WAGE REGULATION
INDUSTRIAL COUNCILS
1975 - 1978

MEMORANDUM ON A NEW INDUSTRIAL COUNCIL AGREEMENT IN THE CAPE BAKING AND/OR CONFECTIONERY INDUSTRY PRESENTED TO THE CAPE MASTER BAKERS' AND/OR CONFECTIONERS' ASSOCIATION BY THE BAKERY EMPLOYEES INDUSTRIAL UNION

1. PREAMBLE.

The Union is approaching the Employers' Association in connection with an amending or new Main Agreement to update certain of the provisions contained in the instruments published under Government Notices R.2223 of 8 December 1972, and R.2389 of 20 December 1974. We are encouraged to do this since the employers had offered more than the union had claimed at the last round of negotiations.

2. MINIMUM LIVING STANDARDS

The measurement of poverty in S.A. has become a highly contentious issue, more particularly in the whole area of the poverty datum line and its application to minimum wage fixing. In October 1974, ten institutions involved in the setting of what was variously known as the poverty datum line, the minimum subsistence level and the household subsistence level, met in Pretoria and reached a fair degree of agreement on what items should be included in what they came to call the minimum living level. The most recent figures for this standard have been issued by the Bureau of Market Research (BMR) at the University of South Africa and they cover the month of February 1975. In other words they are already out of date. We are obliged, regretfully, to present these figures according to official racial categories since these are how they are compiled. Over and above the minimum living level (MLL) a further standard was devised allowing for a few of the desirable amenities of life and this was called the supplemented living level (SLL). The BMR itself pointed out that the (SLL) was neither a subsistence budget, nor a luxury budget but rather an attempt to determine a modest low-level standard of living.

The costs of the MLL and SLL for the '"average" Coloured' family and the '"average" African' family in the Cape Peninsula at February 1975 are shown in Table 1 below.

Table 1
MLL and SLL Monthly Financial Requirements
CAPE PENINSULA, February, 1975

Item	'Average' Coloured family	'Average' African family
	Rand	Rand
Food	43,77	49,96
Clothing	13,55	15,29
Compulsory payments to Municipality) (Rent, services, water, electricity)	11,78	11,57
Fuel and light	7,18	7,18
Washing & cleaning materials	2,06	2,19
Education	-	2,06
Transport	8,81	5,10
Medical & Dental services	1,72	2,23
Replacement of household equipment	3,21	3,56
Taxes	-	1,37
Minimum Living Level	92,08	100,51
Recreation & entertainment	3,76	5,26

2/ Personal Care.....

Item	'Average Coloured' family Rand	'Average African' family Rand
Personal care	2,16	1,93
Pension, unemployment & medical funds	2,38	2,05
Extra washing & cleaning materials	0,21	0,24
Extra clothing	2,25	2,44
Extra transport	1,92	2,17
Extra food	15,28	16,57
Extra household equipment	0,35	0,40
Additional rent/taxes	7,33	0,60
Supplemented Living Level	127,72	132,17

It is immediately apparent that at the SLL the sole breadwinner in an '"average" Coloured' family would require a wage of R29,47 per week, while the sole breadwinner in an '"average" African' family would require a wage of R30,50 per week to live very modestly. The main point to bear in mind about the 'average family' or the 'average man' is that he is unlikely to correspond to the normal 'man-in-the-street'.

3. REAL INCREASES IN MINIMUM WAGE RATES BETWEEN DECEMBER 1972 AND DECEMBER 1974

In 1972 an agreement negotiated between the two parties was published under Government Notice No. 2223 and this came into effect on 21st December, 1972. This was later amended by the instrument published under Government Notice No. 2339 which came into effect on 30th December, 1974. Table 2 shows the minimum weekly wage rates agreed upon in 1972 and 1974 together with increases expressed in money and as percentages.

