 21 (Sharpeville Day) to be treated on the basis of "no work, no pay" principle.
- One month's maternity benefits to be advanced to employees one week after they proceed on maternity leave. The benefit is to be paid by the industry's Sick Pay Fund.
Wage pleas ‘not excessive’

By Brendan Templeton

Trade union wage demands were not excessive or undermining the economy — instead employers should see themselves as the cause of low productivity.

So said National Union of Metalworkers (Numsa) organiser Dr Bernie Fanaroff yesterday in response to Finance Minister Barend du Plessis’s recent remarks that trade union wage demands were excessive and were crippling the economy.

Rely

Employers had relied too much and too long on cheap labour as a source of profit and on tariffs protecting them from overseas competition instead of finding more innovative ways to increase productivity.

Any increase in productivity in the manufacturing industry always took place at workers expense. There had been a reduction of more than 100,000 jobs in the industry since 1982, he said.

Wage demands by unions in the manufacturing industry were not excessive either. He pointed out Numsa’s skilled members had experienced a drop in wages in real terms over the years.

At the same time, wages had increased only slightly for its lowest paid members who had not significantly closed the gap between themselves and skilled workers.

It was “completely unreasonable” to look only at labour costs when employers did not make any significant attempts to find more innovative ways of increasing productivity, he added.
Agreement between Transnet, Sarhwu on 30.4% pay increase

Sarhwu general secretary Martin Sekhawane 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 160 000.

He said he foresaw friction between Sarhwu and Transnet’s 30 000-strong staff union, Bluto, which accepted an identical company wage offer on August 29.

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.

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A WAGE agreement has been reached between employers and all but one of the 14 trade unions in the metal and engineering industry.

The union, the Metal and Electrical Workers' Union of South Africa has rejected the final offer and remains in dispute with employers.

Mr Brian Angus, Seifsa executive director, said Mewusa represented about 30 000 employees (7.8 percent) and its dispute was not expected to jeopardise the gazetting and extension of the agreement.

The agreement affects 380 000 employees and includes wage increases of between 15.5 and 19 percent.

Labourers' wages will increase by 19 percent while artisans' salaries will go up by 15.5 percent.

The industry's standard 45-hour week will be reduced to 44 hours. Agreement was also reached on maternity leave benefits.
Work stoppages at Nampak

MORE than 3 000 Paper Pulp Wood and Allied Workers’ Union (Ppwawa) members took part in work stoppages at 20 Nampak plants nationwide, the union’s national organiser Rob Rees said yesterday.

Rees said a strike by union members at Nampak’s Rosslyn paper plant would enter its second week today.

He said the industrial action was taken in protest against Nampak’s opposition to centralised bargaining — in line with the Cosatu campaign in the Barlow Rand group — and at the company’s use of bug-ging devices to monitor union meetings.

Rees said Ppwawa intended declaring a dispute with Nampak over these issues today, as well as notifying management of a new wage demand for a R3 an hour across-the-board increase to bring minimum rates to R8 an hour.

Management at Nampak’s Wadeville and Rosslyn corrugated plants acknowledged union meetings were bugged.

Last week Ppwawa claimed the company had also employed “trained informants” at Wadeville.

Rees said Ppwawa was satisfied with a company investigation of the bugging incident at Rosslyn, but shop-floor resentment was running high with fear that bug-ging was not confined to Nampak’s corrugated division.

Nampak human resources manager Neil Cumming yesterday downplayed the extent of the industrial action.

He said he was aware of only six hour-long stoppages by employees at six of Nampak’s more than 100 plants.

Cumming said production was hardly affected and he understood the principal grievance was on the decentralised bargaining issue.

The bug-ging incident was now “dead” and the two managers at Rosslyn responsible were no longer with the company, he said.

Cumming said he felt the union was taking advantage of the wider problems at Nampak — police are investigating an alleged over-invoicing fraud at Nampak which, market sources say, could run into millions of rands.

Rees tagged this suggestion ‘dishonest’.
Liquor Strike

Back to Work

The liquor industry strike — lasting almost seven weeks and involving 3 200 workers — ended last week when the National Union of Wine, Spirits & Allied Workers accepted a revised wage offer.

The decision to return to work was announced last Monday. Workers at Distillers Corp and Stellenbosch Farmers’ Winery plant in Wadeville were given two days’ paid leave before returning to work — mainly so that casual labour could be phased out, according to union president November Nkosi.

In terms of the final offer by the Wine & Spirits Industry Employers’ Association, there will be weekly wage increases of between R33 and R40 for the lowest and highest grades. Workers in grade 1 and grade 6 will now receive monthly wages of R905 and R1 470 respectively. The union’s final demand had been for a R40 across-the-board increase for all grades. Other terms include:

- The working week reduced from 45 to 44 hours;
- Women workers to be granted 12 weeks of maternity leave at 15% of salary, in addition to guaranteed job security, no break in service and “clinic leave.”
- Fathers to be given two days of paternity leave on the birth of a child; and
- Improvement in retrenchment benefits.

In its letter of acceptance, the union demanded that employers terminate the contracts of casual “scab” labour at affected plants; and asked that companies ensure that middle and floor management do not “provoke members regarding their strike action.” Employers (Stellenbosch Farmers’ Winery, Distillers Corp, Gilbeys, Union Wine, Douglas Green and Henry Taylor & Ries) and the union still have to agree on an implementation date of the terms of settlement.
Union declares wage dispute with Nampak

THE Paper, Printing, Wood and Allied Workers' Union (Ppawu) has declared a dispute with the Nampak group over centralised bargaining, wages and electronic eavesdropping. Ppawu national organiser Mr Rob Rees said yesterday.

The union represents between 5,000 and 6,000 workers in the Barlow Rand subsidiary.

The company, in line with Barlow Rand bargaining philosophy, has refused to accede to union demands for national talks in the paper and printing divisions, insisting that negotiations be conducted at plant level.

Meanwhile, members of the SA Typographical Union intend picketing the union's city offices today against the expulsion of a senior official and the union's "racist" constitution.

The expelled former trustee and aspirant branch president, Mr Farrell Hunter, said workers would hold a placard demonstration outside Satu's Canterbury Street offices, set to start at 9am. — Sapa
Cosatu union opposed to minimum wage

COSATU affiliate the SA Clothing and Textile Workers’ Union (Sactwu) has prepared a document opposing the idea of a national minimum wage.

This has prompted Cosatu to postpone for “further discussion” final decisions on the issue, which were to have been made at Cosatu’s campaigns conference in Johannesburg at the weekend.

In its document, distributed to the conference, Sactwu argued that a national minimum wage would undermine collective bargaining, have a depressing effect on the wages of higher paid workers and undermine job security for workers earning less than the proposed minimum wage.

Cosatu said conference delegates argued unions “could most effectively fight low wages through strengthening the bargaining power of workers and by intensifying efforts to organise unorganised workers and workers in low paid sectors”.

The conference echoed the Sactwu document in deciding that unions should improve their bargaining power by fighting for central bargaining, including the establishment of industrial councils where they do not exist. Sactwu also said government should be urged to pass laws forcing employers to negotiate at industrial councils for all employees.

Sactwu argued it was only in unorganised sectors that government should be asked to set a minimum wage.

It argued workers earning above the minimum would not benefit but would, on the contrary, find employers “always mentioning how much higher they are paid than what government had decided”.

See Pages 3 and 12
COSATU’s Living Wage committee has recommended a national minimum wage of $1 500 a month.

The committee stresses it is necessary to distinguish between the national minimum wage and the living wage.

The committee said: “The living wage has been established at between R1 140 and R1 500.

“This is not a goal. But for many workers, this goal is still very far away. Their wages are too low to reach the living wage in one jump. They need a stepping stone.”

Since then, the democratic movement has generally accepted that fighting for a living wage is one of the most important struggles of the oppressed and exploited.

Staverton

The struggle of the working class and its allies took a new step forward when Fosatu demanded that workers reject all attempts to make the acceptance of variation wages under the pretext of saving so-called scientific surveys like the poverty datum line or the minimum living level.

Not only were those surveys based on inaccurate information, they were also decided without consulting workers.

The labour movement recognised that workers had to have a say in formulating wage levels. The level of wages was arrived at by the struggle of workers and their organisations — not by scientific surveys.

Fosatun said: “A living wage is a combination of two factors — what workers decide they require to live and what workers are able to get from their management or both national and plant-based negotiations, based on the competition of capital to try and profit and the ability of the union to get higher wages in the company.”

At its founding conference in 1985, Cosatu stated that there should be a campaign for a national living wage.

The Federation’s Living Wage Campaign (LWC) was launched in March 1987.

Cosatu showed that the struggle was not a narrow union campaign but one which involved the whole class.

Imagination

The demand for a living wage captured the imagination of the working class and its allies.

Many militant battles were fought under the banner of the LWC, supported by a range of groups within the mass democratic movement.

Service organisations tied to the labour movement, such as the Labour Research Service (LRS) and the Community Research and Information Centre (Cric), set about working an amount for a living wage.

On the basis of these minimum wages, workers began to aspire to R1 200 a month.

Since the beginning of this year, however, it has been argued that the demand for a national living wage is not viable as a short-term demand.

Instead, organised workers should fight for a national minimum wage that is not the same as a national wage.

This minimum wage should be made law.

The call for a national minimum wage must be broadened to include campaigns and organisations which are part of the democratic movement.

Minimising is the call that the call is accompanied by the struggle for the living wage. The figure mentioned must often be R700 a month, a figure that is far too low to provide for the poverty datum line.

The LRS has spearheaded this argument by saying a national minimum wage demand would provide a mobilising and popular target for all workers earning less than the national average of 867.1 a month.

It would unify union campaigns. Unions could present a united front between high- and low-wage industries.

It could also provide a basis for unity within decentralised companies like Barloworld.

Union demands would be substantiated within a minimum of R300 and a target wage of R1 140.

Fosatu workers can easily demand this minimum.

A similar argument was put forward by Ron Cox in the SA Labour Bulletin.

It’s a marked break with the previous positions of the labour movement. Why the turnaround?

The first reason put forward by the minimum wage proponents is the weakness of the LWC.

The second is the “objective nature of the demand of R1 500 per month”.

Both the LRS and Roxus take as their premise the weaknesses of the LWC and conclude that a national minimum wage campaign — without showing that the problems of the LWC are immaterial.

There have been serious weaknesses in the LWC, but the way to overcome these is to reverse the campaign with the struggle in 1995 used as a preparatory phase for a unified LWC aimed at the state in 1991.

Regarding the “potential figure” of R1 500, where is it decided? It is decided that figures must be scientific — or they may be open to attack from the right.

This is a marked break with the previous positions of the labour movement. Why the turnaround?

The first reason put forward by the minimum wage proponents is the weakness of the LWC.

The second is the “objective nature of the demand of R1 500 per month”.

The arbitrariness of these “scientific figures” is reflected in the absence of any agreement on what the exact figure is, even among progressive service organisations.

More said the value of wages is formed by two elements — the one physical, the other historical and social.

In South Africa, like in all capitalist countries, the social condition of the different classes differ widely.

How the wealth produced is shared is in turn a product of class struggle.

The living wage cannot be separated from the minimum wage.

The living wage cannot be empirically determined; it is determined in struggle.

There are many theories which maintain that workers get poverty wages are being discussed and it is necessary to uncover the bosses to be fair.

There is no controversy at the move of the Living Wage Campaign in which one supports a specific amount and is determined at the present state for legislating.
Labour trouble brews at Grapnel

TROUBLE is again brewing at an Atlantis silencer company where violent confrontations occurred between workers and police earlier this year.

Management at Grapnel Silencers and the National Union of Metalworkers of South Africa (Numsa) have been locked in conflict since wage negotiations began at the company in May this year.

In July, workers downed tools after the company had refused to budge from its final offer of a 16,5 percent increase for workers with more than a year's service and who earned less than R1 000 a month and 14,5 percent for workers with more than a year's service and who earned more than R1 000.

Several workers were injured after police had fired birdshot at workers involved in a sit-in at the factory. The factory then closed for several days.

After peace was restored negotiations resumed. A deadlock was declared after the workers again rejected the company's offer.

The dispute was heard last week at the Motor Industrial Council. South 13/7-19/7/90

At the hearing, the company refused to budge from its offer and demanded that workers sign individual contracts of overtime and agree that they would be dismissed if they took part in an illegal strike. The two parties are to report back to the industrial council later this week.

A Numsa spokesperson said the union was consulting its members but did not see a resolution to the dispute.
Security guards wary of Sob

SECURITY guards who have not sent their registration and membership fees and a copy of their fingerprints to the Security Officers’ Board (Sob) by April 1 1991 will be out of a job.

According to Sob, this will improve standards and protect the public from fly-by-night security companies.

However, unions say forcing unskilled people to pay fees and be fingerprinted to keep their jobs is a violation of human rights. Free-marketeteers say the Security Officers’ Act, which makes registration with Sob compulsory for anybody wanting to earn a living in security, will protect large security firms from competition and result in high prices.

The Security Officers’ Act is an upshot of years of lobbying by industry leaders. The Act provided for Sob to be a “watchdog with sharp teeth” to register or bar security guards.

Sob has 10 members: six industry leaders selected by the Minister of Law and Order from a list of nominees, one senior policeman, one person appointed in terms of the Internal Security Act and two chosen freely by the Minister.

Transport and General Workers’ Union information officer Kathy Forrest says Sob is biased: “Minutes of the board’s meetings are not shown to other security companies. The board secretly makes proposals which are rubber stamped by Law and Order Minister Advocate Vilakazi.”

“Security guards object to falling under the Minister of Law and Order instead of manpower. They fear being turned into some kind of para-military police force with no industrial council to protect their labour interests.”

Forrest says many security guards live below the poverty line. The legal minimum salary is R413 a month, but some are only paid between R250 and R300. Sob’s registration fee of R35 and its R70 annual membership fee will more than they can afford.

Security guards are already wide open to exploitation with regard to working hours. Besides often having to work a 60-hour week broken into 12-hour shifts, employers can arbitrarily define tasks as “emergency work” and force watchmen to work unlimited shifts.

The Sob has been set up as a watchdog to weed out “undesirables” — and keep them out. Sob chairman and Chub Holdings CE Dirk Ackerman says this only applies to serious criminals who have been convicted of armed robbery, murder or rape.

Forrest is sceptical: “I’m sure it will also apply to ex-political prisoners and people who have been held under the Internal Security Act.”

Every member of the industry was initially ordered to register by October 11, but once the amount of administration needed to register an estimated 30 000 people was realised, the date was postponed to April 1 next year.

Coin Security MD Yvonne Lottering said in a statement recently that Sob was shunting its responsibility to oversee and monitor the security industry by postponing the registration date.

Lottering said: “One of the major problems is that the industry is currently infested with too many fly-by-nights, who are not in a position to provide a professional security service. The homeowner runs the risk of endangering his life or his property through blind trust.”

Free Market Foundation senior researcher Nancy Sejas argues that by allowing maximum freedom of entry, an industry becomes automatically and adequately regulated by competition.
Nationwide minimum pay the goal

Unions launch wage campaign for workers

THE coming trade union campaign for a minimum wage should be designed to suit the needs of different industrial sectors.

This is the opinion of the South African Clothing and Textile Workers Union (Sactwu) co-Artion, a bargaining and research centre, which believes a blanket approach to establish a single nationwide minimum wage would harm the economy and workers’ interests.

The Congress of South African Trade Unions is planning a nationwide campaign to establish a minimum wage and is due to hold a conference later this month to discuss ways of implementing a minimum wage.

Viewpoints which have emerged so far can be divided into two main camps - those calling for a single national minimum wage (NMW) and those who believe it should be established according to the economic circumstances of different industrial sectors.

**Approach**

Sactwu favours the latter and has outlined its reasons in an article for discussion at the coming conference.

It believes such an approach will accommodate the needs of workers and ensure a healthy economy in a post-apartheid South Africa.

A sectoral minimum wage (SMW) can also act as a stepping stone to the eventual establishment of a NMW and, eventually, a living wage when economic conditions allow, it says.

"We must develop a minimum wage policy that is effective, that is capable of being, moderate, and long-term wellbeing could be jeopardised if it is unable to meet the national minimum wage.

- Employment and unemployment is one of the main crises facing South Africa and a NMW may lead to greater mechanisation by businesspeople who cannot afford the higher wage. This happened in Zimbabwe when NMW legislation was passed and thousands lost their jobs between 1982 and 1984, despite a law forbidding retrenchments "without sound financial justification".

Workers would be protected best if the policy addresses itself to the low wage industries separate from the relatively higher paid industries. Other businessmen could also move to neighbouring countries in an attempt to find cheaper labour.

- Collective bargaining would be undermined for workers in sectors which could afford to pay higher wages than the legislated NMW.

**Experience**

Employers would say there was no need for them to pay higher wages as they are already paying above the Government’s legislated minimum.

Again, this was the experience in Zimbabwe where unionists found fixed wages effectively undercut their ability to bargain for higher wages for their members.

- Regional disparities also have to be taken into account. Rural employers pay lower wages and ignoring this may have the effect of wiping out all industries within those areas.

The over-concentration of the industries in the four major urban areas - Cape Peninsula, Port Elizabeth/Uitenhage, Durban/Pinetown and the PWV area - will not disappear overnight. The removal of subsidies or the industrial decentralisation package as a whole would lead to more unemployment in rural areas.

- A post-apartheid economy would have to adopt policies to eradicate poverty and to stimulate growth. A NMW would force some industries to raise the price of their goods, making them less competitive in export markets. Without exports it would be difficult for the economy to develop.

The manufacturing sector would have to develop the internal market by producing goods which people need, such as cheap and good quality clothing and cheap processed food.

Sactwu believes employers should be forced to come together and negotiate the SMW with unions - otherwise the unions would just go ahead and set it without them.

SMW legislation would oblige employers to disclose their financial positions and they would have to meet respective unions at least once every year to determine their minimum sectoral wage.
Wage strike at two Samancor plants settled

MATTHEW CURTIN

SAMANCOR and the National Union of Metalworkers of SA (Numsa) yesterday settled the two-and-a-half-week strike by 2000 workers at the company's Meyerton and Witbank plants.

Numsa regional organiser John Capel said striking workers yesterday confirmed the union's recommendation they accept the company's latest wage offer made at a meeting on Tuesday.

Numsa accepted a 15% wage increase, a point up from Samancor's final offer, which raised lowest and highest rates by a further 4c and 10c to R4.45 and R10.22 an hour.

Capel said the union also won a range of improved fringe benefits, time off for shop stewards' training and an undertaking by Samancor to abide by job security clauses in the industry's main agreement - settled by Numsa, engineering unions and the Steel and Engineering Industries Federation (Seifsa) at the beginning of the month.

Numsa members would return to work on Monday.

Samancor ferroalloys GM Deon Toerien said yesterday the strike had cost 7 500 tons in lost production at the Witbank ferroalloy plant, but clients had not suffered as the shortfall was made up from stockpiles.
ABOUT 60 members of the Chemical Workers' Industrial Union (CWIU) were locked out of Cape Gas in Woodstock this week. The move came as the workers were about to take industrial action in support of wage demands. A CWIU spokesperson said that 99 percent of union members at the plant had voted in favour of industrial action. The company has offered an increase of 50 cents an hour, bringing the minimum rate to R3.25 an hour. The union is demanding an increase of R1.25 an hour.
Dismissed workers picket

Sasol's Sigma Colliery in Sasolburg was picketed by about 2,000 employees who were dismissed yesterday.

The workers, who are members of the SA Chemical Workers Union, went on strike last week after wage talks which started on September 3 deadlocked.

Sasol had set yesterday as the deadline for strikers to return to work.

A company spokesman said they had started recruiting new workers but added that the dismissed workers could also reapply.

Sasol's media manager, Mr. Jan Krynauw, said the deadlock and subsequent dismissal of workers followed the union's "unrealistic and outrageous", demand for a 25% percent wage increase.

Krynauw said the company offered increases of between 20 and 23% on the minimum wage scale, which works out to R300 and R454 a month for underground and surface employees respectively.

He said the union rejected the offer. Sapa.
NBF reaches accord for car industry

AGREEMENT has been reached in the car industry's national bargaining forum (NBF), the focus of labour disruption at Mercedes-Benz's plant in East London.

Unions, including the National Union of Metalworkers, and six major vehicle manufacturers have agreed on a wage increases of between R1.15 an hour at the bottom and R1.75 at the top, backdated to July 1. The deal is to be signed next Friday.

In line with its national bargaining conference decision early this year, NUMSA demanded an across-the-board increase of R2.

According to a statement by Mercedes, whose East London plant remains closed following a strike over demands that the company withdraw from the NBF, management is awaiting NUMSA's confirmation that the agreement is binding on all Mercedes workers.

In terms of the NBF deal, employers will abide by all clauses of the "Saccova accord" on the Labour Relations Act, regardless of whether these are legislated. The NBF agreement also provides for:

- Maternity leave amounting to 25 percent of the employee's basic wage for 18 weeks and eight weeks' unpaid leave, as well as one day's paid paternity leave.
- The formation of an employer-union committee to discuss job creation, job security, productivity and the future viability of the car industry.

The first meeting will be on October 5.

- The development of industry guidelines for non-discriminatory recruitment, selection, training and testing.

Employers have also agreed to review their support for discriminatory training institutions.

- That workers who are detained or imprisoned under security laws will have their wages paid and jobs guaranteed, provided their incarceration contravenes "internationally accepted principles of the rule of law".
- One free and compulsory pap smear for women workers every year.
Foschini child-care pay first

Weekly Mail Reporter

IN what may be a first for South Africa, Foschini and the SA Commercial, Catering and Allied Workers’ Union have reached a deal on a child-care allowance covering 5,000 workers.

The agreement, which provides for a R520 lump-sum payment for child care in addition to six months’ paid maternity leave, was reached after seven months of talks, including three rounds of mediation.

It takes place against the backdrop of a Cosatu child care campaign — workers were to take their children to work for a three-hour protest yesterday — and Saccawu’s recent social security conference, which resolved to push for parental rights.

Women make up 80 percent of the workforce in the Foschini group.
Clothing wage surprise

By CHIARA CARTER

ANNUAL clothing industry wage talks in the Western Cape took a surprise turn this week when the South African Clothing and Textile Workers' Union (Sactwu) presented employers with a bottom line proposal which includes delaying the next set of negotiations until mid 1992.

Sactwu responded to an employer offer of 14 percent with a demand for an across-the-board increase of R30 — a third less than the union's initial demand of R45.

The union demanded R30 or 14 percent, whichever is higher, for workers above grade B (qualified machinists). The present lowest wage in the industry is R121.

Sactwu proposed that no negotiations take place next year, according to an employer source.

Instead, the union wants employers to implement a R15 across-the-board increase in December next year and to schedule the next set of wage negotiations for April/May 1992.

At the onset of talks, employers offered a 10 percent increase.

By Wednesday last week, they had upped their offer to 14 percent. In real terms this would mean an increase of R21.70 for a qualified machinist.

However, management entered talks prepared to go as high as R27.50.

Employers have already agreed to change sick leave provisions in line with the Basic Conditions of Employment Act from 1992.

If they do not accept the offer, it is likely that Sactwu will prepare for industrial action — a development neither side can really afford given the present slump in the industry.
A powerful weapon of struggle

By MARTIN NICOL

The article published in SOUTH (Sept 13 to 19) on the national minimum wage debate in Cosatu is a very welcome addition to the growing body of literature on the minimum wage issue.

The minimum wage is not a new concept in South Africa. The Southern Africa Labour and Development Research Unit (SALDRU) has been working on the issue for many years. Their research has shown that a minimum wage is an effective way to combat poverty and improve the living standards of the working poor.

In this article, Martin Nicol explores the concept of a national minimum wage and its implications for workers and employers. He argues that a national minimum wage is not a panacea for all problems, but it is an important step towards a more equitable society.

The article is well-researched and provides an excellent overview of the issue. It is essential reading for anyone interested in the South African labor market and the challenges it faces.

SOUTH VIEW

A key way of wage fixing is to protect vulnerable groups of workers who are in a weak position in the market labour.

A key way of wage fixing is to protect vulnerable groups of workers who are in a weak position in the market labour. This includes women, young workers, and workers in low-skilled jobs. These workers are often unable to negotiate higher wages on their own, and a minimum wage can provide a floor for their wages.

The concept of a national minimum wage is not a new one. It has been used in many countries around the world to combat poverty and improve the living standards of the working poor. In South Africa, the minimum wage is a tool that can be used to help improve the lives of millions of workers.

However, there are also some drawbacks to a national minimum wage. It can lead to higher prices for goods and services, and it can also lead to a reduction in the number of jobs available. Therefore, it is important to carefully consider the potential impacts of a minimum wage before implementing it.

In conclusion, the concept of a national minimum wage is a powerful weapon in the fight against poverty. It is a tool that can be used to improve the lives of millions of workers and to create a more equitable society.

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Society at large must gain from living wage

MINIMUM wage resolutions should be implemented in such a way that they will benefit all workers and society at large.

The best way to implement the policy is not by forcing employers of every industry to implement the same minimum wage for their employees. Instead, the resolution should be introduced to employers in a particular industrial sector to set a floor on wages for all workers who work within that sector - a minimum industrial wage.

A government-backed national minimum wage - a wage that will cover all workers, irrespective of the sector they work in - could have dramatic effects on the viability of every industrial sector. If we see on a micro level how the minimum wage resolutions affect the viability of every industrial sector.

We may completely wipe out some industries which will be vital for the social and economic reconstruction of a post-apartheid society.

Some sectors of our economy can pay better wages than others because different factors affect industrial sectors differently. Thus some industries struggle whereas others are employing new workers shows clearly that there are differences between industries.

A minimum wage determined according to the cost structures of each industry would be better able to take into account the needs of that sector and the interests of the employers employed there.

A key way of wage fixing is to protect vulnerable groups of workers who are in a weak position in the market labour. This includes women, young workers, and workers in low-skilled jobs. These workers are often unable to negotiate higher wages on their own, and a minimum wage can provide a floor for their wages.

One of the main critics facing South Africa today is the high rate of unemployment. A nationally effective minimum wage might discourage employers from establishing new businesses, while others will use the higher minimum to move their businesses to neighboring states.

There is no indication that a future government will have the financial resources to create jobs which will pay the minimum wage.

Thus legislation designed to help raise the profile of the population could have the reverse effect. After the liberation war in Zimbabwe, the government implemented a minimum wage legislation. The effect was a massive rise in the number of unemployed as thousands of workers were retrenched between 1982 and 1984.

Only legislation that allows each sector to set its own minimum wage will be able to address these problems. The people most familiar with the cost structure and other characteristics of the industry could determine appropriate wage, looking to other sectors, minimum, and long-term viability of the industry.

While most sectors fall below the R700 minimum, there are some industrial sectors in which workers are earning a higher wage than a proposed minimum wage.

Zimbabwe authorities found that the government's intervention to fix wages understated their ability to bargain for higher wages for their workers.

A minimum wage should also take regional and occupational factors into account.

A policy which does not take into account the fact that rural areas employers pay lower wages may have the effect of worsening all industries in the rural areas.

The sectorally-determined wages could have been built up in a manner to allow for closing the gap between rural and urban areas.

Consistent with the minimum wage debate is debates on the role of government in the South African economy.

We are entering a troubled economy which has seen decades of apartheid state management, an economy characterized by low wages, high unemployment and high inflation, leading to poverty.

We will have to adopt policies to ensure poverty goes and the economy grows.

Economic theory is not the answer to the problems of the South African industry and commerce to become more competitive in the export market.

A society that has not learned to sell will mean that some industries might have to raise the price of the goods produced in order to buy inputs.

This will make the goods produced more expensive than those of other countries. It is difficult to see how our society can develop without external assistance.

A sectorally-based minimum wage will have a much better chance of ensuring our goods compete effectively in the world market and provide much-needed foreign currency.

When there is only a small mailing sector, a healthy agricultural sector, an efficient service sector, an industrial construction sector but a very small manufacturing sector.

This sector must provide goods for people needs.

We envisage that the government should legislate that each of the 13 broad industrial sectors identified beCosatu to determine its own minimum wage.

The government should ensure employers and trade unions in each sector to determine the wage.

A system of controlled bargaining - a goal of all Cosatu affiliates - would emerge quickly in this process.

The government would have to pass legislation for employers to do this in a uniform manner.

Once a floor has been set in each industry, the federation's affiliates would attempt to create a sectoral minimum wage. In this way the sectorally-determined minimum wage can be viewed as an interim step towards a single national minimum wage.

(This is an edited version of a paper submitted to Cosatu's Living Wage Working Group by South Africa's Collective Bargaining and Research Unit.)
Higher wages hit company profits

By ARI JACOBSON

Top companies are appeasing their workforces with higher minimum wages aimed at preventing strikes and disharmony—which adversely affect their profits.

But economists say that although controlled wages in the formal sector protect employees they tend to discourage the creation of more employment.

Some argued that higher wage costs had exacerbated the unemployment situation in SA.

Pick n Pay chairman Raymond Ackerman stresses that the performance of his group—with solid earnings in tough times at the interim stage end-June—is based on sound labour relations.

The group has pushed its minimum wage to the current level of R680 a month from R580 a month in 1986. The average for 1990, however, is roughly R1 000.

Pick n Pay's manpower and planning head Nicky Bicket said the huge salary and wage increases forced companies to become better 'labour force managers'.

He explained: “To deal with the high wage costs and ensure productivity no surplus (idle) labour can be afforded.’

Bicket pointed out that a much lower wage could be paid if the minimum wage (which was not market related) was left to the forces of demand and supply. However, he said, all SA companies had a moral obligation to stabilise labour relations on the road to the new SA.

A spokesman for the Chamber of Mines said an unskilled mine worker could expect a basic monthly salary of R650 which excluded bonuses, overtime, meals and accommodation. He said on average the basic wage had increased by 18.5% a year since 1987.

“The heavy demands of labour unions impact on operating costs (wages make up 50%) and ripple through to affect the numbers employed.’

A car industry spokesman talked about “the win-win situation” in deciding upon employee renumerations.

“The amount of strike action this year has been nullified by the generous wage payments and the mutually beneficial employer-employee relationship." The car industry has been offering the lowest rated worker roughly a 25% addition to his salary (on average every year) for the last three years.

This provides the unskilled worker, at the present time, with a R60 daily payment almost double that of two years ago.

The spokesman said the minimum wage was influenced by—among other factors—the inflation rate, company profits and the power of the labour unions in the negotiation process.

As in the Small Business Development Corporation (SBDC) area, GM Wolfgang Thomas mentioned that increased lay-offs in the formal sector could provide opportunities in the informal economy.

“For example, outbacks in the staff component in the clothing industry has encouraged more self-employed clothing manufacturers.'’

Other economists were of the opinion that minimum wages distorted the pricing mechanism for labour—which led to artificially high wages and a greater impact on unemployment.
Food prices: unions blamed

By Jacqueline Myburgh

Supermarket chiefs have blamed higher wages, as a result of increased union power, as the chief factor influencing the steep increase in food price inflation over the past 30 months.

The food price inflation rate is currently 17.7 percent.

The heads of Pick 'n Pay, Checkers and Spar also said food prices were likely to continue rising for the next few years.

Pick 'n Pay managing director Raymond Ackerman said the “new South Africa” would demand spending on social upliftment and housing, which was inflationary.

"Once we have a new constitution, and politics have settled down, we can get the inflation rate down with regard to food."

Mr Ackerman said wages had increased by about 20 percent as a result of the powerful role of trade unions, but there had not been increased productivity.

Other factors, influencing higher food prices were:

- An "enormous amount" of monopoly and not enough competition where certain manufacturers and Government boards were concerned.
- "Imported inflation" as a result of a weak rand.
- Increasing rentals and services.

Mike Dobson, the Transvaal head of Spar, also blamed "a lack of control" for increasing food prices.

"There's no requirement that manufacturers justify price increases," Mr Dobson said.

Checkers managing director Sergio Martinengo said agricultural conditions had also affected the price of fresh produce.

"Last year, fresh produce prices were 30 percent down on average because of good rains and good harvests. This has not happened again this year," he said.

Mr Dobson said the profit margins of supermarkets had not increased in the past three years.

"Costs have gone up in the last couple of years, caused mainly by labour costs. "And it's going to get worse because wages, rentals and services are going up,"" Mr Dobson said.
Wage demands blamed for food price rise spiral

The Argus Correspondent

JOHANNESBURG. — Supermarket chiefs have blamed higher wages, as a result of increased union power, as the chief factor influencing the 1.3 percent increase in food price inflation over the past 30 months.

The food price inflation rate is now at 17.7 percent.

The heads of Pick 'n Pay, Checkers and Spar also said food prices were likely to continue rising for the next few years.

Powerful role

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Bid to avoid strike

By HEATHER ROBERTSON

In a last ditch bid to avert strike action in the clothing industry, a wage dispute affecting thousands of workers has been referred to mediation.

A professional mediation firm is assisting the union and factory management to come to an agreement.

South African Clothing and Textile Workers Union (SACTWU) general secretary, Mr Howard Gabriels, said on Wednesday that a failure to settle the dispute may lead to the union going ahead with a strike ballot.

After the latest round of mediation talks on Wednesday night, the unions demand still remained an across-the-board increase of R30.

Employers have at this stage agreed to an increase of R26 for qualified machinists (grade B), 14 percent or R20 for categories below Grade B and 14 percent for higher categories.

Employers have in principle agreed on postponement of the 1991 negotiations to April/May 1992.

The offer was made provisional on the union dropping all its demands on other cost items (such as leave and bonuses).

"It is expected that mediation will be concluded by Friday, but if a settlement is not reached, we are open to further meetings," said Gabriels.
Parity plan for teachers

The wage disparity between male and female teachers is to be eliminated, National Education Minister Gene Louw said in a statement yesterday.

The disparity would be addressed in two stages, the first of which will begin during the 1991/92 fiscal year and the second in the 1992/93 financial year.

The disparity between female and male teachers is two salary notches, and each phase would raise the earnings of female teachers in qualification categories A, B, C, and D by one notch in each phase.

The cost of the adjustment would be R445 million, Mr Louw said. — Sapa.
SAB, union agree on wages, overtime

Labour Reporter

A SETTLEMENT on wages, overtime and other conditions of employment has been reached between the South African Breweries beer division and the Food and Allied Workers' Union.

In terms of the agreement, concluded last week, the union won an increase of 16.5 percent for 6,000 members with the minimum wage being increased from R1 063 a month to R1 238.

Agreement was also reached on overtime — a controversial issue which has been at the centre of many disputes between SAB and the union and culminated in an Appeal Court hearing last year.

WEEKEND WORK

The union declared a dispute two months ago when the SAB insisted that employees agree to work overtime.

Workers refused to contract work overtime and at weekends as it disrupted their family, social and sporting lives, the union said.

SAB Human Resources director Mr Rob Childs said the new negotiated agreement on overtime was "a combination of voluntary and compulsory overtime which balanced the requirements of both parties".
Strike action looms over Cape clothing industry

THE western Cape clothing industry faces major industrial action as the SA Clothing and Textile Workers' Union (Sacwta) said yesterday it would ballot its 56,000 members on strike action to press wage demands.

Sacwta spokesman Shahid Teladia said yesterday the union had called an urgent industrial council meeting today to discuss strike ballot procedures and strike rules.

Mediation between Sacwta and the Cape Clothing Manufacturers' Association and the Cape Knitting Industries' Association broke down at the weekend, even though the union modified its demands, he said.

Johan Bart, chief negotiator of the employers' associations, said mediation under the aegis of the Independent Mediation Services (Insisa) had failed despite informal exchanges between the two sides throughout the weekend.

In an attempt to meet workers' concerns, employers offered three different wage packages, each amounting to increases worth from 15% to 19.4% on the present minimum wage of R185 a month.

Employers proposed a R29 a month increase for machinists, who make up 70% to 75% of the industries' workforce, and 16.5% increases for other grades. Alternatively, they offered a R30 increase for machinists and either a 15% increase for other grades from December 13 or 16% increases from the first pay week in January.

Teladia said Sacwta would accept a R30 a month increase for machinists, R25 for lower grades and a R30 or 15% increase, whichever was greater, for higher grades.

But the employers' proposal to meet these demands on condition the implementation date was shifted from the traditional date, December 13, to the first pay week in January was unacceptable, as workers would face "immense hardships" over the festive season.
Garment wage deal

THE first ever industry-wide strike in the Western Cape clothing industry was averted this week when a last-minute agreement was reached after an earlier mediation attempt failed.

The compromise was struck by the South African Clothing and Textile Workers Union (Sacwru) and employing parties working out a strike ballot procedure which could have resulted in industrial action.

Negotiation of the wage agreement was not finalized by the time of going to press, but sources indicated that a compromise was reached on the following:

- A 29.50% week increase for grade B (machine-
  line);
- A 15% percent increase for workers above grade B;
- A 25% increase for workers below grade B;
- A 22% increase for all learning categories.

These increases would be effective for the first 12 months of an 18-month agreement to be implemented from December 13 this year.

An increase of R15 (or eight percent) will be effective during the last six months of the agreement.

A mediation attempt had failed at the weekend after the union modified its demands for the 1990/91 wage agreement which, at that stage, included increases of 30% for machine B, 25% for machine A, 15% for machine C and 10% for all other categories above machine B.

The talks broke down over the implementation date of wage increases and increasing the week's annual leave from 13 to 14 days.

The union had insisted on implementing in December, which meant the in-

TALKING TOUGH: Sacwru shopstewards consider a fresh wage offer from employers on Tuesday.

SOUTH LABOUR

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The union subsequently dropped its demand for an extra day's leave.

Industrial relations in the clothing industry, which employs some 55 000 people in the Western Cape, has been tumultuous in recent years due to the formation of the Garment and Allied Workers' Union in December 1987.

Launched with the view of "sweetening" relationships, clothing manufacturers had to contend with increased worker militancy, especially after the launch of Spies' "Living Wage Cam-

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page".

The unions received a further boost last year with the formation of Sacwru which involved a national structure and more than 180 000 workers. The merger led to strikes in various industries.

The union's growing militancy is reflected in the success of the 1991 wage agreement which saw it gain recognition in the manufacturing industry.

"We believe the original demand was reasonable and fair because even unskilled workers should earn at least R200 a week," Mr. Bobo Mhlauli, chief negotiator for the Cape Clothing and Textile Manufacturers' Association, said although relations with the union had "mellowed signifi-

Númsa 'shakeup' after Benz dispute

The National Union of Metalworkers of South Af-

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nally over the past three years," employees had severa-

Benz South Africa (MSBA) have been working to settle a wage dispute with the Númsa which was finally reached last week after a seven-week dispute.

In terms of the agreement hammered out by Mmbeki and Númsa, the company will remain in the National Bargaining Forum (NBF) and the current wage agreement will remain.

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1515 a week — income, in real terms, was the highest in 40 years.

"While we are committed to being about an improvement, in real terms, in the living standards of our em-

ployees, it must be seen in the context of the clothing industry nationally and in-

ternationally.

"The government is clearly moving from its inflationist thinking which means even dramatic wage increases for the industry, specially from the Fall-Out.

"The difficulty is that in order to sustain the union's leadership, industry's leadership finds it difficult to moderate the expectations and expectations of the membership," Mr. Bobo Mhlauli, chief nego-

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Sacwru's regional secretary, Mr. Howard Gabriel, said this year's original target of R450 across-the-board was an attempt to bring clothing workers' wage levels closer to that in the manufacturing in-

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try.
Unions 'realistic in wage demands'

By Shehnaaz Balbala

Union wage demands are more realistic this year, with bargaining starting at about 35 percent compared to last year's 80 percent, says labour consultant Pat Stone.

Another labour consultant said, however, that cases where unions had dropped opening wage demands were rare.

Mr. Stone of Andrew, Levy and Associates said his firm's latest wage settlement quarterly survey showed a general drop, which appeared across industry rather than related to specific industries.

Mr. Stone cited several unions, including Paper Printing, Wood and Allied Workers, Food and Allied Workers, South African Clothing and Textile Workers, and Chemical Workers Industrial, as having a marked drop in their opening bids this year compared to last year.

He said he believed it was too early to relate the drop in wage demands to recent Government calls to unions to curb wage demands.

This drop did not reflect that unions had lowered their expectations either, but appeared to be a shift in bargaining tactics, Mr. Stone said.

A possible reason for the decrease, he said, was that unions wanted to retain their credibility by not entering into negotiations with demands that could not be met.

The agency's latest survey, covering industry and union activity, showed that unions were opting for greater social demands.

An increasing demand in the wage package include security and continuity of employment.

Mr. Stone believed that next year, apart from the pure issue of wage demands, the provision of provident funds, assistance for education and housing and specific training to avoid retrenchment would be key union issues.

Similar

The average settlement reached last year stood at about 17.5 percent and Mr. Stone predicted similar settlement figures for the end of the year.

According to labour consultants FSA-Contact, there was no significant drop in union wage demands.

Wage-related issues were the major cause of industrial action over the third quarter of 1990.

The deadlock in negotiations over wages and working conditions was the major contributory factor, resulting in several extended national strikes.
Iscor miners on strike over wages

By Brendan Templeton

About 5,100 workers went on strike at Iscor’s Thabazimbi, Sishen and Grootgeluk mines yesterday. Workers are demanding R330 excluding overtime and shift allowance while Iscor is offering R280. Previous talks deadlocked in August.

The NUM would seek a meeting with Law and Order Minister Adriaan Vlok to discuss the situation. They would hold talks with leaders of the Transkei, Ciskei and KwaZulu governments, he said.
Consultant alleges informal govt-ANC labour accord

Trade unions shied away from strike action in the third quarter of this year because of an informal accord between the ANC and government in the wake of the Pretoria Minute, Levy, Piron and Associates director Brian Allen said yesterday.

This agreement accounted for the National Union of Metalworkers' (Numsa) readiness to accept a settlement in the metal industry pay talks despite a ballot in favour of strike action after prolonged and apparently deadlocked negotiations.

He said the ANC and Cosatu traded a withdrawal from strike action for government assurances of an acceleration in reforming the Labour Relations Act.

The settlements in the metal and mining industry in August contrasted with a surge of often bitter industrial disputes and a record 1.3 million man-days lost in the first half of the year.

Commenting on the consultancy's 1990 wage settlement bulletin, Allen said the most striking and positive feature this year was the primacy of wage issues as triggers for strike action.

Despite the political turmoil in SA, 72% of strikes concerned wage issues.

Consultants said a better appreciation of economic reality seemed to determine both employer and union strategies.

The average level of wage demands was slashed from just under 99% in 1989 to 81% this year.

The average wage settlement level for the third quarter dropped from 17.5% in the first six months to 16.5%.

The 1990 average settlement was a fraction under 17.4%, the same percentage as last year and half a point down from 1988.

Allen said this showed union leaders were increasingly concerned with the trade-off between jobs and wages, successfully bargaining for negotiated refreshments, training and better severance pay to be written into wage agreements.

He said the salient feature in industrial relations this year was industrial unrest and unionisation in the public sector.

Consultants said the ramifications for the state were huge given that the LRA amendments would cement its role as an employer and that government was expected to spend R3b or 25% of the national budget on paying central government and provincial workers next year.

The bulletin also noted the shift in Cosatu's attitude to the necessity of a national minimum wage.

Consultants said unemployment in SA had reached critical levels and there was little sign the economy would grow by the 5% necessary to sustain even current levels of employment.
Govt onslaught on inflation forecasts

Own Correspondent

Johannesburg. — The government has launched an onslaught on inflationary expectations in the wake of the petrol price hike, warning against using the increase to push for higher prices and wages.

The Minister of Economic Co-ordination, Dr Wim de Villiers, poured cold water over economists' predictions that the direct and indirect cost effects of the 25% hike in petrol prices would add about two percentage points to the inflation rate. Together with the September petrol price increase, some believe the full impact of the Gulf crisis could raise the consumer price index (CPI) by three percentage points.

Dr de Villiers said: "Taking South Africa's relatively low dependence on oil as an energy source into account, an increase in fuel prices need not necessarily affect inflation to the extent that is often forecast."

An upward adjustment in South Africa's inflation rate, and that of the rest of the world, could not be avoided. It was imperative, however, that this price increase should not lead to sustained increases in the general price level.

He called on the private sector to follow Eskom and Transnet in applying wage and price discipline, saying if business followed, there was no reason why the inflation rate could not resume its downward trend. The government would not accommodate a sustained increase in inflation, as it remained unshaken in its resolve to cut inflation.

"Actions based on the assumption that general price increases will be higher than, or the same as, the present inflation rate will inevitably lead to lower economic growth and greater unemployment, and that should be properly taken account of in determining wages and prices."

The authorities wanted to address the "huge" inflationary role played by indexation — the practice of linking price and wage increases to the prevailing level of inflation. More than 70% of general price increases in one year are automatically carried over to the next year.

Economists said a relentless interest rate policy was a key factor in breaking inflationary expectations. The Reserve Bank had ignored the market's expectations of a cut in the bank rate for months, and this finally sank in last week. The liquid bankers' acceptance rate turned around to reach its highest level in about two months at 15% and the treasury bill rate jumped to 17.7% from 17.34%.

Inflationary fears have pushed capital market rates more than 10 points higher in a week. The SA Chamber of Commerce predicted the direct inflationary impact of the price rise would be "in excess of 1%, which must be added to the indirect effect of higher transport costs on all sectors."

South Africa is set to end the year with inflation at about the same level as it was in December 1989 — 15.3%. The average inflation rate for the year will be at about the same level as last year's 14.7%. Hopes that the country will see single-digit inflation by the end of next year have been dashed and the average in 1991 could be higher than 13%.

Stellenbosch Bureau for Economic Research chief Professor Ockie Stuart said the immediate effect on inflation of the petrol price increase would be at least one percentage point, with the ripple effect adding another one. Volkskas's Mr Adam Jacobs saw at least 1.25% added to the CPI as a result of the latest increase.
BLOEMFONTEIN. — The Nederduits Gereformeerde Kerk (NGK) has called on its members to apply their "Christian responsibility" in determining the wages and housing conditions of their domestic and farm workers.

And in another decision at the NGK General Synod here yesterday, all farmers and other employers were called on to encourage their employees to send their children to school.

The Synod also instructed its General Missionary Commission to investigate the feasibility of founding Christian private schools.

However, it shied away from taking a definitive stance on condemning the Population Registration and Group Areas Acts.

The Synod also decided that if other church bodies subscribing to the Gereformeerde Confession should choose to link up with the NGK, this could be done after consultation. — Sapa
Industrial action during pay talks at highest level

By DREW FORREST

INDUSTRIAL action as a tactic during pay talks has reached the highest levels recorded, reports labour consultancy Levy, Piron and Associates.

The consultancy’s latest Bargainer’s Bulletin reports that 63.3 percent of negotiations surveyed between July and October this year climaxed in strikes or other forms of action. Last year’s figure was 56 percent and the previous year’s, 35.9 percent.

At the same time, there has been a dramatic drop in unions’ opening pay demands — from 8.6 percent last year to 5.9 percent — which the bulletin suggests may be a factor in industrial unrest.

Unions now feel their demands are more realistic and therefore more likely to be conceded,” it comments.

The consultancy’s Pat Stone said the shift signalled a more mature bargaining approach. “The mid-Eighties unions used high claims as an organising tool. Now they’re entering the bargaining tunnel sooner.”

“Parachute bargaining” undermined negotiators’ credibility with constituents and management, Stone added.

He also stressed that the predominance of economic strikes — the wage trigger has accounted for 72 percent of lost man-days this year — was a healthy advance on the mid-Eighties, when alleged unfair labour practices sparked much unrest.

Disputes on issues such as dismissals were now often referred to arbitration.

However, the bulletin stresses that the bargaining environment remains extremely tough, with this year’s settlements averaging the same as last year: 17.4 percent of payroll.

Other bargaining trends included:

- Negotiated rises in minimum wages have dropped below 19 percent for the first time — to 18.6 percent. Minimum pay was new less of a union priority, the bulletin suggests, as most Cosatu members earn above the minimum proposed by the Living Wage Committee.

- Non-wage issues such as parental rights and job security are increasingly prominent in negotiations.

- The go-slow is an increasingly important union tactic, comprising 21.8 percent of industrial action between July and October this year. Strikes made up 26 percent and overtime bans 30.4 percent.
**Carrots that keep the skilled in their places**

**FRINGE benefit schemes are increasingly being used to attract and retain skilled personnel. Cooper Theron du Toit tax partner Bronwyn Allan says several companies have non-contributory medical schemes. The 100% employer contribution is allowed as a company expense. Contributions to schemes are such that the employee may only claim medical expenditure to the extent that it exceeds the greater of R1 000 or 5% of income. This applies to those under the age of 65. But the medical aid rules have to be amended for the company to contribute the employee's portion to avoid the contribution being seen as a settlement of debt which would be a taxable benefit.**

**Mrs Allan says a pension fund can also be non-contributory. It makes the tax efficient for the employee because the seventh schedule does not seek to tax this benefit.**

The major advantage of a non-contributory scheme is that it enables an employee to maximise his overall retirement provision by taking out more personal retirement annuity contracts. For employees who are members of a contributory pension fund the maximum tax-deductible contribution to a retirement annuity scheme is generally R1 750. But members of a non-contributory pension fund can secure a tax deduction of R500 for retirement annuity contributions.

Deferred compensation — where employees contribute a percentage of their remuneration which is invested by the company in a life assurance policy — is tax neutral for the employer. The expense — either the salary or the assurance premium — may be deducted.

On retirement the policy's proceeds are given to the employee as a "golden handshake" and he is taxed at generous rates.

Mrs Allan says deferred compensation schemes are of interest to employees when they are aged 55 or above and have about 10 years to retire. Accommodation rented to an employee by the employer "is one of the most favourable and enduring fringe benefits an employee can receive". "Furnished or unfurnished residential accommodation, with or without food, meals, fuel, power or water, when provided by an employer to his employee, is treated as a taxable benefit."

The benefit is so attractive that the employee who owns a house may think of letting it and moving into rented accommodation to qualify. High interest rates have caused a reassessment of the company car as a fringe benefit.

The private car allowance, although an attractive alternative, shrugs off the "deskbound" employee because in general it is granted to those who cover at least 25 000km a year and have to travel for business.

Low-interest loans — soft loans — allow a tax benefit to accrue if the money is lent to an employee by the employer and either no interest is payable, or is payable at lower than the official rate.

Mrs Allan says other perks are bursaries and scholarships for children, housing subsidies, provident funds and share schemes.

Minor fringe benefits include expenses for maintaining a study at home where company work is done, telephone payments related to work, entertainment allowances and professional journals.

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**Ellerines opens up**

ELLERINES is opening two stores at a cost of R12-million in the Northern Transvaal as part of the largest expansion programme in the furniture group's history.

An Oxford store has opened in Pietersburg and a Royal Furnishers store will start soon in Tzaneen.

Expansion planned in the next few years will give the group 400 stores by 1995.
World rethink of ‘strategies’ in SA needed

By Julienne de Toit

The international community would have to rethink its monetary strategies in South Africa, President de Klerk told guests at a South African Chamber of Business banquet in Johannesburg last night.

He said organisations that supported for decades were pouting economic policies which had failed all over the world, but the South African Government was in favour of using “tried and trusted” methods of government.

South Africa was moving towards a stronger economy, but the problems it faced included a need for “a moderation of wage demands”. Undue wage increases might well create unemployment rather than higher standards of living.

Mr de Klerk said decline in domestic excess demand had turned inflation into a problem of expectations and excessive income claims.

“We will be moving through rough seas,” he said. “But we have reason for confidence in the future.”
Wage talks heading for deadlock

ANNUAL wage talks at Fattis and Monis appear to be heading for deadlock.

Members of the Food and Allied Workers' Union (Fawu) at the Fattis and Monis factories in Isando and Bellville have rejected the company's offer of an R18 increase on the present minimum weekly wage of R205.

The union has demanded a minimum of R255. This represents an increase of 24.4 percent while the company's offer is 8.78 percent.

According to a Fawu spokesperson, there is a strong chance that negotiations later this week will end in deadlock.
'Inflation to hit hikes in wages'

By AUDREY D'ANGELO
Business Editor

CONSUMERS are facing tough times for most of next year, Old Mutual chief economist Dave Mohr warns in his latest Economic Monitor. He expects pay rises to be below the level of inflation — which he thinks unlikely to fall much lower than this year’s expected average of 14.3%.

And, because of the impact of higher oil prices on the balance of payments, he thinks only a moderate decline in interest rates can be expected.

He also warns “it is unlikely that the income tax relief granted in the 1990 Budget will be repeated in 1991.”

Discussing “the sustained high underlying inflationary pressure in the economy”, Mohr points out that “by August this year the consumer price index (CPI) was still 15.6% higher than in August 1989”.

He continues: “In addition to this relatively high rate of increase in consumer prices in general, the probability of a further meaningful decline in the short run will be restricted by the renewed weakening of the rand and the sustained sharp increase in the unit costs of labour.”

Increases in the petrol price “are expected to lead to a renewed moderate rise in inflation over the next few months.

“Although we do expect a resumption of the downturn in inflation during 1991, the rise in the oil price reduces the chance of inflation falling to single digits in the current cycle.”

Mohr also warns that industrial action which disrupts production could intensify the downturn.

He expects total domestic spending to fall by a further 3% this year, following a drop of 8% last year. And he expects gross domestic production (GDP) to fall by about 1% following an increase of 2.1% last year.

“As for the commencement of the next upswing is concerned, we are of the opinion that recent events make any meaningful recovery in the domestic economy before late next year highly unlikely.”

Discussing the outlook for consumers, Mohr continues: “As far as private consumption expenditure is concerned, prospects for 1991 are less rosy.”

He thinks “the financial position of consumers could be considerably tighter next year”.

Pay rises will probably be lower than this year, due to the generally tighter business conditions and little, if any, increase in total employment.

However, Mohr points out that so far, at least, the current recession has been much milder than the last while meaningful progress has been made in slowing down the growth of money supply, reducing inflation and building up foreign exchange reserves.

And, although gold has so far performed disappointingly, he thinks this could improve if higher oil prices push up inflation overseas.

He also thinks there is “scope for a further moderate fall in long-term interest rates over the next year.

“This view is based on the expectation of a continued deceleration in economic activity and the corresponding mild decline in short term interest rates.”
BER sees pay rises above inflation rate

By AUDREY D'ANGELO
Business Editor

WAGE and salary increases are likely to average 13.5% in 1991 — just above an inflation rate of 13.5% — says the Stellenbosch Bureau for Economic Research (BER).

And value added tax (VAT) may replace general sales tax (GST) next October without any change in the rate.

BER’s latest forecast, Economic Prospects, for this year and next, explains that it does not expect pay rises to lag behind inflation, in spite of rising unemployment, because “we are of the opinion that labour unions are still in a position to negotiate large increases in wages.

“We actually anticipate a political settlement in 1992 or 1993 and this implies that the unions will use next year’s political climate to further their own cause.

“It is also uncertain whether the government will be able to contain next year’s salary increase for civil servants to the same extent as they did this year. It appears as if the total increase in the remuneration of employees for 1991 could be close to 14%.”

The forecast, prepared by a team of economists including Atilie de Vries, president of economics at the Stellenbosch Graduate School of Business, and edited by BER director Ockie Stuart, says real disposable income will fall by 1.5% per head next year compared with a drop of 2.1% this year.

Real personal consumption expenditure is expected to rise by 0.9% next year compared with a rise of 0.5% this year.

Income from property is expected to rise by 17% next year compared with a rise of 14.6% in the current year and 8% last year.

BER expects the banks’ prime lending rate to decline steadily next year, from its current level of 21% to about 17%. “At the same time the inflation rate could decrease from its current level of 15% to 11% by the end of the year.”

Discussing the expected shift of the tax burden away from individuals on to business enterprises, and from direct to indirect tax, Economic Prospects forecasts that value added tax (VAT) will replace the present general sales tax without any change in the rate.

“This implies that more tax will be earned by way of indirect taxes because the base will broaden, thus leaving scope for a reduction in direct taxes on individuals.

“We anticipate, however, no more than a provision for bracket creep in next year’s Budget.

“In all, the 1990 disposable income of consumers is projected to increase at a rate roughly on a par with the inflation rate. During 1991 we foresee a rise of 13.5% in consumer prices and the increase in disposable income of consumers is likely to be a percentage point higher.

“This means that consumer spending could begin to recover fairly early in the second half of the year.

“In assessing the extent of the recovery, however, it should be borne in mind that disposable income per head is projected to decline in real terms throughout the forecast period.”
More mechanising as unions push wages

By BLAISE HOPKINSON, Business Staff

UNREALISTIC wage demands have caused instability in the labour market and many employers have turned to more capital intensive means of production, says the Bureau for Economic Research at the University of Stellenbosch in its latest Economic Prospects forecast.

Quoting Reserve Bank estimate of 5.4 million unemployed in South Africa, the bureau reports that the fact that this figure has increased even during upswing phases of the economy has helped create a climate conducive to social unrest.

"The political climate in turn has recently started to favour trade union activity. The unions became irresponsible in their wage demands in so far as the latter had little in common with economic realities and this has caused instability in the labour market," the bureau reports.

The extent to which union activity has destabilised the flow of labour supply is accentuated by the fact that the number of man days lost on account of strikes and work stoppages increased from 2.2 million in 1980 to 5.8 million in 1987.

DAYS LOST TREBLE

"Thereafter the number decreased for a year or two, but during the first half of 1986 about 1.25 million man days were lost. This figure is about three times more than the days lost during the comparable period in 1985."

As a result of this businesses had increasingly considered the substitution of capital for labour.

"It appears as if the negative factors of the labour market still outweigh the negative impact of high interest rates and business people still prefer to mechanise, although a great many of them have adopted a wait and see attitude."

The Reserve Bank's attempts to make capital more expensive relative to labour had been made more difficult by unions continuously pressing for higher wages. The result of this was that capital and labour were both becoming unrealistically expensive.

The BER forecast continued instability in the labour market in 1991. This would create a further reluctance on the part of business to increase employment.

"At the same time fiscal and monetary policy will attempt to create a climate that will make it more difficult for a further deepening in capital. As a result business people might adopt a wait and see attitude, which implies they will use neither more labour nor more capital. This will obviously have a depressing effect on economic growth."

Projecting the 1991 inflation figure at 13.5 percent, the BER said wage and salary increases should average 13.6 percent for the year.

Consani scores with exports of R60 million

Business Staff

WITH an export order book bulging over R60 million a year, Eliesse River engineering giant Consani won the coveted State President's Award for Export Achievement for 1990.

Consani, a member of the Genrec Group, has cornered about 20 percent of the world market for ISO tank containers. The containers range in capacity up to 24 000 litres and are used for the road, rail and sea transport of mainly hazardous liquids.

The award was presented to Consani managing director Mr Ian Bell by Dr Anton Rupert.

Marketing director Mr Ian Price said the international markets were highly competitive, but the standards set by Consani had won favour in Europe, the UK and the US.

MARKET WORTH R306m

He estimated the world market for the ISO tank containers was worth more than R306 million a year. "Productivity has been given particular emphasis and our dedicated production line for these tanks enables us to supply at least 20 percent of world demand," he said.

He added the success of Consani's export drive, which mainly involved the ISO tank containers, had prompted extensive research into extending the programme to include new products.
Difficult to meet union demands

BY AUDREY D'ANGELO
Business Editor

THE recession is making it difficult for employers in the SA motor industry to meet "the strong demands being made on them for increased wages and fringe benefits", John Herdman, president of the SA Motor Industry Employers' Association (SAMEIA), said in Cape Town yesterday.

Speaking at the annual conference of the Motor Industries Federation, at the Cape Sun, Herdman said wage negotiations which had begun in March were still continuing.

"We have had to face demands for very heavy increases in minimum wages and massive improvements in fringe benefits, many of which are quite impossible for us to consider."

Appealing to trade unionists to show an awareness of the economic difficulties which this country and most employers were facing, Herdman said it was "not unreasonable" for employees to want recognition for their efforts and "a reasonable share" of the profits from added value.

"It is in the long-term interest of our country and all its peoples that we have a thriving economy in which we, as employers, pay the best wages we can afford and recognise the rights of our employees to strive for a better standard of living for themselves and their families."

"I believe that our members are responsible employers who have always tried to ensure that we moved forward with our trade unions as rapidly as possible."

But, Herdman continued, SAMEIA members were subject to economic limitations.

Complaining that petrol price increases had not been accompanied by a comparable widening in profit margins, he said: "Those involved in the retail distribution of fuel have been cruelly hurt by the constant increases in the price."

SAMEIA appreciated the reasons for this, but the increases were "unfortunately made without any corresponding meaningful increase in the reseller's margin from which increased wages and fringe benefits could be paid."

"It is unfortunate that the government in its entirely laudable efforts to control inflation has not recognised the difficulties faced by this section of our industry and granted them a reasonable increase in their profit margin which would enable them, in turn, to meet the demands placed on them by the very large number of employees who work in this section of our industry."

Stressing the need for good labour relations, Herdman said this was becoming increasingly important in the Platteland areas, where trade unionism was spreading rapidly.

But "while we accept the undeniable right of the workers to ask for, and receive, fair treatment", the association "continues to defend the right of an employer to manage his business in a sound, sensible and fair manner."

"There are many laws already prescribing this right and we strongly resist the increased tendency to argue that employees have a right to further limit the employer's freedom of action."

"We live, and I hope will continue to live, in a capitalist free enterprise society and all matters relating to investment business policy are still the sole responsibility of the manager or proprietor."

"We do not support the demands put forward by some trade unions — and indeed supported by some academics — that the trade unions should have the right to be involved in such basic management decisions."

"Certainly they have the right to be involved in decisions which directly affect them. Any sensible employer today will ensure that the trade union and employee representatives are kept informed of what is happening in the business and of any changes, particularly those which are likely to lead to retrenchment."

"But this should be as a matter of common sense rather than as a legal demand."
Aids could push up wages, says expert

Staff Reporter

THE Aids epidemic could lead to an increase in wage rates as black unskilled workers in urban areas grew scarce in the marketplace, according to Mr Edward Osborn, of the Nedbank Economics Unit.

Speaking at an Aids seminar in the city yesterday, Mr Osborn said black unskilled workers in the urban areas were likely to be the most severely affected by the disease. South Africa's labour problem would swing from an excess of unskilled workers to a relative shortage of unskilled workers.

Careful account must be taken of massive demographic factors like the Aids epidemic, he said.

It was "absurd" that the Urban Foundation was projecting a national population of some 60 million people by 2012.

"If Aids is taken into account, the population will probably be in the order of 40 million people."
African Bank fires 50 after illegal strike

The African Bank has dismissed 50 staff members from four branches after an illegal wage strike, the bank's chief executive J C Theron said yesterday. Workers, mainly messengers, labourers and clerks went on strike on Monday demanding a minimum wage of R800 a month. The branches affected by the strike were Johannesburg, Ga-Rankuwa, Soshanguwe, Diepsloot and Mamelodi.

Mr Theron said workers were welcome to negotiate individually about their reinstatement. - Staff Reporter
Wiehahn warns on union’s demands

MUNICH. — Unless South Africa’s trade unions were prepared to moderate their demands, serious damage would be done to the country’s economy and many job opportunities would be lost, Professor Nic Wiehahn told a Soviet-German symposium on South Africa on Saturday.

Prof Wiehahn, known for his 1981 report on labour legislation, said the demands of SA trade unions were becoming exorbitant and unreasonable.

Instability in the labour field was as dangerous as lawlessness and disorder in society, he warned. Trade unions should realize that their responsibility, for the welfare of the people and economic growth in the country, equalled that of employers.

However, apartheid inequalities and discrimination should not only be removed from South African policies and statute books, but also from daily life. — Sapa
Lower pay rises seen

By TOM HOOD, Business Editor

WAGE and salary increases in 1981 will be considerably less than this year's and last year's because of poor economic conditions, says Sanlam in its latest Economic Survey.

Average pay rises are expected to be about 13 percent as against 15 percent this year and nearly 17 percent last year.

With inflation running at about 13.5 percent, this means workers' earnings will actually fall in real terms - "a development businessmen will have to bear in mind," comments Sanlam's chief economist Mr Johan Louw.

A complicating problem is the ever-increasing gap between those who are employed (and whose wages have increased sharply as a result of collective bargaining over the past decade or so) and those who are unemployed.

Even though the informal sector accommodated more and more unemployed people lately, it has not been able to prevent unemployment from assuming alarming proportions, he says.

"The experience of the past 30 years clearly indicates that South Africa will have to maintain an average economic growth rate considerably higher than that of the past two decades to provide all newcomers to the labour market with work, to reduce unemployment and to ensure a higher standard of living for its citizens.

"An estimated growth rate of at least five percent a year is needed to satisfy all these requirements."
By CHIARA CARTER

THE crunch in annual wage negotiations in the Cape cotton industry is likely to occur within the next week.

According to Actw, the union expects employers to table their final offers within the next week.

Actw itself is finalising activities to highlight living wage demands in the industry.

Wage crunch looms in cotton industry

Already four disputes have been declared — two by employers and two by the union.

“We anticipate tough sessions. Employers’ offers have so far been in the R20 to R30-a-week range. This is not near the bottom line demand of workers,” Eagles said.

A key demand put forward by the union is the re-establishment of a central bargaining forum.

The Industrial Council for the Cotton Textile Manufacturing Industry (Cape Province) was formally dissolved earlier this year following the withdrawal of major employers, including Barlow Rand subsidiaries, from the employer forum.

This year’s negotiations are being conducted at plant level at about 19 different companies in the Cape Peninsula and Boland.

According to Eagles, the union has formed a negotiating council to coordinate negotiations so that employees face uniform demands.

The union has adopted a hardline approach on non-union members and is demanding that employers implement lower increases for workers who do not belong to the union.

“The industry is highly unionised, with more than 90 percent of workers union members. We are adopting an extreme view on free riders. We hope that they will decide to enter the union,” Eagle said.

Other demands include proclaiming Sharpeville Day as a paid holiday and standardising benefits in the industry.

While the implementation date for the agreement is January 1, Eagles said Actw was prepared to continue negotiations in the new year if necessary.

Civil servants code

A wide range of public sector employees were involved in negotiating a new system which would include the entire public sector.

The meeting set up a collective bargaining mechanism which will meet in January next year.
Inflation — wages ‘explain’ it

The Reserve Bank says wages pressures are a major contributor to unfavourable conditions facing the economy as SA goes into 1991.

Wage increases, together with inflationary expectations, went a long way towards explaining inflation in SA, the Bank said in its December Quarterly Bulletin. It was one of the reasons why consumption spending had remained remarkably strong in the face of high interest rates and a recession, the Bulletin said.

Wages per worker rose at a year-on-year rate of just over 17% in the second quarter of 1990 from about 14% in the first quarter. These increases had occurred in the face of somewhat weaker economic conditions, declining private sector employment and increases in registered unemployment.

In the past, similar wage patterns could be explained by gold “booms” and profit surges — but no ready explanation presented itself for the current phenomenon.

Autonomous cost-push pressures on the general price level are being exerted by the stepped-up level of trade union activity and militancy in the currently prevailing business situation. Unofficial survey results indicate that trade unions in the first half of 1990 succeeded in negotiating annual nominal wage increases for their members which on average amounted to more than 20%,” the Bulletin said.

It noted that, to the extent that wage claims seek to provide protection against expected inflation, projections fall well short of 20%.

While unit labour cost rose by close to 4% in real terms in the second quarter of this year, labour productivity declined by 1% in the same quarter.

Among other negative factors for the economy, the Bank noted the effects of the Middle East crisis on inflation and poor growth prospects for 1991.

However, the Bank predicted the reacceleration of inflation would not last long: “By the end of 1991, the twelve-month rate of inflation in consumer prices may well have returned to levels lower than before Iraq’s annexation of Kuwait.”

The Bank also noted that real gross domestic expenditure was up by 3.5% in real terms between the second and third quarters of this year (seasonally adjusted and annualised) — fuelled mainly by the “forging ahead” of real private consumption expenditure. By contrast, spending on fixed investment continued to decline.

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Volkaska consortium key player

Dalsig Mining losses now
Tough, mature bargaining

The past year witnessed tough but increasingly mature wage bargaining, with trade unions sustaining average payroll increases of 17.4% and 19.5% on minimum rates.

Wage disputes accounted for nearly 66% of all strikes in 1990, demonstrating union resolve to press home pay demands.

Wage demands tabled in 1990 had, on average, fallen "dramatically". This did not imply reduced expected settlement levels, but indicated an increasing maturity among unions in the bargaining process.

The University of Stellenbosch Bureau for Economic Research - assuming an inflation rate of 13.5% - predicted average, "somewhat optimistic", wage increases of 13.8% in 1991.

The report said it took, on average, 80 days to settle wage disputes between the date of the initial demands being tabled and final agreement.

As a result, businesses were subjected to the uncertainty of disruption for nearly 25% of the trading year.

Cosatu, having defined its "living wage" monetary terms, placed it in the region of R1 600 a month, arguing that the minimum acceptable level is R700 a month, R160 a week and R3.60 per hour.

A critical facet of the wage bargaining process was being played out in the public sector, where unions had started playing an increasingly active role, the report said.

Public sector workers' expectations had been raised by union intervention, but dashed by the official pay policy of curtailed expenditure.

The government was expected to pay R10bn, or almost 25%, of the national budget to workers under its control. — Sapa
New wage agreements cover 50,000 in clothing industry

By DREW FORREST

AGREEMENTS covering more than 50,000 clothing workers have been clinched in the Transvaal and Natal clothing industrial councils, after tough bargaining involving the SA Clothing and Textile Workers' Union in both forums.

Worker anger over the opening offer of the Natal Clothing Manufacturers' Association spilled over into region-wide wildcat strikes. Sactwu also declared a dispute with the Transvaal Clothing Manufacturers' Association.

A Sactwu statement said that in Natal qualified workers would receive no less than a R27.50 a week increase from January next year and a further R1.5 the following January. In a clear move towards central bargaining, the union has negotiated an 18-month deal in Natal to bring the various regional negotiations into line. The union said the Natal increases were reasonable given tough conditions in the industry. Eight clothing factories had closed or would be closing, with the loss of 250 jobs, while 500 retrenchments would take place by January 1 at a further 13 plants.

Transvaal machinists — making up 65 percent of the region's 15,000 clothing workers — will receive a R28 a week rise, or 19.5 percent, according to Sactwu's Rob Lagrange.

This was exclusive of non-wage benefits, including an increased employer contribution to the industry's provident fund, he said. Employers earlier offered 17.6 percent all in.

For the first time, the agreement also provided for one month's paid maternity leave. About 95 percent of clothing workers are women.

Lagrange also revealed that Sactwu had secured worker acceptance of the offer in a ballot. Effectively a "dry run" for a strike vote, this is the first ballot for many years in the Transvaal.
Radicals urge strike over wage issue

CONGRESS Militant, the journal of the Marxist Workers Tendency (MWT), a group of radical intellectuals, has lambasted leading Cosatu affiliates, the SA Clothing and Textile Workers' Union and the National Union of Metalworkers, for abandoning socialism.

The MWT called for a national strike by workers in support of a demand for a R200 minimum weekly wage for a 40-hour week.

The publication last week cited Karl Marx and Leon Trotsky in its argument that a national minimum wage was vital "to guard the proletariat from decay, demoralisation and ruin".

The group's demands come after a year of vigorous debate within Cosatu over the issue, during which both Sactwu and Numsa have argued that such a standard would be both impractical and economically dangerous. The unions have argued for industry minimum wages.

The MWT accused Sactwu of reconciling "workers' demands with bosses' interests" rather than conducting "an irreconcilable struggle for the product of workers' labour".

The ANC has said the group, which claims to be part of the ANC, was expelled from its ranks in 1985 and its views do not represent those of the ANC.

The MWT last surfaced in May this year when, purporting to represent the ANC, Cosatu and the Transport and General Workers' Union (TGWU), it launched a pamphlet campaign calling on Putco workers to strike and commuters to boycott buses.

TGWU information officer Kally Forrest said the MWT, in trying to hijack the union's campaign over depot closures and retrenchments, was throwing workers and commuters into confusion.
SCHEDULE

1. In clause 3, substitute the following for subclause (1):

"(1) Minimum wages.—(a) The minimum wages which an employer shall pay to his employees shall be as specified in paragraphs (b) and (c) hereunder: Provided that in the case of an employer who has been engaged in this industry for a period of more than 12 months but not more than 24 months in the aggregate, such wages may be reduced by not more than 10 percent during that period, whereafter the minimum wages specified in paragraphs (b) and (c) shall become payable and be paid.

(b) An employer shall, subject to the proviso to paragraph (a), pay to each member of the undermentioned classes of his employees, other than casual employees, the minimum wage specified hereunder:
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<th>Item</th>
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Note.—The rate of ad valorem customs and excise duty on motorcycles of an engine cylinder capacity of 200 cm³ or more but not exceeding 800 cm³, is reduced from 30% to 15%.

**BYLAE**

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<td>Met wederkerige binnebrandsuileren met 'n silinderkapa- sitéit van minstens 200 cm³ maar hoogstens 250 cm³</td>
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Opmerking.—Die skaal van ad valorem doeke- en aksynsreg op motorfietse met 'n enjinsilinderkapasiteit van minstens 200 cm³ maar hoogstens 800 cm³, word van 30% na 15% vertaag.
The past year witnessed tough but increasingly mature wage bargaining with trade unions sustaining average payroll increases of 17.4 percent and 19.5 percent on minimum rates, according to a leading industrial relations consultancy. Wage disputes accounted for nearly 66 percent of all strikes in 1990, demonstrating union resolve to press home pay demands, said the 1990/1 draft report of consultants Andrew Levy, Johan Piron and Associates. Wage demands tabled in 1990 had, on average, fallen "dramatically" when compared with previous years since 1983.

This did not imply reduced expected settlement levels, but indicated an increasing maturity among unions in the bargaining process.

The University of Stellenbosch Bureau for Economic Research - assuming an inflation rate of 13.5 percent - predicted average, "somewhat optimistic", wage increases of 13.8 percent in 1991.

**Average**

The report said it took, on average, 80 days to settle wage disputes between the date of the initial demands being tabled and final agreement.

As a result, businesses were subjected to the uncertainty of disruption for nearly a quarter of the trading year.

Nearly 64 percent of all wage negotiations in 1990 were affected by some sort of industrial action.

Cosatu, having defined its "living wage" monetary terms, placed it in the region of R1 500 a month, arguing that the minimum acceptable level is R700 a month, R160 a week and R3.60 an hour.

**Facet**

A critical facet of the wage bargaining process was being played out in the public sector, where unions had started playing an increasingly more active role, the report said.

Public sector workers' expectations had been raised by union intervention, but dashed by the official pay policy of curtailed expenditure - "a fact that has been reflected in the high levels of labour unrest recorded in the public sector this year."

"Failure to restrain (inflation and public sector wages) will lead to higher levels of unemployment and still less investment in labour intensive sectors of the economy," the report concluded. - Sapa.
Labour demands in the New Year

The past year saw a "dramatic" 23 percent hike in strikes in the public sector. Political instability and economic pressure were the major factors contributing to union growth and heightened worker militancy - both of which existed in "high measure" in 1990. Unions would continue to fight for workers instead of general political rights. Debate in Cosatu on a workers' charter to be included in a post-apartheid constitution had reached an advanced stage, although there were some "fundamental disagreements" in its content.

Debate

The major wage debate in trade union circles was whether a future government should legislate a minimum rate of pay, or market forces should be allowed to fill this function. A white worker backlash could be expected as predominantly black unions blocked unilateral management changes in industrial relations. White trade unions would also grow in the coming year. Unemployment was unlikely to drop, causing unions to be less willing to discuss productivity and profitability at the expense of jobs. Pressure for the redistribution of wealth would continue.

The enactment of the current Labour Relations Bill in early 1991 would probably be met with demands for further modifications, particularly that the law be returned to the pre-September 1988 dispensation. Unions party to the landmark Cosatu/Nactu/Saccola accord would "vigorously" campaign for the LRA to be extended to cover public sector, agricultural and domestic workers. Privatisation in the public and industrial sectors was likely to be opposed by unions in alliance with the African National Congress and other "progressive forces".

Business

The State and smaller business sectors would be targeted in union recruitment drives. Cosatu and its affiliates would continue to push hard for centralised bargaining and centralised social security benefits, with a concomitant shift from "plant-based to an industry-based consciousness." Demands for union inclusion on decisions regarding reduction in permanent workforce levels had shown the emphasis shifting from the protection of workers to the protection of jobs themselves. Unions were shifting to a "pro-active" strategy including issues on job security in wage bargaining time.

On retrenchments, the agreement between the National Union of Mineworkers and Anglo American subsidiary Freegold South would set a precedent in the economically hard-hit mining industry.

Other sectors also had to address the pivotal question of job creation in a bid to soften the retrenchment blow. - Sapa.
Motor industry improves wages

Motor industry employees' wages will increase by between 14% to 26% on the gazetted minimum pay rates after a wage settlement with employers last month. Also agreed to narrow the differentials.

Numsa said a combined sub-committee would review the area differentials by February. The prolonged negotiations were marked by a developing degree of tension, and Numsa warned industrial action would intensify if employers were not serious about improving conditions in the industry.

Comment from employers was unavailable yesterday.

Numsa rejected Numsa's demand that the differentiated rate of pay based on geographical areas be eliminated, but it

Toyota marketing MD Brand Pretorius said recently the industry would favour a quicker negotiation process.
Motor industry works out pay deal

A QUARTER of a million motor workers are to receive minimum pay rises of between 14.9 and 50 percent in terms of an industrial council deal struck after protracted talks and rising worker impatience and protest.

During the eight-month negotiations, the South African Motor Industry Employers' Association was subjected to repeated pressure in the form of sit-ins, marches and placard protests by members of the National Union of Metalworkers (Numsa).

Covering workers at 10 000 garages, component manufacturers, vehicle body building shops and automotive and reconditioning firms, the industrial council is South Africa's second biggest. Two white unions are also party to it. 410, 2b, 2] 90 - 10[19]

A key feature of the agreement is its consolidation of the previous 90 wage rates into an eight-grade structure based on similar skills.

This, Numsa said in a statement, made it possible to set a clear rate for jobs and to provide for the future negotiation of guaranteed personal increases. The historical lack of a guaranteed rise was crucial to the falling living standards of motor workers, it said.

And, although employers rejected union demands for the scrapping of geographical pay differentials, the agreement reduced these. Where rates in rural districts had been 40 percent less, and in small towns 33 percent less than in large centres, the differentials had been cut to 35 percent and 25 percent respectively.

Employers also agreed to double the holiday bonus to two weeks' pay, to give four weeks' leave to workers with 10 years' service with the same employer and to ban the deduction of shortfalls from the pay of petrol attendants.
'Don’t blame the unions for high unemployment'

By DENNIS CRUYWAGEN, Argus Political Staff

Don’t blame demands by trade unions for higher and better wages for the high unemployment rate, says Mr Ebrahim Patel, national education secretary of the SA Clothing and Textile Workers’ Union.

The decline in jobs raised its head long before the emergence of strong trade unions. He was responding to claims by Stellenbosch University’s Bureau for Economic Research that increasing unemployment together with irresponsible trade union demands which were out of touch with economic realities had destabilised the labour market and created a climate for social unrest.

He said: “It is wrong to blame trade union demands for high unemployment. The economy's inability to create jobs in our view is in part caused by the decline in the quantum of gross domestic fixed investment. GDFI today is lower than in 1980.

Fundamental inability

“When employers refuse to invest in new plant and plant expansion, then obviously unemployment will rise as new job entrants enter a stagnant employment market.”

The greatest contributor to high unemployment was not factory closures, but the fundamental inability of the economy to absorb newcomers into the labour market.

Figures released by the Development Bank recently showed this clearly, he said.

Between 1965-1970, the economy absorbed 74.6 percent of new faces entering the formal employment sector; it was 56.4 percent in the next five years; but has slumped to 12.5 percent in the past five years.

According to Mr Patel, the BER was part of a school of thought which held that workers were protected against retrenchment when wages were low. They were more likely to be paid off when wages are high.

Sactwu is the biggest trade union in the Western Cape with 70,000 signed up members.

It’s experience showed that showed that this generalisation was nonsense.

“Many employers in low wage areas such as Iseibehe and Botshabelo do retrench workers when there is no demand for their products, and many metropolitan high wage companies continue to expand. When real wages in the Cape clothing industry in 1985 were substantially lower than what they are now job losses, too, were greater.”

Mr Patel claimed that the BER study ignored the fact that wage costs were a small and declining proportion of total South African manufacturing costs.

“More pertinently, it ignores the huge disparities between managerial remuneration and blue collar worker wages in South Africa compared to most of its trading partners. This historical inequity has only recently been addressed by trade unions.”

At the heart of the BER view was a call on trade unions to exercise wage restraint, he said.

“Trade unions have not refused in principle to consider the effects of wage increases on the economy.”

“They have put forward their views that the current recessionary conditions were a direct result of the Reserve Bank’s monetary policy of high interest rates.

“This policy has been made necessary because of high inflation. High inflation has historically been attributed by the Reserve Bank to fluctuations in the value of the rand (not high wage demands) and by business leaders to excessive public sector expenditure (not high wage demands).

“The cost of correcting these problems however, are increasingly being shifted onto the shoulders of the workers — with retrenchment calls for wage restraint.”

Apartheid has depressed wages over more than three decades.

Apartheid era

This was done through through controls on the supply of labour (influx control), expenditure on training labour (the pitiful amounts spent on Bantu Education), repression against attempts to organise labour (refusal to recognise trade unions, detentions and bannings of trade unionists).

“The programme to overcome apartheid is also a programme to increase black earnings in real terms above the rate of inflation. To do anything else would be to condemn workers to the wage rates of the apartheid era.”

He accused the BER of seeing labour as merely a cost to be minimised.

“To the trade unions, and indeed enlightened employers, labour is a resource to be maximised, not a cost to be minimised. The route to labour stability, a competitive, growing economy and increased foreign investment does not lie with a low wage economy.

“It lies instead in an economy where the state and employers invest more in training the workforce, in modern technologically advanced plant and machinery and in a workforce whose decent incomes generate a vast domestic market.”
Monetary policy to ease next year

BER: 1991 pay rises hit by inflation

By AUDREY D’ANGELO Business Editor

PAY rises at the beginning of 1991 are likely to be about 14% — “that is, marginally higher than the expected inflation rate” — the Stellenbosch Bureau for Economic Research (BER) says in its latest report on the commercial sectors.

It expects monetary policy to be relaxed throughout 1991. “And fiscal policy in general is expected to be stimulatory rather than restrictive.”

These factors, together with an expected increase in confidence from the middle of 1991, “will impact favourably on consumer spending”.

Meanwhile, the report continues, “consumer confidence is still holding up well but is showing signs of deterioration. As a result retail sales, which were quite buoyant up to now, are likely to decline more rapidly from early 1991 onwards.

“Sales of consumer goods may, however, improve as the year progresses and in real terms the level of spending could be close to 1% above the 1990 level.

“Most of this growth will be experienced in the services sector and, to a lesser extent, the nondurable goods sector. Durables and semi-durables will, unfortunately, not perform at all well during 1991.”

The BER survey showed that black consumers remained fairly confident about the short-term economic future. “As a result of this they actually anticipate an improvement in their financial situation.

“In spite of these favourable attitudes their confidence is deteriorating and the majority view the current time as being inappropriate for the buying of high-priced goods, such as durables.”

The survey of wholesalers showed that sales volumes in the fourth quarter were lower than in the same period last year. “This is the second consecutive quarter that a decline has been reported.”

As a result of the weak demand fewer orders were placed by wholesalers during the fourth quarter “and even fewer will be placed during the first quarter of 1991”.

But, since inventories are not much above anticipated demand, the implication is that any increase in demand “will immediately stimulate the manufacturing sector”.

“As a result of worsening business conditions more respondents than in the previous survey reported retrenchments”.

The BER also expects prices to rise more quickly in the first quarter of 1991. The increases are expected to be “evenly spread between consumer and non-consumer goods”.

The survey of retailers shows that business conditions “have deteriorated a lot since a year ago and eight out of every 10 respondents said that the fourth quarter’s business conditions were unsatisfactory.

“They project a further worsening during the first quarter of 1991.”

The survey of the motor industry showed that dealers “were actually overstocked with new cars and, rather surprisingly, also with used vehicles.”
Both sides can claim victory in hard-fought wage talks

ANNUAL wage negotiations in the mining and metal/engineering industries were hard fought by both employers and unions — Sefisa and the National Union of Metalworkers took five months to ratify the metal industry's main agreement for 1990/91.

But in the end both sides could claim they had won significant concessions, most importantly without workers resorting to strike action.

The absence of industry-wide industrial action in these two sectors put into perspective a year which saw a surge in strikes in general.

Labour consultants Andrew Levy and Associates calculated there was a 29.4% increase in man-days lost in 1990 from the previous year to more than 4-million. Average pay awards stayed at 17.4% the same as last year but down half a percentage point from 1989.

However, in the Reserve Bank's December quarterly report, Governor Chris Stals said wage hikes would put the single biggest strain on the economy in 1991.

While 60% of strikes concerned wage issues, 1990 was a year of strike action on workers' rights, often unsuccessful.

The longest strike was by 260 Chemical Workers Industries Union members at Ciba Geigy in support of demands that the company join the chemical industries' provident fund. The union came away empty handed.

Similarly almost 4,000 Paper

MATTHEW CURTIN

Printing Wood and Allied Workers Union members not only failed to win any commitment from Barlow Rand subsidiary Nampak on their call for centralised bargaining, but workers also lost bonuses and the union agreed to a nine-month moratorium on discussing the issue. This came after a seven-week strike.

This strike proved to be a tactical error by the Cosatu affiliate as workers embarked on the industrial action in clear defiance of existing recognition agreements.

The importance of unions adhering to such agreements and minimising unprocedural action was demonstrated by the seven-week closure of Mercedes-Benz's East London plant.

Lessons

The dispute there, triggered by dissident Numsa members occupying company offices in support of demands that the company leave the motor industries national bargaining forum, took the lid off a critical breakdown in worker-manager relations at the plant.

Not only had the company not met production targets for five years, but Numsa was faced with the embarrassing defiance of union policy by an important portion of their membership.

The lessons learnt by both sides may have put industrial relations on a sounder footing as management re-established shopfloor control and the union realised the importance of worker commitment to productivity and education on industrial relations procedures.

Volkswagen, Lebowa Platinum and Gemmin Moolnui mine management also learnt lessons from the Mercedes experience, closing down operations in face of allegedly intolerable unprocedural action by union members.

Violence, however, presented the most difficult problems for employers and unions.

The crisis meeting held in Welkom in May when Law and Order Minister Adriaan Vlok, police and army representatives, Chamber of Mines and Anglo officials, the white mining union, Numsa and Cosatu leaders met in response to the killing of white and black mineworkers demonstrated the gravity of the threat.

The explosion of township violence in the second half of the year brought the problem back to the mines, but also confronted others.

Numsa said strike plans in the metal industry and at Icorr plants were shelved because the township strike threw union organisation into chaos.

The union joined the NUM — whose Xhosa-speaking members on Natal collieries fell victim to alleged Zulu attacks and fled home to Transkei and Ciskei — in meeting Icorr management to find a way to deal with violence.
WAGES AND WORKING CONDITIONS

1991

JANUARY — JULY
Drivers’ wages overtake inflation

In general, heavy-duty drivers working for the goods transport companies earned almost R5 less than their counterparts in the paper and packaging industry.

This was 23% below the average wage set in plant-level negotiations for heavy-duty drivers and the lowest rate outside the construction industry.

Heavy-duty drivers in the mining, wholesale and retail and textile sectors enjoyed below average wage packages, ranging from R183 to R174 a week.

Gard said it was not possible to put a figure on the size of the heavy-vehicle driving labour force.

There was little monitoring of the sector and drivers were mobilized by transport unions like the Transport and General Workers Union, and by the unions operating in the sector in which they worked.

In its last wages database review, the LRS said labourers had also won wage increases well above the inflation rate for the first half of 1990.

The survey showed labourers’ wages rose by 20.9% on average, down from a high of 22.9% in 1989, but still representing a 4.4% real increase.

Labourers earned a weekly average pay packet of R174 at unionized workplaces, the largest increases (30%) coming from the public sector.
Metal industry deal takes effect today

CAPE TOWN — The revised main agreement for the metal industry, covering 380,000 workers and guaranteeing wage increases of between 15.5 and 19 percent, takes effect today, Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said last week.

Amendments to the main agreement were gazetted on January 4. They are legally binding on all employers and employees in the industry.

The September wage settlement, which followed protracted negotiations between Seifsa and representative unions, was made effective from July 1 last year.

Employers who had not awarded the agreed increases, or only a portion of them, were required to implement the full increase or balance, with effect from July 1 last year in a lump sum payment.

The lump sum payment had to be made by May 6, Mr Angus said in a statement.

The reduced working week to 44 hours, and the payment of additional overtime, had been made legally binding.

Employers who had failed to observe this arrangement from the first pay-week in October 1990, as negotiated, had to credit their employees with an additional 20 minutes for each 45-hour week worked.

The new agreement included a “note” from the Manpower Minister detailing the exemption application rights of non-party employers in so far as the gazetted main agreement conditions were concerned, said Mr Angus.

June 16, “Soweto Day”, was gazetted as a paid holiday for party employers.

A new provision was introduced that all wage exemption applications had to be accompanied by “documentation indicating that the representative trade unions at the particular establishment were consulted prior to the application being made”.

The principle of “no work, no pay” would apply on March 21, “Sharpeville Day”.

Other amendments were made to the main agreement, including clarification of the operation of the overtime “fatigue shift”.

— Sapa.
Labour peace should be a joint effort, says Eli Louw

By LINDA GALLOWAY 29/1/91

Mr Louw said the demand for inflation-related increases was not "such a problem" and in times of high inflation employers should not hold back on increases but should increase productivity.

It was not pay rises which increased inflation but reduced productivity, the money supply, the cost of energy, competition, taxation and whether earners were saving or spending their income.

Mr Louw said there was no doubt of the consequences of prolonged unemployment of large numbers of people on mental, social and racial tension and on attitudes to work and society as a whole.

The government could only create an economic framework and climate favourable for job creation and it was primarily the function of the private sector to create employment opportunities.
Call to raise productivity to fight inflation problem

By AUDREY D'ANGELO
Business Editor

Higher productivity — which must be management-led — and increased exports rather than lower pay increases will help to solve SA’s inflation problem, the Minister of Manpower, Eli Louw, told a media conference in Cape Town yesterday.

He said that over the past decade the inflation rate and average pay rises had been more or less the same.

"It is not the increase in wages and salaries per se that contributes to inflation, it is the (low) productivity of labour."

But, the minister said, labour costs were not the most important factor in pushing up inflation. Materials, high interest rates and inflationary expectations were all contributory factors.

Stressing the need for the Reserve Bank to control the growth in money supply, he said this had been done in every country where the inflation rate had been brought down.

The disadvantage in this process was that unemployment tended to rise. It was important that the Reserve Bank should not be too drastic in applying this policy, causing too much unemployment.

The minister was speaking after the fourth annual conference of industrial councils, at the Holiday Inn in Woodstock.

In his opening speech at the conference, he said there could be "no doubt about the consequences of prolonged unemployment of large numbers of people on mental, social and racial tensions and on attitudes to work and society as a whole."

However, "the government can create only the economic framework and the climate favourable for job creation."

"It primarily remains the function of the private sector to create employment opportunities."

It must be made worthwhile for the private sector to do this, through the ability to earn good dividends.

"Growth in job opportunities, in the final analysis, depends on the rate of economic growth in the country. SA’s economic momentum for the future will have to come mainly from exporting manufactured goods."

"Exports and excellence in general depend on our level of productivity which, in turn, must be management-led."

"For a firm or an industry to become more competitive through productivity, management must be trained in productivity concepts and techniques."

"They must know how to measure productivity, how to set productivity targets in cooperation with the workers, suitable training and how to develop teams of excellence in which management and workers jointly work towards a successful goal."

The minister pointed out that if more wealth had been created through higher productivity it should be shared in three ways:

"The owners of capital should get a share in the form of greater profits, the customer should get a share in the form of lower prices and the worker should get a share in the form of higher wages."

The minister said it was not only management who needed training to achieve higher productivity. "Workers must also be taught to have the right attitude to work, productivity and wealth creation for us to succeed."
Strikes loom at Renfreight

Legal strike action is looming at three Renfreight companies — Renfreight Aircargo, Renfreight Forwarding and SA Container Depots — following the collapse of wage talks with the Transport and General Workers' Union.

The result of a strike ballot would be known next week, said union spokesman Kally Forrest. About 1,600 workers may take industrial action.

Forrest said the company had offered a R1,000 monthly minimum wage, but that the union's demand for an across-the-board increase of between R250 and R330 remained in dispute.

Also at issue are demands for a 43-hour week — two hours less than currently — transport to and from work and permanent contracts for casuals after three months' employment.