Table 2

MINIMUM WAGE RATE AND INCREASES 1972-74

Occupation	WAGE 1972 Rand	WAGE 1974 Rand	INCREASE 72/74 Rand	INCREASE 72/74. %
Foreman baker/confectioner	34,65	43,50	8,85	25,54
Inspector or overseer	33,41	43,50	10,09	30,20
Baker/confectioner	27,23	34,oo	6,77	24,86
Baker's assistant, male	16,09	21,oo	4,91	30,52
" " , female	14,34	18,oo	3,66	25,52
Checker/despatcher	22,28	28,oo	5,72	25,67
Vanman, first year	25,37	30,oo	4,63	18,25
" , thereafter	27,23	34,oo	6,77	24,86
Learner vanman	18,56	23,oo	4,44	23,92
Driver	14,85	18,50	3,65	24,58
Mechanic	36,51	45,oo	8,49	23,25
Storeman	24,75	32,oo	7,25	29,29
Clerk, male, first year	12,38	15,oo	2,62	21,16
" " second year	19,80	24,oo	4,20	21,21
" " qualified	25,99	32,oo	6,01	23,12
" female first year	11,14	15,oo	3,86	34,65
" " second year	16,09	20,oo	3,91	24,30
" " qualified	21,05	26,oo	4,95	23,52
Office messenger, under 18	-	14,50	-	-
" " 18 +	10,52	16,50	5,98	56,84
Vanman's assistant, under 18	9,28	14,50	5,22	56,25
" " 18 +	11,14	16,50	5,36	48,11
Labourer, male under 18	-	14,50	-	-
" " 18 +	11,14	16,50	5,36	48,11

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Occupation	WAGE 1972 Rand	WAGE 1974 Rand	INCREASE 72/74 Rand	INCREASE 72/74 %
Labourer female	9,90	14,50	4,60	46,46
Delivery employee, under 18.	-	14,50	-	-
Delivery employee 18 +	11,14	16,50	5,36	48,11
Watchman	15,47	18,00	2,53	16,35

Superficially the increases, in both money terms and percentages, in the minimum wage rates between December 1972 and December 1974 appear respectable in most instances and even handsome in some. However, they take no account of inflation during the period which passed between the dates on which the two wage regulating instruments came into effect. Table 3 below shows the real value of the 1974 minimum wage rates expressed in terms of December 1972 money values, that is after they have been off-set against the rise in the consumer price index.

Table 3

REAL VALUE OF 1974 MINIMUM WAGE RATES COMPARED WITH 1972 AND REAL PERCENTAGE INCREASES

Occupation	Real Min. Wage 1974 Rand	Real%age Increase 72/74 %
Foreman baker/confectioner	35,01	1,04
Inspector or overseer	35,01	4,79
Baker/confectioner	27,36	0,48
Baker's assistant, male	16,90	5,03
" " female	14,49	1,05
Checker/despatcher	22,53	1,12
Vanman, first year	24,14	-4,85
" thereafter	27,36	0,48
Learner vanman	18,51	-0,27
Driver	14,89	0,27
Mechanic	36,22	-0,79
Storeman	25,75	4,04
Clerk, male, first year	12,07	-2,50
" " second year	19,31	-2,47
" " qualified	25,75	-0,92
Clerk, female, first year	12,07	8,35
" " second year	16,10	0,06
" " qualified	20,92	-0,62
Office messenger under 18	11,67	-
" " 18+	13,28	26,24
Vanman's assistant, under 18	11,67	25,75
" " 18 +	13,28	19,21
Labourer, male, under 18	11,67	-
" " 18, +	13,28	19,21
Delivery employee, 18	11,67	-
" " 18 +	13,28	19,21
Watchman	14,49	- 6,33
Labourer female	11,67	17,83

Table 3 indicates that the real value of the Minimum rates fixed for first year vanmen, learner vanmen, mechanics, male clerks, qualified female clerks and watchmen had actually declined in the two year period. Moreover, inflation in the first few months of 1975 would have ensured a further decline in the real value of the MINIMUM rates fixed for foremen bakers/confectioners, female bakers' assistants, checkers/despatchers,

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vanmen, drivers, and second year female clerks. By the end of 1975 only the rates for messengers, vanmen's assistants, delivery employees, and labourers would have evaded the erosion in money values caused by inflation.

4. TO KEEP THE MINIMUM WAGE RATES CONSTANT AT DECEMBER 1974 PRICES.

Between December 1974 and August 1975 (the latest figures available to us) the consumer price index for Cape Town rose by 8.67% or at an average monthly rate of 1,04%. If this rate continues until the end of December when a new agreement is likely to be published, the adjustments shown in Table 4 below will be necessary merely to maintain the value of the MINIMA at December, 1974 prices.

Table 4

DECEMBER 1974 MINIMUM WAGE RATES PROJECTED TO DECEMBER 1975 AT CONSTANT PRICES

	Rand per week	Wage Rate No.
Foreman baker/confectioner	49,29	2
Inspector or overseer	49,29	2
Baker/confectioner	38,53	3
Bakers assistant, male	23,80	10
" " female	20,40	13,
Checker/despatcher	31,73	6
Vanman, first year	33,99	5
" thereafter	38,53	3
Learner vanman	26,06	9
Driver	20,96	12
Mechanic	50,99	1
Storeman	36,26	4
Clerk, male, first year	17,oo	15
" " second year	27,19	8
" " qualified	36,26	4
Clerk, female, first year	17,oo	15
" " second year	22,66	11
" " qualified	29,46	7
Office messenger, under 18	16,43	16
" " 18 +	18,70	14
Vanman's assistant, under 18	16,43	16
" " 18 +	18,70	14
Labourer, male, under 18	16,43	16
" " 18 +	18,70	14
" female,	16,43	16
Delivery employee, under 18	16,43	16
" " 18 +	18,70	14
Watchman	20,40	13

If the 1974 MINIMA were merely projected to the end of 1975 no fewer than ten of the 16 notches would fall below the SLL of R30 per week estimated in February 1975. As we pointed out in paragraph 2 of the memorandum, inflation will already have taken its toll of this minimum living standard.

We would also point out that rises in the consumer price index published by the Department of Statistics relate to what may be regarded as "white" expenditure patterns. In a paper prepared for ASSOCOM, Mr. Charl Pienaar of the Department of Economics at the University of Natal has indicated how rises in the food price index affect different racial groups

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(more properly perhaps a reflection of the different spending patterns of the "rich" and the "poor") in different ways:

TABLE 5

CONSUMER PRICE INDEXES AND THE CONTRIBUTION OF FOOD PRICE INFLATION

	White CPI	Coloured CPI	Asian CPI	African CPI
1970	100,00	100,00	100,00	100,00
1973	120,05	124,40	122,92	125,37
Food Weight %	24,75	38,33	33,23	43,30
Contribution of Food %	36,35	46,26	42,70	50,26

Source: Charl Pienaar: The implications of subsidising foodstuffs in South Africa - a preliminary investigation. MIMEO Department of Economics, U.N.D., Durban, 1975. p.4.

Mr. Pienaar's investigation led him to conclude that during certain periods "black" real income was being eroded at a faster rate than "white" real income: a matter with very obvious and very serious socio-economic implications. A report in the Weekend Argus (Business Section) of 8 November 1975 indicated that the cost of vegetables, public transport, reading matter and stationery had increased by no less than 28 per cent between September 1974 and August 1975.

It was acknowledged in the anti-inflationary agreement (a sort of partial social contract) recently signed by some employers' groups, some trade union organisations and several Cabinet Ministers that lowly-paid workers should not be expected to bear the brunt of any wage freezes. This was endorsed in a circular issued by the Department of Labour dated 23 May 1975 and the Star of 31 October 1975 mentioned that a guideline of R125 per month (R28,84½ per week) had been established in this connection. Clearly the majority of workers in the bread and confectionery industry in the Cape would fall within this category.

5. PROPOSED NEW MINIMUM WAGE RATES

If an inflation rate of thirty per cent hits the economy (and the Stellenbosch Bureau of Economic Research has indicated that this could happen in certain circumstances) in the ensuing year, it will wreak havoc with almost all feasible minimum wage rates. To protect the living standards of the poor in such circumstances could entail drastic reductions in the various wage differentials which currently obtain. Table 6 below proposes two schemes: the first is highly desirable but the second may be more feasible at the present time.

Table 6

Occupation	Scheme 1 R.per week	Increase on 1974 rates	Scheme 2 R.per week	Increase on 1974 rates
1. Labourer, delivery employee, vanman's assistant, messenger under 18 years, Clerks 1st year, Labourer, delivery employee, vanman's assistant, messenger 18 years ' over	35,00	R 18,50 112,12%	26,50	R 10,00 60,61%

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Occupation	WAGE 1972 Rand	WAGE 1974 Rand	INCREASE 72/74 Rand	INCREASE 72/74 %
Labourer female	9,90	14,50	4,60	46,46
Delivery employee, under 18.	-	14,50	-	-
Delivery employee 18 +	11,14	16,50	5,36	48,11
Watchman	15,47	18,00	2,53	16,35

Superficially the increases, in both money terms and percentages, in the minimum wage rates between December 1972 and December 1974 appear respectable in most instances and even handsome in some. However, they take no account of inflation during the period which passed between the dates on which the two wage regulating instruments came into effect. Table 3 below shows the real value of the 1974 minimum wage rates expressed in terms of December 1972 money values, that is after they have been off-set against the rise in the consumer price index.