Reports from Weekly Mail staff
Collapse of industrial council complicates wage bargaining in Cape textile industry

BY DICKUsher

LAST year’s collapse of the Western Cape cotton textile industrial council has severely complicated wage bargaining for Cosatu’s textile union, forcing it into separate talks at 19 separate plants.

The council disbanded when the employers’ association folded early last year.

To maintain unity and co-ordination during the negotiations, the SA Clothing and Textile Workers’ Union (Sactwu) is staging weekly regional co-ordinating meetings, with report-backs to shop-stewards’ council meetings, where the overall situation is reviewed and plans laid.

Sactwu also charged that although the employer association had folded, employers have been co-ordinating strategy to block worker advances.

So far settlements have been reached at eight plants, with disputes due for mediation at two others and the balance at various stages of progress.

A major Sactwu thrust has been to seek agreements that will last until mid-1992, in line with other sectors and regions where the union is organised. The ultimate aim is for a national industrial council for clothing, textile and leather.

According to a Sactwu spokesman, settlements reached have been around 20 percent, covering about 2,000 of the 5,000 workers in the industry.

In cases where 18-month agreements have been negotiated, wage increases are around R30 a week for the first 12 months with a further R20 a week for the final six months.

Meanwhile, a strike is looming at SA Nylon Spinners in the Western Cape.

A strike ballot of the union’s 1,350 members at the plant started this week with results expected by the weekend.

Sactwu’s initial demands were for an across-the-board increase of R300 a month with a differential for non-union employees; an annual bonus of one month’s wages; a shift allowance equal to that paid to staff members; a 40-hour working week without loss of pay; 20 days’ annual leave after five years’ service and December 26 as an additional paid holiday.

The company’s offer, at which Sactwu declared dispute on December 4, was for wage increases ranging from R130 at the lowest grade to R195 at the highest. A Sactwu spokesman said that at this stage the union had dropped its demand to R200 across the board.

At mediation on December 19 the company offered R172 a month with an ex gratia once-off payment, and to swap a holiday for December 26.

Following the unsuccessful mediation, the dispute went to conciliation on January 22. When this failed, Sactwu called a strike ballot.
Emplo[yers expect wage increases to top inflation

DESPITE widespread warnings of severe downward pressure on union wage levels, employers are expecting to negotiate wage increases in excess of this year’s inflation levels, a poll conducted among 34 major companies shows.

The poll, based on expected changes in negotiated wage levels and total employee headcount during 1991, was spread across several industrial sectors and was conducted by industrial relations consultants Gavin Brown.

It said although wage levels would probably keep pace with the inflation rate, the total workforce was still expected to fall this year.

Job security would be a prominent feature on bargaining agendas in the coming weeks. The poll found that the retail, commercial, food and beverage sectors continued to expect real growth this year, though at a reduced rate.

The highest “relative” levels of negotiated wage settlements were expected in these sectors.

Employers in the retail, commercial, food and beverage sectors were the only ones who expected their workforces to increase during the year.

The most difficult negotiating conditions were expected in the timber, wood and paper sector and in the chemical sector.

The construction and allied sector seemed to be headed for the lowest negotiated wage increases and highest levels of retrenchment as a result of high interest rates and severe reductions in, and postponements of, capital expenditure in the public and private sector.

Package

Findings also showed that most employers had already placed a ban on recruitment and many were involved in retrenchment negotiations with trade unions.

Another report compiled by industrial relations consultants Levy & Associates said unions were attempting to be proactive in addressing the area of job security.

The consultants’ 1991 labour relations report said nearly every wage round was now accompanied by demands relating to job security and unions would continue to demand that all aspects of retrenchments – not only the size of the final severance package – were negotiable.

Demands relating to job security would include an end to employing temporary workers; that employees of subcontractors be paid a living wage; and that relevant training be offered to unskilled workers to reduce their chances of retrenchment.

It said Cosatu’s Living Wage Campaign was expected to gain momentum during 1991. Cosatu, the report said, had established that the basic minimum rate was R750 a month.

The debate within union circles would centre on whether a future government should legislate a minimum rate of pay or whether market forces should determine this.

The current high level of unemployment was unlikely to drop and this would have a negative impact on the willingness of unions to discuss labour productivity, Levy & Associates said.

Continuing pressure for the redistribution of wealth could be expected, which would prompt increasing demands for the disclosure of information regarding company profitability.

The report said the growth of white trade unions was likely to continue in 1991 and some industrial action by white trade unions was inevitable.

There would also be a growing refusal by white workers to co-operate with black workers in the area of training and development of black workers.
Scaling down of wage demands seen

By AUDREY D’ANGELO
Business Editor

It will be “very difficult to manage inflation in SA to below the psychological 10% to 15% range.” Boland Bank economist Louis Fourie says in his February Economic Review.

Forecasting an average inflation rate of 13% for the year, Fourie says the high cost of labour is a major obstacle to bringing it down further.

This, he says, is “undoubtedly one of the heaviest prices claimed by the prevailing political dispensation”.

But he thinks difficult conditions expected over the coming year “will contribute to a scaling down of expectations and wage demands”.

On a more positive note, he continues, “the unexpected slump in the oil price after the outbreak of the Gulf war will surely contribute to a down-trend in inflation in the first part of 1991.

“The squeeze on domestic demand and the anticipated stability of the exchange rate will complement this easier trend.”

Discussing interest rates, Fourie says that although lower inflation remains the ultimate monetary policy objective “relief on the balance of payments and depressed credit demand should, nevertheless, pave the way for at least a three percentage point cut in the leading bank rate over the year, as a whole.”

He thinks the current recession “will in all probability only begin to subside towards the end of 1991”.

He continues: “Regarding the outlook for 1991, the SA economy is without doubt facing a relatively weak — if not negative — growth year, considering the sustained tight monetary policy, less favourable export conditions, the effects of the 1990 drought and still disruptive political climate.

“Credit-linked spending, such as consumption expenditure on durables, and capital spending is likely to take a pounding.”
Costly shutdown

MORE than 900 textile workers at South African Nylon Spinners (SANS) have vowed to continue their strike until the management accedes to their demand for a monthly wage increase of R200.

The company has offered a R172 across-the-board increase.

SANS workers in Bellville South are planning a march in the centre of Cape Town on Friday to highlight their grievances.

The South African Clothing and Textile Workers Union (Sactwu) confirmed that an application was made for permission to march.

This week, the workers staged demonstrations outside their factory.

The strike began last month when wage talks collapsed at Conciliation Board level.

A subsequent strike ballot resulted in a majority vote in favour of the strike, with more than 80 percent in favour of the action.

The company's public relations officer, Ms Tessa Cerqueiro, confirmed that the dispute was still deadlocked after the two parties met on Wednesday.

Cerqueiro said the strike was "economically damaging" to the plant.

A statement released by SANS confirmed that workers in other shifts had joined the strike, resulting in a costly partial shutdown at the plant.

Only 35 percent of the workforce had reported for duty, SANS said.
Job losses rise as recession, pay increases take their toll

By DREW FORREST 2/1/91

MASSIVE job cuts facing workers as the recession deepens have been harshly highlighted in surveys by two industrial relations consultants.

One of the surveys, by Gavin Brown Industrial Relations, also implies that the rising cost of unionised labour is a factor. In a survey of 34 major unionised businesses employing 200,000 workers, it finds that a falling "headcount" is coupled with above-inflation wage increases.

"Many large employers are expecting to negotiate wage increases several points ahead of the inflation rate ... a very small number expect to contain wage increases to the rate of inflation."

Many firms gave improved productivity as a reason for demanding, suggesting, it adds, that rising union wages are forcing greater capital intensity and improved production methods.

Job security will feature high on bargaining agendas this year, it predicts.

Estimating that about 70,000 workers were retrenched last year — 30,000 in mining, 7,000 in clothing and 10,800 in the metal industries between July and October — Andrew Levy and Associates predicts a higher rate of redundancy outside agriculture in 1991 if the current economic climate persists.

The Steel and Engineering Industries Federation says metal industry job losses are currently running at 2,100 a month and that it expects no improvement in conditions this year.

Andrew Levy's survey of 200 firms employing 693,000 workers shows that construction was hardest hit in 1989/90, with over 30 percent of the workforce retrenched. The economic downturn was cited as a reason in 52 percent of all cases.

There was a 17.8 percent incidence of industrial action and unions succeeded in wringing concessions from employers — including relocation, longer notice periods, revised retrenchment packages and enhanced pension payouts — in many cases.

In the firms polled by Gavin Brown, up to 17,000 workers may lose their jobs this year. The survey suggests that construction, hit by high interest rates and a downsizing of both private and public sector projects, will shed a further 10 to 25 percent of its employees.

Average union wage rises are forecast as the lowest of any industry.

Also under siege are timber, wood and paper, hit by falling off-take from mining and construction and diminished export volumes, and non-metal manufacturing. In both industries, employment is forecast as falling between five and 15 percent. In chemicals, affected by drought and falling demand, job losses could range between five and ten percent of the workforce.
Unions defy recession

By ADRIAN HERSCH

Debates under way indicate that trade unions are pressing strongly for wage increases far ahead of the inflation rate in spite of the recession.

Pressure for higher pay in the public sector is also strong judging from demands by the largest union in the Post Office. It wants an increase of 77% on the minimum wage.

The Transport and General Workers Union (TGWU) is demanding an average increase of 34% at three Railfreight companies — Railfreight Aircargo, Railfreight Forwarding and SA Container Depots.

Management offers between 15% and 20% more and a minimum wage of R1 000 a month. The union seeks a minimum of R1 500 a month.

The public sector, as in 1990, could again experience a spate of pay disputes. The 19 000-member Post and Telecommunications Workers Association (Postwa) will meet the Postmaster-General to discuss wage issues.

Postwa wants a minimum wage of R1 500 a month - currently R75. It also demands R500 across-the-board increase.

Other demands include six months' paid maternity leave and three months' paid paternity leave.
**Bhawusa signs wage accord**

THE Black Health and Allied Workers Union of South Africa (Bhawusa) scored a major victory in reaching a wage settlement and getting a meals subsidy from Warner Lambert.

This follows months of negotiations with the company.

The union's demand for wages was R200 across-the-board and a minimum of R1200 a month for salaries including R28 subsidy for meals.

The parties agreed and settled for R180 across-the-board salary increases with a minimum of R1013 a month as wages backdated to January 1 this year.

Both parties also agreed that meals should be subsidised by R28 a month.

Mr Sipho Ngwenya, the general secretary of Bhawusa, said the union scored another victory when a recognition and procedural agreement was signed yesterday with the Apostolic Faith Mission Old Age Home in Lyndhurst.

He said the agreement follows two months of hard talk and negotiations on behalf of the 100 union members employed by the company.
Staff Reporter

SELF-EMPLOYED tax consultants are the third-highest earners, whereas advocates have had the highest increase in income (22.5%) in the past four years, a Human Sciences Research Council (HSRC) study has found.

Top of the pile in annual income were self-employed stockbrokers (R225,000), followed by chairmen of councils or companies at R272,900, according to the HSRC's nation-wide survey of 35,000 male graduates.

Managing or executive directors in the private sector were the fourth-highest earners with an income of R196,300 a year. Income tax consultants raked in R200,000 a year.

A Cape Town tax consultant specialising in completing tax returns put his profession's high earnings down to the "cost-effectiveness of tax savings versus the actual creation of profits".

Of his 1,819 clients, 19 were major companies which produced a third of his income, he added.

He claimed the biggest earners were lawyers who specialised in tax consultation, followed by accountants in the same field as his.

The study also found that the increase in male graduates' income had been higher than the inflation rate. From 1987 to 1990 income increased by 16.6% a year in the public sector, 17.5% in the private sector and 17% if graduates were self-employed.

The occupations in the public sector with the highest increase in income over the four years were: Advocate (22.5%), attorney (23.3%), chief executive and magistrate (22.2%), secretary (23.9%) and surgeon (22.1%).

Sharp increases in incomes in the private sector had been: Chairmen (28.1%), insurance brokers (25.7%), metallurgic engineers (24.3%) and structural engineers (23%).

For the self-employed the highest hike in income was for building contractors (27.3%), insurance brokers (25.6%), management consultants (26%), managing directors (25.7%), estate developers, brokers and negotiators (35.7%), structural engineers (33.4%) and chemical engineers (27%).

A spokesman for the Cape Bar Council was not available for comment.

- An HSRC spokesman said a similar study for women professionals would be carried out later this year.
Blacks, whites unite in builders' dispute

ABOUT 50 000 black and white Transvaal workers joined forces for the first time in the building industry and declared a dispute with employers, their unions said in a joint statement this week.

The move came after the Master Builder's and Master Mason's Associations tried to force the unions to agree not to try to improve wages and conditions at plant level after the industry-wide minimum conditions had been negotiated.

When the unions - the Construction and Allied Workers Union (Cawu), the Building Industry Workers Union of South Africa, the Building Construction and Allied Workers Union and the Amalgamated Union of Building Trade Workers (AUBTW) - refused to sign the agreement, the employers refused to negotiate any of the union proposals.

"The attitude of the combined unions is to attain the best conditions of employment for their members at an industry negotiating level in the most amicable way possible," the statement said.

"The aim is to achieve a living wage for the lowest paid worker in the country with salaries ranging between R1.07 per hour and R3.07 per hour with limited benefits," the statement said.

Desmond Mahasha said the agreement with AUBTW, which had a mainly-white, skilled membership, was a breakthrough in union relations in the industry.

-Sowetan Correspondent
Unity in Tramways dispute

Cosatu's Transport and General Workers' Union and Nactu's Transport and Omnibus Workers' Union — locked in a recognition battle last year — have joined forces in the pay strike by 1 600 workers at City Tramways.

The unions have formed a joint committee to negotiate with management. Demanding a return to work — the strike has paralysed Cape Town bus services since last Thursday — the company broke off talks with the committee this week but agreed to resume contact yesterday. Workers have demanded a R1 200 minimum monthly wage, as against an offer of R715. At the weekend, the Industrial Court ordered workers to resume their duties.

Reports from Weekly Mail staff, Sapa
Cosatu takes on IDC over multi-shift plan

BY DREW FORREST

The Congress of SA Trade Unions is to meet the Industrial Development Corporation (IDC) to complain about "the use of taxpayers' money to subsidise employer moves to a continuous shift system".

The IDC's "finance scheme for multi-shift production", introduced in May last year, was attacked at Cosatu's Central Executive Committee (CEC) meeting at the weekend.

In its 1990 annual report, the IDC said research had shown that other than in process industries, very few local firms operated more than one shift. The finance scheme aimed to spur the optimal use of existing equipment to save foreign exchange and increase jobs with minimal new investment, it said.

The unions have long objected to continuous shifts as disrupting workers' social lives and posing a potential health and safety risk. Alleged lack of consultation on multi-shift systems has also been a flashpoint.

At the CEC, Cosatu also agreed that its constitutional campaign, as well as focusing on demands for a constituent assembly and interim government, should push for the inclusion of worker rights, such as the right to strike, in the constitution. A campaigns conference next month would decide on forms of action.

Rising job cuts were also raised in the CEC. Stressing that Cosatu needed a "retrenchment strategy", it decided to make retrenchments a focus of this year's living wage campaign, in addition to low pay, central bargaining and race and sexual discrimination.
Jobless warning as pay rises push up costs

By TOM HODD, Business Editor

PAY rises won by trade unions are pushing up costs and contributing to growing unemployment in the Western Cape, according to the president of the Cape Chamber of Industries, Mr Ernest Wilson.

More job losses and business collapse could be expected unless productivity was increased in line with reward, he said.

In an unprecedented statement warning of an "escalation of employment costs", he said the Chamber of Industries was concerned at the serious and growing unemployment situation in the Western Cape as the current recessionary business conditions continued to deepen.

"We feel compelled to draw attention to the continuing expectancy that employment cost increases must be at least in line with the rate of inflation and wish to sound a warning note that further job losses and business collapse will certainly follow this policy if some concerned effort is not made to increase productivity in line with reward."

The correlation between inflation and unit labour cost increase for the past few years was virtually identical and the manufacturing sector was thus continuing to contribute significantly to the national inability to control and reduce inflation.

"More importantly, our goods are becoming less competitive in the international sphere and exports are threatened significantly."

"South Africa has the unenviable reputation of having one of the lowest labour productivity improvement indices in the international log for the past 15 years."

"Our average growth per capita has dropped to negative terms in the past five years compared to Korea and Taiwan with 8 percent growth and even the United States, Britain and West Germany showing a respectable 3 percent growth."

"Such an economic climate is unlikely to prove attractive for much needed external investment in our country."

"In these circumstances and especially during the period of acute change for South Africa which lies ahead, the chamber feels the necessity of urging the need for responsible restraint from both the employer and employee sectors, to negotiate future increases in labour and salary costs either at a level somewhat below the current inflation level, or at a level which will adequately compensate such increases by productivity improvement."
Unions, Seifsa gear up for crucial wage talks

UNIONS and employers are gearing up for the country's most important industrial council pay talks — in the giant metal and engineering industries — amid employer fears that they may prove even tougher than last year.

The talks, covering 380 000 workers and involving 14 unions and the Steel and Engineering Industries Federation, dragged on for five months last year and industry-wide strike action was narrowly averted.

This weekend, the largest union party, the National Union of Metalworkers, is to hold its annual bargaining conference. Some 350 delegates will finalise demands for industrial council talks not only for the metal, but also for the auto assembly, motor and tyre and rubber sectors.

Besides wages, Numsa said in a statement, issues covered would include the renegotiation of grading systems, the right to training for all workers and the creation of modular training systems accessible to all, compensation for the acquisition of skills, the establishment of training funds for retrenched workers, improvements to job security, job creation schemes and parental rights.

Union sources say while wages are still a central issue, Numsa will be shifting its focus towards job creation and the restructuring of the metal industry. "It is Numsa's view that business, has conclusively demonstrated it is not competent to run the economy and that labour has a major role to play in the reconstruction of the South African economy," the statement said.

To avoid a repeat of what Numsa describes as last year's "drawn-out and frustrating negotiations", employers and unions agreed on a number of measures at a pre-negotiation conference last month.

All union demands are to be in by March 4, while the unions are to distinguish between "core demands" on which settlement must be reached to reach an agreement, and "other demands", which may be dealt with outside the main forum. Each union will submit a maximum of six core demands.

It seems likely Numsa will change its mandating system — last year it was saddled with the R2-an-hour demand of its bargaining conference throughout the talks. Employers gave between 67c and 81c.

The union said it was giving serious consideration to the fuller involvement of its membership in the bargaining process.

The state of the metal industries augurs ill for the talks. Seifsa News comments that many employers expect "an even bumpier ride" than last year.

Industrial council figures show that reported retrenchments are running at 2 100 a month, as against 1 300 in 1989.

"Employment levels... are expected to decrease in the year ahead," Seifsa has said. "Factors such as the Gulf war, low gold price, political uncertainty in South Africa, lack of foreign investment and high labour costs will almost certainly exacerbate the poor business conditions in our industry."
Nylon Spinners dispute over

The 18-day strike at AECI's SA Nylon Spinners in Belville ended last Monday, with workers winning a R4 improvement in the company's final offer of a R172 monthly increase.

More than 800 of the 1 300-strong workforce downed tools over a demand for a R200 across-the-board rise.

The company withdrew a notice of dismissal to strikers after court action by the SA Clothing and Textile Workers' Union.

Reports from Weekly Mail staff, Veritas News Agency.

Enews, Saga
Saturday ban protest

By CURT VON KEYSERLINGK

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

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

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

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

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

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

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

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

Marketing director Blyton Epstein says: "After the report we received scores of phone calls of support from the public and the trade. We have met competitors and decided to launch petitions to be signed by the public and our staff members to have the law scrapped. The public wants the service and many of our employees welcome the chance to earn more by working on Saturdays."

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

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

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

By DAVID CARTE

THE PAY negotiation season starts next month with employers and trade unions in an uncertainty. Profitability is plummeting and employers do not see their way clear to granting the generous pay increases of the past five years.

The unions, guided by the ANA call for mass action, are unlikely to settle easily — even though the economic dice are loaded against them. Many industrial relations observers fear confrontation and a replay of the industrial relations disasters of 1989 and 1990.

The minds of employers have been concentrated by stagnant sales, high interest and labour costs.

Straw

Several are angry at what they see as the unreasonable need for organised labour when there are squeezed job shoppers outside factory gates. The late President Bush, have drawn line in the sand. An industrial relations adviser says: "One reason we reached agreements in the past two years that most firms were fairly profitable. They could afford increases. Now conditions are ripe for acrimonious dispute."

Trade unions are not expected to be sympathetic to companies' claims that they cannot afford to pay more. The ideological gulf between management and union is vast. They hardly talk the same language.

Coasa general secretary Jay Naidoo has written that businesses and the government are unfairly blaming the unions for SA's economic ills. The Government's waste-

LESLEY BOYD: Restraint needed ful economic policies and an investment 'strike' by companies are the real problems. Mr Naidoo contends that higher wages and stepped-up investment are the answers. Companies maintain they invest for returns. Because of high taxes and wages that exceed productivity the risk-reward ratio makes new investment unthinkable. So we have a dangerous impasse.

The first round of negotiations starts next month when the Steel & Engineering Industries Federation of SA (Sefisa) meets the National Union of Metalworkers (Numsa).

Mandate

Sefisa executive director Brian Angus says he has not yet had a mandate from members. But Sefisa's businesses conditions index, measuring order intake, is at its lowest since January 1987. Major sources of orders, such as Eskom, Armscor, Transnet and Mongas are out of the market. Orders from the mines have plummeted. Retrenchments have risen from 1,800 to 2,100 a month. The number of employees in steel and engineering has fallen from 650,000 in 1981 to 385,000. Industrial companies were highly profitable until six months ago. Now sales are flagging and interest costs are cutting into profits. Twenty-five out of 50 companies reporting to December registered profit declines the picture is expected to worsen when March reporting companies publish their numbers.

Most industrial employers are reluctant to talk about the increases they will offer, but off-the-record estimates average about 11%.

Les Boyd, deputy chairman of Anglo American Industrial Corporation, is looking for restraint from the unions.

The gold mines have been devastated by the low dollar price of gold, a firm rand and rising costs, of which labour constitutes about a half.

The 16% average pay increase negotiated last year with the National Union of Mineworkers (NUM) turns out to have been excessive. No fewer than 32 miners employing 276,000 are marginal or losing if capital expenditure is taken into account. Excluding cases there are 19 losing or marginal mines employing in excess.

Today thousands of jobs have been shed and thousands more are about to go. Ken van der Plas, industrial relations man at the Chamber of Mines, says even the richest mines are reducing payrolls, are head offices and the chamber itself.

The mining houses will have to negotiate among themselves the size of increase they will permit the chamber to grant when negotiations start with the Council of Mining Unions, the Union of Miners and finally NUM — but they are anxious pay rises will be have to be smaller.

Gemmill manpower director Att du Plessis says: "The last thing we want to do is put people on the street. To preserve jobs we advocate low or no wage increases. Otherwise mines like Stillfontein cannot survive."

"Last year loss-incurring mines, such as East Rand Proprietary Mines, were excluded from the agreement between the chamber and NUM. Now NUM is starting to argue that profitable mines should subsidise marginal losers. That is impossible because there are different shareholders in each mine."

Bone

Mahlonela Shaboona, assistant general secretary of the National Council of Trade Unions (Nactu), says: "Pay increases never match the inflation rate. Why, when people are being retrenched, is skilled labour still being imported from Eastern Europe? Why aren't employers training their people? Why are managers hardly ever retrained?" Mr du Plessis says management ranks have been pared to the bone.

"But remember, if you have a store, you must have a storeman, no matter how many. If there are, in the same way, you must have a paymaster. Obviously there will be some cuts among white-collar people."

His counterpart at Anglo American, Adriaan de Piessens, accepts that some pay increases will be necessary. He is reluctant to say more than that they will be lower than last year.

Hard

Contradicting Mr Shaboona, he says settlements have beaten inflation every year since 1987. He believes demands this year will be at least equal to the rate of inflation. He expects strong unions, such as NUM, the National Union of Metalworkers of SA (Numsa), the SA Clothing and Textiles Workers Union, the Chemical Workers Industrial Union, the Engineering and Allied Workers Union, to be most strident in negotiation. A hard line is expected from all the public-sector unions as well.
PAY rises won by trade unions are pushing up costs and contributing to growing unemployment in the Western Cape.

This was disclosed by the president of the Cape Chamber of Industries, Mr Ernest Wilson.

More job losses and business collapse can be expected unless productivity is increased in line with reward, he said.

In an unprecedented statement warning of an "escalation of employment costs," he said the Chamber of Industries was concerned at the serious and growing unemployment situation in the Western Cape as the current recession business conditions continued to deepen.

**Compelled**

"We feel compelled to draw attention to the continuing expectancy that employment cost increases must be at least in line with the rate of inflation and wish to sound a warning note that further job losses and business collapse will certainly follow this policy if some concerned effort is not made to increase productivity in line with reward."

The correlation between inflation and unit labour cost increase for the past few years was virtually identical and the manufacturing sector was thus continuing to contribute significantly to the national inability to control and reduce inflation.

"More importantly, our goods are becoming less competitive in the international sphere and exports are threatened significantly."

**Negative**

"South Africa has the unenviable reputation of having one of the lowest labour productivity improvement indices in the international log for the past 15 years. Our average growth per capita has dropped to negative terms in the past five years compared to Korea and Taiwan with 8 percent growth and even the United States, Britain and West Germany showing a respectable 3 percent growth."

**Climate**

"Such an economic climate is unlikely to prove attractive for much needed external investment in our country."

In these circumstances and especially during the period of acute change for South Africa which lies ahead, the chamber feels the necessity of urging the need for responsible restraint, from both the employer and employee sectors, to negotiable future increases in labour and salary costs either at a level somewhat below the current inflation level, or at a level which would adequately compensate such increases by productivity improvement."

"Only in this way can the expectations of people be fulfilled by giving a positive impetus to growth and job creation, and so creating the additional wealth so necessary for the new South Africa, and keeping at bay the alternative which is economic stagnation or accelerating unemployment." - Sowetan Correspondent
Average 21.9% raise for unskilled workers last year

UNskilled workers won average nominal wage increases of 21.5% — or 6.1% in real terms — in the period July to December last year, the Labour Research Service (LRS) says.

The LRS based its results on a survey of 286 bargaining units drawn from its Actual Wage Rates Database (AWARD).

The LRS said that while all sectors won average wage settlements above inflation, the food and beverage and hotel and catering sectors won the highest average increase of 27.8%.\[\text{1 day wage of R172} / \text{week}\]

The auto sector paid the highest average weekly wage of R235 and was the only sector to pay a living wage to the lowest grade labourers. The LRS defines a living wage as R260 a week.

Vera von Lieres

Mining and local authorities paid the lowest wages.

The LRS said workers earned an average weekly wage of R179.

It said this year’s economic predictions indicated it would be difficult to gain real wage increases.

However, it said wage increases would have to be above 14% to improve workers’ living standards.

Workers covered by industrial councils won large increases, averaging 23.1% and only one industrial council settlement in the survey fell below inflation.

The Wage Board, which sets minimum wages and conditions of employment in unorganised industrial sectors, had very low increases for workers, the LRS said.
Metal union lays down its demands

WITH annual negotiations in the metal industry looming, the National Union of Metalworkers of South Africa has decided on six core demands for national collective bargaining.

These will be limited to wages, job security, job creation, training, job grading and parental leave, the union said in a statement.

About 350 delegates from the union's 10 regions - representing workers in the engineering, iron, steel, metallurgical, auto assembly, motor, tyre and rubber industries - met at the weekend to discuss the demands.

The industry decided to make an early start with preparations for negotiations in an attempt to conclude the process by May 31.

"This might lead to an earlier settlement than last year, but many employers predict an even bumpier ride," Steel and Engineering Industries' Federation of South Africa said in an editorial in Sefikwa News.

Trade union and employer demands are to be submitted to the National Industrial Council by March 4.

The unions were asked to distinguish between "core" and "other" demands.

Union delegates agreed to refer other demands to Cosatu, who will raise them for negotiation with national employer groups and the Government.

These demands concerned public holidays, job creation projects, trade union rights and working hours.

Delegates agreed to demand urgent and "very large investment and job creation projects and measures against job loss".

This will be pursued through campaigns by Numsa and Cosatu.

Soweto Correspondent
‘CCB document’ slates Govt

By Julienne du Toit

A man claiming to be a CCB operative yesterday contacted The Star to hand over a document allegedly drafted by 30 other CCB members to express their indignation over the Government’s “dubious integrity”.

They complained that once the “hit squads” had been exposed the Government had refused to honour their contracts.

The Government was lacking in integrity by discrediting its own organisation and saying it had its own agenda, read the statement.

The CCB was a covert organisation formed during “multiphase conflict” with different parties and its establishment had blessing from the highest levels.

Their duty was to act against the country’s enemies “by using methods the rest of the security force did not have”.

They said the SADF had involved them in this type of “evil” without thinking of the political consequences and now refused to accept responsibility.

Paid well

“Could the bureaucrats not see in 1986 that these ‘murderous scum’ (a reference to a description by the press) would lead to political embarrassment.”

“Is the label now being hung around their necks for convenience?”

In similar organisations in other countries, members were paid well, they said.

The CCB budget was large, they admitted, but said whether it was large compared to the budgets for covert organisations overseas was debatable.

That voters had been taken by the idea of a new South Africa was understandable, they added.

Even the CCB adapted its spirit and attitude in support of the new political system, and was waiting for orders in that connection, they said.

The alleged CCB operative who contacted The Star refused to give any details about himself.

When the statement was ready, it was placed in a brown envelope and hidden behind the tariff board of a parking garage in the centre of Johannesburg.

“We don’t want to see you face-to-face, or they’ll subpoena you and you’ll have to tell the truth,” said the man in a telephone conversation.

Labourers beat inflation

Staff Reporter 28/12/91

Wage increases from July to December 1990 exceeded expectations, says a survey by the Labour Research Service (LRS) in Cape Town. Despite the poor economic climate, labourers won an average 21.9 per cent increase.

The LRS found that 93 per cent of settlements were above inflation.

But economic predictions for 1991 indicate that real increases in wages will be difficult.

In the July to December 1990 survey, labourers in the food, beverage, hotel and catering sectors received the highest average increase of 27.3 per cent. The auto sector paid the lowest settlement of 15.9 per cent.

But the auto sector paid labourers the highest average wage of R285 a week and was also the only sector to pay a living wage to the lowest grades.

The mining and local authorities sectors paid the lowest wages, the LRS found.

Its survey covered a total of 280 bargaining units.

Pretoria zoo shows off its tiny pudu

The National Zoological Gardens in Pretoria is now one of only 10 zoos in the world to display the pudu — the smallest of all deer species. It originates from Chile.

The Pretoria Zoo said this week other new arrivals were five more Waldrapp ibises, two scarlet ibises and one male and two female Geoffrey’s cats.

All the animals were obtained through exchange programmes.

“The Waldrapp ibis is a highly endangered bird species found in Algeria,
WAGE INCREASES

ACCORDING to a survey done by the Labour Research Service in Cape Town, 93 percent of wage settlements reached between July and December 1990 were above inflation. The survey, which covered 280 bargaining units, pointed to labourers in the food, beverage, hotel and catering sectors having received the highest average increase of 27.8 percent. Although the auto sector paid the lowest settlement of 15.9 percent, it was the only sector to pay a living wage to the lowest grade, and paid labourers the highest average wage of R285 a week.
Last year’s pay increases well above inflation rate

Record average pay rises of 21.9 percent were won by unions for labourers in the second half of last year, reports the Labour Research Service. Of 220 wage deals reviewed, 94 percent were above the inflation rate of 14.2 percent, it says.

Explaining the gains against a background of a declining economy, the LRS says across-the-board demands in rand terms have given most advantage to the lower-paid. It also points to higher rises in first-off negotiations, conducted in some municipalities.

Auto assembly, with an average weekly wage of R284, was the highest-paid sector. The average wage is calculated at R179.

However, the research unit predicts that pay talks will be tougher this year than in any year since 1986, and that only well-organised workers will win real increases.
Numsa spells out 1991 pay demands

The National Union of Metalworkers of South Africa (Numsa) last night announced its 1991 pay demands, which include a 10% increase and 25% across-the-board increase and job security demands.

The union will also seek joint control over job creation schemes, and paid training for retrenched workers in the engineering, motor and tyre industries.

Other demands include 20 days' annual leave and child-care leave for both parents in all sectors. Numsa also wants March 21 as a holiday for engineering workers.

A Numsa statement said the union said demand an increase of R2 an hour or 5% - whichever is the greater - for employees in all four sectors.

It said the demands were limited in number to facilitate the speedy completion of bargaining which starts in the engineering and auto industries on March 15 and in the tyre industry on March 14.

"Although wages are a key demand, the other demands concentrate primarily on employment security, job creation and training," the statement said.

Numsa believed workers should have an increasing say in "economic and industrial strategy at all levels".
Numsa steps up wage campaign

THE National Union of Metalworkers of South Africa will this year press for a R2-an-hour or 25 percent across the board increase as part of its national wage demands.

In a statement issued on Monday night, Numsa said although wages were a key demand in 1991, demands concerning employment security, job creation and training would also feature high.

"The union, therefore, believes that workers and their unions must increasingly have a say in economic and industrial strategies at all levels," Numsa argued. - Sapa.
Numsa wants 25% pay hike

Own Correspondent

JOHANNESBURG. — The National Union of Metalworkers of SA (Numsa) this week announced its 1991 national wage demands, which include a R2-an-hour or 25% across-the-board increase and job-security demands.

The union will also seek joint control over job-creation schemes, and paid training for retrenched workers in the engineering, motor and tyre industries.

Other demands include 20 days' annual paid child-care leave for parents in all sectors and March 21 as a paid holiday for workers in the engineering sector.

Numsa said it would demand an increase of R2 an hour or 25% — whichever was greater.

Bargaining starts in the engineering and auto industries on March 15 and in the tyre industry on March 14.
Many factory workers earn only R31 a week

By Shareen Singh

Working conditions and wages in Chinese and Taiwanese-owned factories in industrial decentralisation areas parallel that of farmworkers, according to a survey by The Star.

Wages for most of the workforce range between R31 to R35 a week for 48 work hours.

Apart from UIF, benefits such as medical aid and pension were non-existent.

In most factories in Natal under the KwaZulu government, workers were allowed a 30-minute lunch break and a short tea break.

These wages and conditions are hardly comparable with local companies manufacturing the same products — garments, textiles, knitting, shoes and plastics.

"We are worse off than farmworkers, who are also paid starvation wages, but at least they get food and accommodation," said a worker in one of the factories.

The South African Government subsidises up to R120 a month a worker employed by companies in decentralisation points. Effectively, this means employers are paying only a few rands towards a worker's wage out of the company's coffers — the rest comes from taxpayers.

Cases of employers "ripping off" workers by paying lower wages than the Government subsidy were reported last year.

Unions complained that they were having a tough time organising workers in the industrial decentralised zones which fall under homeland governments and are subject to different labour laws.

Taiwanese employers said wages were market-related in the different areas and also corresponded with low productivity levels.

The more workers produced the more they were paid.

They said most of the workforce were unskilled and had to undergo training.

Wages were improved when they qualified, the employers said.

Govt considers ploughing a more economic furrow — Page 17
Unionists seek 18% wage hike

THE Confederation of Metal and Building Unions (CMBU) has submitted national pay proposals which include a demand for an 18% increase on basic wage rates.

The current hourly minimum wage in the metal and engineering industries is R4.10. The top wage is R9.50.

The CMBU also proposed that overtime exceeding 10 hours a week be paid at double the normal rate.

Director of the 90 000-strong CMBU Ben Nicholson said yesterday demands included increases to pension fund contributions, review of the notice period for short-time work and Workmen’s Compensation Act cover for all employees.

The National Union of Metalworkers (Numsa) will demand an across-the-board increase of R2 an hour or 25% — whichever is greater — for employees in all four sectors of the industry.

Nactu’s 30 000-member Metal and Electrical Workers’ Union (Mewusa) is demanding a R1.50 an hour increase.

Spokesman Tomi Oliphant said Mewusa would pursue its demand for a minimum hourly rate of R8 for the lowest-grade workers.

It would also demand a 40-hour week and push for an end to wage differentials among the various grades.

Other demands include March 21 as a paid holiday; increases in shift and living-out allowances; and improved severance pay.

Mewusa is also tabling demands involving the training of operatives and artisans.

The first round of negotiations are scheduled for March 15.
A convincing argument can be made that the trade union movement in this country is rapidly losing its marbles. Its extravagant demands for higher wages and less work is not only destroying jobs — unemployment is already 41% of the economically active — but eroding the competitiveness of exports and, by depressing the rand, encouraging inflation.

Simply put, they are prolonging the recession and creating a class of unemployed whose economic interests are rapidly diverging from their own. Britain’s trade union movement nearly crippled its economy in the Seventies in this way. The outcome was the decline of union membership (and consequent political power) and Margaret Thatcher as PM. In one way or another, the unions here are not going to escape those consequences — reduced political clout and the scourge of a radical capitalist reformer.

The unions are already trying to cloak these consequences by revealing only “registered” membership, which is rising, rather than “paid-up” membership, which we suspect is falling.

This week, the National Union of Metalworkers (Numsa) demanded in the face of plunging corporate profits a 25% across-the-board wage increase, guaranteed job security, paid retraining of retrenched workers, 20 days paternity leave — as well as a say in management.

Numsa wants this in the face of one of the worst worker productivity records in the world and wages that are several times higher than those of competing countries in the Far East, where such notions as poverty datum lines are seen for what they really are — a device of dubious academic merit used by those in jobs to keep the unemployed out.

Reputable economic statistics show that over the past 10 years black wages have risen 29% and whites by only 10%. Since 1986, black wage settlements have on average each year risen by 17% against 10% for whites. No wonder that in the fashionable restaurants of Johannesburg and Cape Town there is hardly a black waiter to be seen. By unionising and demanding higher wages they have destroyed their jobs in that sector, the service one, where the greatest potential for rising black employment and prosperity lies.

The white teenagers from affluent households who have taken over these jobs do so largely for the tips. They know a fancy education isn’t needed to be a waiter. What is needed is a willingness to serve so well that higher tips are forthcoming. And what a pleasure it is to have them rather than some surly tribesman with his thumb in the soup and eye on the clock. It’s worth 15% on the bill.

The unions may feel they have a democratic right to make extravagant wage demands that are ultimately not in the best interests of the poor: demands that seek to drain the undistributed surpluses accumulated by enterprises to reinvest and thus prolong their own lives or that of their products. But they do so at a cost to others.
Overtime the issue in Seifisa demands

COUNTERT-DEMOCRATS on overtime tabled by the 3,500-member Steel and Engineering Industries Federation (Seifisa) in vital metal industrial council talks are certain to hit stiff trade union resistance.

Seifisa has tabled its own proposals for the third year on the trot. They were leaked to The Weekly Mail this week after key union parties to the council publicised their demands.

Seifisa envisages a sharp increase in permissible overtime from the current 10 hours a week to 60 hours over a four-week cycle for non-site work and 80 hours for site work, with a maximum of 20 hours in any one week.

Employer calls for a scrapping of the 10-hour limit last year were rejected by unions, which called for reduced overtime to save jobs. Metal industry retrenchments are currently running at 2,100 a month.

Other Seifisa 'core' demands this year include the right to deduct an additional shift, for leave pay and bonus qualification purposes, for unauthorised absences, and that workers fired for misconduct and retired within 30 days should not be regarded as continuously employed.

In proposals for negotiation outside

...
Seifsa, unions to meet over wages

THE annual wage negotiations in the metal industry, which start on Friday, will take place against a background of declining economic conditions and escalating costs of labour and low productivity.

At a Johannesburg media briefing yesterday, the Steel and Engineering Industries Federation said South Africa was a high-wage country compared with its competitors on the international market.

"With labour becoming expensive and (our) technology lagging behind, some South African products are becoming increasingly uncompetitive in the international markets," said executive director Mr Brian Angus.

Seifsa said an estimated 28 000 employees were retrenched last year.

Angus said, however, that the number could be much higher as the figures did not include administrative and sales staff.

He said despite the deteriorating economic conditions and the alarming number of retrenchments, trade unions had submitted wage increases of up to 167 percent.

The negotiations between 12 unions representing 273 203 workers and 9 000 companies employing more than 360 200 people represented more than a third of the total manpower engaged in manufacturing activity in South Africa, said Seifsa.

Besides wages, trade unions are expected to demand a 40-hour working week without loss of pay. This featured prominently in last year's talks.

The National Union of Metalworkers' demand for centralised bargaining is presented against the background of increasing employer demands for exemption from the main agreement on an industrial sector and regional basis.

Angus said employers were demanding a move away from the main agreement towards sector and regional agreements because of specific economic circumstances in certain areas. - Sapa,
Seifsa proposals include more overtime, less leave

THE Steel and Engineering Industries Federation (Seifsa) has, for the third consecutive year, tabled its own proposals for metal industry council talks, scheduled to start this week.

They include an increase in permissible overtime from 10 hours a week to 60 hours in any four-week cycle for non-site work and 80 hours for site work to a maximum of 20 hours a week. The overtime proposals are expected to encounter strong resistance from the unions, many of which argue for less overtime as a method of job creation.

Seifsa warned yesterday that metal industry workers were being retrogressed at the rate of 2100 a month and that many union demands were unrealistic.

Other core employer proposals include the right to deduct two days' sick leave if it is found that employees are abusing sick leave arrangements.

A Seifsa statement said the federation would seek to impose greater penalties for unauthorised absence and that employees dismissed for misconduct and re-employed by the same employer within 30 days should not be regarded as having been continuously employed.

The statement said most of the 12 registered trade unions in the industry had demanded amendments to the Main Agreement. Demands for wage increases ranged from 16% to 167%. Other union demands included a four-hour reduction in the 44-hour work week without loss of pay, an increase in employer and employee contributions to pension funds, non-scheduled employees to be covered by the Main Agreement, a minimum of four weeks' severance pay for each year of service, and 20 days' child care leave a year for all employees.

Seifsa said employers were hard-pressed to cope with the escalating cost of labour and low levels of productivity.

Despite deteriorating economic conditions and retrenchments, trade unions had submitted a large number of demands. It was unrealistic to expect employers to meet all of them.

Last week the National Union of Metalworkers (Numsa) called for a R2-an-hour across-the-board increase — or 25%, whichever was the greater. It proposed a minimum rate of R4,50 an hour in the motor industry.

Numsa also tabled proposals on job security and training, including the establishment of jointly controlled job creation schemes and union access to company information.
Pay settlement levels ‘continue to increase’

WAGE settlement levels continued to increase between November 1990 and last month, with the average increase negotiated continuing at over 17%, say industrial relations consultants Andrew Levy and Associates.

The consultants’ February edition of Bargainers’ Bulletin says this happened despite unions dropping their opening demands.

A survey of early 1991 private sector negotiations found that unions were coming to the bargaining table with fewer peripheral demands and dropping these at an early stage of talks.

After wages, job security was unions’ top priority while they still tended to avoid productivity bargaining.

The report says lowered opening demands should not be interpreted as indicating an easier bargaining environment.

It says this is rather “a tactic which generally heralds a tough round of negotiations”.

Most companies no longer have to grant larger increases to lower paid workers to keep up with various minimum levels. “Conn are the days of conscience payouts,” the report concludes.

Management tended to table counter-demands, often at an early stage of the negotiation process. Employers also attempted to persuade unions to agree to clauses limiting absenteeism.

VERA VON LIERES

The average negotiating time was shorter in February this year (72 days) than in February 1990 (86 days).

Between November 1990 and February 1991, 40.6% of agreements were reached, only after some form of union action.

The most popular forms of industrial action were overtime bans (40.3%), go-slow (30.1%) and work stoppages (12.6%). Strike action accounted for only 7.9% of recorded industrial action.

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Graph: FIONA KRISCH Source: ANDREW LEVY & ASSOCIATES
Sahwru wants general strike

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 (R55).

The proposal, made at Sahwru's recent national congress, was coupled with a demand for a R20 weekly minimum for a 40-hour week, reports Cosatu's latest Infor-
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 Saccba Accord and moves to legislate it sparked a rethink.

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.
Need to reduce income disparities, says Anglo chief

By PIETER COETZEE
Financial Editor

SA's income distribution is not unusual when compared with other countries at a similar level of economic development and urbanisation, said Anglo American chairman Julian Ogilvie Thompson. Speaking at the Sacco Transvaal regional conference, he said developing societies are prone to high levels of inequality precisely because they are developing. "In the debate on the economic future of SA reference is often made to SA's Gini Coefficient (the standard measure of income distribution) being worse than any other country in the world. "No one disputes apartheid's moral repugnance and that income disparities in SA are large. One goal of future economic policies must be their reduction. "But it is vital that businessmen along with others understand the phenomenon of inequality in SA and elsewhere. It is simply not helpful to bandy about the Gini Coefficient as if it explains or summarises everything. "To do so also leads to a misleading perception that among the population at large that SA is a rich country," he said. "SA's difficulty lies not in the division between the 'have' and 'have-not', but in the fact that apartheid, by limiting participation in the economy, has ensured that this division has occurred mainly along racial lines." He said the SA business community recognises, as does government, that the new SA must address the deeply felt and justified grievances of those South Africans who have benefited least from what economic growth there has been. Its concern is to find the most effective means of doing so, not just in the initial years but in the long term — ensuring that immediate claims are not satisfied at the cost of increasing the incidence of poverty, as in many South American countries. "If SA faces economic problems broadly similar to those of other developing countries, we have a pretty good idea of the general policy environment conducive to economic growth. Countries both in Eastern Europe and throughout Africa are desperately attempting to move away from the old dirigiste models replete with a plethora of controls, to the only economic system that works. This is a market economy. • Where factors of production are priced according to relative scarcity. • Where inflation is kept under control, interest rates are positive in real terms to encourage savings and hence investment and taxes are broadly in line with international levels. • Where the country's comparative advantage is turned to account in a way which maximises broad-based development and some appropriate incentives encourage exports. In, however, business is successful to make its case for limited government and a market driven economy on a long-term basis, it needs to raise a constructive vision of the future. This must demonstrate that the economic growth ensuing from appropriate macro-economic policies, together with sustained co-operative business/labour/government programmes to tackle poverty, will make a tangible difference in the short to medium term in the provision of secure shelter, elementary health care and at least primary education. Ogilvie Thompson said that government and the private sector have both come to the conclusion that much greater socio-economic investment has to take place in spite of a tight economic policy and environment. Over 40% of the Budget is now being allocated broadly to socio-economic investment. The private sector, in addition to existing social investment funds, has now launched the Private Sector Initiative with some R550m over five years to complement the government-sponsored Independent Development Trust of R2bn created last year. While recognising the need to maximise social investment, it is necessary to ensure that all programmes which the private sector contemplates, are based on sound holistic analysis and appropriate policy.
Seifsa calls for wage restraints

Own Correspondent

JOHANNESBURG. — Employers in the metal and engineering industries have called for union restraint in view of poor economic conditions prevailing in the industry.

The Steel and Engineering Industries' Federation of SA (Seifsa) said in a statement at the weekend that negotiating parties had made good progress in motivating their various demands at the opening round of annual wage negotiations in the industry held in Germiston on Friday.

Seifsa said representatives of the industry's 12 trade unions presented more than 30 demands for changes to the main agreement.

These included wage increases ranging from 16% to 17%, demands to reduce the working week from 44 to 40 hours without loss of pay, and a number of demands related to training and security of employment.

Employers presented six proposals for changes to the agreement and called for union restraint.

The parties agreed to continue talks on March 26.
Seifsa calls for union restraint, over wages

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Employers presented six proposals for changes to the agreement and called for union restraint.

Seifsa executive director Brian Angus stressed that metal industry workers were being retrenched at the rate of 2,100 a month.

He said employers were hard-pressed to cope with the escalating costs of labour and low levels of productivity and that SA products were becoming increasingly uncompetitive in international markets.

The parties agreed to continue talks on March 26.
Airports to be commercialised

GEORGE — SA’s nine state airports could be fully commercialised by next year, Transport Minister George Bartlett said yesterday.

Bartlett said state airports would not be privatised but would probably continue to be run on a commercial basis by companies owned 100% by the state.

Bartlett was speaking at a ceremony at which George’s PW Botha Airport received the Airport of the Year award.

He said full privatisation of airports was “a long way off” and that commercialisation under state control was the preferred means of making them profitable concerns.

“Airports have to offer all user airlines equal service opportunities and accommodation in landing slots, ground facilities and passenger and baggage handling services,” he said.

Bartlett said a task group comprising the Directorate of Civil Aviation and other parties with interests in the commercialisation of airports had been convened to investigate several possible models.

Bartlett said full commercialisation could be expected within the next year.

In terms of the commercialisation proposals, separate companies would be set up each responsible for one of the nine state airports.

“These companies, with independent trading accounts, will be accountable for the failure or success of each airport which will have to be run according to sound business practices,” he said.

Bartlett likened the proposed model to the UK’s previous state-controlled Airport Authority, and said the new structures would probably resemble state corporations similar to Eskom, Iscor and Sasol.

He added that the Transport Department had been preparing for the change in airport management and had called for nominations of people to sit on an Air Services Licensing Council which would be charged with implementing new policies.

SAA CE Gert van der Veer said the airline was not going to make a nomination as it was not prudent for airport users to be put in a position where they would be granting themselves licences.

‘Major health care challenges face SA’

PRETORIA — The provision of an equitable non-discriminatory health care system was one of the major challenges facing the health care sector, National Health and Population Development director-general Coen Slabber said yesterday.

Speaking at the SA Nursing Council AGM, Slabber said other challenges were AIDS, the unacceptably high population growth, rapid urbanisation, the low economic growth rate and shortage of funds.

It was decided that the future health care system had to be based in primary health care and had to provide an equitable service accessible to all.

And Nursing Council president Wilma Kotze said there was reason for grave concern about the shortage of nurses particularly in the fields of intensive care and cancer.

She said the number of nurses had risen by 2% last year.

Delegates will discuss union issues

THE Nata-affiliated Metal and Electrical Workers’ Union (Nawusa), representing 250 000 workers, is to hold its national congress in Johannesburg this weekend.

Nawusa general secretary Tomi Oliphant said yesterday about 350 delegates from various regions countrywide would meet to discuss a range of issues.

Nawusa is one of the 12 unions involved in negotiations in the metal and engineering industries.

It is demanding a R1.50-an-hour across-the-board increase for all employees and a minimum hourly rate of R6 for the lowest grade workers.

It is also demanding a 40-hour week and pushing for wage differentials between various grades to be eliminated.

Other demands include 6 March 21 as a paid public holiday; an increase in shift allowances; and a minimum four-weeks’ severance pay per year of service.

The union has also tabled demands on the training of operatives and artisans which, it says, is one of its main demands.

The next round of talks in the metal and engineering industry will take place early next week.
NUMSA homes in on training

VERA VON LEHES

THE National Union of Metalworkers (NUMSA), in its first round of national wage negotiations in the automobile, tyre and rubber and manufacturing industries, has proposed major social and training investments to stimulate the economy.

It states this is "the only way of reversing the catastrophic trends towards higher unemployment".

Last week's talks in the three industries were held to give employers and unions the chance to motivate proposals.

NUMSA said in a statement yesterday if business and government continued to pursue present policies, these could lead only to a disastrous rise in unemployment which would make political or economic stability impossible.

In its motivations, NUMSA proposed urgent investment in electrification of all houses at affordable rates. It also proposed housing, education and training for all.

"It is NUMSA's view that ample capital is available in SA, a problem being that the capital is not being directed to productive investment.

NUMSA said there were various mechanisms, including taxation, prescribed investments, negotiations and nationalisation to unlock this capital.

There was also an urgent need for coherent policies for technology development, exploitation of markets, education, technical and commercial training, and other policy areas which were vital for the development of industrial capacity and employment.

NUMSA is calling for a R2-an-hour across-the-board increase — or 25% — whichever is the greater.

It has proposed a minimum rate of R4,50 an hour in the motor industry.

NUMSA also tabled important proposals for job security and training, including the establishment of jointly controlled job creation schemes and union rights to company information.

Another demand was for the inclusion of non-scheduled workers under the Main Agreement.
Pay awards high as strikes taper off

By ADRIAN HERSCH

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

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

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

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

Heels

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

ALAA expects an average settlement figure of between 18.5% and 16.9% this year. Researcher Erica Jankowitz says that since the release of the report many settlements of about 15% have been reached.

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

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

In the February 1991 period 49% of settlements were reached after some form of industrial action.
Major gains for workers from 'destructive' unions

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

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

However, if union actions had damaged the economy, they had also brought considerable financial benefits to black workers. Employment had fallen significantly over the last five years, while 1.6-million new workers entered the labour market.

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

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

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

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

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

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

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

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

If future political legislation could be based on a similar model of tripartite agreements “we may even be able to express a degree of optimism for the future of our country”, Innes said.
What to do with R3,7-bn for SA public servants

Political Staff

Public Service pay talks start in Pretoria tommorrow to decide how to spend the R3,735-billion government has set aside for improving public servants' deals.

Officials of the Commission for Administration will meet representatives of public service associations and unions to determine how the cake is sliced.

First step

It will be the first time that the government consults State employees on how to spend a fixed amount allocated to them. Previous announcements of public service increases, such as the 10 percent non-pensionable allowance of April 1 last year, were criticised.

"This is the first step towards the establishment of a formal negotiating forum between employees and the State as an employer," the chairman of the Commission for Administration, Dr Piet van der Merwe, said yesterday.

It was the start to meaningful negotiations between the two sides, he said, recognising the right of those in the public service to freedom of association and collective bargaining.

The talks are scheduled for tommorrow and Thursday. Early speculation of this year's deal centres on a fixed lump sum for everybody from July 1.

Paying everybody the same amount would narrow the gap between higher and lower ranks. It would constitute a bigger percentage increase for the lower echelons than for their seniors.

This principle was applied in an increase on April 1 last year for MPs. All were given R12 000 more, meaning 15,9 percent for ordinary MPs, and 7,8 percent for Cabinet ministers.

Further speculation is that the controversial 10 percent non-pensionable allowance will be consolidated and become pensionable from July 1.

Dr van der Merwe said, in response to this speculation, that the negotiations would be open-ended. "Everything is negotiable. The only thing that is fixed at the moment is the amount of money allocated (R3,7-billion)," he said.

What emerged from the negotiations -- how the cake was divided -- depended on how strongly the associations and unions felt about the issues, he said.

If they felt very strongly, for instance, that the 10 percent non-pensionable allowance should be consolidated, "then it would have to be taken into account," he said.

Last Wednesday's budget noted that part of the R3,7-billion would go towards the penultimate phase of eliminating disparities between males and females in education.

The Public Servants Association of South Africa has put the State on notice that it will be pushing for four things:

- Sufficient funds to cover occupational differentiation;
- Removing disparities between certain occupational family groups;
- Consolidation of the 10 percent non-pensionable allowance and;
- Key scales -- modest salary adjustments to make an adjustment date later than April 1 acceptable to public servants.

"We're not really in favour of a later date," Mr Hans Olivier, General Manager of the PSA, said today. "We will only be in favour if it benefits public servants," he said.

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Unions turn down Sefisa wage offers

THE Steel and Engineering Industries Federation (Sefisa) tabled wage offers of between 7% and 30% at yesterday's second round of national negotiations and indicated that there was little room for movement on its part.

Sefisa executive director Brian Angus said in a statement that management hoped the unions would accept the offer, which he described as a 'serious' one.

The offer was rejected by all 12 unions yesterday.

The National Union of Metalworkers of SA (Numsa) has demanded a 25% across-the-board increase.

Angus appealed to the unions to help complete negotiations before June when the industry's main agreement expires.

Sefisa's offer applies to 15 job categories. Labourers have been offered 19%, while the 7% applies to artisans.

Sefisa agreed attention would be given to the issues of training and job creation. The employer federation also urged unions to agree to a joint AIDS education programme.

Numsa has demanded joint control over job creation schemes and paid training for retrenched workers.

Another of its demands is an improvement in child care leave.
Steel unions reject Seifsa wage offer
By Shareen Singh

Twelve unions involved in wage negotiations in the steel engineering industry this week rejected the employers' wage offer which, they claim, is well below the inflation rate and lower than what employers had offered last year.

The employer body, the Steel Engineering Industries Federation (Seifsa), tabled a wage offer ranging from 7 to 10.5 percent.

This amounts to increases in the various wage categories ranging from 39c an hour for labourers to 67c for artisans.

The proposed increases would raise wage rates in the industry to R4.57 and R10.17 an hour for labourers and artisans respectively.

Seifsa informed trade unions at the wage talks that employers would approach wage negotiations this year differently.

In the past, employers tended to make a number of wage offers during the course of negotiations, but this would not be the case this year and Seifsa urged the unions to take the employer offer seriously.

Retrenched

Seifsa agreed with the unions that attention must be given to training and job creation in the industry, where an average of 2 000 workers a month were retrenched since the beginning of this year.

The biggest union in the industry — the National Union of Metalworkers, with a registered membership of about 113 000 — demanded a lower percentage wage than it did last year.

In 1999 the union had asked for 24.1 percent at the top and 56.5 percent at the bottom. This year the union demanded 31.1 percent and 47.8 percent respectively, Seifsa said.
Metal unions reject employers' pay offer

The 12 union parties to the Metal Industrial Council unanimously rejected the employers' opening wage offer of between seven and 10.5 percent, tabled at the second round of national negotiations on Tuesday. Unions want between 16 and 16.7 percent.

The Steel and Engineering Industries Federation (Seifsa) offer would raise hourly rates to R4.57 and R10.17 for labourers and artisans respectively.

Seifsa director Brian Angus warned the unions that this was a serious proposal and that employers would not make numerous adjustments during the talks as in the past. He called for the conclusion of talks before the expiry of the current agreement in June.

Outlining "very poor conditions" in the metal industry, he said retrenchments last month had topped 1,800, an annualised figure of 35,000. Last year 26,000 jobs were lost - a 60 percent increase on 1989.

Angus made a strong plea for the dropping of sanctions, stressing that the steel industry was losing R1-billion a year as a result.

Backng union demands for training, development and job creation in the industry, he proposed that these issues be discussed in a separate forum because of their complexity. He also urged a joint employer-union AIDS campaign. The next round of talks is
CWIU wins top wage deal

The Chemical Workers' Industrial Union has won the highest minimum wage in the chemical industry after a two-week strike at Merck SA, a German multinational at Midrand.

A union statement said R1 557 had been agreed as the new minimum monthly rate. About 40 workers are understood to have taken strike action.

At the same time, the union has clinched a wage deal with PG Glass Holdings, the country's largest glass retail operation, providing for a minimum wage of R1 047. About 1 500 workers are affected countrywide.
WAGES AND THE IR CLIMATE

PAY ONE, PAY ALL

UNIONS ARE IN A COMBATIVE MOOD DESPITE TIGHT ECONOMIC CONDITIONS

It's that time of year again. Major employer groups are about to sit down around the table with representative unions to thrash out wage settlements for 1991.

With the economy entering its third year of recession (GDP growth was negative last year), corporate profits in a noxious and widespread retrenchments, one would expect most of the negotiating cards to be in employers' hands this year.

Not so. While indications towards the end of 1990 were that wage settlement levels were beginning to decline, settlements concluded in the first round of negotiations early this year have been in line with the average settlements for last year.

The National Union of Metalworkers (Numsa)'s opening gambit in this year's wage talks was for a 25% across-the-board increase - including a host of peripheral benefits such as job security, paternity leave and more say in company management. Likewise, talks at Pick 'n Pay kicked off with a demand for a R375 a month increase on the company's minimum wage of R910 - a 41% increase.

Employers can be forgiven for being taken aback by this turn of events. They had, quite reasonably, concluded that in tighter economic times, with the spectre of retrenchment hanging over workers, unions would be inclined to be more moderate in their wage demands for 1991.

What has prompted unions to take a contrary view and why do employers appear to be acquiescing to their demands? Labour consultants offer several explanations, not all of them convincing.

Firstly, they point out that wage settlements have been well above the rate of inflation for the past four years. Moreover, no union negotiator, they argue, is going to willingly buck the trend by settling for a below-inflation or inflation-related increase at this time. Union members just wouldn't allow them to do so.

Perhaps even more significantly, they say the events of February 2 last year, which culminated in the unbanning of the ANC and the release of Nelson Mandela, have raised worker expectations on the benefits they stand to reap in the new SA. While this mood of euphoria is in the air, they are not about to settle for less on the shop floor.

This is a view endorsed by the redistributionists. One labour researcher noted that until there was a significant move on the part of employers to begin to redistribute wealth, workers were not going to temper their demands. In similar vein, Cosatu's general secretary Jay Naidoo claimed recently that SA had the most unequal wealth distribution in the world with 5% of the population owning 88% of the wealth. "How do you build prosperity amid mass poverty without wage rises?" he asked.

Naidoo acknowledges that higher wages in themselves will not solve the country's economic problems, but he suggests they are "an essential component of a restructured economy geared to provide jobs and reduce poverty."

How do these arguments go down with employers in a climate where order books are shrinking daily, business confidence is crum-
Grave restraint plea

AN APPEAL for organised labour to show restraint in wage demands was made shortly before his death by chairman of the SA Board for Personal Practice Gerry Whyte.

Mr Whyte, who died this month, said in his annual review presented this week: "We acknowledge that a redistribution of wealth was necessary in our society — and also that this process is by no means complete. But we are witnessing a continued and unrelenting pressure on wages and employee benefits, with nothing substantive offered in return."

"Our workforce productivity is declining in absolute terms. If we view it relative to wage increases, the state of deterioration can only be described as horrific," said Mr Whyte.

In developed countries labour and management saw themselves as partners in an enterprise.

"This is a learning curve our trade union movement still has to go through."

He said labour and management would have to get together to build a new economic order and to formulate strategies for raising the general quality of life of the workforce.

Mr Whyte criticised the move for ownership of capital to be left in fewer hands. He called it "economic inbreeding."
Unions defy layoff threat

THE SECOND round of wage negotiations between the Steel Engineering Industry Federation of SA (Seifsa) and trade unions this week was unsuccessful in spite of the threat of more layoffs.

Seifsa, which has indicated that it will take a tougher stand this year, offered its 360,000 employees a wage increase ranging from 7% to 10.5%.

The 12 trade unions demanded increases of between 16% and 16.7%.

The unions made 30 demands for changes to the main wage agreement, including a reduction in the working week to 40 hours from 44 hours.

Employers were prepared to consider only six.

Earlier this week, Seifsa chief economist Mike McDonald warned that 30,000 hourly paid employees could be laid off this year as the worst trading conditions since 1988 gripped the industry.

In discussions this week, Seifsa executive director Brian Angus said he was concerned about the number of retrenchments taking place — about 2,100 a month.

Mr Angus said several companies had put their workers on short time and many others had gone into liquidation.

Employers have offered increases ranging from 30c an hour for labourers to 67c an hour for artisans.

This would be an increase to R4.87 an hour and R10.17 an hour respectively.

Seifsa has agreed that more attention must be given to training and development and job creation in the industry, but suggests that these matters be discussed separately.

The current wage agreement ends at the end of May. Seifsa insists that a new agreement must be concluded before then.

Negotiations will continue on April 11.
R1,9 billion for pay rises

By PETER DENNEHY

CIVIL servants — but not teachers — will get pay rises amounting to R1,9 billion from July 1 in terms of an agreement reached between their unions and the Commission for Administration in Pretoria last week.

The general secretary of the Health Workers' Union (HWU), Mr Dale Forbes, said yesterday that the union and 10 other unions at the negotiations represented 350,000 workers, but the total number of employees affected by the agreement that was reached last week was 720,000.

"The total amount made available was R1,97 billion," Mr Forbes said. "Of that, R312 million will be used to convert the 10% non-pensionable allowance that public servants received last year into an ordinary pensionable part of their salaries."

Another half-billion rand had been set aside to "partially eliminate structural disparities between certain classes of employees", Mr Forbes said. This affected mainly middle- and upper-income earners.

A "differentiated general salary adjustment" had also been negotiated in terms of which lower-paid workers would get an increase "slightly above the rate of inflation" from July 1.

Mr Forbes said he was not allowed to disclose the overall pay increase figure. However, he was particularly pleased that his union, in conjunction with the National Education Health and Allied Workers' Union (Nehawu) and the Natal Provincial Administration's staff association, had managed to "shift the emphasis slightly" in favour of the lower-paid workers.

In previous years, he said, consultative meetings had been held with the unions, but the government itself had decided on the pay increases. This year the government had negotiated with the unions for the first time.

Mr Danie Vorster, a public relations officer for the Commission for Administration, said his organisation would not comment at this stage.

Mr A J Dippenaar, chief executive officer of Hospera, a civil service association, confirmed that discussions had taken place between 11 staff associations and the Commission for Administration last week on the use of funds allocated for the improvement of conditions of service.

Recommendations had been made to the Commission "for consideration and approval". An implementation date of July 1, 1991 "seemed to offer the most favourable dispensation for personnel", he said.
Pay rise inadequate, say public servants

By SHARON SOROUR
Labour Reporter 3/4/91

PUBLIC servants — set to get pay increases amounting to R1.9 billion from July 1 — have slammed the budgetary allowance as "totally inadequate".

Discussions were held at the end of March between the Commission for Administration and 11 public service associations and unions to determine how to allocate the R3.735 billion the government had set aside for improving their conditions of service.

The talks — described as "historic" because it was the first time in public service history that the negotiations on how to "slice the cake" took place — excluded federal staff who will thrash out their own package with the Minister of National Education.

In reports last week, Commission for Administration chairman Dr Piet van der Merwe said it was the first step towards establishing a formal negotiating forum between employees and the State as employer.

In a statement, Public Servants League (PSL) general manager Mr Bernard Wentzel said the amount was "totally inadequate".

He said: "This amount will have to be divided between the public sector and the education sector, which involves about 600,000 workers.

"It will not be able to eradicate the backlog and differences in salaries of 146 occupational groups who did not have salary adjustments for the last seven years."
Numsa, employers. set for tough talks
By Shareen Singh

There were early indications that annual wage negotiations in the tyre and car industries would be tough and tense, the National Union of Metalworkers (Numsa) said yesterday.

At the second round of wage talks last week, employers in the industry stated that wage increases needed to be substantially below the current inflation rate and offered a 7 percent increase.

Numsa warned that wage increases below the inflation rate were unacceptable and would not be negotiable. The union was demanding R2 an hour across-the-board increase — the same as its opening demand last year.

Central to the negotiations this year were Numsa's demands on employment security and training. It proposed that all workers be trained and that industry funds be set up to finance training. It also called for job creation schemes.

The next round of negotiations takes place next week.
Scene set for tense pay talks

ANNUAL wage negotiations in the tyre and vehicle industries were set to be "tough and tense", National Union of Metalworkers (Numsa) official Les Kettle said yesterday.

The second round of negotiations, covering about 60 000 workers, took place last week. Meetings were held for major tyre and vehicle manufacturers to respond to union demands tabled last month.

Kettle said industry employers said last week wage increases would have to be substantially below the inflation rate. Numsa rejected this position.

Numsa demands included:
- Training for all workers;
- Industry funds to finance training of retrenched workers; and
- Job creation schemes to be established and administered by senior employer and union representatives.

Rights

Numsa said longer-term planning at industry level, in which unions played a central role, was urgently required.

The union said employers should finance planning, including research and development; agree on a code of basic worker rights; and negotiate investment decisions, work organisation and productivity with unions.

Automobile employers' caucus chairman Dave Kirby said that last week's meeting gave employers an opportunity to present their position. The industry was "not finding it easy".

A key issue in this year's negotiations would be job security, he said. Wage offers had not yet been tabled but the parties had decided on central issues around which to negotiate.

The third round of talks will take place next week.
Seifsa wage offer rejected

By Shareen Singh

Employers and unions in the metal industry failed to reach agreement at the third round of wage negotiations yesterday, despite an improved wage offer. \(^{355}\)

The Steel Engineering Industries Federation (Seifsa), the employer body, said the revised wage offer provided for increases ranging from 8 to 11.6 percent.

In earlier talks, employers had offered increases ranging from 7 to 10.5 percent.

The proposed new increase would raise rates to R4.62 and R10.26 an hour for labourers and artisans respectively.
Spareco staff win pay claim

Spareco employees whose salary cheques bounced after the giant motor spares company went into liquidation last year have won their claim for more than R1-million in unpaid salaries and wages.

In a settlement reached between the consortium of banks - Bunkop, First National and Alpha - and the 623 Spareco employees, wages for September will be paid in full.

Spareco employees have been fighting for six months for the pay they were promised for conducting a stock-take after the closure of the company, under the instruction of the banks' representative, Reuben Miller Group.

The Rand Supreme Court directed liquidators Westtrust to meet the wages bill.
Saccawu goes
to court today

VERA VON DENIES

AN application by the SA Commercial, Catering and Allied Workers' Union (Saccawu) to interdict Southern Sun over national wage demands for 6,000 of its members will be heard in the Industrial court in Pretoria today. This was confirmed at the weekend by Saccawu spokesman Xhaile Setena who said the company had rejected the union's final offer of a R110 monthly across-the-board increase from April plus R10 from October.

Saccawu has accused the company of bypassing it by making its final offer directly to workers. It said the company had threatened salary deductions for "unauthorised absenteeism".

Southern Sun's final offer was a R103-a-month increase or 14% overall - whichever was the greater.

Southern Sun spokesman Andy MacAulait said last week the union had failed to make its final offer known to the company at the last conciliation board hearing between the parties. Saccawu said it had insufficient time to obtain a final mandate from its members.
LABOUR RELATIONS ACT, 1956

ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL.—RE-ENACTMENT OF SICK BENEFIT, PENSION AND MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, upon the employees' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clause 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

ELI VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractor's Association (South Africa)
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Electrical Workers' Association
and the

Metal and Electrical Workers' Union of South Africa
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Electrical Contracting Industry,


BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE AANNEMINGSNYWERHEID OOREENKOMS
ooroomskom dit die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Electrical Contractors' Association (South Africa)
(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Electrical Workers' Association
en die

Metal and Electrical Workers' Union of South Africa
(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

### 1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers and employees in the Electrical Contracting Industry—

(a) who are members of the employers’ organisation and the trade unions respectively; and

(b) who are engaged or employed in the industry in the Province of the Transvaal and the Magisterial Districts of Bloemfontein and Sasolburg.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1961, or any conditions prescribed or any notice served in terms thereof.

(3) For the purposes of this Agreement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1961, shall be taken to be the weekly wage of such employees, and the hourly rate shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

### 2. CLAUSE 18.—PENSION FUND

Insert the following subclause (5):

“(5) Notwithstanding the provisions of subclause (4), where an employee, who has not been employed in the industry before, is employed as an Elconop 1 or Labourer, he shall be covered only by the death benefit portion of the Pension Fund for the first 13 weeks of employment and, thereafter, he shall become a full member of the Pension Fund.”

### 3. CLAUSE 20.—CONTRIBUTIONS

(1) Substitute the following for subclause (1):

“(1) The weekly contributions of all employees to the Electrical Contracting Industry Pension Fund shall be based on the prescribed wages payable to such employees in terms of the Main Agreement of the Council, as amended from time to time, plus 20 per cent thereof, and shall be calculated at the rate of 12.5 per cent of the said prescribed wage, plus 20 per cent thereof, taken to the next higher 10 cents.

(2) Delete subclause (2).

(3) Renumber subclause (3) as subclause (2).

(4) Insert the following subclause (3):

“(3) Notwithstanding the provisions of any other clause in this Agreement or the Main Agreement, the contributions referred to in subclause (1) shall be based on a working week of 42 hours.”

### 4. CLAUSE 30.—CONTRIBUTIONS

Substitute the following for subclause (1):

“(1) (a) An employer shall pay the following amounts to Elmed in respect of the undermentioned employees in their respective categories of membership per week:

<table>
<thead>
<tr>
<th>Category of membership</th>
<th>Master electricians, electricians, artisans, Elkonops 3, Ekonops 2, drivers, final year apprentices, apprentices with dependents, and trainees who are</th>
<th>Total amount in rand per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-members</td>
<td>B-members</td>
<td>Appren-</td>
</tr>
<tr>
<td>[Column (1)]</td>
<td>[Column (2)]</td>
<td>tices not in-</td>
</tr>
<tr>
<td>(Column (3))</td>
<td></td>
<td>cluded in</td>
</tr>
<tr>
<td>M</td>
<td>44</td>
<td>38</td>
</tr>
<tr>
<td>M1</td>
<td>54</td>
<td>48</td>
</tr>
<tr>
<td>M2</td>
<td>60</td>
<td>55</td>
</tr>
<tr>
<td>M3</td>
<td>68</td>
<td>63</td>
</tr>
<tr>
<td>M4+</td>
<td>74</td>
<td>69</td>
</tr>
</tbody>
</table>

### 5. KLOUSELE 20.—BYDRAE

(1) Vervang subkloosule (1) deur die volgende:

“(1) Die weeklikse bydrae van alle werknemers tot die Pensioenfonds van die Elektrotechnishe Aanemingswryh- heid moet gesekere word op die voorgeskrevene loon betaal- baar aan sodanige werknemers ingevolge die Hoofooreen- koms van die Raad, soos van tyd tot tyd gewysig, plus 20 percent daaraan, en moet bereken word ten 12,5 percent van die gemelde voorgeskrevene toon, plus 20 percent daarvan, bereken tot die volgende hoogste 10 sent.”

(2) Skrap subkloosule (2).

(3) Hernommer subkloosule (3) om te lui subkloosule (2).

(4) Voeg die volgende subkloosule (3) in:

“(3) Ondanks die voorskrif van enige ander kloosule in hierdie Ooreenkoms of die Hoofooreenkoms van die Raad, moet die bydrae in subkloosule (1) bedoel, gesekere word op ‘n weekwerk van 42 uur.”

### 6. KLOUSELE 30.—BYDRAE

Vervang subkloosule (1) deur die volgende:

“(1) (a) ’n Werkgewer moet die volgende bedrag weeklikse aan Elmed betaal ten opsigte van ondergenoemde werke- mers in hul onderskeie lidmaatskapskategoriee:

<table>
<thead>
<tr>
<th>Lidmaatskapskategorie</th>
<th>Total amount in rand per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meester/elektrikiers, el- ekktiekiers, ambagsman- ne, Elkonops 3, Eko- nops 2, drywers, finale- jaar-vakleerlinge, vak- leerlinge met afhanki- kies en weeklikse wat</td>
<td>Totale bedrag in rand per week</td>
</tr>
<tr>
<td>(Kolom (1))</td>
<td>(Kolom (2))</td>
</tr>
<tr>
<td>A-lede is</td>
<td>B-lede is</td>
</tr>
<tr>
<td>[Kolom (1)]</td>
<td>[Kolom (2)]</td>
</tr>
<tr>
<td>M</td>
<td>44</td>
</tr>
<tr>
<td>M1</td>
<td>54</td>
</tr>
<tr>
<td>M2</td>
<td>60</td>
</tr>
<tr>
<td>M3</td>
<td>68</td>
</tr>
<tr>
<td>M4+</td>
<td>74</td>
</tr>
</tbody>
</table>

### 7. KLOUSELE 30.—BYDRAE

(1) Ondanks subkloosule (1) deur die volgende:

“(1) Hierdie Ooreenkoms moet nagekome word deur alle werkgewers en werknemers in die Elektrotechnishe Aan- nemingswryhheid—

(a) wat lede is van onderskeidelik die werkgewersorganisa- sie en die vakverenigings; en

(b) wat betrokke is by of werkzaam in die Nywerheid in die provinsie Transvaal en in die landboudistrikte Bloemfontein en Sasolburg.

(2) Ondanks subkloosule (1) is die Ooreenkoms van toe- passing op vakleerlinge en weeklikse slegs vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daaraan gerekt is nie.

(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loon van vakleerlinge wat kragtig die Wet op Mannekragopleiding, 1981, voorgeskry is as die week- loon van sodanige werknemers geag en is as die uurtlof die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die betreklike bedryfsoort gework word.

### 8. KLOUSELE 20.—PENSIOENFONDS

Voeg die volgende subkloosule (5) in:

“(5) Ondanks subkloosule (4), waar ’n werknemer wat nie voorheen in die Nywerheid in diens was nie, as ’n Elkonop 1 of arbeider in diens genoem word, word hy vir die eerste 13 weke diens slegs deur die sterfheidstake-gebede van die Pensioenfonds gedeel en daarna word hy ’n volle lid van die Pensioenfonds.”

### 9. KLOUSELE 20.—BYDRAE

(1) Vervang subkloosule (1) deur die volgende:

“(1) Die weeklikse bydrae van alle werknemers tot die Pensioenfonds van die Elektrotechnishe Aanemingswryh- heid moet gesekere word word op die voorgeskrevene loon betaal- baar aan sodanige werknemers ingevolge die Hoofooreen- koms van die Raad, soos van tyd tot tyd gewysig, plus 20 percent daarvan, en moet bereken word ten 12,5 percent van die gemelde voorgeskrevene toon, plus 20 percent daarvan, bereken tot die volgende hoogste 10 sent.”

(2) Skrap subkloosule (2).

(3) Hernommer subkloosule (3) om te lui subkloosule (2).

(4) Voeg die volgende subkloosule (3) in:

“(3) Ondanks die voorskrif van enige ander kloosule in hierdie Ooreenkoms of die Hoofooreenkoms van die Raad, moet die bydrae in subkloosule (1) bedoel, gesekere word op ‘n weekwerk van 42 uur.”
(b) The amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each month worked by each person who has been admitted as a member of ELMED in terms of clause 25 (1) (b) shall be paid by the Council to ELMED.

(c) Every employer referred to in clause 25 (1) (c) shall pay monthly to ELMED the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ category member in respect of each person who has been admitted to membership of ELMED in terms of clause 25 (1) (c).

(d) Every person who has been admitted to ELMED in terms of clause 25 (1) (d) shall pay monthly the amount of R190,00 for an M category member, R234,00 for an M1 category member, R260,00 for an M2 category member, R294,00 for an M3 category member and R320,00 for an M4+ member to ELMED.

(e) The Council may reduce the amounts referred to in paragraph (d) above, but such reduced rate shall be applicable only during the lifetime of the member who has been admitted in terms of clause 25 (1) (d) ."

Signed at Johannesburg, as authorised for and on behalf of the parties to the Council, this 8th day of August 1990.

B. NICHOLSON,
Vice-Chairman.

L. M. BOWLES,
Member of the Council.

G. R. J. STRYDOM,
Assistant Secretary.

No. R. 897

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, SOUTH AND WESTERN TRANSVAAL. — AMENDMENT TO SICK BENEFIT FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers’ organisation and the trade union which entered into the said Agreement and upon the employers and employee who are members of the said organisation or union.

E. VAN DER M. LOUW,
Minister of Manpower.
Union once again rejects wage offer.

THE National Union of Metalworkers has rejected - after fresh talks - a wage offer by employers in the motor vehicle and tyre manufacturing industries.

In the motor vehicle industry increases ranged between 70c for unskilled workers to R1.35 an hour for skilled workers. Tyre industry employers had offered increases of 11 percent of the actual earnings, according to a union statement.

"During the weekend shop stewards from both sectors reiterated the rejection of these offers," the statement said.

Talks will resume next week in a bid to find a compromise settlement on wage and conditions of employment.
Miners bid for R700 basic pay

Johannesburg. — The National Union of Mineworkers is to press for minimum wages to be increased by between 43% and almost 73%.

The 1991 wage proposal, formulated at the union's annual congress over the past four days and to be presented to the Chamber of Mines, calls for a R700 monthly minimum for surface workers and R775 for underground miners.

The minimum wage on Anglo American gold mines is R490 and R534 respectively. Johannesburg Consolidated Investments wages are similar. However, certain groups maintain a steeper wage curve, with the minimum about R490.

Colliery wages are generally slightly lower than those on gold mines. The union is to try to reduce the wage difference between them.

The union's biannual report says it will ensure that the restructuring of the mining industry features prominently in this year's wage negotiations.

A survey has found white mineworkers earn about 20% more than the average paid to whites in manufacturing, but black mineworkers' wages are 20% lower than the manufacturing average.

General secretary Cyril Ramaphosa, re-elected along the rest of the top NUM office-bearers, told the congress NUM and the Chamber of Mines would jointly invite the government to a tri-party conference to address the crisis in the industry.
NUM wage position stands despite closure

THE closure of Gemini's Stilfontein gold mine would not affect the National Union of Mineworkers' (NUM's) position in the coming annual wage negotiations, union general secretary Marcel Golding said yesterday.

Golding said the NUM would continue to demand a national wage rate for each job category during negotiations with the Chamber of Mines. The first round of negotiations is scheduled for early May.

He said particular companies' capacities to meet the NUM demands had in the past been taken into account. However, the NUM's overall commitment to a national wage rates through centralised negotiations stood firm.

Gemini announced this week that it would close Stilfontein with the loss of 2,500 jobs.

Golding said the union's policy on a national rate for each job category could only be reviewed by its national congress which was due to meet at the end of the month.

NUM spokesman Jerry Majatladi said although the chamber last year agreed in principle that wage differentials should be phased out, little progress has been made on the issue.

The extent of the wage gap can be gauged from the 27% difference in minimum wage rates for bottom-grade underground workers on Anglo American and Gold Fields gold mines.

Majatladi said the NUM had a responsibility to ensure that members were paid "a decent wage," taking into account the difficulties and very real dangers of working conditions. The 1989 NUM congress put forward minimum wages for underground and surface workers of R600 and R547 respectively — wages that had yet to be realised, he said.

In the long-term the entire industry had to be restructured if black mineworkers were to get more favourable conditions, he said.

However, the priority remained the upliftment of standards of living of black mineworkers.

Majatladi said the NUM was responding to practical situations and the reality of miners earning monthly minimum wages as little as R305 and R321 — paid at Lonrho and Goldfields mines respectively.

The declining gold price and the growing unprofitability of many mines is expected to help make the 1991 wage negotiations one of the most difficult yet.

Chamber president Clive Knobbs said wage demands received so far were well in excess of what the industry could pay. He said the time had come for officials' associations and trade unions to accept that job creation, and particularly the maintenance of existing complements, could not be reconciled with excessive wage demands.

Rejection

Two weeks ago Knobbs said the industry was in the grip of its worst financial crisis in 100 years.

Speaking at the Frankel Max Pollak Vanderine conference recently on future labour relations in the mining industry, NUM general secretary Cyril Ramaphosa said the crisis in the industry was not only economic — but also profoundly social.

The social crisis extended to all branches of the industry and encompassed workers' rejection of their poor wages and working conditions, their compound housing and "dead-end training".

If the mining industry was to have any future at all, the labour relations system on the mines would have to change fundamentally, Ramaphosa said.

The industry would only be able to stake a claim to being part of a new SA, when it paid fair wages, provided decent housing and adequate training for its workers, improved health and safety standards, rooted out racial discrimination and allowed workers into decision-making processes.
Delta joins motor industry forum

DELTA Motor Corporation has agreed to join the national bargaining forum (NBF) in the car industry—a major breakthrough for the National Union of Metalworkers' central bargaining campaign. 

Delta has been the only major vehicle manufacturer to fight any of the forum since its establishment in 1989, sparking a six-day wildcat strike and a formal dispute last year. Eight other companies are members.

A Numa statement said that in terms of a deal struck this week, Delta would join the forum with immediate effect, implement clauses of last year's NBF agreement on maternity leave, short time, sick leave and other issues, and join sub-committees of the NBF, notably those on job security and training.

In turn, the union had agreed to exempt the firm from the NBF clause on working hours until 1995 subject to annual review, and to regulate overtime work through a joint committee at the plant.

Numsa said the only outstanding demand related to the implementation of a 1989 industrial council agreement at Delta, involving back pay for the relevant period. Numa said members at the firm would decide whether to ballot for strike action on the issue.

"Transition to political democracy must be underpinned by an economic democracy where key players interact to restructure the industry on a nationally planned basis," said Numa's Gavin Harford. By joining the NBF, Delta "greatly assisted" this.
MINING INDUSTRY

TALKING ABOUT CRISIS

Miners and the mining houses are expected to get together with government in the near future for an urgent summit on the future of the beleaguered industry.

This was one of several resolutions adopted at the National Union of Mineworkers’ (NUM) conference in Johannesburg last weekend. Another called for sanctions to be retained at this stage; and another rather oddly called for a debate about the incorporation of Lesotho into SA in the future.

However, discussion about restructuring the mining industry and preventing further retrenchments dominated a large proportion of debate. ANC deputy president Nelson Mandela in an address to the conference said the “crisis is of such proportions that a national response is required.” He said further retrenchment would devastate the already impoverished rural areas, and that “foreign exchange earnings will be dramatically reduced.”

Threatening crisis

The conference criticised the lack of beneficiation of minerals, and warned that entire mining towns and their regional economies were threatened by the crisis.

The NUM, which is calling for a 20% wage increase for miners, released figures based on Central Statistical Services data that claimed the average minimum wage for miners at grade one (starting level) is R532 a month.

The union said that, on average, white miners earn about five times more than blacks with the average wage for whites being R4 011 in gold mining compared to R835 for blacks. The wage differential in coal mining, according to the NUM, is R4 452 for whites and R887 for blacks. In the mining industry as a whole it is R4 226 for whites compared to R845 for blacks, which could be contrasted with manufacturing where blacks earn an average of R1 043 a month compared to R3 552 for their white co-workers.
Car workers reject wage offer

AUTOMOBILE employers tabled increased wage offers of between 69 cents an hour for unskilled workers and R1.35 an hour for skilled workers at the fourth round of national negotiations which ended in Port Elizabeth at the weekend.

The offer was rejected by the two unions involved in negotiations, the 220 000-member National Union of Metalworkers (Numsa) and the SA Iron, Steel and Allied Industries Union.

Numsa has demanded an increase of R2 an hour or 25% — whichever is the greater. In tyre talks, which run concurrently, the union is demanding the same R2 an hour increase and the retention of the R3.30 minimum.

Union spokesman Les Kettle says yesterday rejected the employers’ offer as “well below” inflation.

Employers, at the second round of negotiations, warned pay rises this year would have to be substantially below the inflation rate while Numsa said this was unacceptable and non-negotiable. Kettle said wages would be an important issue in deciding whether the parties would reach agreement or go into dispute at the next round of pay talks. However, he said substantial progress had been made on certain non-wage demands, including an agreement on principles and structures to deal with education and training.

The issue of job security would be dealt with in a separate meeting where senior Numsa representatives would further discuss job creation and restructuring in the industry.

The union is also demanding that employers set guidelines on the provision of child-care facilities and adopt a standpoint on workers’ demands for an interim government and a constituent assembly.

Chairman of the employer caucus Dave Kirby could not be reached for comment yesterday.

The next round of talks is scheduled for the end of the month.
Minimum wage rise to hit motorists

By DON ROBERTSON

STEPP increases in the cost of car repairs are in the offing.

Motorists will have to pay more for not only workshop repairs and panel beating, but for insurance.

A letter from the SA Motor Body Repairers Association (Sambra) under the auspices of the Motor Industries Federation (MIF) lays down the new minimum rates for various grades of workers.

Some are as much as 83% higher. The increases do not affect workers in manufacturing plants.

The letter to short-term insurance companies, says although minimum labour rates in most categories have been lifted by more than 40%, a general increase in the "charge-out rate of labour of between 12% and 15% must be expected".

It is likely that insurance companies will take these increases into account when setting new premiums.

The minimum wage for a general worker will rise by 57% from R3.70 an hour to R5.70, drivers of vehicles of over 3.500kg by 83% from R2.94 to R5.38, a body shop assistant by 37.5% from R3.78 to R5.06, and an artisan by 30% from R7.58 to R9.10.

Wages for repair shop assistants, unindentured journeymen and clerical staff have also been increased.

John Hardman, president of the SA Motor Industries Employers Association (SAMIEA), says that in most cases employers pay more than the minimum. The increase in minimum wages will not be as dramatic in the actual workplace.
Workers call for sweet boycott

South [date]

THE Food and Allied Workers Union (Fawu) has called for the boycott of Cadbury products as a national strike at its factories enters its seventh week.

Wage negotiations between the union and management collapsed last month with no shift in Cadbury’s offer of an 85 cents across the board increase and the union’s demand of an increase of R1.50 an hour.

The workers' other demands include a 40-hour week, housing subsidies and March 21 (Sharpeville Day) as a public holiday.
Social workers in wage outcry

Johannesburg

Disgruntled social workers have launched a campaign for a living wage, to address poor salaries and working conditions.

Concerned social workers, the Society of Social Workers and the South African Black Social Workers' Association said in a statement that, although social workers had to have university degrees, the starting salary was only R1 750 a month. There was also no overtime pay, no travel allowance, and no automatic 13th cheque. — Sapa
Employer walkout at Numsa talks

METAL and engineering industry employers walked out of the final scheduled round of annual wage negotiations after about 150 chanting National Union of Metalworkers (Numsa) members disrupted the talks.

The employers walked out claiming they had been insulted, when the Numsa members sang and danced inside the Germiston Civic Centre yesterday in protest against what Numsa said was slow progress in the talks.

Numsa said hundreds of other workers took part in widespread national action.

Numsa spokesman Les Kettledas told a news conference the Steel and Engineering Industries' Federation of SA (Selfsa) had failed to respond positively to union's demands from the start of negotiations.

Employers' wage offer constituted "an insistence that workers take wage cuts", he said. In addition, the employers' stand that their last offer of between 9% and 12.9% on minimum rates was "final", was an attempt to "stifle" negotiations.

Selfsa executive director Brian Angus said in a statement yesterday that demonstrators had branded employers as liars and thieves. Employers had proposed a special meeting of the Industrial Council executive committee to discuss ways to continue negotiations. Talks had not deadlocked, he said.
Wage talks disrupted, end in chaos

By Shareen Singh

Metal industry wage talks ended in chaos yesterday after 150 chanting workers disrupted the final round of wage negotiations at a venue in Germiston, employer representatives said.

The Steel and Engineering Industries Federation (Selfisa) said shortly after the start of negotiations that a group of workers from the National Union of Metalworkers (Numsa) entered the venue and started demonstrating.

The meeting was abandoned when negotiations became impossible.

At a press conference yesterday, Numsa criticised Selfisa's walkout.

In a separate statement, Selfisa executive director Brian Angus stressed that negotiations had not deadlocked and none of the parties was in dispute.

Refused

Workers throughout the country held work stoppages yesterday, as a demonstration against Selfisa's final offer of increases ranging between 9 and 11 percent.

Numsa had laid down minimum conditions before discussions on restructuring started, namely the establishment of a restructuring subcommittee of senior union officials and industrialists; a moratorium on retrenchments; and shop steward training and basic worker rights.

Selfisa had refused to budge on these issues except the setting up of a subcommittee, Numsa said.

The union would be prepared to reconsider its wage demand of between 21 and 47.8 percent if Selfisa agreed to its demands on restructuring.
Seifsa wage talks facing deadlock

By DON ROBERTSON

WAGE negotiations between the Steel and Engineering Industries Federation of SA (Seifsa) and its 300,000 workers are heading for deadlock.

Their discussions have been under way for two months. At what was to have been the fifth and final scheduled meeting on Tuesday, about 150 members of the National Union of Metalworkers of South Africa (Numsa) linked a demonstration against the employee body. The meeting had to be abandoned.

Numsa is the largest of the 15 unions in the negotiations. At a second meeting on Thursday, Seifsa proposed mediation in an attempt to allow negotiations to continue. The suggestion was rejected by Numsa and the Metal and Electrical Workers Union of SA (Mewsia).

But the Council for Metal and Building Union (CMBU) agreed to mediation.

Seifsa will attend another meeting on Wednesday, but warned that it will withdraw if demonstrations are repeated.

Meetings which began on March 15, Seifsa increased its wage offer from between 7% to 10.5% to a final 9% to 12.5%. It agreed to 10 of the unions’ 30 demands on working conditions.

The unions toned down their original demands ranging from 15% to 197% to increases of between 20% and 40%.

Seifsa’s executive director Brian Angus says he is concerned about the poor progress in negotiations and the lack of moderation shown by the unions.

“I cannot say at this stage whether the matter can be resolved without dispute or some kind of industrial action.”

The agreement was set to expire on June 28.

The negotiations are taking place in an industry suffering about 2,100 retrenchments a month.

Mr Angus says employers are hard-pressed to cope with the rising cost of labour and low productivity. SA products are becoming increasingly uncompetitive on international markets.

Numsa’s spokesman Veli Miyangco says the talks have not been officially declared to be in deadlock. But the union believes employers are “digging in.”
CENTRAL wage talks in the motor industry, covering about 35,000 workers, are set to continue today.

Prospects for an early settlement in the talks, due to end today in terms of a timetable agreed to by employers and unions, seem slim.

National Union of Metalworkers of SA (Numsa) spokesman Les Kettledeas said recently a settlement would depend largely on the extent to which the parties could reduce differences on wages and other non-wage demands, including child-care.

Employers, at the second round of negotiations, warned of below-inflation pay increases.

Unacceptable

Numsa told employers below-inflation increases were unacceptable, and would not be considered.

The union said it was interested in negotiating an improvement to members' standards of living, not a deterioration.

Employers tabled increased offers of between 8% and 12% at the fourth round of national pay talks earlier this month. Automobile Manufacturers Employers Association chairman Dave Kirby confirmed at the weekend.

The offer was rejected by Numsa and the SA Iron, Steel and Allied Industries Union.

Kettledeas, at a news conference last week, said the union was expected to take wage cuts and retrenchments back to its members in the engineering, tyre and auto-assembly sectors.

Kirby told a wage restraint seminar last week employment in the motor industry had dropped from over 50,000 in 1988 to just over 30,000 at present.

The number of passenger cars sold had dropped from over 300,000 to about 200,000 last year.

He said the main debate in the annual wage talks this year was on the question of balancing rising wages and the demand for job security.

The motor industry had "unwillingly established a leadership role in the wage inflation push effect", Kirby said. Minimum hourly wage rates ranged from R5.60 to over R8.

Employers and unions were also debating the future of the industry.

Numsa had put forward a number of proposals on restructuring and training, while employers were focussing on productivity proposals, he said.
Cleaners' pay researched

OFFICE cleaners earn an average of R189 a week, a survey by the Cape-based Labour Research Service (LRS) has found.

The survey found that while cleaners won wage increases well above inflation during November 1989 and December 1990, average weekly wages were still below R176 a week.

It said office cleaners earned an average weekly wage of R189 compared with R174 for so-called “heavy” cleaners involved in the building industry. This was lower than the average R179 a week earned by labourers.

Cleaners in the mining industry won the highest increases (21.6%), while the hotel and catering industry was the only sector which did not give inflation-beating increases. Office cleaners got 18.6% more.

The car industry remained the highest paying sector, with office cleaners earning an average weekly wage of R278 or R1 112 a month.

The lowest-paid cleaners, earning R112 a week, were in the building and construction industry.

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<td>Hotel catering</td>
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<td>Inflation</td>
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<td>Paper, print &amp; pack</td>
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<td>Mining</td>
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UWC strike ‘has been suspended’

FEROZA MILLER
Tygerberg Bureau

The strike by about 500 non-academic staff at the University of the Western Cape has been suspended and negotiations will take place in the next few days, a university spokesman said.

The week-long strike started when the UWC United Workers Union demanded a 28 percent increase or a minimum increase of R370 a month.

Management’s final offer was a 10 percent increase or R180 more a month.

Students caused chaos on campus when they looted the central dining hall after canteen facilities were suspended.

After a meeting between management and the union, rector Professor Jakes Gerwel told journalists that UWC was committed to paying its workers “a living wage”, but it was not a profit-making institution.

“We are paying better minimum wages than other institutions, but we have a limited amount of money available.”

Professor Gerwel said the looting was a poor reflection on the institution.

He said the university had to budget for a R25 million deficit and that universities were “badly funded” by the government.

“Since 1989 the State has disregarded the growth factor, the fact that UWC was growing not only in numbers but in a social sense.

“Bad funding and attending to resources are an increasing problem.”

He said the minimum wage paid to workers at UWC was R128 a month.

Last year non-academic staff were given a 17 percent increase.

Professor Gerwel said the union had not “explored all avenues” to try to resolve the dispute, but management was committed to finding a solution.

Yesterday students held a mass meeting to discuss the “crisis situation”.

Examination dates at the university will not be changed despite the strike, the university senate executive committee had decided.

Students should continue to prepare for examinations to the original schedule, the university said.

Because of the strike, 7000 students demanded a postponement “due to the effect of the strike” on them.
New salary survey devised

A SALARY survey, which will solicit information from employees rather than employers, has been jointly developed by two Johannesburg firms.

Douglas Parker and Associates, working with Chandler Appointments, says the survey guarantees an accurate reflection of current middle-management incomes. Research expert Doug Parker says that by surveying employers only, there is a risk that results are too generalised and might not be shared with staff.

The initial survey will be conducted among middle management within the retail industry and the report made available to all who take part.

"This will show them precisely how they are being rewarded relative to their peers in terms of age, experience, qualifications and the like."

Middle management has been deliberately selected for the survey as this category of employee is seen to be short of bargaining power.
Motor industry pays most

By SHARON SOROUR
Labour Reporter

CLEANERS in the motor industry are the only workers in the sector to earn a “living wage”, according to a Labour Research Service survey.

Light cleaners in this industry earned an average wage of R278 a week or R1 200 a month.

This was well above the average cleaners’ wage of R169 a week.

“It is also the only industry that pays more than the Labour Research Service’s (LRS) housing-based living wage estimate of R200 a week or R1 140 a month,” said LRS spokesman Ms Vivienne Geard.

Cleaners in the local authorities and mining sectors were among the lowest paid, earning wages of R120 and R115 a week respectively.

“The lowest-paid cleaners are in the building and construction industry where they earn R112 a week, on average,” she said.

Paper, print and pack industry workers earned the second highest wages at R218 a week followed by those in the iron, steel and engineering industries at R202 a week.

The Cleaning Trade Wage Order — which was a wage instrument written by employers but approved and gazetted by Minister of Manpower Mr Ebi Louw — covered only workers who were employed by the cleaning companies.
Over 400 Mwasa members strike

MORE than 400 members of the Media Workers Association of South Africa in Pietersburg went on strike yesterday demanding housing.

The workers, employed by the Chinese-owned Sakkor Manufacturing, have been staying in shacks and makeshift housing on the company premises for several years.

The Pietersburg Town Council has given them until Friday to vacate the premises, a union official, Mr Albert Makgoba, said.

Housing

Makgoba said management had refused to look into alternative housing for the workers, some of whom start work at midnight in the 24-hour operation of the company.

All senior company officials were said to be consulting lawyers yesterday but ultimatums were issued to strikers to either return to work or be fired.

The workers are demanding communal housing in Seshego, transport to and from work and stop order facilities for union subscriptions. Makgoba said some of the workers earned R192 a month.

The workers are demanding that the minimum wage be raised to R700. If the company refuses to provide housing.

There have been fears among whites in Pietersburg that the settlement of the workers on the premises could be the beginning of a squatting problem.

Conservative Party councillor, Mr Koos Kemp, last week threatened "a repeat of Venterdorp" if they aren't removed by last Friday.
The Waltons strike, involving more than 600 workers at 38 Transvaal
branches of the stationary outlet last month, has been settled through mediation.

In terms of the settlement, workers will receive a monthly minimum wage of R1 055. Management had initially offered R1 030 and the union had initially asked for R1 070.
Metal unions join forces in Seifsa dispute

By DREW FORREST

NACTU's Metal and Electrical Workers' Union (Mewusu) has joined Cosatu's National Union of Metalworkers in declaring a formal dispute in metal industrial council talks covering 380 000 workers.

This is the third year on the trot that the two unions have jointly been in dispute with the Steel and Engineering Industries Federation (Seifsa).

At the final round of scheduled talks last week, Numsa and another small Nactu union, Sefswa, dropped their pay demands to an across-the-board rise of R1.50 an hour. Mewusu's opening proposal of R2.50 remained unchanged.

It was the Cosatu union's first move on wages since tabling R2 or 25 percent, whichever is larger, at the start of negotiations. Its R1.50 proposal still amounts to 35 percent at the bottom — employers held fast to their earlier final offer of between nine and 12.5 percent.

Seifsa said that while it was still willing to consider further adjustments "of a minor nature in certain categories", union demands were still well beyond what the industry could afford.

Seifsa spokesman Hendrik van der Heever said retrenchments reported to the council were rising, reaching 2 363 in March and 2 507 in April. The actual figure was likely to be higher, he said.

Giving background to the dispute, Numsa complained that employers' current offer, amounting to a cut in real wages, showed they were aiming to restructure through low wages and low employment.

Numsa's proposals, embracing training and education, revised grading structures and job creation schemes, envisaged a high-wage, efficient industry supplying goods and services and able to compete internationally.
Top executives’ packages linked to performance

LOCAL CEOs earned nothing like their British and US counterparts but there was a growing trend to link remuneration to performance, executive search consultant Peter Woodburn said yesterday.

He said only a few SA CEOs earned up to R1m a year, lagging far behind the US where, for example, the Disney CEO earned up to $40m annually.

Woodburn, MD of Woodburn Mann executive search consultants, said there was a strong move in SA towards paying top executives good, or even adequate, base salaries as part of remuneration packages that included meaningful incentives.

"Knowing you can double your income through performance bonuses or a percentage of profits gives you ample incentive to stretch yourself to grow your profits," Woodburn said.

He said top executives would, however, come under increasing pressure to take their medicine along with lower echelon employees when profits showed a considerable decline and companies had to tighten their belts.

Woodburn Mann director Peter MacIdowie said some local CEOs earned annual cash packages of between R750 000 and R1.2m, excluding dividends reaped from their share packages.

Entrepreneurs like Pick ‘n Pay’s Raymond Ackerman and Liberty Life chairman Donny Gordon had an annual dividend income, in addition to their salaries, well in excess of R10m, MacIdowie said.
Employers, unions meet over pay row

STALLING pay talks in the steel and engineering industry enter the "cooling-off phase" next Tuesday when unions and employers meet over ways to ease the deadlock.

The largest union in the sector, the National Union of Metalworkers of South Africa, last Wednesday gave notice that it would declare a dispute.

Spokesman

Mr Hendrik van der Heever, spokesman for the Steel and Engineering Industries Federation of South Africa, confirmed yesterday the full executive of the sector's national industrial council would meet in Johannesburg on June 11.

Numsa, representing some 113,000 workers in the sector and the Metal and Electrical Workers Union of South Africa, with nearly 34,700 members, had given Seifs written notice of dispute.

Verbal notice had been given by the 10,000-strong Confederation of Metal and Building Unions, as well as the Steel, Engineering and Allied Workers Union, representing about 1,880 workers.

Written notification of dispute had to be given within 14 days of a dispute being declared, said Van der Heever.

At the May 29 meeting, Numsa and Mewusa dropped their demand for a R2 hourly increase by 50c. Numsa demands a 20 percent rise.

Dropped demands

The CMBU unions dropped their demands from 18 to 12 percent.

Seifs's final offer on hourly rates ranged between nine percent (86c) for artisans, to 12.6 percent (48c) for lower skilled workers. - Sopa.
Low offer for gold miners

By DREW FORREST

THE Chamber of Mines offered a four percent wage rise for 400,000 black gold miners in the opening round of annual pay talks with the National Union of Mineworkers this week.

Chamber spokesman Peter Bunkell would only say that further talks were due today, but the offer of four percent on the gold mines, and a range of increases of less than 10 percent on the coal mines, was confirmed by an unimpeachable source.

The NUM has demurred to a rise of not less than 20 percent and the narrowing of wage gaps in gold, but has shifted its focus to non-wage issues and industry restructuring in response to the sector's crisis. In coal, which it says is faring much better, it has demanded an average 55 percent rise.

In further evidence of the woes of South African mining, De Beers last week offered a 3.5 percent increase at the bottom in the second round of talks with the NUM.

The union is currently demanding 24 percent across the board for the 8,000 workers employed at De Beers' five diamond mines.
Mediation for metal industry

DEADLOCKED Metal Industrial Council talks, covering more than 270 000 workers, were referred to mediation by mutual agreement between employers and trade unions at an industrial council dispute meeting in Johannesburg yesterday.

Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said in a statement the mediation meeting would be held on June 18 under the auspices of the Independent Mediation Service of SA (Imasa).

Umtata-born VERA VON LIERS

He said trade unions party to the talks had been informed that employer associations represented by Seifsa had formally declared a dispute after the unions failed to accept employers' final offer.

"The declaration of a dispute on the part of employers will enable them to consider the possibility of lockout action should the dispute not be resolved," Angus said.

He said the parties discussed various options open to them in terms of the dispute resolution procedures and mutually agreed to mediation.

On the possibility of a lockout, National Union of Metalworkers of SA (Numsa) spokesman Alistair Smith said the fact that employers had declared a formal dispute "was indicative that they were planning lockout action and had considered it as a likely event".

Numsa, representing almost 113 000 workers, is one of several unions to have declared a formal dispute in the pay talks. At the final round of scheduled pay talks last month, Numsa and Nactra's Steel, Engineering and Allied Union of SA (Seawusa) dropped their wage demands to an across-the-board wage increase of R1.50 an hour. This was Numsa's first shift on wages since tabling its opening demand of R2 or 25% — whichever was greater.

However, Smith said yesterday employers' failure to consider the unions' revised proposals on wages and other non-wage demands at pay talks last month meant that Numsa had now reverted to its original demand.

Seifsa's final offer ranges between 9% (86c an hour) and 12.5% (96c an hour) for artisans and lower skilled workers respectively.
NUM and Ergo shake hands on ground-breaking pay settlement

SA labour relations

It is understood that the initiative for the deal was from the NUM. Until now, previous offers by the mining companies have been rejected by the union. It is also understood that the agreement is a result of the num's long-term demand for a higher wage. The agreement is for a three-year period, with annual increases of 5% in the first year, 4% in the second year, and 3% in the third year. The agreement also includes a 1% increase in the first year, which will be paid in a lump sum.

The agreement includes provisions for wage increases, benefits, and job security. The union also secured a commitment from the mining companies to invest in the mining industry and to create new jobs. The agreement also includes provisions for the protection of workers' rights and the prevention of accidents.

The union leadership is confident that the agreement will improve the working conditions of the miners and increase their bargaining power. The union also expects that the agreement will lead to a more stable and prosperous mining industry in South Africa.
Industry-level mediation for giant metal industries

Employers and unions are to resort to the unprecedented step of industry-level mediation in a bid to break the wage logjam in the giant metal industries. This was agreed at an industrial council dispute meeting this week. All unions have now joined the National Union of Metalworkers in moving into formal dispute with Seisa. There is some surprise that the Confederation of Metal and Building Unions, the main representative of white labour, has declared a dispute. The CMBU, which dropped its demand from 18 to 12 percent at the last round of talks, seemed set to settle. At this week's meeting, Seisa also declared a dispute, a first step towards an industry lockout. Last year employers staged a lock-out ballot for the first time. This was successful, but settlement was reached without industrial action.
LABOUR RELATIONS ACT, 1956

TEAROOM, RESTAURANT AND CATERING TRADE, PRETORIA: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 28 February 1992, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 28 February 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER MERWE LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE TEAROOM, RESTAURANT AND CATERING TRADE, PRETORIA

AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Pretoria and Districts Caterers’ Association
(hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and

The Pretoria Liquor and Catering Trades Employees’ Union
(hereinafter referred to as the “employees” or the “trade union”), of the other part,

being the parties to the Industrial Council for the Tearoom, Restaurant and Catering Trade, Pretoria,


WET OP ARBEIDSVERHOUDDINGE, 1956

TEEKAMER-, RESTAURANT- EN VERVERSINGSBEDRYF, PRETORIA: WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkom (hierna die Wysigingsoorloeks genoem) wat in die Bylaië hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsoorloeks aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepaling van die Wysigingsoorloeks, uitgesonder dié vervat in klusule 1 (1) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 1992 eindig, bindend is vir al die ander werkgewers en werknemers as dié genoem in paraagraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klusule 1 van die Wysigingsoorloeks gespesifiseer.

E. VAN DER MERWE LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR Die TEEKAMER-, RESTAURANT- EN VERVERSINGSBEDRYF, PRETORIA

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Pretoria and Districts Caterers’ Association
(hierna die “werkgewers” of die “werkgewersorganisasie” genoem), aan die een kant, en

The Pretoria Liquor and Catering Trades Employees’ Union
(hierna die “werknemers” of die “vakvereniging” genoem), aan die ander kant,

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Tea- 
room, Restaurant and Catering Trade—

(1) by all employers and employees who are members of the 
employers' organization and the trade union respecti- 
vately; 

(2) in the Magisterial District of Pretoria: In those portions 
of the Magisterial District of Kempton Park which were 
transferred from the Magisterial District of Pretoria in terms of 
Government Notices Nos. 551 of 29 March 1956 and 1618 of 
2 October 1970; in that portion of the Magisterial District of 
Cullinan which was transferred from the Magisterial District of 
Pretoria in terms of Government Notice No. 970 of 30 May 
1968; in that portion of the Magisterial District of Brits which, 
preceding to 1 June 1972 (Government Notice No. 872 of 
26 May 1972), fell within the Magisterial District of Pretoria 
and in that portion of the Magisterial District of Randburg 
which, prior to 1 January 1975 (Government Notice No. 2152 
of 22 November 1974), fell within the Magisterial District of 
Pretoria, and the Magisterial District of Wonderboom.

2. CLAUSE 4: REMUNERATION

Substitute the following for clause 4:

"4. REMUNERATION

(1) The minimum wage which shall be paid by an employer 
to each member of the undermentioned classes of his 
employees shall be as follows:

<table>
<thead>
<tr>
<th>Class of employee</th>
<th>Full-time employees</th>
<th>Casual and Special functions employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Per week</td>
<td>Per month</td>
</tr>
<tr>
<td>Barman:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unqualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>During the first year of experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>During the second year of experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>During third year of experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cashier:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unqualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clerical employee:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unqualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Counterhand:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unqualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Counterhand/Waiter</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cook:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>First grade</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second grade:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(A) Class of employee | Voluntary werknemers | Los werknemers 
werknemers 
ev dier opasale 
funksies |
|---------------------|---------------------|---------------------|
|                    | Per week | Per maand | Gewonde 
werk | Oortyd- 
werk |
| Kroegman:          |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Gedurende eerste jaar ondervinding |        |          |        |        |
| Gedurende tweede jaar ondervinding |        |          |        |        |
| Gedurende derde jaar ondervinding |        |          |        |        |
| Kasier:            |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Klerk:             |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Toonbankbediener:  |          |          |        |        |
| Gokwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Toonbank/Tafelbediener |        |          |        |        |
| Koks:              |          |          |        |        |
| Graad I:           |          |          |        |        |
| Graad II:          |          |          |        |        |

2. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkomst moet in die Teekamer-, Restaurant- 
en Verversingsbedryf nagekom word—

(1) daer alle werkgewers en werknemers wat lede van 
onderskeiddekt die werkgewersorganisasie en die vakver- 
neging is;

(2) in die landdrosdistrik Pretoria; in daardie gedeeltes 
v van die landdrosdistrik Kempton Park wat ingevoel 
Goewermentskennisgewings Nos. 551 van 29 Maart 1956 en 
1618 van 2 Oktober 1970, in daardie gedeelte van die landdrosdistrik 
Cullinan wat ingevoel Goewermentskennisgewing No. 970 
v van 30 Mei 1968; in daardie gedeelte van die landdrosdistrik 
Brits wat voor 
1 Junie 1972 (Goewermentskennisgewing No. 872 van 
26 Mei 1972) binne die landdrosdistrik Pretoria geval het 
en in daardie gedeelte van die landdrosdistrik Randburg 
voor 
1 Januarie 1975 (Goewermentskennisgewing No. 2152 van 
22 November 1974) binne die landdrosdistrik Pretoria 
geval het, en die landdrosdistrik Wonderboom.

2. KLOUSULE 4: BESOLDIGING

Vervang klousule 4 deur die volgende:

"4. BESOLDIGING

Die minimum loon wat 'n werkgewer aan elke lid van on-
dergenoemde klas werknemers moet betaal, is soos volg:

Met ingang van 1 Maart 1991 tot 28 Februarie 1992

(A) Klas werknemer | Voluntary werknemers | Los werknemers 
ev dier opasale 
funksies |
|-------------------|---------------------|---------------------|
|                    | Per week | Per maand | Gewonde 
werk | Oortyd- 
werk |
| Kroegman:          |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Gedurende eerste jaar ondervinding |        |          |        |        |
| Gedurende tweede jaar ondervinding |        |          |        |        |
| Gedurende derde jaar ondervinding |        |          |        |        |
| Kasier:            |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Klerk:             |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Toonbankbediener:  |          |          |        |        |
| Gokwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Toonbank/Tafelbediener |        |          |        |        |
| Koks:              |          |          |        |        |
| Graad I:           |          |          |        |        |
| Graad II:          |          |          |        |        |

2. KLOUSULE 4: BESOLDIGING

Die minimum loon wat 'n werkgewer aan elke lid van on-
dergenoemde klas werknemers moet betaal, is soos volg:

Met ingang van 1 Maart 1991 tot 28 Februarie 1992

(A) Klas werknemer | Voluntary werknemers | Los werknemers 
ev dier opasale 
funksies |
|-------------------|---------------------|---------------------|
|                    | Per week | Per maand | Gewonde 
werk | Oortyd- 
werk |
<p>| Kroegman:          |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Gedurende eerste jaar ondervinding |        |          |        |        |
| Gedurende tweede jaar ondervinding |        |          |        |        |
| Gedurende derde jaar ondervinding |        |          |        |        |
| Kasier:            |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Klerk:             |          |          |        |        |
| Gekwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Toonbankbediener:  |          |          |        |        |
| Gokwalifiseerd     |          |          |        |        |
| Ongekwalifiseerd   |          |          |        |        |
| Toonbank/Tafelbediener |        |          |        |        |
| Koks:              |          |          |        |        |
| Graad I:           |          |          |        |        |
| Graad II:          |          |          |        |        |</p>
<table>
<thead>
<tr>
<th>(A) Class of employee</th>
<th>Full-time employees</th>
<th>Casual and Special functions employees</th>
<th>Per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Per week</td>
<td>Per month</td>
<td>Ordinary time</td>
</tr>
<tr>
<td>Unqualified:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>During first 12 months’ experience</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
<tr>
<td>Grill-hand:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
<tr>
<td>Unqualified</td>
<td>72,49</td>
<td>315</td>
<td>197</td>
</tr>
<tr>
<td>Kitchen-hand</td>
<td>68,44</td>
<td>297</td>
<td>287</td>
</tr>
<tr>
<td>Night-watchman</td>
<td>96,65</td>
<td>420</td>
<td>263</td>
</tr>
<tr>
<td>Labourer:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>During first six months’ service with one employer</td>
<td>60,39</td>
<td>263</td>
<td>164</td>
</tr>
<tr>
<td>After six months’ service with one employer</td>
<td>68,44</td>
<td>289</td>
<td>178</td>
</tr>
<tr>
<td>Manager:</td>
<td>221,46</td>
<td>960</td>
<td>601</td>
</tr>
<tr>
<td>Motor-vehicle driver:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Driver of a motor vehicle, the unladen mass of which, together with the unladen mass of a trailer or trailers drawn by such vehicle—</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(i) does not exceed 450 kg.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(ii) exceeds 450 kg but does not exceed 2 700 kg</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
<tr>
<td>(iii) exceeds 2 700 kg.</td>
<td>112,74</td>
<td>488</td>
<td>255</td>
</tr>
<tr>
<td>Supervisor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>181,23</td>
<td>785</td>
<td>451</td>
</tr>
<tr>
<td>Vendor:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>96,65</td>
<td>420</td>
<td>263</td>
</tr>
<tr>
<td>Waiter:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
<tr>
<td>Unqualified</td>
<td>72,49</td>
<td>315</td>
<td>197</td>
</tr>
<tr>
<td>Wine steward:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Qualified</td>
<td>96,65</td>
<td>420</td>
<td>263</td>
</tr>
<tr>
<td>Unqualified</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(B) Class of employees</th>
<th>Part-time employees</th>
<th>Per week</th>
<th>Per month</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Part-time counterhand</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>72,49</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Part-time waiter</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>60,82</td>
<td>264</td>
<td></td>
</tr>
<tr>
<td>Theatre part-time counterhand</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>62,41</td>
<td>270</td>
<td></td>
</tr>
<tr>
<td>Theatre part-time waiter</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>60,82</td>
<td>264</td>
<td></td>
</tr>
<tr>
<td>Theatre part-time vendor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>87,67</td>
<td>315.7</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(A) Klas werknemer</th>
<th>Voltydse werknemers</th>
<th>Los werknemers en werknemers vier speciale funksies</th>
<th>Per uur</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Per week</td>
<td>Per maand</td>
<td>Gewone lyd</td>
</tr>
<tr>
<td>Ongewaardeerde:</td>
<td></td>
<td></td>
<td>R</td>
</tr>
<tr>
<td>Gedurende eerste 12 maande ondervinding</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
<tr>
<td>Roosterbediener:</td>
<td></td>
<td></td>
<td>R</td>
</tr>
<tr>
<td>Gedurende eerste ses maande diens by een werkgewer:</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
<tr>
<td>Na ses maande diens by een werkgewer:</td>
<td>72,49</td>
<td>315</td>
<td>197</td>
</tr>
<tr>
<td>Kombuiswerker:</td>
<td>68,44</td>
<td>297</td>
<td>185</td>
</tr>
<tr>
<td>Nagweg:</td>
<td>96,65</td>
<td>420</td>
<td>263</td>
</tr>
<tr>
<td>Arbeider:</td>
<td></td>
<td></td>
<td>R</td>
</tr>
<tr>
<td>Gedurende eerste ses maande diens by een werkgewer:</td>
<td>60,39</td>
<td>263</td>
<td>164</td>
</tr>
<tr>
<td>Bestuurder:</td>
<td>221,46</td>
<td>960</td>
<td>601</td>
</tr>
<tr>
<td>Motorvoertuigbediener:</td>
<td></td>
<td></td>
<td>R</td>
</tr>
<tr>
<td>Drywer van 'n motorvoertuig waarvan die onbelaste massa, tansame met die onbelaste massa van 'n sleepwa of sleepwaens wat daar sodanige voor- tuig getrok word—</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(i) hoogstens 450 kg..........</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
<tr>
<td>(ii) meer as 450 kg maar hoogstens 2 700 kg</td>
<td>96,65</td>
<td>420</td>
<td>263</td>
</tr>
<tr>
<td>(iii) meer as 2 700 kg</td>
<td>112,74</td>
<td>488</td>
<td>255</td>
</tr>
<tr>
<td>Toesighouer:</td>
<td>181,23</td>
<td>785</td>
<td>491</td>
</tr>
<tr>
<td>Verkoper:</td>
<td>96,65</td>
<td>420</td>
<td>263</td>
</tr>
<tr>
<td>Tafelbediende:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gedurende eerste ses maande diens by een werkgewer:</td>
<td>80,53</td>
<td>349</td>
<td>218</td>
</tr>
<tr>
<td>Ongewaardeerde:</td>
<td>72,49</td>
<td>315</td>
<td>197</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(B) Klas werknemer</th>
<th>Deelytse werknemers</th>
<th>Per week</th>
<th>Per maand</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deelytse toonbankbediener</td>
<td>72,49</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Deelytse tafelbediende</td>
<td>60,82</td>
<td>264</td>
<td></td>
</tr>
<tr>
<td>Deelytse teaterbankbediener</td>
<td>62,41</td>
<td>270</td>
<td></td>
</tr>
<tr>
<td>Deelytse teaterbediende</td>
<td>60,82</td>
<td>264</td>
<td></td>
</tr>
<tr>
<td>Deelytse teaterkoper</td>
<td>87,67</td>
<td>315.7</td>
<td></td>
</tr>
</tbody>
</table>
LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE: AMENDMENT OF AGREEMENT FOR THE BOLAND

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the date of publication of this notice and for the period ending 31 October 1991, upon the employers’ organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

3. KLOUSULE 17: UITGAWES VAN DIE RAAD

Skaap die eerste drie paragrawe en voeg die volgende twee nuwe paragrawe in:

"Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer van die verdiensate van elkeen van sy werknemers ‘n bedrag van 75 sen per maand af trek.

By die bedrede aldaar afgetrek, moet die werkgewer ten opsigte van elke werknemer die bedrag van 75 per sek per maand voeg.

Namens die partye op hede die 15de dag van Januarie 1991 te Pretoria onderteken.

J. IOANNOU,
Voorsitter van die Raad.

T. HONDROU,
Ondervoorsitter van die Raad.

L. P. VAN BREDA,
Sekretaris van die Raad.

E. VAN DER M. LOUW,
Minister van Mannekrag.
Numsa declares dispute in motor industry talks

CAPE TOWN — Motor industry pay talks deadlocked yesterday, with the National Union of Metalworkers of SA declaring a dispute on behalf of its 100,000 members in the sector.

Numsa negotiator Les Kettledas said employers indicated they were prepared to discuss minimum prescribed wages without tabling any adjustments.

"This means nothing. Their proposal amounts to a wage freeze. All three unions in the negotiations are unanimous in rejecting the employers’ position."

SA Motor Industry Employers’ Association chief secretary Vic Fourie said employers were disheartened at Numsa’s disclosure that it had entered talks with a mandate for a dispute.

The union had refused to accept their suggestion that wage talks be deferred until September, when conditions in the financially embattled industry might have improved, he added.

New wage rates varying between 30% and 60% on the lowest grades had been set for December 1 last year. While these were not yet gazetted, the employers’ association had done everything in its power to persuade its members to introduce the new rates, he said.

Explaining Numsa’s stance, Kettledas said: "Wages are still very low, despite the December 1 increases. Workers still do not earn a living wage."

The basic weekly rate for a petrol pump attendant was currently R112.50, despite a 25% increase last year, he said.

Numsa demanded a R2 across-the-board increase on the hourly rate, or 25%, whichever was the higher.

Numsa argued that its members needed at least a 20% increase to keep up with cost-of-living increases, plus 5% to accommodate VAT once it was introduced in September.

Kettledas said employers, he claimed, had refused to consider union proposals that survival strategies be discussed for the future of the motor industry.

The union had also tabled other non-wage demands.

An industrial council dispute meeting would be held in Port Elizabeth on July 18 and 19. — Sapa.
NUM proposes Ergo wage deal as model

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) will use its ground-breaking wage deal with Anglo American's Ergo as a model in its negotiations with the Chamber of Mines.

The chamber's external affairs manager Johannes Liebenberg disclosed yesterday that the industry had received from the NUM a profit and performance-linked wage proposal similar to that agreed between the union and Ergo on Monday.

Liebenberg said the proposal, intended to apply to gold mines only, was made by the NUM at the fourth round of industry wage talks earlier this week.

He said gold mining members of the chamber were considering the proposal. He would not comment further.

It appears the Ergo deal — especially unofficial indications from both sides that a chamber/NUM agreement for the gold mining sector could be modeled on it — has caused tensions between some mine owners.

Yesterday afternoon the chamber's public affairs department issued a statement saying that to suggest the Ergo agreement was 'likely to form the basis of possible agreement' between the chamber and the NUM created a misleading impression.

It made no reference to Liebenberg's confirmation that the NUM's proposal had been received. It said the Ergo agreement had been noted with interest, but it would be 'premature to comment ... on the likely nature of any settlement reached'.

Gemin management resources CE Andries du Plessis, whose company is party to the chamber negotiations, yesterday applauded the Ergo agreement.

JCI took a more cautious view. "Management is aware of current developments on negotiations in the industry. JCI management does not reject any proposals outright which are put to them. Should proposals similar to the Ergo agreement be put to management these would be considered also," a spokesman said.

Gold Fields spokesman Michael de Kock refused to comment at all on the matter. He also refused to comment on speculation that Gold Fields was the mining house taking the toughest line in the wage talks.

Bando Mines also declined to comment.

Meanwhile Ergo manpower manager Fanie Ernst said yesterday his company was 'very proud' of the agreement.

He said the idea on which the agreement was based was initially put forward by Ergo management.

Anglo American and Ergo spokesman James Duncan said: "From the union's side it shows an understanding of the difficulties confronting Ergo and, from management's side, a willingness to conceive of and motivate an arrangement which rewards employees according to financial results for their contribution to productivity and profitability."

The agreement provides for a 5% across-the-board wage increase; and a new employee bonus scheme, based on financial results and operating performance, which can add a half-year bonus to each employee's wage up to a maximum 14.5% of employees' earnings.
Seifsa warns of lock-out if pay dispute unresolved

By ADRIAN HERSCH

But if the dispute cannot be resolved Seifsa will hold a lock-out ballot.

Numsa spokesman Alistair Smith says that when the dispute was declared two weeks ago, the union had to consider all options and plans for a strike were among them.

However, Mr Smith says Numsa is committed to a settlement and will approach mediation “with an open mind”.

“Should we come close to a settlement in mediation the strike option will fall away.”

First

Mr Angus says non-wage issues, particularly education and training, offer scope for common ground between the parties and mediation is well suited to handle them.

It is the first time a national metal industry dispute has gone to private mediation. The talks, to be held on Tuesday, will be conducted by the Independent Mediation Service of SA (Imusa).

The two Numsa unions lowered their demands at the last round of negotiations.

The Metal and Electrical Workers Union of SA (Metalwa) demands a R1.20 an hour increase — 32% for the lowest paid.

The Steel, Engineering and Allied Workers Union of SA (Seawasa) wants a R1.50 an hour increase — 36% for the lowest grade.

Last year Seifsa and Numsa gained ballots in favour of a lock-out and strike respectively. Neither party exercised the option.

Numsa ultimately accepted an offer of between 10.5% and 11.5%.

The union said the major reason for not calling a strike was the problems township violence could pose.

But if Numsa had staged a strike, even a “strategic” one where members from carefully chosen plants walked out, Seifsa’s lock-out could have occurred on a much broader front, placing great pressure on the union to accept the offer.

Rooibos for Japan

THE Rooibos Tea Board will export 600 million to Japan in the next three years.

The board says: “The Japanese is from their desire for natural or Rooibos to make instant tea health products.”

Farmers have increased their tea plantations and Cape and coastal areas last year.
Order against Mwasa strikers

SAKKOR Manufacturing in Pietersburg was last week granted a temporary order by the Pretoria Industrial Court against the Media Workers’ Association of SA preventing strikers from intimidating other workers.

The interim order is expected to be finalised on Wednesday next week.

Workers at the Chinese-owned plant, which manufactures and prints paper and plastic containers, went on strike last Monday after being told they could no longer live on the company’s premises. They had also demanded higher wages.

The workers, who earn a minimum of R192 a month, demand a R518 across-the-board increase.

The company has said it cannot afford the increases.

Mwasa spokesman Mr Albert Makgoba denied any members were involved in intimidation.

-Sapa
Top directors paid about R3 540 a week

THE directors of the top 100 industrial companies listed on the JSE earned an average of R3 540 a week last year, the Cape-based Labour Research Service (LRS) says.

An LRS survey found that the 1979 directors awarded themselves average increases of 18.6% last year and took home R196m. This could have supported 14 547 families earning a "living wage" of R1 140 a month, it said.

The LRS arrived at its figures by dividing the total disclosed directors' remuneration — a reporting requirement in terms of the Companies Act — by the number of directors.

It comments that the average director earns 20 times more than the average labourer earning R179 a week.

"The 129 directors employed by the 10 top-paying companies took home just under R1m in pay each week in 1999 — enough to buy 11 Mercedes-Benz cars every week."

"The mining houses pay even more than the industrial companies. The 12 directors of JCI gave themselves R69m in 1999. So each director got R11 056 a week on average. This is 70 times larger than the weekly wage of R157 paid to a grade four underground mine worker at a JCI gold mine," says the LRS.
Disputes head for bargaining forum

VERA VON LIEERS

DEADLOCKED auto assembly and tyre industry pay talks would be referred to national bargaining forum and industrial council dispute meetings today, the National Union of Metalworkers (Numsa) said yesterday.

Numsa negotiator Les Kettledeas said the union had declared a dispute in both sectors on June 7.

The union declared a formal dispute in the metal industry last month. Steel and Engineering Industries' Federation of SA employers responded last week by declaring their own dispute.

And in another move, Numsa last week declared a dispute on behalf of its 100,000 members in the motor industry (principally service station workers), saying employers' proposals amounted to a wage freeze.

Numsa, which represents about 8,000 workers in the tyre industry and 37,000 in the auto assembly industry, is demanding a R2 increase across-the-board increase on the hourly wage or a 25% increase — whichever is the greater — in the auto negotiations.

In tyre talks the union is also demanding a R2 an hour increase and the retention of the current hourly R5.50 minimum.

Kettledeas said auto employers have offered increases ranging between 13.5% at the bottom pay levels and 12.5% at the top.

Tyre manufacturers' final offers ranged between 14.5% at the bottom pay levels to 12% at the top.

Kettledeas said the union had rejected the wage offers as they were below the inflation rate and failed to take into account the effect the introduction of VAT would have.
METAL industry employers have threatened to lock out thousands of workers if the dispute between employer body Seifsa and the 12 unions party to metal industry pay talks is not resolved.

The annual talks, which affect wages and working conditions of about 360 000 workers, reached deadlock at the end of May.

The dispute, originally declared by all trade unions, went to mediation yesterday, according to Seifsa executive director Mr Brian Angus.

Last week management also declared a dispute with the unions for failing to accept the final employer offer, leaving the way open for a lockout should the dispute not be resolved.

The Independent Mediation Service of SA would act as mediator, Angus said.

Although the parties were far apart, he believed mediation offered the best chance of settlement.

"But if the dispute cannot be resolved, Seifsa will hold a lockout ballot," he said.

The Cosatu-affiliated National Union of Metalworkers of SA - the largest union in the negotiations representing 113 000 workers - warned of mass industrial action if employers did not improve their offer.

Dispute

Union spokesman Mr Alastair Smith said a strike was one of the options the union was considering when the dispute was declared two weeks ago.

He said the union was, however, "committed to settlement" and would approach mediation "with an open mind".

Seifsa has offered wage increases of nine percent for artisans and 12.6 percent for labourers - increases ranging from 48c to 96c an hour.

Numsa asked for increases of between 20 percent and 36 percent when the talks broke down but has reverted to its opening demand of R2 an hour or 25 percent - whichever is the greater - which amounts to increases of up to 48 percent.

Last year Seifsa and Numsa gained ballots in favour of a lockout and strike respectively but neither exercised the option. - Sowetan Correspondent.

Community News

READERS are reminded that the deadline for Community News is noon today.

Telephone the Sowetan at 474-0128 or hand in your news at our offices at 61 Commando Road, Industria West.
Metalworkers' union warns of ballot

DISPUTE meetings in the auto assembly and tyre industries failed yesterday, with the National Union of Metalworkers (Numsa) declaring it would ballot its members early next week unless employers revised their positions.

Numsa negotiator Les Kettledas said yesterday the union would start balloting its members in the auto assembly and tyre industries after its third national congress, to be held in Johannesburg this week.

The union represents about 8 000 tyre workers and 37 000 auto assembly workers.

Kettledas said it had dropped its demand from a R2 across-the-board increase to R1.50 at yesterday's dispute meeting with auto assembly employers.

This was in line with the rise in the cost of living and to deal with the effect of VAT's introduction.

While there had been no progress on key proposals around employment security and restructuring of the industry, employers were unwilling to address seriously the area of job security and proposals on restructuring the industry, Kettledas said.

Numsa had also dropped its wage demands at yesterday's tyre industrial council dispute meeting. Employers in turn revised their offer marginally, although it was still below the current inflation rate.

However, there had been no progress on key proposals around employment security and restructuring of the industry.

Mediation in metal industrial council talks, covering more than 270 000 workers, continue today.

A date for a dispute meeting for the motor industry talks involving 160 000 workers has not yet been set.
Numsa delegates meet to discuss strikes

By DREW FORREST

ELEVEN hundred delegates of the Congress of South African Trade Unions' largest affiliate - the National Union of Metalworkers - meet for the union's national congress this weekend against the stormy backdrop of threatened strikes in all sectors it organizes.

Delegates will decide whether to launch strike ballots in the engineering, vehicle assembly and tyre sectors, where central pay talks have ended in deadlock.

In the motor industry a dispute meeting is pending, while mediation is underway in the giant metal industries. Settlement in both seems remote.

The congress is to be addressed by, among others, African National Congress deputy president Nelson Mandela; United Auto Workers of America president Owen Bieber and Albert Schunk, international secretary of Germany's 3,7-million-strong IG Metall. In addition to constitutional issues, it will focus on:

- "Destroying apartheid and building democracy", including the functioning of Cosatu's alliance with the ANC and South African Communist Party, the "two hats" issue and the demand for a constituent assembly.
- Cosatu and Numsa proposals for economic restructuring.
- The weakness of Numsa structures, and how to redress it.

Numsa sees the congress less as a framer of definitive policy than part of a process of policy and organizational development. Debates will be set out in the general secretary's report and delegates will be asked to adopt broad platforms on major themes.

The weakness of Numsa structures is undoubtedly the product of rapid growth - the union now has 286,000 members, more than double the 1987 figure, and 65 offices. Organising secretary Bernie Panaroff told a press conference this week the union had been especially successful in recruiting and winning recognition in the homelands, and that many small engineering firms had been organised in areas such as the Free State.

Central bargaining forums were under negotiation in the two largest homelands, he revealed.
Ergo deal not a shift in policy

By DREW FORREST

THE National Union of Mineworkers' revised bargaining approach on the gold mines does not signal a watershed shift by labour to profit-related pay.

Reacting to the NUM's recent pay deal with the East Rand Gold and Uranium Company (Ergo) and compromise proposals in wage talks with the Chamber of Mines, some commentators have expressed the hope that the unions may be shifting towards profit-linked pay bargaining widely used in Europe. There is no real sign of this.

The Congress of South African Trade Unions' Neil Coleman is on record as saying that such bargaining does not form part of Cosatu proposals for economic reconstruction. Cosatu's platform for restructuring talks with the employer body Saccola in fact stresses the need to close pay gaps.

And NUM economist Martin Nicol this week emphasised that the union's revised bargaining stance was "a temporary adjustment to economic circumstances in the gold industry."

"There is no change in policy. Mineworkers continue to support our demands for a uniform rate for the job and a general rise in mine wages to levels in other sectors — and we have told the chamber this."

The Ergo deal and the NUM's proposals for marginal mines to the chamber embody a similar principle, but there are major and significant differences of detail, indicating that the Ergo package is not seen as a model. "We are looking for something drastically different on the gold mines," said NUM general secretary Cyril Ramaphosa.

NUM's Cyril Ramaphosa...looking for something different

Ergo shop stewards are known to have applied pressure for settlement.

The Ergo agreement provides for a five percent across-the-board award and two further possible bonuses: of four percent if the Ergo division makes at least R2-million operating profit per half-year, and 5.5 percent depending on the performance of the company.

This means that workers can expect a maximum increase of 14.5 percent regardless of how well the company performs. "There's a cap on the profit-sharing scheme at below inflation, and that's not fair," said one unionist.

A further weakness, union commentators said, was that the second bonus was partly determined by a "performance index" calculated on additional gold and acid produced. "Proper profit-sharing should be based simply and clearly on declared profits," one said.

In talks with the chamber, the NUM has proposed a five percent increase and future profit-sharing in respect of chamber gold mines which it considers marginal. But Ramaphosa stressed that the union would reject any performance component or attempt to cap the distribution of profits.
Wage deadlock: co-ordinated strikes looming

By DREW FORREST

SOUTH Africa’s first co-ordinated cross-sector strikes — potentially involving half a million workers — are looming following simultaneous deadlock in four key industry pay negotiations.

At the heart of the storm is the National Union of Metalworkers, which is in dispute with bosses in the engineering, tyre, motor and vehicle assembly sectors. Wages and job security amid mass retrenchments are the flashpoints. This weekend, Numsa’s national congress is certain to endorse the holding of strike ballots by 200 000 engineering, tyre and auto assembly members.

In motor, an industrial council dispute meeting has still to be held. Given that employers have not tabled a wage offer — instead demanding a 12-month pay freeze — settlement seems highly unlikely.

Two rounds of mediation were held this week between the Steel and Engineering Industries Federation (Seifsa) and metal unions including Numsa and the Confederation of Metal and Building Unions, the voice of white metalworkers. Little progress is believed to have been made, although further mediation is planned.

In the tyre and auto sectors, dispute talks also involving Numusa broke down this week. In both encounters, the union moderated its R2-an-hour pay demand to R1,50 — about 20 percent in both sectors — but the parties remain widely separated.

Also in dispute, said Numusa national organiser Gavin Hartford, were job security and creation demands. While Numusa wanted to restructure the tyre sector to make it more competitive, employers insisted on dealing with the issue plant by plant.

In auto, no response had been offered to Numusa “minimum conditions” for restructuring talks, including a moratorium on retrenchments.

Given the small number of tyre and auto plants, and the proverbial militancy of the workforce, conditions favour co-ordinated strike action.

In motor and engineering, where the workforce is dispersed over thousands of plants, the obstacles are greater. Numusa has only 76 000 members in the 234 000-worker motor industry, and has been weakened by a closed shop.

Pointing to surging retrenchments in metal and engineering — currently running at 2 500 a month — employers doubt the union has strike capacity in these industries.

But they are girding up their loins. Seifsa has declared its own dispute, opening up the possibility of an industry lockout, and plans strike and lockout workshops for members in three centres if mediation breaks down.
By IKE MOTSAPI

THE Steel, Engineering and Allied Workers Union of South Africa scored a major victory yesterday when it successfully negotiated pay increases for its members at Flamecut Company, a spokesman said.

The additional 22c for all members will be added to the offers negotiated by Sefsa and the Steel and Engineering Industries Federation of South Africa and apply to people of various grades in the company.

This means that if an employee falls under the H job grade and was to get a 48c an hour increase as negotiated by Sefsa and Flamecut, that person will now get an extra 22c an hour.

Seawusa organiser Mr Philemon Ntombela said in a statement: "Flamecut and the union entered into negotiations relating to wages and other conditions of employment for the 1991/1992 year."

This supplementary wage agreement will be implemented on July 1, 1991 and shall operate up to an including June 30, 1992."

Meanwhile, members of the National Union of the Metalworkers of South Africa are still locked in battle with various managements over wage increases.

Numsa has rejected increases offered to their members. Both parties have declared a dispute.

Numsa members have been staging countrywide demonstrations to highlight their plight.
15% rise for UWC workers

Staff Reporter

UWC workers will be given an increase of 15% on existing wages or R250 a month, whichever is greater, with effect from January 1 this year, according to a joint statement yesterday by the university and the UWC United Workers Union.

This comes after a recent strike, suspended at the end of last month. About 500 workers went on a six-day strike last month after UWC rejected the union demand of a 20% increase or R370 a month. Management's offer was 10% or R180 a month.
Wage talks deadlocked

WAGE negotiations between the Chemical Workers Industrial Union (CWIU) and three major corporations in the petroleum industry have deadlocked.

The major demands of the union, which represents about 1,500 workers at BP, Caltex and Total Oil, are around wages, centralised bargaining and job security, CWIU national coordinator Mr Martin Jansen said on Wednesday.

Jansen said it was "evident" that the companies had coordinated their responses to the union's demands.

"All these companies' proposals on wage improvements average between 14 and 16 percent and the union's demands vary between 20 and 28 percent," Jansen said.

Only Total Oil had agreed to centralised bargaining.

The companies' argued that they did not want to "sit around the negotiating table with their competitors" was "judicious" in the context of a highly centralised and regulated petroleum industry, with a long history of voluntary cooperation and joint ventures.

Attempts to contact company spokespersons for comment were unsuccessful.
Employees need to be consulted on rationalisation

MIKE BEAUMONT

STRIKE action related to retrenchments is increasing. Preliminary figures show that retrenchments in the second quarter of this year were an issue in 1% of all strikes compared with a negligible amount last quarter and 2% in the comparable quarter last year.

Reorganisation and retrenchments are complex exercises. They are concerned with job security, continued viability of businesses, endeavours to sustain relationships and ensuring that the processes meet minimum statutory requirements. These goals are at times incompatible and can escalate conflict unless correctly handled.

Cosatu is currently preparing an economic policy. Among its tentative proposals are that job losses and job creation should become a national issue, and that Cosatu should be involved in discussions with government and employer federation Sacca on the issue.

Cosatu also contends that retrenchments cannot be seen in isolation of SA’s current economic position. It is considering suggesting a freeze or moratorium on retrenchments and a halt to privatisation and rationalisation which it believes lead directly to job losses.

Employers have already felt the impact of these draft policies with demands that retrenchment be handled centrally within groups of companies or even at industrial councils. There is a prospect of mass action by workers in protest against job losses.

There is also likely to be increased difficulty in achieving consensus on potential retrenchments. Severance packages may have to include training and other help to enable retrenched workers to get other jobs.

Employers also face the difficulty of improving their competitiveness in a declining economy, and potential exposure to international competition. They continually have to look at productivity and the quality of products and services, as well as rationalisation of their businesses.

International business trends and the introduction of fair labour practices in SA have resulted in new value systems being adopted which cause businesses to move away from a paternalistic attitude towards employees in favour of seeking to develop employees. Autocratic management styles are giving way to participation and involvement of employees, particularly in decisions which directly affect them.

Engaging employees about the underlying problem and corporate objectives will give them the feeling that they are potentially able to influence the solutions and not be faced with a predetermined choice of events.

Labour law is continually eroding management prerogative regarding reorganisation and retrenchments. Management discretion, by and large, remains intact where this reorganisation is concerned with a change of shareholding.

However, as soon as the reorganisation affects the identity of the employer, and terms, conditions and potential retrenchments, then the employer is generally obliged to engage with the employees or their representatives before decisions are made and implemented.

Consultation gives employees the opportunity to explore alternatives and influence the outcome. Where the anticipated change is a permanent alteration, for example in markets, the alternatives will be limited.

Where the changes are cyclical or seasonal then the range of alternatives such as short-time, lay-offs and job rotation would become more real possibilities. Recently the Industrial Court has confirmed that job-sharing must be considered as an alternative to retrenchment.

It is fairly settled law that in most cases retrenched employees will be entitled to severance pay.

Preserving corporate culture, satisfying legal norms and maintaining good industrial relations practices obliges the parties to focus on the processes which precede any possible retrenchment. The increased interest of trade unions in job losses and job creation represents a potential common ground with employees which can be seen as a way of reducing rather than escalating conflict in the workplace.

Retrenchments, particularly where they are perceived to have been imposed, can seriously scar future relationships. A problem-solving approach can build reciprocity into the relationship.

Beaumont is managing executive, industrial relations at FSA Contact (Pty) Ltd.
Firms pay 'poverty' wages

Own Correspondent
LONDON. — Fifteen British companies operating in SA have been criticised by the Trade Union Council (TUC) for paying "poverty" wages to 1,500 black workers.

The TUC says this is the first time the number of black workers paid below the minimum level has risen since the European Community's code of conduct for firms with interests in SA was launched in 1973.

Last year, according to a TUC analysis of reports from British companies produced by the Department of Trade and Industry, 1,500 black employees at UK firms were paid below the suggested minimum wage — up from 1,100 the previous year.

The minimum wage was calculated by the University of SA and set at 50% above the lowest poverty level for a family of four.
UK firms in SA draw fire for pay levels

LONDON — Fifteen British companies operating in SA have been criticised by the Trade Union Council (TUC) for paying "poverty" wages to 1,500 black workers.

The TUC says this is the first time the number of black workers paid below the minimum level has risen since the EC's code of conduct for firms with interests in SA was launched in 1973.

TUC's list is: Babcock International Group, BST, BETEC, BOC Group, Frank Fehr, Hickson International, Hunting, Lourho, Low and Bonar, NEI, A Oppenheimer, Reed International, Renold, Shell and Siebe.
15 UK firms in SA ‘pay poverty wages’

Star Bureau

LONDON — The British Trades Union Congress has published the names of 15 British companies it said were paying “poverty wages” to black employees in South Africa.

The list of companies paying below the minimum wage calculated by Unisa, released by TUC secretary general Norman Willis, is based on an analysis of reports from British companies, produced by the Department of Trade and Industry.

The companies were named as the Babcock International Group, BET, BETEC, BOC Group, Frank Fehr, Hickson International, Hunting, Lonrho, Low and Bonar, NEL, A. Oppenheimer, Reed International, Renold, Shell and Siebe. Between them the companies employ 1500 workers.

The TUC said it would encourage its affiliates to persuade British companies with which they negotiate to pay all their employees in South Africa above the recommended minimum rate.

At the same time the TUC would urge British companies doing business in South Africa to provide more training and education for employees, and to observe “a voluntary ban on further investment.”
Metalworkers begin strike vote

By Shareen Singh

The 280 000-strong National Union of Metalworkers (Numsa) yesterday started balloting its members for a nationwide strike.

Annual wage talks between Numsa and the Steel Engineering Industries Federation (Seifsa) were referred to mediation after the parties reached deadlock a few weeks ago.

No agreement was reached, and the parties were reporting back to their members on the outcome.

The union is demanding an increase of R1.50 across the board against Seifsa’s offer of between 48 and 86c an hour.

Numsa is also in dispute with the motor industry over its refusal to make a wage offer at annual wage talks, and the union rejects the proposal to postpone talks until September.

Numsa accused employers of not granting increases agreed upon last year, and claimed that employers were taking advantage of the situation because they did not feel legally bound to pay the new wage rates.

The delay by the Department of Manpower in gazetting the wage agreement sparked off demonstrations outside Manpower offices in Pretoria and Cape Town yesterday.

The department has agreed to set up a joint committee with employer and union representatives to address the delay in gazetting the agreement.
Deadlock in oil industry pay talks

Annual wage talks between the Chemical Workers' Industrial Union and three major oil firms — Total, BP and Caltex — have deadlocked over central bargaining and other issues.

Of the big petroleum producers, only Total had agreed to central negotiations, the CWIU said in a statement.

Despite this, the three firms had co-ordinated their wage offers at between 14 and 16 percent, in response to a 20 to 25 percent demand.

The union said the companies' argument, that they did not wish to sit round a negotiating table with competitors, was "ludicrous" in the context of a highly centralised industry with a history of voluntary co-operation.

The CWIU had demanded a national pow-wow with all petroleum producers next week to discuss central bargaining and job security and creation.
More union pragmatism as recession deepens

By Drew Forrest

Falling pay settlement levels, shorter bargaining and fewer wage strikes signal greater union pragmatism in the face of recession and job insecurity.

This is the message of Andrew Levy and Associates' latest Bargainers' Bulletin, which shows that the average level of settlement between February and June this year was 16.7 percent of payroll. The 1990 figure was 17.4 percent and the 1988 figure 17.9 percent.

The consultancy's latest strike report estimates that 375,000 mandays were lost through strikes in the first half of the year, compared with 1.2 million in 1990. The strike toll is also down on 1989. (Figures: 547,411)

It also reveals that although pay is still the main strike trigger, at 48.8 percent of total, it is less significant than last year, when it accounted for 63 percent of strikes.

Other key points in the bulletin that unions are drawing in their horns are:

- Lower settlements in sectors worst hit by recession — between 10 to 14 percent in the banking and financial services sector, for example.
- Lower union pay claims. The average this year has been 43.6 percent (50.9 percent last year and 86.3 percent in 1989).

- A sharp drop in the time required for settlement — 63 days this year (82 days in 1990).
- Less industrial action during pay talks — 43.6 percent this year (52.4 percent in 1990).

The strike report also reveals that job security is a mounting worker concern: 14 percent of strikes in the first half of this year were over dismissals, as against 1.7 percent last year.

The public sector, a Congress of South African Trade Unions organising target, remains highly strike-prone, accounting for 31 percent of mandays lost this year, as compared with only one percent in 1989. Cosatu's health affiliate, the National Health and Allied Workers' Union was involved in most strikes (15.4 percent of total).
LABOUR RELATIONS ACT, 1956

BISCUIT MANUFACTURING INDUSTRY OF SOUTH AFRICA

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 29 February 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 29 February 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE BISCUIT MANUFACTURING INDUSTRY OF SOUTH AFRICA AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Employers' Organisations of the Biscuit Manufacturing Industry of South Africa

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Operative Biscuit Makers and Packers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the National Industrial Council of the Biscuit Manufacturing Industry of South Africa,


WET OP ARBEIDSVERHOUDINGE, 1956

BESKUITNTERWIERHEID VAN SUID-AFRIKA

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsvolging, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publilikasie van hierdie kennisgewing en vir die tydperk wat op 29 Februarie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangedaan het en vir die werk- gewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in kiousule 1 (1) (b) met ingang van die tweede Maandag na die datum van publilikasie van hierdie kennisgewing en vir die tydperk wat op 29 Februarie 1992 eindig, bindend is vir alle ander werk- gewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in kiousule 1 van die Wysigings- ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE BESKUIT- NYWERHEID VAN SUID-AFRIKA

OOREENKOMS

coreenkomstig die Wet op Arbeidsvolging, 1956, gesluit deur en aangegaan tussen die

Employers' Organisations of the Biscuit Manufacturing Industry of South Africa

(hierna die "werkgewers" of die "werkgeversorganisasie" genoem), aan die een kant, en die

National Union of Operative Biscuit Makers and Packers of South Africa

(hierna die "werknamers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Beskuitnywerheid van Suid-Afrika,

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) in the Magisterial Districts of Bellville, Goodwood, Kuils River, Malmesbury, Moorreesburg, Simonstown, Somerset West, Stellenbosch, The Cape, Worcester and Wynberg.

(b) by all employers and employees in the Biscuit Manufacturing Industry who are members of the employers' organisation and the trade union, respectively.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to those categories of employees for whom minimum wages are prescribed in clause 4 of the Agreement published under Government Notice No. R. 2479 of 19 November 1982 and to the employers of such employees.

2. CLAUSE 3: DEFINITIONS

Insert the following definition of “picker” after the definition of “packer”:

“Picker” means an employee who, under supervision, places all incoming goods in the warehouse, selects and issues goods for dispatch and assists with general warehouse duties, including the loading and off-loading of trucks;”.

3. CLAUSE 4: WAGES

Substitute the following for subclause (1):

“[(1) The minimum wages that shall be paid to the undermentioned classes of employees shall be as follows:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Description</th>
<th>Wage per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Foreman biscuit baker</td>
<td>624.05</td>
</tr>
<tr>
<td>2</td>
<td>Biscuit baker, foreman, foreman despatcher, artisan</td>
<td>548.73</td>
</tr>
<tr>
<td>3</td>
<td>Storeman, tin-making chargehand, van salesman and traveller</td>
<td>463.72</td>
</tr>
<tr>
<td>4</td>
<td>Yarnman</td>
<td>425.64</td>
</tr>
</tbody>
</table>

Provided that the following additional amounts shall be payable to yarnmen in the categories indicated:

From 9 000 to 16 000 kg: R6.00 per week.

Over 16 000 kg: R9.00 per week.

Biscuit cutting and embossing machine operator, dough mixer or doughy, ovenmen:

First year of experience: 321.63

Second year of experience: 370.33

Thereafter: 425.64

Grade 5: Braakmen: 416.62

Grade 6: Senior chargehand: 397.99

Grade 7: Despatcher, chargehand packer, merchantiser, first-aid attendant, clerical employees: 334.44

Grade 8: Assistant storeman, chocolate embossing machine operator, driver provided that the following additional amounts shall be payable to drivers of motor vehicles in the categories indicated:

From 3 500 to 9 000 kg: R3.00 per week.

From 9 000 to 16 000 kg: R6.00 per week.

Over 16 000 kg: R9.00 per week.

Grade 9: Guillotine machine operator, handyman, die stamping press operator, machine-hand: 276.89

2. KLOUSLE 3: VOORDOMSKRYWING

Voeg die volgende woordomskrywing van “plukker” in na die woordomskrywing van “verpakker”:

“Plukker” is ‘n werknemer wat, onder toegesig, alle inkomende goedere in die stoor plaa, goedere vir versending kies en uitreik en help met algemene dienste in die stoor, insluitende die op- en aflaai van vragmotors;”.

2. KLOUSLE 4: LONE

Vervang subklausule (1) deur die volgende:

“(1) Die minimum lone wat aan ondergenoemde klasse werknemers betaal moet word, is soos volg:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Description</th>
<th>Loan per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Foreman biscuit bakker</td>
<td>624.05</td>
</tr>
<tr>
<td>2</td>
<td>Biscuit bakker, foreman, foreman despatcher, artisan</td>
<td>548.73</td>
</tr>
<tr>
<td>3</td>
<td>Storeman, tin-making chargehand, van salesman and traveller</td>
<td>463.72</td>
</tr>
<tr>
<td>4</td>
<td>Yarnman</td>
<td>425.64</td>
</tr>
</tbody>
</table>

Met die verstande dat die volgende addisio-
nele bedrae betaalbaar is aan bestellers in die klasse soos aangedui:

Van 9 000 tot 16 000 kg: R6.00 per week.

Meer as 16 000 kg: R9.00 per week.

Bedieners van ’n beskuituitsny-en-embosseer-
masjien, deegmenger of deegm, kondi-
man:

Eerste jaar ondervinding: 321.63

Tweede jaar ondervinding: 370.33

Daarna: 425.64

Daag: 416.62

Daag 6: Senior onderbaas: 397.99

Daag 7: Versender, onderbaasverpakker, af-
setbevoorrader, eerstelui-bediener, klere:

Daag 8: Assistent-magasynman, bediener van ’n spoedeisingsmarsijsiesmasjien, drywer:

Meer as 16 000 kg: R9.00 per week.

Daag 6: Vyfmeesmarsijsiesbediener, faktume, be-
diener van ’n stempelpies, masjienwerker: 276.89
4. CLAUSE 6: PAYMENT OF REMUNERATION

Substitute the following for subclause (7):

"(7) Subsistence allowance: Any vanman or van salesmen who is required in the course of his duties to spend the night away from home shall be reimbursed for expenses incurred at a rate of not less than R72.00 per night."
Any employee, other than a vanman or a van salesman, who in the company of a vanman or van salesman is required in the course of his duties to spend the night away from home shall be reimbursed for expenses incurred at a rate of not less than R72,00 per night."

5. CLAUSE 9: ANNUAL LEAVE
Substitute the following for subclause (1) (a):
"(1) (a) An employer shall grant to his employee in respect of each completed period of 12 months’ employment with him,
(i) in the case of an employee who works a five-day week, 15 consecutive working days’ leave;
(ii) in the case of an employee who works a five and a half day week, 18 consecutive working days’ leave;
(iii) in the case of a watchman who works six days a week and not more than 10 hours a day, 18 consecutive working days’ leave and in the case of a watchman who works seven days a week or more than 10 hours each day, 22 consecutive calendar days’ leave; and
(iv) in the case of an employee who has 15 years’ or longer unbroken service with the same company, 5 consecutive working days’ leave in addition to the leave provided for in subclause (1) (i), (ii) and (iii) above.
within four months from the date of completion of the year of employment to which it relates at the wage the employee was receiving immediately prior to the period of such leave."

Signed at Cape Town on behalf of the parties on this 2nd day of April 1991.

N. DANIELS,
Chairman.

T. FORREST,
Vice-Chairman.

K. L. BARNES,
Secretary.

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No. R. 1605
5 July 1991

REGULATIONS UNDER THE MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983 (ACT No. 6 OF 1983)

AMENDMENT OF THE GENERAL ADMINISTRATIVE REGULATIONS

The Minister of Manpower has under section 35 of the Machinery and Occupational Safety Act, 1983 (Act No. 6 of 1983), made the regulations in the Schedule. These regulations shall come into operation on 9 July 1991.

SCHEDULE

Definition

"n Werknemer, uitgesonderd 'n besteller of 'n bestelwa-verkoopman, van wie daar in die loop van sy werkraamte vergelyk word om, wanneer hy die besteller of bestelwa-verkoopman vergees, die nag weg van sy huis af deur te bring, moet vir uitgeewe wat aangegaan is, vergoed word teen minstens R72,00 per nag."

5. KLOUSULE 9: JAARLIKE VERLOF
Vervang subklausule (1) (a) deur die volgende:
"(1) (a) 'n Werknemer moet aan sy werknermer, ten opsigte van elke voltooide tydperk van 12 maande diens by hom, verlof toestaan van—
(i) in die geval van 'n werknermer wat vyf dae per week werk, 15 agtereenvolgende werke dae;
(ii) in die geval van 'n werknermer wat vyf en 'n half dae per week werk, 18 agtereenvolgende werke dae;
(iii) in die geval van 'n werknermer wat vyf en 'n half dae per week werk, 18 agtereenvolgende werke dae;
(iv) in die geval van 'n werknermer wat 15 jaar of meer ononderbrok diens by dieselfde maatskappy het, 5 agtereenvolgende werke dae verlof plus die verlof wat in subklou-
sule (1) (i), (ii) en (iii) hierbo voorgestel is, binne vier maande na die datum waarop die jaar diens waar-
op die verlof betrekking het, voltoui is, teen die loon wat die werknermer onmiddellik vir die tydperk van sodanige verlof ontvang het."

Namens die partye op hede die 2de dag van April 1991 te Kaapstad onderteken.

N. DANIELS,
Voorstitter.

T. FORREST,
Onder-Voorstitter.

K. L. BARNES,
Minister.

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No. R. 1605
5 Julie 1991

REGULASIES KRAFTENS DIE WET OP MASJINE-
RIE EN BEROEPESEIGEHEID, 1983 (WET No. 6 VAN 1983)

WYSIGING VAN DIE ALCHEMIE ADMINISTRATIE-
WE REGULASIES

Die Minister van Mannekrag het kragtens artikel 35 van die Wet op Masjinerie en Beroepseigehheid, 1983 (Wet No. 6 van 1983), die regulasies in die Bylae uitge-

BYLAE

Woordomskrywing
Set wages cripple small business

JEAN LE MAY

Weekend Argus Reporter

SEVERAL small business owners have reacted to a report in the June 29 issue of Weekend Argus about problems with industrial councils.

All complained that industrial councils had refused them exemption from wage scales and other conditions of employment laid down in agreements negotiated between employers and trade unions.

One woman, who asked not to be named, said she owned a small factory which did work for the big clothing manufacturers.

"It is unfair that I should have to pay the negotiated wage to workers in training," she said.

"Many are not interested in the job — only in the money. Absenteeism is a terrible problem — some workers feel they can afford to take a day off whenever they feel like it. I have to pay others overtime to do their work."

Last week's report told how Mr Abraham Adamson, owner of a motor spares and repair shop in Athlone, had been refused exemption by the National Industrial Council for the Motor Industry (NIMIC) in spite of his application being supported by the Small Business Development Corporation.

Mr Adamson now stands to lose his business — and his seven employees their jobs.

The National Union of Metalworkers (Numsa), one of the employees' unions which is represented on NIMIC, complained this week that trade union comment was not included in the Weekend Argus report.

In fact such comment was obtained but was omitted for reasons of space.

The comment was from Mr Nosey Pieterse, Western Cape secretary of Cosatu (to which Numsa is affiliated) who said: "Our position in principle is that all our workers must be covered, with no exemptions. We've fought hard for these rights and it is unfair if employers get exemptions, because these will leave workers open to abuse and exploitation."

Asked whether this attitude also applied to the informal sector, which has created many thousands of jobs, Mr Pieterse said: "We have not resolved the issue of exemptions yet. We are still studying changes in the Labour Relations Act."

Numsa's comment, through its organising secretary Mr Benny Fanaroff, was: "We are obviously unhappy that people are losing jobs but we don't believe that the informal sector can solve the unemployment problem.

"Our research has shown that wage concessions to small business and in rural areas resulted in very few jobs being created."

"Over a five-year period where companies in rural areas were given concessions by the Electrical Industry Industrial Council a total of 250 jobs was created while more than 60 000 jobs in the industry were lost over the same period in the urban areas."
Metal workers to strike?

A NATIONWIDE strike ballot over wages began this week among the 300 000 members of the National Union of Metal Workers of South Africa.

Numsa demanded a R2-an-hour pay increase to kick off the 1991/92 wage talks with the employers' body, the Steel and Engineering Industries Federation of South Africa (Seifsa).

The demand was later changed to R1.50-an-hour for all grades.

Three rounds of mediation held last week culminated in some agreements which are not being disclosed, but the parties have so far failed to agree on pay increases.

However, consensus has been reached on social benefits, such as a training scheme.

The present Seifsa offer to all the unions involved in wage negotiations is a R1,001c increase for grade A workers and 53 cents for grade H workers.

If the unions accept the offer, grade A workers will get R10.36 an hour.

Grade H workers, lowest paid in the industry at R4.18c an hour, will get R4.66.

Numsa's strike ballot is expected to continue until July 16. In terms of the agreements reached by unions with various companies last year, they can strike any time from now.

Workers have welcomed Numsa's national strike ballot.

Workers at Rufflette in Kempton Park said they were not prepared to accept any offer below what the union was demanding.

Other unions involved are the Steel Engineering and Allied Workers' Union of South Africa, with a paid-up membership of 20 700 and the Metal and Electrical Workers' Union whose paid-up membership is 30 000.

Both Mewusa and Seawusa are affiliated to the National Council of Trade Unions (Nactu).

Seawusa general secretary Collin Kotu said: "At the beginning of wage talks we demanded a R7-an-hour increase across the board. It was reduced to R1.50 and presently it is R1 for all grades.

"We are not moving down any more.

"We are going to hold report-back meetings with workers from this weekend and will seek a new mandate regarding Seifsa's wage proposals."

Kotu said his union would hold discussions with Mewusa to develop a common approach.

Mewusa general secretary Tom Oliphant said report-back meetings with members had begun.

"So far our members have shown some concern with regard to strike action. However, they are discussing what form of action they can take to pressurise Seifsa," he said.

Oliphant said that at the beginning of wage talks the union demanded an increase of R1.50-an-hour for all grades and later this was reduced to R1.20.

Head of the Seifsa communications department, Vander Veurs, said his organisation was only prepared to offer R1.01 for grade A workers and 53 cents for workers in grade H.

A well-placed source who participated in the mediation process said: "Seifsa is prepared to agree to an implementation date of July 1 provided:

- There is no strike action before July 31;
- Full agreement is reached between all parties by July 31; and
- All unions agree to set off any increases granted by employers after July 1.

Numsa has put its foot down, according to national organiser Veli Mjiyako.

"We have made it clear to the mediator that we will mobilise our members for a strike if Seifsa does not improve its offer," he said.

He added that Numsa's national industrial council - which comprises representatives of workers in the engineering, tyre, and motor-vehicle assembly sectors - would meet on July 16 to assess the strike ballot.

Parties involved in the wage talks with Seifsa will meet the following day. - CP Correspondent
Wage settlements decline

AVERAGE pay settlements declined in the first half of this year from last year as unions and employers displayed greater pragmatism in negotiations, labour consultants Andrew Levy and Associates have found.

Their latest edition of Bargainers' Bulletin says the average increase agreed to between February and June this year was 16.7% of payroll. This compares with the 1988 figure of 17.4% and 1989's 17.9%.

But falling pay settlement levels were not a global phenomenon and industrial sectors which were expanding or individual companies with impressive results would be unlikely to argue about ability to pay with conviction, the bulletin says.

It says lower settlements are being recorded in sectors hardest hit by the recession, including the banking and financial services sector where settlements between 10% and 14% are the norm.

In general, unions have made lower pay demands. The average this year was 8.5% compared with 9.0% last year and a 9.9% to Page 2

Wages

figure of 9.6%.

The consultants report that wage bargaining so far this year was marked by an apparently greater degree of pragmatism by both parties.

The economic climate and financial problems of different sectors and individual concerns were being taken into account. While unions were concentrating on winning good settlements in growth sectors and companies, they showed "some restraint" in dealings with less healthy concerns.

There was a definite narrowing in the gap between average levels of settlement and the official rate of inflation, although the settlement level was still above the inflation rate. The gap between negotiated increases (16.7%) and the official rate of inflation (15%) was narrowing considerably from figures recorded in 1988, when average increases of 17.9% were agreed to, compared to inflation of 13.2%.

In its latest strike report, the consultants say strike levels are down from last year. About 375 000 man days were lost through strike action in the first half of the year, compared with 1.2 million for the same period in 1990.

Although pay was still the main strike trigger (68% of strikers), this was less than the 89% recorded last year.
Wage talks dumped city strike

Municipal Reporter

THE prospect of a municipal strike in Cape Town was averted recently when the SA Municipal Workers’ Union (Samwu) and the council came to an agreement over an overall 12.5% wage increase.

Mr Roijer Ronnie, the Cape Town branch secretary, said yesterday that the lowest wages had risen by 14.8%.

This year’s wage agreement had been signed on June 20, he said.

What was particularly historic about this year’s agreement, he said, was that most council labourers had now breached the R1 000-a-month barrier.

“The new minimum wage has gone up from R845 a month to R970, but more significant than that is that we have four notches on the labourers’ scale.”

Workers moved through these notches automatically with time. Each notch was a year apart, he explained.

In effect, this meant that any worker who had been with the council for over a year was now earning more than R1 000 a month.

In Durban, he said, labourers had a slightly higher starting wage, but they remained on that notch until they were promoted.

Samwu and Cape Town City Council have also agreed that weekly-paid workers will be given three extra days of paid leave a year. Until now, five-day-a-week workers had 16 working days’ leave, and the six-day workers 19.

The council had also undertaken to add another day on to leave from July 1 next year, Mr Ronnie said.

“Negotiations were conducted in a fairly amicable manner this year,” he added. “We realised that the economy is in a bad way.”

Another meeting between the council and union teams is to be held by November 30 to discuss the adverse implications of Value Added Tax.

It was a year ago that a ‘cleaning workers’ strike led to massive piles of rubbish around the Peninsula.
UNIONS and employers in the metal industry are squaring up for industrial action.

Both sides have declared that disputes and mediation seem to be the only solution to resolve the conflict.

Unions party to the National Industrial Council for the Iron, Steel Engineering and Metallurgical Industries have declared disputes with the Steel and Engineering Industries Federation of South Africa.

This signals continued solidarity in the face of employer resistance to wage demands and clearing the decks for a possible national strike.

And Seifa responded by declaring a dispute with the unions, opening the possibility of an industry-wide lock-out.

Mediation held last month by both parties failed to produce positive results.

Members of the National Union of Metalworkers of South Africa last week held a strike ballot and the results were kept secret.

Deadlock, which has been looming almost from the time wage talks started, was finally confirmed at the last scheduled round of talks on May 29 this year.

This was despite Cosatu, Nactu and Mewusa-affiliated unions reducing their demand for across-the-board increases from R2,00 an hour to R1,50.

Numsa also demanded a 20 percent increase on all wages.

Seifa’s final offer ranged from 86 cents an hour, which is nine percent, on the minimum for the highest grades to 48 cents an hour - 12,6 percent - for the lowest grades.

Mr Alistair Smith, an official of Numsa, said: “It was difficult to assess the seriousness with which employers approached mediation after they had rejected the unions’ revised proposals.”
Council workers win wage increases

By CLIVE SAWYER
Municipal Reporter

NEGOTIATIONS between the Cape Town City Council and the SA Municipal Workers' Union have ended with a 14.8 percent increase in minimum wages but no gain on demands for June 16 and March 21 as paid holidays.

Details of the settlement, which affects 13,000 workers, were released by the union's Mr Roger Ronnie and council personnel director Mr David Beretti.

Minimum wages will rise from R845 a month to R970. Increases vary from 12.5 to 14.7 percent for other grades.

Hourly paid workers are to get an extra three days' annual leave to eliminate a discrepancy with leave regulations for other staff.

Council and union negotiators are to meet in November to discuss the implications of value-added tax.

The settlement follows months of negotiations during which the union demanded increases of 30 percent for its lower-paid members and 20 percent for those with higher pay.

A demand for a 40-hour working week — council staff work 43½ hours — was refused.

Mr Beretti said the deal was fair to the council and the workers in the light of the inflation rate and the economic situation.

Last year refuse piled in Cape Town streets when a breakdown in equivalent wage negotiations led to the cleansing services being paralysed.
Victory - union is ‘happy’

THE NATIONAL Union of Steel and Allied Workers scored a major victory when it negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAW, said his union also signed a recognition agreement with Printed Circuit Laboratories on July 3 this year “after months of intensive negotiations”.

“Tibane added: “The company agreed that our members can now work for eight hours a day.”

“This has not been an easy task for the union.

“We have tried for so many months to get management to recognise us.”

After the agreement was signed the union submitted wage proposals to the company.

He said management surprised the union by agreeing to the 85 cents an hour increase demanded.

“The union is happy, considering the present conflict in the metal industry.”
Unions and bosses narrow the money gap

Labour Reporter

WAGE negotiations are being conducted with increased pragmatism by unions and employers because of the economic climate and financial problems, says a leading industrial relations consultancy.

A report published by Andrew Levy and Associates says there is a definite closing of the gap between negotiated wage increases (16.5 percent) and the official rate of inflation (15 percent) for the whole of 1991.

The figures in 1988 were 17.9 percent and 13.2 percent respectively.

Wage and job-security issues still dominate negotiations, with unions dropping peripheral demands quickly, if tabled at all, says report co-editor, Ms Erica Jancowitz.

"This pragmatic approach by unions is also evident in the disclosure by one of Cosatu's major affiliates that they are negotiating a wage freeze with one severely depressed concern in an attempt to keep as many jobs as possible under the circumstances."

Unions were concentrating on winning good settlements in growth sectors while showing some restraint in their dealings with the less healthy concerns.

The food and retail sectors reflect the highest settlement levels and above-average...
Wage deals linked to productivity can curb inflation

GRAHAM BELL

As Maynard Keynes pointed out, wages go down when the Chamber of Mines and the National Union of Mineworkers mark a shift to reality in the wage bargaining process. This is not so, for instance, in the much maligned stockbroking industry, where profit growth is slow and there is a decline in line with declining profits. It is possible that the gold mining example can be generalised to the rest of the economy. Although there are many different approaches, there is probably a general trend. The major unions do not yet appear ready to seek agreement. At best, a scaling down of wage demands is now in evidence.

Therefore, it is not clear whether the Reserve Bank will win its battle against inflationary expectations. One worry sign is that the fiscal discipline that was evident in the Finance Department throughout 1980 is no longer there. Government consumption expenditure has surged since the end of the quarter of last year. Thus it appears that the Bank has lost an important ally in its quest.

So far, there are few signs that Stirling Stahl is unable to retain. Indeed, he may well retain his job. There is no short-term solution to the problem, and there is no quick fix. There is a need for the government to act in a decisive manner.

In the long run, it is certainly in the interests of trade unions and employers to seek productivity accords. The need for such accords is particularly relevant in the lower part of the curve, where wage demands are driven by unrealistic expectations of the industry's ability to pay. Workers are effectively price themselves out of jobs.

In the upper part of the curve, wage settlements have been adapted to the new reality, namely that it is accept- ed that the Reserve Bank is serious and will, ultimately, be successful in its quest to lower inflation. The NUM appears to be moving from the lower half to the upper half in recent negotiations with employers.

The gold mining sector is, in some ways, a special case. SA's gold mines are ageing and the industry is a patsy. The price has performed poorly over the past decade. The industry's profitability collapsed. After many years of damaging confrontation and the loss of thousands of jobs, the combatants finally realised that it was in their interests to work together.

In the most recent recession a new dimension has emerged. The onset of the political thaw has raised demands for income redistribution and union wage pressures have become more strident than ever. It is ironic that the new-found resolve of the authorities to combat inflation should arrive on the scene at the same time.

The chart illustrates the problem confronting the Reserve Bank in combating expectations. The experience of the mining industry is particularly relevant. In the lower part of the curve, wage demands are driven by unrealistic expectations of the industry's ability to pay. Workers effectively price themselves out of jobs.

The chart shows that the NIP's wages have increased in line with profit increases. This is the case in many industries. The NIP has a reputation for being a flexible wage package that adjusts in line with profits.

The chart also shows that the gold mining example can be generalised to the rest of the economy. Although there are many different approaches, there is probably a general trend. The major unions do not yet appear ready to seek agreement. At best, a scaling down of wage demands is now in evidence.

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Unionists march

ABOUT 100 members of the South African Black Municipal and Allied Workers Union yesterday marched on the Wattville Council offices, demanding sites they were allegedly promised by the municipality.

They have given the council until July 19 to respond.

The workers, all employees of the council, demanded that houses be built on 16 sites which they were allegedly promised by the council.

Their grievances also included improved working conditions, better salaries and increases of between 25 and 35 percent.
Talks to go on, but metal strike looms

By Shareen Singh

Mediation in the metal industry wage talks is set to continue tomorrow, but both employers and union were preparing for industrial action.

The 200,000-strong National Union of Metalworkers (Numsa) had balloted its members for a national strike but had not yet finished counting votes.

The Steel and Engineering Industries Federation (Seifsa) was in the process of balloting its members for an industry-wide lockout if workers embarked on industrial action.

Results of the ballots could be expected later this week, the parties said.

Mediation in the wage dispute started a few weeks ago and some progress had been made, according to Seifsa.

After reports-backs to their constituencies, the parties were mandated by their members to continue mediation.

At the deadlock, Numsa was demanding an across-the-board hourly increase of R1.50 and Seifsa was offering 48c to 8c.
Union scores wage rise for steel workers

THE National Union of Steel and Allied Workers (NUSAAW) scored a major victory when it successfully negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAW, said his union also managed to sign a recognition agreement with Printed Circuit Laboratories on July 3 this year "after months of intensive negotiations."

He said: "The union, represented by Mhungisi Twane, managed to convince management of Printed Circuit Laboratories to recognise it."

The union also managed to negotiate less working hours for its members without loss of pay.

Tibane added: "The company agreed that our members can now work for eight hours a day."

"I must say this has not been an easy task for the union."

"We have tried for so many months to get management to recognise us," he added.

By IKE MOTSAPI

Tibane said after the recognition agreement was signed the union submitted wages proposals to the company.

He said management surprised the union by agreeing to its proposals of an 85 cents an hour increase.

"The union is happy that it managed to negotiate better wages for its members considering the present conflict in the metal industry."
Gap between inflation, higher salaries closes

The gap between 1991 wage settlements and the inflation rate has closed considerably in a bargaining environment marked by growing union pragmatism, according to industrial relations consultants Andrew Levy and Associates.

Negotiated increases this year would average 16.5 percent against an official 15 percent inflation, the consultancy said in its June 1991 Bargainers' Bulletin.

In 1988, wage awards were pegged at 17.9 percent and inflation at 13.2 percent.

The Johannesburg-based consultancy warned that falling settlement levels were not a global phenomenon and some sectors would have difficulty, pleading inability to pay.

"An increased measure of pragmatism is being displayed in the negotiating process by both parties, with the economic climate and the financial problems of different sectors and individual concerns being taken into account," the bulletin stated.

The sectors recording the lowest increases were those hardest hit by the recession. Settlements in banking and finance ranged between 10 to 14 percent.

The clothing sector, at 18.1 percent, recorded the highest increases, but these were often won from a low base by Cosatu's SA Clothing and Textile Workers Union.

At 17.9 percent, Sactwu also recorded the highest average level of settlement of Cosatu's 14 affiliates. Next was the SA Commercial, Catering and Allied Workers Union, at 17.7 percent. Sapa.
Jobs saved, but workers face 40% cut in wages

By Thoraya Pandy

Workers at a Cape Town yacht company negotiated their way out of retrenchment, but may still face a 40 percent cut in wages.

This follows workers at John Robertson Yachts being informed on Monday by local manager Mr. Bob Conbeer that the factory would be closed as it was running at a financial loss.

Representatives of the 103 workers held talks with management for two days in a desperate bid to save their jobs.

Company director Mr. Louis Louwberg agreed to keep the factory open if workers agreed to a 40 percent cut in wages.

Workers will also be paid their full wages for the week and can return without fear of victimisation. Workers agreed to return to work on Wednesday, but will continue negotiations concerning the cut in wages.

Conbeer said the factory had been running at a loss “for some time” and that there had been indications of a possible closure.

He said, however, the future of the Epping factory would be subject to negotiations with the workers and their union.

WAGE CUT: Workers milling around outside the yacht factory

PIC: YUNUS MOHAMED
Strike looms in car, tyre industry

CAR assembly plants and tyre manufacturers are headed towards industrial action next week if national talks on wages and service conditions were not settled by today.

"We nonetheless seriously hope to settle outstanding issues, specifically wages and a moratorium on retrenchments," said Mr Les Kettleman, national secretary for collective bargaining in the National Union of Metalworkers of South Africa.

Numsa and auto assembly industry employers met on Wednesday and talks in the tyre industry resumed yesterday.

Strike ballot results this week revealed the union has majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Seifsa yesterday.

Kettleman said motor assembly employers had not moved on their offer of a R1 across-the-board increase. Numsa demanded R1.50 or 20 percent, whichever was the higher.

Its pay claims were based on a cost of living increase no lower than 15 percent. - Sapa.
Numsa settlement deadline

CAPE TOWN — Car assembly plant and tyre manufacturers were headed towards industrial action next week if national talks on wages and service conditions were not settled today, a trade unionist warned yesterday.

"We nonetheless seriously hope to settle outstanding issues — specifically wages and a moratorium on retrenchments," national secretary for collective bargaining in the National Union of Metalworkers of SA Les Kettledas said.

Numsa and vehicle assembly industry employers met on Wednesday, and talks in the tyre industry resumed yesterday.

Strike ballot results this week gave the union majority backing for industrial action in both industries.

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In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Seisa yesterday.

Kettledas said vehicle assembly employers had not moved on their offer of a R1 across-the-board increase. Numsa demanded R1.50 or 20%, whichever was the higher.

Its pay claims were based on a cost-of-living increase no lower than 15%, and a further 5% to compensate for VAT, he added.

Kettledas said sufficient progress had been made towards resolving union demands on training.

Numsa had given employers until the close of business yesterday to respond to demands on job security.

In talks with the new Tyre Manufacturers' Employers' Association in Port Elizabeth yesterday some progress had been made on demands on training, said Kettledas. The negotiations were continuing.

Seisa executive director Brian Angus yesterday dismissed claims that employers had refused to agree to a basic programme of restructuring.

"We have agreed to set up a special committee with senior people on both sides to discuss these matters." He declined to comment on inquiries about wage proposals and counter-offers, saying the parties were bound to silence. — Sapa.
Plea for housing schemes

BOTH management and black workers need to be better informed about the factors behind successful in-house company housing schemes, says Ian Bernhardt, a director of employee housing consultant Bernhardt, Dunstan and Otten.

"While companies have, for many years, offered their employees pension and medical aid benefits, housing has been neglected," he adds.

More and more companies are now realising that providing acceptable housing for employees can greatly help improve productivity, Bernhardt says.

But these companies often decide not to introduce such a scheme as they lack the necessary expertise. "Some believe that taking steps in this direction will raise expectations that cannot be fulfilled, while others are put off by the possible cost implications," he adds.

On the other hand, employees are often unaware of the realities and consequences of buying a home, with unscrupulous developers raising their hopes by failing to explain properly the long-term financial implications of the diverse housing options available.

Even workers at the lowest level can have access to reasonable housing. They should be encouraged to look at realistic options that could involve existing homes or even shacks, says director Joe Dunstan.

Bernhardt, Dunstan and Otten will stage a series of workshops focusing on the critical aspects of the introduction and operation of housing schemes. Dunstan, who will present the workshops, says those attending will be trained in the proper assessment of individual employee needs as well as a company's ability to meet these needs.

"The workshops will be supported by a full consulting service designed to help companies in implementing simple, user-friendly housing policies. "We can also become directly involved in educating shop stewards and the workforce."
Employers fail to appear at wage talks

WAGE negotiations between the National Union of Metalworkers of SA (Numsa) and motor and tyre industry employers were held up on Friday because employer representatives were not available, Numsa said.

Numsa national secretary on collective bargaining, Les Kettle, said his union found it "inexplicable" that the employers should fail to come back to them at a stage when most union members had voted in support of industrial action.

Car and tyre industry workers last week voted for industrial action to support wage demands.

Kettle said the industry representatives were supposed to discuss union proposals for a moratorium on retrenchments during wage talks.

Employers' spokesman Vic Fourie could not be reached for comment.
21,000 car, tyre sector workers strike

MORE than 21,000 workers in the vehicle assembly and tyre sectors went on strike yesterday to support demands for increased pay and job security.

National Union of Metalworkers (Numsa) negotiator Lee Kettledas said more than 18,000 workers at most vehicle assembly plants in major centres went on strike yesterday. Employers at the Bridgestone plant in Rosslyn near Pretoria were not on strike as they worked a four-day week, and were only to return to work today, he said.

Mercedes-Benz management allegedly refused to allow East London union members to hold report-back meetings on progress made in wage talks.

Kettledas was unable to specify which plants had been affected by strikes, but other manufacturers believed to have been affected included Volkswagen, Samcor and Nissan.

Sasa reports Toyota confirmed yesterday that about 5,000 workers at assembly plants in Durban and Johannesburg had downed tools.

No incidents were reported and workers left the affected premises. Toyota group personnel and Industrial Relations Director Theo van den Bergh said.

Meanwhile, in the tyre sector, another...

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3,500 workers went on strike yesterday. This followed a special Industrial Council meeting last week intended to avert industrial action.

The workers are striking at Goodyear and Firestone, while those at Tycon are expected to down tools this week.

Kettledas said vehicle assembly employers failed to improve their wage offer at last week's meeting. The offer amounted to a wage-cut for workers. Employers also failed to agree to demands for job security and a moratorium on retrenchments in the industry.

Tyre sector employers increased their wage offer by less than 1% at an Industrial Council meeting last week. Kettledas said this failed to take account of the current rate of inflation and the introduction of VAT later this year.
21 000 vehicle, tyre workers on strike

More than 21 000 workers in South African vehicle assembly and tyre manufacturing plants stopped work yesterday in protest of employers' offers on wages and working conditions, says the National Union of Metalworkers of South Africa (Numsa).

An estimated 18 000 workers on vehicle assembly lines and about 3 500 in tyre factories joined the legal strike, said Bernie Fanaroff, Numsa national secretary for organising.

The union warned of serious conflict in the motor industry if employers insisted on enforcing a wage freeze until August 1992, but said useful progress had been made in mediation to resolve the deadlock in metal industry talks.

Yesterday's strike followed ballotings which showed that 56.37 percent of auto workers in the union and 71.3 percent in the tyre industry backed industrial action.

Mr Fanaroff said work had stopped at two Toyota plants in Durban, the Mercedes-Benz and MAN plants in Pinetown, a Nissan plant in Pretoria and two Samcor plants in Pretoria and Port Elizabeth, where the Delta plant also came out on strike.

In a statement to Numsa, the automobile manufacturers said they remained hopeful of a resolution to the dispute.

A spokesman said negotiations had reached a delicate stage and employers remained hopeful that the dispute would be resolved without further disruption of production and the resultant threat to the livelihood and job security of workers.

He said given the adverse conditions under which the industry was operating, they could not consider wage increases beyond their final offer of R1 an hour across-the-board increase.

Employers, however, had made an amended final offer which embodied significant concessions in the form of a moratorium on retrenchments in the industry.
Vehicle industry jobs at risk

VEHICLE assembly employers have warned that the strike by 21,000 members of the National Union of Metalworkers (Numsa), which entered its second day yesterday, has put thousands of jobs at risk. Employers labelled the countrywide strike “unprocedural and irresponsible”.

Numsa national negotiator Les Kettle said that Kettle had withdrawn an offer concerning a moratorium on retrenchments, and might prompt employers to reconsider participation in the National Bargaining Forum.

Kettle said that against the background of the downturn in the vehicle market, employers and employees would pay dearly for industrial action.

Numsa is demanding a R150 an hour across-the-board increase. Kettle said employers’ offers ranged between 12.5% for top grades and 13% at the bottom.

Numsa this week warned of serious con-

Jobs

Mercedes-Benz SA spokesman Wendy Hoffman said yesterday production was normal at the company's East London plant. However, about 150 workers at the company’s Pinetown parts division were on strike.

A Volkswagen spokesman said production at the Uitenhage plant was running at full capacity yesterday, but felt the situation could change at any moment.

In the tyre sector, more than 3,000 workers had downed tools at Gentsyre and Firestone plants in Port Elizabeth, Kettle said. No industrial action was reported at Tyco, Port Elizabeth, where shop stewards were scheduled to report to members on wage talks yesterday, a Tyco spokesman said.

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Warning as car workers' strike enters day two

CAPE TOWN — Up to 18 000 auto assembly workers refused to work for a second day yesterday as employers condemned their strike as unprocedural and jeopardising offers on job security.

Assembly plants in major centres such as Port Elizabeth, Durban and Rosslyn remained strike-bound yesterday, said National Union of Metalworkers of SA negotiator Les Kettledas.

About 4 000 Numsa members at Nissan's Rosslyn plant were locked out yesterday, according to unconfirmed reports, and 3 000 Mercedes-Benz workers in East London were set to join the strike, he said.

Mr Kettledas denied accusations by the National Association of Automobile Manufacturers of SA (Naamsa) that the strike was unprocedural.

The parties had held the scheduled number of dispute meetings; the union had declared a dispute with Naamsa on June 6; and a strike ballot, with more than 50 percent backing for industrial action, had followed, he said.

Numsa members were still demanding a cost-of-living increase which catered for inflation and VAT, but employers were offering less than inflation, said Mr Kettledas.

He said the employers' offer ranged between 12.5 percent on the top grades and 13.3 percent at the bottom.

"As a percentage of the actual rate of pay, the increases are below the inflation rate," said Mr Kettledas.