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Inspector or overseer	35,01	4,79
Baker/confectioner	27,36	0,48
Baker's assistant, male	16,90	5,03
" " female	14,49	1,05
Checker/despatcher	22,53	1,12
Vanman, first year	24,14	-4,85
" thereafter	27,36	0,48
Learner vanman	13,51	-0,27
Driver	14,89	0,27
Mechanic	36,22	-0,79
Storeman	25,75	4,04
Clerk, male, first year	12,07	-2,50
" " second year	19,31	-2,47
" " qualified	25,75	-0,92
Clerk, female, first year	12,07	8,35
" " second year	16,10	0,06
" " qualified	20,92	-0,62
Office messenger under 18	11,67	-
" " 18+	13,28	26,24
Vanman's assistant, under 18	11,67	25,75
" " 18 +	13,28	19,21
Labourer, male, under 18	11,67	-
" " 18, +	13,28	19,21
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" " female	20,40	13,
Checker/despatcher	31,73	6
Vanman, first year	33,99	5
" thereafter	38,53	3
Learner vanman	26,06	9
Driver	20,96	12
Mechanic	50,99	1
Storeman	36,26	4
Clerk, male, first year	17,oo	15
" " second year	27,19	8
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" " second year	22,66	11
" " qualified	29,46	7
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Labourer, male, under 18	16,43	16
" " 18 +	18,70	14
" female,	16,43	16
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" " 18 +	18,70	14
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	Occupation	Scheme 1 R.per week	Increase on 1974 rates	Scheme 2 R.per week	Increase on 1974 rates
2.	Watchman	36,50	R18,50 102,78%	28,00	R10,00 55,56%
3.	Driver	37,00	R13,50 100%	28,50	R10,00 54,05%
4.	Baker's assistant male & female.	39,50	R18,50 88,1%	31,00	R10,00 47,62%
5.	Learner vanman	41,50	R18,50 80,44%	33,00	R10,00 43,48%
6.	Clerk, male, 2nd year	42,50	R18,50 77,08%	34,00	R10,00 41,67%
7.	Checker/despatcher	46,00	R18,00 64,3%	37,00	R 9,00 32,14%
8.	Vanman, 1st year	47,75	R17,75 59,2%	38,50	R 8,50 28,33%
9.	Clerk, male qualified/Storeman	49,50	R17,50 54,69%	40,25	R8,25 25,78%
10.	Baker/Vanman	51,50	R17,50 51,47%	42,25	R8,25 24,27%
11.	Foreman Baker	58,50	R15,00 34,48%	51,50	R8,00 18,39%
12.	Mechanic	60,00	R15,00 33,33%	53,00	R8,00 17,78%

6. NOTES ON PROPOSED NEW MINIMUM WAGE RATES

A. General

The following "model" of a small enterprise gives some idea of the additional wage bill if either scheme number 1 or scheme number two were to be adopted.

Table 7

	Occupation	No. 1 R.per week	No. 2 R.per week
1.	One Foreman Baker	15,00	8,00

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	Occupation	No. 1 R.per week	No. 2 R.per week
2.	Two Bakers	35,00	16,50
3.	Six Bakers' Assistants	111,00	60,00
4.	One Mechanic	15,00	8,00
5.	One Driver	18,50	10,00
6.	One Watchman	18,50	10,00
7.	Two Checkers/Despatchers	36,00	18,00
8.	Eight Vanmen qualified	140,00	66,00
9.	Four Vanmen's assistants	74,00	40,00
10.	Eight adult labourers	148,00	80,00
11.	One delivery employee and one messenger.	37,00	20,00
		648,00	336,50

Scheme No. 1 would add R648 per week or R2808 per month to the wage bill of our hypothetical employer with thirty-six employees. Scheme No. 2 would add R336,50 per week or R1458 per month to the wage bill of our hypothetical employer. Under Scheme No. 1 the Union would be asking on average for an extra R18,00 per week for each worker, with the lower echelons taking the lion's share. Under Scheme No. 2 the Union would be claiming R9,35 per week on average per worker, again with the lower echelons taking the lion's share.