Naamsa president Spencer Stirling said yesterday the employer offer of a R1 across-the-board increase represented a 15.2 percent rise on the minimum rates and 12.4 percent on industry averages.

"Including fringe benefit costs, the average packet enjoyed by workers amounts to some R2 120 a month," he said.

It was absolutely essential for unions and employers to evolve a joint commitment to improved productivity and containment of costs if the industry were to protect existing jobs and remain competitive in international markets, Mr Stirling said.

He urged Numsa, as a matter of urgency, to review its position in regard to the strike. A failure to do so could jeopardise thousands of jobs.

Employers had made an amended final offer to include a conditional moratorium on retrenchments, effective for the period of the agreement.

He said the current unprocedural action at various assembly plants was totally unacceptable and could result in employers withdrawing their offer on the retrenchment moratorium.

The continued strikes could lead to the employers party to the negotiations to reconsider their future role and participation in the industry's national bargaining forum. — Sapa.
30 000 out as strike sweeps car factories

By DREW FORREST

UP to 30 000 workers are now on strike countrywide at all major car manufacturers, after industrial action spread to the giant Volkswagen plant in Uitenhage on Wednesday.

In what may be South Africa's first cross-sector strikes by the same union — in this case, the National Union of Metalworkers — about 3 500 tyre workers also downed tools on Monday at General Tyre and Firestone. Tyco, the other employer party to the bargaining forum, is not affected.

In crisis talks on Wednesday, Numsa's national strike committee in the auto sector, comprising shop stewards from all plants, adopted a set of recommendations for settlement to be referred to the union's membership.

If accepted, these would be forwarded to employers, said Numsa national organiser Les Kettlecas.

He complained that some auto employers, notably Toyota, were acting "improperly" by offering plant-level increases to induce strikers to return to work. "Offers should be made inside the central bargaining forum," he insisted.

In both sectors, Numsa's last publicised wage demand was for an R1,50-an-hour or 25 percent, whichever is higher.

Auto bosses have offered R1 across the board, representing 15 percent on minima and 12.4 percent on industry averages, while at the last round of talks, tyre companies revised their previous R1,10 proposal to a phased offer of R1,05 from July and another 10c from December.

Numsa complains that both offers represent a cut in real wages, adding that the looming implementation of VAT — which it believes will raise the living costs of the lowest paid by five percent — is "critical consideration".

Equally central to the dispute are union proposals on job security and job creation, including demands for an unconditional retrenchment moratorium.

In the auto industry, Kettlecas confirmed, employers had offered a moratorium, but had tied it to a number of conditions, including the achievement of monthly production schedules. It would also not apply in the case of partial or total plant closures or sales.

Some progress had also been made in tyre negotiations on training and job security, Kettlecas said. The national strike committee in the sector would meet towards the weekend to assess the situation.

Meanwhile, two other key Numsa industries are also teetering on the edge of confrontation. Strikes in the engineering and motor industries potentially involve half a million workers.

In engineering, mediation aimed at breaking a protracted wage deadlock is scheduled to restart on Monday. And in motor, where industrial council talks start later than in other Numsa sectors, the South African Motor Industry Employers' Association has repeated its call for a wage freeze until August next year, Numsa says.
Numsa to end strike if wage talks reopen

MORE than 24 000 striking vehicle assembly workers would return to work on Monday if employers agree to reopen wage negotiations, the National Union of Metal-workers (Numsa) said yesterday.

The union dropped its wage demand from R1,05 to R1,20 an hour as the strike entered its fourth day yesterday.

However, a motor industry source said last night employers would insist that striking workers return to work before further talks could take place.

BMW spokesman Dave Kirby confirmed yesterday Numsa had requested a meeting with employers on Monday to reopen discussions on wages and a moratorium on retrenchments in the industry.

Kirby said Numsa had informed employers that their offer of a moratorium was acceptable provided certain conditions were dropped.

He said employers hoped to reply to the union by last night. Numsa's modified wage demand was still a long way from the employers' offer, he said. However, the most important question was now that of setting a date for a meeting.

Vehicle manufacturers are offering an

\[ \text{To Page 2} \]

\[ \text{From Page 1} \]

**Strike**

across-the-board wage increase of R1 an hour.

Numsa national negotiator Leo Kettle- das said yesterday the union had put forward proposals as a serious effort to normalise the current situation.

He said workers would return to work on Monday if employers responded positively to Numsa's proposal for a meeting.

Numsa was concerned by reports that employers at some plants were offering better increases than others. Kettledas said any improved wage offer had to be made at the bargaining forum level.

Union recommendations to end the strike had been accepted by Numsa members yesterday.

The National Association of Automobile Manufacturers of SA (Namibia) said this week it was essential that Numsa and employers evolve a joint commitment to improved productivity and cost containment.

It is understood the strike action has cost the industry almost R600m a day in lost turnover.
R60-m car strike ‘to be settled soon’

By Brendan Templeton

The car industry’s R60 million-a-day nationwide strike involving about 22,000 workers is to end soon, a reliable management source said last night.

The National Union of Metalworkers (Numsa) had lowered its original demand of an extra R1.50 an hour across-the-board to R1.20.

It had also indicated interest in management’s offer of a conditional moratorium on retrenchments. A meeting is scheduled for next week.

“The union requested a meet-

ing with the employers to discuss a counter-proposal by the union, and I think that amounts to a basic acceptance of the employers’ offer on the retrenchment moratorium, with the proviso that the conditions be reviewed,” the source said.

Companies affected by the strike are M.A.N. Truck and Mercedes-Benz in Pinetown; BMW in Pretoria and Midrand; Delta Motors, Nissan and Samcor in Port Elizabeth and Pretoria; and all Toyota plants.

The industry is reported to be losing R60 million a day.
THE RESERVE Bank's policy of keeping interest rates high is beginning to work, even though it has not yet damped inflation which remained at 15.2% in June for the second successive month.

Nedbank chief economist Ted Osborn says: "We have entered a phase where wage increases will be markedly lower than they were in recent years.

"Strict monetary policy is working indirectly by causing recessionary conditions which are squeezing profits. This is making it more difficult for employers to grant excessive wage demands."

"It has already happened in mining — it is happening in the motor industry and may soon happen in banking. The banks are unable to raise wages even to keep pace with inflation."

Trust Bank economist Nick Barnardt agrees, saying exporters are particularly vulnerable to Reserve Bank policy because high interest rates tend to prop up the rand's external value. This makes it even more difficult for them to pass on their cost increases to competitive world markets.

Realities

"Because of this pressure exporters are also unable to accept high price increases from SA suppliers."

"But the effects of lower pay settlements will be reflected in official inflation figures only some time after the middle of next year. I expect inflation to be between 10% and 12% by early 1983."

His prediction would have a better chance of being correct if the Government followed the lead of the private sector. But the chances are that it will not.

Unlike the private sector, the Government has no fear that it will go out of business if it does not make a profit. This is demonstrated by its tendency to increase its borrowing even when interest rates rise and the average wage increase of 5-7% granted to State employees last year.

Motor industry sources acknowledge that what they call the new economic realities enabled them to take a tough stand against the settlement on Monday by 24,000 members of the National Union of Metalworkers of SA (Naswa).

After being out for a week, Naswa agreed on Friday to return to work tomorrow without any undertaking from employers that its demands would be met. Employer organisation National Association of Automobile Manufacturers of SA (Naswa) insisted that it would not continue negoti-
Car, tyre strikers return to work

By Shareen Singh

Some 25,000 workers in the car and tyre industry are to resume work today after a week-long national strike, pending further talks between employers and their union.

The National Union of Metalworkers (Numsa) and motor companies had arranged to meet today in a last-ditch attempt to reach a wage settlement and end the strike, which had brought production to a standstill.

Numsa spokesman Les Kettle said workers had agreed to return to work pending further talks with employers on the union's revised demands.

The union had initially demanded an across-the-board increase of R1.50 an hour which was based on a 15 percent inflation rate and the impact of value added tax, but in a bid to reach settlement, workers had agreed to lower their demand to R1.30, Mr. Kettle said.

Numsa still held on to its demand for a moratorium on retrenchments but made some concessions in this area.

If employers halt retrenchments, Numsa would accept changes to working hours and agree to temporary layoffs, he said.

At the time of deadlock, employers had offered an across-the-board increase of R1 an hour.

In a statement yesterday, National Association of Automobile Manufacturers of South Africa president Spencer Sterling said that by agreeing to meet the union, employers did not want to create expectations that further concessions would be granted beyond the employers' final offer.

He added that the success of today's meeting would depend on good-faith bargaining on the part of both parties and the taking into account of current economic circumstances.
Strike in car trade stopped

THE most costly strike in the local auto assembly industry was partially suspended yesterday.

This comes in the wake of the meeting of employers and the National Union of Metalworkers of South Africa in Port Elizabeth.

Numsa last Thursday agreed to suspend the strike, which started last Monday, pending the outcome of yesterday's talks.

Several plants remained closed yesterday, with sporadic attendance by up to 30 000 workers who were reported to have been on strike over pay and job security.

The strike had cost up to R300 million in lost production, according to employers represented by the auto assembly industry's National Bargaining Forum.

Some companies closed their operations yesterday because of incomplete attendance.

Among these were Toyota in Durban, which shut down its Prospecton assembly plant. No workers reported for duty at the Mobeni stamping division, said company personnel and Industrial relations group director Mr Theo van der Bergh.

According to industry sources, the Delta plant in Port Elizabeth had also been shut down and Suncom at Rosslyn, Pretoria, had reportedly sent its workforce home.

At Volkswagen in Uitenhage, workers held a meeting on the company premises, but the majority of the 6000-strong workforce went home afterwards, said a company spokesman.

Production was kept up at the BMW plant in Rosslyn, according to sources, and Mercedes-Benz spokesperson Ms Wendy Hoffman said the East London assembly plant and Pinetown's parts division were operational yesterday.

Numsa members also reported for work at the Nissan plant at Rosslyn, according to sources.

Pay and union calls for a blanket moratorium on retrenchments remained the main stumbling blocks to a settlement.

Numsa is demanding a R1,20 across-the-board increase on hourly wages, a drop in 30 cents on its opening claim.

Van den Bergh warned that wage negotiations at national level could only resume once all vehicle manufacturers were back in production.

Hoffman said Mercedes-Benz had sustained production at the East London plant throughout last week. - Sapa.
WAGES - 1991

AUGUST - DEC.
Precedent-setting wage deals signed

By Shareen Singh

South Africa's biggest industries, mining and metal, yesterday signed precedent-setting agreements on wages and working conditions.

In the mining industry, workers at four mining houses - Anglo American, Lonmin, JCI and Rand Mines - are to receive profit-linked wage increases which include a basic 5 percent increase and bonuses coupled to the gold price.

This means that if the gold price increases to more than R1 650 an ounce, workers on these mines will receive a bonus of up to 7 percent of their basic wage.

At Harmony mine, a profit-sharing scheme has been agreed on which will grant a basic increase of R25 for all workers. In addition, 15 percent of profits up to a maximum of R4 million will be set aside for workers.

Two other mining houses in the Chamber of Mines offered straight increases ranging from 6.5 percent and 5 percent, with no gold-price bonus.

On coal mines, the National Union of Mineworkers (NUM) accepted increases ranging from 6.5 percent to 19.1 percent.

A range of non-wage demands were also agreed on, including a statement of principles, rights and obligations underpinning industrial relations in the industry, together with guidelines governing worker participation in hostel affairs.

The NUM pointed out that in accepting the agreement, it had taken account of the economic climate confronting the gold mining industry.

Union president James Mohlatsi said the agreement was not a favourable one with respect to wages, but it was significant in securing basic civil rights for miner-workers.

NUM acting general-secretary Marcel Golding said these rights would ensure more effective union organisation, increase the union's membership and give hostel dwellers democratic participation on issues.

Chamber of Mines spokesman Bobby Godsell expressed appreciation to the union for taking the industry's economic situation into account. This would enhance a better relationship between management and the union, he added.

In another precedent-setting agreement, the Steel and Engineering Industries Federation (Seifsa) and several unions, including the National Union of Metalworkers (Numsa), secured wage increases of between 12 and 15 percent.

Settlement was reached after four months of difficult negotiations and nine days of mediation.

A significant aspect of the settlement was an agreement to set up two committees within the next 30 days, involving senior trade unionists and industrialists, to look into training and restructuring with the aim of promoting economic growth.

If these committees operate favourably to all the parties involved, it could lead to an industry-wide summit.

Numsa spokesman Bernie Faneoff said the agreement was a breakthrough because Seifsa was originally opposed to granting wage increases which matched the inflation rate.
Metal workers win increases of up to 15%

THE metal industry's 350,000 workers will get wage increases of between 12% and 15% in terms of an agreement reached between four unions and the Steel and Engineering Industries' Federation (Seifsa) last night.

The agreement — which came after four months of talks and was described as a major breakthrough — provides for average wage increases of 13%.

The parties also agreed to establish two joint bodies to co-ordinate training in the industry and to investigate economic growth strategies and job creation.

The agreement was signed by Seifsa, the National Union of Metalworkers (Numsa), the Confederation of Metal and Building Unions, the Metal and Electrical Workers' Union and the Steel, Engineering and Allied Workers' Union.

Numsa national secretary Bernie Fanaroff said that by matching the inflation rate in some categories, the settlement had set a precedent for continuing negotiations in other sectors, including the vehicle assembly and tyre industries.

This breakthrough heads industry away from the strategy of trying to solve the economic crisis by cutting real wages. This low wage strategy has been rejected by Numsa and Cosatu," Fanaroff said.

Before mediation started two months ago, Seifsa offered increases of between 9% and 12.6%. The settlement will raise the new industry minimum to R4.70 at the bottom level and R10.44 at the top. Artisans and labourers will receive hourly increases of R1.14 and 63c respectively.

Wage talks extended over a period of more than four months and culminated in nine days of mediation spread over two months.

Numsa balloted its members on possible strike action and employers voted on whether to take lockout action. The results of

Metal

the two ballots were not disclosed. A separate agreement reached yesterday states that all workers should have access to appropriate training which included providing broad-based skills that were transferable. To this end, the parties agreed to set up an industry training committee consisting of employers and union representatives to consider what should be done at industry level in terms of training other than artisan training.

Seifsa executive director Brian Angus said it was hoped that a broader training board would be established within two years to ensure that all workers received training. Training is currently conducted through the industry's artisan training board and is available only to artisans.

A separate body, also consisting of employers and union representatives, would be set up to look at structuring of the industry, which would focus on economic growth and job creation.

Employers described yesterday's agreement as "fair and reasonable, given the very poor business conditions in the industry, and continuing increases in the cost of living."
No. R. 1797 2 August 1991

LABOUR RELATIONS ACT, 1956

BUILDING AND MONUMENTAL MASONRY INDUSTRIES, BLOEMFONTEIN: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1992, upon the employers’ organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (BLOEMFONTEIN)

AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the Bloemfontein Master Builders’ and Allied Trades Association,

(hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the Amalgamated Union of Building Trade Workers of South Africa Building Industries Workers’ Union and White Building Workers’ Union

(hereinafter referred to as the “employees” or the “trade unions”), of the other part, being the parties to the Industrial Council for the Building Industry (Bloemfontein),


No. R. 1797 2 Augustus 1991

WET OP ARBEIDSOVERHOUINGE, 1956

BOU- EN MONUMENTKLPMESELNYWERHEID, BLOEMFONTEIN: WYSIGING VAN HOOFDOOREN

KOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsoverhoudinge, 1956, dat die bepalings van die Ooreenkom (hierna die Wysigingsoorlenoms genoem) wat in die Bylare hiervan verskyn en betrekking het op die onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisregewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisregewing en vir die tydperk wat op 30 April 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereenigings wat die Wysigingsoorlenoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsoorlenoms, uitgesonder die vervat in klauseule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisregewing en vir die tydperk wat op 30 April 1992 eindig, bindend is vir alle ander werkgewers en werknemers as hierbo genoem in paragraaf (a) van hierdie kennisregewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebied in klauseule 1 van die Wysigingsoorlenoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE BOUNYWERHEID (BLOEMFONTEIN)

OREENKOMS

oorlenomtig die Wet op Arbeidsoverhoudinge, 1956, gesluit deur en aangegaan tussen die Bloemfontein Master Builders’ and Allied Trades Association

(hierna die “werkgewers” of die “werkgewersorganisasie” genoem), aan die een kant, en die Amalgamated Union of Building Trade Workers of South Africa Building Industries Workers’ Union en Blanker Bouwerkerksvabond

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Building and Monumental Masonry Industries—

(a) by all employers who are members of the employers’ organisation and by all employees who are members of the trade unions;

(b) in the Magisterial District of Bloemfontein (including that portion of Bloemfontein which prior to the publication of Government Notice 1081 of 18 May 1990, fell within the Magisterial District of Bothasibelo).

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall—

(a) apply only to those classes of employees for whom wages are prescribed in this Agreement and to learner artisans;

(b) apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;

(c) apply to trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions fixed thereunder;

(d) apply to working partners and working directors, principals and contractors;

(e) not apply to persons who are engaged in the installation or wiring of lighting, heating, or other permanent electrical fixtures in buildings or the repair or maintenance of lifts in buildings where such work is undertaken by an employer who falls under the jurisdiction of another industrial council;

(f) not apply to university students and graduates in building science, construction supervisors, construction surveyors and other such persons doing practical work as a part of their academic training, or to supervisory personnel;

(g) not include the Iron, Steel, Engineering and Metallurgical Industries as defined in paragraph G of the Certificate of Registration of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry of South Africa;

(h) be subject to the provisions of any determination by the Industrial Court in relation to the Building Industry and Furniture Industry.

2. CLAUSE 4: WAGES

(1) Substitute the following for clause 4 (1):

"(1) General: No employer shall pay and no employee shall accept wages at rates lower than the following: Cents per hour

(a) Artisan ..................................................... 7,82
(b) All other employees ................................... 2,20
(c) All other employees in the employ of the same employer for a period of six months or longer ..................................................... 2,50."

(2) Insert the following subclause (5):

(5) Attendance bonus:

"An attendance bonus of 15c per hour shall be payable to all general workers who were employed for at least 40 hours in one specific week.

3. CLAUSE 20: SUPPLEMENTARY REMUNERATION AND CONTRIBUTIONS

(1) In subclause (1) substitute the following for paragraph (l) and the subsequent table:

"(l) Provident fund for general workers . . . Column J.
(k) Total amount . . . Column K."

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkomst moet in die Bou- en Monument-klipmeseenwydheid nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewers-organisasie en alle werknemers wat lede is van die vakverenigings;

(b) in die landdrosdistrikt Bloemfontein (ingesluit die gedeelde van Bloemfontein wat volgens Goeavorrementskennisgewing 1081 van 18 Mei 1990, by die distrikt Bothasibelo ingelyf is);

(2) Ondanks subklousule (1) (a) is hierdie Ooreenkomst—

(a) slegs van toepassing op dié klasse werknemers vir wie lone in hierdie Ooreenkomst voorgeskryf word en op leerlingambagsmanne;

(b) van toepassing op vakleerlinge slegs vir sover dit nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan is of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie;

(c) van toepassing op kweekelinge slegs vir sover dit nie met die Wet op Mannekragopleiding, 1981, of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie;

(d) van toepassing op werkende vennote en werkende directeurs, prinsepale en aannemers;

(e) nie van toepassing op persone wat betrokke is by die instellering en/of bedrywing van elektriese lig-verwarmings- of ander permanente vaste elektriese toebhore in geboue of die herstel of onderhoud van hysers in geboue wanneer so- danige werk deur 'n werkower ondernemende word onder die jurisdictie van 'n ander nywerheidsraad val nie;

(f) nie van toepassing nie op universiteitsstudente en gegra- duereerde in die bouwetenskap, konstruktsetoesighouers, konstruktsieopmeters en ander persone wat besig is met praktiese werk ter voltooing van hul akademiese opleiding en toegesigte personeel;

(g) nie van toepassing op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in paragraaf G van die Registrasiescertifikaat van die Nasionale Nywerhedsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid van Suid-Afrika nie;

(h) onderwope aan die bepalings van alle vaststellings gemaak deur die Nywerheidshof met betrekking tot die Bou- nywerheid en meubelnywerheid.

2. KLOUSULE 4: LONE

(1) Vervang kloosule 4 (1) deur die volgende:

"(1) Algemeen: Geen lone wat laer is as dié hieronder genoem, mag deur 'n werkower betaal en deur 'n werk- nemer aangeneem word nie:

Sent per uur

(a) Ambagsman ............................................. 7,82
(b) Alle ander werknemers .............................. 2,20
(c) Alle ander werknemers werkzaam vir ses maande of langer by diesel/de werkower .......................... 2,50."

(2) Voe voorgoedg deur kloosule (5) in:

(5) Bywoningsbonus:

"'n Bywoningsbonus van 15c per uur is betaalbaar aan alle algemene werkers wat in 'n bepaalde week minstens 40 uur werk het."

3. KLOUSULE 20: AANVULLENDE BESOLDING EN BYDRAE

(1) In kloosule (1), vervang paragraaf (l) en die daarop- volgende tabel deur die volgende:

"(l) Voorsorgfonds vir algemene werkers . . . Kolom J.
(k) totale bedrag . . . Kolom K."
LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES:
IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 2467 of 10 November 1989 with effect from the second Monday after the date of publication of this notice.

E. VAN DER M. LOUW,
Minister of Manpower.

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LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF SICK PAY FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 November 1992, upon the employers’ organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 3 and 6 (1) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 November 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade and Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

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SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

SICK PAY FUND AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association

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BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGISEE NYWERHEID

SIEKTEBYSTANDSFONDSOORENKOMS

coreenkoomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders’ Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers’ Association
Domestic Appliance Manufacturers’ Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers’ and Founders’ Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers’ Association
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers Brassware Manufacturers’ Association
Port Elizabeth Engineers’ Association
Precision Manufacturing Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers’ Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors’ Association
S.A. Machine Tool Manufacturers’ Association
S.A. Radio and Television Manufacturers’ Association
S.A. Reinforced Concrete Engineers’ Association
S.A. Tube Makers’ Association
S.A. Wire and Wire Rope Manufacturers’ Association
(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers’ Union of South Africa
Iron Moulders’ Society of South Africa
Cape Engineers’ and Founders’ Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers’ Association
Domestic Appliance Manufacturers’ Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers’ and Founders’ Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers’ Association
Heavy Engineering Manufacturers’ Association
Iron and Steel Producers’ Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers’ Association of South Africa
Plumbers and Engineers Brassware Manufacturers’ Association
Port Elizabeth Engineers’ Association
Precision Manufacturing Engineers’ Association
Pressure Vessel Manufacturers’ Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers’ Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors’ Association
S.A. Machine Tool Manufacturers’ Association
S.A. Radio and Television Manufacturers’ Association
S.A. Reinforced Concrete Engineers’ Association
S.A. Tube Makers’ Association
S.A. Wire and Wire Rope Manufacturers’ Association
(hierauf die “werkgevers” of die “werkgewersorganisasies” genoem), aan die een kant, en die
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers’ Union of South Africa
Iron Moulders’ Society of South Africa
Metal and Electrical Workers' Union of S.A. Mineworkers' Union  
National Union of Metalworkers' of South Africa  
Radio, Television, Electronics and Allied Workers' Union  
S.A. Boilermakers', Iron and Steel Workers', Shop-builders' and Welders' Society  
S.A. Electrical Workers' Association  
S.A. Yster-, Staal- en Verwante Nywerhede-Unie  
Steel, Engineering and Allied Workers' Union of South Africa  

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,  
being the parties of the National Industrial Council for the  
Iron, Steel, Engineering and Metallurgical Industry,  

1. SCOPE OF APPLICATION OF AGREEMENT  

(1) The terms of this Agreement shall be observed in the  
Iron, Steel, Engineering and Metallurgical Industries throughout  
the Republic of South Africa, excluding the port and  
settlement of Walvis Bay, by—  

(a) all employers and employees who are members of the  
employers' organisations and the trade unions respectively;  

(b) employees in the employment of employers under  
paragraph (a) as at 31 July 1989 who were on that date  
members of and participants in Scheme B of the Sick Pay  
Fund in terms of the Agreement as published under Government  
Notice No. 2032 of 9 October 1980, as amended and  
extended, and who, whilst being eligible to become members  
of a trade union which is a party to this Agreement, are  
not members of such a trade union, whilst they continue in  
the service of the same employer.  

(2) The terms of this Agreement shall not apply to the  
following persons:  

(a) Employees engaged on or after 1 August 1989 by the  
employers referred to in subsection (1) (a), whilst being  
able to become members of a trade union which is a party  
to this Agreement, are not members of such a trade union;  
and  

(b) employees other than those employed by employers  
referred to in subsection (1).  

2. PERIOD OF OPERATION OF AGREEMENT  

This Agreement shall come into operation on a date to be  
fixed by the Minister of Manpower in terms of section 48 (1) of  
the Act and shall remain in force for the period ending  
20 November 1992 or for such period as may be determined  
by him.  

3. SPECIAL PROVISIONS  

The provisions of clauses 6 (1) (a), 7 (2) (a) and 15 of  
the Agreement published under Government Notice No. 2467  
of 10 November 1989 (hereinafter referred to as the "Former  
Agreement") as further extended, renewed, amended or  
re-enacted from time to time, shall apply to employers and  
employees.  

4. GENERAL PROVISIONS  

The provisions contained in clauses 3 to 5, 6 (1) (b) to 7  
(1), 7 (2) (b) to 14 and 16 to 20 of the former Agreement, as  
further extended, renewed, amended or re-enacted from time  
to time, shall apply to employers and employees.  

4. SECTION 3: DEFINITIONS  

(1) Insert the following between the definitions "Electrical  
Contracting Industry" and "Lift and Escalator industry":  
"law" shall include common law;".  

Metal and Electrical Workers' Union of S.A. Mineworkers' Union  
National Union of Metalworkers' of South Africa  
Radio, Television, Electronics and Allied Workers' Union  
S.A. Boilermakers', Iron and Steel Workers', Shop-builders' and Welders' Society  
S.A. Electrical Workers' Association  
S.A. Yster-, Staal- en Verwante Nywerhede-Unie  
Steel, Engineering and Allied Workers' Union of South Africa  
(hierna die "werknermes" of die "vakverenigings" genoem),  
an die ander kant,  
wat die partye is by die Nasionale Nywerheidsraad vir die  
Yster-, Staal-, Ingenieurs- en Metalurgiese Nywerheid,  

1. TOEPASSINGSBESTEK VAN OOREENKOMS  

(1) Hierdie Ooreenkoms moet nagekom word in die Yster-,  
Staal-, Ingenieurs- en Metalurgiese Nywerhede oral in die  
Republiek van Suid-Afrika, uitgesonder die hawe en neder-  
setting van Walvisbaai—  
(a) deur al werkgeewers en werknermes wat lede van  
onderaardelik die werkgeewersorganisasies en die  
vakverenigings is;  

(b) werknermes in diens van werkgeewers kragtans paragraf  
(a) op 31 Julie 1989 wat op daardie datum lede van  

deelnemers was in Skema B van die Siektebystandsfonds  

ingevolge die Ooreenkoms gepubliseer deur Goewerments-  
kennisgewing No. R. 2032 van 9 Oktober 1980, soos gewysig  

dien, en wat, hoewel hulle kwalifiseer vir lidmaatskap  
v van 'n vakvereniging wat 'n party is by hierdie Ooreenkoms,  
hulle nie lede van sodanige vakverenigings is nie, terwyl  
hulle in die diens van dieselde werkgeewer bly.  

(2) Hierdie Ooreenkoms is nie op die volgende persone  
van toepassing nie:  

(a) Werknermes in diens geneem op of na 1 Augustus  
1989 deur die werkgeewers in subklausule (1) (a) bedoel wat,  
hoewel hulle kwalifiseer vir lidmaatskap van 'n vakvereniging  
wat 'n party is by die Ooreenkoms is, nie lede van so 'n  
vakvereniging is nie;  

(b) werknermes, uitgesonder dié in diens by die werk-  
geewers in subklausule (1) bedoel.  

2. GELDIGHEIDSDUUR VAN OOREENKOMS  

Hierdie Ooreenkoms tree in werking op die datum wat die  
Minister van Mannekragt kragtens artikel 48 (1) van die Wet  
vastel, en by van krag vir die tydperk eindigende  
20 November 1992 of die tydperk wat hy bepaal.  

3. SPEISIALE BEPALINGS  

Die bepalings soos vervat in klausules 6 (1) (a), 7 (2) (a)  
en 15 van die Ooreenkoms gepubliseer deur Goewerments-  
kennisgewing No. R. 2467 van 10 November 1989 (hierna die  
"Vorige Ooreenkoms" genoem) soos verder vertel, her-  
nieu, gewysig of herbekragtig van tyd tot tyd, is van toepas-  
ings op sowel werkgeewers en werknermes.  

4. ALGEMENE BEPALINGS  

Die bepalings soos vervat in klausules 3 tot 5, 6 (1) (b) tot  
7 (1), 7 (2) (b) tot 14 en 16 tot 20 van die Vorige Ooreenkoms  
soos verder vertel, hervier, gewysig of herbekragtig  
v van tyd tot tyd, is van toepassing op sowel as werkgeewers  

4. KLOUSULE 3: WOORDOMSKRYWING  

(1) Voeg die volgende in tussen die omskrywings "Elektro-  

tegniese Aannamevermogen" en "Hyser- en Roltrap-  
ywerheid":  
"wet" of "sok gemene reg";.
5. SECTION 7: CONTRIBUTIONS

(1) Substitute the following for subsection (2) (a) (i):

"(2) (a) (i) deducted in terms of an individually signed stop-order deduction application in respect of a trade union which is a party to this Agreement; or"

(2) In subsection 4 (c), substitute the expression "... Second Office Level, Metal Industries House, 42 Anderson Street, Johannesburg, 2001" for the expression "... Amaleng, 8 De Villiers Street, Johannesburg, 2001."

6. SECTION 8: BENEFITS

(1) Substitute the following for the existing subsection (4) (a):

"(a) Benefits shall be payable for each complete week of absence up to a maximum of 26 weeks for any one pregnancy at the rate of 55 per cent of the weekly wage of the member immediately prior to such absence; Provided that—

(i) where absence from work due to pregnancy is less than 26 weeks, or where a member whose employment has been terminated due to pregnancy re-commences employment within 26 weeks, benefits shall be payable for such lesser period that the member has not worked during such pregnancy;

(ii) benefits for days of absence not comprising a complete week shall be calculated pro rata for each completed day of absence dependent on whether a five-day week or a six-day week was being worked immediately prior to the absence.

(2) Insert the following new subclause 4 (d):

(b) Members qualifying for benefits under this subclause (4) shall be entitled to an advance payment of up to four weeks' benefits after completion of the first week of absence. Benefits shall accrue on a weekly basis for absence due to pregnancy/confinement after expiry of such four weeks period."

5. KLOUSULE 7: BYDRAES

(1) Vervang subklausule (2) (a) (i) deur die volgende:

"(2) (a) (i) afgetrek word ingevolge 'n afsonderlike getelde aansekte om 'n affrekorder ten opsigte van 'n vakvereniging wat 'n party by hierdie Ooreenkomst is; of"

(2) In subklausule 4 (c), vervang die uitdrukking "of 'n Aamleng; De Villiersstraat 8, Johannesburg, 2001" deur die uitdrukking "of of Tweede Kantoorvak, Metal Industries House, Andersonstraat 42, Johannesburg, 2001.".

6. KLOUSULE 8: BYSTAND

(1) Vervang die bestaande subklausule (4) (a) deur die volgende:

"(a) Voordele is betaalbaar vir elke voltooide week van afwesigheid vir 'n maksimum van 26 weke ten opsigte van een enkele swangerskap toe 55 persent van die weeklikse loon wat 'n lid ontvang het onmiddellik vóór sodanige afwesigheid: Met dien verstaande dat—

(i) as 'n lid as gevolg van swangerskap minder as 26 weke van die werk afwesig is of as 'n lid wie se diens as enkelsgeval van swangerskap beëindig is, diens binne 26 weke hervat, bystand betaalbaar is vir sodanige korter tydperk wat die lid nie gedurende sodanige swangerskap gewerk het nie;

(ii) bystand ten opsigte van deel van afwesigheid wat nie 'n volle week behels nie bereken moet word op 'n pro rata-basis vir elke voltooi deeg van afwesigheid aanhangende daarvan of daar 'n werkwk van vyf dae of 'n werkwk van ses dae dewery werk is onmiddellik vóór die afwesigheid.

(2) Voeg die volgende nuwe subklausule (4) (d) in:

"(d) Lede wat kwalifiseer vir bystand kragtens hierdie subklausule (4) is geregtig op 'n vooruitbetalig van tot vier weke se bystand na voltooiing van die eerste week van afwesigheid. Bystand loop op 'n weeklikse grondslag vir afwesigheid weens swangerskap bevalling na die verstryking van sodanige tydperk van vier weke."

Namens die partie op hede die 2de dag van Januarie 1991 te Johannesburg onderteken.

W. P. COETZEE,
Voorsitter.

J. DE W. TROTSKIE,
Onciervoorsitter.

D. G. LEVY,
Hoofsekretaris.
Final talks to end a strike by 25 000 auto-assembly workers — which has already cost motor manufacturers more than R500 million — will resume today, and employers were yesterday planning drastic action if workers did not return to their jobs.

Sources in the motor industry indicated that the seven companies involved in the dispute were considering an industry-wide lockout, or court interdicts, if normal production had not resumed by Monday.

Employers urged the National Union of Metalworkers to end the strike, which is costing in excess of R60 million a day.

With the exception of Mercedes-Benz, all other motor companies have shut down production.

Two meetings this week to end the strike failed.

Numas spokesman Les Kettledeas said employers refused to discuss the issues that sparked off the strike until normal production was resumed.

He said he hoped that employers would attend today’s meeting with the intention of resuming wage talks rather than focusing on whether workers had returned.

“The final analysis it is the resolution of these issues that would determine whether the strike ends,” he said.

Central to the dispute is Numa’s R15-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have so far offered only R1 an hour.

Threats

“Our demand for a 16 percent increase would just about match inflation, and would only enable people to keep up with the cost of living,” Mr. Kettledeas said.

In the light of Nissan’s retrenchment of 1200 workers this year and threats from other motor companies that more than 2 000 workers could lose their jobs, workers were hell-bent on their demand for a moratorium on retrenchments, he said.

There were alternatives to retrenchments — temporary shutdowns and shorter working hours — which the union would be prepared to accept, but these could be discussed only when employers halted retrenchments.

The nine-day strike has already filtered through to vehicle dealers and service stations, who have warned that a continued stayaway will hit hard.

Certain new car models are unobtainable as they had not come off the production line, and vehicle spares — considered an ongoing problem — are becoming increasingly difficult to obtain.

One spokesman in the motor retailing industry said the business had been slightly affected.

Since the strike coincided with a general downturn in the economy and a drop in car sales, there had been a build-up in stock at many factories which were using the strike period to get rid of surplus vehicles, he said.

However, he added that a prolonged strike would severely disrupt the sales and service sector.

To Page 2
Employers ponder motor strike options

Another spokesman said the small Citroen Golf models were hard to obtain and Volkswagen workshops were now drawing from excess stock for spares.

Most strikers interviewed by The Star at Sameor and Nissan plants in Pretoria favoured the strike, but expressed concern at the backlog in production which they said could result in them being forced to work overtime against their will.

Workers at Sameor complained about shop stewards who told workers to return to work on Tuesday and the next day told them to resume the strike because management had not responded favourably.

Although the interviewed majority would not reveal how much they earned, they told The Star that they earned "peanuts" and their union's demand for an increase of R1.20 an hour was reasonable. Some wanted an increase of R1.50 an hour.

Some said they were prepared to return to work only if management could agree to a R1.50 increase — retrospective to July 1 — with another 20c after the introduction of VAT.

Some workers were against the strike, but would go along with the wishes of the majority.

A mother of three said most of her colleagues were opposed to the strike as they were the sole breadwinners.

"I admit that we need the increase, but we are not prepared to work the mandatory overtime which would follow immediately after the strike. The greater part of overtime money, in any event, would go to the tax man."
(c) Payment of benefits: Payment of benefits shall be made in respect of members in accordance with the provisions of the agreement or agreements entered into in terms of paragraph (b) (ii)."

Signed at Bloemfontein, as authorised, for and on behalf of the parties to the Council, this 13th day of November 1990.

B. R. BUYS,
Vice-Chairman of the Council.

T. J. MYNHaRDt,
Member of the Council.

A. C. M. vAn VUUREN,
Secretary of the Council.

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No. R. 1799

2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers and the trade unions which entered into the Amending Agreement and upon the employees who are members of the said unions.

E. vAn DER M. LOuW,
Minister of Manpower.

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No. R. 1799

2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY, RUSTENBURG: RENEWAL OF MAIN AGREEMENT


E. vAn DER M. LOuW,
Minister of Manpower.

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No. R. 1798

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID (RUSTENBURG): WYSIGING VAN HOOFBOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierdie die Wysigingsbooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opspruit by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig, bindend is vir die werkgewer en die vakverenigings wat die Wysigingsbooreenkoms aangegaan het en vir die werknemers wat lede van genoemde verenigings is.

E. vAn DER M. LOuW,
Minister van Mannekrag.

---

No. R. 1799

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID, RUSTENBURG: HERNUING VAN HOOFBOORENKOMS


E. vAn DER M. LOuW,
Minister van Mannekrag.
Industrial Council for the Tobacco Manufacturing Industry (Rustenburg)

Agreement

in accordance with the provisions of the Labour Relations Act, 1956, made by and entered into and between the United Tobacco Company (hereinafter referred to as the "employer"), of the one part, and the Rustenburg Tabakwerkersvereniging and the National Union of Cigarette and Tobacco Workers (hereinafter referred to as the "employees" or the "trade unions"), of the other part;

being the parties to the Industrial Council for the Tobacco Manufacturing Industry (Rustenburg),


1. Scope of Application of Agreement

(1) The terms of this Agreement shall be observed in the Tobacco Manufacturing Industry (Rustenburg)—

(a) by the employer and by all employees who are members of the trade unions that are parties to the Agreement and who are employed at the United Tobacco Company;

(b) within the municipal area of Rustenburg.

(2) Notwithstanding the provisions of subclause (1) the terms of this Agreement shall apply only to employees for whom wages are prescribed in the Agreement.

2. Clause 4: Wages

(1) Subject to the provisions of subclauses (4) and (5) of this clause, the minimum weekly wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as set out hereunder: Provided that—

(i) in classifying an employee, he shall be deemed to be in the class in which he is wholly or mainly employed; and

(ii) this shall not affect increases applicable to employees who have completed 12 months' service with the employing company and who earn in excess of the prescribed wages, where such increases have been negotiated at plant level and ratified and recorded by the Industrial Council.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant foreman</td>
<td>289,15</td>
</tr>
<tr>
<td>Leading hand and production technician</td>
<td>429,85</td>
</tr>
<tr>
<td>Artisan</td>
<td>403,90</td>
</tr>
<tr>
<td>Boiler plant supervisor</td>
<td>307,85</td>
</tr>
<tr>
<td>Quality assurance—shift controller</td>
<td>311,65</td>
</tr>
<tr>
<td>Quality assurance—assistant shift controller</td>
<td>296,20</td>
</tr>
<tr>
<td>Quality inspector</td>
<td></td>
</tr>
<tr>
<td>during first year of experience</td>
<td>272,20</td>
</tr>
<tr>
<td>during second year of experience</td>
<td>275,95</td>
</tr>
<tr>
<td>thereafter</td>
<td>282,35</td>
</tr>
</tbody>
</table>

(2) Behoudens subklausule (4) en (5) van hierdie klausule is die minimum weekloon wat 'n werkgewer aan elke lid van die oordernoemde klasse van sy werknemers moet betaal, die soos hieronder uiteengeset: Met dien verstande dat—

(i) by die indeling van 'n werknemer by geag moet word in die klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is;

(ii) verhogings van toepassing op werknemers wat 12 maande diens by die werkgewersmaatskappy voltooi het en wat meer as die voorgeskrye long verdien, waar sodanige verhogings op fabriekslak beding is en deur die Nywerheidsraad bekräftig en aangeteken is, nie hierdeer geraak word nie.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistent-voorman</td>
<td>289,15</td>
</tr>
<tr>
<td>Lieniewerksman en produkstechnikus</td>
<td>429,85</td>
</tr>
<tr>
<td>Ambagsman</td>
<td>403,90</td>
</tr>
<tr>
<td>Ketielaais-leisigehouer</td>
<td>307,95</td>
</tr>
<tr>
<td>Skokkontroleur (gehalteversering)</td>
<td>311,65</td>
</tr>
<tr>
<td>Assistent-skokontroleur (gehalteversering)</td>
<td>296,20</td>
</tr>
<tr>
<td>Gehalte-inspekteur</td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding</td>
<td>272,20</td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding</td>
<td>275,95</td>
</tr>
<tr>
<td>daarna</td>
<td>282,35</td>
</tr>
<tr>
<td>Position</td>
<td>Per week R</td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Supervisor (cigarette manufacturing)—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience................</td>
<td>272,20</td>
</tr>
<tr>
<td>during second year of experience..............</td>
<td>275,95</td>
</tr>
<tr>
<td>thereafter....................................</td>
<td>282,35</td>
</tr>
<tr>
<td>Supervisor (pipe tobacco)......................</td>
<td>258,10</td>
</tr>
<tr>
<td>Examiner, unqualified—</td>
<td></td>
</tr>
<tr>
<td>during first six months of experience.........</td>
<td>239,60</td>
</tr>
<tr>
<td>during second six months of experience........</td>
<td>245,90</td>
</tr>
<tr>
<td>Examiner, qualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>254,20</td>
</tr>
<tr>
<td>Sectionman, unqualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>272,20</td>
</tr>
<tr>
<td>during second year of experience..............</td>
<td>281,00</td>
</tr>
<tr>
<td>during third year of experience................</td>
<td>294,80</td>
</tr>
<tr>
<td>Sectionman, qualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>311,65</td>
</tr>
<tr>
<td>Senior sectionman—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>328,40</td>
</tr>
<tr>
<td>Machinist, unqualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>266,70</td>
</tr>
<tr>
<td>during second year of experience..............</td>
<td>273,45</td>
</tr>
<tr>
<td>during third year of experience................</td>
<td>283,50</td>
</tr>
<tr>
<td>Machine minder, qualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>296,20</td>
</tr>
<tr>
<td>Security officer—A and B—</td>
<td>264,70</td>
</tr>
<tr>
<td>Groundman—</td>
<td>280,70</td>
</tr>
<tr>
<td>Factory clerical employee, despatch clerk, receiving clerk and storeman, unqualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>242,40</td>
</tr>
<tr>
<td>during second year of experience..............</td>
<td>246,15</td>
</tr>
<tr>
<td>during third year of experience................</td>
<td>250,25</td>
</tr>
<tr>
<td>during fourth year of experience..............</td>
<td>254,80</td>
</tr>
<tr>
<td>Factory clerical employee, despatch clerk, receiving clerk and storeman, qualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>261,95</td>
</tr>
<tr>
<td>Stores attendant, unqualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>237,40</td>
</tr>
<tr>
<td>during next six months of experience..........</td>
<td>240,25</td>
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<tr>
<td>during next three months of experience.......</td>
<td>243,65</td>
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<tr>
<td>during next six months of experience..........</td>
<td>247,40</td>
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<tr>
<td>during next three months of experience........</td>
<td>251,80</td>
</tr>
<tr>
<td>Stores attendant, qualified—</td>
<td></td>
</tr>
<tr>
<td>during first year of experience..............</td>
<td>256,75</td>
</tr>
<tr>
<td>Motor vehicle driver of—</td>
<td></td>
</tr>
<tr>
<td>Cars and station wagona—</td>
<td></td>
</tr>
<tr>
<td>up to 1 362 kg-------------------------------</td>
<td>250,40</td>
</tr>
<tr>
<td>over 1 362 kg and up to 2 723 kg..............</td>
<td>260,40</td>
</tr>
<tr>
<td>over 2 723 kg and up to 3 632 kg..............</td>
<td>255,50</td>
</tr>
<tr>
<td>over 3 632 kg................................</td>
<td>259,35</td>
</tr>
<tr>
<td>Part time motor vehicle driver—</td>
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<tr>
<td>Canteen supervisor—</td>
<td></td>
</tr>
<tr>
<td>Handyman—</td>
<td></td>
</tr>
<tr>
<td>during first three months experience........</td>
<td>239,60</td>
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<td>241,50</td>
</tr>
<tr>
<td>thereafter....................................</td>
<td>244,00</td>
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<tr>
<td>Chargehand—</td>
<td></td>
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<tr>
<td>during first three months of experience.......</td>
<td>247,75</td>
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<tr>
<td>Team leader—</td>
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<tr>
<td>of grade 1A employees—</td>
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</tr>
<tr>
<td>of grade 1B employees—</td>
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</tr>
<tr>
<td>of grade II employees—</td>
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<tr>
<td>of grade III employees and labourers........</td>
<td></td>
</tr>
<tr>
<td>Grade 1A employee, unqualified—</td>
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<td>during first three months of experience.......</td>
<td>237,40</td>
</tr>
<tr>
<td>during next six months of experience..........</td>
<td>239,90</td>
</tr>
<tr>
<td>during next six months of experience..........</td>
<td>242,75</td>
</tr>
<tr>
<td>during next three months of experience........</td>
<td>245,55</td>
</tr>
<tr>
<td>during next three months of experience........</td>
<td>248,40</td>
</tr>
<tr>
<td>Toesigener (sigaretvervaardiging)—</td>
<td></td>
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<tr>
<td>gedurende eerste jaar ondervinding............</td>
<td>272,20</td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding............</td>
<td>275,95</td>
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<tr>
<td>daarna........................................</td>
<td>282,35</td>
</tr>
<tr>
<td>Toesigener (pytatabak)—</td>
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<tr>
<td>gedurende eerste ses maande ondervinding......</td>
<td>258,10</td>
</tr>
<tr>
<td>Ondersoeker, ongekwalificeer—</td>
<td></td>
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<tr>
<td>gedurende eerste ses maande ondervinding.....</td>
<td>294,80</td>
</tr>
<tr>
<td>Ondersoeker, gekwalificeer—</td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding............</td>
<td>266,70</td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding............</td>
<td>273,45</td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding.............</td>
<td>283,50</td>
</tr>
<tr>
<td>Sesieman, gekwalificeer—</td>
<td></td>
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<tr>
<td>gedurende eerste jaar ondervinding............</td>
<td>254,20</td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding............</td>
<td>261,00</td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding.............</td>
<td>263,50</td>
</tr>
<tr>
<td>Masjenbediener, ongekwalificeer—</td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding............</td>
<td>272,20</td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding............</td>
<td>281,00</td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding.............</td>
<td>294,80</td>
</tr>
<tr>
<td>Masjenbediener, gekwalificeer—</td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding............</td>
<td>266,70</td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding............</td>
<td>273,45</td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding.............</td>
<td>283,50</td>
</tr>
<tr>
<td>Veiligheidsbeampte—A en B—</td>
<td></td>
</tr>
<tr>
<td>Terreinopieger—</td>
<td></td>
</tr>
<tr>
<td>Fabrieksklerk, versendingsklerk, ontvangsklerk en magasynman, ongekwalificeer—</td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding............</td>
<td>242,45</td>
</tr>
<tr>
<td>gedurende tweede jaar ondervinding............</td>
<td>246,15</td>
</tr>
<tr>
<td>gedurende derde jaar ondervinding.............</td>
<td>250,25</td>
</tr>
<tr>
<td>gedurende vierde jaar ondervinding............</td>
<td>254,95</td>
</tr>
<tr>
<td>Fabrieksklerk, versendingsklerk, ontvangsklerk en magasynman, gekwalificeer—</td>
<td></td>
</tr>
<tr>
<td>gedurende eerste jaar ondervinding............</td>
<td>256,75</td>
</tr>
<tr>
<td>gedurende volgende ses maande ondervinding.....</td>
<td>250,40</td>
</tr>
<tr>
<td>gedurende volgende ende week ondervinding.....</td>
<td>247,40</td>
</tr>
<tr>
<td>gedurende volgende ende maande ondervinding...</td>
<td>251,80</td>
</tr>
<tr>
<td>Motorvoertuigdrijver van—</td>
<td></td>
</tr>
<tr>
<td>motorkarre en stasiewaens—</td>
<td></td>
</tr>
<tr>
<td>bestel- en vragswaens met 'n onbelaste massa van—</td>
<td></td>
</tr>
<tr>
<td>tot 1 362 kg</td>
<td>250,40</td>
</tr>
<tr>
<td>meer as 1 362 kg maar tot 2 723 kg...........</td>
<td>255,50</td>
</tr>
<tr>
<td>meer as 2 723 kg maar 3 632 kg...............</td>
<td>259,35</td>
</tr>
<tr>
<td>meer as 3 632 kg................................</td>
<td>263,45</td>
</tr>
<tr>
<td>Deeltjiesd motorvoertuigdrijver—</td>
<td></td>
</tr>
<tr>
<td>Eeuwlesoeisighouer—</td>
<td></td>
</tr>
<tr>
<td>Fakotum—</td>
<td></td>
</tr>
<tr>
<td>gedurende eerste drie maande ondervinding...</td>
<td>243,95</td>
</tr>
<tr>
<td>gedurende volgende drie maande ondervinding...</td>
<td>247,75</td>
</tr>
<tr>
<td>Onderbaas—</td>
<td></td>
</tr>
<tr>
<td>Spanleer—</td>
<td></td>
</tr>
<tr>
<td>van werknemers graad 1A</td>
<td>252,95</td>
</tr>
<tr>
<td>van werknemers graad 1B</td>
<td>250,40</td>
</tr>
<tr>
<td>van werknemers graad II</td>
<td>245,20</td>
</tr>
<tr>
<td>van werknemers graad III en arbeiders.........</td>
<td>241,40</td>
</tr>
</tbody>
</table>
3. CLAUSE 17: SICK BENEFIT FUND

Delete Clause 17 completely.

Signed at Rustenburg on behalf of the parties this 30th day of April 1990.

L. J. ROELOFSE,
Chairman of the Industrial Council.

R. ZIILLO,
Representative for both trade union parties.

H. J. VAN REENEN,
Secretary of the Industrial Council.

No. R. 1800

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES: RE-ENACTMENT OF THE TECHNOLOGICAL FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the

No. R. 1800

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTING VAN DIE TEGNOLOGIESE FONDOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaalings
### Employees

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
<th>J</th>
<th>K</th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees earning R7.82 up to and including R8.31 per hour</td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>4.00</strong></td>
<td>—</td>
</tr>
<tr>
<td>All employees earning R8.32 up to and including R9.31 per hour</td>
<td><strong>21.60</strong></td>
<td><strong>31.20</strong></td>
<td><strong>1.24</strong></td>
<td><strong>16.80</strong></td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>4.00</strong></td>
<td>—</td>
<td>—</td>
<td><strong>75.64</strong></td>
</tr>
<tr>
<td>All employees earning R9.32 and more per hour</td>
<td><strong>24.40</strong></td>
<td><strong>39.20</strong></td>
<td><strong>1.24</strong></td>
<td><strong>16.80</strong></td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>4.00</strong></td>
<td>—</td>
<td>—</td>
<td><strong>86.44</strong></td>
</tr>
<tr>
<td>All employees earning R2.20 to and including R2.50 per hour</td>
<td><strong>27.60</strong></td>
<td><strong>44.80</strong></td>
<td><strong>1.24</strong></td>
<td><strong>16.80</strong></td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>4.00</strong></td>
<td>—</td>
<td>—</td>
<td><strong>95.24</strong></td>
</tr>
<tr>
<td>All employees earning R3.65 up to and including R4.64 per hour</td>
<td><strong>5.40</strong></td>
<td>—</td>
<td><strong>0.55</strong></td>
<td>—</td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>0.90</strong></td>
<td><strong>0.45</strong></td>
<td><strong>9.00</strong></td>
<td><strong>17.25</strong></td>
</tr>
<tr>
<td>All employees earning R4.65 up to and including R7.81 per hour</td>
<td><strong>7.20</strong></td>
<td><strong>0.55</strong></td>
<td>—</td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>0.90</strong></td>
<td><strong>0.45</strong></td>
<td><strong>9.00</strong></td>
<td><strong>19.05</strong></td>
<td>—</td>
</tr>
</tbody>
</table>

### Werknemers

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
<th>J</th>
<th>K</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alle werknemers wat R7.82 tot en met R8.31 per uur verdienen</td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td><strong>R</strong></td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Alle werknemers wat R8.32 tot en met R9.31 per uur verdienen</td>
<td><strong>21.60</strong></td>
<td><strong>31.20</strong></td>
<td><strong>1.24</strong></td>
<td><strong>16.80</strong></td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>4.00</strong></td>
<td>—</td>
<td>—</td>
<td><strong>75.64</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R9.32 en meer per uur verdienen</td>
<td><strong>24.40</strong></td>
<td><strong>39.20</strong></td>
<td><strong>1.24</strong></td>
<td><strong>16.80</strong></td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>4.00</strong></td>
<td>—</td>
<td>—</td>
<td><strong>86.44</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R2.20 tot en met R2.50 per uur verdienen</td>
<td><strong>27.60</strong></td>
<td><strong>44.80</strong></td>
<td><strong>1.24</strong></td>
<td><strong>16.80</strong></td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>4.00</strong></td>
<td>—</td>
<td>—</td>
<td><strong>95.24</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R3.65 tot en met R4.64 per uur verdienen</td>
<td><strong>5.40</strong></td>
<td>—</td>
<td><strong>0.55</strong></td>
<td>—</td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>0.90</strong></td>
<td><strong>0.45</strong></td>
<td><strong>9.00</strong></td>
<td><strong>17.25</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R4.65 tot en met R7.81 per uur verdienen</td>
<td><strong>7.20</strong></td>
<td><strong>0.55</strong></td>
<td>—</td>
<td><strong>0.20</strong></td>
<td><strong>0.30</strong></td>
<td><strong>0.45</strong></td>
<td><strong>0.90</strong></td>
<td><strong>0.45</strong></td>
<td><strong>9.00</strong></td>
<td><strong>19.05</strong></td>
<td>—</td>
</tr>
</tbody>
</table>

(2) In subclause (2), substitute the expression "31 (1) to 31 (8)" for the expression "31 (1) to 31 (9)".

(3) In subclause (3), substitute the following for the existing table:

### Employees

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees earning R7.82 up to and including R8.31 per hour</td>
<td><strong>54</strong></td>
<td><strong>78</strong></td>
<td><strong>2</strong></td>
<td><strong>30</strong></td>
<td><strong>R1.64</strong></td>
</tr>
<tr>
<td>All employees earning R8.32 up to and including R9.31 per hour</td>
<td><strong>61</strong></td>
<td><strong>98</strong></td>
<td><strong>2</strong></td>
<td><strong>30</strong></td>
<td><strong>R1.91</strong></td>
</tr>
<tr>
<td>All employees earning R9.32 and more</td>
<td><strong>69</strong></td>
<td><strong>R1.12</strong></td>
<td><strong>2</strong></td>
<td><strong>30</strong></td>
<td><strong>R2.13</strong></td>
</tr>
<tr>
<td>All employees earning R2.20 to and including R2.50 per hour</td>
<td><strong>12</strong></td>
<td>—</td>
<td><strong>1</strong></td>
<td>—</td>
<td><strong>13</strong></td>
</tr>
<tr>
<td>All employees earning R3.65 up to and including R3.64 per hour</td>
<td><strong>16</strong></td>
<td>—</td>
<td><strong>1</strong></td>
<td>—</td>
<td><strong>17</strong></td>
</tr>
<tr>
<td>All employees earning R4.64 per hour</td>
<td><strong>22</strong></td>
<td>—</td>
<td><strong>1</strong></td>
<td>—</td>
<td><strong>23</strong></td>
</tr>
<tr>
<td>All employees earning R4.65 up to and including R7.81 per hour</td>
<td><strong>28</strong></td>
<td>—</td>
<td><strong>1</strong></td>
<td>—</td>
<td><strong>29</strong></td>
</tr>
</tbody>
</table>

(4) In subclause (4) (a), substitute the following for paragraph (g) and the subsequent table:

"(g) Provident Fund for General Workers... Column G."

(h) Total amount... Column H.".

### Werknemers

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alle werknemers wat R7.62 tot en met R8.31 per uur verdienen</td>
<td><strong>54</strong></td>
<td><strong>78</strong></td>
<td><strong>2</strong></td>
<td><strong>30</strong></td>
<td><strong>R1.64</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R8.32 tot en met R9.31 per uur verdienen</td>
<td><strong>61</strong></td>
<td><strong>98</strong></td>
<td><strong>2</strong></td>
<td><strong>30</strong></td>
<td><strong>R1.91</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R9.32 and meer per uur verdienen...</td>
<td><strong>69</strong></td>
<td><strong>R1.12</strong></td>
<td><strong>2</strong></td>
<td><strong>30</strong></td>
<td><strong>R2.13</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R2.20 to and met R2.50 per uur verdienen</td>
<td><strong>12</strong></td>
<td>—</td>
<td><strong>1</strong></td>
<td>—</td>
<td><strong>13</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R3.65 tot en met R3.64 per uur verdienen...</td>
<td><strong>16</strong></td>
<td>—</td>
<td><strong>1</strong></td>
<td>—</td>
<td><strong>17</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R4.64 per uur verdienen...</td>
<td><strong>22</strong></td>
<td>—</td>
<td><strong>1</strong></td>
<td>—</td>
<td><strong>23</strong></td>
</tr>
<tr>
<td>Alle werknemers wat R4.65 tot en met R7.81 per uur verdienen</td>
<td><strong>28</strong></td>
<td>—</td>
<td><strong>1</strong></td>
<td>—</td>
<td><strong>29</strong></td>
</tr>
</tbody>
</table>

(4) In subklusule (4) (a), vervang paragraaf (g) en die daaropvolgende tabel deur die volgende paragraaf en tabel:

"(g) Voorsoortgonds vir Algemene Werkers... Kolom G."

(h) Totale bedrag... Kolom H.".
4. CLAUSE 21: PAYMENT IN RESPECT OF ANNUAL LEAVE

Delete the existing subclause (1) (b).

5. CLAUSE 31: SPECIAL PROVISIONS IN RESPECT OF THE VARIOUS FUNDS

(1) To subclause (1) add the following paragraph (f):

"(f) Instead of paying Holiday Fund contributions over to the Secretary weekly, employers may, in the case of general workers, apply to the Council for permission for provide a guarantee, which guarantee shall be revised from time to time.

On the last day of November of each year the guarantee shall be replaced by the cash amount as stated on the guarantee."

(2) Insert the following subclause (9):

"9. PROVIDENT FUND FOR GENERAL WORKERS

(a) The amounts paid by employers in terms of clause 20 (4) (a) of this Agreement shall be paid by the Council to the insurance company or companies with whom an agreement or agreements referred to in paragraph (b) (a) has or have been entered into, for implementation of the objects of the Provident Fund, less a collection fee of two and a half percent, which amount shall accrue to the general funds of the Council.

(b) Objects: (i) The object of the Provident Fund shall be to provide benefits for members in case of death, disablement or retirement.

(ii) The Council shall be empowered to enter into an agreement with an insurance company or companies with the object of securing benefits for members in the event of death, disablement or retirement.

(c) Membership: Membership of the Provident Fund shall be compulsory for employees in the Building and Monumental Masonry Industries, Bloemfontein, who qualify for the minimum wage as prescribed in clause 4 (1) (b).

(d) Administration of the Fund: The Fund shall be administered in accordance with the provisions of the agreement or agreements entered into in terms of paragraph (b) (ii)."

4. KLOUSULE 21: BETALING TEN OPSIGTE VAN JAARLIJKSE VERLOF

Skrap die bestaande subklusule (1) (b).

5. KLOUSULE 31: BESONDERE BEPALINGS TEN OPSIGTE VAN DIEN ONSKREEF FONDS

(1) In subklusule (1), voeg die volgende paragraaf (f) by:

"(f) In die geval van algemene werkers kan werkgevers by die Raad aanvraag doen om, in plaas daarvan om die vakansielondontyds opsik op die Sekretaris te betaal, 'n waarborg te verskaf wat van tyd tot tyd hierdie word.

Op die laaste dag van November van elke jaar moet die waarborg vervang word deur die kontant soms op die waar-"org bepaal."

(2) Voeg die volgende subklusule (9) in:

"9. VOORSORGFONDS VIR ALGEMENE WERKERS

(a) Die bedraad deur werkgevers betaal kragtens klusule 20 (4) (a) van hierdie Ooreenkoms moet dour die Raad betaal word aan die versekeringmaatskappy of -maatskappe met wie 'n ooreenkom of ooreenkomste, in paragraaf (b) (a) bedoel, aangegaan is vir die verwesenliking van dié doelstelling van die Voorsorgfonds, min invorderingskoste van twee en 'n half persent, en dié bedrag vol aan die algemene fondse van die Raad toe.

(b) Doelstelling: (i) Die doelstelling van die Voorsorgfonds is om bystand aan lede te verskaf in die geval van sterfte, ongeskiktheid of afrede.

(ii) Die Raad word gemag om 'n ooreenkomst met 'n versekeringmaatskappy of -maatskappe aan te gaan met die doel om bystand vir lede te verkry in die geval van sterfte, ongeskiktheid of afrede.

(c) Lidmaatskap: Lidmaatskap van die Voorsorgfonds is verplicht vir alle werkers in die Bou- en Monumentklimpselvereniging, Bloemfontein, wat kwalifiseer vir die minimumloon voorgeskry in klusule 4 (1) (b).

(d) Administrasie van die Fonds: Die Fonds word geadministreer deur die ooreenkomstig lede van die ooreenkomste aangegaan kragtens paragraaf (b) (ii)."
(c) Payment of benefits: Payment of benefits shall be made in respect of members in accordance with the provisions of the agreement or agreements entered into in terms of paragraph (b) (ii)."

Signed at Bloemfontein, as authorised, for and on behalf of the parties to the Council, this 13th day of November 1990.

B. R. BUYS,
Vice-Chairman of the Council.

T. J. MYNHARDT,
Member of the Council.

A. C. M. VAN VUUREN,
Secretary of the Council.

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No. R. 1798 2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers and the trade unions which entered into the Amending Agreement and upon the employees who are members of the said unions.

E. VAN DER M. LOUW,
Minister of Manpower.

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No. R. 1799 2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY, RUSTENBURG: RENEWAL OF MAIN AGREEMENT


E. VAN DER M. LOUW,
Minister of Manpower.
(c) overtime;
(d) allowance for acting; and
(e) merit bonus,
but excludes—
(i) pension and medical contributions;
(ii) housing subsidy; and
(iii) travelling allowances; and "";
(b) by the substitution for subclause (1) of clause 7 of the Scheme of the following subclause:
""(1) Every employer in the Local Authority Undertaking shall, during July but not later than 31 July of each year, submit and pay to the Fund at the head office of the Scheme, P.O. Box 10638, Johannesburg, 2000, or such other address as the Board may notify in writing to the employer—
(a) return in the form determined by the Board and supplied to the employer from time to time; and
(b) an annual levy—
(i) in the case of a Local Authority, as defined herein, of 0,04% (nought comma nought four per cent) of the total salary budget for the preceding financial year;
(ii) in the case of a Regional Services Council, as defined herein, of 0,18% (nought comma one eight per cent) of the regional services levy budgeted for the financial year in which this levy is payable,
which payment must accompany the return referred to in paragraph (a).""; and
(c) by the deletion of Annexure A to the Scheme.

E. VAN DER M. LOUW,
Minister of Manpower.

No R. 1796
2 August 1991

LABOUR RELATIONS ACT, 1956

CANVAS GOODS INDUSTRY, WITWATERSRND AND PRETORIA: AMENDMENT OF AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—
(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the
period ending 31 October 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CANVAS GOODS INDUSTRY, WITWATERSRAND AND PRETORIA

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Transvaal Canvas Goods Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Canvas and Ropeworkers' Union
(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Industrial Council for the Canvas Goods Industry, Witwatersrand and Pretoria,

1. SCOPE OF APPLICATION OF AGREEMENT

(a) The terms of this Agreement shall be observed in the Canvas Goods Industry—

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg [excluding that portion which, prior to 6 November 1964 (Government Notice No. 1779 of 6 November 1964), fell within the Magisterial District of Heidelberg], Brakpan [excluding those portions which, prior to 25 July 1930, 6 November 1964, 1 April 1966 and 1 July 1972 (Proclamation No. 149 of 25 July 1930 and Government Notices Nos. 1779 of 6 November 1964, 498 of 1 April 1966 and 671 of 25 May 1972, respectively), fell within the Magisterial Districts of Heidelberg and Nigel, but including that portion of the Magisterial District of Heidelberg which, prior to 27 November 1970 (Government Notice No. 2095 of 27 November 1970), fell within the Magisterial District of Brakpan], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [excluding those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972 (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Krugersdorp], Pretoria [excluding those portions of the Magisterial Districts of Groblersdal, Cullinan and Brits which, prior to 28 November 1941, 30 May 1968 and 1 June 1972 (Proclamation No. 225 of 28 November 1941 and Government Notices Nos. 970 of 30 May 1968 and 872 of 25 May 1972, respectively), fell within the Magisterial District of Pretoria, but excluding the farm Geelbeksvlei 345], Randburg, Randfontein [excluding the farms Moaddons 1, Holfontein 17, Leeuwpan

Oktobr 1991 eindig, bindend is vir alle ander werk- gewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Ondermynng, Nywerheid, Bedryf of Beroep in die gebiede in klusule 1 van die Wysigings- ooreenkomst gespesifieer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE SEILWARENNYWERHEID, WITWATERSRAND EN PRETORIA

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, geskiet deur en aangegaan tussen die

Transvaal Canvas Goods Manufacturers' Association
(hierdie die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Canvas and Ropeworkers' Union
(hierdie die "werknemers" of die "vakvereniging" genoem), aan die ander kant,
wat die partye is by die Nywerheidsraad vir die Seilware- nywerheid, Witwatersrand en Pretoria,


1. TOEPASSINGSBESTEEK VAN OOREENKOMS

(a) deur alle werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasie en die vakvereni- ging:

### 2. CLAUSE 4: REMUNERATION

In subclause (1), substitute the following for the existing table:

<table>
<thead>
<tr>
<th><strong>R per week</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Blindhanger</td>
</tr>
<tr>
<td>(b) (i) Chopper-out, unqualified:</td>
</tr>
<tr>
<td>First six months of experience</td>
</tr>
<tr>
<td>Second six months of experience</td>
</tr>
<tr>
<td>Third six months of experience</td>
</tr>
<tr>
<td>(ii) Chopper-out, qualified</td>
</tr>
<tr>
<td>(c) (ii) Cutter, learner:</td>
</tr>
<tr>
<td>First six months of experience</td>
</tr>
<tr>
<td>Second six months of experience</td>
</tr>
<tr>
<td>Third six months of experience</td>
</tr>
<tr>
<td>Fourth six months of experience</td>
</tr>
<tr>
<td>Fifth six months of experience</td>
</tr>
<tr>
<td>(ii) Cutter, qualified</td>
</tr>
<tr>
<td>(d) (i) Driver (deliveries): Driver of motor vehicle with an unladen mass of:</td>
</tr>
<tr>
<td>up to 450 kg</td>
</tr>
<tr>
<td>over 450 kg to 2 750 kg</td>
</tr>
<tr>
<td>over 2 750 kg to 4 550 kg</td>
</tr>
<tr>
<td>over 4 550 kg</td>
</tr>
<tr>
<td>(ii) Driver (staff)</td>
</tr>
<tr>
<td>(e) Foreman</td>
</tr>
<tr>
<td>(f) (i) General assistant, unqualified:</td>
</tr>
<tr>
<td>First six months of experience</td>
</tr>
<tr>
<td>Second six months of experience</td>
</tr>
<tr>
<td>Third six months of experience</td>
</tr>
<tr>
<td>Fourth six months of experience</td>
</tr>
<tr>
<td>Fifth six months of experience</td>
</tr>
<tr>
<td>(ii) General assistant, qualified</td>
</tr>
<tr>
<td>(g) Handyman</td>
</tr>
<tr>
<td>(h) Mechanic</td>
</tr>
<tr>
<td>(i) Machinist (heavy machines)</td>
</tr>
<tr>
<td>(j) (i) Machinist, unqualified (other machines):</td>
</tr>
<tr>
<td>First six months of experience</td>
</tr>
<tr>
<td>Second six months of experience</td>
</tr>
<tr>
<td>(ii) Machinist, qualified (other machines)</td>
</tr>
<tr>
<td>(k) Night watchman</td>
</tr>
<tr>
<td>(l) Not elsewhere specified</td>
</tr>
<tr>
<td>(m) Welding machine operator</td>
</tr>
<tr>
<td>(n) Labourer</td>
</tr>
</tbody>
</table>

### 2. KLOUSULE 4: BESOLDING

In subklusule (1), vervang de bestaande tabel deur die volgende:

<table>
<thead>
<tr>
<th><strong>R per week</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>(a) Blindhanger</td>
</tr>
<tr>
<td>(b) (i) Uitknipper, ongekwalfiseer:</td>
</tr>
<tr>
<td>Eerste ses maande ondervinding</td>
</tr>
<tr>
<td>Tweede ses maande ondervinding</td>
</tr>
<tr>
<td>Derde ses maande ondervinding</td>
</tr>
<tr>
<td>(ii) Uitknipper, gekvalifiseer</td>
</tr>
<tr>
<td>(c) (ii) Loerlingsnyer:</td>
</tr>
<tr>
<td>Eerste ses maande ondervinding</td>
</tr>
<tr>
<td>Tweede ses maande ondervinding</td>
</tr>
<tr>
<td>Derde ses maande ondervinding</td>
</tr>
<tr>
<td>Vierde ses maande ondervinding</td>
</tr>
<tr>
<td>Vynde ses maande ondervinding</td>
</tr>
<tr>
<td>(i) Snyer, gekvalifiseer</td>
</tr>
<tr>
<td>(d) (i) Afliegerinmotorfywer: Drywer van motorvoertuig met 'n onbelaste massa van:</td>
</tr>
<tr>
<td>hoogstens 450 kg</td>
</tr>
<tr>
<td>meer as 450 kg to 2 750 kg</td>
</tr>
<tr>
<td>meer as 2 750 kg to 4 550 kg</td>
</tr>
<tr>
<td>meer as 4 550 kg</td>
</tr>
<tr>
<td>(ii) Personeelmotordrywer</td>
</tr>
<tr>
<td>(e) Voorman</td>
</tr>
<tr>
<td>(f) (i) Algemene assistent, ongekwalfiseer:</td>
</tr>
<tr>
<td>Eerste ses maande ondervinding</td>
</tr>
<tr>
<td>Tweede ses maande ondervinding</td>
</tr>
<tr>
<td>Derde ses maande ondervinding</td>
</tr>
<tr>
<td>Vierde ses maande ondervinding</td>
</tr>
<tr>
<td>Vynde ses maande ondervinding</td>
</tr>
<tr>
<td>(ii) Algemene assistent, gekvalifiseer</td>
</tr>
<tr>
<td>(g) Faktotum</td>
</tr>
<tr>
<td>(h) Werktydskundige</td>
</tr>
<tr>
<td>(i) Masjienwerker (swaar masjiene)</td>
</tr>
<tr>
<td>(j) (i) Masjienwerker, ongekwalfiseer (ander masjiene):</td>
</tr>
<tr>
<td>Eerste ses maande ondervinding</td>
</tr>
<tr>
<td>Tweede ses maande ondervinding</td>
</tr>
<tr>
<td>(ii) Masjienwerker, gekvalifiseer (ander masjiene)</td>
</tr>
<tr>
<td>(k) Nagwag</td>
</tr>
<tr>
<td>(l) Nie elders vermeld nie</td>
</tr>
<tr>
<td>(m) Sveiwsassajenbediener</td>
</tr>
<tr>
<td>(n) Arbeidster</td>
</tr>
</tbody>
</table>
3. Insert the following clause after clause 4:

"4bis. ANNUAL BONUS

All employees who have completed 12 months of employment in the industry shall be paid, on the last pay day of each year, an amount equivalent to one week’s wages as an annual bonus.

Employees who have completed less than 12 months of employment in the industry shall be paid a pro rata bonus of 1/52 for each completed week."

4. CLAUSE 11: ANNUAL LEAVE

Insert the following clause after subclause (2):

"(3) Employers and employees in an establishment shall, within six weeks of publication of this Agreement, select any Sunday between the date of publication and the date of expiry of the Agreement as an additional holiday to which the provisions of this clause shall mutatis mutandis apply: Provided that parties to this Agreement shall observe Sunday, 16 June 1991, as such additional paid holiday."

5. Insert the following clause after clause 11:

"11bis. MATERNITY LEAVE

All female employees who become pregnant shall be entitled to two months, paid maternity leave at 20% of their wage with a guarantee of re-employment, and the following shall apply:

(a) Female employees shall be paid half the said amount at the start and the other half during the second month of their maternity leave.

(b) Only female employees who have been in the employ of the same employer for a consecutive period of 12 months shall be entitled to receive maternity benefits.

(c) The employer shall be permitted to employ a temporary employee to replace the person on maternity leave and to dispense with that temporary person’s services on the return from maternity leave of the permanent employee.

(d) Female employees who go on maternity leave shall submit a written notice to their employer two weeks prior to the last day of the second month of their maternity leave, notifying the employer of their return.

(e) Should complications be encountered during the birth of the child, the employer shall be notified in writing that the employees return to work may be delayed. She may then return on the new specified date, but she shall supply medical evidence of the complications and the doctor’s recommended date of resumption of duties. The additional period of maternity leave so granted shall be without pay."

6. CLAUSE 21: SICK FUND

Substitute the following for the table in subclause (2):

"From R111,00 upwards ........................................ R3,65".

Signed at Johannesburg on behalf of the parties to the Industrial Council this 22nd day of April 1991.

P. R. JOFFE,
Chairman of the Council.

J. THEMBA,
Vice-Chairman of the Council.

W. B. FLOWERS,
Secretary of the Council.

3. Voeg die volgende klausule in na klausule 4:

"4bis. JAARLIKSE BONUS

Aan alle werknemers wat 12 maande diens in die Nywerheidsvoltooi het, moet op die laaste betaaldag van elke jaar ‘n bedrag gelijk aan een week se loon as ‘n jaarlikse bonus betaal word.

Aan werknemers wat minder as 12 maande diens in die Nywerheidsvoltooi het, moet ‘n pro rata-bonus van 1/52 vir elke voltooide week betaal word."

4. KLOUSULE 11: JAARLIKSE VERLOF

Voeg die volgende in na subklausule (2):

"(3) Werkgewers en werknemers in ‘n bedrijfsneming moet binne ses weke na die publikasie van hierdie Ooreenkom ens enige Sondag tussen die datum van publikasie en die datum van versyning van die Ooreenkomens uitkies as ‘n addisionele vakansiedag ten opsigte waarvan die bepalings van hierdie klausule mutatis mutandis van toepassing is: Met dien verstande dat die partye by hierdie Ooreenkomens Sondag, 16 Junie 1991, as so ‘n addisionele vakansiedag met beso daging moet beskou."

5. Voeg die volgende klausule in na klausule 11:

"11bis. KRAAMVERLOF

Alle vroulike werknemers wat in die bedrijf diens doen, is geregtig op twee maande betaalde kraamverlof teen 20% van hul loon met ‘n waarborg vir herin diensname, en die volgende is van toepassing:

(a) Aan vroulike werknemers moet die helfte van gemelde bedrag aan die begin en die ander helfte gedurende die tweede maand van hul kraamverlof betaal word.

(b) Slegs vroulike werknemers wat vir ‘n aaneenlopende tydperk van 12 maande by dieselfde werkgever in diens was, is daarop geregtig om kraamvoordele te ontvang.

(c) Die werkgever word toegelaat om ‘n tydelike werk nemer in diens te neem ten einde die persoon wat met kraamverlof is te vervang, en om die diens van sodanige tydelike persoon te beëindig deur die permanente werknemer se terugkeer van kraamverlof.

(d) Vroulike werknemers wat met kraamverlof gaan, moet twee weke voor die laaste dag van die tweede maand van hul kraamverlof ‘n skriflike kennisgeving by hul werkgever indien waarin die werkgever van hul terugkeer verwittig word.

(e) Indien kompleksiasies gedurende die geboorte van die kind ondervind word, moet die werkgever skriflik in kennis gestel word dat die werknemer se terugkeer na die werk vertraag kan word. Sy kan dan op die nuwe gespesifieerde datum terugkeer, maar, sy moet mediese getuëns van die kompleksiasies en die geneesheer se aanbevolen datum van hervatting van diens voorlui. Die addisionele tydperk kraamverlof aldaar toegestaan, is sonder besoeding."

6. KLOUSULE 21: SIEKEFONDS

Vervang die tabel in subklausule (2) deur die volgende:

"Vanaf R111,00 en hoër ........................................ R3,65"

Namens die partye by die Nywerheidsraad op hede die 22ste dag van April 1991 te Johannesburg onderteken.

P. R. JOFFE,
voorsitter van die raad.

J. THEMBA,
Ondervoorzitter van die raad.

W. B. FLOWERS,
sekretaris van die raad.
Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this agreement and for the period ending 30 June 1994, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE
NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

TECHNOLOGICAL FUND AGREEMENT
in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Precision Manufacturing Engineers' Association
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association

van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Be- dryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na dat- tum van publikasie van die ooreenkoms en vir die tyd- perk wat op 30 Junie 1994 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE
Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywer- heid

Tegnologiese FondsOoreenkoms
Ooreenkoms tig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
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Gate and Fence Association
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Iron and Steel Producers' Association of South Africa
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Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Precision Manufacturing Engineers' Association
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers’ Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors’ Association
S.A. Machine Tool Manufacturers’ Association
S.A. Pump Manufacturers’ Association
S.A. Radio and Television Manufacturers’ Association
S.A. Reinforced Concrete Engineers’ Association
S.A. Tube Makers’ Association
S.A. Valve and Actuator Manufacturers’ Association
S.A. Wire and Wire Rope Manufacturers’ Association
(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers’ Union of South Africa
Iron Moulders’ Society of South Africa
Metal and Electrical Workers’ Union of South Africa
Radio, Television, Electronics and Allied Workers’ Union
S.A. Boilermakers’, Iron and Steel Workers’, Shipbuilders’ and Welders’ Society
S.A. Electrical Workers’ Association
S.A. Yster-, Staal- en Vervante Nywerhede-Unie
(hereinafter referred to as the “employees” or the “trade unions”), of the other part
being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT
The terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers’ organisations and the trade unions, respectively.

2. PERIOD OF OPERATION
This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 30 June 1994 or for such period as the Minister may determine.

3. GENERAL PROVISIONS
The provisions contained in clauses 3, 4 and 5 of the former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. SECTION 3: DEFINITIONS
(1) Insert the following between the definitions of “Electrical Contracting Industry” and “Lift and Escalator Industry”:
‘law’ shall include common law;”.

Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers’ Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors’ Association
S.A. Machine Tool Manufacturers’ Association
S.A. Pump Manufacturers’ Association
S.A. Radio and Television Manufacturers’ Association
S.A. Reinforced Concrete Engineers’ Association
S.A. Tube Makers’ Association
S.A. Valve and Actuator Manufacturers’ Association
S.A. Wire and Wire Rope Manufacturers’ Association
(hierna die “werkgevers” of die “werkgewersorganisasie” genoem), aan die een kant, en die
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers’ Union of South Africa
Iron Moulders’ Society of South Africa
Metal and Electrical Workers’ Union of South Africa
Radio, Television, Electronics and Allied Workers’ Union
S.A. Boilermakers’, Iron and Steel Workers’, Shipbuilders’ and Welders’ Society
S.A. Electrical Workers’ Association
S.A. Yster-, Staal- en Vervante Nywerhede-Unie
(hierna die “werknemers” of die “vakverenigings” genoem), aan die ander kant,
wat die party is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OORENKOMS
Hierdie Ooreenkoms is van toepassing op en moet oral in die Republiek van Suid-Afrika, uitgesonder die hawen en nedersetting van Walvisbaai, nagekom word deur alle werk-
gewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.

2. GELDIGHEIDSDUUR
Hierdie Ooreenkoms tree in werking op die datum wat deur die Minister van Mannekrag kragtig artikel 48 van die Wet
op Arbeidsverhoudinge, 1956, vasgestel word en by van krag tot 30 Junie 1994 of vir die tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS
Die bePALings soos vervat in klausules 3, 4 en 5 van die vorige Ooreenkoms soos verder verlig, hernieu, gewysig of herbekrachtig van tyd tot tyd, is van toepassing op sowel as werkgewers as werknemers.

4. KLOUSULE 3: WOORDOMSKRYWING
(1) Voeg die volgende in tussen die omskrywings “Elektrotekniese Aannemingsnywerheid” en “Hyser- en Roltrap-
nywerheid”: “wet” ook gemene reg;”.
(2) In the definition of "Region B", substitute the expression "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Regional Council), P.O. Box 13162, Vincent, 5217; or Room 419, Fourth Floor, XDC Building, 19 Manchester Road, Chislehurst, 5247, East London:" for the expression "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 3-4 Gladstone Street, East London, 5201:".

(3) In the definition of "Region D" substitute the expression "P.O. Box 3127, North End, 6065, or First Floor, 30 Pearson Street, Central, Port Elizabeth, 6001:" for the expression "P.O. Box 3127, Port Elizabeth, 6000 or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001:".

(4) In the definition of "Region E"—
(a) delete the expression "and includes the Magisterial Districts of Parys and Sasolburg";
(b) substitute the expression "or Atkinson House, 3 Von Brandis Street, Johannesburg, 2001:" for the expression "or 'Amaleng', 8 De Villiers Street, Johannesburg, 2001:".

(5) In the definition of "Region F", delete the expression "excluding the Magisterial Districts of Parys and Sasolburg".

5. SECTION 4: SEIFSA TECHNOLOGICAL FUND

(1) Substitute the following for subsection (2): "(2) As from the date of coming into operation of this Agreement, employers shall pay monthly to the Fund, in respect of all their employees, as defined in clause 3 of this Agreement, a contribution of 45 cents per employee.";

(2) In subclause (3) (c) substitute the expression "to: The Financial Administration Manager, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Collection Office) P.O. Box 6589, Johannesburg, 2000, or Metal Industries House, Second Office Level, 42 Anderson Street, Johannesburg, 2001:" for the expression "to: The Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Administration), P.O. Box 6589, Johannesburg, 2000, or 'Amaleng', 8 De Villiers Street, Johannesburg, 2001.";

(3) Substitute the following for subsection (5) (b):

"(b) for the purposes of this subsection 'the Act' means the Usury Act, No. 73 of 1958, as amended.";

(4) In subclause (6) substitute the expression "the Director-General of Manpower, Department of Manpower" for the expression "the Director-General of Manpower Utilisation".

Signed at Johannesburg for and on behalf of the parties this 30th day of May 1991.

W. P. COETZEE,
Chairman.

B. ANGUS,
Member.

D. G. LEVY,
General Secretary.

(2) In the omskrywing van "Streek B", vervang die uit-
drukking "Nasionale Nywerheidsraad vir die Yster-, Staal-
Ingeneurs- en Metalurgiese Nywerheid (Grensstrekkraad),
Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstone-
straat 7-9, Oos-Londen, 5201:" deur die uitskakeling "Nasionale Nywerheidsraad vir die Yster-, Staal-
Ingeneurs- en Metalurgiese Nywerheid (Grensstrekkraad),
Posbus 13162, Vincent, 5217; of Kamer 419, Vierde Verdieping,
XDC-gebou, Manchesterweg 19, Chislehurst, 5247, Oos-
Londen:".

(3) In die omskrywing van "Streek D" vervang die uit-
drukking "Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noorloosinde, Port
Elizabeth, 6001:" deur die uitskakeling "Posbus 3127,
Noorloosinde, 6055, of Eerste Verdieping, Pearsonstraat 30,
Sentraal, Port Elizabeth, 6001:".

(4) In die omskrywing van "Streek E"—
(a) skrap die uitdrukking "dag met inbegrip van die land-
dreefdistrikte Parys en Sasolburg";
(b) vervang die uitdrukking "of 'Amaleng', De Villiersstraat 8, Johannesburg, 2001;" deur die uitskakeling "of Atkin-
songebouw, Von Brandisstraat 3, Johannesburg, 2001;".

(5) In die omskrywing van "Streek F", skrap die uitskak-
ing "uitgesonder die landdreefdistrikte Parys en Sasol-
burg".

5. KLOUSULE 4: SEIFSA-TEKNOLOGIEFONDS

(1) Vervang subklausule (2) (deur die volgende: "(2) Vanaf die datum van inwerkingtreding van hierdie
Ooreenkoms moet werkgevers maandelikse ten opsigte van
al hulle werknemers, soos in klausule 3 van hierdie Ooreen-
koms omskryf, 'n bydraai van 45 sent per werknemer in
fonds stort.';"

(2) In subklausule (3) (c), vervang die uitskakeling "aan: Die Sekretaris, Nasionale Nywerheidsraad vir die Yster-
Staal-, Ingeneurs- en Metalurgiese Nywerheid (Sentrale
Fonds-administrasie), Posbus 6589, Johannesburg, 2000, of
'Amaleng', De Villiersstraat 8, Johannesburg, 2001;" deur die uitskakeling "aan: Die Finansiële Administrasie-
bestuurder, Nasionale Nywerheidsraad vir die Yster-, Staal-
Ingeneurs- en Metalurgiese Nywerheid (Sentrale
Fonds-invorderingskantoor), Posbus 6589, Johannesburg, 2001, of
Metal Industries House, Tweede Kantoorvloer, Anderson-
straat 42, Johannesburg, 2001;".

(3) Vervang subklausule (5) (b) deur die volgende:

"(b) By die toepassing van hierdie subklausule beteken
'die Wet' die Woekerwet, No. 73 van 1968, soos gewysig.";

(4) In subklausule (6), vervang die uitskakeling "Direkteurf-
generaal van Mannekragbenutting" deur die uitskakeling "Di-
rekteur-generaal van Mannekrag, Departement van Mannekra-
rag".

Geteken namens die partye op hede die 30ste dag van Mei
1991 te Johannesburg.

W. P. COETZEE,
Voorsitter.

B. ANGUS,
Lid.

D. G. LEVY,
Hoofsekretaris.
Pay rise for metalworkers

A major breakthrough was made in the metal industry this week when agreement was reached in the annual wage negotiations between employers and all trade unions.

The agreement, which averted a nationwide strike by union members in the metal industry, was reached after mediation yesterday.

This cleared the way for the implementation of improvements in working conditions for its 350,000 employees and includes wage increases of between 12 and 15 percent, with an average increase on scheduled wages of 13 percent.

The settlement package is as follows:

* A 15 percent wage increase for labourers, which means a guaranteed personal increase of 63 cents an hour. Artisans are awarded personal increases of R1,14 an hour, which amounts to 12 percent on the scheduled wages;

* The normal working week to be a maximum of 44 hours;

* A minimum severance payment, on retrenchment, of one week’s pay for each year of service up to a maximum of four weeks after four years; and

* Subsistence allowances increases to range from 12.8 to 14.5 percent.

Workers will also enjoy leave bonuses of 8.33 percent calculated on the annual wage payable in the first and subsequent leave cycle.
Motor industry hit by strike as negotiations fail

AS the motor industry talks deadlock this week, the strike inflicted heavy costs on motor manufacturers.

The two-week-old strike — involving about 25 000 workers — is the costliest in the industry's history. With daily production losses of about R60-million, employers by Thursday were estimated to have lost more than R500-million in turnover since the strike began last Monday.

Mercedes Benz SA was the only motor manufacturer in full production by Thursday. The union is demanding an across the board increase of R1.20 an hour, a moratorium on retrenchments and talks on the effects of value added tax. Employers are offering between R1.00 across the board.

Talks between National Association of Automobile Manufacturers of South Africa (Naamsa) and the National Union of Metalworkers of South Africa (Numsa) broke down on Tuesday after Numsa's failure to get workers back to work.

Naamsa president Spencer Sterling claims the union reneged on its undertaking at last Thursday's talks to normalise production by Tuesday. Although talks are due to resume on Friday, Sterling has said employers will not negotiate until all manufacturers are back in full production.

On Wednesday about 30 percent of workers, mainly at Toyota's Durban plant and at Volkswagen's Uitenhage plant, did not come to work.

Numsa spokesman Les Kettle said employers for the return to work confusion. "Confusion surrounding the return to work was largely created by employers not understanding their own position," he said. "They proposed Wednesday as a date for the first meeting. Tuesday was agreed on as a compromise."

At the time of going to press the chief executives of Naamsa's seven affiliates were locked in a meeting in Johannesburg to map out strategies to counter the strike.

This damaging strike comes at a time of crisis in the industry. Sales are low and some manufacturers have big stockpiles. This has been advanced as a reason for manufacturers' tough stance in their dealings with the union.

Toyota industrial relations director Theo van de Bergh says present downturn in the motor industry will cushion the damage caused by the strike. "The industry is not too upset because many companies are overstocked as it is," Van de Bergh said.

Production at Toyota has been set back by 450 cars a day.

Van de Bergh pointed out that allied industries such as components makers would also be badly affected by the strike.

About 3 000 tyre industry workers are out on strike.
Mines deal a landmark

Profit-sharing, gold price-linked bonuses and wage restraint — they're all part of a ground-breaking pay agreement negotiated on the mines, reports

DREW FORREST

THE National Union of Mineworkers and the Chamber of Mines have clinched a mould-breaking wage deal affecting half a million miners which takes account of the parlous state of the strategic goldmining industry.

The package sets a precedent by providing for profit sharing on certain mines through a "gold-price bonus" of up to seven percent of the basic wage, paid if the gold price is higher than expected. Workers may also earn special performance bonuses linked to targets set at mine level: A framework for mine-level talks on these has still to be negotiated.

The deal also improves miners' social conditions and union rights — a key NUM thrust this year — putting the historically acrimonious relationship between mine management and unions on a new footing.

This is enshrined in an agreed statement of principles, rights and obligations underpinning labour relations in the mining industry.

For the first time, NUM will have "reasonable" access to all mines. Provision is made for the negotiation of full-time stewards, while stewards will receive facilities and more paid time off for union training. New ways of verifying union membership and processing union stop-orders will be introduced.

Conditions for visits by miners' wives will be improved, and new guidelines will promote miners' participation in hostel affairs and the role of medical examinations in employment.

The chamber has also agreed to negotiate an industry Aids policy.

On the stricken gold mines, the pay rises are the lowest NUM has negotiated, ranging from between 1.8 to 9.3 percent, an average of six percent. Anglo American, Ashmin, JCI and Rand Mines have awarded a basic five percent plus the price bonuses on healthy mines, which kick in if gold exceeds R1 050 an ounce.

Gold Fields and Anglo Vaal's Hanbeesfontein rejected profit-sharing, instead granting straight increases of between 6.5 percent at the top and nine percent at the bottom.

Profit sharing applies only to the gold mines: on chamber collieries flat-rate rises of between 19.1 percent and 6.5 percent were granted, also the lowest NUM has negotiated.

A different profit-sharing scheme will apply at Rand Mines' Harmony mine, which will pay a basic R25 increase plus 15 percent of any profits up to a maximum of R4-million.

At a press conference this week, chamber spokesman Bobby Gqible praised NUM for "taking account of the fundamental pressures on the gold mines", adding that the agreement "structured the relationship between management and the union in new and important ways".
Settlement in metal industries

By DREW FORREST

AN agreement on training and structur- ing of the metal industries, which concedes a major role to unions, is the most important breakthrough of the wage deal struck between metal unions and employers this week.

Covering 350 000 workers, the industrial council deal between the National Union of Metalworkers, among other unions, and the Steel and Engineering Industries Federation, followed the declaration of a dispute by all union parties, a Numsa strike ballot and nine days of gruelling mediation. It provides for pay rises of between 15 percent for labourers (a guaranteed increase of 63c an hour) and 12 percent for artisans (a R1.14 personal increase).

Numsa hailed the wage deal as matching the inflation rate, stressing that Sefisa had earlier refused to concede this — its pre-mediation offer ranged between nine and 12.6 percent. "This breakthrough heads industry away from trying to solve the economic crisis by cutting real wages," the union said. However, sources point out that in all but the lowest pay category, less than the inflation rate has been conceded. "The agreement amounts to wage restraint," one commented.

Numsa said other breakthroughs included the first 13th cheque and minimum severance pay of one week a year of service to a maximum of four years.

The key feature of the agreement is undoubtedly its provision on training and industry structuring. It provides for the creation of a joint union-employer committee whose task it will be to consider all forms of training in the industry — not merely artisan training. The agreement endorses the principle that "appropriate" training is the right of all metalworkers.

Basic literacy and numeracy will also fall within its scope. Sefisa director Brian Angus said R1-million was already available for such training from the industry's technological fund and that employers believed "this would be a good place to start." Within two years, a new training board will be established to oversee all training activities.

A committee of senior unionists and industrialists will also be established to consider how to achieve growth and job creation in the metal industries — a major Numsa demand. The agreement concedes that unions "have an important role ... in developing strategies for attaining these objectives".

It appears that during mediation, Numsa dropped several conditions for restructuring talks, including a re- enforcements moratorium and disclosure of financial information by companies.
Mediator for car dispute

AN all-day marathon negotiation session yesterday failed to end the 10-day strike which has crippled the motor industry. Now an independent mediator is to be called in.

Hopes were high that last night's meeting would reach consensus as the National Union of Metalworkers (Numsa) and employers attempted to hammer out an agreement.

The meeting, the third this week, began at 9.30am in a Port Elizabeth hotel and ended just before 10pm.

"It's been a long day. We've tried all sorts of things ... we agreed to go into mediation tomorrow at 2 pm," said NBF chairman Dave Kirby. This would continue until an agreement was reached, he added.

Charles Nuppen of the Independent Mediation Service of South Africa was proposed by Numsa, he said.

The nationwide strike by about 25,000 workers is estimated to be costing more than R60 million a day.

Chief executives of the seven car manufacturers party to the industry's bargaining forum opted to meet Numsa after caucusing in Johannesburg on Thursday. Industry sources were hopeful of a positive outcome to the talks.

"The good news is they're still talking," said National Association of Automobile Manufacturers' president Spencer Sterling. "There is a concerted effort on both sides to hammer out an agreement."

Central to the dispute are Numsa's R120-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers had offered R1 an hour.

Several manufacturers reported improved attendance yesterday.
750 000 come short as rises trail inflation

Falling profits trim black pay

TRADING unions representing more than 750 000 workers this week accepted lower wage settlements than in recent years.

Most are below the inflation rate, which means that workers' standard of living will drop.

This reverses a trend in which real remuneration of unionised black workers has been rising while that of white employees has fallen.

Economists say it was caused by falling profits induced by slack demand and the Reserve Bank's policy of keeping interest rates high (Business Times, July 20).

**First**

Chamber of Mines vice-president Bobby Godsell says the mines' historic settlement with the National Union of Mineworkers (NUM) reflects the kinds of concerns both management and labour have in tough economic conditions about securing reasonable wage increases while being concerned about saving jobs.

Mr Godsell says: "It is apparent that this economic reality is being seen by both parties in negotiations in other sectors - which augurs well for labour relations in SA."

Workers at most chamber gold mines will get only a 5% basic increase plus a bonus linked to the gold price up to a maximum of 7%.

It is the first time a chamber-NUM settlement has been reached so early in the year.

The increase is below the inflation figure of 15.4% - even if the maximum bonus is paid. The gold price bonus range is between R1 450 an ounce and R1 650 an ounce.

In addition, performance bonuses will be negotiated at some mines. But Gold Fields mines and Anglovaal's Bartelastfontein will not pay any bonuses. Their wage increases will be between 6.5% and 9.0%.

Colliery pay increases are between 9% and 9.1% and no bonus system will operate.

In 1989 the NUM hoped to gain uniform pay rates for workers at all mines by this year. It has not been achieved because pay is being more closely linked to profitability of individual mines.

NUM press officer Jerry Majatadiy says that this year's bonus on gold mines is a temporary adjustment to a crisis. The original policy of uniform pay rates remains.

The agreement covers about 410 000 unskilled and semi-skilled workers on gold and coal mines.

At the time of writing employers and NUMsa were meeting to resolve the two-week wage strike in the motor industry. NUMsa wants a 14.9% increase, which is below the inflation rate. The employers offer 12.4%.

Industry sources predict if talks break down the current system of negotiating at national level will be abandoned in favour of plant agreements. If this happens wage settlements will more closely reflect the profitability of the plants involved.

A moderate wage agreement in the national textile industrial council is expected to be signed soon. A source in the SA Clothing and Textile Workers Union acknowledges that wage demands will take account of the recession.

**Ballot**

The agreement concluded between Sasol and trade unions party to the metal industrial council is for a 12% increase for artisans and 15% for labourers. Last year's increases were between 15% and 19%.

The latest settlement came after four months of negotiations. Last year it took longer.

Sasol executive director Brian Angus describes this year's agreement as "reasonable, given the general economic conditions and the needs of workers".

The National Union of Metalworkers of SA (NUMsa), the largest union at the talks, held a strike ballot and Sasfin a lock-out ballot.

NUMsa spokesman Bernie Pana off is not exactly unhappy with the settlement. He says increases are about the inflation rate in some categories.

Employers have realised that real wage cuts are not the solution to the industry's problems.

Mr Fanaroff says the prospect of lock-out played no role in the union signing the agreement.

Non-wage issues agreed on during new ground and made economic sense for workers and employers. Unions and management have played a role in training apprentices.

But for the first time a joint committee will be concerned with training the unskilled.

Another development is the setting up of a management-labour committee to ensure job creation and protection of existing jobs.

Mr Angus says: "We have not considered job creation until now - no even among ourselves as employers. We view the formation of the committee as a positive step."

The agreement affects about 350 000 workers.

Sources say the parties may reevaluate the cumbersome and costly way in which negotiations are structured.

This year's mediation was eventually used - for the first time. The process was viewed positively and it is possible that next year's negotiations could be restructured to include aspects of mediation which facilitate speedier settlement.
Strikers lose R26m

By DON ROBERTSON

WORKERS were the losers in the motor industry strike. It is estimated that they lost R26-million in wages and will have to work 14 months to recover the additional 15c an hour they won through striking.

They initially demanded an increase of R1.20 an hour. Motor companies offered R1. The settlement was R1.15. Manufacturers, who lost about R600-million in turnover, hope to make it up before the end of the year.

The industry’s latest car sales estimate for the year of 206 000 units is 2 000 down on the previous forecast. Poor demand and unavailability of stock are the main reasons for this reduction.

Car sales for July, which were not affected by the strike, were 12% down on July last and 10% lower than in June.

The cost of the negotiations was about R500 000, which could be reflected in the price of cars in future, say some manufacturers. Manufacturers, while not claiming a victory, say their strong stand against the unions was forced on them by economic realities in a declining market.
Wage settlement focus on growth and productivity

ECONOMIC development and increased productivity emerged as crucial issues in the settlement last week of the metal industry dispute.

The agreement, which was welcomed by the National Union of Metalworkers (Numsa) as a major breakthrough for union negotiations in 1991, steered the industry away from attempts to resolve economic problems by cutting real wages.

The union, which represents 113,000 members in the industry, said the agreement represented an important development in its drive towards restructuring the sector.

A mediated settlement between the Steel and Engineering Industries Federation of SA (Seifsa) and four unions, in terms of which the metal industry's 350,000 workers received average wage increases of 13% on scheduled wages, was concluded on Wednesday.

According to Seifsa, labourers' wages were increased by 15%, guaranteeing a personal increase of R6.50 an hour. Artisans received increases of R1.14 or 12% an hour.

Seifsa executive director Brian Angus said the parties had agreed that economic development and increased productivity were crucial issues calling for a greater focus on manpower training and development. The agreement, he said, would facilitate a move towards collective bargaining.

Brand said the settlement showed that despite difficult economic conditions, unions and employers could moderate expectations while laying the foundations for effective dialogue.

The settlement followed four months of talks which culminated in nine days of mediation.

Before mediation started two months ago, Seifsa offered increases of between 9% and 12.5%, while Numsa dropped its demand for an hourly increase of R2 to R1.50.
20.7% hikes for labourers

Own Correspondent

JOHANNESBURG. — Labourers won annual average wage increases of 20.7% during the first half of this year, despite adverse economic conditions and earlier predictions that they would only win increases of between 13% and 15%.

This, according to the Cape-based Labour Research Service (LRS), which conducted a survey excluding the mining and engineering sectors.
Labourers' wages above inflation rate

VERA VON LINSCHOTEN

LABOURERS won annual average wage increases of 20.7% during the first half of this year, despite adverse economic conditions and earlier predictions that they would only win increases of between 15% and 15%, the Cape-based Labour Research Service (LRS) has found.

In a survey of labourers' settlements from January to June, which excludes the mining and engineering sectors, the LRS said labourers' average settlement rates consistently exceeded inflation over the last three years.

However, a comparison of settlements granted in the first half of each year since 1988 showed that the level of increases was in fact declining.

The survey found that labourers in the rubber sector won the highest average annual increase this year (25%) while the electrical contracting and servicing sector was the only sector which did not receive increases above inflation.

Only 38% of the 282 companies covered by the survey settled below the inflation rate, and increases above 15% were awarded at 38% of companies.

The vehicle assembly industry remained the top paying sector, with labourers earning an average weekly wage of R257.

The LRS provides economic analysis primarily for the trade union movement.
Employers table revised offer

Breakthrough may end car industry strike

VEHICLE assembly employers and the National Union of Metalworkers (Numsa) yesterday achieved a breakthrough in the 12-day-old national strike after employers tabled revised offers on wages and a moratorium on retrenchments.

Numsa will start polling members on the revised offer today and employers are hopeful that full production will resume tomorrow.

Vehicle assemblers have been losing about 1 500 production units daily in strike action which has crippled production at the assembly plants of Toyota, Nissan, Delta, BMW, Samcor and Volkswagen.

Numsa senior negotiator Les Kettleidas said yesterday the breakthrough was reached after 40 hours of mediation which started at the weekend. Parties had agreed to call in Independent Mediation Services of SA director Charles Nuppen.

Employers were offering hourly across-the-board wages of R1 when the parties deadlocked in the middle of last month. Nuppen lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. The union was also demanding an unconditional moratorium on retrenchments.

It was not known yesterday how much employers had improved their offer. Kettleidas said it was premature to say that the strike by more than 24 000 Numsa members was over.

Representatives of the union’s bargaining committee would report back to all members today. The union would then formally indicate to employers its reaction to the new proposals.

MARC HASENFUSS and VERA VON LIERES

Workers were expected to return to work by tomorrow morning if they voted to accept the new offer. Details of the offer are expected to be released later today.

Industry estimates are that the strike has cost the vehicle assembly and related industries about R600m in turnover.

One industry source yesterday warned that the strike would cause serious new vehicle supply shortages.

However, another source said he did not expect a general supply crisis. He said that, apart from Toyota most manufacturers had been planning for short-time work between now and the end of the year.

National Association of Automobile Manufacturers of SA (Namsa) director Nico Vermuelen said certain manufacturers could experience supply bottlenecks in the short-term.

Six of the seven companies party to the vehicle assembly national bargaining forum were still out of production yesterday. Mercedes-Benz, except for a short stoppage at its Pinetown parts division, has remained at full production.

Toyota manufacturing MD Ralph Broadley said the stoppage had continued for longer than expected, but the production backlog could be made up with overtime.

A Volkswagen spokesman said the Uitenhage plant was losing up to 300 units a day which had serious ramifications for production targets.

BMW communications manager Johann Kleinmans said although the group lost 70 to 80 units a day in the strike, supply of new vehicles would not be affected “too badly.”
Labourers' pay rises 'beat inflation'

The annual increase figure exceeded settlements in the mining and engineering sectors, which settled in July. During the first half of last year, labourers secured increases averaging 20.9 percent. The auto, rubber products, paper printing and packaging, and iron, steel, engineering and motor sectors — paid more than R280 a week on average.
Motor strike ends as final deal is reached

FINAL settlement was reached yesterday in the 13-day-old vehicle assembly strike by 25 000 National Union of Metalworkers (Numsa) members which cost the industry about R800m in lost turnover.

Numsa chief negotiator Les Kettleis said yesterday workers were expected to return to work today.

The agreement — reached after three days of mediation which started at the weekend — provides for across-the-board increases in the hourly-wage of between R1,15 and R1,80 for unskilled and skilled workers respectively.

The settlement also provides for an interim moratorium on retrenchments and an agreement to set up a joint industry education and training board.

The parties committed themselves to the long-term growth of the industry and the protection of jobs, Kettleis said. It was accepted that employers and government would jointly fund child-care facilities at all plants.

National Association of Automobile Manufacturers of SA (Naamsa) representatives were not available for comment last night.

A dispute was declared in June when Naamsa employers offered a R1 across-the-board increase. Numsa lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. It also wanted an unconditional moratorium.

Employers on Tuesday upped their wage offer and accepted a moratorium on retrenchments.

In terms of the settlement employers agreed to an interim moratorium on retrenchments, while a job security committee was appointed to develop by the end of November a plan for the long-term viability of the industry and job security.

The parties accepted that employers would be entitled to withdraw the moratorium in the event of repeated failure to reach production targets.

In a landmark agreement on training, the parties undertook to set up a joint industry education and training board which will be guided by a number of principles. These include the linking of training to clearly defined industry career paths; and that government should have an obligation to assist in training.

Vehicle assemblers lost about 1 500 production units daily in strike action which halted production at Toyota, Nissan, Delta, BMW, Samcor, and Volkswagen assembly plants.

Five of the seven companies party to the vehicle assembly national bargaining forum were still not in production yesterday. A spokesman for Toyota SA confirmed that production resumed at its Mabeni and Prospecton plants in Durban yesterday, Sapa reports.
Cosatu warns of strikes over VAT demand

Cosatu is demanding an immediate 5% wage increase for all workers to compensate for the inflationary effects of VAT if the tax is introduced unchanged at the end of next month.

The campaign would be backed by strike action if necessary, Cosatu told employer federation Saccola at a meeting on Tuesday. Cosatu wants interim wage increases from the day after VAT is introduced on September 30.

Cosatu official Lisa Settle yesterday said the organisation was seeking urgent negotiations with Finance Minister Barend du Plessis on proposed changes to the VAT structure. A successful conclusion to such negotiations would be required to head off widespread industrial action.

She said Cosatu was angry at Du Plessis as he had failed to meet a July 16 undertaking to respond to Cosatu submissions for union subscriptions to be zero-rated.

Cosatu unions would refuse to pay VAT on subscriptions. Cosatu has argued unions are entitled to the same treatment as political parties, benefit funds and welfare organisations, all of which are zero-rated.

Cosatu informed Saccola of its plans for a campaign for changes to VAT at the Twinbowl meeting. Saccola’s Bobby Godsell said the organisation would be considering what steps to take in response.

A study commissioned by Cosatu and undertaken by the Cape Town-based Labour Research Service reported in June that the introduction of VAT would add 5% to the budgets of low-income households.

Settle said yesterday that while Cosatu had called for the implementation of VAT to be postponed, this might be necessary. The organisation had scheduled for August 22 a meeting with consumer groups, small businesses and other affected parties to discuss opposition to VAT.

She said Cosatu envisaged a number of changes to the VAT system including the zero-rating of basic foods, medicines and medical services, and also the elimination of VAT charges that could impede housing and job-creation programmes.

Cosatu also wished to participate fully in the planning of the targeted assistance programme. Government has set aside R60m for alleviating the effects of VAT among the poor.

A study by Cosatu’s auditors found that, for unions to pay VAT and keep revenue at previous levels, they would need an average 9% increase in subscriptions.

Gretta Steyn reports Du Plessis is expected to respond to Cosatu by increasing the poverty safety net or other forms of relief. Du Plessis said last night he would respond soon with an announcement “in a much wider context” than the representation on trade union subscriptions.

His ability to reply to Cosatu’s representation would be determined by the outcome of “other discussions and investigations concerning VAT”.

Sapa reports that the northern Transvaal region of Cosatu plans to launch a “no taxation without representation campaign” next weekend. Regional secretary Donnie Khumalo said yesterday shop stewards would demand employers stop tax deductions from employees’ pay.
Motor trade strike ends

The first national strike in the country's motor assembly industry ended after 13 days yesterday, said National Union of Mineworkers of South Africa spokesman Mr Les Kettledas.

The estimated 25 000 NUMSA members who had downed tools since July 22 were expected to go back to work today, he said.

Workers are to be given wage increases ranging between R1.15 an hour for unskilled workers and R1.80 an hour or 13.5 percent, whichever is the highest, for skilled workers.

The agreement between NUMSA and the National Association of Automobile Manufacturers of SA was accepted by the union membership following reports by union negotiators on Tuesday and yesterday.

Wage increases would be back-dated to the first pay week of July, said Kettledas.

The parties committed themselves to the long-term growth and viability of the industry. - Sapa.
Auto workers expected back on the job today

By Shareen Singh and Helen Grange

About 25,000 workers in the motor industry are set to return to work today, following a major breakthrough with employers on wages, retrenchments and training after a costly two-week strike.

The National Union of Metalworkers (Numsa) clinched an agreement with seven motor companies, securing a moratorium on retrenchments for the next 12 months and hourly pay increases ranging between R1.15 and R1.60.

The parties also agreed to set up a training committee with joint representation by employers and unions to look at training needs.

Numsa spokesman Les Kettleman said employers had agreed to 99 percent of the union's demands on training.

Previously, employers had focused solely on apprenticeship training, but the new agreement provided training as well as literacy and numeracy education for workers.

Unionists believe the agreement has set a precedent for other industries.

The settlement was reached after a strike which brought production to a standstill at six motor companies and which cost employers more than R500 million.

A meeting of workers arranged yesterday by Numsa at Samcor's Pretoria plant to vote on the agreement had had a smaller turnout than hoped for, and another meeting had been planned for this morning, said Samcor spokesman Ruven Els — "so we will not be in full production for at least another morning".

However, other plants, including Volkswagen, Toyota, Nissan, Delta and BMW, expect most workers to return today.

The 12-day strike is expected to have serious repercussions on the supply of high-selling vehicles, Mr Els said.

"There is already a two-month to three-month waiting list on these vehicles," he said.

All plants affected are making plans to make up for lost production.

Ralph Broadby, managing director of Toyota Manufacturing, said there would be a shortage of units, but strike allowances had been incorporated in the production schedule.

One source said the strike's effects would likely be felt at the end of the year, when demand for vehicles was highest.
Tyre strike in Cape ends

CAPE TOWN — A month-long strike by up to 8 000 eastern Cape tyre and rubber workers ended on Friday, said National Union of Metalworkers of SA negotiator Gavin Hartford.

Workers would return to their plants today after being awarded cost-of-living increases, one year's moratorium on retrenchments and a deal on industry training. This was confirmed by the New Tyre Manufacturers Employers' Association.

Hartford said workers on the lowest grades were given a R1.20, or 21%, across-the-board increase on the minimum hourly rate. Those on the highest grade received a 15% raise.

A joint employer-union training board will be set up by end-November. — Sapa.
The profit-linked wage deal for gold miners struck between the National Union of Mineworkers (NUM) and the Chamber of Mines represents, in the words of a leading stockbroker, "the first major market-related wage agreement" with organised labour in SA.  

While it certainly reflects greater appreciation by miners of tough times and the parlous state of gold mining at current low prices, the jury is still out on whether it presages sweet reasonableness in industrial relations generally.

Recently the metal workers represented in Namibia accepted an only-just below inflation 12% to 15% increase in negotiations with Seifs — down on last year's 15%-19%. This came after "extremely difficult" negotiations lasting four months plus nine days of mediation (it's taken longer in the past). Strike and lock-out ballots in anticipation of action were conducted, but a strike was averted in this sector.

However, the motor industry, in a severe downturn, has been hard hit by a two-week, Namibia strike. As the PM went to press, the employers increased their offer by 15c an hour to R1.15 and agreed to a moratorium on retrenchments. The union response was awaited.

NUM spokesman Jerry Majakajiri explains that in agreeing to an average 6% plus profit-linked bonus, the union "took into account the poor economic conditions of the gold division and, therefore, decided to settle for the current scheme." He added that productivity-linked agreements are rejected on principle by the NUM because of different productivity rates at different mines. The union had merely "suspended" its bargaining strategy, which is "to close gaps between the mining houses by quantum increases and basic minimums.

So Majakajiri doubted that a NUM-type settlement would be "literally" followed by other Cosatu unions, mainly because gold is "unique" and its price is determined differently. Yet, again, the deal will serve to concentrate minds on exactly what improves output — and reflects recognition of common problems and objectives.

Signalled by a similar settlement at Ergo earlier on (Current Affairs June 21), the mining agreement marks a qualitative leap forward in industrial bargaining, with "potentially far-reaching positive implications for the economy as a whole," to quote stockbrokers Irish & Co/Econometrix.

The profit-linked package includes a basic 5% increase on group rates (with a R40 minimum increase on Anglo American and Gennin mines) and creates the opportunity for employees to receive bonuses up to a maximum of 7% coupled to the gold price. In addition, employees may also become eligible for special performance bonuses which will be related to targets set at mine-level negotiations.

The bonus — payable each quarter and potentially the biggest chunk of the increase — comes into play at an average gold price of R1.059 an ounce. This would "trigger" a bonus of 0.5% of earnings. At a price of R1.073 the bonus rises to 1.5% at R1.100 (3.2%); R1.125 (4.8%); R1.150 (6.5%); and from R1.160 an ounce the bonus reaches the maximum 7%.

"Members are glued to the TV's these days watching the gold price," says NUM's Majakajiri. The trigger level was calculated from the average gold price in the second quarter of this year, according to the union.

If the gold price rises from R1.050/oz to R1.160 or more and productivity increases sufficiently, miners could get as much as 17% more than they did last year, according to Irish & Co. And since the bonus ceases at above R1.160, it implies that if the price were to increase strongly, the mining houses would still enjoy a big hike in profits. The trade-off would seem to be that, should the price fall, retrenchments will be somewhat more limited than over the past year.

Four of the mining groups party to the negotiations had presented offers incorporating profit-sharing schemes — Anglo, JCI, Gennin and Rand Mines (Blyvoor). Two others, Gold Fields and Anglovaal's Harties, offered straight increases (without bonuses) ranging from 6.5% at the upper wage level to 9% in the lowest category.

A different deal was done at Rand Mines' struggling Harmony. This provides a R25 a month across-the-board increase, plus 15% of any profits — up to a R4m maximum — to be set aside for workers. The first R1m of this would be shared out equally and after that divided according to basic wage levels. On chamber collieries increases range from 6.5% to 19.1% at the unskilled level. No bonus system applies.

If the principles of the NUM-chamber agreement were to set a precedent for all industry it would have major benefits for the economy, explains Irish/Econometrix. It would reduce inflation, prevent unemployment increasing at its present rate and, being industry-related, would ensure that conditions in the demand and supply of labour are not distorted by across-the-board wage increases. The price system for goods and services would begin to reflect conditions in specific industries more appropriately.

But it is not certain that this kind of agreement can be replicated across industry. The metalworkers' deal, for instance, in conditions almost as weak as in gold mining, is "effectively" inflation-index-linked and bears no relation to the poor state of fixed investment and growth in metalworking.

And unless government spending is properly controlled, wage restraint by the unions will not be enough to reduce inflation.
LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, CAPE: RENEWAL OF MAIN AGREEMENT


E. VAN DER M. LOUW,
Minister of Manpower.

LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby:

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.
SCHEDULE

INDUSTRIAL COUNCIL FOR THE SWEETMAKING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Western Cape Sweet Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Western Province Sweet Workers' Union
(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Industrial Council for the Sweetmaking Industry (Cape),


1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Production Section of the Sweetmaking Industry—

(1) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(2) in the Magisterial Districts of The Cape, Wynberg, Goodwood and Bellville, in that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 233 of 2 March 1982, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1 of 22 November 1982, fell within the Magisterial District of Stellenbosch, and in that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg.

2. CLAUSE 4: REMUNERATION

(1) Substitute the following for subclause (1) (a):

"(a) Employees other than casual employees:

<table>
<thead>
<tr>
<th>Job Description</th>
<th>Weekly wage</th>
<th>Hourly rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Artisan</td>
<td>279,25</td>
<td>16.89</td>
</tr>
<tr>
<td>Assistant despatch clerk</td>
<td>169,33</td>
<td>11.31</td>
</tr>
<tr>
<td>Assistant foreman</td>
<td>205,65</td>
<td>14.69</td>
</tr>
<tr>
<td>Assistant storeman</td>
<td>169,33</td>
<td>14.69</td>
</tr>
<tr>
<td>Cloakroom attendant</td>
<td>155,76</td>
<td>11.19</td>
</tr>
<tr>
<td>Despatch clerk</td>
<td>217,83</td>
<td>15.21</td>
</tr>
<tr>
<td>Factory clerk</td>
<td>182,55</td>
<td>13.07</td>
</tr>
<tr>
<td>Foreman</td>
<td>301,14</td>
<td>21.42</td>
</tr>
<tr>
<td>Grade I employee, qualified</td>
<td>159,33</td>
<td>12.45</td>
</tr>
</tbody>
</table>

Grade I employee, unqualified—

- during first three months' experience: 158,47
- during second three months' experience: 161,90
- during third three months' experience: 165,20

Grade II employee, qualified: 162,55

(2) Subclause (1) (b) shall be read and construed subject to the provisions of subclauses (1) (a) and (2) above.

2. KLOUSULE 4: BESOLDING

(1) Vervang subklausule (1) (a) deur die volgende:

"(a) Ander werknemers as los werknemers:

<table>
<thead>
<tr>
<th>Job Description</th>
<th>Weekly wage</th>
<th>Hourly rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ambagsman</td>
<td>279,25</td>
<td>16.89</td>
</tr>
<tr>
<td>Assistent-versondingsklerk</td>
<td>169,33</td>
<td>11.31</td>
</tr>
<tr>
<td>Assistent-voorman</td>
<td>205,65</td>
<td>14.69</td>
</tr>
<tr>
<td>Assistent-pelkhusman</td>
<td>169,33</td>
<td>14.69</td>
</tr>
<tr>
<td>Kleedkameropsigters</td>
<td>155,76</td>
<td>11.19</td>
</tr>
<tr>
<td>Versendingsklerk</td>
<td>217,83</td>
<td>15.21</td>
</tr>
<tr>
<td>Fabrieksklerk</td>
<td>162,55</td>
<td>11.54</td>
</tr>
<tr>
<td>Voorman</td>
<td>301,14</td>
<td>21.42</td>
</tr>
<tr>
<td>Werknemer graad I, gekwalifiseerd</td>
<td>159,33</td>
<td>12.45</td>
</tr>
</tbody>
</table>

Werknemer graad I, ongewerkaliseerd—

- gedurende eerste drie maande ondervinding: 158,47
- gedurende tweede drie maande ondervinding: 161,90
- gedurende derde drie maande ondervinding: 165,20

Werknemer graad II, gekwalifiseerd: 162,55

OOREENKOMS

coreenkomstig die Wot op Arbeidsverhoudinge. 1956, gesluit deur en aangegaan tussen die

Western Cape Sweet Manufacturers' Association (hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Western Province Sweet Workers' Union (hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Lekkergoednywerheid (Kaap),


1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkomst moet in die Produksetse van die Lekkergoednywerheid nagekomen word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

<table>
<thead>
<tr>
<th>Grade II employee, unqualified—</th>
<th>Weekly wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>during first three months’ experience</td>
<td>155.76</td>
</tr>
<tr>
<td>during second three months’ experience</td>
<td>157.83</td>
</tr>
<tr>
<td>during third three months’ experience</td>
<td>159.99</td>
</tr>
</tbody>
</table>

| Grade III employee, general worker | 172.28 |
| Maintenance man | 173.44 |
| Storeman | 217.83 |
| Sweetmaker, qualified | 284.03 |

| Sweetmaker, unqualified— |  |
| during first six months’ experience | 158.47 |
| during second six months’ experience | 165.20 |
| during third six months’ experience | 172.16 |
| during fourth six months’ experience | 180.95 |
| during fifth six months’ experience | 190.28 |
| during sixth six months’ experience | 202.25 |
| during seventh six months’ experience | 211.99 |
| during eighth six months’ experience | 227.92 |
| during ninth six months’ experience | 243.32 |
| during tenth six months’ experience | 261.13 |
| Driver, light vehicle | 169.53 |
| Driver, heavy vehicle | 185.67 |
| Boiler attendant | 182.55 |
| Watchman | 182.55 |

(2) Substitute the following for subclause (1) (c):

"(c) Guaranteed minimum increase: An employee, other than a casual employee, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category, shall receive a weekly increment equal to 18 per cent of the actual wages earned.”.

(3) Substitute the following for subclause (4):

"(4) Service allowance: In addition to the wage prescribed in subclause (1) of this clause, every employee shall be entitled to and be paid a service allowance subject to the following conditions:

<table>
<thead>
<tr>
<th>From the date of coming into operation of this Agreement</th>
<th>Per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>After five years’ continuous service with the same employer</td>
<td>R</td>
</tr>
<tr>
<td>After 10 years’ continuous service with the same employer</td>
<td>6.00</td>
</tr>
<tr>
<td>After 15 years’ continuous service with the same employer</td>
<td>9.50</td>
</tr>
<tr>
<td>After 20 years’ continuous service with the same employer</td>
<td>14.50</td>
</tr>
</tbody>
</table>

For the purposes of this subclause, ‘continuous service’ shall mean uninterrupted employment with the same employer. Provided that a break in service not exceeding one month, or a period not exceeding 13 weeks’ absence due to pregnancy shall be deemed to be continuous service.”.

3. CLAUSE 6: HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME

(1) Substitute the following for subclause (1) (a) (i):

"(i) 44 in any week: and”.

(2) Substitute the following for subclause (1) (b) (i):

"(i) 44 in any week from Monday to Friday, inclusive; and”.

(3) In subclause (9) (a), substitute the figure “44” for the figure “45”.

(4) Substitute the following for subclause (10) (c):

"(c) The provisions of this clause shall not apply to a watchman.

3. KLOUSULE 6: GEWONE WERKURE, OORTYD EN OORTYDBETALING

(1) Vervang subklausule (1) (a) (i) deur die volgende:

"(i) 44 per week; en”.

(2) Vervang subklausule (1) (b) (i) deur die volgende:

"(b) 44 in ’n week van Maandag tot en met Vrydag; en”.

(3) In subklausule (9) (a) vervang die syfer “45” deur die syfer “44”.

(4) Vervang subklausule (10) (c) deur die volgende:

"(c) Hierdie subklausule is nie van toepassing op ’n wag nie.”
The ordinary hours of work of a watchman shall not exceed 44 in any seven-day period. Meal intervals shall be regarded as time worked.

Hours in excess of 44 hours shall be paid for at 1½ times his hourly rate.

A watchman's hourly rate shall be his weekly rate divided by 44.

A watchman shall be paid for Sunday work, in addition to the above, the sum equivalent to Sunday hours at his hourly rate."

4. CLAUSE 8: SICK LEAVE

(1) Substitute the following for subclause (4):

"(4) Maternity leave:

(a) All female employees shall be entitled to four months' maternity leave and be guaranteed re-employment after such leave at the same rate of pay as they were earning before commencement of such leave, subject to the employee being employed with the company for three months.

(b) Employees who have completed four or more years of service at commencement of maternity leave shall also be entitled to paid R500 at commencement of such leave."

Signed at Cape Town, on behalf of the parties, this 28th day of February 1991.

J. HEEGER,
Chairman.

K. BLUMBERG,
Vice-Chairman.

K. BARNES,
Secretary.

No. R. 1889

9 August 1991

LABOUR RELATIONS ACT, 1956

BORDERFURNITUREMANUFACTURINGINDUSTRY:
AMENDMENT OF SICK BENEFIT SOCIETY AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 2, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1889

9 August 1991

WET OP ARBEIDSVERHOUдинGЕ, 1956

MEUБEЛНУЙВЕРХЕID, GRENS: WYSIGING VAN SIEKTEBYSANDSVEREENIGINGSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van gecornomde Wet, dat die bepaling van die Wysigingsooreenkoms, uitgesonder dié vervat in klousules 1 (1) (a) en 2 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.
SCHEDULE

BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY

SICK BENEFIT SOCIETY AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Border Furniture Manufacturers' Association (hereinafter referred to as the “employers” or the "employers’ organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa (hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,


1. SCOPE OF APPLICATION OF AGREEMENT

1 (1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers’ organisation and by all employees who are members of the trade union and who are engaged or employed in the said industry;

(b) within the Magisterial Districts of Albert, Alwal North, East London (excluding that portion which, prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981 and R. 1079 of 10 June 1988, fell within the Ciskei), Fort Beaufort (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström) and Stutterheim.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in the Main Agreement;

(b) to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1961, or any contract entered into or any condition fixed thereunder.

2. SPECIAL PROVISIONS

The provisions contained in clause 27 of the Agreement published under government Notice No. R. 850 of 29 April 1983 (hereinafter referred to as the “former Agreement”), as amended, extended and renewed from time to time, shall apply to employers and employees.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 11 inclusive, 12 (as amended by clause 5 of the Re-enacting Agreement and as further amended by clause 4 hereunder), 13 (as amended by clause 6 of the Re-enacting Agreement), 14 (as amended by clause 7 of the Re-enacting Agreement and as further amended by clause 5 hereunder), 15, 16 (as amended by clause 8 of the Re-enacting Agreement and as further amended by clause 6 hereunder), 17 to 26 inclusive, 28 and 29 of the Former Agreement shall apply to employers and employees.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GRENS

OOREENKOMS VIR DIE SIETEBYSTANDS-VEREENIGING

ooroekomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Border Furniture Manufacturers’ Association (hierna die “werkgewers” of die “werkgewersorganisasie” genoem), aan die ene kant, en die

National Union of Furniture and Allied Workers of South Africa (hierna die “werknemers” of die “vakvereniging” genoem), aan die ander kant,


1. TOEPASSINGSBESTEK VAN OOREENKOMS

1 (1) Hierdie Ooreenkomens moet in die Meubelnywerheid, Grens, nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werkzaam is in genoemde Nywerheid;


(2) Ondanks subklousule (1), is hierdie Ooreenkomens van toepassing—

(a) slegs op werknemers vir wie minimum lone in die Hoofooroekoms voorgeskryf word;

(b) op vakleerlinge slegs in die mate waarin dit nie onbetaalbaar is met die Wet op Mannakragopleiding, 1981, of met ‘n kontrakt daarkragtens aangegaan of ‘n voorwaarde daarkragtens vasgestel nie.

2. SPESIALE BEPALINGS

Klousule 27 van die Ooreenkomens gepubliseer by Goewermentskennisgewing No. R. 850 van 29 April 1983 (hierna die "Vorige Ooreenkomens" genoem), soos van tyd tot tyd gewysig, verlang en hieru, is van toepassing op sowel werkgewers as werknemers.

3. ALGEMENE BEPALINGS

Klousules 3 tot en met 11, 12 (soos gewysig by klousule 5 van die Herbekragtigingsooroekoms en soos verder gewysig by klousule 4 hieronder), 13 (soos gewysig by klousule 6 van die Herbekragtigingsooroekoms), 14 (soos gewysig by klousule 7 van die Herbekragtigingsooroekoms en soos verder gewysig by klousule 5 hieronder), 15 en 16, 17 tot en met 26 en 29 van die Vorige Ooreenkomens is van toepassing op sowel werkgewers as werknemers.
4. CLAUSE 12: BENEFITS
In subclause (2), delete the words “and above” and insert the expression “R 800 per annum for Group 5 and R 400 per annum for Group 10.”

5. CLAUSE 14: LIMITATION OF BENEFITS
Substitute the following for subclause (2):
“(2) Maximum benefits, excluding sick pay, shall not exceed:

Group 1–3: R 800 per annum.
Group 4–6: R 200 per annum.
Group 7: R 500 per annum.
Group 8: R 800 per annum.
Group 9: R 200 per annum.
Group 10: R 400 per annum.”

6. CLAUSE 16: CONTRIBUTIONS
In subclause (1), substitute the following for the table of rates:

<table>
<thead>
<tr>
<th>Weekly wage</th>
<th>Member without dependants</th>
<th>Member with dependants</th>
</tr>
</thead>
<tbody>
<tr>
<td>R</td>
<td>R</td>
<td></td>
</tr>
<tr>
<td>Group 1: Less than R 50</td>
<td>1.65</td>
<td>2.15</td>
</tr>
<tr>
<td>Group 2: R 50–R 75</td>
<td>2.40</td>
<td>3.05</td>
</tr>
<tr>
<td>Group 3: R 76–R 100</td>
<td>3.15</td>
<td>4.25</td>
</tr>
<tr>
<td>Group 4: R 101–R 125</td>
<td>3.90</td>
<td>6.00</td>
</tr>
<tr>
<td>Group 5: R 126–R 150</td>
<td>4.85</td>
<td>6.75</td>
</tr>
<tr>
<td>Group 6: R 151–R 200</td>
<td>5.40</td>
<td>7.50</td>
</tr>
<tr>
<td>Group 7: R 201–R 250</td>
<td>7.25</td>
<td>9.25</td>
</tr>
<tr>
<td>Group 8: R 251–R 300</td>
<td>9.00</td>
<td>11.25</td>
</tr>
<tr>
<td>Group 9: R 301–R 500</td>
<td>10.75</td>
<td>13.25</td>
</tr>
<tr>
<td>Group 10: R 501 and above</td>
<td>12.50</td>
<td>15.25</td>
</tr>
</tbody>
</table>

Sick Pay only:

<table>
<thead>
<tr>
<th>R</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1–3</td>
<td>2.00</td>
</tr>
<tr>
<td>Group 4–6</td>
<td>3.00</td>
</tr>
<tr>
<td>Group 7</td>
<td>4.00</td>
</tr>
</tbody>
</table>

Signed at East London on behalf of the parties, this 11th day of April 1991.

P. W. MACKIE,
Chairman of the Council.

G. M. MANN,
Vice-Chairman of the Council.

W. J. CHERRY,
Secretary of the Council.

No. R. 1890

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 9 February 1995, upon the employers, organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

4. KLOULEUS 12: BYSTAND
In subklausule (2), skrap die woorde “en daarbo wees” en voeg in die uitdrukking “R 800 per jaar vir Groep 5, R 200 per jaar vir Groep 6 en R 400 per jaar vir Groep 10.”

5. KLOULEUS 14: BEPERKING VAN BYSTAND
Vervang subklausule (2) deur die volgende:
“(2) Maksimum bystand, uitgesonderd siektebesoldiging, is hoogstens:

Groep 1–3: R 800 per jaar.
Groep 4–6: R 200 per jaar.
Groep 7: R 500 per jaar.
Groep 8: R 800 per jaar.
Groep 9: R 200 per jaar.
Groep 10: R 400 per jaar.”

6. KLOULEUS 16: BYDRAES
In subklausule (1), vervang die tariewetabel deur die volgende:

<table>
<thead>
<tr>
<th>Weekloon</th>
<th>Lid sonder afhanklikes</th>
<th>Lid met afhanklikes</th>
</tr>
</thead>
<tbody>
<tr>
<td>R</td>
<td>R</td>
<td></td>
</tr>
<tr>
<td>Groep 1: Minder as R 50</td>
<td>1.65</td>
<td>2.15</td>
</tr>
<tr>
<td>Groep 2: R 50–R 75</td>
<td>2.40</td>
<td>3.05</td>
</tr>
<tr>
<td>Groep 3: R 76–R 100</td>
<td>3.15</td>
<td>4.25</td>
</tr>
<tr>
<td>Groep 4: R 101–R 125</td>
<td>3.90</td>
<td>6.00</td>
</tr>
<tr>
<td>Groep 5: R 126–R 150</td>
<td>4.85</td>
<td>6.75</td>
</tr>
<tr>
<td>Groep 6: R 151–R 200</td>
<td>5.40</td>
<td>7.50</td>
</tr>
<tr>
<td>Groep 7: R 201–R 250</td>
<td>7.25</td>
<td>9.25</td>
</tr>
<tr>
<td>Groep 8: R 251–R 300</td>
<td>9.00</td>
<td>11.25</td>
</tr>
<tr>
<td>Groep 9: R 301–R 500</td>
<td>10.75</td>
<td>13.25</td>
</tr>
<tr>
<td>Groep 10: R 501 en meer</td>
<td>12.50</td>
<td>15.25</td>
</tr>
</tbody>
</table>

Stels siektebesoldiging:

<table>
<thead>
<tr>
<th>R</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>Groep 1–3</td>
<td>2.00</td>
</tr>
<tr>
<td>Groep 4–6</td>
<td>3.00</td>
</tr>
<tr>
<td>Groep 7</td>
<td>4.00</td>
</tr>
</tbody>
</table>

Namens die partye op hede die 11de dag van April 1991 te Oos-Londen onderteken.

P. W. MACKIE,
Voorsitter van die Raad.

G. M. MANN,
Ondervoorsitter van die Raad.

W. J. CHERRY,
Sekretaris van die Raad.

No. R. 1890

WET OP ARBEIDSVERHOUINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNY- WERHEID (NATAL): WYSIGING VAN HOOFOOR- EENKOMS

Ek, Eli van der Merwe Louw, Minister van Manne- krag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkomse (hierdie die Wysigingsooreenkomse genoem) wat in die Byelee hiervan verskyn en betrek- king het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskep by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 9 Februarie 1995 eindig, bindend is vir die werk- gewersorganisasië en die vakvereniging wat die Wysigingsooreenkomse aangaan het en vir die werk- gewers en werknemers wat lede van genoemde organi- sasië of vereniging is; en
Motor strike ends with retrenchments accord

EMPLOYERS have conceded to industry's first ever retrenchment moratorium, in terms of the landmark deal bringing to a close the 13-day national strike in the vehicle assembly sector.

Another pioneering feature — although this was substantially finalised before the strike — is an agreement to set up an industry training and education board to consolidate and oversee all training initiatives, funded by employers and under joint union-employer control.

Ground-breaking accords on retrenchments and training marked the end of the motor industry strike, reports DREW FORREST

The National Union of Metalworkers described it as "breaking new ground in the history of training in this industry and the country".

Retrenchments and pay were the key triggers for the first national strike in the industry, staged by Numsa and involving 25 000 workers and affecting production at all major assembly plants except Mercedes-Benz. Costing an alleged R800-million in lost output, it was resolved after 40 hours of mediation.

In mediation, Numsa succeeded in driving up the wage offer for the lowest paid from R1 to R1.15 an hour — well short of its original R2 across-the-board demand. Skilled workers will receive R1.80 or 13.5 percent, whichever is greater.

The retrenchment moratorium applies until June 30 next year, when the agreement lapses, but can be suspended in the event of repeated failure to reach production targets because of procedural industrial action.

In their pre-mediation offer, employers tied the moratorium to a number of other conditions, including the achievement of monthly production schedules.

The agreement also gives effect to Numsa's job security and creation concerns by setting up a "job security and productivity committee", which will draw up a plan of action and make recommendations to the national bargaining forum by November 30.

Underpinning the proposed industry training board are a set of agreed principles: training will be linked to programmes for economic transformation and industry restructuring, will redress past racial and gender discrimination, will be linked to the formal education system and defined industry career paths and will be modular and competency based.

It will also encompass adult basic education and literacy, while the job security committee will set guidelines on the training of retrenched and the jobless.

Another unusual feature is an employer agreement to share the cost of community-based child-care facilities with the state.

Providing for "the whole spectrum of education, from infant care to after-school care", these will be established in the communities from which companies draw their workforce and remain under community control.

Numsa's bargaining secretary, Les Kisiedas, commented that the agreement "heralds a new era in the bargaining relationship with employers in the auto industry".
Tyre sector talks: mediators called in

DEADLOCKED talks in the tyre manufacturing industry, which have led to a three-week strike by about 5 000 workers, were referred to mediation yesterday after a meeting between employers and unions at the weekend.

National Union of Metalworkers of SA (Numsa) chief negotiator Les Kettleias said mediation started yesterday morning in an effort to end the strike over pay and job security at three tyre plants in the Port Elizabeth area.

This followed a meeting between the New Tyre Manufacturers Employers' Association Numsa and the SA Iron and Steel Workers Union on Sunday.

**Moratorium**

Kettleias said the strikes at Firestone, Gentyre Industries and Tycon — formerly Goodyear — started on July 22.

"Wages and a moratorium on retrenchments are central to the resolution of the strike. The parties have made sufficient progress on the Numsa demand on training, and settlement is possible on that issue," Kettleias said.

However, talks on Sunday ended in a stalemate on the question of a moratorium on retrenchments and wage increases.

Numsa entered wage negotiations earlier this year with a demand for an hourly, across-the-board increase of R2 or 25% — whichever was the greater — and the retention of the current R5.50 minimum.

The Independent Mediation Service of SA (Imassa) had been approached for a third time in the past month to help resolve the dispute. Last week, Imassa director Charles Nupen was active in achieving settlement in the vehicle assembly industry. Imassa also assisted metal industry employers and unions to an agreement at the end of last month.

Sapa reports that New Tyre Manufacturers Employers Association chairman Bill Vos confirmed yesterday that employers, Numsa and the SA Iron and Steel Workers had reached stalemate over wages and job security.

The association called a special meeting of the Port Elizabeth-based tyre industrial council on Sunday, where it was decided to refer the dispute to mediation, he said.

Numsa represents about 5 000 striking workers out of a total workforce of 8 000, he added.
Mediation being considered

TWO dispute meetings last Friday failed to end a wage deadlock in the motor industry and employers are now considering mediation in a bid to resolve the dispute.

SA Motor Industry Employers' Association (SAMIEA) executive director Vic Fourie said yesterday talks between the National Union of Metalworkers (Numsa) and employers ended inconclusively and SAMIEA was now considering a union proposal for mediation.

The dispute affects about 200,000 workers at petrol stations, garages, component manufacturers, vehicle body building and automotive engineers countrywide.

Employers will respond to the union by next month.

Numsa chief negotiator Les Kettle says last week the dispute arose from employers' call for a wage freeze until the end of August next year. Employers also refused to negotiate on Numsa demands including the elimination of area differentials in relation to wages.

Fourie said the motor industry was "in a difficult state". Employers also felt the effect of wage increases granted last December was still very relevant.

Numsa is demanding an across-the-board hourly increase of R2 or 25% on the minimum wage — whichever is the greater.
Revised proposals in tyre sector dispute

MEDIATION aimed at settling the tyre and rubber industry dispute in the Eastern Cape ended this week with employers and unions agreeing to approach their constituencies with revised proposals.

Independent Mediation Services of SA (Imssa) mediator Mark Anstey said yesterday the National Union of Metalworkers (Numsa), representing about 6 000 workers in the industry, expected to report back to employers by Friday.

Anstey said proposals report-backs would cover included wages, job grading, the viability of the industry, a moratorium on retrenchments and training.

Numsa members have been on strike at Firestone, General Tyre and Tycon — formerly Goodyear — since July 22.
Numsa holds strike ballot at Bosal

THE National Union of Metalworkers of South Africa started balloting its members at plants belonging to Belgian multinational Bosal Afrika yesterday.

The union is in dispute over wages and demands that the company commit itself to national instead of plant level - bargaining. Numsa northern Transvaal regional organiser Mr David Modimoeng said yesterday.

"Our members could go on strike by August 26, depending on the outcome of the ballot," said Modimoeng.

Balloting was preceded by mediation on August 5 and 6.

Bosal Afrika personnel manager Mr Solly Legong, was not immediately available for comment.

Modimoeng said the union demanded that Bosal Afrika join the metal industry National Bargaining Forum by affiliating to an employer association like the Steel and Engineering Industries' Federation of South Africa.

Workers also demanded a R1.15 across-the-board increase on hourly rates, against the company offer of 85 cents, he said.

Numsa further demanded the company pay for shop stewards' accommodation and airfare when they attended national meetings.

The company has been called on to grant March 21 - Sharpeville Day - as a paid public holiday. The company insisted that this be swapped with December 16, or that employees work in the last hours.

The strike poll at plants in Durban, Uitenhage, Krugersdorp, Mount Edgecombe, Pretoria and Cape Town was being supervised by the Independent Mediation Services of South Africa, he added. - Sapa.
Strike over wages hits 3 oil giants

By Shareen Singh

Three petroleum companies have been hit by nationwide legal strikes at more than 30 depots.

Chemical Workers Industrial Union (CWIU) spokesman Martin Jansen said the strike by about 1,000 workers at Caltex, BP and Total Oil had started at two depots in the western Cape on Tuesday and spread to other depots yesterday.

Workers are demanding monthly rises ranging from R260 to R320 (20 to 25 per cent), a centralised bargaining forum for all oil companies, and a moratorium on retrenchments and contract labour.

"Having separate negotiations at the different oil companies does not make much sense as there is strong co-operation among the companies on marketing and strategies in dealing with the union," Mr Jansen said.

Separate wage negotiation was time-consuming and impractical, he added. The union had recently started wage talks with Shell, and the same demands had been tabled.

Workers at the Milnerton plant of BP in Cape Town had held a "successful demonstration" and blocked the entrance to the plant, Mr Jansen said.

Caltex Oil spokesman Mike Maxwell said the firm had offered fair and competitive increases including an across-the-board raise of R200, or 13.2 per cent, whichever was greater.

Regarding industry bargaining, Mr Maxwell said Caltex was not prepared to sacrifice its independence and flexibility to negotiate what was in the best interests of employees and the company.

Total refused to confirm the strike.
Oil workers strike

About 1,000 employees of BP, Caltex and Total have gone on strike to support demands for wage increases of between 21% and 25%, job security and centralised bargaining for the petroleum industry. The companies offer between 9% and 19%.

An industry source says offers for most jobs exceed the inflation rate. The offer for the lowest-paid job is a 16% increase to R1 438 a month.

In addition one company subsidises its employees' home loans to bring interest rates down to an effective 4%. It pays for group life assurance amounting to 25 times gross monthly salary of each employee and has a subsidised pension and medical aid scheme.

The trade union says workers are particularly angry about the multinationals investing millions in upgrading refineries, marketing networks and improving their images.
Workers locked out

CALTEx Oil yesterday locked out striking workers at depots in Durban and Germiston as the Chemical Workers Industrial Union stepped up its protest for improved working conditions.

A spokesman in the union's Cape Town office, Mr Martin Jansen, said about 60 CWIU members had been locked out at the Island View depot in Durban, and 70 at Alrode, Germiston.

More than 1 000 CWIU members were on strike at Caltex Oil, BP and Total, he said.

Meanwhile, BP announced it had improved its wage offer at a meeting with the union on Friday, Jansen said.

Increase demanded

Strikers demanded increases of between 21 and 25 percent, job security and centralised bargaining.

Jansen said BP offered a minimum guaranteed increase of 13 percent, up from its original proposal of 10 percent. Bottom rates would be increased by 16 to 16.3 percent.

The union and BP will meet again in Johannesburg today.

The strike started at BP's Milnerton depot in Cape Town last Tuesday.

A spokesman for BP said the company was offering a monthly increase of 16.3 percent on the payroll. This guaranteed that no employee would receive an increase of less than R200 or 13.2 percent.  Sapo.
900 workers down tools at AECI plant

PRETORIA — About 900 chemical workers at AECI Bophuthatswana, near Magwase, are on strike over wages and working conditions, union and management spokesmen said yesterday.

Chemical Workers' Industrial Union branch secretary Jackie Masemola said the workers had been out since August 15. Management and the union had been involved in negotiations during the past two months, but had failed to reach an agreement.\[P.21(8)\]

He said the union demanded a minimum monthly wage of R1 075 which was in line with most AECI plants and a R200 across-the-board increase, while the company offered a minimum of R942,80 a month.

He alleged that the company was shielding behind the “terrible” working conditions and low wages in the homeland to justify its refusal to accede to union demands.

AECI spokesman Andre Botha issued a statement last night saying the strike followed a deadlock in wage negotiations.

"Company management also confirms that mediation as an appropriate means of solving the dispute is being considered," he said. — Sapa.
Housing subsidies look set to change

HOUSING subsidies provided by employers could look drastically different by the year's end, says Rode Report director Erwin Rode.

While the tax benefit on these subsidies has been effectively phased out over the past seven years, employees still enjoy a slight tax advantage when they receive a mortgage bond subsidy rather than cash, he says.

"This arises from the fact that the official rate for the calculation of the taxable value of such a subsidy is 19%, compared with a market rate of 19.75%," Rode says.

About 70% of employees currently receive a mortgage bond subsidy, with the subsidised rate of a large percentage of these not rising with market rates. "The moment tax subsidies become tax neutral or punitive, employees will seek to have this fringe benefit quantified and turned into cash," Rode says.
Court curbs Numsa actions

AN ELANDSFONTEIN company has won an interdict against the National Union of Metalworkers of South Africa preventing its members from promoting strikes or work stoppages.

More than 400 Numsa members employed by Brollo Africa, a steel piping manufacturer, crowded into a courtroom of the Industrial Court in Pretoria yesterday to hear the outcome of an action brought by their employer.

He said the company had sought the interdict after Numsa members had engaged in 15 work stoppages since early July.

"The company had no alternative but to approach the Industrial Court for relief after all other avenues had been exhausted," the spokesman said.

A representative of the Kempton Park branch of Numsa, Mr Mongezi Maphuthi, said the workers were demanding a minimum wage of R6 an hour and an increase of R2 an hour.

The company this year asked Numsa to submit its wage demands to management for the first time, Maphuthi said. - Sowetan Correspondent.
Union members picket petrol firms in Jo‘burg

By Abel Mushi (355)

About 200 members of the Chemical Workers Industrial Union (CWIU) picketed outside the Johannesburg headquarters of three major petroleum firms yesterday.

The workers — from depots and refineries in the PWV area — marched on the headquarters of Total in Braamfontein, BP in Parktown and Caltex in Rosebank.

They were demanding an across-the-board wage increase of between 20 and 28 percent, job security and the formation of a centralised national bargaining forum of all the major petroleum companies to discuss workers’ problems with the union.

“We are not submitting any lists of grievances as the companies already have our demands,” said CWIU Transvaal education officer John Appolos, adding that the pickets were meant to highlight the workers’ plight and that CWIU workers countrywide had been on strike since last Wednesday.

About 600 workers belonging to Cosatu held a picket outside Sundowners in Bedfordview yesterday to demand a R250-a-month across-the-board increase.
I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

E. VAN DER M. LOUW,
Minister of Mannekrag.
SCHEDULE

BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Border Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,


PART I

PROVISIONS APPLICABLE TO THE INDUSTRY THROUGHOUT THE AREAS COVERED BY THE AGREEMENT, UNLESS THE CONTRARY IS STATED

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed respectively in the said industry;

(b) within the Magisterial Districts of Albert, Allwal North, East London (excluding those portions which prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981, R. 1079 of 10 June 1988 and 2354 of 5 October 1990 fell within the Ciskei), Fort Beaufort (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström and Stutterheim (including that portion which prior to the publication of Government Notice No. 2354 of 5 October 1990 fell within the Magisterial District of Stutterheim).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in this Agreement;

(b) to apprentices only in so far as the said terms are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GRENS

HOOFOORENKOMS

oreenkomstig die Wet op Arboudingheid ingen, 1956, gelaag deur en aangeaagd tussen die

Border Furniture Manufacturers' Association

(hierdie die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierdie die "werknermers" of die "vakvereniging" genoem), aan die ander kant,


DEEL I

BEPALINGS VAN TOEPASSING OP DIE NYWERHEID ORAL IN DIE GEBIEDE WAT DEUR DIE OORENKOMS GEDEK WORD, TENSIE DIE TEENOORGESTELDE GEMELD WORD

1. TOEPASSINGSBESTEK VAN OORENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Meubelynwerheid, Greens—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknermers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werkzaam is in genoemde Nywerheid;

(b) in die landdistrikte Albert, Allwal-Noord, Fort Beaufort (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdistrik Stockenström geval het), Oos-Londen (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewings Nos. R. 1877 van 4 September 1981, R. 1079 van 10 Junie 1988 en 2354 van 5 Oktober 1990 in die Ciskei geval het), Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdistrik Stockenström geval het) en Stutterheim (insluitende die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 2354 van 5 Oktober 1990 in die landdistrik Stutterheim geval het).

(2) Ondanks subklausule (1) is hierdie Ooreenkoms van toepassing—

(a) slags op werknermers vir wie minimumtonne in hierdie Ooreenkoms voorgeskryf word;

(b) op vakleerlinge slags in die mate waarin dit nie onbetaalbaar is met die Wet op Mannelkopleiding, 1981, of met 'n kontrakt daartegn is aangegaan of voorwaardes daarvolgens vasgestel nie.
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<th>SCHEDULE</th>
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<td>BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY</td>
<td>NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GENS</td>
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<td>MAIN AGREEMENT</td>
<td>HOOFKOORENKOMS</td>
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in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Border Furniture Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa
(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,


P ART I

PROVISIONS APPLICABLE TO THE INDUSTRY THROUGHOUT THE AREAS COVERED BY THE AGREEMENT, UNLESS THE CONTRARY IS STATED

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers’ organisation and by all employees who are members of the trade union and who are engaged or employed respectively in the said industry;

(b) within the Magisterial Districts of Albert, Allwal North, East London (excluding those portions which prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981, R. 1079 of 10 June 1988 and 2354 of 5 October 1990 fell within the Ciskei), Fort Beaufort (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which prior to the publication of Government Notice No. 1904 of 30 August 1985 fell within the Magisterial District of Stockenström) and Stutterheim (including that portion which prior to the publication of Government Notice No. 2354 of 5 October 1990 fell within the Magisterial District of Stutterheim).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

(a) only to employees for whom minimum wages are prescribed in this Agreement;

(b) to apprentices only in so far as the said terms are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

1. DEEL I

BEPALINGS VAN TOEPASSING OP DE NYWERHEID ORAL IN DE GEBIEDE WAT DEUR DIE OORENKOMS GEDEK WORD, TENSY DIE TEENOORGESTELDE GEMELD WORD

1. TOEPASSINGSBESTEK VAN OORENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Meubelynwywerheid, Gens—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werkzaam in genoemde Nywerheid; en

(b) in die landdrosdistrikte Albert, Allwal-Noord, Fort Beaufort (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrosdistrik Stockenström geval het), Oos-Londen (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewings Nos. R. 1877 van 4 September 1981, R. 1079 van 10 Junie 1988 en 2354 van 5 Oktober 1990 in die Ciskei geval het), Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewings No. 1904 van 30 Augustus 1985 in die landdrosdistrik Stockenström geval het) en Stutterheim (insluitende die gedeelte wat voor die publikasie van Goewermentskennisgewings No. 2354 van 5 Oktober 1990 in die landdrosdistrik Stutterheim geval het).

(2) Ondanks subklausule (1) is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie minimumloon in hierdie Ooreenkoms voorgestel is;

(b) op vakleieringe slegs in die mate waarin dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtig aangegaan of voorwaardes daarvolgens vasgestel nie.
Grade II

5. (a) Employees engaged in—

(1) bedding-making, which means the manufacture by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton wadding, hair, fibre, wool, feathers, grass, straw, rubber of any other similar materials; or any combination of spring interior, all types of wire springs, chain and/or spiral springs full spiral springs, mesh springs, helical springs, all types of springs and/or spring units; pillows, cushions, bolsters, overlays, quilts; knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs and helical springs to frames for bedding, but excluding the sundry operations referred to in subclause (b) and (c);

(2) weaving of spring mesh;

(3) stuffing filling into mattress cases, whether by hand or machine;

(4) side stitching;

(5) tufting, whether by hand or machine;

(6) operating a border quilting machine;

(7) operating a top quilting machine;

(8) preparing frames and rollers for the top quilting machine;

(9) securing, sewing or stapling interlaced pads to spring units, whether by hand or machine;

(10) filling of cushions with spring interiors and/or spring units;

(11) laying out filling material upon a spring unit;

(12) securing mattress tops, whether quilted or not, in a position for building a prebuilt interior or spring mattress;

(13) tape ending a spring interior mattress;

(14) roll edging by hand or machine.

Cents per
hour

During the period ending 20 March 1992........... 405

(b) Employees engaged in spot welding

Cents per
hour

During the period ending 20 March 1992........... 405

(c) Employees employed as despatch clerks or storemen:

Cents per
hour

During the period ending 20 March 1992........... 405

(d) Learners employed in learning the classes of work referred to in clause 5 (a);

During the first year in which this Agreement comes into operations:

Per week:

Grade 2L1: For the first six months of employment: 334 cents per hour;

Grade 2L2: For the second six months of employment: 363 cents per hour;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 5 (a).

6. Employees engaged in—

operating all machines where such machines have been set by a setter or supervisor, all repetitive upholstery work (but excluding re-upholstery, prototype and one off work), operating spray guns, curtain and roller casters and all repetitive assembly operations.

Cents per
hour

During the period ending 20 March 1992........... 405

Grade II

5. (a) Werknemers wat volgende werk verrig:

(1) Beddegoedmaker, d.w.s. die vervaardiging met die hand of ’n meganiese toestel, hetsy in die geheel of gedeeltelik, van alle soorte matrassen gewer met klipperhaar, haarkloof, kapok, vlokkiës, kapok, katoenwolle, hare, veseel, wol, vee, gras, saff, stof, rubber of ’n ander soortgelyke stof; of ’n kombinasië van voorbinnewriter, alle soorte draadwerke, kettin- en/ of spiraalwerke, valspreiaan, maaswerke, heliese vere, alle soorte vere en/of veereenhede; kopkussings, stoelkussings, paule, bomstrusse, kwite die vaste slaai en/of vasbak van veermattaardraad, kettinveermamese, spraalvere en heliese vere aan rame vir beddegoed, maar uitgesonder die diverse werkzaamhede in subkousules (b) en (c) bedoel.

(2) Veermaawerk vleg:

(3) vulsiel in matrasloipe instop, hetsy met die hand en/of ’n masjiens;

(4) sye stik;

(5) kwassiesmaak, hetsy met die hand en/of ’n masjiens;

(6) ’n randkwiltmasjiens bedien;

(7) ’n bo-kwiltmasjiens bedien;

(8) rame en rollers vir die bo-kwiltmasjiens gereed maak;

(9) vervolgde kussinkies aan veereenhede vassit, -stik of kruin, hetsy met die hand en/of ’n masjiens;

(10) stoelkussings met voorbinnewriter en/of veereenhede vul;

(11) vulsiel op ’n veereenhed uitsprei;

(12) matsabosklië, hetsy gekwilt of nie, in ’n posisië vassit om ’n vooraf geboude binewriter of veermatrak te beu;

(13) rande aan die kante van ’n binneveermatrak stik;

(14) Rolomrandwerk met die hand en/of ’n masjiens:

Gedereende die tydperk eindigende 20 Maart
1992 .................................................................................. 405

(b) Werknemers wat puntwerkwerk verrig:

Gedereende die tydperk eindigende 20 Maart
1992 .................................................................................. 405

(c) Werknemers in diens as versendingsklerke of magasynmene:

Gedereende die tydperk eindigende 20 Maart
1992 .................................................................................. 405

(d) Leerlinge in diens om die klasse werk bedeel in klousule 5 (a) te leer:

Gedereende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

Per week:

Graad 2L1: Vir die eerste ses maande diens: 334 sent per uur;

Graad 2L2: Vir die tweede ses maande diens: 383 sent per uur.

daarna, die loon voorgeskryf vir ’n werknemer in diens in werk in klousule 5 (a) bedoel.

6. Werknemers wat die volgende werk verrig:

Alle masjiene bedeel waar sodanige masjiene deur ’n masjiенstiller of ’n toesighouer ingestel is, alle herhalingsstofwerk (maar nie herselfwerkwerk, prototype en enkeltpunt werk nie); sprei- en kousie bedeel, gordynrolle en/ of roiletjes aanbring en alle herhalingsmonteerwerkzaamhede:

Sent per
uur

Gedereende die tydperk eindigende 20 Maart
1992 .................................................................................. 405
7. Learners employed in learning the operations referred to in clause 6:

During the first year in which this Agreement comes into operation:

Per week:

    Grade 2L1: For the first six months of employment: 334 cents per hour;
    Grade 2L2: For the second six months of employment: 363 cents per hour;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 6.

Grade III

8. Employees engaged in:

    (1) any operation or process, in whole or in part, performed by hand or mechanical appliance, in slipstitching; sewing and/or joining covers, flies, cushions, cords, pelmets or bolsters, but excluding the cutting of covers;
    (2) buttoning of removable and/or loose cushions;
    (3) affixing gimp and/or braid and/or box pleating, but excluding the stapling and/or tacking thereof:

\[
\text{Cents per hour}
\]

During the period ending 20 March 1992........... 319

9. Employees engaged in:

    (1) all sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts;
    (2) sewing mattress handles to border;
    (3) sewing quilted borders onto mattress units prior to tape edging;
    (4) closing up by hand or machine the mouth of a mattress;
    (5) joining border lengths;
    (6) closing pillows, cushions and bolsters;
    (7) cutting tops, borders and cases:

\[
\text{Cents per hour}
\]

During the period ending 20 March 1992........... 319

10. Learners employed in learning the classes of work referred to in clauses 8 and 9:

Per week:

    Grade 3L1: For the first six months of employment: 302 cents per hour;
    Grade 3L2: For the second six months of employment: 309 cents per hour;

thereafter, the wage prescribed for an employee engaged in work referred to in clauses 8 and 9.

11. Employees engaged in—

    (1) fixing up of ready-made cane mats;
    (2) setting up and operating single-drum sander, opendisc sander, bobbin sander and air-filled sander;
    (3) boring holes;
    (4) morticing on the mortice machine only;
    (5) operating the hinge recessing machine for the purpose of cutting recesses for locks and hinges;
    (6) filling cushions with spring interior and/or spring units;

7. Leerlinge in diens om die werksamehde bedeel in klusule 6 te leer:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werkting tree:

Per week:

    Graad 2L1: Vir die eerste ses maande diens: 334 sent per uur;
    Graad 2L2: Vir die tweede ses maande diens: 363 sent per uur;

Graad III

8. Werknemers wat die volgende werk verrig:

    (1) 'n Werksamehde of proses, hetsy in die geheel of gedeeltelik, met die hand of 'n meganiëse toestel, in glipsteek; stik en/of aanmekaarwerk van oortreksels, teenstroke, stoelkussings, koorde, gordynkappe of peule, maar nie die sny van oortreksels nie;
    (2) knopa aan verwyderbare en/of los stoelkussings vaswerk;
    (3) gimp en/of galon en/of stoploosploes vasstel, maar nie vaskam en/of met hegspyskers vasslaan nie:

\[
\text{Sent per uur}
\]

Gedurende die tydperk eindigende 20 Maart 1992 ............................................ 319

9. Werknemers wat die volgende werk verrig:

    (1) Alle stikwerk nodig by die vervaardiging van bostukke, rande, matrassliple, atelierbanksontreksels en komponente;
    (2) matrashandvatsels aan rande stik;
    (3) gekwilte rande aan matrasenhede stik vóór die waskuns van kantbande;
    (4) die bek van 'n matras met die hand of 'n masjien toewerk;
    (5) randlengtes aanmeekaartwerk;
    (6) kopkussings, stoelkussings en peule toewerk;
    (7) bostukke, rande en slope uitsny:

\[
\text{Sent per uur}
\]

Gedurende die tydperk eindigende 20 Maart 1992 ............................................ 319

10. Leerlinge in diens om die klasse werk bedeel in klusules 8 en 9 te leer:

Per week:

    Graad 3L1: Vir die eerste ses maande diens: 302 sent per uur;
    Graad 3L2: Vir die tweede ses maande diens: 309 sent per uur;

daarna, die loon voorgestryf vir 'n werknemer in diens in werk in klusules 8 en 9 bedeel.

11. Werknemers wat die volgende werk verrig:

    (1) Klaargemaakte rottagmatte vasstel;
    (2) 'n enkelrolkuurder, ookingkuskuurder, toelkuurder en luggevulde kruurder opstel en bedien;
    (3) gate boor;
    (4) slegs met die tapmasjien tappate sny;
    (5) die skameralholmasjien bedien om uithollings vir skotsie en skarniere te sny;
    (6) stoelkussings met veetbinnewerk en/of veereenhede vui;
(7) operating a dowel insertion machine;
(8) inserting hanger bolt, and bolting on or screwing in of a leg, but excluding the affixing of the plate and/or attachment to the carcase to take the hanger bolt;
(9) operating an edge veneering machine, but excluding edge banding;
(10) machine sanding, excluding double and triple drum and combination drum and belt sander;
(11) positioning of wooden and metal laths and cross bars to frames for upholstering:

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<thead>
<tr>
<th>Cents per hour</th>
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<tbody>
<tr>
<td>During the period ending 20 March 1992</td>
</tr>
</tbody>
</table>

**Grade IV**

12. Employees engaged in—

(1) bolting;
(2) making and/or pointing of wooden dowels and pins by hand and/or machine;
(3) sandpapering and by hand and/or portable sander, regardless of whether the articles sandpapered are stationary or rotating;
(4) bending of solid timber by hand or mechanical process;
(5) filling of holes or cracks in furniture with wood filler or similar substances;
(6) fixing bed irons, domes and sockets for castors;
(7) applying wax;
(8) painting and/or filling edges;
(9) removing doors and fittings prior to preparation for polishing;
(10) fitting in with plaster of Paris or any other filling material;
(11) bleaching furniture with acids or any other bleaching agent;
(12) stippling polished surface;
(13) staining, oiling, filling and/or reviving by hand only;
(14) fixing of webbing and/or substitutes, but excluding the lashing of coil springs;
(15) tacking of plywood or hardboard onto loose seats for upholstery purposes;
(16) spraying of metal;
(17) riempie work;
(18) hooking on of helical springs and/or chain and/or zigzag or no-sag type of springing;
(19) teasing coil or other materials by machine;
(20) stippling and punching the background of carving;
(21) knocking on of T and G edge strips by hand, excluding mitered corner sections;
(22) lacking on of bottoms to upholstered articles;
(23) work in connection with any of the processes in the construction of spring interior and/or spring units and the manufacture of their component parts;
(24) punching away protruding panel pins and/or nails and/or staples in the hand-sanding section;
(25) breaking up and/or cutting from selfedge to selfedge by hand of rolls of upholstery material, hessian, calico, crownflex and similar materials, but expressly excluding the cutting to size of pattern and/or shape ready for upholstering;
(26) fixing of handles by screws, bolts and nuts, and screwbolts through prebored holes;
(27) affixing of mirrors by the use of adhesive tape;
(28) touching up at the point of loading and/or offloading:

<table>
<thead>
<tr>
<th>Cents per hour</th>
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<tr>
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</tbody>
</table>

(7) ’n tappenvoegmasjien bedien;
(8) hangerbout insteek en ’n poot vastbout of instekroef, maar nie die vassit van die plaat en/of hegsku stuk aan die raamwerk waaraan die hangerbout moet kom nie;
(9) ’n kantlineemasjien bedien, maar nie kantlyste aansit nie;
(10) met ’n masjien skuur, maar nie met ’n twee- en drierol- en kombinasierol-en-band-skurder nie;
(11) hout- en metaalatelle en dwarssstave aan raam vir stofleerwerk in posisie plaas:

<table>
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<tr>
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<tr>
<td>Gedurende die tydperk eindigende Maart 1992</td>
</tr>
</tbody>
</table>

**Graad IV**

12. Werknemers wat die volgende werk verrig:

(1) Vastbout;
(2) houttappen en -panne a met die hand en/of ’n masjien maak en/of spits maak;
(3) met die hand en/of ’n draagbare skurder skuur, ongeag of die artikels wat geskuur word, stilstaan of draai;
(4) solide hout met die hand of d.m.v. ’n meganiese proses buig;
(5) gate of barste in meubels met houtvuil of soortgelyke stowwe vul;
(6) bedysters, koepels en sokke vir rolwieljies vassit;
(7) was aanwend;
(8) rande verf en/of vul;
(9) deure en toebehore afhaal voordat dit vir poleerwerk gereedgemaak word;
(10) met gips of ’n ander vulstof vul;
(11) meubels met sure of a ander bleikmiddel klei;
(12) ’n gepokeerde oppervlak stippel;
(13) slegs met die hand bols, olie, vul en/of vernuwe;
(14) webband en/of plassverversers aansit, maar nie spiraalvormige vaswond nie;
(15) laaghout of hardhout aan los sitplekko vir stofleerwerk vasspyker;
(16) metaal bespuit;
(17) riempieswerk;
(18) heliese vere en/of ketting- en/of sigsag- of nieuedereakte veilig werk aanhak;
(19) klapperbaar of ander materiaal met ’n masjien plus;
(20) die agtergrond van houtsmywerk stippel en pons;
(21) T- en G-randstrok met die hand vasslaa, maar nie verstekhoekprofiele nie;
(22) bome aan gereagterade artikels vasspyker;
(23) werk in verband met enige van die prosesse by die vervaardiging van veerbinnewerk en/of veer teenhede en die vervaardiging van hul onderdele;
(24) paneelpenne en/of -spykers en/of -kramme wat uitstek met ’n pons wegkap in die handskuurseksie;
(25) rolle stofleermateriaal, goening, kaliko, crownflex en dergelijke stowwe met die hand opmaak en/of solikant tot solikant sny, maar uitsteklik nie ’n patroon en/of fatsoen, gereed vir stofleerwerk, na grootte sny nie;
(26) handvatsels met skroewe, boute en moeë en skroef-
boute deur vooraf geboorde gate vas heg;
(27) speëls deur middel van kleefband vasstil;
(28) opknapwerk by die op- en/of aflaaplek:
13. Employees engaged in—
(1) bolting by hand of bed mattress frames, studio couch frames and cots;
(2) preparing spools for a border quilting machine;
(3) cutting quilted borders to length;
(4) punching holes in mattress borders;
(5) fitting ventilators and handles to mattress borders;
(6) feeding the interfacing machine;
(7) cutting and making of pads, irrespective of materials used;
(8) positioning of laths and cross-bars, or fixing webbing to mattress or bed frames;
(9) staining mattress frames;
(10) affixing lugs to mattress frames;
(11) positioning and securing mesh to a mattress frame;
(12) hanging loops on needles in compression tufting;
(13) loading, wheeling and operating a cloth-spreading machine;
(14) operating a teasing machine;
(15) attending a loop machine;
(16) attaching loops or buttons or tufts;
(17) staining and/or varnishing frames for bedding by hand;
(18) assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made;
(19) fixing bed irons;
(20) attaching spring units to bed frames.

During the period ending 20 March 1992............ 295

14. Employees engaged in—
(1) cleaning and sweeping of premises;
(2) cleaning machinery, plant, tools, spray guns and utensils;
(3) oiling and greasing machines and/or vehicles;
(4) lime-washing;
(5) loading and/or unloading vehicles;
(6) handling materials;
(7) pushing or pulling a vehicle or handcart;
(8) delivery by manually propelled vehicles;
(9) unpacking, balancing and unbaling raw materials;
(10) cleaning and blowing down of equipment;
(11) attending boiler, incinerator and/or oven;
(12) loading and unloading kilns;
(13) making tea or other similar beverages;
(14) treating timber for preservation;
(15) packing articles into cartons and/or cardboard containers;
(16) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers;
(17) washing and/or wiping off glue;
(18) stripping second-hand upholstery and bedding;
(19) assisting a furniture machinist in handling materials before and after machining;
(20) cutting metal rods, hinges, metal tubes, metal strips, chain, wire, hoop-iron and similar materials;
(21) riveting or making threads on iron bolts and rods;

13. Werknemers wat die volgende werk verrig:
(1) Bedmatrasrame, ateljeursbankrame en bababeddens met die hand vasbou;
(2) spoede vir 'n randkwiltmasijen gereedmaak;
(3) gekwilde rande volgens lengte sny;
(4) gate in matrasrane pons;
(5) ventileerders en handvatset aan matrasrane aanbring;
(6) die vervlegmasijen voor;
(7) kussinkies uitsny en maak, ongeag die materiaal wat gebruik word;
(8) latte en dwarstastwe in posisie plaas of webband aan matras- of bedrame hou;
(9) matrasrame belts;
(10) ore aan matrasrame vasheg;
(11) maas aan 'n matrasraam in posisie plaas en vasheg;
(12) lusse aan naalde by drukkeursteekwerk;
(13) 'n materiaalspremsijen laai, stoot en bedien;
(14) 'n plusmasijens bedien;
(15) 'n hulmaaksmasijen bedien;
(16) lusse, knope of kwassies vasheg;
(17) rame vir beddegoed met die hand belts en/of vernis;
(18) geweefde draadmaas en kettingveermase aan rame vir beddegoed monter, vastlaan of vaslaa, ongeag die materiale waarvan die rame gemaak is;
(19) bedsters aanbring;
(20) veereenhede aan bedrame vasheg:

Gedurende die tydperk eindigende 20 Maart 1992 .................................................. 295

14. Werknemers wat die volgende werk verrig:
(1) Persel skoonmaak en vee;
(2) masjinerie, uitrusting, gereedskap, sproeispuite en werklike skoonmaak;
(3) masjiene en/of voertuie oie smeer;
(4) afwit;
(5) voertuie laai en/of aflaai;
(6) materiaal hanteer;
(7) 'n voertuig of handkar stoot of trek;
(8) met handvoertuie aflever;
(9) grondstofwye uitpak, baal en ontbaal;
(10) uitrusting skoonsaam en skoonblaas;
(11) 'n stoomketel, verbrander en/of oond bedien;
(12) droogoud laai en ontlaai;
(13) tee of ander dergelike dranke maak;
(14) hout vir preservering behandel;
(15) artikel in kartonne en/of kartonhouters verpak;
(16) artikel in kartonne en/of kartonhouters verpak en daarna die kartonne en kartonhouters vul en toenaak;
(17) lym afwas en/of afvee;
(18) gebruikte stofferwerk en beddegoed uitmekaarhaal;
(19) 'n meubelmasjienswerker help om materiale voor en na masjiensbewerking te hanteer;
(20) metaalstawe, skarniere, metaalbuise, metaalstrokke, ketting, draad, hoepelyate en dergelike materiale sny;
(21) ysterboute en -stawie vasplank of skroefdraad daarin sny;
(22) operating presses of any type;
(23) baling and dipping of upholstery springs;
(24) attending to duct bags and/or cyclones of sanding machines;
(25) gluing sandpaper discs;
(26) wrapping in paper or cardboard;
(27) inserting rubber units into mattress cases;
(28) cutting and gluing together of rubber or substitute materials;
(29) taping of veneers and attending veneers press;
(30) removing, washing and/or cleaning off glue and paper from pressed veneers;
(31) straightening and/or cutting hoop-iron used for webbing;
(32) filling of pillows, cushions and bolsters with substances or materials other than spring interiors and/or spring units;
(33) beating and/or tearing coir by hand;
(34) cleaning metal rods;
(35) mass-measuring pillows, bolsters, quilts and cushions;
(36) teasing coir or any other materials by hand;
(37) stripping bedding;
(38) removing glue from furniture.
(39) bending, punching, riveting, drilling and/or assembling metal parts;
(40) mixing, mass-measuring and preparing glue;
(41) applying and/or spreading glue and glue hardeners by hand, brush or machine, but expressly excluding the putting together or assembling of furniture parts except in the case of the employees referred to in subclause (45) hereunder;
(42) operating tenon squashing machine;
(43) marking off by template, patterns and/or jig in preparation for machine;
(44) marking pattern, template and/or jig;
(45) putting together or assembling furniture parts which are to be cramped, clamped or pressed: Provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in clause 1 of this Part who are engaged in cramping, clamping or pressing shall not exceed two to one;
(46) making and jointing sandpaper or discs and belts for open belt sanders;
(47) straining of materials;
(48) taping, stapling and/or tacking veneers, plywood and hard-board on to frames or core material for pressing;
(49) tapeless jointing by machine;
(50) loading and unloading vacuum bag and press of any kind;
(51) washing off gum or other tapes;
(52) stacking parts after pressing;
(53) assisting upholsterer in holding cover;
(54) rubbing on glue blocks;
(55) inserting corrugated fasteners in the process of assembling frames;
(56) trimming away by hand or hand tool of excess veneer after affixing of veneer;
(57) inserting screws into pre-bored holes preparatory to screwing;
(58) affixing nuts and/or nut covers to bolts;
(59) bolting handles;
(60) dropping glass into pre-made grooves or rebates, but excluding the affixing of glass in position with beading and/or securing glass in any other manner;
(61) edge veneering by hand;
(62) cutting foam rubber and/or similar substances to shape and/or size;
(63) operating a foam mixing machine;
(64) cutting cardboard in the upholstery section by hand and/or guillotine, but excluding the use of any other machine or the cutting of cardboard in any other department;
(65) filling loose cushion cases with filling material;
(66) knocking in wooden dowels by hand;
(67) gluing foam rubber and/or similar substances to cover material for quilting only:

\[
\text{Cents per hour} \quad \text{During the period ending 20 March 1992} \quad 295
\]

15. (a) Employees employed as caretakers or watchmen: \[\text{Rand per week} \quad \text{During the period ending 20 March 1992} \quad 140,82\]

(b) (i) Employees employed as packers;
(ii) employees employed as office messengers;
(iii) casual employees:

\[
\text{Cents per hour} \quad \text{During the period ending 20 March 1992} \quad 295
\]

**PART III OF THE FORMER AGREEMENT**

7. CLAUSE 2: WAGES

(1) Substitute the following for subclause (1)(a):

"(1) (a) Employees, other than casual employees.—An employee who drives a vehicle, other than a steam-wagon, the unladen mass of which, together with the unladen mass of a trailer drawn by such vehicle—

(i) does not exceed 2 722 kg;

(ii) exceeds 2 722 kg but does exceed 4 536 kg;

(iii) exceeds 4 536 kg:

322c per hour during the period ending 20 March 1992;

360c per hour during the period ending 20 March 1992;

376c per hour during the period ending 20 March 1992."

(2) In subclause (4) (a), substitute the expression "R20,00" for the expression "R15,00".

(3) In subclause (4) (b), substitute the expression "R20,00" for the expression "R15,00".

(4) In subclause (4) (c), substitute the expression "R20,00" for the expression "R15,00".

Signed at East London on behalf of the parties this 11th day of April 1991.

P. W. MACKIE,  
Chairman of the Council.

G. M. MANN,  
Vice-Chairman of the Council.

W. J. CHERRY,  
Secretary of the Council.

(60) glas in vooraf gemaakte groewe of spannings laat sak, maar nie glas by kraalwerk in posisie vassat en/of glas op 'n ander manier vassat nie;
(61) rantlineerwerk met die hand;
(62) skuimrubber en/of dergelike stowwe na fatsoen en/of grootte sny;
(63) 'n skuimmaalsmasjen bedien;
(64) karton in die stoffeerseskie met die hand en/of 'n valmes sny, maar nie 'n ander masjen gebruik of karton in 'n ander afdeling sny nie;
(65) los stoelkussingslope met vulmateriaal vul;
(66) houtteppen met die hand instaan;
(67) skuimrubber en/of dergelike stowwe aan oortrekmateriaal vaslyn slegs vir deurstikwerk:

\[
\text{Sent per uur} \quad \text{Gedurende die tydperk eindigende 20 Maart 1992} \quad 295
\]

15. (a) Werknemers in diens as opsigters of wagte:

\[
\text{Rand per week} \quad \text{Gedurende die tydperk eindigende 20 Maart 1992} \quad 140,82
\]

(b) (i) Werknemers in diens as verpakkers;
(ii) werknemers in diens as kantoorbedies;
(iii) los werknemers:

\[
\text{Sents per uur} \quad \text{Gedurende die tydperk eindigende 20 Maart 1992} \quad 295
\]

**DEEL III VAN DIE VORIGE OOREENKOMS**

7. KLOUSULE 2: LONE

(1) Vervang subkloousule (1) (a) deur die volgende:

"(1) (a) Werknemers, uitgesonderd los werknemers.—'n Werknemer wat 'n voertuig, uitgesonderd 'n stoomwa, dryf waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepla wat deur sodanige voertuig getrek word—

(i) hoogstens 2 722 kg is:

322c per uur gedurende die tydperk eindigende 20 Maart 1992;

(ii) meer as 2 722 kg maar hoogstens 4 536 kg is:

360c per uur gedurende die tydperk eindigende 20 Maart 1992;

(iii) meer as 4 536 kg:

376c per uur gedurende die tydperk eindigende 20 Maart 1992.

(2) In subkloousule (4) (a), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(3) In subkloousule (4) (b), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(4) In subkloousule (4) (c), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

Namens die partye op hede die 11de dag van April 1991 te Oos-Londen onderteken.

P. W. MACKIE,  
Voorsitter van die Raad.

G. M. MANN,  
Ondervoorsitter van die Raad.

W. J. CHERRY,  
Sekretaris van die Raad.
(2) Substitute the following for subsection (1) (b):

"(b) payment of expenses for dental services in respect of gold, metal and porcelain inlays and gold foils; crown and bridgework; dentures, including metal base dentures; prosthetic, orthodontic and periodontic services, not exceeding the following maximum limits:

Member only (no dependants): R600;
Member plus 1 dependant: R1 200;
Member plus 2 dependants: R1 300;
Member plus 3 dependants: R1 400;
Member plus 4 or more dependants: R1 500;"

(3) Substitute the following for subsection (1) (c):

"(c) payment of expenses for optical services not exceeding R225 for any one member of dependant, subject to an overall limit of R400 in the aggregate for a member and his dependants;"

Signed at Johannesburg, for and on behalf of the parties, this 8th day of May 1991.

W. P. COETZEE,
Chairman.

J. DE W. TROSCHIE,
Vice-Chairman.

D. G. LEVY,
General Secretary.

No. R. 2051
23 August 1991
LABOUR RELATIONS ACT, 1956
CHEMICAL INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

(2) Vervang subklausule (1) (b) deur die volgende:

"(b) betaling van koste vir tandheelkundige dienste ten opsie van goud-, metaal- en porseleinulvues en goudfoelieherstellings; kroning en brugwerk; kunststande, met inbegrip van kunststande met 'n metaalbasis; prostodontie, ortodontie en periodontiëse dienste, wat nie die volgende maksimum perde oorskry nie:

Sieg lid (geen afhanklikes); R600;
lid plus 1 afhanklike; R1 200;
lid plus 2 afhanklikes; R1 300;
lid plus 3 afhanklikes; R1 400;
lid plus 4 of meer afhanklikes; R1 500;"

(3) Vervang subklausule (1) (c) deur die volgende:

"(c) betaling van koste vir optiese dienste van hoogstens R225 per lid of afhanklike, onderworpe aan 'n bedrag van altesaam hoogstens R400 vir 'n lid en sy afhanklikes;"

Namens die partye op hede die 8ste dag van Mei 1991 te Johannesburg onderteken.

W. P. COETZEE,
Voorsitter.

J. DE W. TROSCHIE,
Ondervoorsitter.

D. G. LEVY,
Hoofsekretaris.

No. R. 2051
23 Augustus 1991
WET OP ARBEIDSVERHOUDINGE, 1956
CHEMIKALIEÉNWyverheid, Kaap; Wysiging Van Hoofoorenkoms

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsoorenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisatie en die vakvereniging wat die Wysigingsoorenkoms aangesaag het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsoorenkoms, uitses onder die vervat in klausule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klausule 1 van die Wysigingsoorenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.
SCHEDULE

INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY
(CAPE)

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations
Act, 1956, made and entered into by and between the
Cape Manufacturing Chemists’ and Druggists’ Associa-
tion
(hereinafter referred to as the “employers” or the
“employers’ organisation”), of the one part, and the
Chemical and Allied Workers’ Union
(hereinafter referred to as the “employees” of the “trade
union”), of the other part,

being the parties to the Industrial Council for the Chemical
Industry (Cape),

to amend the Main Agreement published under Government
Notice No. R. 1462 of 7 July 1989 (hereinafter referred to as
the Re-enacting Agreement), and extended by Government
Notices Nos. R. 2878 of 29 December 1989, R. 1040 of

1. AREA AND SCOPE OF APPLICATION OF MAIN
AGREEMENT

(1) The terms of this Agreement shall be observed in the
Chemical Industry (Cape)—

(a) by all employers who are members of the employers’
organisation and are engaged in the Chemical Industry and
by all employees who are members of the trade union and
are employed in the said Industry;

(b) in the municipal area of Cape Town, as it existed on
19 October 1986, and in the Magisterial Districts of Good-
wood (excluding those portions in terms of Government
Notice No. 1682 of 3 October 1975 were transferred
from the Magisterial District of The Cape and excluding those
portions which in terms of Government Notice No. 1611 of
3 September 1976 were transferred from the Magisterial
District of The Cape and Wynberg) and Bellville (excluding
those portions which in terms of Government Notices Nos.
2102 and 173 of 2 November 1945 and 9 February 1973,
respectively, were transferred from the Magisterial District of
Wynberg), in that portion of the Magisterial District of Stellen-
bosch which, prior to the publication of Government Notice
No. 283 of 2 March 1962, fell within the Magisterial District of
Bellville and in that portion of the Magisterial District of Stellen-
bosch but which, prior to 2 March 1962, fell within the
Magisterial District of Bellville, in that portion of the Magis-
terial District of Kuils River which, prior to the publication
of Government Notice No. 1683 of 7 August 1987, fell within
the Magisterial District of Bellville and in the Magisterial District of
Malmesbury.

(2) Notwithstanding the provisions of subclause (1), the
terms of this Agreement shall only apply in respect of
employees for whom wages are prescribed in this
Agreement.

(3) Notwithstanding anything to the contrary in this
Agreement, nothing herein contained shall be construed as
affecting or applying to employees earning not less than
R34 000 per annum, nor to workers commonly known within
the Chemical Industry as sales representatives: Provided
that the provisions of this subclause shall not affect the provi-
sion of clause 16.

2. CLAUSE 1: AREA AND SCOPE OF APPLICATION
OF AGREEMENT

In subclause (3), substitute the figure “R34 000” for the
figure “R29 000”.

BYLAE

NYWERHEIDSRAAD VIR DIE CHEMIKALIE-
NYWERHEID (KAAP)

HOOFFOORENKOMS

coreenkomstig die Wet op Arbeidsverhoudinge, 1956, gecult
deur en aangegaan tussen die
Cape Manufacturing Chemists’ and Druggists’ Associa-
tion
(hierinaan die “werkgewers” of die “werkwegersorganisasie”
genom) aan die een kant, en die
Chemical and Allied Workers’ Union
(hierinaan die “werkners” of die “vakvereniging” genoem),
aan die ander kant,
wat die partye is by die Nywerheidsraad vir die Chemikalie-
ywerheid (Kaap),
onom die Hooffoonkoms, gepubliseer deur Goewermentskennis-
gewings No. R. 1462 van 7 Julie 1989 (hierdie die Herbe-
kragting genoem), en verleng deur Goewermentskennis-
gewings Nos. R. 2878 van 29 Desember 1989, R. 1040 van

1. TOEPASSINGSBESTEK VAN COREENKOMS

(1) Hierdie Ooreenkoms moet in die Chemikalieënywer-
heid (Kaap) nagekom word—

(a) deur alle werkgewers wat lede van die werkwegersorga-

nisasie is en by die Chemikalieënywerheid betrokke is en de-
ur alle werkners wat lede van die vakvereniging is en in
genomme Nywerheid werkmaak is;

(b) in die munisipale gebied van Kaapstad, soos dit op
19 Oktober 1966 bestaan het, en die landdrosdistriktse
Goodwood (uitsonderend daardie gedeeltes wat ingevoeg
Goewermentskennisgewing No. 1882 van 3 Oktober 1975
vanaf die landdrosdistrikt Die Kaap oorgeplaas is en uitge-

saarde daardie gedeeltes wat ingevoeg Goewermentskennis-
gewings No. 1611 van 3 September 1976 vanaf die land-
drosdistriktse Die Kaap en Wynberg oorgeplaas is) en Bellville
(uitsonderend daardie gedeeltes wat ingevoeg Goewer-
mentskennisgewings Nos. 2102 en 173 van onderskeidelik
2 November 1945 en 9 Februari 1973 vanaf die landdros-
distriktse Die Kaap en Wynberg oorgeplaas is) en Bellville
(uitsonderend daardie gedeeltes wat ingevoeg Goewer-
mentskennisgewings Nos. 2102 en 173 van onderskeidelik
2 November 1945 en 9 Februari 1973 vanaf die landdros-
distriktse Die Kaap en Wynberg oorgeplaas is), in daardie
gedeelte van die landdrosdistriktse Die Kaap en Wynberg oorgeplaas is, in daardie gedeelte van die landdros-
distriktse Die Kaap en Wynberg oorgeplaas is, in daardie
gedeelte van die landdrosdistriktse Die Kaap en Wynberg oorgeplaas is, in daardie gedeelte van die landdros-
distriktse Die Kaap en Wynberg oorgeplaas is, in daardie
gedeelte van die landdrosdistriktse Die Kaap en Wynberg oorgeplaas is, in daardie gedeelte van die landdros-
distriktse Die Kaap en Wynberg oorgeplaas is.

(2) Ondanks subklausule (1) is hierdie Ooreenkoms van
toepassing slegs op werkners vir wie lone in hierdie Oor-

eenkoms voorgeskryf word.