In effect both shcemes would narrow the 'wage gap' between higher and lower paid workers in both money terms and as a ratio. For instance, under the 1974 agreement the mechanic was earning R28,50 per week more than the adult male labourer, a ratio of 2,73:1. Under Scheme No. 1, the mechanic would be earning R25 per week more than the adult male labourer, a ratio of 1,7:1. Under Scheme No. 2 the mechanic would be earning R26,50 more than the adult male labourer, while the ratio would have declined to 2:1. This would be achieved by the technique of using differential flate-rate increases which declined as one moved from the lower-paid to the higher-paid echelons.

As has been noted above, in the 1974 agreement no fewer than ten of the sixteen wage categories now fall below what has been estimated to be the monthly financial needs of an 'average' family. Scheme No. 1 has the added advantage of eliminating all wage rates which fall below the SLL. Scheme No. 2 would leave about three wage rates below this 'modest standard of living'.

Furthermore both schemes are likely to ensure a real rise in the value of the present rates as well as a 'hedge' against inflation in the coming months, No. 1 to a much greater extent, of course, than No. 2.

7. ELIMINATION OF WAGE DIFFERENTIALS

Both schemes envisage the elimination of the remaining male/female differentials in all rates of renumeration. In this, the "year of the Woman" we suggest that it would be a good thing, a very postive step, to pay female labourers, female bakers' assistants and female clerks the same wages as their male counterparts. It is of course true that at the present time numbers of women are the sole breadwinners for their families.

Further, the Union welcomes whole-heartedly the introduction of a training scheme in the industry. This is a postive move which will go a long way to prevent, the threat of undercutting of workers' earnings. For the same reason the Union has proposed the elimination of adult/juvenile differentials.

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8. THE OIL PRICE RISE.

The Union fully appreciates that oil price rises resulting in increased prices of petrol will add considerably to the costs which employers have to face. However, workers, too, already reeling from inflationary pressures, are very likely to feel the pinch of increased transport costs in the near future. A prediction to this effect was made recently by Professor Peter Welgemoed a specialist transport economist at the Rand Afrikaans University. (Rand Daily Mail, 25 October 1975). The Newcastle Bus boycott this year has shown that an issue of this kind gives rise to an inflammatory situation among low-paid workers.

9. AMENDMENT OF CLAUSE 5(6)(k) AND ADDITION OF CLAUSE 24: TRADE UNION LABOUR

The union proposes that the following clause be added to the MAIN AGREEMENT:

"24. TRADE UNION LABOUR

(1) Members of the Trade Union agree to accept employment with members of the Employers' Organisation only, and members of the Employers' Organisation agree to employ members of the Trade Union only: Provided that this clause shall not apply where an employer or employee has, in the opinion of the Council, without reasonable cause been refused membership of a party to this Agreement and has notified the Council within 21 days of such refusal.

(2) An employer shall not engage an employee unless such employee is in possession of a valid "clearance card" issued by the Trade Union during the week in which the application is made.

(3) Every employer shall deduct the Trade Union subscription from the wages of his employees and shall forward the amounts so collected to the Secretary of the Trade Union, Cape Town not later than the seventh day of each following month.

(4) The duly accredited representatives of the Trade Union shall be allowed every facility to meet members of the Trade Union at their work after obtaining the permission of the employer or his representative.

This insertion requires a consequential amendment of existing clause 5(6)(k) to read:

"deductions in terms of Clause 24(3) of this Agreement;"

This principle is incorporated in a number of Industrial Council Agreements. The iron, steel and engineering industries, and the building industries immediately spring to mind. More specifically, this principle has been established in the Industrial Council Agreement for the Baking and/or Confectionery Industry in Pretoria. The Union strongly recommends its introduction in the Cape to facilitate the efficient representation of workers' views to management.

29 December, 1975.

BAKERY EMPLOYEES INDUSTRIAL UNION
CAPE TOWN.