(3) Ondanks andersluidende bepalinge in hierdie Ooreen-
koms moet niks hiern voluit skei wie deur hierdie werk-
ners wat minstens R34 000 per jaar verdien of werkers
wat in die algemeen in die Chemikalieënywerheid as ver-
kopsvertegenwoordigers bekend staan, raak of op hulle
toepassing is nie: Met dien verstande dat hierdie subklausule
tie klausule 16 raak nie.

2. KloKlausule 1: TOEPASSINGSBESTEK VAN
COREENKOMS

In subklausule (3), vervang die syfer “R29 000”, deur die
syfer “R34 000”.
3. CLAUSE 4: WAGES

(1) Substitute the following for subclause (1) (a):

"(a) Employees other than casual employees:

<table>
<thead>
<tr>
<th>Category I:</th>
<th>Per hour</th>
<th>Weekly</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>First six months</td>
<td>4,3474</td>
<td>162,59</td>
<td>791,18</td>
</tr>
<tr>
<td>Thereafter</td>
<td>4,6521</td>
<td>195,39</td>
<td>846,62</td>
</tr>
</tbody>
</table>

<table>
<thead>
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<th>Category II:</th>
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<tbody>
<tr>
<td>First six months</td>
<td>4,6521</td>
<td>195,39</td>
<td>846,62</td>
</tr>
<tr>
<td>Thereafter</td>
<td>4,7910</td>
<td>201,22</td>
<td>871,89</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category III:</th>
<th>Per hour</th>
<th>Weekly</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>First six months</td>
<td>4,7910</td>
<td>201,22</td>
<td>871,89</td>
</tr>
<tr>
<td>Thereafter</td>
<td>4,8871</td>
<td>209,46</td>
<td>907,59</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category IV:</th>
<th>Per hour</th>
<th>Weekly</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>First six months</td>
<td>4,8871</td>
<td>209,46</td>
<td>907,59</td>
</tr>
<tr>
<td>Thereafter</td>
<td>5,4374</td>
<td>228,37</td>
<td>989,53</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category V:</th>
<th>Per hour</th>
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<th>Monthly</th>
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<tbody>
<tr>
<td>First six months</td>
<td>5,4374</td>
<td>228,37</td>
<td>989,53</td>
</tr>
<tr>
<td>Thereafter</td>
<td>6,4476</td>
<td>270,80</td>
<td>1,173,38</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category VI:</th>
<th>Per hour</th>
<th>Weekly</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>First six months</td>
<td>6,4476</td>
<td>270,80</td>
<td>1,173,38</td>
</tr>
<tr>
<td>Thereafter</td>
<td>6,8083</td>
<td>285,95</td>
<td>1,239,02</td>
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</table>

<table>
<thead>
<tr>
<th>Category VII:</th>
<th>Per hour</th>
<th>Weekly</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>First six months</td>
<td>6,8083</td>
<td>285,95</td>
<td>1,239,02</td>
</tr>
<tr>
<td>Thereafter</td>
<td>10,2036</td>
<td>428,55</td>
<td>1,856,91</td>
</tr>
</tbody>
</table>

(2) Substitute the following for subclause (9) (a):

"(9) (a) Calculation of wages: An employee, other than a casual employee, falling within any of the employment categories I to VIII, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category shall receive an increment equal to 17 per cent of his actual weekly wages: Provided that the employee shall earn not less than the new minimum wage for the category in which he is employed.".

4. CLAUSE 5: PAYMENT OF REMUNERATION

Substitute the following for subclause 7 (e) (ii):

"7. (e) (ii) in the case of short-time due to slackness of trade consultation with the trade union shall take place prior to the introduction of such short-time, and no deductions shall be made unless the employer has given his employee no less than 24 hours notice of his intentions to introduce short-time: Provided that if an employer is not a member of the employers’ organisation which is a party to the agreement, such consultation shall take place with the employees or their recognised representatives.".

5. CLAUSE 6: ANNUAL BONUS

(1) Substitute the following for subclause (1) (a):

"(1) (a) two weeks basic wage in respect of employees with more than one year's service within the industry.",

(2) Substitute the following for subclause (1) (b):

"(1) (b) all other employees with less than one year's service shall be entitled to a pro rata bonus based on the number of completed months of service.",

6. CLAUSE 7: HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

In subclause (7) (b), substitute the figure "R4,00" for the figure "R3,00".

3. KLOUSULE 4: LONE

(1) Vervang subklusule (1) (e) deur die volgende:

"(e) Werknemers, uitgesonder los werknemers:

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<thead>
<tr>
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<th>Per uur</th>
<th>Weeklys</th>
<th>Maandals</th>
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<tr>
<td>Daarna</td>
<td>4,6521</td>
<td>195,39</td>
<td>846,62</td>
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<th>Maandals</th>
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<th>Maandals</th>
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<th>Weeklys</th>
<th>Maandals</th>
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</thead>
<tbody>
<tr>
<td>Eerste ses maande</td>
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<tr>
<td>Daarna</td>
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<td>1,856,91</td>
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<table>
<thead>
<tr>
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<th>Maandals</th>
</tr>
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<td>1,856,91</td>
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<tr>
<td>Daarna</td>
<td>12,0945</td>
<td>507,98</td>
<td>2,201,09</td>
</tr>
</tbody>
</table>

(2) Vervang subklusule (9) (a) deur die volgende:

"(9) (a) Loonberekening: 'n Werknemer, uitgesonder 'n los werknemer, wat binne engeen van die werkstelle I tot VIII val en wat onmiddellik voor die inwerkingsbringing van hierdie Ooreenkoms in ontvangs was van 'n loon wat hoër was as die loon wat vir 'n werknemer in sy kategorie voorgestel word, moet 'n loonsverhoging ontvang gelijk aan 17 persent van sy werklike weeklikse loon: Met die veronderstelling dat die werknemer nie manger mag ontvang nie as die nuwe minimum loon vir die kategorie waarin hy werkzaam is.",

4. KLOUSULE 5: BETALING VAN BESOLDIGING

Vervang subklusule 7 (e) (ii) deur die volgende:

"7. (e) (ii) in die geval van kortyd wat deur 'n slaap te die bedryf veroorsaak word konsultasie met die vakvereniging moet plaasvind voordat sodanige kortyd ingevoer word en geen bedrag afgetrek mag word nie tensy die werkgever sy werknemer minstens 24 uur vooraf kennis gegee het van sy voornemens om kortyd in te voer: Met die veronderstelling dat indien 'n werkgewer nie 'n lid is van die werkgewersorgaan wat in party by die ooreenkoms is nie, dan moet, sodanige konsultasie met die werknemers of hul erkende verteenwoordigers gekyk.",

5. KLOUSULE 6: JAARLIKE BONUS

(1) Vervang subklusule (1) (a) deur die volgende:

"(1) (a) twee weke se basiese loon, in die geval van 'n werknemer wat meer as een jaar diens in die bedryf voorafgaande aan die sluiting van hierdie Ooreenkoms.".

(2) Vervang subklusule (1) (b) deur die volgende:

"(1) (b) alle ander werknemers met minder as een jaar diens is gereig op 'n pro rata-bonus wat gebaseer is op die aantal voltooi deel van diens.",

6. KLOUSULE 7: WERKUUR, GEWONE EN OORTYD-, EN BESOLDIGING VIR OORTYD

In subklusule (7) (b) (ii), vervang die syfer "R3,00" deur die syfer "R4,00".
7. CLAUSE 9bis: MATERNITY LEAVE

(1) Substitute the following for subclauses (1), (2) and (3):

"(1) All female employees who have had a minimum of 24 months’ continuous service with the same employer as at the date of the commencement of the maternity leave shall be entitled to three months’ paid maternity leave.

(2) All employees who proceed on maternity leave in terms of subclause (1) shall be guaranteed re-employment after the expiry of the three months’ paid maternity leave at the same job grade that was applicable to the employee immediately prior to the commencement of maternity leave and at the same rate of pay or the new minimum wages for that grade, whichever is the greater.

(3) An employee who proceeds on maternity leave shall be paid 33 1/3% of her basic wage for the three months’ maternity leave. Such payment shall be made to the employee immediately prior to her proceeding on maternity leave."

2. Renumber subclauses "3", "4" as "5", "6" and "8".

8. Insert the following new clause 13ter:

"13ter. DISCIPLINARY CODE AND PROCEDURE AND GRIEVANCE PROCEDURE

(a) Disciplinary Code and Procedure:

1. Introduction:

1.1 It is Management’s right to take disciplinary action and the disciplinary code and procedure are a guide to both Management and employees to ensure that disciplinary action is fair.

1.2 Disciplinary action will, wherever possible, consist of instruction and assistance to the employee in order that the required standard of behaviour or performance may be attained and surpassed. Such action will be taken as soon after the event as possible.

1.3 Wherever the possibility of severe disciplinary action exists, a full disciplinary enquiry will be held.

1.4 Employees subject to disciplinary action may be assisted, or represented, by a fellow employee, a shop steward or a trade union official.

2. Disciplinary code:

Examples of minor work problems which may result in disciplinary action:

Unsatisfactory work; poor timekeeping; use of abusive language etc.

Examples of more serious work problems which may result in disciplinary action:

Using, possessing or being under the influence of alcohol or other non-prescribed drugs; theft or unauthorised possession of Company property; unauthorised absence; failure to obey safety rules; assault etc.

3. Disciplinary procedure:

3.1 Wherever possible, progressive discipline will be applied: verbal counselling will be given and if no improvement is forthcoming, more severe disciplinary action will then be taken.

3.2 However, when more serious work problems have arisen, disciplinary action is likely to be more severe and could on the first occasion be a final written warning or even dismissal.

7. KLOUSULE 9bis: KRAAMVERLOF

(1) Vervang subklausule (1), (2) en (3) deur die volgende:

"(1) Alle vroulike werknemers wat op die datum waarop d kraamverlof begin ‘n minimum van 24 maande ononderbreek diens by dieselfde werkgever het, is geregtig op drie maande betaalde kraamverlof.

(2) Alle werknemers wat ingevolge subklausule (1) m kraamverlof gaan, moet gewaarborg word dat hulle na u styking van die drie maande betaalde kraamverlof herdiens geneem sal word in dieselfde werkgraf as die graf waarin hulle in diens was onmiddellik vooraf hulle kraamvlof geneem het, en teen dieselfde loon of die nuwe minimoon vir die graf, gewoönlik die grootste bedrag.

(3) ’n Werknemer wat met kraamverlof gaan, moet 33 1/3 van haar basiese loon vir die drie maande kraamverlof beta word. Hierdie betaling moet aan die werknemer gemaak word onmiddellik vooraf sy met kraamverlof gaan.”

2. Hermonner subklusules "3", "4" en "5" om te lei "4", "5" en "6".

8. Voeg die volgende nuwe klausule 13ter aan:

"13ter. DISSIPLINÈRE KODE EN PROCEDURE EN GRIEWEPROCEDURE

(a) DISSIPLINÈRE Kode en Procedur:

1. Inleiding:

1.1 Dit is die Bestuur se reg om tugstappe te doen, en di dissiplinère kode en proceduur is ’n handleiding vir sowel di Bestuur as vir die werknemers, om te verseker dat di tugstappe billik is.

1.2 Tugstappe moet, waar moontlik, voorligting en by stand aan die werknemer verleen, sodat die nodige gedragstansd of werkvloë kry of verbeter kan word. Sodanige stappe moet so spoedig moontlik na die gebeure gedaan word.

1.3 ’n Volledige dissiplinère verhoor moet gehou word waar die moontlikheid van ernstige tugstappe bestaan.

1.4 Werknemers wat onderwerp is aan tugstappe, kan deur ’n medewerker, ’n werkwinkelwortsvoerder of ’n vakvereniging benaming begees of verteenwoordig word.

2. Dissiplinère kode:

Voorbeeld van geringe werkproblems wat tot tugstappe kan lei:

Onbevredigende werk; swak bywoning; gebruik van beledigende taal, ensenvoorts.

Voorbeeld van ernstiger werkprobleme wat tot tugstappe kan lei:

Die gebruik of besit van, of onder die invoed wees van alkohol of ander nie-voorgestelde dwelmiddels of die ongewenste besit van die Maatskappy se eiendom; ongemagtiigte afwezigheid; versiuim om veiligheidsregulasies na te kom; aanranding, ensenvoorts.

3. Dissiplinère prosedure:

3.1 Waar ook al moontlik, moet toegehemde discipline toegepas word: Mondelinge voorligting moet gegee word en as geen verbetering vorendaag kom nie, moet strenger tugstappe dan gedoen word.

3.2 Indien ernstiger werkprobleme egter ontstaan, kan ernstiger tugstappe waarneemlik gedoen word wat by die eerste geleentheid dat dit aanleiding kan gee tot ’n finale skriftelike waarskuing of sefse ontslag kan lei.
3.3 Types of disciplinary action/Responsible person

Formal reprimand — Supervisor.

Verbal counselling — Supervisor/Department head.

Written warning — Department head.

Final written warning — Manager.

Disciplinary enquiry — Manager.

Dismissal — Manager.

Warnings will remain valid for 12 months.

3.4 No dismissal shall take place unless the employee has had a full and fair disciplinary enquiry. Any employee required to attend a disciplinary enquiry shall be given advance notice of the allegations, and advised that he will be allowed to be represented or assisted by a fellow employee, shop steward or trade union official and may call witnesses and cross-examine other witnesses. The enquiry shall be chaired by the Manager.

4. Appeals:

An employee wishing to appeal against disciplinary action may do so within 48 hours. Appeals will be made to the Manager but should be heard ideally by his supervisor.

**WRITTEN WARNING**

Employee ..........................................................

Date .............................................................

Warning for ......................................................

Corrective action agreed upon ................................

Follow up date ..................................................

Signature of employee ..........................................

Signature of Manager/Supervisor ..........................

**DISCIPLINARY ENQUIRY SUMMARY**

*(To be kept on file by Managers)*

Employee ..........................................................

Date .............................................................

Employees given advance warning of allegations, right to representation, right to call witnesses and to cross-examine those of Management.

.........................................................(Time, date).

Evidence brought by company ................................

Witness ..........................................................

Witness ..........................................................

Witness ..........................................................

**3.3 Soorte tugssteppe/Verantwoordelike persoon**

Formele teregywing — Toesighouer.

Mondelinge voorligting — Toesighouer/Departementshoof.

Skriftelike waarskuwing — Departementshoof.

Finale skriftelike waarskuwing — Bestuurder.

Dissiplinêre ondersoek — Bestuurder.

Ontslag — Bestuurder.

Waarskuwings sal vir 12 maande geldig wees.

3.4 'n Werknemer sal nie ontslaan word nie tensy hy 'n volledige en billike dissiplinêre verhoor gehad het, 'n Werknemer wat versoek word om 'n dissiplinêre verhoor by te woon, moet vooraf van die aanklagte teen hom in kennis gestel word, en meegedeel word dat hy geregtig is om deur 'n medewerker, 'n werkweek/verteenvoordiger of 'n vakverenigingbeampte verteenwoordig of bygestaan te word, en dat hy getuies kan roep en ander getuies onder kruis verhoor kan neem. Die Bestuurder moet as voorsitter by die verhoor optree.

4. **Appeal:**

'n Werknemer wat teen die tugssteppe wil appellaar, moet dit binne 48 uur doen. Apel moet aan die Bestuurder gorg word, maar moet, ideaal gesien, deur die toesighouer aangehoor word.

**SKRIFTELIKE WAARSKUWIN**

Werknemer ..........................................................

Datum ...........................................................

Waarskuwing vir ..............................................

Korrektiewe stappe waaroor ooreengekom is ..........................

Handtekening van werknemer ..................................

Handtekening van Bestuurder/Toesighouer ..........................

**OPSOMMING VAN DISSIPLINÊRE ONDERSOEK**

*(Moet deur die Bestuurders op leer gehou word)*

Werknemer ..........................................................

Datum ...........................................................

Werknemers vooraf van bewerings gewaarsku, reg tot verteenwoordiging, reg om getuies te roep en om getuies van die Bestuur onder kruisverhoor te neem.

.........................................................(Tyd, datum).

Bewyse deur die firma voorgelê ..................................

Getuie ..........................

Getuie ..........................

Getuie ..........................

Getuie ..........................

Getuie ..........................
(b) Grievance procedure:

1. Introduction:

1.1 It is in the interests of both Management and employees that grievances are resolved as speedily as possible through the grievance procedure.

1.2 A grievance is any dissatisfaction or feeling of injustice which an employee may feel and which arises from the work situation.

1.3 In submitting a grievance an employee may be assisted by a fellow employee.

1.4 An employee will not be victimised for submitting grievances and his normal basic wage, etc., shall be paid to him while he is participating in the resolution of a grievance during normal working hours.

1.5 The grievance procedure shall not be invoked by an employee for the purpose of—

1.5.1 amending any agreement entered into between the Company and the trade union, or the Disciplinary Code of Procedure;

1.5.2 collective bargaining on remuneration or the conditions of service;

1.5.3 processing a disciplinary or dismissal matter;

1.5.4 raising any matter relating to the Machinery and Occupational Safety Act.

1.6 A grievance should be lodged within five days of the occurrence which gave rise to it.

2. Stages of the grievance procedure:

2.1 The employee raises the grievance with his immediate superior.

2.2 The employee’s immediate superior shall complete the grievance form and attempt to resolve the matter within two days or a mutually acceptable longer period.

2.3 If the employee’s immediate superior cannot resolve the matter, the grievance shall be referred to the Manager.

Beweys deur werknemer

Getuie

Getuie

Getuie

Getuie

Getuie

Beslissing van Voorsitter van die ondersoek

Getuikenis ter versagting

Stappe gedoen

Werknemer in kennis gestel van sy reg om appèl binne 48 uur aan te teken.

Datum/tyd

Handtekening van Voorsitter

(b) Grieweprocedure:

1. Inleiding

1.1 Dit is in belang van beide die Bestuur en die werknemers dat grieve so spoedig moontlik, deur die grieweprocedure opgelos word.

1.2 'n Grief is enige ontevredeheid of gevoel van onreg deur 'n werknemer, wat uit 'n werkstasie is resultaat.

1.3 By die indiening van 'n grief, kan 'n werknemer deur 'n medewerker bygestaan word.

1.4 'n werknemer sal nie deur die indiening van 'n grief gekvitominisier nie, en sy gewone basiese loon, ensovoorts, moet aan hom betaal word terwyl hy gedurende gewone werkure aan die oplossing van 'n grief deelneem.

1.5 Die griepeprosedure moet nie deur 'n werknemer gebruik word vir die doel om—

1.5.1 'n ooreenkoms wat tussen die Maatskappy en die vakvereniging aangegaan is, of die prosedure van die Disiplinêre Kode, te wysig nie;

1.5.2 kollektiewe bedinging van besoliging of dieniewoordes te verkry nie;

1.5.3 'n disiplinêre of ontslagangeleenthed te verwerk nie;

1.5.4 enige aangeleenthed met betrekking tot die Wet op Masjinerie en Beroepsveiligheid te opper nie.

1.6 'n Grief moet ingedien word binne vyf dae, vanaf die gebeure wat aanleiding gegee het tot sodanige grief.

2. Stappe van die griepeprosedure

2.1 Die werknemer moet die grief by sy onmiddellijke meerdere opper.

2.2 die werknemer se onmiddellijke meerdere moet die grieiworm voltooi en probeer om die saak binne twee dee, of 'n langer wedersydse aanvaarbare tydperk, op te los.

2.3 Indien die werknemer se onmiddellijke meerdere nie die saak kan oplos nie, moet die saak na die Bestuurder verwys word.
2.4. If the grievance has not been resolved within two days, any further investigations and the reasons for the failure to resolve the grievance shall be set down in writing for the Departmental Manager concerned who, in taking all necessary steps to resolve the grievance, may hear evidence from or convene meetings with, any or all of the parties who are relevant to its resolution and will attempt to resolve the grievance within five working days of the previous hearing.

2.5. If the grievance is not resolved within five working days, the Departmental Manager shall set down in writing any further allegations and the reasons for the failure to resolve the grievance, and refer the matter to a senior management representative of the Company, who in taking all necessary steps to resolve the grievance, may hear evidence from or convene meetings with any or all of the parties who are relevant to its resolution.

2.6. The final decision shall be reduced to writing and a copy thereof shall be given to the employee who raised the grievance.

GRIEVANCE FORM

Employee

Date

Details of grievance

Action agreed upon

Signature of Supervisor

Signature of employee

9. CLAUSE 21: PENSION FUND

In subclause (2), substitute the figure "6" for the figure "5".

Signed at Cape Town, on behalf of the parties, this 18th day of December 1990.

S. PENNEY,
Chairman.

J. HEEGER,
Vice-Chairman.

K. L. BARNES,
Secretary.

No. R. 2077

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, CAPE PENINSULA: AMENDMENT OF MAIN AGREEMENT

1. Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

2.4. Indien die grieie nie binne twee dae opgelos is nie, moet enige verdere onderzoek en die redes vir die misluk-king om die grieie op te los, op skrif gestel en aan die departementsbestuurder oorhandig word, wat weer op sy beurt in 'n poging om die grieie op te los, getuigis kan aank-en hoor van, of 'n vergadering kan belê met, enige van of al die partye wat betrokke is by die soort en wat dan moet probeer om die grieie binne vyf wêreldae na afloop van die vorige vergadering, op te los.

2.5. Indien die grieie na vyf werkdae onopgelos is, moet die departementsbestuur enige bykomende besluitings en die redes vir die mislukking om die grieie op te los, op skrif gestel en die saak na 'n senior bestuursvertegenwoordiger van die Maatskaplike verwy, wat dan weer al die nodige stappe moet doen om die grieie op te los, en getuiges kan aankennis, van of 'n vergadering belê met enige van of al die partye wat by die saak betrokke is.

2.6. Die finale besluit moet op skrif gestel en 'n afskriël aan die werkner, wat die grieie aanhangig gemaak het, gegee word.

GRIEWEVORM

Werknemer

Datum

Besonderhede van grieie

Optrede waartoe ooreengekom

Handtekening van Toesighouer

Handtekening van werknemer

9. KLOUSULE 21: PENSOENFONDS

In subklausule (2), vervang die syfer "5" deur die syfer "6".

Geleken by Kaapstad op hede die 18de dag van Desember 1990.

S. PENNEY,
Voorsitter.

J. HEEGER,
Ondervoorsitter.

K. L. BARNES,
Sekretaris.
LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, NATAL: RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 993 of 30 April 1987 to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,
Director: Labour Relations.

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LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY (NATAL): AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers’ organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

E. V. DER M. LOUW,
Minister of Manpower.

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SCHEDULE
INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electrical Contractors’ Association (South Africa)
(hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the

South African Electrical Workers’ Association
and the

Metal and Electrical Workers’ Union of South Africa
(hereinafter referred to as the “employees” or the “trade unions”), of the other part,

being the parties to the Industrial Council for the Electrical Industry (Natal),

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry (Natal) by all employers and employees who are members of the employers' organisation and the trade unions, respectively and who are engaged or employed in the Industry in the Province of Natal, excluding any portions of that area falling within the Self-Governing Territory of Kwa-Zulu.

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employers in any scheme providing medical benefits, in existence on 3 January 1966, to which the employer concerned contributes not less than 45 cents per week for each employee who is a member of the scheme and is otherwise covered by this Agreement, while such scheme continues to operate and the said employers and employees continue as participants in the scheme and the employers continue to pay a contribution of not less than 45 cents per week for each such employee.

(3) Notwithstanding the provisions of subclause (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subclause.

2. GENERAL PROVISIONS


3. CLAUSE 9: CONTRIBUTIONS

In subclause (1), substitute the expression “R20.00” for the expression “R12.00”.

4. CLAUSE 10: BENEFITS

In subclause (1) (d), substitute the expression “R10.00” for the expression “R5”.

Signed at Durban, as authorised, for and on behalf of the parties, this 7th day of May 1991.

T. EVANS,
Chairman of the Council.

B. CARR,
Vice-Chairman of the Council.

L. A. DICKASON,
Secretary of the Council.

No. R. 2049 23 August 1991

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 2922 of 14 December 1990 with effect from the second Monday after the date of publication of this notice.

E. VAN DER M. LOUW,
Minister of Manpower.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkomst van toepassing op en moet dit nagekomen word in die Elektroniologiese Nywerheid (Natal) deur alle werkgewers en werknermer wat lede van onderskeidelik die werkgewersorganisasie en die vakverenigings is en wat betrokke is by oor die Nywerheid in die provinsie Natal, uitgeschilder enige gedeeltes van daardie gebied wat binne die selfregenerende gebied KwaZulu val.

(2) Hierdie Ooreenkomst is nie van toepassing nie op werkgewers en hul werknermers wat saam met die werkgewers deelnemers is aan 'n skema wat mediese voordele verskaf en wat op 3 Januarie 1966 bestaan het en waaroor die betrokke werkgewer minstens 45 sent per week bydra ten opsigte van elke werknemer wat lid van die skema is en andersom deur hierdie Ooreenkomst gedek word, terwyl die skema in werking bly en genoemde werkgewers en werknermers voortgaan om deelnemers aan die skemas te wees en die werkgewers voortgaan om 'n bydrae van minstens 45 sent per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkomst van toepassing op werkgewers en werknermers ten opsigte van 'n werknemer wat nie deur 'n fonds of skemas bedoel in daardie subklousule gedek word nie, of van en ophou om daardie gedek te word.

2. ALGEMENE BEPALINGS


3. KLOUSULE 9: BYDRAES

In subklousule (1), vervang die uitdrukking “R12.00” deur deur die uitdrukking “R20.00”.

4. KLOUSULE 10: BYSTAND

In subklousule (1) (d), vervang die uitdrukking “R5” deur die uitdrukking “R10.00”.

Soos gemagtig, en namens die partye op hede die 7de dag van Mei 1991 te Durban onderteken.

T. EVANS,
Voorsitter van die Raad.

B. CARR,
Ondervoorsitter van die Raad.

L. A. DICKASON,
Sekretaris van die Raad.

No. R. 2049 23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENTSKENNISGEWINGS YSTER-, STAAL-, INGENIEURS- EN METALLURGI- GIESE NYWERHEID: MEDIESE HULPFONDOOREE NKOMS VIR DIE METAALNYWERHEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, trek hierby, kragtans artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennissgewing No. R. 2922 van 14 Desember 1990 in met inleg van die tweede Maandag na die datum van publikasie van hierdie kennissgewing.

E. VAN DER M. LOUW,
Minister van Mannekrag.
IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF METAL INDUSTRIES MEDICAL AID FUND

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

METAL INDUSTRIES MEDICAL AID FUND

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Construcational Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

MEDIESE HULPFONDS VIR DIE METAALNYWERHEDE

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, geslaat deur en aangegaan tussen die

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Construcational Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions respectively.

(2) The terms of this Agreement shall not apply to employers and their employees who are participating with the employer in any scheme providing medical benefits in existence as at 18 July 1966, to which the employer concerned contributes part of the contributions for each employee who is a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay part of the contributions for each such employee.

Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Mineworkers' Union
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part, being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behouders andersluidende bepaling in hierdie klousule, is hierdie Ooreenkomst van toepassing op en moet dit oral in die Republiek van Suid-Afrika, uitgesonder die hoe en nedersetting van Walvisbaai, nagekom word deur alle werkgevers en werknemer in die Yster-, Staal-, Ingenieurs- en Metalurgiese Nywerhede wat lede van onderskeidelik die werkgewersorganisies en die vakverenigings is.

(2) Hierdie Ooreenkomst is nie van toepassing nie op werkgevers en hul werknemer wat saam met die werkgewer deelnemers is aan 'n skema wat mediese bystand verskaf en wat bestaan het op 18 Julie 1966, en waartoe die betrokke werkgewer 'n gedeelte van die bedrag betreklik van elke werknemer wat lid is van die skema en andersins deur hierdie Ooreenkomst gedeelte word terwyd sodanige skema in werkig by en genoemde werkgewer en werknemer voortgaan om deelnemers aan die skema te wees en die werkgewer voortgaan om 'n gedeelte van die bedrag op die skema te betaal.
2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, No. 28 of 1956, and shall remain in force until 31 December 1995 or for such period as the Minister may determine.

3. GENERAL PROVISIONS


4. SECTION 9: CONTRIBUTIONS

(1) In subsection (1):

(a) Substitute the following for paragraph (a):

"(a) whose trade union subscriptions are deducted in terms of an agreement of the Council; or";

(b) delete paragraph (b);

(c) re-number paragraph (c) as paragraph (b).

(2) In subsection (2), substitute the following for the existing table:

"Contributions per week:

<table>
<thead>
<tr>
<th>Dependant category</th>
<th>Wage group 1</th>
<th>Wage group 2</th>
<th>Wage group 3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Up to R285</td>
<td>Over R285</td>
<td>Over R415</td>
</tr>
<tr>
<td></td>
<td>per week</td>
<td>and up to</td>
<td>per week</td>
</tr>
<tr>
<td>Member only</td>
<td>R20,20</td>
<td>R23,65</td>
<td>R26,60</td>
</tr>
<tr>
<td>Member plus 1 dep-</td>
<td>R27,55</td>
<td>R31,15</td>
<td>R33,90</td>
</tr>
<tr>
<td>endant</td>
<td>R30,25</td>
<td>R33,10</td>
<td>R35,90</td>
</tr>
<tr>
<td>Member plus 2 dep-</td>
<td>R30,75</td>
<td>R35,00</td>
<td>R37,70</td>
</tr>
<tr>
<td>endant</td>
<td>R31,75</td>
<td>R36,60</td>
<td>R39,40</td>
</tr>
<tr>
<td>Member plus 4 or</td>
<td>R31,75</td>
<td>R36,60</td>
<td>R39,40</td>
</tr>
<tr>
<td>more dependants</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. SECTION 10: BENEFITS

(1) Payment of expenses for services, other than services under (b) and (c) below, not exceeding the amount of R50 000 in the aggregate for the member and his dependants, which shall include—

(i) conservative dental services (such as fillings, X-rays, extractions, prophylaxis, etc.) not specified under (b) below and where performed by a dental practitioner, and hospital and anaesthetic services in all dental cases;

(ii) prescribed medicines, excluding medicines received whilst confined in hospital, not exceeding the following maximum limits:

Member only (no dependants): R1 900;
Member plus 1 dependant: R3 200;
Member plus 2 dependants: R3 600;
Member plus 3 dependants: R4 000;
Member plus 4 or more dependants: R4 200;

(iii) medicines received whilst in hospital;"

(3) Ondanks subklousule (2) is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, No. 28 van 1956, vaststel, en by van krag tot 31 December 1995 of vir dié tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS


4. KLOUSULE 9: BYDRAES

(1) In subklousule (1):

(a) Vervang paragraaf (a) deur die volgende:

"wie se vakverenigingsledelagdelag afgetrek word kragtens 'n ooreenkoms van die Raad; of";

(b) skrap paragraaf (b);

(c) hennemmer paragraaf (c) as paragraaf (b).

(2) In subklousule (2), vervang die bestaande tabel deur die volgende:

"Bydraes per week:

<table>
<thead>
<tr>
<th>Afhanklikekategorie</th>
<th>Loongroep 1</th>
<th>Loongroep 2</th>
<th>Loongroep 3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Tot en met</td>
<td>Oor R285 en</td>
<td>Oor R415 per</td>
</tr>
<tr>
<td></td>
<td>R285 per</td>
<td>en tot en</td>
<td>week</td>
</tr>
<tr>
<td>Lid alleen</td>
<td>R20,20</td>
<td>R23,65</td>
<td>R26,60</td>
</tr>
<tr>
<td>Lid plus 1 afhanklike</td>
<td>R27,55</td>
<td>R31,15</td>
<td>R33,90</td>
</tr>
<tr>
<td>Lid plus 2 afhanklike</td>
<td>R30,25</td>
<td>R33,10</td>
<td>R35,90</td>
</tr>
<tr>
<td>Lid plus 3 afhanklike</td>
<td>R30,75</td>
<td>R35,00</td>
<td>R37,70</td>
</tr>
<tr>
<td>Lid plus 4 of meer</td>
<td>R31,75</td>
<td>R36,60</td>
<td>R39,40</td>
</tr>
<tr>
<td>afhanklike</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. KLOUSULE 10: BYSTAND

(1) Vervang subklousule (1) (a) deur die volgende:

"(a) Betaling van koste vir ander dienste as dienste onder (b) en (c) hieronder wat die bedrag van altesaam R50 000 nie oorsak nie vir die lid en sy afhankliks, insluitende—

(i) konservende tandheelkundige dienste (soos voelsie, X-strale, ekstrakasies, voorbewend, enso) nie gespesifiseer onder (b) hieronder wanneer verig deur 'n tandheelkundige, en hospitaal- en narkotiese dienste in alle tandheelkundige gevalle;-

(ii) voorgeskrywe medisyne, uitgesonderde medisyne verskaf gedurende hospitalisasie, wat nie die volgende maksimum perke oorsak nie:

Slegs lid (geen afhankliks): R1 900;
Lid plus 1 afhankliks: R3 200;
Lid plus 2 afhankliks: R3 600;
Lid plus 3 afhankliks: R4 000;
Lid plus 4 of meer afhankliks: R4 200;

(iii) medisyne toegediend tydens hospitalisasie;"
(2) Substitute the following for subsection (1) (b):

"(b) payment of expenses for dental services in respect of gold, metal and porcelain inlays and gold foil; crown and bridgework; dentures, including metal base dentures; prosthodontic, orthodontic and periodontic services, not exceeding the following maximum limits:

Member only (no dependants): R660;  
Member plus 1 dependant: R1 200;  
Member plus 2 dependants: R1 300;  
Member plus 3 dependants: R1 400;  
Member plus 4 or more dependants: R1 500;".

(3) Substitute the following for subsection (1) (c):

"(c) payment of expenses for optical services not exceeding R225 for any one member of dependant, subject to an overall limit of R400 in the aggregate for a member and his dependents;".

Signed at Johannesburg, for and on behalf of the parties, this 8th day of May 1991.

W. P. COETZEE,  
Chairman.
J. DE W. TROTSKIE,  
Vice-Chairman.
D. G. LEVY,  
General Secretary.

No. R. 2051  
23 August 1991

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

1. Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,  
Minister of Manpower.

(2) Vervang subklousule (1) (b) deur die volgende:

"(b) betaling van koste vir tandheelkundige dienste ten opsigte van goud-, metaal- en porseleinvlies en goudoëlieherstellings; kroning en brugwerk; kunstande, met inbegrip van kunstande met 'n metaalbasis; prosthodontie, ortodontie en periodontie dienste, wat nie die volgende maksimum perke oorsir nie:

Sieg lid (geen afhankliks): R660;  
lid plus 1 afhanklike: R1 200;  
lid plus 2 afhankliks: R1 300;  
lid plus 3 afhankliks: R1 400;  
lid plus 4 of meer afhankliks: R1 500;"

(3) Vervang subklousule (1) (c) deur die volgende:

"(c) betaling van koste vir optiese dienste van hoogstens R225 per lid of afhanklike, onderworpe aan 'n bedrag van altesaan hoogstens R400 vir 'n lid en sy afhanklike;"

Namens die partye op hede die 8ste dag van Mei 1991 te Johannesburg onderteken.

W. P. COETZEE,  
Voorsitter.
J. DE W. TROTSKIE,  
Ondervoorsitter.
D. G. LEVY,  
Hoofsekretaris.

No. R. 2051  
23 August 1991

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEÉNVLERKERD, KAAP: WYSIGING VAN HOOFFOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsoorreenskoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nwyerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsoorreenskoms aangegaan het en vir die werkgewer en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsoorreenskoms, uitgesonder dit vervat in klusule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir alle ander werkgewer en werknemers as die genoem in para- graaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nwyerheid, Bedryf of Beroep in die gebiede in klosole 1 van die Wysigingsoorreenskoms gespesifiseer.

E. VAN DER M. LOUW,  
Minister van Mannekrag.
TGWU workers down tools

PRODUCTION came to a standstill when more than 1 000 workers employed by Sun Couriers at 18 depots all over the country downed tools over wages yesterday.

The legal strike by members of the Transport and General Workers Union started at Sun Couriers' plant in Bedfordview and spread to other depots.

Ms Kelly Forrest, publicity secretary of TGWU, said the strike was agreed upon as a last resort after management failed to agree to the democratic "rights of our members".

She said the workers have demanded an increase of R250 a month across the board.

There was a further demand that new black supervisors be paid the same R2 000 a month given to their white counterparts.

She said: "Black supervisors are paid about R1 500 a month while their white counterparts earn R2 000."

"We felt this was a fair demand but management did not take us seriously."

Forrest said negotiations with Sun Couriers management started three months ago.

Meanwhile, management and union representatives were locked in talks late yesterday.

Forrest said they were discussing a code of conduct for the strike.
LABOUR

Sparks fly in petrol dispute

Fuelled by interdicts, sleep-ins, pickets and the introduction of replacement labour, the strike which has disrupted the petrol industry for the past two weeks went into negotiations yesterday.

Nationally 1,000 BP, Caltex and Total workers are out on strike. Central demands are a 21½ per cent across-the-board increase, job security and centralised bargaining in the sector.

Caltex and BP are offering 13½ per cent increases across-the-board, which amounts to R200 at the bottom of the scale. In addition, BP is also offering a 16½ per cent rise to its lowest-paid workers which will take their wages to R1,445 a month.

On Monday, workers were locked out of depots in Johannesburg and Durban. And on Tuesday, an interdict was slapped on workers at BP's Cape Town terminal.

BP's management alleged interference with the company's operations. Workers were preventing the loading of vehicles and no bulk delivery vehicles were able to leave BP's premises, said the company.

BP believes this type of action could "disrupt essential services and flights and cause considerable public harm".

These claims contradict statements this week by the National Energy Council, which said the strike was not disrupting the supply of petrol.

BP workers in Johannesburg and East London have also been threatened with interdicts after bringing depots to a standstill.

A union representative warned that strike-breaking drivers posed a hazard to the public because drivers in the sector underwent special training. He pointed out that transporting petrol was dangerous. Investigations are being made into allegations that replacement drivers were mixing diesel and petrol at the depots.

The Congress of South African Trade Unions' call for centralised bargaining seeks to set industry-wide minimums and fair standards. It also allows unions and employers to make use of their most skilled negotiators and sets wages for the industry, thus preventing wage cuts, say unionists.

But Caltex said in a statement this week that it "is not prepared to sacrifice its independence and flexibility to negotiate what is in the best interests of its employees and the company."

Both BP and Total have signalled their willingness to discuss centralised bargaining.

Chemical Workers' Industrial Union (CWIU) representative Martin Jensen says the union's campaign for job security dovetails with Cosatu's campaign. In addition to a moratorium on retrenchments, the union is seeking guarantees against contracting.

Jansen says the petrol sector is prone to contracting — which results in a decline in working conditions and wage cuts. Contracting starts with catering and cleaning workers and eventually affects drivers.

The CWIU campaign also targets deregulation of the industry. The union believes that with the lifting of trade embargoes on South Africa, petroleum will become more easily accessible and cheaper. Price barriers are also likely to be dropped and have negative effects on working conditions.

Unions point out that already the 80km radius for fuel deliveries has been dropped and rationalisation measures have meant drivers often work dangerously long shifts.

They also question the expensive upgrading and marketing programmes which petrol companies have undertaken.

Still pumping... An attendant fills a motorist's drum at one of strike-hit BP's service stations. The petrol price goes up on Saturday.
Goods and docks sector set for a revamp

By FERIAL HAFJEE

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 sector and set wages ranging from R270 a week for general workers to R40 a week for skilled clerks. These wage demands will be made in wage negotiations with employers from this week.

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.
Differing priorities

Priority mail may have to wait because of a strike at one of the country's major courier companies. The strike at 18 Sun Courier depots involves 1,000 workers who are demanding across-the-board increases of R250 a month. The company has offered R100.

At the Selby depot, the company has brought in the services of Transnam. A Transport and General Workers' Union representative said Transnam charges three to four times more than the going rate.

Reports from Weekly Mail.
By ADRIAN HERSCH

THE Food and Allied Workers Union (Fawu) has declared a dispute in its annual wage negotiations with SA Breweries over the kind of issue that should be referred to compulsory arbitration.

SA Brews spokesman Adrian Botha says the company has no problem in referring "right issues", such as dismissals, to compulsory arbitration.

Patterns

But he considers it impractical for operational matters that are decided on by business experts.

Mr Botha says: "For example, when shift patterns are changed it is done by people with intimate knowledge of the business. We believe it is unsuitable for a third party, who is not in the business, to make a decision on such an issue."

In 1987 a change from ordinary shift work to continuous shifts at the Roslynn plant resulted in a strike which spread to other plants countrywide.

SA Brews and Fawu have agreed in principle on an average wage increase of 16.5% off a high base. It takes the wage for the lowest-paid worker to R7.40 an hour.

Mr Botha says this will not be confirmed until the compulsory arbitration issue has been resolved.
Union negotiates new conditions, salaries

The Independent United Peoples Union of South Africa has successfully negotiated better salaries and working conditions for its members.

The agreement between Upusa and HAZ Pyrotechnics was reached after months of negotiations, according to Mr Sipho Magubane, an official of the union.

Aspects covered by the agreement include job grading scheme, minimum wage, additional leave, housing and maternity.

The union and HAZ have also agreed that the minimum working hours be reduced from 45 hours to 44 hours a week.

Workers have been graded in seven categories, according to their qualifications and skills.

Grade I are labourers and they include cleaners, gardeners and general assistance. Their new hourly rate is R4.91 accumulating to R216.04 a week, representing an increase of 63 cents an hour.

The new rate for Grade II (machinists, clerical assistants and drivers' assistants) will now be R4.98 an hour, accumulating to R219.12 a week.

This is an increase of 63 cents an hour.
LABOUR RELATIONS ACT, 1956

CIVIL ENGINEERING INDUSTRY: AMENDMENT OF ORDER


E. VAN DER M. LOUW,
Minister of Manpower.

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WET OP ARBEIDSVERHOUDINGE, 1956

SIVIELE INGENIEURSNYWERHEID: WYSIGING VAN ORDER


E. VAN DER M. LOUW,
Minister van Mannekrag.
**SCHEDULE**

Substitute the following for clause 3 (1) (a):

"(a) EMPLOYEES OTHER THAN CASUAL EMPLOYEES:

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<td><strong>Column 1 (b)</strong></td>
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<td>The Magisterial Districts of Port Elizabeth, Uitenhage and East London and that portion of the municipal area of East London which falls within the Magisterial District of King William's Town</td>
<td>The Magisterial Districts of Bredasdorp, Caledon, George, Hermanus, Heidelberg, Montagu, Mossel Bay, Plettenberg, Riversdale, Robertson, Swellendam and Tulbagh</td>
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Col. A: EFFECTIVE FROM 2 SEPTEMBER 1991
THE SOLE support of six children, Templeton Jezile, died defending building materials that didn't even belong to him.

Even more tragically, as a casual worker he had no pension, no medical aid, nothing. It was only through an appeal in the pages of The Argus that money was raised to send his body home for burial.

Not all security guards are as poorly off. But many believe that they are. And all are aware that the rewards are often not worth the price — often the ultimate price — that is paid.

The Transport and General Workers' Union, which organizes workers in the security industry, says its members work under "impossible" conditions.

Allegations of racism, harassment and intimidation, starvation wages, 24-hour shifts without sleep or meal breaks, no pensions or medical aid funds and no rewards for loyalty or long service abound in the industry.

A case in point is the urgent interdict obtained in the Supreme Court by employees at Table Bay Security Services last month against their employer, Mr Jimmy Rentske, restraining him from intimidating, assaulting or pointing his firearm at them — something they allege he did frequently.

He did not oppose the application and agreed to pay R3 000 towards the legal costs of obtaining the interdict.

Most of these claims have been rejected by the managements concerned, who say they are equal opportunity companies with fair working conditions.

Many of the allegations, and the replies from management, suggested a substantial difference in perception and a lack of insight on both sides.

There are, of course, legal guidelines but even these have been the subject of protracted wrangling between State, employer and worker bodies.

The Security Officers Act, which became law on April 1, created a statutory Security Officer's Board which falls under the Ministry of Law and Order.

All security officers and companies are obliged to register with the board and a criminal record means automatic disqualification.

After country-wide protests against the legislation were lodged, a working group comprising government and trade union officials and employers was established to thrash out problems and report by the end of the month.

Principal objections to the Act are the registration fee of R35 and annual membership fee of R70, the way the SOB is constituted (only the Minister can appoint members) and the powers of the Minister in terms of the board.

The union is not opposed in principle to the concept of registration because it feels a degree of control over workers and employers is necessary for the industry.

Workers are also concerned at how the R70 annual membership fee — which would amount to millions — would be spent.

The issue of fingerprinting for criminal record checking is also a stumbling block — workers feel that minor offences, for which people have served sentences and redeemed themselves, should not be taken into account, and that they should not have to pay R35 for the privilege of undergoing this investigation.

They believe the answer lies in an Industrial Council at which employers and workers can negotiate and exchange views.

Security guards are the private sector's forgotten people. They are the men and women who risk their lives protecting other people's property but in many cases, they claim, they are treated worse than the dogs which stand with them. LINDA GALLOWAY investigates the working conditions of security guards in Cape Town and Mossel Bay, unearthing surprising and horrifying truths.

New law provides cold comfort for forgotten people
Relief plan: R400 m earmarked for jobless

MORE than R400 million will be paid out in wages and salaries to jobless people drawn into projects to be launched under the government's new R1-billion socio-economic relief plan.

The plan, financed from the proceeds of government sales of strategic oil reserves, is, in effect, an economic first-aid measure to rescue South Africa from a further slide into unrest, violence and instability.

One of the main aims is to relieve the country's growing crises of unemployment and extreme poverty.

Government sources told Weekend Argus that state departments had been instructed to launch the projects as soon as possible. Most of them were expected to get off the ground before the end of the financial year.

The sources confirmed the plan also was designed to "kick-start" the country's economy towards the promised upturn. This was being done by involving the private sector and local communities in a wide range of projects for urgently needed socio-economic development - with emphasis on ensuring social stability and creating a climate for investment.

The Cape Province's share from the R1-billion fund is R125 million - nearly a quarter - to be used for specially selected job-creating projects throughout the province.

Key man in the implementation of the plan is Minister of Economic Co-ordination and Public Enterprises Dr Dawie de Villiers who heads a Cabinet committee with special responsibility for managing the scheme with the help of top government officials and specialists.

Announcing the plan this week, Dr De Villiers said that project applications had been approved at a cost of more than R1 billion. This represented employment for about 60,000 people over an average of 15 months.

The projects included building thousands of classrooms, housing sites, services and centres for the underprivileged.

Dr De Villiers said: "The government is seriously concerned about the extent of the unemployment problem in South Africa and the hardship that accompanies it."

Another issue of serious concern to the government was the threat of more violence, crime and social instability as a result of economic decline and unemployment.

An allocation of R62,4 million, therefore, was made for security services. This amount was earmarked for the building of 50 satellite police stations and 250 police contact points.

This was aimed, in particular, at achieving more

FRANS ESTERHUYSE

Weekend Argus Political Correspondent

community involvement in the policing process and at curbing lawlessness and disorder in numerous communities.

The existing job-creation programme administered by the Department of Manpower was allocated an additional R26 million from the fund.

Mr Ernst van Eck, an economist of the Department of Economic Co-ordination and who is involved in the management of the plan, told Weekend Argus a specific instruction had gone out that as many jobless people as possible had to be employed in projects launched under the scheme.

At the same time, the need for community involvement was being emphasised. Community organisations were being encouraged to accept responsibility for self-help schemes once basic facilities had been provided.

The Cape Province's R250-million share of the pay-out includes an allocation of R112 million to the provincial administration for a wide range of the most urgently needed services, facilities and improvements.

Individual items for the Cape include:

- R81.5 million for basic services and infrastructure like water, electricity, roads and sanitation schemes;
- R41 million for community facilities comprising mainly community centres and halls;
- R4.4 million for sports facilities like playing fields, cloakrooms and seating stands;
- R16.1 million for upgrading hostels in black areas;
- R20.75 million for the House of Representatives, mainly for rural areas like the Richterwiel; and
- R61.70 million for roads, R13.1 million for schools under the Department of Education and Training, and R18.5 million for satellite police stations and police contact points.

Guidelines issued by the government for the selection of special projects focused largely on creating jobs and job opportunities, economic growth and social stability and order.

One of the guidelines stated that the projects "must make a contribution to the relief of the country's economic and stability problems within a fairly short period."

The greatest possible community involvement was called for in identifying projects.

Another guideline said "projects must be imaginative and introduced to the public in such a way that it can change perceptions and restore business confidence."

Tight control is being exercised over the spending of the R1-billion fund.
2000 Pepkor workers begin strike over pay

MORE than 2000 workers at Pep and Ackermans' stores countrywide have been on a pay strike since Saturday, the SA Commercial, Catering and Allied Workers' Union (Saccau) said yesterday.

Saccau assistant general secretary Kaizer Thibezi said in a statement a conciliation board meeting late last month failed to resolve the dispute.

Workers are demanding an across-the-board increase of R150 and a minimum monthly wage of R700. The union also wants annual bonuses of up to 75% of monthly salary and the company to commit itself to negotiating non-wage issues after the signing of a 1991 agreement.

Saccau said employers were offering a R139 across-the-board increase for workers with at least one year service and a minimum salary of R650 for employees with one or more years of service. Employers were also offering annual bonuses of 80% of monthly salary.

Thibezi said the companies had not agreed to negotiate secondary issues including parental rights, medical aid and a national provident fund scheme.

"Pepkor is one of the richest retail companies and yet it pays the lowest wage rates among the retail giants," Thibezi said. He said management's refusal to meet workers' legitimate demands had provoked the strike.

Pepkor management could not be reached for comment yesterday.

Transport workers to get retirement benefits

THOUSANDS of road transport workers stand to benefit from a new provident fund, recently agreed to after protracted negotiations between employers and four trade unions.

Witwatersrand Motor Transport Industrial Council spokesman A M Serrano said yesterday the fund would provide retirement benefits to workers employed by about 350 businesses in the Witwatersrand area.

Serrano said in a statement new employees who joined those businesses would automatically become members of the fund. Existing employees had 12 months to decide whether to join.

Another 200 hauliers and cartage concerns in the Witwatersrand which did not have staff retirement arrangements would have the option of joining the industry's "umbrella fund".

Accumulated retirement benefits in the fund would not be affected by job changes within the industry," Serrano said.

Unions party to the agreement are the Transport and General Workers Union, Motor Transport Union, the SA Transport Workers' Union and the Professional Transport Workers' Union of SA.
MORE than 2 000 workers at Pep and Ackermans Stores have been on strike for more pay since Saturday, the SA Commercial, Catering and Allied Workers Union said yesterday.

Workers are demanding a R700 minimum monthly salary and a R150 across-the-board increase, Sacca-wu assistant general secretary Mr Kaizer Thibedi said.

The strike followed a Conciliation Board meeting on July 31 which failed to resolve the dispute.

The union also demanded an annual bonus of 75 percent of the monthly salary and that the companies commit themselves to negotiate non-wage issues once the 1991 agreement was signed.

Thibedi said the employers were offering R139 across-the-board for all employees with more than a year's service.

A minimum salary of R630 was being offered to all employees with more than one year's service, plus an annual bonus of 50 percent of the monthly salary.

The companies had not agreed to negotiate secondary issues such as parental rights, medical aid and a national provident fund.

Thibedi said: "Pepkor is one of the richest retail companies and yet it pays the lowest wage rates among the retail giants.

"Management's arrogant and paternalistic attitude and their refusal to meet workers' legitimate demands has provoked the strike. Our members have now accepted the inevitable as provoked by their bosses."

Pepkor spokesman Mr George Stander was not immediately available for comment. - South African Press Association.
Mayekiso disputes claim that workers are overpaid

By Kaizer Nyatsamba
Political Staff

A top trade unionist yesterday disputed Sasol chairman J A Stegmann's claim that salaries paid to semi-skilled and unskilled workers in South Africa had priced the country out of the international market.

In his annual chairman's review, published in newspapers yesterday, Mr Stegmann said South Africa had priced itself out of competitive markets both in terms of its remuneration of semi-skilled and unskilled workers and in terms of the payment and average productivity of skilled workers.

"It is my view," Mr Stegmann said, "that in comparison with the newly industrialised nations, South Africa has succeeded in pricing itself out of the market in terms of its remuneration of workers. Whatever the reasons for this state of affairs may be, it has definitely impeded the global and domestic competitiveness of our economy. It has also contributed greatly to the high level of unemployment, which is perhaps our single most serious challenge for the future."

Moses Mayekiso, general-secretary of the National Union of Mineworkers - one of Cosatu's biggest affiliates - said Mr Stegmann's remarks were "surprising".

South African workers, Mr Mayekiso said, were among the worst paid in comparison to workers in Europe and other parts of the world. They were paid "slave wages", and it was capitalists' bad planning and the system of apartheid which had ruined the economy.

"We would not expect that (comment) to come from an enlightened employer, because employers know clearly that the pittance they pay workers cannot affect the economy," Mr Mayekiso said.

In his review, Mr Stegmann said the problem could only be addressed by appropriate educational and training policies and by ensuring that the price of the most important of the country's resources, its human resource, properly reflected the relative scarcity or abundance of that resource.

The Sasol boss said the end of sanctions against South Africa was "at last in sight" and that most participants in the constitutional process would agree that a future economic policy should have as its main focus the achievement of an economic growth rate of at least 5 percent a year.

This, he said, could be achieved only if full and open financial relations were restored with the outside world, including institutions such as the International Monetary Fund and the World Bank.

In the meantime, South Africans themselves would have to demonstrate their ability to bring "the persistent unrest" under control and to manage fiscal and monetary affairs in a manner which would inspire confidence in foreign investors.
And now the local cure for high inflation

DEREK TOMMEY
Weekend Argus Correspondent

The cure for high inflation is to hold down labour costs, say the pundits.

And this is exactly what manufacturers - the second-largest employers of labour after the public service - are doing, an analysis of the latest wage and employment figures show.

They show that not only have they been reducing their labour complements, but have been keeping increases in wages and salaries well below the inflation rate.

This helps explain the cold breeze the retail trade is now feeling.

According to Central Statistical Service's figures, manufacturers' monthly wage bills in the 11 months to May grew by only 4.6 percent, from R2.34 billion to R2.45 billion.

In the same period, the Consumer Price Index rose by around 12 percent.

This means that when adjusted for inflation, manufacturing wages dropped eight percent in real terms between June last year and May this year.

Employment in manufacturing dropped 27000 to 1.43 million in this period after a wholesale shedding of labour throughout the manufacturing sector.

The food industry shed 3000 people, the textile industry 3100, industrial chemicals 1700, timber 1200, cement and lime 1500, metal products 2000, machinery and equipment 3300 and motor vehicle assembly 2500.

Several other sectors shed 500 to 900 people.

It is disturbing to note that the number of people employed in the manufacturing sector at the end of May was only 3.083 million compared with 3.683 million in 1985 and 3.983 million in 1984, immediately before sanctions and other trade restraints were imposed.

Had manufacturing been able to maintain at least a three percent growth rate in employment in the troubled 1980s, some 700 000 more people would be in jobs today.

Moving to the wages paid in manufacturing, the average was R1 105 a month - an increase of 6.6 percent on the R1 002 paid last July.

The average white wage rose 8.2 percent in this 11-month period from R3 474 to R3 723 and the average coloured wage 6.9 percent from R1 104 to R1 180.

The average Indian wage rose a somewhat exceptional 15.9 percent from R1 476 to R1 702 and the average black wage 1.7 percent from R1 029 to R1 047.

Adjusted for inflation, the average manufacturing wage dropped 6.2 percent, the average white wage 4.6 percent, the average coloured wage 6.7 percent, the average Indian wage 1.5 percent. The average black wage fell 10.5 percent.

These are not particularly pleasant figures for the average worker in manufacturing.

But they hold out considerable hope that South Africa can eventually bring down its high inflation rate.

It shows that some manufacturers are adjusting to the tougher economic conditions and are preparing to be more aggressive and competitive.

If the government could persuade the public sector that the next wage increase should be in line with those in the private sector, the outlook for curbing inflation would be bright indeed.
Katlehong residents angry over wrong bills

RESIDENTS of the East Rand township of Katlehong are angry after receiving exorbitant electricity bills because of faulty meters.

And they claim that town councillors personally severed power cables to homes when township youths illegally switched electricity back on in the wake of punitive power cuts.

People in the township’s upmarket satellite suburb of Spruitview hold a march in the area last Friday to present a memorandum to the Transvaal Provincial Administration (TPA) and President F W de Klerk complaining of the local council’s incorrect billing.

They said June and July’s electricity accounts ranged between R400 and R1 000 for each month and amounts that had already been paid were not credited.

Katlehong Mayor MacDonald Mhlanu admitted on Friday that the meters were faulty, and said the council had now decided that the 600 000 residents should pay an interim monthly rate of R66.51 a month while the council’s technical department tried to fix the meters.

The Spruitview Ratepayers Association said in the memorandum that it had offered the services of two chartered accountants to assist the council’s treasurer, but the council had failed to take advantage of this.

“The result of the glaring inefficiency and unmitigated incompetence of the Katlehong Town Council, the residents of Spruitview have no option but to cast a vote of no-confidence against it.”

It said the residents had resolved to ignore the council’s accounts and pay a flat monthly rate of R100.

But Katlehong Civic Association (KCA) president Paul Sehlobo said the residents he represented had resolved to continue with a total rent and services boycott, pending the resumption of talks with the TPA and the Germiston City Council.

He said negotiations on services had broken down earlier this year when money paid to the council for electricity had failed to reach the supplier, Eskom.

Sehlobo said his executive was working on a date to resume talks with the TPA.

He also alleged that councillors had cut cables to households which had not been paying the bills.

Union declares disputes at Mama’s Pies

THEC Food and Allied Workers’ Union (Fawu) has declared a dispute at three Mama’s Pies factories in Cape Town, Johannesburg and Durban.

Spokesman Ernest Theron said yesterday the union had, in the course of negotiations, dropped its wage demand from a 9% across-the-board increase to 15.9% in an effort to reach an early settlement.

Negotiations, which started in June, affect about 800 workers.

He said Mama’s Pies had offered 8% during the first round of talks, but then told Fawu it planned to withdraw and remove the 8% offer.

After the union lobbied all Premier Food Industries divisions, the company agreed to continue wage talks and reinstated the offer, Theron said.

However, the parties failed to reach agreement.

A spokesman for Premier Food Industries said yesterday it was premature to comment on the dispute as a meeting between the parties had been scheduled for today in Cape Town.
Wages go up by 15 percent

THE number of workers in South African non-government jobs rose by 0.2 percent in the first quarter of this year, but total wages rose by 15.1 percent compared to the same period in 1990, according to figures released on Monday by South African Central Statistical Services.

The number of jobs was 4,504,603 and the payroll amounted to R23,214,864 at the end of March this year.
Over 4 000 retail staff on strike

By Shareen Singh

The retail sector has been hit with major strikes involving more than 4 000 workers at stores owned by the Pepkor and Edgars groups nationally.

At Ackermans and Pep stores some 2 000 workers were in the tenth day of their wage strike, the South African Commercial Catering and Allied Workers Union said yesterday. Eight stores had been closed, according to the union.

Saccawu spokesman Kaizer Thibedi said the union had demanded a across-the-board increase of R150 and a minimum wage of R700. The current minimum wage was R520.

A Pepkor spokesman said 307 stores had been affected by the strike by 1 620 workers, but the numbers were growing daily.

The company's wage offer of 20.1 percent at Pep stores and 17.5 percent at Ackermans were well above other settlements this year, he said.

More than 2 000 Edgars group workers at Sales House, Edgars, Jet stores and Express stores were in the fifth day of their strike yesterday.

Workers had demanded a monthly minimum wage of R1 000 and R200 across the board. The minimum wage was R700.

Also central to the Edgars group dispute was the union's demand for March 21 and June 16 as paid holidays.

"Most companies organised by Saccawu have agreed to grant these two days as paid holidays and it is not an issue any more," Mr Thibedi said.

The strikes had been marked by widespread picketing and demonstrations.

In Natal, about 1 600 Fedics group workers had been on a wage strike since last week and at City Deep in Johannesburg some 500 workers at Freshmark fruit and vegetable company had been locked out by management after they refused to accept a final wage offer.

Major national strikes were brewing at Ellerines and City Lodge where Saccawu was balloting its members following a wage deadlock.

The union had more than 4 000 members at Ellerines and about 2 000 at City Lodge, Mr Thibedi said.
South Africa's 'Cinderella' domestic sector moved decisively towards official regulation this week with the publication of far-reaching recommendations by the National Manpower Commission.

The recommendations, published in the Government Gazette for comment today, are the fruits of an NMC probe ordered last year by Manpower Minister Eli Louw and are likely to lead to legislation in 1993. They call for the inclusion of the country's 800 000 domestics under the Labour Relations Act (LRA) and Basic Conditions of Employment Act (BCEA), with adjustments to take account of the sector's peculiar circumstances. These include provision for a small labour court and a simplified conciliation procedure.

The historical exclusion of domestics from both Acts means they cannot join registered unions, use the industrial court or the official dispute-settling machinery; have no redress against unfair dismissal or victimisation; and no right to paid leave, restrictions on working hours or regulation of overtime.

Union organisation in the sector is embryonic: the NMC report puts the paid-up membership of the Congress of South African Trade Unions' South African Domestic Workers' Union and the National Council of Trade Unions' Black Domestic Workers' Union at 14 525 and 8 434 respectively.

The NMC also recommends in principle that domestic workers be covered by the Unemployment Insurance Act and Workmen's Compensation Act, but proposes the creation of a working group consisting of members of the NMC's domestic workers' committee, Manpower Department representatives and workers' compensation and unemployment insurance officials to investigate the administrative implications of their inclusion.

As the key modification of the LRA, the commission recommends that domestic workers and employers should have the option of using an industrial court or the small labour court for legal redress. Although part of the industrial court system, the latter would have simplified procedures, no right of appeal and no professional representation.

Some conciliation or mediation would be required before court action. As formal conciliation boards were not suitable for the domestic sector, this could take the form of a simple meeting between the parties.

A mediator could be any person not directly involved in the dispute, the commission suggests.

The NMC also suggests that the proposed unfair labour practice code, which would serve as a non-statutory guideline admissible as evidence in court, might be modified for the domestic workforce. Some commission members held that incompatibility might be grounds for dismissal, that dismissal procedures need not be followed during an agreed probationary period and that a cash award could replace reinstatement where the employment relationship had broken down.

The NMC recommends that domestic workers should be covered by most provisions of the BCEA including those on working hours (a maximum of 46 hours a week), overtime (a maximum of 10 hours a week), paid leave (14 days a year), maternity leave, and child labour (no employee should be under 15 years).

Adjustments include an additional four hours' voluntary overtime for workers tending children, the sick or aged, and a maximum “spread-over” of 14 hours for live-in domestics.

The commission also recommends the inclusion of two new provisions in the BCEA — one enabling domestic to take civil action for the recovery of money due to them, and the other preventing employers from victimising workers who refuse to breach the Act or who discuss their employment conditions with others.
Saccawu strike goes on

About 3,000 South African Commercial, Catering and Allied Workers Union members remained on strike over wages this week at 232 Pep Stores and Ackerman's outlets and 40 Edgars shops countrywide.

Support for both strikes is scattered: five Pep/Ackermans stores have been closed and all Edgars outlets are continuing to operate.

Management is claiming the Edgars strike is illegal, as the ballot failed to secure sufficient support. The parties are not that widely separated: the union demands a R200 across-the-board increase, while management has offered R180 and a further R20 after six months.

Saccawu's Kailser Thibezi said there was little prospect of immediate settlement in the 10-day Pep/Ackermans strike, which is concentrated in the Transvaal. Management said its offer of a 20.1 percent rise at Pep and 17.3 percent at Ackermans was "well above other settlements this year".
Union welcomes proposal

By Zingisa Mkhuma

The South African Domestic Workers Union (Sadwu) has welcomed recent National Manpower Commission proposals that domestic workers should fall under the protection of the Basic Conditions of Employment Act. (See)

But the union has slated the commission for ignoring their demands for the workers to be included in the Wage Act. Sadwu said although the commission had accepted the majority of their proposals, they would not be satisfied until the Government included domestic workers in the Wage Act.

Sadwu's general secretary, Florence de Villiers, said: "Demands for a living wage were the sore part of the proposals we have made to the Government since 1980. "Recommendation guidelines on wages and not on the Wage Act is not enough. We won't be satisfied until the Wage Act is implemented."

Miss de Villiers pointed out that the union is demanding R450 a month for all its workers but may increase the amount after their national congress in October. She strongly criticised employers who still paid their workers amounts below the recommended minimum wage.
Edgars goes to court for ruling on national strike

EDGARS had applied to the industrial court for a ruling on the legality of a strike by more than 1 300 SA Commercial, Catering and Allied Workers Union (Saccawu) members, group human resources executive Den Findlay said yesterday.

Findlay said the national strike had entered its second week yesterday and 54 out of 364 Edgars stores were affected by strike action which included picketing.

Saccawu national organiser Paul Kashe said yesterday the union would oppose the action, which would be heard on Wednesday.

He said the countrywide strike by 2 000 Saccawu members in the Pepkor Group entered its third week yesterday. Strike action at Pep Stores and Ackermans included picketing, pamphleteering and sit-ins. Saccawu claimed eight stores had been closed as a result of picketing.

Pep human resources director Piet Brand said yesterday 270 Pep Stores shops, a warehouse and 53 Ackermans shops had been drawn into the strike by Friday. About 1 357 Pep Stores workers and 333 Ackermans workers were involved.

"No stores are closed at present," Brand said.

He said management still regarded the strike as illegal and claimed the majority of union members had not voted "yes" for industrial action. While management did not want to make an issue out of this, it had told the union that "we reserve our rights in this regard".

Wage demands are central to both disputes. Workers in the Pepkor Group are demanding a R700 monthly minimum plus a R150 across-the-board increase for its members. Brand said workers at Pep and Ackermans had been offered increases of 20,1% and 17,3% respectively.

At Edgars, Saccawu is demanding a R200 across-the-board increase for its members. The company has offered R100 across-the-board which will rise by R20 after six months.

The union said 100 workers had been arrested at Pep Stores and Ackermans on charges of picketing by yesterday.

Saccawu assistant general secretary Kaiser Thibedi said yesterday the union was ready to resume negotiations with management of Edgars Group and Pep/Ackermans stores as soon as possible, Sapa reports.

Thibedi told a news conference that union members proposed further mediation between management and the union at a meeting on Sunday.
Cleaners shut

Natal schools.

By Shareen Singh

More than 200 schools and tertiary institutions in Natal have been shut or partially shut since last week due to a wage strike by about 7,000 cleaning staff.

The strike has affected mainly Indian schools under the House of Delegates.

According to the Transport and General Workers' Union (TGWU), the workers employed by sub-contracting companies have demanded that wage increases be negotiated with the TGWU, rather than determined by the National Contract Cleaners' Association.

They are demanding a minimum wage of R1 000.
Delmas locks out 700 Fawu members

By SELLO MOTLHABAKWE

ABOUT 700 members of the Food and Allied Workers Union employed by Delmas Milling Company in Randfontein were yesterday locked out by management following a wage dispute with the union.

A union spokesman said negotiations with management over an increased wage deal became deadlocked in April. The lockout was in response to a ballot held on Tuesday in favour of a strike.

The union is demanding a R42 across-the-board weekly wage or a 19 percent increase, whichever is greater.

Management has offered a R40 weekly wage increase for general workers, R45 for unspecified others and R55 for drivers. The union has rejected the offer.

Mr C Morland, manager of the company, confirmed that Fawu members were on strike. A statement said that the Food and Beverage Workers Union had accepted the management's offer of a 14 percent increase.

Casual workers have been hired to maintain production.
blankets and rugs other than carpeting rugs; all dyeing, printing and finishing processes directly connected with any or all of the above-mentioned manufacturing activities, and includes industrial commission dyeing, printing and finishing of fibres, yarns, threads, and woven and knitted fabrics,

but excludes—

the manufacture of carpets, mats, matting and linoleum; cables, cordages, ropes and twines; and any yarn production processes directly and solely based on any or all of the above excluded processes; the manufacture of household and domestic textiles from fabrics not of own manufacture, such as purchased fabrics; the manufacture of knitted fabrics and ancillary processes solely for own production of knitted garments and hosiery; the manufacture of bags and sacks; wool scouring and combing; cotton ginning and fibre working; the manufacture of tents and tarpsauls from fabrics not of own manufacture and the manufacture of pressed felts and paddings.”

E. VAN DER MERWE LOUW,
Minister of Manpower.

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No. R. 2269
20 September 1991
MANPOWER TRAINING ACT, 1981

METAL AND ENGINEERING INDUSTRIES ARTISAN TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP WITH REGARD TO WAGES

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend with effect from the first Monday after the date of publication of this notice, Government Notice No. R. 1746 of 26 July 1991 by the substitution for clause 3 (1) of the Conditions of Apprenticeship with regard to Wages, of the following clause:

"3. (1) An employer shall pay an apprentice weekly at not less than the rates specified hereunder:

<table>
<thead>
<tr>
<th>Year of apprenticeship</th>
<th>Weekly rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First year</td>
<td>R216</td>
</tr>
<tr>
<td>Second year</td>
<td>R240</td>
</tr>
<tr>
<td>Third year</td>
<td>R288</td>
</tr>
<tr>
<td>Fourth year</td>
<td>R431</td>
</tr>
</tbody>
</table>

E. VAN DER MERWE LOUW,
Minister of Manpower.
3. KLOUSLE 8: BYDRAES

Vervang klosule 8.3 deur die volgende:

"8.3 Lys van Bydraes

<table>
<thead>
<tr>
<th>Kolom 1</th>
<th>Kolom 2</th>
<th>Kolom 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Werknemer se bydrae</td>
<td>Werkgewer se bydrae</td>
<td>Werkgewer se bydrae</td>
</tr>
<tr>
<td>R</td>
<td>R</td>
<td>R 6.50</td>
</tr>
</tbody>
</table>

Werkende werkgever, nie-werkende werkgever, persone wat 'n direkteur of
aandeelhouer is in 'n maatskappy wat 'n werkgever in die bedryf is en 'n lid
van 'n bestede korporasie wat 'n werkgever in die bedryf is

Haarkapper (wat ook al die kodes op die Sertifikaat om Haarkappers te
bedryf):
Erste jaar na kwalifikasie
Daarna

5,80

2,90

Vak leerling en/of leerling haarkappers:

Aarste jaar
Tweede jaar
Derde jaar
Daarna

1,70

2,20

2,80

0,85

1,10

1,40

1,40

Manikurs en/of skoonheidsstundige:

Erste drie maande ondervinding
Tweede drie maande ondervinding
Derde drie maande ondervinding
Daarna

1,50

1,80

1,90

0,75

0,90

0,95

2,05

Onlangs/lame/Teleons

Sampoe's

Oparaateur

Algemene assistent

Minderinge

4,00

2,80

3,00

1,70

1,70

2,00

1,40

1,50

0,85

0,85

Namens die partye ophede die 28ste dag van Mei 1991 te Rooideoort onderteken.

J. DANIEL,
Voorsteur.

M. MULLER,
Onsvoorsitter.

J. A. MARTIN,
Sekretaris.

No. R 2276
20 September 1991

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, NATAL: RE-ENACTMENT
OF THE MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower,
hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations
Act, 1956, declare that the provisions of the Agreement
which appears in the Schedule hereto and
which relates to the Undertaking, Industry, Trade or
Occupation referred to in the heading to this notice,
shall be binding, with effect from the second Monday
after the date of publication of this notice and for the
period ending 30 June 1992, upon the employers' organisation and the trade union which entered into the
said Agreement and upon the employers and
employees who are members of the said organisation
or union; and

No. R. 2276
20 September 1991

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, NATAL: HERBEKRAGTI-
GING VAN DIE HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op
Arbeidsverhoudinge, 1956, dat die bepalings van die
Ooreenkom wat in die Bylae hiervan verskyn en
betrekking het op die Onderneming, Nywerheid, Bedryf
of Beroep in die opskrif by hierdie kennisgewing ver-
meld, met ingang van die tweede Maandag na die
datum van publikasie van hierdie kennisgewing en vir
die tydperk wat op 30 Junie 1992 eindig, bindend is vir
die werkgewersorganisasie en die vakvereniging wat
genoemde Ooreenkom aangegaan het en vir die
werkgewers en werknemers wat lede van genoemde
organisasie of vereniging is; en

837—B
(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL)

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Natal Clothing Manufacturers' Association
(hereinafter referred to as the "employers' organisation"), of the one part, and the

South African Clothing and Textile Workers' Union
(hereinafter referred to as the "employees' organisation"), of the other part, being the parties to the Industrial Council for the Clothing Industry (Natal).

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Industry (Natal) —

(a) by all employers who are members of the employers' organisation and who are engaged in the Clothing Industry (Natal) and by all employees who are members of the trade union who are employed in the said Industry;

(b) in the Magisterial Districts of Chatsworth, Durban, Inanda, Pinetown, Pietermaritzburg and Lower Tugela.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in the Agreement published under Government Notice No. R. 46 of 11 January 1980, as amended.

(3) The terms of this Agreement shall not apply to employers who are not members of the employer's organisation and who employ five or fewer employees: Provided that such employers may elect to voluntarily comply with the provisions of this Agreement.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 June 1992 or for such period as may be determined by him.

3. SPECIAL PROVISIONS


(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonder die vervat in klusules 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir alle ander werkgewers en werkners as die genoemde wetkrag in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderwys, Nywerheid, Bedryf of Beroep in die gebiede in klusule 1 van die genoemde Ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIE NYWERHEID (NATAL)

HOOF OOREENKOMS

oorrekomstig die Wet op Arbeidsverhoudings, 1956, gelsu deur en aangegaan tussen die

Natal Clothing Manufacturers' Association
(hierdie die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Clothing and Textile Workers' Union
(hierdie die "werkners" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Klerasie-nywerheid (Natal).

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Klerasie-nywerheid (Natal) nagekom word —

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en by die klerasie-nywerheid (Natal) betrokke is en deur alle werknemers wat lede van die vakvereniging is en wat in genoemde nywerheid werksoen is;

(b) in die landdorstdistrikte Chatsworth, Durban, Inanda, Pinetown, Pietermaritzburg en Lower Tugela.

(2) Ondanks subklausule (1) is hierdie Ooreenkoms slegs van toepassing ten opsigte van die werknemers vir wie lone voorafgeskryf word in die Ooreenkoms gepubliseer deur Goewermentskennisgewing No. R. 46 van 11 Januarie 1980, soos gewysig.

(3) Hierdie Ooreenkoms is nie van toepassing nie op werk-
gewers wat nie lede van die werkgewersorganisasie is nie en wat vof of minder werkners in diens het: Met dien ver-
stande dat sodanige werkgewers wywyliglik aan die Ooreen-
koms kan voldoen indien hulle dit vir die particuliere behoeftes van hulle eie werkplekke doen.

2. GELDIGHEIDSDOUUR VAN OOREENKOMS

Hierdie Ooreenkoms treed in werking op die datum wat die Minister van Mannekrag kragtens artikel 49 (1) van die Wet vaststel, en by van krag vir die tydperk eindigend 30 Junie 1992 of vir die tydperk wat by bepaal.

3. SPEIALE BEPALINGS

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 7 (6) (ix), 7 (6) (x) to 19, 23, 24, 26 to 28 of the Former Agreement, as further extended, renewed, amended or re-enacted from time to time shall apply to employers and employees.

5. CLAUSE 4: WAGES

(1) Substitute the following for subclause (1):

"(1) No employer shall pay and no employee shall accept wages lower than the weekly wages prescribed hereunder:"

4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klusules 3 tot 7 (6) (ix), 7 (6) (x) tot 19, 23, 24, 26 tot 28 van die Vorige Ooreenkoms soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 4: LONE

(1) Vervang subklusule (1) deur die volgende:

"(1) Geen loon wat laer is as die minimum weekloone hieronder voorgeskryf mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:"
<table>
<thead>
<tr>
<th>Period</th>
<th>Occupation</th>
<th>Number of months' experience in the industry (inclusive)</th>
</tr>
</thead>
<tbody>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Head cutter</td>
<td>R</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Assistant head cutter</td>
<td>244,50</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Cutter and trimmer</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Bandknife cutter</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Mechanic</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Grade I employee</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Grade II employee</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Grade A employee</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Clerical employee</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Foreperson</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Watchman</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>Driver: Motor vehicle, the unladen mass of which—</td>
<td></td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>1. does not exceed 454 kg...</td>
<td>-</td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>2. exceeds 454 kg but does not exceed 2 722 kg</td>
<td></td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>3. exceeds 2 722 kg but does not exceed 4 540 kg</td>
<td></td>
</tr>
<tr>
<td>From the date of coming into operation of this Agreement</td>
<td>4. exceeds 4 540 kg...</td>
<td></td>
</tr>
<tr>
<td>Period</td>
<td>Occupation</td>
<td>Number of months’ experience in the Industry (inclusive)</td>
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<td>------------------------------------------</td>
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<tr>
<td></td>
<td></td>
<td>0-6</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Head cutter</td>
<td>R</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Assistant head cutter</td>
<td>264,50</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Cutter and trimmer</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Bandmill cutter</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Mechanic</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Grade I employee</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Grade II employee</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Grade A employee</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Clerical employee</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Foreperson</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Watchman</td>
<td>→</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td>Driver: Motor vehicle, the unladen mass of which—1. does not exceed 454 kg...</td>
<td>R</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td></td>
<td>2. exceeds 454 kg but does not exceed 2722 kg</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td></td>
<td>3. exceeds 2722 kg but does not exceed 4540 kg</td>
</tr>
<tr>
<td>From the first pay-week in January 1992</td>
<td></td>
<td>4. exceeds 4540 kg</td>
</tr>
</tbody>
</table>
6. CLAUSE 12: HOLIDAY LEAVE

(1) Substitue the following for sub-clause (1):

“(1) (a) Half-day on the Thursday before Good Friday, Good Friday, Good Friday, Family Day, Workers' Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day, Day of Goodwill and New Year’s Day shall be paid holidays.

(b) Notwithstanding paragraph (a), employees shall be entitled to one additional day’s holiday leave per annum the date of which shall be decided on by the Industrial Council in January of each year, and such day shall be regarded as a paid public holiday.

c) Subject to subclause (2) hereof, payment for the days in subclause (1) (a) and (b) hereof shall be made not later than the first pay-day succeeding such day.

(d) Should any of the public holidays referred to in this subclause fall on a Saturday or Sunday, each employee shall be paid in respect of each such day the wage he would have been entitled to for a normal working day. For the purposes of this subclause, ‘half-day’ means, in the case of employees referred to in clause 8 (1) (a), four and a half hours immediately after starting time and in the case of employees referred to in clause 8 (1) (b), four and a quarter hours immediately after starting time.”

(2) Substitute the following for subclause (2) (a):

“(2) (a) Every employer shall, each year during which this Agreement is in operation, subject to the provisions of subclause (9) of this clause, between 15 December and 15 January ensuring grant to each of his employees, whether employed on piece-work or on time-work, who has been in his employ for a continuous period of not less than 12 months prior to the date of granting leave, not less than three consecutive weeks' holiday leave at 15 days' wages, plus three days' pay in respect of Christmas Day, Day of Goodwill and New Year's Day falling within such leave period: Provided that when Day of the Vow falls within the period of holiday leave, it may be added to the said period of holiday leave on full pay. For the purposes of this subclause, ‘day's wage' shall mean the weekly wage divided by five.”

L.W.—Indien lone na aanleiding van ondervinding verhoog moet word, is die laaste bedrag teenoor enige beroep die loonskaal vir ’n gekwalifiseerde werknemer.

Wanneer ’n gekwalifiseerde werknemer graad II oorgeplaas word na ’n ander beroep wat as die werk van ’n werknemer graad I geklassiseer word, moet hy minstens sy bestaande beslissing vir ’n tydperk van ses maande ontvang en daarna, nadat hy die tydperk voltooi het, sy volgende salarisk smearhoogten en daarna die voorgeskrye salarisk smearhoogtings vir sy nuwe beroep. ’n Ongekwalifiseerde werknemer graad II, wat oorgeplaas word na ’n ander beroep wat as die werk van ’n werknemer graad I geklassiseer word, moet minstens sy beslissing wat hy voor sy oplossing ontvang het betaal word, maar moet die voorgeskrye smearhoogtings vir sy nuwe beroep ontvang.”

(2) Vervang subklousle (4) (a) deur die volgende:

“(4) (a) ’n Verhoging in die loon waarop ’n leerling geregte word as gevolg van vroege ondervinding, is betaalbaar op die datum waarop dit aan hom verskuldig word, tenopy die werknemer uit die betrekking van sy werk afwillig was vir ’n langer tydperk of tydperke as altersaam sowell dae in enige kwalifiseerende tydperk van ses maande waarvoor daar in hierdie klousle voorsiening gemaak word. Die datum waarop ’n loonverhoging aan sodanige leerling verskuldig word, kan volgens skikking word met die ondernemer betref dat dit tans na die betrokke leerling lae kom en dat dit nie betaal kan word in enige langer tydperk van ses maande.”

6. KLOUSLE 12: VAKSANSIEVERLOF

(1) Vervang subklousle (1) deur die volgende:

“(1) (a) Die halfdag op die Donderdag voor Goede Vrydag, Goede Vrydag, Geesin dag, Werkersdag, hemelvaartsdag, Republiek dag, Geloofsdag, Kerstdag, Weihnachtsfeiertag en Nieuwjaarsdag is vakansiedag met betaal van die betrokke persone.”

(b) Onlangs parasgraaf (a) is werknemers om ’n addisionele dag verlof per jaar geregte, waarvan die datum bepaal moet word deur die Vsa-kerstfees in Januarie van elke jaar, en sodanige dag moet as ’n betaalbare openbare feesdag beskou word.

c) Behoudens subklousle (2) hiervan, moet betaal vir die dae gecome in subklousle (1) (a) en (b) hiervan voor of op die eerste betaaldag na sodanige dag geskied.

(d) Indien enige van die openbare vakansiede in hierdie subklousle bedoel, op ’n Saterdag of Sondag val, moet elke werknemer norgsige van elke sodanige dag die loon betaal word waarop hy geregte sou gewees het vir ’n gewone werkdag. Vir die toepassing van hierdie subklousle beteken ‘halfdag’, in die geval van werknemers in klousle 8 (1) (a) bedoel, vier en ’n half uur onmiddellik na beginyd en in die geval van werknemers in klousle 8 (1) (b) bedoel, vier en ’n half uur onmiddellik na beginyd.”

(2) Vervang subklousle (2) (a) deur die volgende:

“(2) (a) Behoudens subklousle (9) van hierdie klousle, moet elke werkgewer elke jaar waartydens hierdie Ooreenkom in werkking is, tussen 15 Desember en die daarop volgende 15 Januarie, aan elkeen van sy werknemers, hetsy in diens op stukwerk of op tydwerk, wat ’n aaneenlopende tydperk van minstens 12 maande in sy diens was voor die datum waarop verlof toegestaan word, minstens drie agtereenvolgende weke vakansieverlof toestaan met 15 dae se loon, asook drie dae se besluiting ten opsigte Kersdag, Weihnachtsfeiertag en Nieuwjaarsdag wat in sodanige verloftermperk val: Met dien verstande dat indien Geloofs dag binne die tydperk van vakansieverlof val, dit met volle besluiting by genoemde tydperk vakansieverlof gevoeg kan word. Vir die toepassing van hierdie subklousle beteken ‘dag se loon’ die weekloon gedeel deur vyf.”
7. CLAUSE 12(bis): MATERNITY LEAVE

Substitute the following for subclause (2) (c):

“(2) (c) ‘eligible employee’ shall mean a permanent employee, other than a casual or temporary employee, who is or was pregnant and who has been in the continuous service of the same employer for a minimum period of 12 months.”.

8. CLAUSE 19: COUNCIL FUNDS

Substitute the following for subclause (3):

“(3) Whenever criminal proceedings are instituted against an employer for the failure to pay outstanding contributions and/or subscriptions for one or more of all of the following, i.e. Council levies, Provident Fund contributions, Sick Benefit Fund contributions, Training Fund contributions, trade union subscriptions, employers’ association subscriptions, holiday pay and arrear wages, the employer shall pay interest on such amounts outstanding, calculated from the date or dates when such amounts become due and payable at the bank prime rate prevailing at the same date.”.

9. CLAUSE 27: SICK BENEFIT FUND

Substitute the following for subclause (9) (c):

“(9) (c) in any calendar year, sick pay equal to half a day’s wage prescribed in clause 4 for each day of absence from work through illness to a maximum of 40 days’ absence: Provided that a member shall not be entitled to any sick pay whatsoever in respect of a period of absence of two days or less unless they constitute the first two days of a period of not less than three continuous days’ absence, in which case such member shall receive for a period of absence which is limited to three days, one day’s sick pay. No claim for sick pay shall be recognised if lodged after the expiry of six calendar months, calculated from the date of illness for work indicated on the medical certificate. In cases of permanent unfitness, the period of six months shall be calculated from the last day in respect of which sick pay is due.”.

Signed at Durban, on behalf of the parties, this 22nd day of January 1991.

A. B. ROLANDO,
Chairman of the Council.

E. BEAUMONT,
Vice-Chairman of the Council.

R. E. REDFERN,
Secretary of the Council.

No. R. 2277
20 September 1991

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, NATAL: RE-ENACTMENT OF THE PROVIDENT FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1992, upon the employers’ organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

7. KLOUSLE 12(bis): KRAAMVERLOF

Vervang subklousle (2) (d) deur die volgende:

“(2) (c) ’werknemer wat vir kraamverlof kwalifiseer ‘n permanente werknemer, uitsluitend ’n los of tydelike werknemer, wat swanger is of was en wat vir ’n minimum tydperk van 12 maande ononderbroken in diens is van dieselfde werkgever.”

8. KLOUSLE 19: FONDSE VAN DIE RAAD

Vervang subklousle (3) deur die volgende:

“(3) Wanneer geregtelike stappe gedaan word teen ’n werkgever wat versuim het om uitstaande bydrae en/of ledegeld oor te betaal vir een of meer van of al die volgende, d.w.s. Raadsfondse, Voorsorg- en Siektebystandsfondsbydrae, Opleidingsfondsbydrae, vakverenigingsledegeld en die ledegeld van die werkgeversorgaanseis, vakkieverliesledegeld en agterstalige lote, moet die werkgever rente betaal op sodanige uitstaande bedrae, bereken vanaf die datum of datums waarop genoemde bedrae betaalbaar word teen die heersende prima bankkoers.”

9. KLOUSLE 27: SIEKTEBYSTANDSFONDS

Vervang subklousle (9) (c) deur die volgende:

“(9) (c) in enige kalenderjaar, siektebesoldiging gelyk aan ’n halfdag se loon voorgekryf in klosule 4 vir elke dag afwesigheid van die werk as gevolg van siekte tot ’n maksimum van 40 dae afwesigheid: Met dien verstaande dat ’n lid nie op siektebesoldiging ten opsigte van tydperke van afwezigheid van twee dae of korter geregistreer is nie, teny hulle die eerste twee dae uitmaak van ’n tydperk van minstens drie agtereenvolgende dae afwesigheid. In welke geval sodanige lid een dag se siektebesoldiging moet ontvang vir ’n tydperk van afwesigheid wat tot drie dae beperk is. Geen ens vir siektebesoldiging word orkien nie indien dit ingediend word na verstrekting van ses kalendermaande, gereken vanaf die datum van geskiktheid vir werk, soos gemeld in die mediese sertifikaat. In gevalle van perseemene ongeskiktheid moet die tydperk van ses maande gereken word vanaf die laaste dag ten opsigte van siektebesoldiging verskuldig is.

Namens die partye op hede die 22ste dag van Januarie 1991 te Durban onderteken.

A. B. ROLANDO,
Voorsitter van die Raad.

E. BEAUMONT,
Ondervoorsitter van die Raad.

R. E. REDFERN,
Sekretaris van die Raad.

No. R. 2277
20 September 1991

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENWYERHEID, NATAL: HERBEKRAGTING VAN DIE VOORSORGFONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaalings van die Ooreenkomens wat in die Bylale hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkomens aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
CWIU settles with petrol firms

The Chemical Workers' Industrial Union has settled with the three petrol companies hit by wage strikes. Caltex was granted a 16 percent increase, while BP workers won 16.3 percent. The minimum wage at Caltex is now $1 441 and at BP, $1 491.

In terms of both settlements, workers will receive increased educational assistance, shift and travel allowances. In an important breakthrough for the CWIU, Caltex has agreed to participate in the union-initiated Chemical Industry's National Provident Fund while BP will begin negotiating participation in a centralised bargaining forum.

BP has also granted 10 days' "sports" leave for workers involved in sports. Union sources said that the dispute at Total had also been settled, but that there was some disagreement on the final draft of the settlement. The union was finalising this agreement.
Sunday, Good Friday, Family Day, Workers' Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day and New Year's Day, and, in Area F, any day, other than Saturday, Sunday, Good Friday, Family Day, Workers' Day, Ascension Day, Day of the Vow, Christmas Day and New Year's Day, and, in all Areas, any day, other than the annual leave period in terms of clause 37 of Part I of this Agreement, in respect of the ordinary hours of work prescribed in clause 10 of Part I of this Agreement."

3. CLAUSE 39(ter) OF PART I OF THE FORMER AGREEMENT.—MEDICAL AID FUND

(1) In subclause (4) (a), substitute the expression "41c" for the expression "33c".

(2) In subclause (5) (a), substitute the expression "R33,00" for the expression "R26,40".

Signed at Port Elizabeth, on behalf of the parties, this 6th day of June 1991.

E. A. CILLIERS,
Chairman of the Council.

N. ADRIAAAN,
Vice-Chairman of the Council.

V. H. LE ROUX,
General Secretary of the Council.

No. R. 2285
20 September 1991

LABOUR RELATIONS ACT, 1956

CANSO AND ROPEWORKING INDUSTRY (CAPE): RENEWAL OF MAIN AGREEMENT


E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 2286
20 September 1991

LABOUR RELATIONS ACT, 1956

CANSO AND ROPEWORKING INDUSTRY (CAPE): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and

No. R. 2285
20 September 1991

WET OP ARBEIDSVERHOUINGE, 1956

SEILDOEK- EN TOUWERKNOYWERHEID (KAAP): HERNUIWING VAN HOOFOOREENKOMENS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkomens (hierna die Wysigsingsoorloekoms genoem) wat in die Bylde hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publiskasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die Wysigsingsoorloekoms aangegaan het en vir die werk- gewers en werknemers wat lede van genoemde organisasie of vereniging is; en

No. R. 2286
20 September 1991

WET OP ARBEIDSVERHOUINGE, 1956

SEILDOEK- EN TOUWERKNOYWERHEID (KAAP): WYSIGING VAN HOOFOOREENKOMENS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkomens (hierna die Wysigsingsoorloekoms genoem) wat in die Bylde hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publiskasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die Wysigsingsoorloekoms aangegaan het en vir die werk- gewers en werknemers wat lede van genoemde organisasie of vereniging is; en
(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade of Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CANVAS AND ROPEWORKING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Canvas and Ropeworking Association
(hereinafter referred to as "the employers" or the "employees' organisation") of the one part, and the

S.A. Canvas and Ropeworkers' Union (Cape)
(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Canvas and Ropeworking Industry (Cape),


1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) in the municipal area of Cape Town as it existed on 23 August 1966;

(b) by all members of the employers' organisation who are engaged in the Canvas and Ropeworking Industry and by all members of the trade union who are employed in the said industry.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4 of the Agreement published under Government Notice No. R. 484 of 11 March 1983.

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepaling van die Wysigingsoorlenkoms, uitgesonderd die vervat in klousule 1 (1) (b) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindde is vir alle ander werk- en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsoorlenkoms gospesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSGRAAD VIR DIE SEILDOEK EN TOUWERKRYWERHEID (KAAP)

OOREENKOMS

oorlenkomsstig die Wet op Arbeidsoverhoudinge, 1956, gesluit deur en aangegaan tussen die

Cape Canvas and Ropeworking Association
(hierna die "werkgevers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

S.A. Canvas and Ropeworkers' Union (Cape)
(hierna die "werknamers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsgraad vir die Seildoek- en Touwerkrywerheid (Kaap),


1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word -

(a) in die munisipale gebied van Kaapstad soos dit op 23 Augustus 1988 bestaan het;

(b) deur alle lede van die werkgewersorganisasie wat by die Seildoek- en Touwerkrywerheid betrokke is, en deur alle lede van die vakvereniging wat in genoemde Nywerheid in diens is.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone voorgestel word in klousule 4 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 484 van 11 Maart 1983.
2. CLAUSE 4: WAGES

(1) Substitute the following for subclause (1) (a):

"(1) The minimum weekly wage that shall be paid to the undermentioned classes of employees shall be:

<table>
<thead>
<tr>
<th>Category</th>
<th>R</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>154,66</td>
</tr>
<tr>
<td>II</td>
<td>166,03</td>
</tr>
<tr>
<td></td>
<td>181,22</td>
</tr>
<tr>
<td>III</td>
<td>188,03</td>
</tr>
<tr>
<td></td>
<td>198,20</td>
</tr>
<tr>
<td>IV</td>
<td>213,44</td>
</tr>
<tr>
<td></td>
<td>235,00</td>
</tr>
<tr>
<td>V</td>
<td>261,69</td>
</tr>
<tr>
<td></td>
<td>288,39</td>
</tr>
<tr>
<td>VI</td>
<td>360,81</td>
</tr>
</tbody>
</table>

(2) Substitute the following for subclause (2):

"(2) Minimum increase: Any employee, other than a casual employee, falling within any of the employment categories II to VI and who, immediately prior to the coming into operation of this Agreement, was in receipt of a higher wage than that prescribed for an employee of his wage category shall receive an increment equal to 15,5 per cent of his actual weekly wage.".

3. CLAUSE 6: HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

In subclause (10) (c), substitute the expression "R3,50" for the expression "R3,00".

4. CLAUSE 20: COUNCIL FUNDS

Substitute the expression "31c" for the expression "25c".

Signed at Cape Town on behalf of the parties this 31st day of January 1991.

S. SIMPSON,
Chairman.

J. HEEGER,
Vice-Chairman.

K. L. BARNES,
Secretary.

No. R. 2287
20 September 1991

LABOUR RELATIONS ACT, 1956

WET OP ARBEIDSVERHOUINGE, 1956

LAUNDRY, CLEANING AND DYING INDUSTRY (NATAL): AMENDMENT OF SICK BENEFIT FUND AGREEMENT

I. Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 9 February 1995, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

WASSERY- DROOGSKOONMAAK- EN KLEURNY- WERHEID (NATAL): WYSIGING VAN SIEKTEBY- STANDSFONDOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaalings van die Ooreenkom (hierna die Wysigingsoorlenkoms genoem) wat in die Byl van hervui verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 9 Februarie 1995 eindig, bindend is vir die werkgeversorganisatie en die vakvereniging wat die Wysigingsoorlenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

No. R. 2287
20 September 1991
LABOUR BRIEFS

CWIU settles with petrol firms

The Chemical Workers' Industrial Union has settled with the three petrol companies hit by wage strikes. Caltex was granted a 16 percent increase, while BP workers won 16.3 percent. The minimum wage at Caltex is now R1 421 and at BP, R1 391.

In terms of both settlements, workers will receive increased educational assistance, shift and travel allowances. In an important breakthrough for the CWIU, Caltex has agreed to participate in the union-initiated Chemical Industry's National Provident Fund while BP will begin negotiating participation in a centralised bargaining forum.

BP has also granted 10 days' "sports" leave for workers involved in sports. Union sources said that the dispute at Total had also been settled, but that there was some disagreement on the final draft of the settlement. The union was finalising this agreement.
More than 5,000 contract cleaners at Natal schools and universities are on a wage strike, according to the Transport and General Workers’ Union.

The strike, affecting cleaners employed by Supercare, Sneller, Regent and Floor Line, have affected the Universities of Natal and Durban/Westville and schools in Verulam, Phoenix and Chatsworth falling under the House of Delegates.

At Durban/Westville, the administration had conceded a R178 increase to workers, the union said.

It said that had requested meetings both with the National Contract Cleaners Association and the regional director of manpower to discuss the workers’ demands.
Pact puts an end to Caltex depot strikes

WORKERS at Caltex Oil (SA) depots are expected to return to work today following an agreement between the Chemical Workers' Industrial Union (CWUI) and Caltex Oil (SA) on wages and terms and conditions of employment.

CWUI spokesman Martin Jansen said at the weekend the agreement was reached on Friday afternoon after the petrol company had imposed a lockout on striking workers two days previously.

Jansen said mediation between his union and two other petrol companies - BP and Total - would begin today.

"The strike action at these companies was suspended on Wednesday pending the outcome of mediation," he said.

Agreement

About 1,000 Caltex workers downed their tools 13 days ago in a legal strike for higher wages, job security and centralised bargaining.

Caltex Oil (SA) said in a statement at the weekend CWUI shift workers at its depots were expected to return to work today following the agreement between it and CWUI.

Workers at the Cape Town refinery were due to return to work on Friday night, Caltex said.

Caltex said the union accepted its final offer of a 16% increase.

The union also accepted Caltex's position on centralised bargaining and agreed that plant level negotiations would continue, Caltex said.

The CWUI also agreed to submit proposals on job security to the petrol company.
Your wage packet is not as fat as it looks

ROY COKAYNE

THE real earnings of most employees in South Africa have been steadily eroded over the past six years, according to a new annual salary survey.

Hay Management Consultants’ latest survey also found there was still a difference in salaries along racial lines among lower-level employees in spite of the fact that most organisations had a common pay policy for all employees.

According to the survey, the gross earnings of a clerk increased by 188,4 percent between 1985 and 1991. The consumer price index (CPI), which measures inflation, rose by 233,3 percent in the same period.

By contrast, the gross earnings of managers increased by 217,3 percent and of senior management and executives 230 percent.

A comparison of the net take-home pay, after tax and deductions, of a married man with two dependents showed reduced earnings for clerical staff and managers. Executive net earnings grew by 260 percent — exceeding the CPI increase.

Hay South Africa managing director Ib Ravensborg predicted a continuation of this trend. But, he said, the better-skilled section of the workforce seemed to weather the storm better, particularly professional staff and senior managers.

Mr Ravensborg said the financial position of the average South African could be improved through better individual skills, a reduction in the tax burden and a high economic growth rate over a number of years.

"The first option is, without doubt, the avenue providing increased security and better compensation possibilities," he said.

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**Salary outlook**

According to the survey, overall salaries increased by 12,9 percent in the past year. But the prospect of salary increases next year matching or being above the inflation rate is bleak.

Hay Management Consultants survey manager Maureen Hovy said the predicted salary increases for next year were between 12 and 14 percent for unionised staff, 10 and 12 percent for general staff, 12 and 14 percent for management staff, and 13 and 14 percent for top executives.

There had been a trend away from a basic salary and two-thirds of top executives now obtained a package based more on benefits.

Car entitlements for employees had not changed significantly between 1985 and 1991 but the cost to a company of providing the benefit had changed sharply. The provision of a car benefit had also moved downwards in the organisational ranks.

More than a third of companies had retrenched people, at all levels, over the past few months.

However, the labour turnover figure was significantly down, dropping to 14,9 percent this year from 17 percent last year.
The Industrial Court called in the Independent Mediation Services of SA (limusa) on Friday to re-count a strike ballot of Edgars workers.

SA Commercial, Catering and Allied Workers' Union (Saccawu) national organiser Paul Kashe said an Industrial Court hearing on the legality of the national wage strike by about 2,000 Saccawu members had been postponed so that the ballot results could be checked.

Kashe said both parties agreed on the re-count, which was conducted at the weekend.

Edgars, a group human-resources executive, Don Findlay, said the court's ruling on the legality of the strike would be heard this week, although a date had not yet been set. The company has put the number of strikers at more than 1,300.

Kashe said management argued that the union had not achieved a 50 plus one percent vote in favour of the work stoppage. Saccawu is demanding a R2,000 across-the-board increase, while Edgars has offered R150, with an additional R20 after six months.
Firm denies it locked staff out

THE Dettmas Milling Company has denied that members of the Food and Allied Workers Union were locked out of the company's premises in Randfontein.

A statement issued by a spokesman for the company said although a number of workers demonstrated outside the company's premises last Wednesday, they had not been locked out. It said Ewu members had been asked to demonstrate outside the factory gates to prevent clashes.

Sowetan Reporter

The statement added that the Food Beverage Workers Union had not accepted a 14 percent wage increase as stated in earlier reports. The union had accepted an 18 percent wage offer, it said. Fourteen percent was the norm in the industry.

The situation was reported to be calm and production was unaffected. A spokesman for the union confirmed that the union had accepted an 18 percent wage offer from management.
Nationwide strike for provident fund

By Shareen Singh

Workers in the commercial and catering sectors nationally took part in a one-hour work stoppage yesterday to force employers to meet their demand for an industry-wide provident fund.

A Pick 'n Pay spokesman said the demonstration was peaceful and widespread, affecting most stores in the chain.

However, nine workers out of a group of about 50 picketing outside Edgars were arrested and their union was trying to secure their release last night.

According to the South African Commercial, Catering and Allied Workers Union (Saccawu), employers were dragging their feet in negotiating a national provident fund for commercial and catering workers.

The union had tabled its provident fund proposal last year and a number of meetings had taken place between the employers and union officials, but little progress had been made, Saccawu said.

While negotiations were taking place, many companies were converting their pension funds into provident funds.

This convinced Saccawu that management wanted individual company provident funds where workers would have no control over their money, instead of an industry fund which would be jointly administered by workers and management.

Workers demanded that commercial sector employers meet the union on October 3 and catering sector employers on October 4 to formally start provident fund negotiations.

Others demands included:

- Suspension of all retrenchments.
- Saccawu says OK Bazaars, Checkers and stores in the Tradegro Group had closed down a number of outlets resulting in job losses and about 1,000 jobs were threatened at Southern Sun hotels.
- The establishment of one national industrial council for the commercial sector and another for the catering sector.
- Companies to join Cosatu's battle in stopping the Government from implementing VAT on September 30.

8 Jan 25 1999
Chamber and NUM clash

THE NATIONAL Union of Mineworkers and Chamber of Mines are at loggerheads over “critical issues” of the performance-related bonus scheme proposed by the union - but have reached agreement on training and safety.

The bonus scheme, initiated at this year’s wage negotiations when the union accepted a five percent increase under chamber pressure, proposes performance-related increases, irrespective of whether individual mines make a profit and without job losses.

At a Johannesburg Press briefing on Tuesday Num acting general secretary Mr Marcel Golding said that, while progress had been made on some issues, there were differences on key elements of the proposed scheme.

In its negotiations with the chamber, the union argued there had to be a moratorium on job losses in any efficiency drive.

However, according to the union, the chamber refused to give its undertaking that jobs would be secure. At the same time, the chamber said it had no intention of retrenching workers.

Of the key elements being contested by the chamber, Golding said, was the question of performance bonuses being paid at mines which were not profitable.

He stressed the union was of the opinion that if workers achieved targets they should be rewarded, irrespective of the financial situation of the mine.

Golding said the chamber was not satisfied with the union demand that any bonus - up to R75 - be paid to all workers regardless of job category. He did, however, point out that bonuses could be related to job grades above the R75 level.

The chamber had also agreed to union demands that health and safety measures be improved and that the state of mines be prolonged.

The chairman of the chamber’s negotiating team, Mr WA Nairn, said it was “heartening” that Num had said good progress had been made in the negotiations.

However, he said the union’s contrary opinions now expressed in public were unclear.

Negotiations between the two parties are expected to continue tomorrow. - Sapa.
Cleaning staff strike spreads across Durban

VERA VAN HEERES

THE more than two-week-old wage strike by about 3200 Natal cleaning staff had spread to a large number of offices in and around Durban by yesterday, the Transport and General Workers' Union (TGWU) said.

TGWU southern Natal branch secretary Arom Ngema said a number of Natal companies employing contract cleaners had been affected by the strike.

Ngema said an urgent meeting between representatives of the National Contract Cleaners' Association (NCCA) and union officials ended inconclusively yesterday.

He said employers had failed to make any substantive moves on the question of wages although they had agreed to address other union grievances.

Cleaning staff first downed tools at Natal schools on September 5, demanding a monthly minimum wage of R1 000. Monthly wages, set by the Wage Board, range between R400 and R500.

The strike, which was initially confined to Indian schools, has led to the closure of 120 schools because of health hazards.

A meeting today between the Education Crisis Committee and the House of Delegates Ministers' Council at JN Reddy has been postponed, dashed hopes for an early end to the strike.
Strikers barricade roads, force UCT campus to close

CAPE TOWN — The strike-bound University of Cape Town (UCT) was closed yesterday after roads to the campus were blocked for a second day — sparking angry scenes between students wanting to attend lectures and supporters of striking workers.

As estimated 14,000 students are affected, and the strike comes barely two weeks before end-of-year exams are to start, said Registrar Hugh Amoore.

He told a press conference that he hoped the closure would be lifted by today, pending the outcome of separate talks with student leaders and representatives of the Transport and General Workers’ Union (TGWU).

Union organiser Harold Harvey said the TGWU had been given a mandate to propose a resolution of talks.

Up to 500 UCT workers — including kitchen staff, cleaners, gardeners, messengers and printers — struck on Tuesday to demand a R300-a-month across-the-board increase. It followed 3½ months of pay talks which ended in deadlock.

Mr Amoore said the pending exams would not drive the university to reconsider its final offer of a R1 282 minimum wage. The offer represented a 19.7 percent increase in cash terms, while the union demanded a 26 percent increase.

UCT also agreed to free medical aid.

Re: the proposals, Mr Harvey said only 17 cents out of the R6.6 workers affected by the pay talks would be given the maximum 19 percent increase.

He said 856 workers would receive 12.5 percent, “which is below inflation and well below the food inflation rate. Neither does it take VAT into account”.

Mr Amoore said the university recognised workers’ right to strike, but had been forced to apply for an interdict on Tuesday as it had a duty to keep the campus accessible to students and staff.

The university authorities had given written permission for workers to gather on the campus, provided the demonstrations were peaceful and did not interrupt the academic programme.

Yesterday morning barricades were again built on access roads to the upper campus, said Mr Amoore.

Marchers also broke down the front doors of the university administration block on Tuesday.

Traffic was disrupted and a potentially explosive situation had developed between students who wanted to attend lectures, and others who manned the barricades, he said.

UCT vice-chancellor Dr Stewart Saunders decided to close the university yesterday morning after meeting student leaders.

There had also been unconfirmed reports of vehicles being stoned from a bridge across Woodstock Drive yesterday.

Asked about the union’s attitude towards the disruption and damage, Mr Harvey said any strike was disruptive, adding: “We will never distance ourselves from the actions of workers if decisions are taken democratically.”

The campus appeared quiet yesterday, with the remnants of makeshift barricades of dirt, brush, pots and logs scattered on several entrance routes.

In another strike-related development, UCT deputy vice-chancellor Professor Martin West was shot at during a meeting of students and strikers in the Jameson Hall. — Sapa.
Big increase in strikes over working conditions

STRIKES related to grievances over employment conditions increased significantly this year compared to 1990 and ranged from accusations of racism to objections to the introduction of job grading systems, say industrial relations consultants Andrew Levy and Associates.

In the retail sector, union members went on strike earlier this year after a black and a white employee were allegedly treated differently following charges of shoplifting.

Postal workers went on strike demanding the dismissal of a senior official, accused of arrogant and racist behaviour, and protested against the planned implementation of the Patterson grading system last month.

This helped make grievances the trigger for 21.1% of strikes, up from last year's 14%.

In its January to September 1991 strike report, Levy and Associates says strike action increased dramatically in the third quarter of the year, with the number of man-days lost approaching 2-million. A total of 375 000 man-days were lost in the first half of the year, which was marked by a relative decline in strikes.

Wage strikes involving the National Union of Metalworkers (Numsa) and employers in the vehicle assembly and tyre sectors accounted for the loss of 325 000 and 160 000 man-days, respectively. The dispute between the SA Railways and Harbours Workers' Union (Sarhwa) resulted in about 175 000 lost man-days.

Once again wages were the main strike trigger, accounting for 22.4% of strikes, followed by grievances, dismissal and discipline (17.5%), recognition (16%), and retrenchment (1.5%).

The vehicle assembly sector accounted for 38.4% of strike action. This was followed by the transport sector (16.1%) where large-scale strikes involved Sarhwa and Transnet. The mining sector accounted for 10.8% of strikes.

Strike action in the state (9.7%) and retail (2.9%) sectors decreased noticeably compared to last year.

Numsa was the most active union in terms of man-days lost (42.8%), followed by Sarhwa (12.1%), NUM (10.6%); the National Health and Allied Workers' Union (9.5%) and Saccawat (6.5%).
Never happy

Demands for an industry-wide national provident fund seem to be leading to a dispute between the major retailers and hotel groups, and the Commercial, Catering and Allied Workers' Union.

Union members at stores across the country began one-hour lunchtime protests this week to back demands for single provident funds in both the commercial and catering sectors. The union says that, despite tabling its national provident fund proposals last year, and following a number of meetings with the Employers' Contact Group, no conclusion has been reached.

The union now accuses the retail and hotel groups of delaying tactics, saying that while negotiations have been taking place, provident and pension funds are being set up at company level. The union has called for further meetings next week, warning that it may declare a dispute with any company that fails to attend.

Checkers MD Sergio Martinengo says he finds the demands surprising. They were listed in letters handed to managers during the lunch-hour protests. He adds that meetings on the provident fund issue are continuing — even on Tuesday when the protests began.

"We don't have any problems with company or group provident funds but do not see the value of a global fund for the industry as a whole. While some employees might benefit, many would not — it all depends on the different solvency levels of the companies concerned."

The union says it wants an industry-wide fund so that members can have control over their money.

Included in this week's protests were demands against lay-off programmes, being carried out by some retailers and hotels, and a general protest against the implementation of VAT.

President F W de Klerk's meeting with the Co-ordinating Committee on VAT — aimed at breaking the deadlock over the committee's insistence that basic foods, medicines and services be zero-rated — was continuing as the FM went to press. The 21-member committee, which includes Cosatu and Nactu, had earlier threatened national resistance, including a general strike, if the new

tax were unaltered. The ANC's Cyril Ramaphosa apparently upped the stakes by saying failure to reach consensus on the demands could jeopardise all-party talks.
WAGE SETTLEMENTS

Cutting the coat

Greater awareness of the context of profitability is apparent

As various other settlements in the year's big negotiations show, industrial relations have apparently gained a new maturity. This has been the pattern in mining and metal — and even the motor sector — in which, under a clouds of costly strikes. On closer inspection, the picture is mixed. "We began by accepting the political realities; now we are coming to terms with economic realities," observes Bruce Cowell, Cape Town's General Secretary of Mineworkers. "Now it is going to be seen in 1981 without seeing stability. Gold is not going to be any better than now again. The Gulf War and the Soviet coup (attempts) provided two perfect tests which it flamed. And while we have theoretical debates about economic models for profit maximisation or job creation, industries are having to focus on survival." 

This last, spread by fears of lay-offs (and declining pressure on unions to cut the political vacuum) has come to a point in which much has to do with a sense of maturity collective bargaining. Though this last for the moment been largely confined to the big players in key industrial sectors, the point is that they set the precedent. This is reflected not only in the narrowing gap between unions' opening wage demands and the final settlement, or lower rates of wage increase (see graph), but in the coming industry's pay discipline, where it is led by Consu's friendly union. 

However, indications are that wage relativities in both the private and government workers' sectors remain elusive. In the first quarter, observers Andrew Levy & Associates, the number of workers employed in the private sector increased by a mere 0.6% over the same period last year, whereas the total wage bill in this sector rose by 15.7%, according to the Central Statistical Service data. By the same token, government employees have enjoyed higher increases. In the first quarter of fiscal 1991/92 government spending on remuneration rose by 26.8% — an average increase of 31.9% in salaries at 5.2% more workers were employed.

In an historic first, the Chamber of Mines and National Union of Mineworkers (under the leadership of Cyril Ramaphosa) formally linked their August wage agreement (a 6% increase plus profit-sharing bonus) to the prevailing market conditions of gold mining.

The complexity of this agreement came in a peculiar circumstances as many miners faced closure because of the low gold price. Now was seen as something that could easily be replicated across industry. As Pat Stone of Andrew Levy notes, if profit-sharing is tied to economic conditions it might find that they could not be adjusted productivity-related schemes — assuming they entered into them.

Yet the nature of the mining settlement will be good for concentrating the minds of labour and management on precisely what does improve output.

Though the metal workers (Numsa) and employers (SISI) conducted strike and lock-out ballot during this year's extremely difficult negotiations — over four months, with nine days of mediation — they divided a rational, just-below-inflation deal with increases of 12.5% without resorting to strikes.

Of course, the motor industry wage negotiations were settled, through mediation, only not a costly BURST Tax by automobile manufacturers and a two-week strike at a time when the industry was suffering in deep recession. Some employers accepted the strike as the way of last year's without strikes, or because of the special programme of mediation both management and employee have been engaged in for several years.

An important feature of the motor sector agreement (not widely reported is that the agreement is only industry lay-offs costs, as

Conus acknowledges, "with all kinds of strings." This quite sensibly notes that the settlement can be tendered if "unprecedented industrial action" leads to repeated failure to meet production targets, and also that workers may be on strike for short periods or temporarily laid off to avoid the bigger threat of retrenchment.

For the rest, there was great diversity in wage agreements, reflecting the difficulty in striking deals to both parties' satisfaction in a tough economic climate. According to the settlements tracked in a survey by Andrew Levy, unionists have apparently targeted the sectors or companies which have recorded good financial results or are able to pay "reasonable increases." In sectors where results have been poor or internal competition from companies threaten profitability, and therefore, unions have been prepared to settle at lower rates.

In the food and retail sectors, for example, "expectations and settlement levels have been, in some cases justifiably, high." By contrast, automobile manufacturing, which has the highest minimum wage at R17.75 an hour, saw a protracted strike.

An interesting development this year has been in sharp contrast to previous years, been the high levels of settlements in February, averaging 15.7%. Since then they have dropped to a more realistic 16.5%. Levy predicts the year's average level of settlement will remain between 16% and 16.5% around inflation.

While the average level of union claims is about 30%, it has dropped appreciably in certain sectors. The chemical workers (CWIU), for instance, have pegged theirs at about 20% yet resisted, for just under 15%. However, the union called for strikes action at BP, Caltex and Total and failed to make any gains on the issues of centralised bargaining and retributions.

The time it take to settle had reached 1987 levels but negotiations still take about 48 days to resolve. Industrial action occurred in almost half the negotiations tracked, with an increase in strike activity being matched up since June. Since June about 600,000 workdays have been lost, and there were two strikes on the go at Edgewater and Pim Stores.

Now, though reflecting another economic conditions, the unions appear also to be shifting emphasis to wage-price issues. That, aside, from lay-offs and centralised bargaining, education and training and economic policy issues are being taken up by Consu. It is in this vein that it has taken issue over VAT — the unaltered implementation of which could, it has threatened, lead to a general rally.

Pregressions around the wage bargaining table is, however, the growing trend. Limited financial disclosure is assisting in formulating positions from which unions and management can come. Once employers have managed to establish an accurate means of measuring the effects of inflation and unemployment on lower income groups, it will become easier to reach agreement. The effects could show up next year.
Girls spray poison for only R4 a day

CP Correspondent

SCHOOLGIRLS are working in terrible conditions for slave wages on timber plantations where chemical poisons are handled without proper protection.

This emerged from a City Press investigation this week into conditions on pine and gum plantations outside the town of Ugie in the north eastern Cape.

The forests are jointly owned by corporate giants Anglo American and De Beers and are managed by Mondi Paper Company - which contracts out some work.

Mondi representatives, who flew to the area to investigate the allegations, this week expressed concern about the situation.

The girls - some only 14 years old - said they worked a full day for a paltry R4.

City Press established that children are employed to spray dangerous weed-control chemicals. They and other workers said they were not issued with protective masks or goggles when spraying.

Local doctor RF Kyd said he could prove a marked increase in throat and chest problems during the spraying season. Workers also complained that the poisons damaged their eyes.

Mondi said the poisons were not dangerous.

The girls dig trenches and spray poisons for 14 days in a row and are then entitled to one day off.

"But if it rains in the afternoon, we are told we have to forfeit the entire day's pay," said one girl.

A 14-year-old girl said she and other under-aged children used their parents' identity documents to get work. It is illegal to employ children under 15. While older workers earn between R171 and R198 a month, the girl said she was paid only R125.

The openly hostile manager of Pagen Weed Control in Ugie, Neil Mills, denied that he employed children. But just 30 minutes later City Press found a girl who said she was 14, toiling with one of his labour gangs.

 Asked what protective clothing he issued to workers during spraying, Mills said: "Sufficient for the job."

City Press also inspected the company's worker compound on Glen Cullen Farm where 70 workers, mostly women, are housed.

There are 10 beds in a room; no privacy and just two zinc basins to do all the washing-up for 70 workers.

Washing facilities are cold showers in a draughty corrugated iron structure. Winter temperatures often plunge to below zero in the mountainous area. When City Press tried to speak to compound occupants, a woman who identified herself as Mrs Wills ordered our correspondent to leave.

Mondi manpower resources manager Dr Brian Lucas said Mondi paid its workers a minimum of R290 a month and gave workers food worth R3 a day. But this did not mean the company's contractors did the same.

Lucas said Mondi did, however, require contractors not to employ workers under the age of 15 or allow workers to use chemicals in a dangerous manner.

Lucas said Mondi would investigate ways of alleviating the social problems of the community. The Anglo and De Beers Chairmen's Fund would be asked for support.
How UCT workers' wages measure up

THE striking workers at UCT fall into three wage categories. The lowest-paid “Payclass 1” employees earn between R1.004 and R1.111 a month. Payclass 2 workers earn between R1.493 and R1.573. Payclass 3 workers start at R1.107 and can be paid up to R1.388 a month.

The Transport and General Workers' Union initially demanded an across-the-board increase of R660 a month, but later reduced the demand to R300 a month. Other demands included five days a year “parental” leave, free medical aid, and that residence and kitchen workers have at least one weekend off a month.

Late on Friday the union accepted the university offer of a minimum wage of R1.202 a month, a 13th cheque, free medical aid, a housing subsidy and other benefits for Payclass 1 workers.

The union has vowed to continue the strike to demand that the increases be backdated to April, that residence staff get their monthly weekend off, and other benefits.

The union also wants workers in Payclass 2 and 3 to be awarded a 17 percent across-the-board increase plus benefits.

“We have been fighting for what is considered to be a minimum living wage, which has been estimated to be at least R1.240 a month,” said strike leader Harold Harvey.

“We have accepted slightly less for Payclass 1 workers in the interest of a settlement but we are holding out for the 17 percent for the others and for benefits,” Vice-chancellor Dr Stuart Saunders said this week that UCT's salary and benefits package was “unequalled” at South African universities.

And Mr Harvey admitted that UCT’s pay matched the upper wage brackets of workers doing similar jobs in industry.

In comparison with the R1.202 which the lowest-paid UCT workers will now receive, SAP constables earn from R551 to R1.450 a month. Police also have housing, medical and other benefits.

The legal minimum wage for office cleaners in Cape Town is R652 a month, although an industry source said companies paid more than that to retain staff.

The University of the Western Cape uses “contract cleaner” staff, who earn at least R1.250 a month and also get a minimum housing subsidy of R45 a month and medical aid benefits.

According to figures published by the Labour Research Service, the average monthly wages paid to unskilled workers until December were R1.139 in the motor industry and R835 in catering.

Municipal workers got R1.265.
Labour told it has key to employment

SHARON WOOD

THE problem of high unemployment would only be solved if labour made realistic wage demands, Reserve Bank Deputy Governor Jaap Meijer said yesterday.

Meijer added that the problem with the trend towards higher capital intensity projects in preference to labour-type projects would only be solved by increasing the cost of capital and reducing the cost of labour.

Speaking at a seminar hosted by the SA Institute of International Affairs, Sasob and the Economic Society in Johannesburg, Meijer said existing high interest rates and high real wages were not the answer, because they would send companies into bankruptcy.

Redistribution was urgently needed, but it had to be done in the right way, he said.

A “caring society” was needed to supplement realistic wages.

Redistribution based on unrealistic wages would either not succeed or would be inflationary.

Meijer criticised the Columbus stainless steel project, saying it was extremely capital intensive and “capital wasteful” and other labour intensive projects would be preferred.

JCI economist Ronie Bethlehem said the First World sector should be given the inducement to save, rather than punished for 40 years of spending.

“But if redistribution is left up to the market place, it will judge labour very severely and inequality and poverty may be aggravated rather than alleviated,” Meijer said.

Meijer said the first thing needed to get the economy on track was to reduce inflation, which would encourage financial planning and saving.

“We are getting the better of inflation, if we can believe the latest producer price index,” he said.

Deeply rooted inflationary expectations had to be uprooted.
Store strikers opt to return to work

Staff Reporter

Striking workers at Edgars, Jet Stores, Sales House and Express stores will resume work today after a resolution to suspend their strike, an official of the SA Commercial, Catering and Allied Workers Union (Saccawu) said yesterday.

The resolution follows fears by workers that their jobs may be in jeopardy after a court order granted to the Edgars Group ruling the strike illegal.

Edgars spokesman Don Findlay welcomed the decision, saying no one really benefited from strike action.

The court's findings were based on the fact that Saccawu had ballot ed employees who were not union members.

Kaizer Thibedi of Saccawu made it clear that the strike had been suspended, not called off, and a new ballot would be taken if negotiations were unsuccessful.

Saccawu is demanding a R200 across-the-board increase and a guaranteed 13th cheque.

The company is offering R180 across the board and a 13th cheque after six years' service.
THE kingpin behind a security police-funded labour relations group maintained contact with his controller after the date Law and Order Minister Hernus Kriel said his department had ended the contact, the Financial Mail reports today.

According to the article, Rand Afrikaans University academic and kingpin behind the Liaison Bureau for Labour Relations Services, Prof Kobus Slabbert, sent the bureau's latest "concept newsletter" to security policeman Maj Derick Botha on September 4. Kriel said last week the cut-off date for his department's involvement in the secret project was July 31 — "with the exception of still-to-be finalised individual contracts".

The article alleges that all the bureau's staff were paid by the SAP's security branch, mainly in cash. Slabbert was allegedly paid R5,000 a month tax free, the article said.

The bureau was apparently launched with a R50,000 payment, supplemented at monthly intervals authorised by Botha. Botha was named earlier this year as having supplied R1,5m in secret funds to Inakatha's union, Uwusa.

According to the FM — which claims to have a copy of Slabbert's letter to Botha — Botha had replied to Slabbert, complimenting him on his "good exposition" of matters on the theme of affirmative action.

In another document written in August this year, Slabbert outlined the bureau's goals for the next year, saying he was devising a business strategy for the secret project, and new letterheads. He said he was planning a "think tank" with fellow RUA professor Naas Rauwenheimer and ABSA executive Peter Claassen.

The FM reported Claassen was paid R40,000 by the bureau while Rauwenheimer was paid R20,000. At a meeting in September last year it was agreed that Claassen should be paid R21,000 for a "special contract", the FM reported.

The article claims that at least R250,000 of the slush funds came from Lowalda Enterprises — an organisation with a Pretoria bank account — and that according to a deposit slip, an F P R Botha (Botha's initials) paid more than R33,000 to the bureau on April 19 this year.

Settlement ‘will not cost UCT extra’

PARENTS of students will not have to fork out extra money to cover the 17% across-the-board wage increase which ended a week-long strike by UCT general workers.

Vice-chancellor Stuart Saunders said yesterday the university would not have to find any more money than it had budgeted to cover its original wage offer in July. All that had happened was that the offer had been repackageed so that it was more acceptable to the Transport and General Workers' Union. The total cost would be the same.

In July UCT offered a 15% wage increase and 100% contribution to workers' medical aid subscriptions. This week's 17% across-the-board increase was made possible by diverting a part of employees' pensionable earnings into non-pensionable allowances. Workers will also have to contribute a portion of their medical aid rates.
University head moves to end strike

DURBAN - Hopes of ending the four-week strike by more than 9,000 cleaners in Natal were boosted yesterday by the intervention of University of Natal vice-chancellor Prof James Leatt.

Leatt is to act as a facilitator to try to get negotiations back on track between the National Contract Cleaners' Association and the Transport and General Workers' Union (TGWU).

The parties have deadlocked over the TGWU's minimum wage demand of R1,000 a month. The current minimum wage for contract cleaners set by the government is R590, following a 16% increase from October 1.

Leatt met separately with the Natal division of the cleaners' association and the TGWU on Tuesday in an attempt to get the parties to resume talks on the dispute, which has now spread to Maritzburg and is poised to start affecting other areas in Natal.

NCCA national chairman Rodney Fulton confirmed the meeting, adding the body would meet again on Thursday to decide on possible talks with the union.

A senior TGWU official representing strikers confirmed Leatt's intervention and said a meeting between the union and the NCCA might take place this week.

Meanwhile, 200 Natal Indian schools are now affected by the strike. However, pupils are on holiday and due to return on Monday.

The House of Delegates has delivered an ultimatum to its contractors, Sneller Services, to have the affected schools cleaned by Monday or face termination of the contract.

Sneller Services' chairman Lionel von Tonder said the strike was unlawful.

Dismissals might start over the next couple of days.

"Quite a few workers did return yesterday, but quite a few did not," he said.

The union has challenged the decision to dismiss workers, and said in a letter to Sneller Services that the strike was lawful. A TGWU official said the union was considering court action in order to prevent dismissals.

- Sapa.
LABOUR

By FERIAL HAFFAJEE

THE Edgars wage strike ended this week — but the labour woes of the retail and catering sectors are far from over.

The wage strike by about 2,000 South African Commercial, Catering and Allied Workers’ Union members at Pop and Ackermanns chain stores has now gone into its fifth week with no prospect of settlement.

Beleaguered retail sector’s strike woes continue

About 240 workers have withdrawn their labour at City Lodge hotels, and strikes have also hit Multiserv outlets countrywide. Strike ballots are underway at Ellinca stores.

This week about 3,000 Edgars workers returned to work after the industrial court had ruled their strike unlawful on the grounds that Saccawu had balloted non-members. Stressing that “Saccawu yes-votes represented well over 50 plus one percent”, Saccawu accused the court of “subverting the bargaining process”.

Workers resolved at the weekend to continue the strike despite the judgment, but reversed their decision when management agreed not to institute disciplinary action against strikers for alleged misconduct. A second round of wage negotiations at Edgars got off the ground yesterday.

Striking Pop and Ackermanns workers are demanding a R150 across-the-board increase with a R700 monthly minimum wage. Other demands are for parental rights and a bonus amounting to 75 percent of a month’s pay.

“The company’s sales figures last year was R988-million and profits were up from R73-million to R79-million,” said Saccawu official Salim Vally. “The company also opened 112 new stores and has bought out the Checkers supermarket chain.”
(ii) deur klousule 2 deur die volgende klousule te vervang:

"2. Toepassingsbestek van die Skema

Die bepaling van die Skema moet nagekomen word deur alle werkgewers en werknermings in die Suwelbedryf in die Republiek van Suid-Afrika, hetsy hulle lede van die partye tot die Opleidingsraad vir die Suwelbedryf is al dan nie."; en

(iii) deur in klousule 3 die woordomskrywing van "lid" te skrap;

(iv) deur subklousule 6.1 met die volgende subklousule te vervang:

"6.1 Die Opleidingsraad vir die Suwelbedryf is deur werkgewers in die Bedryf ingestel in ooreenstemming met 'n konstitusie wat deur die Registraat goedgekeur is.";

(v) deur in klousule 7.1.2 die uitdrukking "R6,00 (ses Rand)" met die uitdrukking "R10,50 (tien Rand vyftig sent)" te vervang;

(vi) deur subklousule 8.2 met die volgende subklousule te vervang:

"8.2 Die Raad moet binne drie maande na afloop van elke finansiële jaar aan die Direkteur-generaal: Mannekrag en aan elke party tot die Raad 'n afskrif van die verslag van sy werkzaamhede gedurende daardie finansiële jaar tesame met afskrifte van die geouditeerde finansiële state van die Fonds verskaf en moet die verslag en state beskikbaar hou vir insae deur enige bydraende werkgewer."; en

(vii) deur subklousule 9.3 met die volgende subklousule te vervang:

"9.3 Die Raad moet 'n openbare ouditeur aanstel wat uit die Fonds betaal moet word, om die rekeninge van die Fonds jaarliks vir die periode wat op 31 December eindig, te ouditeer.".

E. VAN DER M. LOUW,
Minister van Mannekrag.

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(ii) by the substitution for clause 2 of the following clause:

"2. Scope of application of the Scheme

The provisions of the Scheme shall be observed by all employers and employees in the Dairy Industry in the Republic of South Africa, whether or not they are members of the parties to the Training Board for the Dairy Industry."; en

(iii) by the deletion in clause 3 of the definition of "member";

(iv) by the substitution for subclause 6.1 of the following subclause:

"6.1 The Training Board for the Dairy Industry has been established by employers in the industry in accordance with a constitution approved by the Registrar.";

(v) by the substitution in clause 7.1.2 for the expression "R6,00 (six Rand)" of the expression "R10,50 (ten Rand fifty cents)";

(vi) by the substitution for subclause 8.2 of the following subclause:

"8.2 The Board shall, within three months after the close of each financial year, furnish the Director-General: Manpower and every party to the Board with a copy of the report on its activities during that financial year, together with copies of the audited financial statements of the Fund and shall keep the report and statements open for inspection by any contributing employer."; en

(vii) by the substitution for subclause 9.3 of the following subclause:

"9.3 The Board shall appoint a public auditor who shall be paid out of the Fund, to audit the accounts of the Fund annually for the period ending on 31 December.".

E. VAN DER M. LOUW,
Minister of Manpower.

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No. R. 2411 4 Oktober 1991

WET OP ARBEIDSVERHOUINGE, 1956

MEUBELNYWERHEID, WES-KAAPLAND: WYSIGING VAN VOORSORGFONDSOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknermers wat lede van genoemde organisasie of vereniging is; en

(b) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the area specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE WESTERN CAPE AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the
Cape Furniture Manufacturers’ Association (hereinafter referred to as the “employers” or the “employers’ organisation”), of the one part, and the

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of the Western Cape—

(a) by all employers who are members of the employers’ organisation and by all employees who are members of the trade union, who are engaged or employed in the Industry, respectively;

(b) in the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Des Knaps, Franschhoek, Goodwood, Heidelberg (C.P.), Hermanus, Hopefield, Kuilsrivier, Ladismith, Langrivier, Latium, Matjiesfontein, Montagu, Mooresburg, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simon’s Town, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, Tafelberg, Vranwynsdorp, Victoria-West, Vredendal, Wellington, Williston, Worcester, Wynberg, Barkly West, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley and Kuruman and in the gedeelte of the landdistrik Postmasburg wat voor die publikasie van Goewermentskennisgewing 1294 van 27 June 1975 in die landdistrik Kuruman geval het, maar uitgesonderd die gedeelte van die landdistrik Kuruman wat voor publikasie van Goewermentskennisgewing 1314 van 28 Augustus 1964 in die landdistrik Postmasburg geval het, Philipstown and Prieska.

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsoornekkoms, uitgesonderd die ervat in kloosule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir alle ander werkgeewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming. Nywerheid, Bedryf of Beroep in die gebiede in kloosule 1 van die Wysigingsoornekkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Marnnekrak.
(2) Ondanks subklausule (1) (a) van hierdie klausule is hierdie Ooreenkoms—
(a) van toepassing slegs op die werknemers vir die minimum los in die Hoofoorloes in klousule 15 van Deel II van die Hoofoorloes bedoel), of leerlinge (d.w.s. werknemers in klausules 10 en 12 van Deel II van die Hoofoorloes bedoel);
(c) nie van toepassing nie op ‘n werkgewer wat hoogstens een besigheid binne die toepassingsbestek van hierdie Ooreenkoms bedryf en wat te alle tey minder as vyf werknemers in of in verband met sodanige besigheid in diens het: Met dien verstande dat werkende werkgewere as werknemers beskou moet word vir dié doel om die getal werknemers in sodanige besigheid vas te stel: Voorts met dien verstande dat ‘n werkgewer wat uitgesluit is ingewolke hierdie paragraaf en sy werknemers die keuse kan uitoefen om op ‘n vrillige grondslag deel te neem aan die Voorsorgfonds;
(d) van toepassing ten opsigte van vakleerlinge slegs vir sover sodanige toepassing nie onbestaanbaar is met die Wet op Mannelkragpleiding, 1981, of ‘n kontrak wat daargrans gesluit is nie;
(3) Ondanks subklausules (1) en (2) van hierdie klausule is lidmaatskaps van die Fonds nie verplicht nie; en ‘n werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms ‘n deelnemer aan of lid van ‘n ander fonds is wat vir pensioen- of voorsorgvoordele voorsiening maak, wat op genoemde datum bestaan en waaraan die werkgever van daardie werknemer op genoemde datum ‘n deelnemer is, of die werkgever van daardie werknemer geslindering dié tydperk wat sodanige ander fonds in werking is en beide werkgever en werknemer daaraan deelneem, as die voordelig van sodanige ander fonds na die mening van die Raad cor die algemeen nie minder gunstig is nie as die voordelig wat deur die Raad se Fonds verskaf word.

2. KLOUSEULE 1: TOEPASSINGSBESTEK VAN OOREENKOMS
In subklausule (2) (b), skrap die woord “vakleerlinge”.

3. KLOUSEULE 3: VOORDOMSKRYWINGS
In die woordomskrywing van “bevoegde werknemer”-, skrap die uitdrukking “met dien verstande dat die werknemer wat in paragraaf 9 van Deel II van die Hoofoorloes, bedoel word, minstens een jaar diens in die Meubel- en meubelmeul wydsteend saa”.

4. KLOUSEULE 5: ADMINISTRASIE
Vervang subklausule (h) deur die volgende:
“(h) Gelde wat nie vir die bestryding van lopende betalings en uitgawes nodig is nie, moet beër word in—
(a) die naam van die Fonds deur bemanding van SYFRETS MANAGED ASSETS LIMITED of enige ander fisante instelling wat deur die Wyverhaldregistratur gegekeur is ingevoeg artikel 21 (3) van die Wet op Arbeidsverhoudinge, 1956, op sodanige wyse en by sodanige persone as wat SYFRETS MANAGED ASSETS LIMITED of ‘n ander fisante instelling goedgekeur, met inbegrip van die beleggings by homself of ‘n ander fisante instelling, met dien verstande dat die perke wat in die Pensioenfondswet van 1956 (soos gewysig) voorgeskryf word, nie oorskry word nie; of enige ander manier deur die Registratur gegekeur.”.

(2) Notwithstanding the provisions of subclause (1) (a) of this clause the terms of this Agreement shall—
(a) apply only to employees for whom minimum wages are prescribed in the Main Agreement, and to the employers of such employees;
(b) not apply in respect of office employees (i.e. employees referred to in clause 15 of Part II of the Main Agreement), or learners (i.e. employees referred to in clause 10 and 12 of Part II of the Main Agreement);
(c) not apply to an employer who carries on not more than one business within the scope of application of this Agreement and who employs fewer than five employees at all times or in connection with such business: Provided that working employers shall be regarded as employees for the purpose of establishing the number of employees in such business: Provided further that an employer who is excluded by virtue of this paragraph and his employees may elect to participate in the Provident Fund on a voluntary basis;
(d) apply in respect of apprentices only so far as such application is not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into in terms thereof;
(3) Notwithstanding the provisions of subclauses (1) and (2) of this clause, membership of the Fund shall not be compulsory in respect of any employee who at the date of coming into operation of this Agreement is a participant in and a member of any other fund providing pension or provident benefits, which was in existence on the said date and in which the employer of that employee was on the said date a participant, or in respect of the employer of that employee, during such period only as such other fund continues to operate and both employer and employee participate therein, if in the opinion of the Council the benefits of such other fund are on the whole not less favourable than the benefits provided by the Council’s Fund.

2. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT
In subclause (2) (b), delete the word “apprentices”.

3. CLAUSE 3: DEFINITIONS
In the definition of “eligible employee”, delete the expression “provided that employees referred to in paragraph 9 of Part II of the Main Agreement shall have at least one year’s employment in the Furniture Industry”.

4. CLAUSE 5: ADMINISTRATION
Substitute the following for subclause (h):
“(h) Moneys not required to meet current payments and expenses shall be invested in—
(a) the name of the Fund through the agency of SYFRETS MANAGED ASSETS LIMITED or any other financial institution approved by the Industrial Registrar in terms of section 21 (3) of the Labour Relations Act, 1956, in such manner and with such persons as SYFRETS MANAGED ASSETS LIMITED or other financial institution deems fit, including investment with itself or another financial institution, provided that the limitations prescribed in the Pension Funds Act, 1956, as amended, are not exceeded;
(b) or in any other manner approved by the Registrar.”.
5. Vervang klusule 10 deur die volgende:

"10. VOORDELE"

(a) 'n "Volle voordeel" bestaan uit—
(i) die totale bydrae deur 'n lid in die Fonds inbetaal; plus
(ii) die totale bydrae deur die werkgever ten behoeve van die betrokke lid in die Fonds inbetaal; plus".

(ii) die aditionele bedrag uit Rekening C wat die Maatskappy na sy goedvindte as redelik onder alle omstandighede mag bepaal met behoortlik inagning van die lengte van 'n lid se diens in die Meubelnywerheid, die bedrag van sy bydrae, die bedrag waarmee Rekening C as dan gekrediteer is en alle ander faktore wat die Maatskappy eg relevante wees.

(b) 'n Lid wat die maksimum leeftyd bereik het, is op 'n volle voordeel gereg, maar ingeval sy lidmaatskap ooreenkoms met klusule 7 (d) (ii) hiervan verleng word, word sy volle voordeel aan hom betaal wanneer hy ophou om in die Nywerheid werksaam te wees.

(c) 'n Lid wat permanent ongeskik raak voordat hy die maksimum leeftyd bereik is, is op 'n volle voordeel gereg. Ten einde te bepaal of 'n lid permanent ongeskik geraak het, kan die Maatskappy van sodanige lid vereis om mediese ondersoek te word deur 'n mediese beaampte wat die Maatskappy benoem het, en die koste van sodanige mediese ondersoek moet deur die Fonds gedra word.

(d) (i) By die afstere van 'n lid, moet 'n volle voordeel aan sy afhankliks toegestaan word.

(ii) As 'n lid te sierie kom sonder om afhankliks na te laat, word die bedrag waarmee sodanige lid in Rekening A gekrediteer is, aan sy boedel betaal.

(e) Indien 'n vroulike lid die Meubelnywerheid verlaat van die doel om in die huwelik te tree, is sy, by voorlegging aan die Maatskappy, van haar huweliksgetal of ander beveiligende bewys van haar huwelik daarop gereg om haar eie bydrae tot die Fonds te ontvang.

(f) As 'n lid om enige redes ophou om lid te wees en geen voordeel ooreenkoms die voorafgaande bepaling na kom betaalbaar is nie, moet die bedrag wat hy tot die Fonds bygedra het, aan hom terugbetaal word, met dien verstande dat 'n lid wat langer as 10 jaar in die Meubelnywerheid in diens was, benewens sy eie bydrae, 'n deel sal ontvang van die bedrag wat die werkgever ten opsigte van hom in Rekening A bygedra het, en wat op onderstaande grondslag:

Na 10 jaar diens 10 persent van die werkgever se bydrae.
Na 12 jaar diens 15 persent van die werkgever se bydrae.
Na 14 jaar diens 20 persent van die werkgever se bydrae.
Na 16 jaar diens 25 persent van die werkgever se bydrae.

(g) Ondanks andersluidende bepalingen hieronder in hierdie Ooreenkoms vervat, kan die Maatskappy, geheel en al na sy eie goedvindte, 'n groter of 'n aditionele voordeel toestaan aan lede wat weens siekte of permanente ongeskiktheid nie dasatoe in staat is om lede van die Fonds te bly nie. Die Maatskappy kan ook 'n aditionele voordeel toestaan aan lede wat na die mening van die Raad, die Nywerheid getrou gedien het.

(h) (i) Ingeval 'n persoon wat kragtens hierdie Ooreenkoms op voordele gereg geword het, versuim om binne 12 maande vanaf die datum waarop hy op sodanige voordele gereg geword het, aansoek daarom te doen, moet die Maatskappy 'n advertensie in drie agtereenvolgende uitgawes van beide 'n Afrikaans- en 'n Engelsprahige dagsblad wat in die Republiek gelees word en waarvan een 'n nuusblad moet wees wat gelees word in die gebied waarin die lid aan wie die voordeel verskuldig is, gewoonlik woonagtig

5. Substitute clause 10 with the following:

"10. BENEFITS"

(a) A "full benefit" shall consist of—

(i) the total of the contributions paid into the Fund by a member; plus

(ii) the total of contributions paid into the Fund by the employer on behalf of the member concerned; plus".

(iii) such additional amount from Account C which the Company may in its discretion determine as being reasonable in all the circumstances, due regard being had to the length of the member's service in the Furniture Industry, the amount of his contributions, the amount than to the credit of Account C, and any other factors deemed by the Company to be relevant.

(b) A member who has attained the maximum age shall be entitled to a full benefit, but in the event of the extension of his membership in terms of clause 7 (d) (ii) hereof his full benefit shall be paid to him when he ceases to be employed in the Industry.

(c) A member who becomes permanently incapacitated before attaining the maximum age shall be entitled to a full benefit. In order to determine whether a member has become permanently incapacitated the Company may require such member to be medically examined by a medical officer nominated by it, the cost of which shall be borne by the Fund.

(d) (i) On the death of a member, his dependants shall be granted a full benefit.

(ii) If a member dies without leaving dependants his estate shall be paid the amount standing to such member's credit in Account A.

(e) Should a female member leave the Furniture Industry to be married, she shall be entitled on production to the Company of her marriage certificate or other satisfactory evidence of marriage to receive her own contributions to the Fund.

(f) If a member ceases to be a member for any reason and no benefit is payable to him in terms of the foregoing provisions he shall be refunded the amount contributed by him to the Fund, provided that a member who has been employed for longer than 10 years in the Furniture Industry will receive in addition to his own contributions, a portion of the amount contributed by the employer in respect of him to Account B, on the following bases:

After 10 years employment 10 per cent of the employer's contributions.
After 12 years employment 15 per cent of the employer's contributions.
After 14 years employment 20 per cent of the employer's contributions.
After 16 years employment 25 per cent of the employer's contributions.

(g) Notwithstanding anything to the contrary hereinafter contained the Company may in its entire discretion grant larger or additional benefits to members who because of illness or permanent incapacity are unable to continue their membership of the Fund. The Company may also grant additional benefits to members who, in the opinion of the Council, have served the Industry faithfully.

(h) (i) In the event of a person who has become entitled to benefits in terms of this Agreement failing to apply for such benefit within 12 months of the date on which he became entitled to such benefits the Company shall insert an advertisement, in three successive issues of an English language and an Afrikaans language daily newspaper circulating in the Republic, one of which shall be a newspaper circulating in the area in which the member to whom the benefit is due was normally resident at the time such benefit became due, stating the name and last known place of work of the member,
was toe sodanie se voordeel verskuldig geword het, laat pubi- nieer waarin die naam en die laatste werkplek van die lid en die feit dat sekere voordele verskuldig is, gemeld word en sodanie lid of sy afhanklikes versoek word om eie vir sodanie se voordele in te dien binne 'n tydperk van drie maande vanaf die datum waarop die advertanse vir die laatste maal verskyn het en om volledige besonderhede te verstrek van die gronde waarop sodanie se eie ingestel word. Die Maatskappy moet, na die laatste datum waarop eie ingedien mag word, al sodanie se eie oorweeg en aan 'n lid of, indien geen eie van 'n lid ontvange is, aan sy afhanklikes wat eie ingedien het op die manier hierin voorgestel, die geldbe- taal wat aan die lid verskuldig mag wees, min die adverten- siestekte, as hy dit dienstig ag.

(ii) Indien geen eie binne sodanie se tydperk van drie maande vanaf 'n lid of sy afhanklikes ontvang word nie, word die voordee aan die Fonds verbruur; met dies verstande dat die Maatskappy enige eie wat na verloop van genoemde tydperk ontvang word, moet oorweeg en na sy goedvindt 'n ex gratia-toekenning van hoogstens die bedrag van sodanie se voordee aan sodanie se persoon of, in geval van sy dood, aan sy afhanklikes of sy boedel kan betaal.

(i) Die Maatskappy kan na goeddunken huisienings aan lade toestaan uit inkomste of beleggings van die Fonds en/of uit die geld wat aan die Fonds verbruur word: Met dies verstande dat—

(i) sodanie se lening nie meer mag wees as die totale bedrag wat die betrokke lid tot die Fonds bygedra het en wat op Rekening A in die Fonds se boekie geklere is nie; en dat

(ii) geen sodanie se lening toegestaan mag word nie temisy die lid skriflik by die fonda nec borg staan van sodanie se bedrag van die geld wat hy tot die Fonds bygedra het en wat op Rekening A in die Fonds se boekie geklere is as wat die Maatskappy na goeddunken besluit; en dat

(iii) sodanie se lening onderworpe is aan die bepaling en voorwaardes ten opsigte van terugbetaling en andersins wat die Raad van tyd tot tyd aan eniger tyd bepaal.

(j1) Ondanks andersluidende bepalinge hierin kan 'n lid wat om watter rede ook al ophou om 'n lid van die Fonds te wees en wat ingevolge hierdie Ooreenkoms daarop geregtig is om bystand uit die Fonds te kry, die keuse uitoefen om nie die bystand te ontvang op die datum waarop hy ophou om 'n lid te wees nie, in welke geval, wanneer hy die maksimum ouderdom bereik, so iemand daarop geregtig is om vir sy eie bydrae tot die Fonds vergoed te word en mits so iemand 10 jaar lank of langer in diens van die Meubelvereniging was, moet hy as benewens sy eie bydrae, 'n gedeelte ontvang van die bydrae bygedra deur die werkgever op die volgende grondslag:

Na 10 jaar diens, 25 persent van die werkgever se bydrae;
na 15 jaar diens, 50 persent van die werkgever se bydrae;
na 20 jaar diens, 75 persent van die werkgever se bydrae;
na 25 jaar diens, 100 persent van die werkgever se bydrae.

(ii) Die totale bedrag betaalbaar aan so 'n persoon inge- volge subklusie (i) dra samegestelde rente teen 9 persent per jaar maandeliks agteruit bereken vir die tydperk vanaf die tydperk waarop die lid die Nwyverheid verlaat het en die tydperk waarop hy die maksimum ouderdom bereik.

(iii) Op enige tydtyd voordat so iemand die maksimum ouderdom bereik, kan hy die keuse uitoefen om die bystand waarop hy geregtig geword het op die datum toe hy opgehou het om 'n lid van die Fonds te wees, te ontvang, in welke geval die bydrae betaalbaar aan so iemand samegestelde rente teen 9 persent per jaar maandeliks agteruit bereken vir die tydperk vanaf die tydperk waarop die persoon die Nwyverheid verlaat het en die datum waarop hy die bydrae betaalbaar toe, nie die persoon die voordee as binne 'n tydperk van drie jaar nadat hy die Nwyverheid verlaat het.

the fact that certain benefits are due and calling upon such member or his dependants to submit claims for such benefits within a period of three months from the date of the last insertion of the advertisement and to furnish full details of the grounds upon which such claims are made. The Company shall, after the last date upon which claims may be submitted, consider such claims and shall pay to a member or to no claim is received from a member, to his dependants who have submitted claims in the manner prescribed herein, such mo- nies are maybe due to the member, less the cost of advertis- ing, as it may deem fit.

(ii) Should no claim have been received from a member or his dependants within such period of three months, the bene- fits shall be forfeited to the Fund: Provided that the Com- pany shall consider any claim received after the expiry of the said period and may in its discretion make an ex gratia grant not exceeding the amount of such benefits to such person or in the event of his death to his dependants or estate.

(i) The Company may in its entire discretion grant housing loans to members from income on investments of the Fund and/or from moneys forfeited to the Fund: Provided that—

(i) no such loan shall exceed the total amount of all moneys contributed by the relevant member to the Fund and credited to Account A in the books of the Fund; and that

(ii) no such loan shall be granted unless and until such member in writing pledges to the Fund such amount of the moneys contributed by him to the Fund and credited to Account A in the books of the Company that the Fund can in the Company's discretion may decide; and that

(iii) any such loan shall be subject to such terms and condi- tions as to repayment and otherwise as may be laid down by the Company from time to time and at any time.

(j) (i) Notwithstanding anything to the contrary contained in the Company's entire discretion grant housing loans to members from income on investments of the Fund and/or from moneys forfeited to the Fund: In any case and in terms of the provisions of this Agreement is entitled to receive a benefit from the Fund, may not elect not to be paid such a benefit at the date he ceases to be a member, in which case, on reaching the maximum age, such person shall be entitled to be refunded his own contributions to the Fund and provided that such person was employed for 10 years or longer in the Furniture Industry, he shall receive in addition to his own contributions, a portion of the amount contributed by the employer on the following basis:

After 10 years employment, 25 per cent of the employer's contributions;
after 15 years employment, 50 per cent of the employer's contributions;
after 20 years employment, 75 per cent of the employer's contributions;
after 25 years employment, 100 per cent of the employer's contributions.

(ii) The total amount payable to such person under sub- clause (i) shall bear compound interest at the rate of 9 per cent per annum calculated monthly in arrear for the period between the member leaving the Industry and such person reaching the maximum age.

(iii) At any stage prior to such person reaching the maxi- mum age, he may elect to be paid the benefit as described above in the following manner:

(iii) At any stage prior to such person reaching the maxi- mum age, he may elect to be paid the benefit as described above in the following manner:
Namens die party op hede die 12de dag van Augustus 1988 te Kaapstad onderteken.

(k) (i) By die afstande van ‘n lid, moet sterfbystand van R1 000 aan sy afhanklikes betaal word: Met dien verstande dat sodanige bystand slegs ten opsigte van een afhanklike betaalbaar is;

(ii) By die afstande van ‘n lid se vrou of kind oor die ouderdom van 14 jaar, moet sterfbystand van R1 000 aan ‘n lid betaal word;

(iii) By die afstande van ‘n kind tussen die ouderdom van 6 en 14, moet sterfbystand R500 aan ‘n lid betaal word;

(iv) By die afstande van ‘n kind onder die ouderdom van 6 of of ‘n doodegeborene, moet sterfbystand van R250,00 aan ‘n lid betaal word;

(v) Ondanks subclauses (i) (ii) tot (iv) moet geen betaling ingevolge daarvan gedoen word nie tensy aansoek daarom gedoen word binne ‘n tydperk van een jaar vanaf die afstande van die betrokke lid of afhanklike.

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No. R. 2412 4 Oktober 1991

WET OP ARBEIDVERHOLDINGE, 1956

ELEKTROTEGNISE AANEMININGSNYWERHEID, TRANSVAAL: HERNUWING VAN HOOFOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1189 van 24 Mei 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

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No. R. 2413 4 Oktober 1991

WET OP ARBEIDVERHOLDINGE, 1956

ELEKTROTEGNISE NYWERHEID (NATAL): HERNUWING VAN OOREENKOMS VIR DIE ELEKTROTEGNISE AANEMINGSEKSIE


D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

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No. R. 2414 4 Oktober 1991

WET OP ARBEIDVERHOLDINGE, 1956

ELEKTROTEGNISE NYWERHEID, OOS-LONDEN: WYSIGING VAN HOOFOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkom (hierna die Wyseigingsoorloekoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld,
met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging, wat die Wyssigingsooreenkomst aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kortgens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wyssigingsooreenkomst, uitgesonder die vervat in klusoule 1 (1) (a) en 10, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebied in klusoule 1 van die Wyssigingsooreenkomst gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE NYWERHEID, OOS-LONDEN

HOOFOOREENKOMS

oorooenkomstig die Wat op Arbeidsverhoudinge, 1956, gesluit deur en aangaan tussen die

Electricity Contractors’ Association (South Africa)

(hierdie die “werkgewers” of die “werkgewersorganisasie” genoem), aan die een Kant, en

The South African Electrical Workers’ Association

(hierdie die “werknamers” of die “vakvereniging” genoem), aan die ander Kant, en

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid, Oos-Londen,


DEEL I

ALGEMENE VOORWAARDES WAT DEURGAANS OP HIERDIE OOREENKOMS VAN TOEPASSING IS

1. GEBIED EN TOEPASSINGSBESTEK

(1) Hierdie Ooreenkomst moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Nywerheid—

(a) wat lede is van onderskeidelik die werkgewersorganisasie en die vakvereniging, en

(b) wat betrokke is by of werkzaam is in die Nywerheid in die landdrosdistrik Oos-Londen (uitsluitend daardie gedeelte wat teen die publikasie van Goewermentskennisgewing 1079 van 10 Junie 1988 binne die Republiek van Ciskei geval het).

(2) Ondanks subklusoule (1) is hierdie Ooreenkomst van toepassing op vakariese en kwakelingse slags vir sover dit nie onbestaanbaar is met die Wet op Mannekragpleiding, 1981, of met voorwaardes of kennisgewings wat daarkragters voorgedryf of bestel is nie.

shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991 upon the employers’ organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 10 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991 upon all employers and employees, other than those referred to in paragraph (a) of this notice, who were engaged or employed in the said Undertaking, Industry, Trade or Occupation in the area specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY, EAST LONDON

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Electricity Contractors’ Association (South Africa)

(hereinafter referred to as the “employers” or the “employers’ organisation”), the one part and

The South African Electrical Workers’ Association

(hereinafter referred to as the “employees” or the “trade union”), the other part,

being the parties to the Industrial Council for the Electrical Industry, East London,


PART I

GENERAL CONDITIONS APPLICABLE THROUGHOUT THIS AGREEMENT

1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers and employees in the Electrical Industry—

(a) who are members of the employers’ organisation and the trade union respectively, and

(b) who are engaged or employed in the Industry in the Magisterial District of East London (excluding that portion which, prior to the publication of Government Notice 1079 of 10 June 1988, fell within the Republic of Ciskei).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof.
(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakkeurings wat kragtens die Wet op Mannekragopleiding, 1981, voorgestryf is as die weekloon van sodanige werknemers gegaan en dié weekloon soos hierbo bereken, gedeelde deur die getal gewone ure wat daarin die betrokke bedryfsingting gewerk word.

2. KLOUSULE 3: WORDDOMSKRYWING

(1) Voeg die volgende nuwe omskrwyings in na die omskrwying "drywer":

'elektrotegniese konstruksie-operator, Vlak 1' (hierna 'Elekonop 1' gehoef) 'n werknemer wat op die datum waarop hierdie Ooreenkoms in werking treed in diens was as 'n arbeider en wat deur sy werkgever as bedrewen genoeg beskou word om die pligte van 'n Elekonop 1 uit te voer, of wat daarna op sodanige vlak in diens geneem word. Die volgende opleiding van sodanige werknemer moet deur die werkgever verskaf word. Sodanige werknemer kan enigens van die volgende werkzaamhede vennig en kan die gereedskap gebruik wat nodig is om die werkzaamhede te verrig:

(a) letpype buig;
(b) letpype volgens merke sny, skroefdraad daarop insny en dit ruim;
(c) leot letpypbehore en kaste aan letpype aanheg;
(d) draadjiesins personneel en vassit, uitgesonderd installeer op die oppervlakte;
(e) gepantserde en ongepanterde kabels op die oppervlakte insinne, uitgesonderd die aansluitings daarvan;
(f) afdisstukke aan PVC-kabels aansit, uitgesonderd afdisstukke wat met epokesie of soortgelyke vulsel gevul moet word;

(g) 'n sloopgraafMasjien bedien;
(h) kabels in sote, leidings en rakke, met inbegrip van die vermaak van sodanige kabels;
(i) die werk van 'n arbeider;
(j) 'n maester-elektriëdd, 'n elektriëdd, 'n WHT en 'n Elekonop 2 of Elekonop 3 help, sonder om die werk self te verrig, behalwe soos in (a) tot (i) hierbo uiteengesit:

'elektrotegniese konstruksie-operator, Vlak 2' (hierna 'Elekonop 1' genoem) 'n werknemer wat—

(1) die voorgeskrewre formele opleiding ondergaan het en in die eksamen geslaag het wat hom geregeld maak om ingevolge die Ooreenkoms gepubliseer deur Goewermentskennisgewing R. 1749 van 17 Augustus 1984, soos van tyd tot tyd gewysig, her bekragtig en hernieu, as 'n elektrotegniese installasie-werksman in die Elektrotegniese Aanvengingswyerheid te werk;

(2) in besit is van bewys van bedrewenheid as 'n Elekonop 1 wat deur sy werkgever uitgereik is, en wat die voorgeskrewre formele opleiding ontvang het en die eksamen vir 'n Elekonop 2 met sukses by 'n institutionele opleidingensentrum wat deur die Raad ereken word, afgelê het.

(3) Sodanige werknemer kan enigens van of al die volgende werkzaamhede verrig en kan die gereedskap wat nodig is om die werkzaamhede te verrig, gebruik: Met dien verstaande dat sodanige take slegs op nuwe installasies uitgevoer word of op groot opknappings van bouwerke of geboue waarvan die krag van die houttoewer afgesny is en dat dit uitgevoer word onder die toissig van 'n maester-elektriëdd, 'n elektriëdd of 'n WHT:

(a) Vasklompwerk, met inbegrip van die plasing van drade in die klampie. Met dien verstaande dat daar geen trekspanning plaasvind nie;

(3) For the purposes of this Agreement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the hourly rate shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

2. CLAUSE 3: DEFINITIONS

(1) Insert the following new definitions after the definition "driver":

'electrical construction operator, Level 1' (hereinafter referred to as an 'Elekonop 1') means any employee who was employed as a labourer on the date of the coming into effect of this Agreement and who is regarded by his employer as being capable of performing the duties of an Elekonop 1, or is engaged subsequently at such level. The formal training of such employee shall be provided by the employer. Such employee may undertake any of the following tasks, and may use tools necessary to perform such tasks:

(a) Bending of conduit;
(b) cutting of conduit to marks, threading and reaming thereof;
(c) the attachment to conduit of empty conduit accessories and trays;
(d) installation and fixing of wireways, excluding surface installations;
(e) installation of armoured and unarmoured surface cable, excluding the connection thereof;
(f) fitting of glands to PVC cables, but excluding any glands which require epoxy or similar filling;
(g) operating a trenching machine;
(h) laying of cables in trenches, ducts and racks including the securing of such cables;
(i) the work of a labourer;
(j) assisting a master electrician, an electrician, a DAM and an Elekonop 2 or Elekonop 3, but not to perform any work individually except as set out in (a) to (i) above:

'electrical construction operator level 2' (hereinafter referred to as an 'Elekonop 2') means an employee who—

(1) has undergone the prescribed formal training and successfully passed the examination entitling him to be employed in the Electrical Contracting Industry as an electrical installation operator under the Agreement published under Government Notice R. 1749 of 17 August 1984, as amended, re-enacted and renewed from time to time; or

(2) is in possession of proof of proficiency as an Elekonop 1 issued by his employer, and has undergone the prescribed formal training and been successful in the examination for an Elekonop 2 at an institutionalised training centre recognised by the Council;

(3) such employee may be engaged in any or all of the following tasks, and may use the tools necessary to perform such tasks: Provided such tasks are carried out only on new installations or on major renovations of structures or buildings from which the power has been disconnected from the main supply, and are carried out under the supervision of a master electrician, electrician or DAM:

(a) Cleating including the placing of wires in cleats: Provided there is no tensioning;
(b) drade plaas in of trek deur draadleidings*: Met dien verstande dat die grootte van elke geleier hoogstens 16 vierkante millimeter is;
(c) ligeheide installeer en vassit, met inbegrip van die aansluiting daarvan;
(d) ligskakelaars en kontakspoekie, kooktoestel- en waterisoleerders installeer, met inbegrip van die aansluiting daarvan;
(e) gesistematiserende en/of nuwigheds-elektriese installasies installeer, d.w.s. 'n vooraf ontwerpbedryfingsstelsel wat werk van 'n herhalingsaarde, waarvan die komponente van die terrein af geresgemaak is volgens die vereiste lengtes en groottes, en omvat dit die aansluiting van die bybehore daarvan: Met dien verstande dat sodanige werknemer nie dié verdeelom mag aansluit nie;
(f) installasies op die oppervlakte installeer en vassit;
(g) eenvoudige gas- en liggoogweerwerk;
(h) die werk van 'n arbeider of Elkonop 1;"****Draadleiding" beteken kabelrakke of enige geslote omhulsel wat drade of kabels bevat;);
"elektrotegniese konstruksie-operateur, Vik 3" (hierna 'Elkonop 3' genoem) 'n werknemer wat in die Nuwerheid gework het as 'n Elkonop 2 of as 'n elektrotegniese installasiewerkman en wat die voorgeskrye formele opleiding ontvang het en wat die eksamen vir 'n Elkonop 3 met sukses by 'n institutionele opleidingscentrum wat deur die Raad erken word, afgelê het. Sodanige werknemer kan egië van of al die volgende werkzaamhede verrig en kan die gereedskappy wat nodig is om die werkzaamhede te verrig, gebruik: Met dien verstande dat sodanige werkzaamhede stige op nuwe installasies uitgewoor word of op groot opknoppings van bouwerke of geboue waarvan die krag van die hoofvoertuig afgesny is en dat dit uitgewoor word onder die toegis van 'n meester-elektriesis, 'n elektriesis of 'n WHT:
(a) Bedraading en montering van verdelerbord;e;
(b) installeer en aansluiting van verdelerbord;e;
(c) trekspanning van vaksblombedraading;
(d) volledige buswerk en bedraading van huise, duplekse, simplexka en herhalende werk van 'n soortgelyke aard op vloere van kantoorgeboue, hotelle en woningste;e;
(e) indien nodig, die werk van 'n Elkonop 1 of 'n Elkonop 2."*(2) Skrap die omskrywing "kweekeling-elektrotegniese installasies-werksman";
(3) Skrap die omskrywing "elektrotegniese installasies-werksman";
(4) Voeg die volgende omskrywing "elektriesis" in:
"'elektriesis' 'n werknemer wat 'n vakleeerskap inge-
volge die Wet op Mannekiagopleiding, 1981, voltolt het in 'n	ambag wat betrekking het op die Nuwerheid, of wat opleiding ontvang het en deur die Raad erken word as voldoende om sodanige werknemer daarop gereig te maak om as elektri-
sia in die Nuwerheid te werk;"
(5) Vervang die omskrywing "arbeider" deur die volgende:
"arbeider" 'n werknemer in diens as arbeider op die datum waarop hierdie Ooreenkom in werking treed, of wat daarna op daardie vlak in diens geneem word. Sodanige werknemer kan enigens van of al die volgende take verrig:
(a) Materiaal laai of aflaat;
(b) gate en slote grawe, pale inplaat en kabels in slotte lê;
(c) kantore en werkswinkel skoonmaak;
(d) vervarsings voorberei;
(e) gleuwe en gate in mure en betonvloere maak vir lai-
pype;
(f) oortallige installasies en uitrusting in verband daarmee, waarvan die toevoerkabels verwyder is, stroop;
(b) plaacing of drawing of conductors into wireways*: Pro-
vided that the size of each conductor shall not exceed 16 square millimetres;
(c) erection and fixing of luminaries, including the connec-
tion thereof;
(d) installation of light switches, socket outlets, cooker and water isolators, including the connection thereof;
(e) installation of systemised and/or innovative electrical installations, which means a predesigned wiring system entailing work of a repetitive nature of which the components have been prepared off site to the lengths and sizes required, and includes the connecting of accessories thereto: Provided that such employee may not connect the distribution board;
(f) installation and fixing of surface installations;
(g) simple arc and gas welding;
(h) the work of a labourer or Elkonop 1;
(****"Wireways" mean cable trays or any enclosed casing containing wires or cables;)
'electrical construction operator, Level 3' (hereinafter referred to as an 'Elkonop 3') means an employee who has been employed in the Industry as an Elkonop 2 or as an electrical installation operative and has undergone the prescribed formal training and been successful in the examination for an Elkonop 3 at an institutionalised training centre recognised by the Council. Such employee may be engaged in any or all of the following tasks, and may use the tools necessary to perform such tasks: Provided that such tasks are carried out only on new installations or on major renovations of structures or buildings from which the power has been disconnected from the main supply, and are carried out under the supervision of a master electrician, an electrician or a DAM:
(a) Wiring and assembling of distribution boards;
(b) installation and connection of distribution boards;
(c) tensioning of cleat wiring;
(d) complete tubing and wiring of houses, duplexes, simplexkas and repetitive work of a similar nature on floors of office blocks, hotelle and flats;
(e) where necessary, the performance of the work of an Elkonop 1 or Elkonop 2;***(2) Delete the definition "electrical installation operative trainee";
(3) Delete the definition "electrical installation operative".
(4) Insert the following definition "electrician";
"'electrician' means an employee who has completed an apprenticeship in terms of the Manpower Training Act, 1981, in a trade relevant to the Industry, or who has received training recognised by the Council as being sufficient to entitle him to work as an electrician in the Industry;".
(5) Substitute the following for the definition "labourer":
"'labourer' means an employee who was employed as a labourer on the date of coming into operation of this Agreement, or is engaged subsequently at such level. Such employees may be engaged in any or all of the following tasks:
(a) Loading or unloading of materials;
(b) digging of holes and trenches, planting of poles and laying of cables in trenches;
(c) cleaning of office and workshop areas;
(d) preparing of refreshments;
(e) chasing and cutting of walls and concrete floors for conduit;
(f) stripping of redundant installations and equipment incidental thereto from which the supply cables have been removed;"
(g) 'n meester-elektriese, 'n elektriese, 'n WHT en 'n Elekonop 1, Elekonop 2 of Elekonop 3 help, sonder om die werk self te verrig, behalwe soos in (a) tot (f) hierbo uiteengestel: Met dien verstande dat indien 'n werknemer 'n dienssertifi- kaat vooraf wat ingevolge klousule 30 van Deel I van die Ooreenkoms uitgereik is, of ander bewyse wat vir die Raad aanvaarbaar is en wat aandui dat hy voorheen as arbeider of Elekonop 1 in die Nywerheid in diens was, hy in diens geneem moet word as nie minder as 'n Elekonop 1 nie.'. 

(6) Voeg die volgende omskrywing in na die omskrywing "toesluïplek":

"meester-elektriese, 'n werknemer wat geregistreer is as 'n installaties-elektriese ingevolge Regulering II (1) van die Elektriese Installeringeregulering, 1985, wat ingevolge die Wet op Masjienre en Beroepsveiligheid, 1983, gepubliseer is.". 

(7) Voeg die volgende omskrywing in na die omskrywing "persel":

"voorgeskrewe formele opleiding" 'n stelsel van modulêre opleiding wat deur die Raad uitgewerk is om aan die vereistes van dienskategorieheid wat deur die kategorie werknemer uitgewer moet word, te voldoen en wat gedoen word in 'n institutionele opleidingsentrum onder beheer van die Elektrotechniese Ontwikkelings- en Opleidingstond en wat deur die Raad gepaargetsel word.". 

(8) Voeg die volgende omskrywing in na die omskrywing "gesitlike huisvesting":

"tydelike arbeider" 'n werknemer wat in diens geneem word op die volgende bepalinge en voorwaarde:

(a) 'n Werkgever moet minstens 'n arbeider in sy diens hé awoens by 'n tydelike arbeider in diens mag neem;
(b) 'n tydelike arbeider mag slegs in diens geneem word om die werk van 'n arbeider te verrig waarvoor daar geen formele opleiding nodig is nie;
(c) die minimum loonskaal moet nie minder wees nie as die helfte van die loonskaal in hierdie Ooreenkom ons voorgestelde vir 'n arbeider in die gebied waar die tydelike arbeider in diens is;
(d) die werkpre is die normale werkpre van die bedryfsmiring;
(e) 'n werkanteige deur 'n tydelike arbeider op 'n normale werkdag of Saterdag werk, moet daar teen 'n skaak van minstens R2,50 per uur of gedeelte van 'n uur betaal word. Vir werk op 'n Sondag of 'n openbare vakansiedag moet daar betaal word teen 'n twee derde van die urenlof vir arbeiders in die Ooreenkom ons voorgestel vir elke uur of gedeelte van 'n uur werk;
(f) 'n tydelike arbeider mag tot hoogstens 20 agtereenvol- gende werkdage in diens gehou word, waarna sy dienste of beëindig moet word of by moet werk as arbeider aangebied word op die bepalinge en voorwaarde wat in hierdie Ooreenkom ons voorgestel word;
(g) vanaf die dag waarop die tydelike arbeider diens aan- vaar, moet sy naam op die werkgeriewe se loonregister en sy Werkloosheidsverekingeropspawens verskyn en moet die werkgever te alle tye verskyn dat die tydelike arbeider deur die Ongevallenes gedek word;
(h) geen heffings of bydraes betaalbaar ingevolge die Hullosooroekom ons of die Soekbystande-, Pensioen- en Mediese Bystandsoorloekeenkomste van die Raad is betaalbaar ten opsigte van 'n tydelike arbeider nie;
(i) alle werkgewens wat tydelike arbeiders indiens neem, moet die Raad elke maand, op vorm verkrygbaar by die Raad, in kennis stel van die name, persoonsnommers en datum van indienemting van alle tydelike arbeiders wat gedurende sodanige maand deur hulle in diens geneem is;

(g) assistance a master electrician, an electrician, a DAM and an Elekonop 1, Elekonop 2 or Elekonop 3, but not to perform any work individually except as set out in (a) to (f) above: Provided that should an employee produce a certificate of service issued in terms of clause 30 of Part I of the Agreement, or other evidence acceptable to the Council indicating that he was previously employed in the Industry as a labourer or Elekonop 1, he shall be employed as not less than an Elekonop 1.". 

(6) Insert the following definition after the definition "lock-up":

"master electrician" means an employee who is registered as an installation electrician in terms of Regulation 11 (1) of the Electrical Installation Regulations, 1985, published in terms of the Machinery and Occupational Safety Act, 1983". 

(7) Insert the following definition after the definition "premises":

"prescribed formal training" means a system of modular training, designed by the Council to meet the requirements of the tasks to be performed by the category of employee and carried out in institutionalised training centres set up under the control of the Electrical Development and Training Fund and monitored by the Council.". 

(8) Insert the following definition after the definition "suitable accommodation":

"temporary labourer" means an employee who is employed on the following terms and conditions:

(a) An employer shall have at least one labourer in his employ before he may employ a temporary labourer;
(b) a temporary labourer may only be employed to perform work of a labourer for which no formal training is required;
(c) the minimum rate of wages shall be not less than half the rate of wages prescribed in this Agreement for a labourer in the area where the temporary labourer is employed;
(d) the working hours shall be the normal working hours of the establishment;
(e) any overtime worked by a temporary labourer on a normal working day or a Saturday shall be paid for at a rate of not less than R2,50 per hour or part of an hour. Work on a Sunday or public holiday shall be paid for at a rate of one and two thirds the hourly rate prescribed in the Agreement for labourers for each hour or part of an hour worked;
(f) a temporary labourer may be employed for not more than 20 consecutive working days, whereafter his services must either be terminated or he must be offered employment as a labourer on the terms and conditions prescribed in this Agreement;

(g) from the commencement of employment of the temporary labourer he shall be reflected in the wage register and UIF returns of the employer and the employer shall at all times ensure that the temporary labourer is covered by the Workmen's Compensation Act;

(h) no levies or contributions in terms of the Main or Sick Benefits, Pension and Medical Aid Fund Agreements of the Council shall be payable in respect of a temporary labourer:
(i) all employers engaging temporary labourers shall advise the Council each month, on a form obtainable from the Council, of the names, id. numbers and dates of employment of all temporary labourers employed by them during such month;
3. KLOUSLE 8: BETALING VAN BESOLDING

(1) In subklausule (2) (e), vervang die uitdrukking "Elkon" deur die uitdrukking "meester-elektriesien".

(2) In subklausule (3), vervang die uitdrukking "Geen Elkon, ambagsman, WHT, EIW" deur die uitdrukking "Geen meester-elektriesien, elektriesien, ambagsman, WHT, Elkonop 3, Elkonop 2, Eikon 2, Eikon 1.".

(3) Skrap subklausule (3) en hernommer subklausule (4) om te lei subklausule (3).

4. KLOUSLE 9: JAARLIJKSE VERLOF

In subklausule (1) (a) (iii), (1) (a) (iv), (1) (a) (v), (1) (a) (vi), (1) (a) (vii) en (1) (a) (viii), vervang die uitdrukking "drywer of arbeider" deur die uitdrukking "drywer, Elkon 1 of arbeider".

5. KLOUSLE 10: ADDITIVE VERLOF MET BESOLDING

(1) In subklausule (1) (a), vervang die uitdrukking "'n Elkon, ambagsman, WHT of EIW" deur die uitdrukking "'n Meester-elektriesien, elektriesien, ambagsman, WHT, Elkonop 3 of Elkonop 2".

(2) In subklausule (1) (f), vervang die uitdrukking "drywer of arbeider" deur die uitdrukking "drywer, Elkon 1 of arbeider".

6. KLOUSLE 15: VERHOUDING VAN GESKOEDELE TOT ONGESKOEDELE WERKNERMES

Vervang klausule 15 deur die volgende:

"15. VERHOUDING VAN KATEGORIEERDE WERKNERMES TOT MEKAAR EN VERANTWOORDELIKEHEID VAN WERKGERWEN EN WERKNERMES

(1) Die verhouding van die maksimum getal persone wat 'n werkgever in die verskillende kategorieë in diens het tot die aantal geskoue werknermes in diens, mag te genereer tind meer as die volgende wees nie:

(i):

<table>
<thead>
<tr>
<th>Werkvlak</th>
<th>Getal geskoue werknermes in diens</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elkonop 3</td>
<td>1 1 1 3 4</td>
</tr>
<tr>
<td>Elkonop 2</td>
<td>1 1 2 3 4</td>
</tr>
<tr>
<td>Elkonop 1</td>
<td>2 3 4 5</td>
</tr>
<tr>
<td>Arbeider</td>
<td>2 4</td>
</tr>
</tbody>
</table>

(ii) Daar mag 'n werkgever een addisionele Elkonop 3 en een addisionele Elkonop 2 in diens neem vir enkel addisionele geskoue werknermes in sy diens.

(b) Vir die toepassing van hierdie subklausule beteken die uitdrukking 'geskoude werknermes' 'n meester-elektriesien, elektriesien, ambagsman, WHT en 'n vaklering wat gekwalificeer het om 'n ambagstoets te ondergaan.

(2) Verantwoordelikheid: Geen werkgever mag 'n Elkonop 3, Elkonop 2, Elkonop 1 of arbeider toelaat of verlof gee om ander werk te verrig as die wat in die omskrywing van Elkonop 3, Elkonop 2, Elkonop 1 of arbeider bedoel word nie, en insgeliks mag geen meester-elektriesien, elektriesien, ambagsman, WHT, Elkonop 3, Elkonop 2, vaklering of kweekeling toelaat of verlof gee dat 'n Elkonop 1 of arbeider wat onder sy beheer of toegang werk verrig as die wat in die omskrywing van Elkonop 1 of arbeider in klausule 3 van hierdie Ooreenkomst bedoel word nie.".

4. CLAUSE 9: ANNUAL LEAVE

In subclause (1) (a) (iii), (1) (a) (iv), (1) (a) (v), (1) (a) (vi) (1) (a) (vii) en (1) (a) (viii), vervang die uitdrukking "driver, Elkon 1 en arbeider" deur die uitdrukking "driver, Elkon 1 of arbeider".

5. CLAUSE 10: ADDITIONAL PAID LEAVE

(1) In subclause (1) (a), substitute the expression "Any master electrician, electrician, artisan, DAM, Elkonop 3 of Elkonop 2" for the expression "Any Elkon, artisan, DAM or EIO".

(2) In subclause (1) (f), substitute the expression "driver, Elkon 1 or labourer" for the expression "driver or labourer".

6. CLAUSE 15: RATIO OF SKILLED AND UNSKILLED EMPLOYEES

Substitute the following for clause 15:

"15. RATIO OF CATEGORIES OF EMPLOYEES TO EACH OTHER AND RESPONSIBILITIES OF EMPLOYERS AND EMPLOYEES

(1) (a) The ratio of the maximum number of persons employed in the different categories by an employer to the number of skilled employees employed shall at no time exceed the following:

(i):

<table>
<thead>
<tr>
<th>Number of skilled employees employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operative levels</td>
</tr>
<tr>
<td>Elkonop 3</td>
</tr>
<tr>
<td>Elkonop 2</td>
</tr>
<tr>
<td>Elkonop 1</td>
</tr>
<tr>
<td>Arbeider</td>
</tr>
</tbody>
</table>

(ii) Thereafter, for every additional skilled employee employed, an employer may employ one additional Elkonop 3 and one additional Elkonop 2.

(b) For the purposes of this subclause, the expression 'skilled employee' shall mean a master electrician, electrician, artisan, DAM and an apprentice who has qualified to undergo a trade test.

(2) Responsibility: No employer shall require or permit any Elkonop 3, Elkonop 2, Elkonop 1 or labourer to perform any work other than that referred to in the definition of Elkonop 3, Elkonop 2, Elkonop 1 or labourer, and likewise no master electrician, electrician, artisan, DAM, Elkonop 3, Elkonop 2, apprentice or trainee shall allow or permit any Elkonop 1 or labourer working under his control or supervision to perform any work other than that referred to in the definition of Elkonop 1 or labourer in clause 3 of the Agreement.".
7. KLOUSULE 18: LEDEGELD VIR VAKVERENIGING EN WERKGEWERSORGANISASIEIEFFING
In subklausule (1) vervang die uitdrukking "Elkon, ambagsman, WHT en EIW" deur die uitdrukking "meester-elektrisiën, elektrisiën, ambagsman, WHT, Elkon 3 en Elkonop 2".

8. KLOUSULE 22: REGISTRASIE VAN WERKGEWERS
(1) Vervang subklausule (1) (b) (i) en (ii) deur die volgende:
"(i) 'n Elektrotechniese-aannemersregistrasieerfekaart uitgereik kragtens die regulasies van die Wet op Masjineer en Beroepsveiligheid, 1983;"

(ii) waar vereis, die nodige handeelsinsentie uitgereik kragtens enige Wet-Ordinanie of Verordening, of bewys dat hy 'n bedryfsinsentie bestuur wat geregistreer is ingevolge die Wet op Masjineer en Beroepsveiligheid, 1983."

(2) Vervang die tabel in subklausule (5) (a) deur die volgende:

<table>
<thead>
<tr>
<th>Meester-elektrisiën</th>
<th>1 500</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elektrisiën, ambagsman en WHT</td>
<td>1 200</td>
</tr>
<tr>
<td>Elkonop 3</td>
<td>1 000</td>
</tr>
<tr>
<td>Elkonop 2</td>
<td>550</td>
</tr>
<tr>
<td>Drywer</td>
<td>350</td>
</tr>
<tr>
<td>Elkonop 1</td>
<td>450</td>
</tr>
<tr>
<td>Arbeider</td>
<td>250</td>
</tr>
</tbody>
</table>

9. KLOUSULE 31: OORPERGING, VERSEKERING EN VERSKAFING VAN GEREEDSKAP
(1) In subklausule (2), vervang die syfers "R300" deur syfers "R600".

(2) In subklausule (3), vervang die uitdrukking "klausule 15" deur die uitdrukkings "subklausule 5".

(3) Vervang subklausule (5) deur die volgende:
""(5) Vir die toepassing van hierdie klausule beteken die uitdrukking 'geskoolde werknemer' 'n meester elektrisiën, elektrisiën, ambagsman, WHT en 'n vaklikeing wat gekwalifieer het om 'n ambagsman te word."

10. KLOUSULE 35: INDIENSMING VAN VAKVERENIGINGSARBEID
In subklausule (4), vervang die uitdrukking "Elkon, ambagsman en EIW" deur die uitdrukking "meester-elektrisiën, elektrisiën, ambagsman, WHT, Elkon 3 en Elkonop 2".

II. KLOUSULE 2: UITGAWES VAN DIE RAAD
(1) In subklausule (1), vervang die tabel van bydraes deur die volgende:

| "A" | "B" | "C"
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Loorgroep of klas werknemer</td>
<td>Werknemer se bydrae</td>
<td>Werkgever se bydrae</td>
</tr>
<tr>
<td>Sent per week</td>
<td>Sent per week</td>
<td></td>
</tr>
<tr>
<td>Meester-elektrisiën</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>Elektrisiën, ambagsman en WHT</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Elkonop 3</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Elkonop 2</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>Drywer</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Vaklikeing</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Arbeider</td>
<td>20</td>
<td>20</td>
</tr>
</tbody>
</table>

(2) In subklausule (4), vervang die syfers "R5" deur die syfers "R10".

7. CLAUSE 18: TRADE UNION SUBSCRIPTIONS AND EMPLOYERS’ ORGANISATION LEVY
In subclause (1), substitute the expression "master electrician, electrician, artisan, DAM, Elconop 3 and Elconop 2" for the expression "Elkon, artisan, DAM and EIO".

8. CLAUSE 22: REGISTRATION OF EMPLOYERS
(1) Substitute the following for subclause (1) (b) (i) and (ii):
"'(i) an electrical contractor's certificate of registration issued in terms of the regulations made under the Machinery and Occupational Safety Act, 1983;
(ii) where required, the necessary trading licence issued in terms of any Law, Ordinance or Bye-law, or proof that he conducts an establishment registered in terms of the Machinery and Occupational Safety Act, 1983."

(2) Substitute the following for the table in subclause (5) (a):

<table>
<thead>
<tr>
<th>&quot;Each&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master Electrician</td>
</tr>
<tr>
<td>Electrician, Artisan and DAM</td>
</tr>
<tr>
<td>Elkonop 3</td>
</tr>
<tr>
<td>Elkonop 2</td>
</tr>
<tr>
<td>Drywer</td>
</tr>
<tr>
<td>Elkonop 1</td>
</tr>
<tr>
<td>Labourer</td>
</tr>
</tbody>
</table>

9. CLAUSE 31: STORAGE, INSURANCE AND PROVISION OF TOOLS
(1) In subclause (2), substitute the figure "R600" for the figure "R300".

(2) In subclause (3), substitute the expression "subclause 15" for the expression "clause 15".

(3) Substitute the following for subclause (5):
"'(5) For the purposes of this clause, the expression 'skilled employee' shall mean a master electrician, electrician, artisan, DAM and an apprentice who has qualified to undergo a trade test."

10. CLAUSE 35: ENGAGEMENT OF TRADE UNION LABOUR
In subclause (4), substitute the expression "a master electrician, electrician, artisan, DAM, Elkonop 3 and an Elkonop 2" for the expression "an Elkon, artisan and an EIO".

PART II
11. CLAUSE 2: EXPENSES OF THE COUNCIL
(1) In subclause (1), substitute the following for the table of contributions:

<table>
<thead>
<tr>
<th>&quot;A&quot;</th>
<th>B</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage group or class of employee</td>
<td>Employer's contribution</td>
<td>Employer's contribution</td>
</tr>
<tr>
<td>Cents per week</td>
<td>Cents per week</td>
<td></td>
</tr>
<tr>
<td>Master Electrician</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>Electrician, artisan and DAM</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Elkonop 3</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Elkonop 2</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>Drywer</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Apprentice</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Labourer</td>
<td>20</td>
<td>20</td>
</tr>
</tbody>
</table>

(2) In subclause (4), substitute the figure "R10" for the figure "R5".
12. KLOUSESULE 4: OPGAWE VAN LONE EN VERDIEnstE

Vervang die loontabel deur die volgende:

<table>
<thead>
<tr>
<th>Meester-elektrisiër</th>
<th>Elektroos 3</th>
<th>Elkonop 2</th>
<th>Elkonop 1</th>
<th>Drywer</th>
<th>Arbeider</th>
</tr>
</thead>
<tbody>
<tr>
<td>968</td>
<td>550</td>
<td>455</td>
<td>275</td>
<td>300</td>
<td>413</td>
</tr>
</tbody>
</table>

12. CLAUSE 4: SCHEDULE OF WAGES AND/OR EARNINGS

Substitute the following for the table of wages:

<table>
<thead>
<tr>
<th>Meester-elektrisiër</th>
<th>Elektroos 3</th>
<th>Elkonop 2</th>
<th>Elkonop 1</th>
<th>Drywer</th>
<th>Arbeider</th>
</tr>
</thead>
<tbody>
<tr>
<td>968</td>
<td>550</td>
<td>455</td>
<td>275</td>
<td>300</td>
<td>413</td>
</tr>
</tbody>
</table>

13. KLOUSESULE 4bis: GEWAARborgde MINIMUM VERHOngings EERGANGS EN VERGOEDING

(1) Vervang die klousule deur die volgende:

"(1) Elke werknemer vir wie daar in hierdie Ooreenkoms 'n voorgeskrif is dat hy nie aan die voorgestelde salaris en belastinge sal word as 'n werkgever in die bywerklike nievoeglikheid, behoudens subklousules (2) en (3) en terwyl hy in diens van 'n werkgever is en agter die sameenkomste of sy werklik loon onmiddellik voor genoemde datum hoer was as die loon wat vir hom in hierdie Ooreenkoms voorgestel word, minstens die werklik loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus as 'n gevaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag.

<table>
<thead>
<tr>
<th>Kolom 1</th>
<th>Kolom 2</th>
<th>Kolom 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Totaal</td>
<td>Tydperk</td>
<td>Tydperk</td>
</tr>
<tr>
<td>1 April 1989</td>
<td>tot 31 Maart 1989</td>
<td>na 1 April 1989</td>
</tr>
<tr>
<td>Per uur Sent</td>
<td>Per uur Sent</td>
<td>Per uur Sent</td>
</tr>
<tr>
<td>Meester-elektrisiër</td>
<td>110</td>
<td>77</td>
</tr>
<tr>
<td>Elektroos, ambagsman en WHT</td>
<td>93</td>
<td>65</td>
</tr>
<tr>
<td>Elkonop 3</td>
<td>54</td>
<td>-</td>
</tr>
<tr>
<td>Elkonop 2</td>
<td>54</td>
<td>-</td>
</tr>
<tr>
<td>Elkonop 1</td>
<td>54</td>
<td>-</td>
</tr>
<tr>
<td>Drywer van 'n voertuig waarvan die onbelaste massa -</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) hoogstens 3 500 kg is</td>
<td>39</td>
<td>-</td>
</tr>
<tr>
<td>(b) 3 501 kg tot 9 000 kg is</td>
<td>46</td>
<td>-</td>
</tr>
<tr>
<td>(c) 9 001 kg en meer is</td>
<td>54</td>
<td>-</td>
</tr>
<tr>
<td>Arbeider</td>
<td>29</td>
<td>-</td>
</tr>
</tbody>
</table>

(2) Die addisionele bedrag ingevoegde hierdie klousule betaalbaar aan 'n werknemer vir wie lone in hierdie Ooreenkoms voorgeskrif word en wat op in Kolom 2 aangetoon word, kan afgetrek word van die bedrag van enige verhoging wat op of na 1 April 1989 tot 31 Maart 1990 aan sodanige werknemer toegestaan is.

(3) Die addisionele bedrag ingevoegde hierdie klousule betaalbaar aan 'n werknemer vir wie lone in hierdie Ooreenkoms voorgeskrif word en wat in Kolom 3 aangetoon word, kan afgetrek word van die betaal van enige verhoging wat op of na 1 April 1989 aan sodanige werknemer toegestaan is.

14. KLOUSESULE 5: VERLOFBONUS

(1) Vervang subklousule (1) deur die volgende:

"(1) Elke werknemer moet, wanneer hy vir vorige ingevoegde klousule 9 van Deel 1 kwalifikasie, op dié sameenkomste saam met sy werklui belasting betaal word, bo en behalte sy verlofbosidiging as 'n verlofbonus 'n bedrag betaal word gelêkstaande met die loon wat hy normaalweg betaal sou word volgens die 'n tydperk hieronder aangedui.

<table>
<thead>
<tr>
<th>Meester-elektrisiër</th>
<th>Elektroos 3</th>
<th>Elkonop 2</th>
<th>Elkonop 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 werkdage</td>
<td>20 werkdage</td>
<td>15 werkdage</td>
<td>15 werkdage</td>
</tr>
</tbody>
</table>

14. CLAUSE 5: LEAVE BONUS

(1) Substitute the following for subclause (1):

"(1) Every employee shall, in addition to his leave pay, be paid a leave bonus of an amount equivalent to the wages he would normally be paid for the period specified below, whenever he qualifies for leave in terms of clause 9 of Part 1, and such leave bonus shall be paid at the same time as his leave pay is paid:

<table>
<thead>
<tr>
<th>Master electrician</th>
<th>Electrician, artisan and DAM</th>
<th>Elkonop 3</th>
<th>Elkonop 2</th>
<th>Elkonop 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 working days</td>
<td>20 working days</td>
<td>15 working days</td>
<td>15 working days</td>
<td>15 working days</td>
</tr>
</tbody>
</table>
Dryver van 'n voertuig waarvan de onbelaste massa:
(a) hoogstens 3 500 kg is ........................................ 15 werkdae
(b) van 3 501 kg tot 9 000 kg is ........................... 15 werkdae
(c) 9 001 kg en meer is ..................................... 15 werkdae
Arbeider .................................................. 10 werkdae

Valkerei:
Eerste jaar verkwalifikasie ................................ 15 werkdae
Tweede, derde en vierde jaar verkwalifikasie .............................. 15 werkdae.

(2) Vervang subklausule (2) (b) deur die volgende:
"(2) (b) 'n Werknemer wie se kategorie gedurende 'n verfo-
lafsituur na die van 'n Elkopen 1 verander, moet, wanneer hy vir 'n verfo kwalifiseer, 'n verfo bonus ontvang wat minstens gelyk is aan die van sy vorige kategorie."

(3) In subklausule (3) (a) en (b), vervang die uitdrukking "Elkopen, ambagman, WHT of EIW" deur die uitdrukking "meester-elektrisien, elektrisien, ambagman, WHT, Elkopen 3 of Eikonop 3".

(4) In subklausule (4) (a) en (b) vervang die uitdrukking "drywer van 'n arbeider" deur die uitdrukking "drywer, Elkopen 1 of arbeider".

15. KLOUSULE 6: SIEKTEBYSTANDS-, PENSIOEN- EN MEDIESE BYSTANDSFONDSE

Vervang subklausules (1), (2), (3) en (4) (a) deur die volg-
gende:
"(1) Nademal die Raad in kennis gestel is van die instel-
lings van die Siektebystandsfonds van die Elektrotegniese Aaneningswywerheid, die Pensioenfondse van die Elek-
trotegniese Aaneningswywerheid en die Mediese Bystands-
fonds van die Elektrotegniese Aaneningswywerheid (nierna "ELMED" genoem), by Goewermentskennisgewing R. 446 van 6 Maart 1981 (nierna genoem die "Fondse"), maggig hy hierby, vir die uitvoering van die destiele soos uiteengesit in vermelde Goewermentskennisgewing, die invordering van bydraes ingevolge die procedures soos hiernader uiteengesit kan aangegaan word, ten opsigte van alle werknemers vir wie lene in hierdie Ooreenkoms voorgeskryf word (belanglieke vaklerringe) en hy kan weeklikse bedrag wat in die laatste kolom aangegaan, afreik van die besoldiging wat aan die werknemer verskuldig is:

<table>
<thead>
<tr>
<th>Totaal aan Raad betaalbaar</th>
<th>Bedrag deur werknemer betaalbaar</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rand</td>
<td>70</td>
</tr>
</tbody>
</table>

(a) Werknemers in diens van 'n lid van die werkergewersorganisatie .................. 70 50
(b) Werknemers in diens van 'n werk-
gewer wat nie 'n lid is van die werk-
ergewersorganisatie nee .................. 30 20

Pensioenfonds van die Elektrotegniese Aan-
eningswywerheid en Pensioenfonds van die Elektrote-
gniese Aaneningswywerheid—Aanvullende Skema.—

Bydraes—

(a) Die weeklikse bydraes tot beide Pensioenfonds ten
opsigte van alle werknemers vir wie lene in hierdie Ooreen-
koms voorgeskryf word, moet gebaseer word op 12% persen-
t van die voorgeskryw loon van sodanige kategorie wer-
nemer, plus 20% percent daarvan, bereken tot die volgende
naaste 10c.
(b) Elke gewerker moet die bedrag wat in paragraaf (a)
vastgestel is, aan die Raad betaal ten opsigte van sodanige werknemers:

15. CLAUSE 6: SICK BENEFIT, PENSION AND MEDICAL

AID FUNDS

Substitute the following for subclause (1), (2), (3) and (4)
(a):
"(1) The Council having been advised of the establishment of the Electrical Contracting Industry Sick Benefit Fund, the Electrical Contracting Industry Pension Funds and the Electric-
tral Contracting Industry Medical Aid Fund (hereinafter
referred to as 'ELMED'), under Government Notice R. 449 of 6 March 1981 (hereinafter referred to as the 'Funds'), hereby
authorises, for the purpose of implementing the objects set
forth in the aforesaid Government Notice, the collection of
contributions in accordance with the procedure detailed here-
under.

(2) Electrical Contracting Industry Sick Benefit Fund: Con-
tributions: Every employer shall pay to the Council, weekly
the amount given in the table below in respect of all
employees for whom wages are prescribed in this Agreement
(except apprentices) and may deduct the amount given in
the last column weekly from the remuneration due to such
employee:

<table>
<thead>
<tr>
<th>Total payable to Council</th>
<th>Amount payable by employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rand</td>
<td>70 20</td>
</tr>
</tbody>
</table>

(a) Employees employed by a member of the employers’ organisation .............. 70 20
(b) Employees employed by an employer who is not a member of the employers’ organisation ............................................. 50 20

(3) Electrical Contracting Industry Pension Fund and Electrical
Contracting Industry Pension Fund—Supplementary Scheme.—Contributions.
(a) The weekly contributions payable to both Pension Funds in respect of all employees for whom wages are prescribed in this Agreement shall be based on 12% per cent of the prescribed wage for such category of employee, plus 20 per cent thereof, taken to the next higher 10c.
(b) Every employer shall pay the amount determined in paragraph (a) to the Council in respect of such employees:

Provided that the employer may deduct 50 per cent of the amount payable from the remuneration of such employees.
(c) Bydraes tot die Aanvullende Skema is sieg betaalbaar as 'n arbeider drie weekdae of meer gedurende enige betaalweek gewerk het.

(d) Die bepalings van hierdie subklusule is nie van toepassing op arbeiders gedurende die eerste 12 maande diens by 'n werkgever in die Nywerheid nie.

(4) ELMED: Bydraes

(a) 'n Werkgewer moet die volgende bedrae weekliks aan ELMED betaal ten opsigte van ondergenoemde werknemers in hul onderskeie lidmaatskapkategorieë:

<table>
<thead>
<tr>
<th>[Kolom (1)] Lidmaatskapkategorie</th>
<th>Meesters-elektriese, elektroseis, antaagsmansie, WHTs, Ekko-nops 3, Ekko-nops 2, drywers, finale jaar vaklike, vaklike wat met afhanklikheids en kweeklike wat</th>
<th>vaklike wat nie in Kolom (2) ingesluit is nie</th>
<th>vaklike wat nie in Kolom (3) ingesluit is nie</th>
</tr>
</thead>
<tbody>
<tr>
<td>'A'-ledie is Kolom (2)</td>
<td>'B'-ledie is Kolom (3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>M</td>
<td>44 (38)</td>
<td>22</td>
<td>19</td>
</tr>
<tr>
<td>M1</td>
<td>54 (48)</td>
<td>22</td>
<td>19</td>
</tr>
<tr>
<td>M2</td>
<td>60 (55)</td>
<td>22</td>
<td>19</td>
</tr>
<tr>
<td>M3</td>
<td>68 (63)</td>
<td>22</td>
<td>19</td>
</tr>
<tr>
<td>M4</td>
<td>74 (68)</td>
<td>22</td>
<td>19</td>
</tr>
</tbody>
</table>

Soos gemag, vir en naams die party by die Raad, op die 6de dag van Februarie 1990 te Oos-Londen onderteken.

F. A. SIEVWRIGHT,
Voorsitter.

S. B. MATTHEUS,
Ondervoorsitter.

C. P. VENTER,
Sekretaris.

(c) Contributions to the Supplementary Scheme shall only be made where a labourer worked for three working days or more in any pay-week.

(d) The provisions of this subclause shall not be applicable to labourers during the first 12 months of employment with an employer in the industry.

(4) ELMED: Contributions

(a) An employer shall pay the following amounts to ELMED in respect of the undermentioned employees in their respective categories of membership per week:

<table>
<thead>
<tr>
<th>[Column (1)] Category of membership</th>
<th>Total amount in Rand per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master electricians, electricians, artisans, DAMs, Ekko-nops 3, Ekko-nops 2, drivers final year apprentices, apprentices with dependants and trainees who are</td>
<td></td>
</tr>
<tr>
<td>Apprentices not included in Column (2)</td>
<td></td>
</tr>
<tr>
<td>Apprentices not included in Column (3)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>'A' members [Column (2)]</th>
<th>'B' members [Column (3)]</th>
</tr>
</thead>
<tbody>
<tr>
<td>M</td>
<td>44 (38)</td>
</tr>
<tr>
<td>M1</td>
<td>54 (48)</td>
</tr>
<tr>
<td>M2</td>
<td>60 (55)</td>
</tr>
<tr>
<td>M3</td>
<td>68 (63)</td>
</tr>
<tr>
<td>M4</td>
<td>74 (68)</td>
</tr>
</tbody>
</table>

Signed at East London as authorised, for and on behalf of the parties to the Council, this 6th day of February 1990.

F. A. SIEVWRIGHT,
Chairman.

S. B. MATTHEUS,
Vice-Chairman.

C. P. VENTER,
Secretary.

Maak usefl asseblief deeglik vertraud met die “Voorwaardes vir Publikasie” van wetlike kennisgewings in die Staatstoeurant, asook met die nuwe tariewe wat daarmee in verband staan.

Please, acquaint yourself thoroughly with the “Conditions for Publication” of legal notices in the Government Gazette, as well as the new tariffs in connection therewith.
Seshego workers reject R4 pay increase

By MATHATHA TSEDU

SIXTY members of the Metal and Electrical Workers Union of South Africa employed at Utah Electronics in Seshego, Pietersburg, are on strike demanding wage increases.

The workers, who earn between R35 and R42 a week, said they had rejected an offer of R4,50 a week. This would have brought their earnings to a minimum of R39,50 a week or R158 a month.

Stoppage

"They had agreed with our union on better increases but now they say they can only afford R4,50," a shop steward said.

A spokesman for the Taiwanese-owned company, Mr Lewis Lee, confirmed the stoppage.

He confirmed they earned a minimum of R35 a week and threatened to move the firm "to another area" if the wage demands did not stop.
Furniture workers go on strike

MORE than 3,000 members of the South African Commercial, Catering and Allied Workers Union are on strike at giant furniture chain retailers Ellerines Holdings Ltd, Saccawu said yesterday.

The strike began on Monday and centres around demands for a “living wage”.

Saccawu, an affiliate of the Congress of SA Trade Unions, has a majority membership in the company, the union said in a statement.

Ellerines Holdings has more than 300 stores in South Africa and neighbouring Botswana, Swaziland, Lesotho and Namibia, trading as Ellerines, Town Talk, Royal, Oxford, Furn City and Rheingold Furnishers, it added.

A spokesman for Ellerines Holdings declined to comment on the strike.

“We have decided not to issue any statements or Press releases at this stage,” the spokesman added.

Wage negotiations between the union and management began in June, the union said.

After numerous rounds of unsuccessful wage talks the union declared a dispute in July. “The dispute was then referred to mediation but mediation ended inconclusively.”

Ellerines has offered an above-inflation rate 19.26 percent wage increase. The union rejected the offer. - Sapa
Ellerines workers on pay strike

A strike involving 3,000 workers at Ellerines hit the already struggling furniture industry this week. Ellerines also trades as Town Talk, Royal, Oxford, Furn City and Rheingold Furnishers.

Four months of negotiations have failed to yield a settlement, with Ellerines sticking to its offer of R160 increase and a minimum wage of R1 052 a month, which management says represents an inflation-beating 19.26 percent. The union is demanding a R205 monthly rise and a minimum wage of R1 098.

Other major union demands include a paid holiday on March 21 and an eight percent commission on sales of R30 000. Ellerines is willing to concede March 21 as an unpaid day off and 7.5 percent commission on sales.
LABOUR

By FERIAL HAFFAJEE

The threatened wage strike at Iscor has been averted, and settlement has been reached at numerous other large firms hit by disputes in annual house agreement talks with the National Union of Metalworkers (Numsa).

With the annual round of house agreement talks now completed, only two firms, Ferroalloys and Cisco, are known to have been hit by strike action. But levels of settlement are generally below inflation, reflecting the sorry state of the metal and engineering industries.

Numsa also revealed that most union proposals in house negotiations on job security had been "thrown out of the window", as were attempts to persuade employers to join industry-wide training agreements earlier clinched in central forums in the metal, automobile manufacturing and tyre industries.

For largely historical reasons, major firms employing a total of some 20,000 workers are exempted from the metal industries' main agreement and negotiate in-house with trade unions. The annual wage round is concluded in the aftermath of, and is strongly influenced by, the national settlement.

At Iscor, where Numsa staged a successful strike ballot, further negotiations yielded an increase of 10 percent on actuals, which is to be backdated. At Iscor's Cape Town subsidiary, Cisco, workers won an increase of 10.5 percent on actuals after going on a one-week strike.

At Usco in the Vaal, workers accepted a low five percent increase because, said a Numsa spokesman, the company was floundering and negotiations to sell the company to Iscor and other interests were under way.

Settlement has finally been reached at Ferroalloys plant in Machadodorp and Cato Manor in Natal, ending a five-week strike. Numsa secured an 11 percent increase, backdated to August, and workers will also receive a 50-hour increase in January.

In March 21 (Sharpeville Day) was won as a paid holiday — but this concession has only been granted until next year and will be renegotiated in next year's wage round.

Huletts Aluminium workers in Natal and Olifantsfontein have been granted March 21 as a paid day off and won an 11 percent increase.

At Middelburg Steel and Alloys, Numsa has claimed a minor breakthrough on a tool allowance for artisans. In terms of the agreement, the company will subsidise half the cost of tools and will provide workers with interest-free loans to pay the balance.

The company also upped its wage offer to R2.77 an hour, a 70c increase on its original proposal, according to the union.

At Alusaf, workers received a 10 percent increase on actuals, while at the Manganese Metal Company plants in Klerksdorp and Nelspruit — where a positive ballot threatened strike action — a settlement was subsequently reached on a revised employer offer of 11.5 percent, a two percent improvement.
WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVINSIE:
WYSIGING VAN HOOFOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkomse genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met 'n ingang van die tweede Maandag na die datum van publiskasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkomse aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkomse, uitgesonder dat wat vervat in kloosle 1 (1) (a) met ingang van die tweede Maandag na die datum van publiskasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in kloosle 1 van die Wysigingsooreenkomse gespesifieer.

E. VAN DER M. LOUV,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID,
OOSTELIKE PROVINSIE

HOOFOORENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Eastern Province Clothing Manufacturers' Association
(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Clothing and Textile Workers' Union
(hierna die "warknemers" of die "vakvereniging" genoem), aan die ander kant,
wat die party is by die Nywerheidsraad vir die Klerasienywerheid, Oostelike Provincie, tot wysiging van die Ooreenkomse gepubliseer by Goewerneurskennisgewing No. R. 705 van 5 April 1991 (hierna die "Herbekragtigingsooreenkomse" genoem).

1. TOEPASSINGBESTEK VAN OORENKOMS

(1) Hierdie Ooreenkoms moet, behoudens subkloosle (2) hiervan, in die Klerasienywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;
(b) in die landdrosdistrikte Port Elizabeth en Oos-Londen.

(2) Ondanks subkloosle (1) (a) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

E. VAN DER M. LOUV,
Minister van Mannekrag.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, EASTERN PROVINCE

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Eastern Province Clothing Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Clothing and Textile Workers' Union
(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Industrial Council for the Clothing Industry, Eastern Province, to amend the Agreement published under Government Notice No. R. 705 of 5 April 1991 (hereinafter referred to as the "Re-enacting Agreement").

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Subject to the provisions of subclause (2) hereof, the terms of this Agreement shall be observed in the Clothing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;
(b) in the Magisterial Districts of Port Elizabeth and East London.

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in this Agreement.
(3) Hierdie Ooreenkoms is nie van toepassing nie op 'n ontwerper, voorman, fabrieksleerder en toesighouer wat maandelikse besoldig word teen 'n hoëer koers as die weekloon wat in hierdie ooreenkoms vir sodanige werkner voorbehoud word, vermenigvuldig met vier en 'n derde, en wie se diensvoorwaardes die volgende bepalings insluit:

(a) Dat sy dienskontrak nie sonder 'n maand kennisgewing beëindigue mag word nie;
(b) dat sy maandelikse besoldiging nie verminder mag word nie as gevolg van kortdywerk, openbare vakansiede sonder besoldiging of typerke van afwesigheid weens siekte van hoogte- tot 10- werkdae in enige bepaalde jaar diens behoudens die indiening van 'n mediese sertilkaat indien die werkner dit vereis.

2. KLOUSULE 4: ALGEMENE BEPALINGS
Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende:

"4. ALGEMENE BEPALINGS
Die bepalings vervat in klousules 3 tot 7 (3) (e), 7 (3) (g) tot 22 en 26 tot 28 van die Vorige Ooreenkoms soos van tyd tot tyd gewysig, is van toepassing op werkgerwaars en werk-

3. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS: LONE
(1) Vervang subklousule (1) deur die volgende:

"(1) Die minimumloon wat 'n werkner aan elke lid van ondervolmelde klasse van sy werkner moet betaal, is soos hieronder uiteengestel:

<table>
<thead>
<tr>
<th>Vir die tydperk wat op 31 Oktober 1991 eindig</th>
<th>Daarna</th>
</tr>
</thead>
<tbody>
<tr>
<td>Looipoer week</td>
<td></td>
</tr>
<tr>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>(a) Voorman</td>
<td>306,60</td>
</tr>
</tbody>
</table>
| (b) Ontwerper:
  Gedwelfisaas                                | 394,70 | 399,70 |
  Leerlinge—
  eerste 26 weke                             | 130,65 | 135,65 |
  tweede 26 weke                             | 152,70 | 157,70 |
  derde 26 weke                             | 185,75 | 190,75 |
  vierde 26 weke                             | 206,96 | 211,96 |
  vyfde 26 weke                             | 230,45 | 235,45 |
  sesde 26 weke                             | 250,95 | 255,95 |
  sewende 26 weke                           | 272,30 | 277,30 |
  afgste 26 weke                            | 295,79 | 300,79 |
  negende 26 weke                          | 313,43 | 318,43 |
| (c) Gradeerder:
  Gedwelfisaas                                | 282,43 | 287,43 |
  Leerlinge—
  eerste 26 weke                             | 129,39 | 134,39 |
  tweede 26 weke                             | 141,57 | 146,57 |
  derde 26 weke                             | 153,95 | 158,95 |
  vierde 26 weke                             | 160,93 | 165,93 |
  vyfde 26 weke                             | 168,90 | 173,90 |
  sesde 26 weke                             | 202,55 | 207,55 |
  sewende 26 weke                           | 214,73 | 219,73 |
  afgste 26 weke                            | 225,86 | 230,86 |
  negende 26 weke                          | 239,72 | 244,72 |
| (d) Merker:
  Gedwelfisaas                                | 214,73 | 219,73 |
  Leerlinge—
  eerste 26 weke                             | 129,39 | 134,39 |
  tweede 26 weke                             | 139,37 | 144,37 |
  derde 26 weke                             | 148,50 | 153,50 |
  vierde 26 weke                             | 158,79 | 163,79 |
  vyfde 26 weke                             | 172,68 | 178,68 |
| (3) The terms of this Agreement shall not apply to a designer, foreman, factory clerk and supervisor who is remu-
  nered monthly at a rate in excess of the weekly wage pres-
  cribed in this Agreement for such employee, multiplied by
  four and a third, and whose conditions of employment include
  the following provisions:

(a) That his contract of service may not be terminated without a month's notice;
(b) that his monthly remuneration may not be reduced as a result of short-time working, unpaid public holidays or periods
  of absence through illness not exceeding 10 working days in
  any one year of employment and subject to the production of
  a medical certificate if required by the employer.

2. CLAUSE 4: GENERAL PROVISIONS
Substitute for the following for clause 4 of the Re-enacting Agreement:

"4. GENERAL PROVISIONS
The provisions contained in clauses 3 to 7 (3) (e), 7 (3) (g) to
22 and 26 to 28 of the Former Agreement as amended
from time to time, shall apply to employers and employees."

3. CLAUSE 4 OF THE FORMER AGREEMENT: WAGES
(1) Substitute the following for subclause (1):

"(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his 
employees shall be as set out hereunder:

<table>
<thead>
<tr>
<th>For the period ending 31 October 1991</th>
<th>Thereafter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages per week</td>
<td>Wages per week</td>
</tr>
<tr>
<td>R</td>
<td>R</td>
</tr>
<tr>
<td>(a) Foreman</td>
<td>308,60</td>
</tr>
</tbody>
</table>
| (b) Designer:
  Qualified | 394,70 | 399,70 |
  Learners—
  first 26 weeks | 130,65 | 135,65 |
  second 26 weeks | 152,70 | 157,70 |
  third 26 weeks | 185,75 | 190,75 |
  fourth 26 weeks | 208,96 | 213,96 |
  fifth 26 weeks | 230,45 | 235,45 |
  sixth 26 weeks | 250,95 | 255,95 |
  seventh 26 weeks | 272,90 | 277,90 |
  eighth 26 weeks | 295,79 | 300,79 |
  ninth 26 weeks | 313,43 | 318,43 |
| (c) Grade:
  Qualified | 282,43 | 287,43 |
  Learners—
  first 26 weeks | 129,39 | 134,39 |
  second 26 weeks | 141,57 | 146,57 |
  third 26 weeks | 153,95 | 158,95 |
  fourth 26 weeks | 160,93 | 165,93 |
  fifth 26 weeks | 188,90 | 193,90 |
  sixth 26 weeks | 202,55 | 207,55 |
  seventh 26 weeks | 214,73 | 219,73 |
  eighth 26 weeks | 225,86 | 230,86 |
  ninth 26 weeks | 239,72 | 244,72 |
| (d) Marker:
  Qualified | 214,73 | 219,73 |
  Learners—
  first 26 weeks | 129,39 | 134,39 |
  second 26 weeks | 139,37 | 144,37 |
  third 26 weeks | 148,50 | 153,50 |
  fourth 26 weeks | 158,79 | 163,79 |
  fifth 26 weeks | 172,68 | 178,68 |
<table>
<thead>
<tr>
<th>Vir die typerk wat op 31 Oktober 1991 eindig</th>
<th>Daarna</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loon per week</td>
<td>R</td>
</tr>
<tr>
<td>(e) Bandmessnyer:</td>
<td></td>
</tr>
<tr>
<td>Gewaalfisier</td>
<td>214,73</td>
</tr>
<tr>
<td>Leeringe—</td>
<td></td>
</tr>
<tr>
<td>eerste 26 weke</td>
<td>129,39</td>
</tr>
<tr>
<td>tweede 26 weke</td>
<td>139,47</td>
</tr>
<tr>
<td>derde 26 weke</td>
<td>148,50</td>
</tr>
<tr>
<td>vierde 26 weke</td>
<td>156,79</td>
</tr>
<tr>
<td>vyfde 26 weke</td>
<td>179,66</td>
</tr>
<tr>
<td>(f) Snyder:</td>
<td></td>
</tr>
<tr>
<td>Gewaalfisier</td>
<td>188,48</td>
</tr>
<tr>
<td>Leeringe—</td>
<td></td>
</tr>
<tr>
<td>eerste 26 weke</td>
<td>129,39</td>
</tr>
<tr>
<td>tweede 26 weke</td>
<td>136,11</td>
</tr>
<tr>
<td>derde 26 weke</td>
<td>140,73</td>
</tr>
<tr>
<td>vierde 26 weke</td>
<td>145,98</td>
</tr>
<tr>
<td>vyfde 26 weke</td>
<td>151,58</td>
</tr>
<tr>
<td>(g) Laagmaker:</td>
<td></td>
</tr>
<tr>
<td>Gewaalfisier</td>
<td>146,40</td>
</tr>
<tr>
<td>Leeringe—</td>
<td></td>
</tr>
<tr>
<td>eerste 26 weke</td>
<td>129,39</td>
</tr>
<tr>
<td>tweede 26 weke</td>
<td>132,33</td>
</tr>
<tr>
<td>derde 26 weke</td>
<td>135,06</td>
</tr>
<tr>
<td>vierde 26 weke</td>
<td>137,58</td>
</tr>
<tr>
<td>(h) Gespecialiseerde parcelier:</td>
<td></td>
</tr>
<tr>
<td>Gewaalfisier</td>
<td>206,12</td>
</tr>
<tr>
<td>Leeringe—</td>
<td></td>
</tr>
<tr>
<td>eerste 26 weke</td>
<td>129,39</td>
</tr>
<tr>
<td>tweede 26 weke</td>
<td>135,90</td>
</tr>
<tr>
<td>derde 26 weke</td>
<td>140,31</td>
</tr>
<tr>
<td>vierde 26 weke</td>
<td>145,86</td>
</tr>
<tr>
<td>vyfde 26 weke</td>
<td>151,65</td>
</tr>
<tr>
<td>sesde 26 weke</td>
<td>156,90</td>
</tr>
<tr>
<td>sestende 26 weke</td>
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<tr>
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<tr>
<td>tweede 26 weke</td>
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<tr>
<td>second 26 weeks</td>
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<td>(j) Machinist, presser, trimmer,</td>
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<td>second 26 weeks</td>
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<td>third 26 weeks</td>
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### Staatskoerant, 11 Oktober 1991

#### Vir die tydperk wat op 31 Oktober 1991 eindig

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<td>Drywer van 'n motorvoertuig waaraan die onbelaste massa:</td>
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<tr>
<td></td>
<td>(aa) hoogstens 453 kg is</td>
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<td>178,99</td>
</tr>
<tr>
<td></td>
<td>(ab) meer as 453 kg maar hoogstens 2 722 kg is</td>
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<td>192,01</td>
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<tr>
<td></td>
<td>(ac) meer as 2 722 kg maar hoogstens 4 536 kg is</td>
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<td>212,17</td>
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<td>(ad) meer as 4 536 kg is</td>
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<td>248,71</td>
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<td>(z)</td>
<td>Indoper:</td>
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<td>Handskoonemopper</td>
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<td>Vormmaker:</td>
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<tr>
<td>(ac)</td>
<td>Verpakker:</td>
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<td>Gehalteproduktiekoördinerer</td>
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<td>243,67</td>
</tr>
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</table>

#### For the period ending 31 October 1991

| (n) | General worker: | 140,94 | 145,94 |
|     | Qualified       |        |        |
|     | Learners:       | 129,39 | 134,39 |
|     | first 26 weeks | 129,39 | 134,39 |
|     | second 26 weeks| 132,33 | 137,33 |
| (c) | Steamboiler plater: | 176,93 | 181,93 |
|     | Qualified       |        |        |
|     | Learners:       | 129,39 | 134,39 |
|     | first 26 weeks | 129,39 | 134,39 |
|     | second 26 weeks| 135,90 | 140,90 |
|     | third 26 weeks | 140,31 | 145,31 |
|     | fourth 25 weeks| 145,77 | 150,77 |
| (p) | Plain sewer:    | 145,98 | 150,98 |
|     | Qualified       |        |        |
|     | Learners:       | 129,39 | 134,39 |
|     | first 26 weeks | 129,39 | 134,39 |
|     | second 26 weeks| 130,95 | 135,95 |
|     | third 26 weeks | 132,54 | 137,54 |
|     | fourth 26 weeks| 135,06 | 140,06 |
|     | fifth 25 weeks | 137,58 | 142,58 |
| (q) | General assistant: | 159,63 | 164,63 |
| (r) | Cleaner:        | 141,78 | 146,78 |
| (s) | Tea maker:      | 141,78 | 146,78 |
| (t) | Watchman:       | 174,62 | 179,62 |
| (u) | Motor vehicle driver: |        |        |
|     | (i) Driver of a motor vehicle, the unladen mass of which: |        |        |
|     | (aa) does not exceed 453 kg | 173,99 | 178,99 |
|     | (ab) exceeds 453 kg but does not exceed 2 722 kg | 187,01 | 192,01 |
|     | (ac) exceeds 2 722 kg but does not exceed 4 536 kg | 207,17 | 212,17 |
|     | (ad) exceeds 4 536 kg | 243,71 | 248,71 |
| (ii) | Part-time driver of a motor vehicle: | 159,63 | 164,63 |
| (v) | Clipper:        | 285,29 | 290,29 |
|     | Qualified       |        |        |
|     | Learners:       | 129,39 | 134,39 |
|     | first 26 weeks | 129,39 | 134,39 |
|     | second 26 weeks| 140,73 | 145,73 |
|     | third 26 weeks | 152,26 | 157,26 |
|     | fourth 26 weeks| 174,20 | 179,20 |
|     | fifth 25 weeks | 187,72 | 192,72 |
|     | sixth 6 weeks  | 197,72 | 202,72 |
|     | seventh 6 weeks| 210,11 | 215,11 |
|     | eighth 6 weeks | 222,08 | 227,08 |
|     | ninth 6 weeks  | 233,42 | 238,42 |
| (w) | Beader:         | 176,09 | 181,09 |
| (x) | Chlorinator:    | 149,34 | 154,34 |
| (y) | Compounder:     | 167,22 | 172,22 |
| (z) | Dipper:         | 167,22 | 172,22 |
| (aa) | Glove turner   | 206,12 | 211,12 |
| (ab) | Moumdmaker:     | 180,29 | 185,29 |
| (ac) | Packer:         | 149,34 | 154,34 |
| (ad) | Quality product co-ordinator | 238,67 | 243,67 |

#### Provided that:

(i) A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33% per cent.

(ii) Provided that—

(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;
ii) a trainee supervisor who is not considered suitable for promotion after completion of the probationary period shall return to his former position at his former wage."

(2) Substitute the following for subclause (6):
"(6) Notwithstanding anything to the contrary contained herein, the wage of an employee, who—
(a) immediately prior to the date on which this Agreement comes into operation, is in receipt of a wage higher than that prescribed for the class of work on which he is engaged shall, with effect from the date on which this Agreement comes into operation, be increased by an amount equal to the difference between the wage prescribed in the Agreement published under Government Notice No. R. 705 of 5 April 1991 and the wage prescribed in this Agreement for the class of work on which he is engaged;
(b) on 31 October 1991 is in receipt of a wage higher than that prescribed as at that date for the class of work on which he is engaged shall, with effect from 1 November 1991, be increased by an amount equal to the difference between the wage prescribed as at 31 October 1991 and the wage prescribed as at 1 November 1991 for the class of work on which he is engaged."

(3) In subclause (10), substitute the expression "R2" for the expression "R1.80".

4. CLAUSE 13 OF THE FORMER AGREEMENT: ANNUAL PAID LEAVE AND PAID PUBLIC HOLIDAYS

(1) Substitute the following paragraph (c) of subclause (1):
"(c) In addition to the leave referred to in paragraphs (a) and (b), every employer shall grant one day's paid occasional leave, and the day to be taken as occasional leave shall be decided by the employer in consultation with the trade union/employees: Provided that an employee who is required by his employer to work on the shift immediately preceding and/or following the day referred to in this paragraph and who absents himself from work on such shift or shifts shall not be paid for such day or occasional leave not worked unless he was absent with the permission of the employer or on account of sickness which has been certified by a registered medical practitioner."

(2) In subclause (7) (a), after the expression "New Year's Day" add the expression "and Day of Goodwill".

5. CLAUSE 20 OF THE FORMER AGREEMENT: COUNCIL FUNDS

Substitute the expression "25 cents" for the expression "15 cents".

This Agreement signed at Port Elizabeth, on behalf of the parties, this 16th day of July 1991.

E. W. BAILEY,
Chairman.

T. MKALIPI,
Vice-Chairman.

B. J. WILSON,
Secretary.
8. KLOUSULE 12: VERSTRYKING VAN OOREENKOMS EN ONTBINDING VAN DIE NYWERHEIDSRAAD

Vervang klousule 12 deur die volgende:

"12. VERSTRYKING VAN OOREENKOMS EN ONTBINDING VAN DIE NYWERHEIDSRAAD

12.1 Ingeval hierdie Ooreenkomrs verstryk en daar nie binne 12 maande vanaf die verstrykingsdatum van die Ooreenkomrs 'n ander ooreenkomrs vir die voortsetting van die Fonds aangegaan word nie, moet die Fonds deur die Voor-

sorgfondsbestuur gekwilideer word.

12.2 By likwidasië van die Fonds moet elke lid se aandeel in die Fonds aan hom betaal word.

12.3 In die geval van die ontbinding van die Nywerheids-

raad of ingeval dit ophou om te funksioneer ingevolge artikel

34 (2) van die Wet tydens 'n tydperk waarin hierdie Ooreen-

komrs bindend is, moet die Plaaslike Voorburgellokke

en/of die Voorburgellokkomitee voortgaan om die Fonds te

administreer.

12.4 Ingeval die Voorburgellokkomitee en/of die Plaaslike

Voorburgellokkomitee nie sy pligte ten opsigte van die

Fonds nakom nie, of as die administrasie van die Fonds na

die mening van die Nywerheidsregistrateur onvoldoende

geword het, kan hy 'n trustee aansien om die pligte van sodan-

gige Voorburgellokkomitee of Plaaslike Voorburgellokkom-

te uit te voer, en vir die doel bestik sodanige trustee(s) oor

e al die bevoegdese van sodanige Voorburgellokkomitee of

Plaaslike Voorburgellokkomitee."

Namens die partye op Donderdag, 6 Junie 1991 onderteken.

J. F. M. VAN DER MERWE,
Voorstitter.

C. J. VAN DER MERWE,
Ondervoorstitter.

A. J. VAN SCHALKWYK,
Sekretaris.

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8. CLAUSE 12: EXPIRY OF AGREEMENT AND DISSOLU-
TION OF THE INDUSTRIAL COUNCIL

Substitute the following for clause 12:

"12. EXPIRY OF AGREEMENT AND DISSOLUTION OF

THE INDUSTRIAL COUNCIL

12.1 Should this Agreement expire, and another agreement providing for the continuation of the Fund not be concluded within 12 months of the expiry date of the Fund, the Fund shall be liquidated by the Provident Fund Committee.

12.2 Upon liquidation of the Fund, every member shall be

entitled to a refund of his share in the Fund.

12.3 In the event of the Industrial Council being dissolved

or ceasing to function in terms of section 34 (2) of the Act,

whilst this Agreement is in force, the Local Provident Fund

Committee and/or the Provident Committee shall continue to

administer the Fund.

12.4 In the event of the Provident Fund Committee and/or

the Local Provident Fund Committee not fulfilling their obliga-
tions in respect of the Fund, or if the opinion of the Industrial

Registrar, the administration of the Fund has become unten-

able, he may appoint a trustee to perform the duties of such
Provident Fund Committee or Local Provident Fund Commit-
tee. Such trustee(s) shall, for this purpose, be vested with all
the rights and powers of such Provident Fund Committee or

Local Provident Fund Committee."

Signed on behalf of the parties on Thursday, 6 June 1991.

J. F. M. VAN DER MERWE,
Chairman.

C. J. VAN DER MERWE,
Vice-Chairman.

A. J. VAN SCHALKWYK,
Secretary.

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No. R. 2455 11 October 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, PRETORIA: AMENDMENT

OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower,

hereby

(a) in terms of section 48 (1) (a) of the Labour Rela-

tions Act, 1956, declare that the provisions of the Agree-

ment (hereinafter referred to as the Amending Agreemen-
t) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or

Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday

after the date of publications of this notice and for the

period ending 5 February 1993, upon the employers' organisation and the trade union which entered into

the Amending Agreement and upon the employers and

employees who are members of the said organisation

or union; and

(b) in terms of section 48 (1) (b) of the said Act,
declare that the provisions of the Amending Agree-

ment, excluding those contained in clause 1 (1)

(a), shall be binding, with effect from the second Mon-
day after the date of publication of this notice and for
van hierdie kennisgewing en vir die tydperk wat op 5 Februarie 1993 eindig, bindend is vir alle ander werk-
gewers en werknemers as de genoem in paragraaf (a) van
hierdie kennisgewing wat betrokke is of in diens is
gerneemde Onderneming, Nywerheid, Bedryf of
Beroep in die gebiede in klysle 1 van die Wysigings-
oorenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE HAARKAPPERBEDRYF
(PRETORIA)

OOREENKOMS

trooststig die Wet op Arbeidsverhoudinge, 1956, geeluit
der en aangegaan tussen die

S.A. Hairdressers' and Cosmetologists, Association
(Northern Transvaal Division)

(hierdie die "werkgewers" of die "werkgewersorganisasie"
genoom), aan die een kant, en die

S.A. Hairdressing Employees' Industrial Union
(Northern Transvaal Branch)

(hierdie die "werkgewers" of die "vakvereniging" genoom),
an die ander kant,

wat die partie by die Nywerheidsraad vir die

Haarkappersbedryf (Pretoria),

om die Ooreenkoms, gepubliseer by Gouwermentskennis-

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Haarkappersbedryf
nagekom word—

(a) deur alle werknemers wat deel van die werkgewers-
organisasie is en deur alle werknemers wat deel van die vak-
vereniging is;

(b) in die landdossidistrikte Pretoria en Wonderboom.

2. KLYSULE 3: WOORDOMSKRYWING

Skrap die woordomskrywing van "algemene werker" en
"sjampoeis". Voe on woord "operateur" na die word
"manikurs" in.

"operateur", junior of senior, 'n meerderjarige werknemer
wat een of meer van die volgende werkbaarhede verrig:

(a) junior—perspie skoonmaak en vee; boodskappe
don; koppies en toiletbenodigdheid was; ververs-
drankie voorberei en bedien; sjampoering; klante voorbe-
rei vir opkikker of bobkleiking; aanwending van spoelmid-
dels en klauwjsampoe; kopvel- en haarbehandelings gee
onder toezig van 'n gekwalifiseerde haarkapper; neutralise-
ning van vaste gelwing; sluier, spelle, rollers, krippies en
alle ander sethuismiddels verwys; klante onder droës
plaa en klante onder droës uithaal;

(b) senior—dieselde as 'n junior maar sluit die volgende
addisionele dienste in, naamlik aanmaak en aanwending van
tint en/of kleurmiddels onder toezig van 'n gekwalifiseerde
haarkapper.

the period ending 5 February 1993, upon all employers
and employees, other than those referred to in paragraf (a) of this notice, who are engaged or employed
in the said Undertaking, Industry, Trade or Occupation
in the areas specified in clause 1 of the Amending
Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE HAIRDRESSING
TRADE (PRETORIA)

AGREEMENT

in accordance with the provisions of the Labour Relations
Act, 1956, made and entered into by and between the

S.A. Hairdressers' and Cosmetologists, Association
(Northern Transvaal Division)

(hereinafter referred to as the "employers" or the "em-
ployers' organisation"), of the one part, and the

S.A. Hairdressing Employees' Industrial Union
(Northern Transvaal Branch)

(hereinafter referred to as the "employees" or the "trade
union"), of the other part,

being the parties to the Industrial Council for the Hairdressing
Trade (Pretoria),

to amend the Agreement published under Government

1. SCOPE OF APPLICATION FOR AGREEMENT

(1) The terms of this Agreement shall be observed in the

Hairdressing Trade—

(a) by all employers who are members of the employers'
organisation and by all employees who are members of the
trade union;

(b) in the Magisterial Districts of Pretoria and Wonder-
boom.

2. CLAUSE 3: DEFINITIONS

Delete the definitions of "general worker" and "shampoo-
ist". Add the word "operator" after the word "manicurist".

"operator", junior or senior, means a major employee
engaged in one or more of the following operations:

(a) junior—cleaning and sweeping the premises; running
errands; washing cups and toilet requisites; preparing and
serving liquid refreshments; shampooing, preparing
clients for highlighting or frosting; applying rinses and colour
shampoos; giving scalp and hair treatments under the
supervision of a qualified hairdresser; neutralising perms;
removing veils, pins, rollers, clips and any other setting aids;
placing clients under driers and taking clients out from under

driers; and

(b) senior—same as a junior, but includes the following
additional duties, namely mixing and applying tints and/or
bleach under the supervision of a qualified hairdresser.".
3. KLOUSEL 4: LONE
Vervang die loonskedeule in klosule 4 (1) deur die volgende:

(a) Gekwalifiseerde haarkappers:
   Eerste jaar na kwalifiserings..... R164,20 per week of R711,40 per maand
   Tweede jaar na kwalifiserings..... R195,44 per week of R846,72 per maand
   Daarna.................................. R235,54 per week of R1 020,60 per maand

(b) Operateurs:
   Junior.................................. R115,47 per week of R500,00 per maand
   Senior.................................. R152,32 per week of R660,00 per maand

(c) Manikuriste, skoonheidsdeskundiges en ontvangsdeskundiges
   R184,88 per week of R714,43 per maand
   5% van die voorgeskrewen loon per dag

(d) Los werknemers
   Twee derdes van die voorgeskrewen loon

(e) Deeltydse werknemers

(a) Qualified hairdressers:
   First year after qualifying........ R164,20 per week or R711,40 per month
   Second year after qualifying..... R195,44 per week or R846,72 per month
   Thereafter............................ R235,54 per week or R1 020,60 per month

(b) Operators:
   Junior.................................. R115,47 per week or R500,00 per month
   Senior.................................. R152,32 per week or R660,00 per month

(c) Manicurists, beauticians and receptionists
   R184,88 per week or R714,43 per month

(d) Casual employees
   5% of the prescribed wage per day....
   Two thirds of the prescribed wage......

4. KLOUSEL 14: UITGAWES VAN DIE RAAD
Vervang klosules 1, 2(a) en 2(b) deur die volgende:

"(1) Ten einde die uitgawes van die Raad te bestry moet
elke werkgewer R5,50 per maand aftrek van die verdienste van elkeen van sy werknemers vir wie lone in klosule 4(1)(a)
en (c) voorgeskryf word, en R2,75 per maand van die verdienste van werknemers vir wie lone in klosule 4(1)(b) voor-
geskryf word, en vakkieerlinge.

(2) (a) Benevens bogenoemde moet alle werkgewers [uitsesonder werkgewers wat in paragraaf (b) genoem word] 'n
bedrag van R13,70 per maand betaal.

(b) In bedryf enstalings wat uit maatskappe of 'n
vennootskap bestaan, moet 'n bedrag van R13,70 per
maand ten opsigte van elke direkteur of vennoot betaal word."

Vir en namens die partye op hede die 25ste dag van Junie 1991 te Pretoria onderteken.

Y. VAN SCHALKWYK,
Voorstuurder van die Raad.

J. WEINTRAUD,
Ondervoorsitter van die Raad.

J. P. FORBES,
Sekretaris van die Raad.

4. CLAUSE 14: EXPENSES OF THE COUNCIL
Substitute the following for subclauses 1, 2(a) and 2(b):

"(1) For the purpose of meeting the expenses of the Council,
every employer shall deduct R5,50 per month from the
earnings of each of his employees for whom wages are
prescribed in clause 4(1)(a) and (c), and R2,75 per month from the
earnings of employees for whom wages are prescribed in
clause 4(1)(b), and apprentices.

(2) (a) In addition to the above, all employers [except those
provided for in paragraph (b)] shall pay a fee of R13,70 per
month.

(b) In establishments composed of companies or a
partnership, a fee of R13,70 per month shall be paid in respect of
each director or partner."

Signed for and on behalf of the parties, at Pretoria, this
25th day of June 1991.

Y. VAN SCHALKWYK,
Chairman of the Council.

J. WEINTRAUD,
Vice-Chairman of the Council.

J. P. FORBES,
Secretary of the Council.
Impasse ends in protest march

The Committee for the
Regional Workers' Union in
the Southern Transvaal
will hold a protest march in
to raise awareness of the
situation on Wednesday.
Strikers will return today

ABOUT 8 000 Natal cleaners are expected to return to work today after an agreement was reached between their union and the National Contract Cleaners Association on Friday.

This ends a five week-old strike concentrated predominantly in Durban and Pietermaritzburg.

Cleaners began downing tools from September 5, demanding the NCCA’s current minimum wage of R509 a month be increased to R1 000.

Offices, businesses and about 200 Indian schools were affected by what the Transport and General Workers Union described as the longest strike in the cleaning sector’s history in Natal.

The agreement reached on Friday states that strikers will return to work on the same terms and conditions as prior to the strike from today, but not later than Wednesday. All employees who were dismissed or who faced dismissal would be re-instated, the agreement said.

Private arbitration would be resorted to in cases where employers believed that strikers had “behaved in a manner that may constitute a criminal offence” and where the TGWU and the NCCA failed to resolve the matter.

Union officials said yesterday that the most significant gain for workers was the NCCA’s undertaking to negotiate wages at an interim negotiating forum and to set up an Industrial Council before the end of the year.

Substantive negotiations would begin soon after the parties meet on Thursday, the agreement added.
Deregulation threat to industrial councils

THE South African economic deregulation process could adversely affect the pension role performed by many industrial councils, says a leading insurer.

Fedlife Industrial Pensions (FIP) division GM Dick Otto says deregulation could weaken the present council pension system.

"Deregulation will result in a weakening of the negotiating forum between the employer organisations and trade unions that make up industrial councils, with the possible consequence of retirement funds even being ignored to the employees' detriment," Otto says.

He says industrial councils 'probably provide the only viable system for making adequate provision for an itinerant work-force.

Fedlife's concern stems from having been involved with more than 30 industrial councils over the past 30 years and because it makes monthly payments to well over 10 000 pensioners.

"If the present system is weakened it may be difficult to ensure provision of adequate pensions for future pensioners," he says.
As 8,000 contract cleaners in Natal ended a six-week strike and returned to work earlier this week, a private cleaning company and the House of Delegates (HoD) remained in dispute over a R30m contract to clean 400 Indian schools.

At the same time, paramedics working for Natal's provincial Ambulance and Emergency Medical Services (AEMS) have given Health Minister Rina Venter until the end of the month to meet a list of salary and job-related demands.

A memorandum sent to Venter warns that “devastating action” will be taken by AEMS staff unless urgent attention is given to their working conditions. It further calls for a delegation from the State, including Venter, to meet a Natal Provincial Staff Association delegation to negotiate and implement the demands.

If the threatened action takes the form of a strike, it will be the second major blow this year. In May, most of the senior management staff resigned and set up a private ambulance and emergency medical service.

Meanwhile, paramedics, who say their salaries have not been reviewed since 1983, are demanding an increase to bring pay in line with other local authority personnel; a minimum starting salary of R1 700 a month; night and danger allowances; and the opportunity to upgrade their qualifications.

The cleaners' strike saw most Indian schools close early last term. It was marred by violence, including the fatal shooting of striking cleaner Cynthia Mhlongo. It ended last weekend after a meeting between the National Cleaners' Contract Association and Cosatu’s Transport and General Workers' Union (TGWU).

The central demand by striking cleaners was a R1 000 a month minimum wage. Shortly before the strike started a 16% increase saw the minimum wage rise to R510 a month. TGWU assistant general secretary Randall Howard said agreement had been reached on re-employment of dismissed strikers; no victimisation of strikers; private arbitration on allegations of intimidation; and the setting up of a national industrial council for the industry.

An interim forum comprising the union and the employers' association began negotiations this week on wage demands and the establishment of a provident fund and industrial council. Howard said it was agreed that negotiations should be concluded by the end of the year.

But as cleaners went back to work and schools returned to normal, HoD head Jayaram Reddy was trying to cancel a three-year contract with Sneller Services, one of the cleaning companies at the centre of the strike.

The HoD claims the company has not met the conditions of its contract to keep schools clean. The HoD is trying to end the contract and employ, directly, about 1,000 school cleaners employed by Sneller Services.

However, Sneller chairman Lionel van Tonder maintains the strike and subsequent closure of schools was beyond the company's control and that as far as possible, schools were kept clean by hiring casual staff.

He also claims the HoD cannot cancel the contract, which is worth about R10m a year for the next three years, saying this can only be done by the State Tender Board. As the FM went to press, both parties were taking legal advice.
A four-month pay battle between the Food and Allied Workers’ Union and South African Breweries was finally settled this week.

In terms of the settlement, effective until June 30 next year, the minimum hourly wage has been increased to R7.40 from R6.35.

The parties have also agreed to refer the dismissal of 14 SAB workers to arbitration. The company alleges that they participated in unprocedural go-slow action.
Bulletin sees marked drop in level of wage settlements

There is a marked downturn in the level of wage settlements during the second half of this year, according to the latest edition of Andrew Levy and Associates' Bargainer's Bulletin.

The bulletin says the average level of settlement in the period June-October 1991 was 15.3%, well below the inflation rate and a significant drop from the 16.9% recorded in the same period last year. The figures show a downward trend in settlement levels and indicate that the economic pinch is being passed on to workers. But there is still great variety in the levels of settlement, with some reaching 20% and others below 10%

There is also a growing tendency among workers — notably in the metal industry — to settle for wage freezes in a bid to keep as many jobs as possible.

And although the average union wage claim is "still outside the realm of reality" at 47.8%, the level is stable and unlikely to exceed 50%.

Management going-in levels are on average 4% below their settlement levels, making for drawn-out negotiations, with an average 70-day waiting period between the first fax containing the union's demands and the signing of an agreement.

Industrial action took place in 52.9% of settlements monitored by the bulletin, but the unions "scored very little" in most.

Strikes accounted for 57.4% of industrial action, overtime bans for 31.7%, go slows 21.9% and work stoppages 9%.
Pay settlements reflect economic decline

By DREW FORREST

Wages triggered more than 50 percent of industrial action in the first nine months of the year, but few strikes were successful, the bulletin says. It cites lengthy strikes by cleaners at the University of Cape Town and at Pop-Ackermans, where workers went back to work after the union accepted management's offer.

No less than 52 percent of settlements were marked by some form of industrial action. Strikes erupted in 37 percent of cases, but unions favoured other softening-up tactics, including overtime bans (31.7 percent), go-slow (21.9 percent) and work stoppages (nine percent).

Negotiations took an average of two months to settle and there was an average of 70 days between the opening union statement of demands and the signing of the wage agreement — "a long period during which management is susceptible to worker pressure".

"Pay talks, the bulletin points out, are taking place against the background of continuing double-digit inflation — averaging 15 percent between January and August — and declining private consumption, which fell in the second quarter of the 1991 fiscal year for the first time since 1986.

August's consumer price index is a full two percentage points higher than last year, and food and transport costs, weighing most heavily on lower-income groups, are the main contributors to the high inflation rate.

"Conventional wisdom tells us the rate is likely to rise dramatically over the next few months because VAT reimbursements have not been felt," the bulletin says. Other worrying trends isolated include:

- Surging redundancies in the metal industries, largely because of the winding down of Mossgas. In July 6,916 metalworkers were retrenched. The monthly toll early in the year was 2,000. The industry shed 20,295 jobs in the first seven months of the year, as against 26,647 for the whole of last year.
- About 60,000 new applications for unemployment benefits this year, as compared with about 40,000 in 1990.
- Continuing high levels of state spending — running 16 percent over budget — a swollen civil service and state pay settlements which in the last two years have risen more rapidly than those in the private sector.

"It would seem that the Reserve Bank governor is not in a strong position to point a finger at private sector employment practices," the bulletin archly comments.
Wage settlement level drops

Own Correspondent

JOHANNESBURG. — There was a marked downturn in the level of wage settlements during the second half of this year, according to the latest edition of Andrew Levy and Associates' Bargainer's Bulletin.

The bulletin says the average level of settlement in the period June-October 1991 was 15.3%, well below the inflation rate and a significant drop from the 16.9% recorded in the same period last year. The figures evidenced a downward trend in settlement levels and indicate that the economic pinch is being passed onto workers, the bulletin says.

But there was still great variety in the levels of settlement, with some reaching 20% and others below 10%.

There was also a growing tendency among workers — notably in the metal industry — to settle for wage freezes in a bid to keep as many jobs as possible.

And although the average level of claim was still outside the realm of reality at 47.8%, the level of claims was stable and unlikely to exceed the 50% mark.

Management going-in levels were on average 4% below their settlement levels, making for drawn-out negotiations, with an average of a 70-day waiting period between the first fax containing the union's demands and the signing of an agreement.

Industrial action took place in 52.6% of settlements monitored by the bulletin, but the unions "scored very little" in most of the disputes.

Strike action accounted for 37.4% of industrial action; overtime bans for 21.7%; go slow for 21.5% and work stoppages for 9%.
WET OP MANNEKRAPOPLEIDING, 1981

AKKREDITERING VAN OPLEIDINGSRAAD: OPLEIDINGSRAAD VIR DIE DRIK-, NUUSBLAD- EN VERPAKKINGSNYWERHEID

Hierby word vir algemene kennisname bekendgemaak dat die Registrateur van Mannekrapopleiding die Opleidingsraad vir die Drik-, Nuusblad- en Verpakkinstrywerheid, Postbus 6776, Roggebaai, 8012, kragtens artikel 128 van die Wet, op 7 Oktober 1991 geakkrakreer het ten opsigte van die Drik-, Nuusblad- en Verpakkinstrywerheid, soweomskryf in Goewermentskenningewag No. R. 2399 van 4 Oktober 1991 in die Republiek van Suid-Afrika, en dat al die bepaalings van die Wysigingswet op Mannekrapopleiding, 1990, gegoig word op genoemde datum in daardie nywerheid en gebied in werking te getree het.

Vakkeuringe en werkgewers van vakkeuringe in die Drik-, Nuusblad- en Verpakkinstrywerheid se aandag word gevestig op die bepaalings van artikel 53 (4) van genoemde Wysigingswet, ingevolge waarvan, ten opsigte van elke vakkeuring wat in daardie nywerheid en gebied op genoemde datum ingevolge 'n kontrak van vakkeuring skap in diens wens, die partye tot sodanige kontrakte binne 90 dae na daardie datum, hul keuse aangaande die leervoorwaardes wat op die betrokke vakkeuringe se verdere opleiding van toepassing sal wees, aan die genoemde opleidingsraad bekend moet maak.

WET OP ARBEIDSPERHOUDINGE, 1956

MOTORNYWERHEID: WYSIGING VAN MICWU-MEDIESE FONDOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidspervoordinge, 1956, dat die bepaalings van die Ooreenkoms (hierna die Wysigingsoor- en koms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bybel of Beroep in die optiek by hierdie kennisgewing vermeld, met ingang van 30 September 1991 en vir die tydperk wat op 30 Junie 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsoorenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY

MICWU MEDICAL FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

South African Motor Industry Employers' Association and the

South African Vehicle Builders' and Repairers' Association
National Union of Metalworkers of South Africa
(hierena de "werkvereniging" genoem), aan die ander kant, wat die party is by die Nasionale Nywerheidsraad vir die Motornywerheid,
tot wysiging van MICWU-Mediese Fondsoordeenskoms gepubliseer by Goewermentskennisgewing No. R. 1599 van

1. TOEPASSINGSBESTEK VAN OOREEKOMS
Hierdie Ooreenkoms moet in die Streek omskryf in die Ooreenkoms gepubliseer by Goewermentskennisgewing No.
R. 1599 van 30 Julie 1982 nagelok word deur alle werkge-
wars in die Motornywerheid wat lede is van die werkgewers-
organisasies, en deur alle werknomers in genoemde nywer-
heid wat lede is van die vakvereniging.

2. KLOUSULE 7: BYDRAES
(1) Vervang subklausule (1) deur die volgende:
"(1) (a) Elke graad CA-lid of groep 1-lid van die Fonds wat
afhanklik ooreenkoms klousule 8 laat regstreer, moet
soos volg tot die Fonds bydra ten opsigte van elke week
diens in die Motornywerheid waarvoor hy geregig is om vir
23 uur of lenger loon te ontvang:
(i) ‘n Lid wat een afhanklike laat regstreer: R24,50 per
week;
(ii) ‘n lid wat twee afhanklikes laat regstreer: R25,50 per
week;
(iii) ‘n lid wat drie afhanklikes laat regstreer: R26,50 per
week;
(iv) ‘n lid wat vier of meer afhanklikes laat regstreer:
R27,50 per week.
(b) Elke graad GA-lid of groep 1-lid van die Fonds wat nie
in paragraaf (a) bedoel word nie, moet R21,70 tot die Fonds
bydra ten opsigte van elke week diens in die Motorkesindheid
waarvoor hy geregig is om vir 23 uur of langer loon te
ontvang.
(c) Elke graad B-lid van die Fonds wat afhanklik
oorenkoms klousule 8 laat regstreer, moet soos volg tot
die Fonds bydra ten opsigte van elke week diens in die
Motornywerheid waarvoor hy geregig is om vir 23 uur of
langer loon te ontvang:
(i) ‘n lid wat een afhanklike laat regstreer: R9,20 per
week;
(ii) ‘n lid wat twee afhanklikes laat regstreer: R10,10 per
week;
(iii) ‘n lid wat drie afhanklikes laat regstreer: R11,10 per
week;
(iv) ‘n lid wat vier of meer afhanklikes laat regstreer:
R12,10 per week.
(d) Elke graad B-lid van die Fonds wat nie in paragraaf (c)
bedoel word nie, moet R8,40 tot die Fonds bydra ten opsigte
van elke week diens in die Motornywerheid waarvoor hy
geregig is om vir 23 uur of langer loon te ontvang.
(2) Vervang subklausule (4) (a) deur die volgende:
"(4) (a) Die bydraes betaalbaar ten opsigte van ‘n vrywil-
lige lid wat afhanklik ooreenkoms klousule 8 laat reg-
streer, is vir elke week diens in die Motornywerheid soos
volg:
(i) ‘n Lid wat een afhanklike laat regstreer: R18,20 per
week;
DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS-ONTWIKKELING


DIE SUID-AFRIKAANSE APTEKERSRAAD

REGULASIES BETREFFENDE DIE GELDE WAT KRAGTENS DIE WET OP APTEKERS, 1974, AAN EN DEUR DIE RAAD BETAALBAAR IS: WYSIGING

Die Minister van Nasionale Gesondheid het kragtens artikel 49 van die Wet op Aptekers, 1974 (Wet No. 53 van 1974), op aanbeveling van die Suid-Afrikaanse Aptekersraad, die regulasies in die Bylae hiervan uit- en inbegryp, uitgevaarig.

BYLAE

1. In hierdie Bylae beteken “die Regulasies” die regulasies afgekondig deur die Minister van Gesondheid en Welvaart op grond van die Wet op Aptekers, 1974 (Wet No. 53 van 1974).

2. Regulasie 2 van die Regulasies word hierby gewysig—

(a) deur in subregulasie (1) (e) (x) (aa) die uitdrukking “R240” deur die uitdrukking “R252” te vervang;
(b) deur in subregulasie (1) (e) (x) (bb) die uitdrukking “R120” deur die uitdrukking “R126” te vervang;
(c) deur in subregulasie (1) (e) (x) deur die volgende subparagraaf te vervang:
   "(cc) wat sy verpligte militêre opleiding ondergaan: R63";
(d) deur in subregulasie (1) (e) (dd) die uitdrukking “R60” deur die uitdrukking “R63” te vervang;
(e) deur in subregulasie (1) (h) (i) die uitdrukking “R200” deur die uitdrukking “R250” te vervang;
(f) deur in subregulasie (1) (h) (ii) de uitdrukking “R750” deur die uitdrukking “R1 000” te vervang.

Regulasie 9 van die Regulasies word hierby gewysig—
(a) deur in subregulasie (1) (e) (x) (aa) die uitdrukking “R240” deur die uitdrukking “R252” te vervang;
(b) deur in subregulasie (1) (e) (x) (bb) deur die uitdrukking “R120” te vervang;
(c) deur in subregulasie (1) (h) (i) de uitdrukking “R200” te vervang;
(d) deur in subregulasie (1) (h) (ii) de uitdrukking “R750” te vervang.

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT


THE SOUTH AFRICAN PHARMACY COUNCIL

REGULATIONS RELATING TO THE FEES PAYABLE BY AND TO THE COUNCIL UNDER THE PHARMACY ACT, 1974: AMENDMENT

The Minister of National Health has, on the recommendation of the South African Pharmacy Council, in terms of section 49 of the Pharmacy Act, 1974 (Act No. 53 of 1974), made the regulations set out in the Schedule hereto.

SCHEDULE


2. Regulation 2 of the Regulations is hereby amended—

(a) by the substitution in subregulation (1) (e) (x) (aa) for the expression “R240” of the expression “R252”;
(b) by the substitution in subregulation (1) (e) (x) (bb) for the expression “R120” of the expression “R126”;
(c) by the substitution for subparagraph (cc) of subregulation (1) (e) (x) of the following subparagraph:
   “(cc) undergoing his compulsory military training: R63”;
(d) by the substitution in subregulation (1) (e) (dd) for the expression “R60” of the expression “R63”;
(e) by the substitution in subregulation (1) (h) (i) for the expression “R200” of the expression “R250”;
(f) by the substitution in subregulation (1) (h) (ii) for the expression “R750” of the expression “R1 000”.
Traditional plans are in need of a re-think

DYNAMIC re-thinking of traditional pension plans is required as modern employees expect more in return for their contributions.

For too long, the traditional pension benefit attached to employment has been accepted without too much forward thinking or examination.

However, Dewar Rand Life & Pensions director Tim Wain says these schemes are being put under the microscope and employees today expect:

- More withdrawal benefits;
- Greater flexibility in the way retirement benefits are paid;
- An option to defer their retirement funding in favour of direct remuneration for more pressing needs;
- Employers contributions that form part of their remuneration package.

Alan Consultants & Actuaries MD Ron Solomon says not only is the traditional concept of providing defined benefit in pension plans being challenged but the focus is changing to defined contribution benefit plans.

"This trend is expected to strengthen," says Solomon. "Wain says retirement planning will continue to experience changes as modern and productive concepts take hold."
Cleaners demonstrate

MORE than 2,000 contract cleaners converged on the offices of the National Contract Cleaners' Association (NCCA) in Johannesburg at the weekend to express anger at the level of their salaries.

The Transport and General Workers' Union has demanded that the NCCA immediately start wage negotiations with the union and resubmit its application for the registration of an industrial council for the industry.

Its demands include a R100 monthly minimum wage, 25% night shift allowance and full trade union and shop steward rights.

An NCCA spokesman said the demands were being reviewed.

REPORT: SLOAN, DAILY REPORTER, 03.04.
15% pay rises predicted

Business Editor

WAGE increases next year are likely to average 15 percent, a drop on the average of more than 16 percent for the past two years, says the Stellenbosch Bureau for Economic Research.

Pay rises per worker increased continually from 11.4 percent in 1985 to 18 percent in 1989 and 16.7 percent for last year. Increases dropped to about 14.7 percent for 1991 and "could reach 15.5 percent in 1992," the BER has forecast.

With government plans to spend more on social upliftment, the bureau sees "a continuation of the upward movement" of personal income tax next year.

Higher incomes would also be eroded by inflation with prices forecast to increase by 15.2 percent on average this year and 15.7 percent next year.

This means a drop in consumers' buying power this year and a modest rise of less than 2 percent next year.

Indirect taxes have soared from 5 percent in the sixties to 12.4 percent last year.

See page 28.
De Klerk receives human rights report

PRETORIA — Chairman of the Law Commission Mr Justice H J O van Heerden handed over the interim reports on group and human rights to President F W de Klerk in Pretoria yesterday.

The completed final report on constitutional models was also presented to De Klerk.

Mr Justice van Heerden said the reports resulted from research and consultations and did not serve the interests of any party or group.

"We have endeavoured to represent as objectively as possible divergent views and to set out options and solutions which we thought would be reasonable and workable."

The judge hoped the reports would be of assistance to the public and those involved in future negotiation for the drawing up of a new constitution.

De Klerk said they dealt with key subjects and would have far-reaching consequences regarding a new dispensation.

The reports would be studied carefully by the government and all political parties and movements, he said.

"We stand on the verge of a multiparty conference. In that sense the fact that the reports were completed now is timely and appropriate."

He hoped the reports would have a calming influence and encourage realistic thinking and result in a new dispensation which would take into consideration the complexity of SA society.

De Klerk said he would react to the reports "in due course".

He nostalgically recalled that the subject of his maiden speech in parliament had been the SA Law Commission.

De Klerk said he had expressed his strong conviction and belief in SA's legal system but had said it still required reform.

The handing over ceremony was also attended by Justice Minister Kobie Coetsee, Constitutional Development Minister Gerrit Viljoen, Mr Justice P J Olivier and other senior members of the SA Law Commission. — Sapa.

City workers angry at seniors' pay rise

CAPE TOWN — Dozens of shop stewards converged on Cape Town's civic centre yesterday in support of union demands that the city council scrap an extra 8.3% pay raise for senior staff.

Cape Town mayor Frank van der Velde, accompanied by senior officials, and 60 representatives of the SA Municipal Workers' Union met for about one and a half hours, city council spokesman Ted Doman said.

Samwu Cape Town secretary Roger Ronnie said workers demanded the council rescind a decision to pay senior staff an 8.3% increase over and above a 12.5% rise awarded to all staff earlier this year.

Samwu also demanded the city council restore services pending talks with the union and affected communities, he said.

Doman declined to disclose the topic of the talks between shop stewards and officials. — Sapa.
Row cripples Inanda stables

AN EXCLUSIVE Sandton club long associated with the “horsy” elite has been forced to close its stables and retrench its grooms because of a row over pay.

Members of the mink-and-manure set who were paying R700 a month for the luxury of stabling their mounts at the Inanda Club will now be forced to take their horses elsewhere and the grooms will have to look for new jobs and housing.

The chairman of Inanda Club stables committee, David Lowry, says the stabling facilities became unprofitable because of the wage demands by the grooms’ union.

“We have been forced out of business because of the union’s attitude. I think it’s disgraceful — some of these stable boys have been here for years.

The pressure put on them is such that they cannot stand up for themselves.”

But the grooms were adamant that they would rather leave their jobs than their union. One worker who would not be identified, said: “Our situation has improved tremendously since we joined the union.”

Mr Lowry said that since the club became unionised last year, waiters and grooms had all received the same minimum wage. “We asked for a separate deal for our grooms and warned the union that, if they insisted on a pay increase across the board, we would be out of business.”

The final nail was put in the coffin last month, said Mr Lowry, when the union insisted on an across-the-board 27-percent increase.

“We have tried to talk sense to the union and we made it clear we could not afford to give our stable hands the same pay as our waiters.

A waiter needs more education and knowledge than a stable hand. Common sense dictates that you cannot give them the same pay.”

Workers insisted that they could not live on the “meagre” salary of R570 and said they had decided on their own to demand an increase.

However, club manager Christian Girard said the 12 workers were being intimidated by “two or three grooms who did not care for their jobs”.

“The stables lost R75 000 last year. We can’t keep the stable and give the grooms the same salaries as waiters as the union demands,” he said.

The forced closure of the Inanda stables has also meant the retrenchment of stable manager Des Jenkins and his assistant Sharon Rogers. They have been given notice to quit and are looking for alternative employment.

While neither the polo horses nor shows would be affected, the only hope for the 54 stables was to put them out to private tender, said Mr Lowry.
Ellerines workers stand firm

By Brian Sokulu

SA Commercial and Catering Allied Workers' Union members, in a national wage dispute with Ellerines, last night called for a boycott of the company and a march on its offices throughout the country during today and tomorrow's anti-VAT strike.

The ANC, Pan Africanist Congress, Azanian Peoples' Organization, Congress and the National Congress of Trade Unions supported the call.

Converging at the union's Johannesburg offices, singing and chanting workers said their demands included:

- March 21 as a paid holiday.
- A 6 percent increase in commission on sales.
- A R200 across-the-board increase.
Workers lost over R100-m, says Sacob

By Louise Burgers

Workers in the private sector lost more than R100 million in wages by being absent from work yesterday due to the VAT strike, the SA Chamber of Business said in a statement.

Commenting on the first day of the stayaway, Sacob said that support varied according to regions.

The extent of the stayaway was most marked in the Witwatersrand area, the eastern Cape and the Durban metropolitan area, where absenteeism reached between 80 and 100 percent.

In Maritzburg, Bloemfontein and Pretoria figures ranged between 60 and 80 percent.

Less support was experienced in the western Cape, Free State Goldfields and northern Natal where absenteeism was between 20 and 40 percent.

"It would appear that a major contributory factor to the level of absenteeism was lack of transport. Although some reports of intimidation have been received, it is not possible to assess the extent to which this influenced the stayaway," Sacob said.

Sacob said reports indicated that many companies made contingency plans and were able to proceed with normal business activities to a large extent.
Business losses varied "from thousands to millions"

By Louise Burgers and Helen Graage

Losses to business during the strike varied from millions to a few thousand rands.

The motor manufacturing industry alone suffered production losses of about R1.35 million, sacrificing another 3,000 vehicles to the backlog, according to the National Association of Automobile Manufacturers of SA (Naamsa).

Sacob economist Keith Lockwood said it was difficult to quantify the cost to the economy as it was possible for business to make up losses in time.

"The company did not close down for two days. Every business would have been hit in a different way. The real loss was in worker salaries and job opportunities."

The Johannesburg City Council transport department was hard-hit, losing close to R2 million. Transport director Stan Verrier said about 70 percent of bus drivers took the time off, leaving the council with only about 50 percent of its service.

Many passengers were transported on the municipal buses for free, as relief drivers did not know how to operate the ticket machines, he said.

Putco was virtually non-operational, said managing director Dr. Jack Visser. Losses in turnover totalled R3 million in the two days.

Rail Commuter Corporation manager Roelie Sayders estimated that the company lost less than R500,000 in fares during the strike as a high percentage of regular passengers had weekly or season tickets.

Pick 'n Pay director Mike van der Merwe said the company had lost about R5 million in sales, but this would be offset by savings in staff wages.

Those that incurred the most losses were small businesses, forced to close early as they had no customers.

Dions marketing manager Howard Davidson said, however, that his stores showed no losses during the strike.

Motor manufacturing plants will be shutting down over four weeks in December, causing a further backlog in certain vehicle models, according to Naamsa spokesman Nico Vermeulen.

"It may be difficult to make up the production losses."

According to Sacob, a long weekend would have more impact on the national economy than the two-day stayaway.

A public holiday on a working day costs the economy between R400 million and R500 million, Sacob estimates.
Metal workers to get 15% pay rise

SHARON SOROUR
Labour Reporter

IMPROVED conditions of employment for the metal industry’s 350,000 workers and wage increases of up to 15 percent will be gazetted this week.

The amendments to the main agreement negotiated at metal industry wage talks in July will be published in the Government Gazette tomorrow.

The executive director of the Steel and Engineering Industries Federation of SA (Seifisa), Mr Brian Angus, said the comprehensive range of improvements would be legally binding on all employers and employees from November 18.

Mr Angus said: “Many employers in the industry will by now have awarded the negotiated wage increases effective from July 1 as agreed between employers and unions in July.

“Employers who have not yet implemented these increases, or who have only implemented a portion, will have to implement the full increase or balance backdated to July 1.”

This payment had to be made by March 9 next year, and applied to all employers in the industry irrespective of whether they were Seifisa members, Mr Angus said.

“The reduction of the working week to 44 hours, without the additional special overtime hour a week, provided for in the previous agreement, will be made legally binding on all employers in the industry,” Mr Angus said.

Any extra hours worked would be regarded as normal overtime, he said.

But leave pay and bonuses would be calculated on the basis of an ordinary working week of 45 hours. In cases where normal hours of work constituted fewer than 44 hours, leave would be calculated on the basis of the normal hours worked.

“Employers will have to pay retrenched employees a minimum severance payment of one week’s pay for each completed year of service, up to a maximum of four weeks’ pay after four completed years,” he said.

Employers would also have to “consult in good faith” at plant level to reach agreement on higher severance payment, at the request of a trade union.

However, this did not mean the parties had to agree to a higher severance payment.
Metal workers to get increase in pay

METAL industry employers will be compelled to implement agreed wage increases of between 12 and 15 percent effective from July 1 in terms of the Government Gazette to be published on Friday.

Steel and Engineering Industries Federation of South Africa announced the mandate yesterday. The agreement which requires payment to be made before March 2, applied to all employers in the industry, whether or not they are members of Seifa.

It provides for a comprehensive range of improvements.
Wrangling behind the gambling

B
EHIND the glamour and the luxury of the country’s most opulent hotels, workers around the country are bracing themselves for a battle with employers accused of a “medieval” labour relations approach.

Sun International (SI) workers are set to rock Sun City and the group’s other offshore and local resorts if their demands for a living wage and for centralised bargaining are not met. Also at issue are maternity rights, a five-day working week, provident fund benefits and an end to the strip-searching of casino employees.

The South African Commercial Catering and Allied Workers’ Union (Saccawu) is in dispute with two SI hotels, the Ciskei Sun and the Riviera International, near Vereeniging, over the demands and strike ballots are looming.

The list of demands has been tabled at all SI’s operations.

And in Southern Sun hotels within South Africa, 500 workers have been retrenched and Saccawu is gearing for possible strike action over job security.

Employees at some of southern Africa’s top casinos and hotels are getting ready to do battle with management over working conditions, reports FERIAL HAFFAJEE

Transun, the holding company of Transkei’s Wildcoast Sun, has interdicted Saccawu, alleging that the union’s call for centralised bargaining is illegal.

Transun says that the union cannot demand that it bargain alongside sister companies in other states.

Saccawu representative Allan Horwitz responds that the company’s various resorts are claiming to be separate business entities in separate and sovereign homelands “in order to sidestep centralised negotiations”.

He stressed that SI was owned by Kersaf, a subsidiary of Interleisure which was in turn owned by Old Mutual. “Sun International is run very much from this centre,” he claimed.

Despite these disputes, the union has won breakthrough interim recognition at hotels in Venda, Transkei and Ciskei, reflecting the relaxation of labour law in those three homelands. Only Bophuthatswana was steadfastly resisting unionisation, charged Horwitz. Saccawu, along with all other Congress of South African Trade Union affiliates, is still banned in Bophuthatswana. This week, SI human resources director Robert Rimmer confirmed that no union operated at Sun City or the Marula Sun, stressing that Saccawu was prohibited by law from operating in Bophuthatswana and that the company was prohibited from recognising it.

He refused to disclose what SI paid workers or to give details of their working conditions.

Saccawu’s demands for the gambling resorts are a minimum wage of R1 000 a month — workers currently earn a minimum of R825 a month. Horwitz says that SI is a “healthy and solvent” operation and can afford these increases. Operating profits last year were R85-million at Sun City, R28-million at Transkei’s Wild Coast and R6-million at the four hotels in the Ciskei.

Commenting on its dispute over retrenchments with Saccawu, SI’s sister company, Southern Sun, told Sapa it was operating at a loss and that restoring the hotel’s profitability demanded rationalisation.

Saccawu members have been on strike since the end of September. This week they held a national sit-in at all the hotel’s branches.

Workers are demanding a R160 across-the-board increase, claiming that City Lodge’s occupancy rates are 30 percent higher than any other hotel chain.

Workers are also demanding free transport after 10pm and free meals. They claim that all City Lodge’s are situated out of town on highways where no transport is available.
The South African Commercial, Catering and Allied Workers' Union is to launch a national consumer boycott of the Ellerines group in a bid to force a settlement of the seven-week wage strike at the retail chain.

Saccawu's Lucky Masuku told a Johannesburg press conference this week his union would soon meet community organisations to discuss details of the boycott, which would continue until the strike ended.

The move follows a meeting between the parties on Tuesday, which failed to break the deadlock.

Saccawu has demanded a R197,50 across-the-board monthly rise, as against a company offer of R170; and a minimum wage of R1,090. The company has proposed a R1,055 minimum.
Artisans, labourers winners in wage hikes

By BARRY STREEK
Political Staff

MOST artisans and labourers won wage increases above the rate of inflation in the 12-month period between July 1990 and June 1991, the Labour Research Service said yesterday.

Artisans secured an average increase of 17.4% during the 12-month period, but this was lower than the 20.7% labourers managed to secure for themselves in the same period, it said in a statement.

"Altogether 63% of the sample won increases above inflation. There is a large spread of increase, ranging from 14.6% to 50%.

"But the majority of increase, 27% in total, are between 15.1% and 20%.

The highest increases won by artisans were in the iron and steel industry, where an average increase of 19.6% was secured — although the building sector, where the average increase was 16.6%, was not far behind.

Artisans in the metal products sector, where the average increase was 14.2%, settled below the inflation rate of 14.5%.

Artisans earned an average of R387 per week, based on a 40-hour week, and this was double the average weekly wage of R182 paid to labourers across all industries.

Artisans in the automobile manufacturing industry, who received R485 per week, were the highest paid, while the lowest paid were in the building and building products industry.
DIE NASIONALE NYWERHEIDSRAAD VIR DIE
MOTORNYWERHEID

HOOFOOREENKOMS
oor en aangegaan tussen die
South African Motor Industry Employers' Association
en die
South African Vehicle Builders' and Repairers' Association
(hierna die "werkgewers" of die "werkgewersorganisasies"
noem), aan die een kant en die
National Union of Metalworkers of South Africa
Motor Industry Employees' Union of South Africa
en die
Motor Industry Staff Association
(hierna die "werknemers" of die "vakverenigings" genoem),
aan die ander kant,
wat die party is by die Nasionale Nywerheidsraad vir die
Motornywerheid,
on die Hoofoorooreenkom, gepublisereer by Goewerments-
kennisgewing R. 2321 van 27 Oktober 1989, soos vertel,
gewysig en hernieu deur Goewermentskennisgewings
R. 2081 van 31 Augustus 1990, R. 2305 van 28 September
1990, R. 2940 van 30 November 1990, R. 449 van 1 Maart
van 30 Augustus 1991, te wysig.

AFDELING A

1. KLOUSULE 1: TOEPASSINGSBESTEK

(1) Behoudens subklausule (3) van hierdie klausule en
klausule 1 van Afdeling B van die Hoofoorooreenkom moet
hierdie Ooreenkom in die Motornywerheid nagekom word—

(a) oral in die Republiek van Suid-Afrika (uitgesonderd
die hawe en nederzetting van Walvisbaai en die gebied wat
geskeur is deur die Cape Explosives Works Ltd,
Somerst-West); en

(b) deur die werkgewers en die werknemers in die Motor-
ywerheid wat lede is van onderskeidelik die werkgewersor-
ganisasie en die vakverenigings.

(2) Ondanks subklausule (1) is hierdie Ooreenkom van
toepassing op—

(a) vakleerlinge slegs vir sover dit nie onbestaanbaar is
met die Wet op Mannekragopleiding, 1981, of voorwaardes
wat daarby getyd is nie; en

(b) kweeklinge wat opleiding ingevoeg deur die Wet op Man-
nekragsopleiding, 1981, ondergaan, slegs vir sover dit nie
onbestaanbaar is met daardie Wet of voorwaardes wat daar-
by getyd is nie.

2. Voeg die volgende nuwe klausule 43 in:

"KLOUSULE 43: REGSKOSTE

Wanneer dit vir die Raad nodig of raadsaam word om 'n
geding in 'n siviele hof aanhangig te maak vir die verhaal van
enige bedrag geld insluitende enige bedrag verhaal van 'n
werknemer deur 'n werkgever wat nie aan die Raad corbe-
taal is nie, sal die skuldenaar in so 'n geval aanspreeklik

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE
MOTOR INDUSTRY

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations
Act, 1956, made and entered into by and between the
South African Motor Industry Employers' Association
and the
South African Vehicle Builders' and Repairers' Association
(hereinafter referred to as the "employers" or the
"employers' organisations"), of the one part, and the
National Union of Metalworkers of South Africa
Motor Industry Employees' Union of South Africa
and the
Motor Industry Staff Association
(hereinafter referred to as the "employees" or the "trade
unions"), of the other part,
being the parties to the National Industrial Council for the
Motor Industry,
to amend the Main Agreement published under Government
Notices R. 2321 of 27 October 1989 as extended, amended
and renewed by Government Notices R. 2081 of 31 August
1990, R. 2305 of 28 September 1990, R. 2940 of 30
November 1990, R. 449 of 1 March 1991, R. 1973 and

DIVISION A

1. CLAUSE 1: SCOPE OF APPLICATION

(1) Subject to the provisions of subclause (3) of the clause
and of clause 1 of Division B, the terms of this Agreement
shall be observed in the Motor Industry—

(a) throughout the Republic of South Africa (excluding the
port and settlement of Walvis Bay and the area occupied by
the Cape Explosives Works Ltd, Somerset West); and

(b) by the employers and the employees in the Motor
Industry who are members of the employers' organisations
and the trade unions, respectively.

(2) Notwithstanding the provisions of subclause (1), the
provisions of this Agreement shall apply to—

(a) apprentices only in so far as they are not inconsistent
with the provisions of or any conditions fixed under the Man-
power Training Act, 1981; and

(b) trainees undergoing training under the Manpower
Training Act, 1981, only in so far as they are not inconsistent
with the provisions of or any conditions fixed under that Act.

2. Insert the following new clause 43:

"CLAUSE 43: LEGAL COSTS

Whenever it becomes necessary or expedient for the
Council to institute action in a civil court for the recovery of
any amount of money which includes money deducted by an
employer from any moneys due to an employee but not paid
over to the Council, then and in such event the debtor will be
WET OP ARBEIDSVERHOUINGE, 1956

MEUBELENYWERHEID, NATAL: VERLENGING VAN HOOFDOOREENKOMS


D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

WET OP ARBEIDSVERHOUINGE, 1956

MOTORINDUSTRIE: WYSIGING VAN HOOFDOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkom (hierna die Wysigingsoordeenskom genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, en vir die tydperk wat op 31 Augustus 1993 eindig, bindend is vir die werkgewersorga en die vakverenigings wat die Wysigingsoordeenskom aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsoordeenskom, uitgesonder dié vervat in klysule 1 (1) (b), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, en vir die tydperk wat op 31 Augustus 1993 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneeming, Nywerheid, Bedryf of Beroep in die gebiede in klysule 1 van die Wysigingsoordeenskom gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice, and for the period ending 31 August 1993, upon the employers’ organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from the second Monday after the date of publication of this notice, and for the period ending 31 August 1993, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.
Maak usef asseblief deeglik vertrou met die "Voorwaardes vir Publikasie" van wetlike kennisgewings in die Staatskoerant, asook met die nuwe tariewe wat daarmee in verband staan

Please, acquaint yourself thoroughly with the "Conditions for Publication" of legal notices in the Government Gazette, as well as the new tariffs in connection therewith
Sactwu wins 6-month Tvl wage deal

By DREW FORREST

THE South African Clothing and Textile Workers' Union (Sactwu) has notched up an important advance in its push for central bargaining by winning a six-month wage deal in the Transvaal clothing and knitting industries.

The agreement, clinched at the eleventh hour last Friday after strike ballots had been printed, will bring Transvaal industrial council negotiations in line with those in Natal and the Cape, where 75 percent of clothing workers are concentrated. The Transvaal talks have historically taken place later in the year.

About 100,000 workers will be affected, confronting employers with the threat of industry-wide disputes and strike action. Sactwu's long-term goal is a single national council for clothing, textiles and footwear.

In the Transvaal, a further consolidation took place this year when knitting and clothing employers met Sactwu for the first time in one bargaining forum—although there was a differentiated wage settlement. Negotiations had previously been conducted in different industrial councils.

Sactwu said in a statement that employers had vigorously resisted a six-month agreement.

In terms of the settlement, most of industry's 15,000 clothing workers will receive 8.2 percent for the six-month period, bringing sewing machinists' wages to just under R800 a month.
Mediation for Saccawu, hotel

VÉRA VON LIEBES

The SA Commercial, Catering and Allied Workers' Union (Saccawu) and management of the Riviera International Hotel at Vereeniging have agreed on mediation in a bid to resolve a prolonged dispute over wages and centralised bargaining.

A spokesman for owners Sun International said yesterday the parties would meet on Friday. He said between 38 and 40 workers who had been locked out since November 25 had accepted the company's offer of a R103 across-the-board increase and a monthly minimum wage of R841.

Meanwhile, about 50 striking workers at Cuthberts, Barnes and ABC stores were arrested this week.

A union spokesman said they were arrested for allegedly contravening a court order obtained by the company last week. Cuthberts group human resources manager Paul Garner said the order prevented the strikers from intimidating customers and staff.
MORE than one hundred striking workers were arrested this week in a picket over deadlocked wage talks outside the Peninsula Security Guard offices.

The 155 workers were arrested on Monday.

A union spokesperson said the R50 bail for each worker amounted to R7 775. The money for bail was raised at the workers’ hostel.

The workers have been striking since November 25.

The strike is the result of a deadlock in wage negotiations between Peninsula Security Guard and the Transport and General Workers Union.

The workers, who earn R116.75 a week, are demanding a basic wage of R150 a week. The company offered R125 for a 60-hour week.

The company declined to comment.
Shoe-store strike

Three of the country's biggest shoe-store chains have been hit by a pre-Christmas strike. Members of the SA Commercial Catering and Allied Workers Union at ABC, Barnes and Cuthberts have been on strike since November 20. Working conditions and recognition are the key flashpoints.

Cuthberts' management has refused Saccawu recognition, saying its membership at the stores is way below 50 percent. Because of this, the company says, it would be forced to effect two parallel sets of wages and working conditions.

In addition to recognition, Saccawu is demanding a minimum wage of R1200, with a R300 across-the-board increase.

The 200 strikers have picketed and demonstrated outside the stores. This week Cuthberts applied for a court order restraining workers from alleged unlawful misconduct and intimidation.

Reports by WesselMail Staff.
4 000 steel men out on strike

By THEMBA KHUMALO

As Christmas draws near, 4,000 black workers at Highveld Steel Corporation in Witbank have downed tools in protest against the retrenchment of 600 of their colleagues.

The strikers, most of whom are members of the National Union of Metalworkers of South Africa (Numsa), have vowed not to return to work until the management agrees to hold meaningful talks with them on the retrenchment issue.

A statement issued by the strikers claimed that the employers refused to discuss a severance package or any alternative arrangement.

"The standard agreement for the industry provides that companies will consult in good faith with a view to reaching agreement on any retrenchment or redundancy. This was an agreement between Seifsa and the metal unions."

It went on to say management failed to inform the retrenched workers in time about their pending plight.

The corporation's management was not available for comment.

Meanwhile, about 150 workers at Cuthberts, Barnes and ABC shoe stores have entered their third week on strike.

They are demanding a R1 200 minimum wage, a R250 across-the-board increase, a 13th cheque and improved working conditions for black staff.

According to Stanley Ngomezulu, spokesman for the South African Commercial and Catering Workers' Union (Saccawu), discrimination against black workers is rife at the three stores.

There is disparity in salaries between black and white staff doing the same job.

Paul Gartner, personnel manager for the stores, said racial practices were against his company's policy and anyone found practising racism was dealt with.

"The strike is about the recognition of Saccawu and the other demands have just been added to make the strike big. In all our stores Saccawu is supported by only 176 employees out of a total of 1 200."
Motor unions agree on pay

PRETORIA — Three motor industry unions representing 100,000 workers in the sector (which includes retail outlets and garages) agreed with employers at the weekend to minimum wage increases of between 8% and 10%.

The unions were the Motor Industries Staff Association (representing white collar workers), the Motor Industries Employees Union (representing artisans) and NUMSA.

Motor Industries Staff Association president Johan du Plessis said the settlement was one of the lowest in recent years but the dire state in which the industry found itself had to be taken into account.

"The union representatives took a realistic stand. They could not ignore declining vehicle sales and the threat of unemployment in the industry."

Motor Industries Federation director Vic Fourie said agreement was reached only after protracted negotiations and a third mediation session.

"Conditions in the industry are depressed and there is little prospect of a significant improvement in the short term."

He said the small wage increases should be seen against last year's 25% hike.
Ellerine strike ends

A two-month-old national strike at the Ellerine Group ended yesterday following agreement between the SA Commercial, Catering and Allied Workers' Union and the company on wages and conditions of employment, according to the SABC.

The union undertook to cease picketing.

VERA VON LIBERS report the strike involved more than 1,000 workers and started on October 9. About 133 of the 364 outlets in the group were affected.

The parties agreed on an across-the-board increase of R175 and that no employee should be paid less than R1,067.50 per month.

The parties also agreed on 7.5% commission after sales exceeding R30,000 for sales advisors. — Sapa.
Bid to end Saccawu strike after attack

Managers at Riviera International Hotel and the SA Commercial, Catering and Allied Workers' Union (Saccawu) were yesterday locked in mediation in a bid to resolve a strike that started more than three weeks ago, company and union spokesmen confirmed.

This follows the “setting aside” at the weekend of hotel worker Gladys Bengu as she was about to report for duty.

Witwatersrand police spokesman Lt Col Dave Bruce said yesterday Bengu alleged she was attacked by two chefs and a waiter who worked with her at the hotel. Police were still searching for the suspects.

A Saccawu spokesman said the union did not support violent solutions to strikes and on that basis initiated mediation in a bid to settle the dispute. He said details surrounding the incident were still under investigation and it was not clear whether Saccawu members were involved.

About 150 workers were locked out of the hotel on November 25 after the declaration of a wage dispute earlier in the year. A company spokesman said the lock-out was linked to a dispute over wages and employment conditions and union demands for a centralized bargaining forum in the industry. (355)

Management said at the time workers could return to work only if they accepted its final offer on wages and other conditions of employment.

The union spokesman said the company was offering a R103 across-the-board increase backdated to July 1. Saccawu was demanding an additional R9 from January 1 and that the company agree to join a forum consisting of all Sun International regions where the union had recognition to negotiate centralized bargaining.

He claimed the company’s intransigence in dealing with the dispute had created a confrontational situation at the hotel.