ADDENDUM TO THE MEMORANDUM DATED 29.12.75 PRESENTED TO THE CAPE MASTER BAKERS' AND/OR CONFECTIONERS' ASSOCIATION

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1. Cost of living and minimum living standards

Since the Union formulated the set of proposals contained in the memorandum dated 29 December a number of new factors have presented themselves: firstly, the rise in the consumer price index for Cape Town between December 1974 and December 1975 amounted to 11,3 per cent, and secondly the Cape Employers' Association's latest salary and wage survey has shown that the average wage of unskilled 'Coloured' male workers in the Western Cape is in the region of R23,75 per week while that for women is in the region of R21,60. Furthermore the Bureau of Market Research has produced the following later figures on the MLL and SLL for August 1975.[1]

	'Average' 'Coloured' family Rand per month	'Average' African family Rand per month
Minimum living level	101,95	107,26
Supplementary living level	135,09	141,71

In other words the sole supporter of an 'average' 'Coloured' family would need R31,18 and that of an 'average' African family R32,70 per week to live according to a 'modest low-level standard'. It is clear that the actual average earnings of unskilled workers in the Western Cape fall far short of this requirement. It is important to note that the discrepancy in the amounts which make up the standards applied to the two racially categorised groups is accounted for in the main by a difference in the average family size: that of the 'Coloured' people being slightly smaller than that of Africans. However, another factor is the myth that education for all 'Coloured' people is 'free'. The B.M.R. does not provide a comparative standard for the so-called 'white' group.

2. Proposed Alternative Wage Scheme

In its original memorandum the Union proposed two alternative schemes for new minimum wage rates. However, events have rapidly overtaken us and we are of the firm opinion that the following scheme is both desirable and necessary as the lowest, possible, acceptable accommodation of workers' needs.

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1. BUREAU OF MARKET RESEARCH. The minimum and supplemented living levels of non-whites residing in the main and other selected urban areas of the R.S.A., August 1975. Pretoria, B.M.R., 1975 (Research Report No. 47).

for the wage rates which we negotiated. In these rather alarming times neither the Union nor the Employers' Association is in a position to predict what will happen with any accuracy. We are of the opinion that it is essential to provide a "hedge" against the erosionary effects of inflation to prevent the actual decline in the real value of minimum wage rates which occurred between 1972 and 1974. As we have said, neither party to the 1974 agreement could have foreseen the likely effect of the minimum negotiated at that time, but we should at least attempt to ensure that it does not happen in the future.

The Union is also fully aware of the fact that the industry in which we are jointly engaged is subsidised, but very low wages cannot be justified on this count alone. Other industries and/or occupations in both the public and the private sector are also either subsidised or specially protected: hospitals, universities, and transport systems (both public or private) enjoy heavy subsidies. We feel that it should be our common aim to ensure that the workers who make our products are also able to buy them.

3. Other Amendments

The Union realises that the instruments in force now probably require comprehensive revision. The time needed to effect such drastic changes would delay present negotiations unduly. There are nevertheless certain amendments which we consider to be urgently necessary and our proposals follow seriatim in subsequent sections of this addendum.

4. Amendment of Clause 3 : Definitions

Delete "apprentice" and definition thereof and

Substitute "learner baker/confectioner" means an employee bound by contract under the Bakery Employees' Training Scheme administered by the Council.

Both the concept and practice of apprenticeship are no longer relevant in the industry which has instituted a system of learnership in terms of the Training Scheme. The amendment will regularise the present position.

5. Amendment of Clause 5(6)(h) : Payment of remuneration

Delete

	Per week R	Per month R
Board	0,30	1,30
Lodging	0,20	0,87
Board and Lodging .	0,50	2,17

Substitute

	Per week R	Per month R
Board	0,60	2,60
Lodging	0,40	1,74
Board and Lodging .	1,00	4,34

Steelmen bid for higher pay rates

STAR

STAR 3/11/75

326-

Labour Reporter

Pay demands from workers in steel and engineering industries were in the offing today as many other industries received rises.

"I am under pressure from some members to call for revisions of pay under some two-year agreements which are only six months old," said Mr Wessel Bornman, general secretary of the 37 000-strong S A Yster, Staal en Verwante Nywerhede Unie, and vice president of the 200 000-strong White Confederation of Labour.

Specific provisions for such revisions had been made under most recent agreements and he would see employers on this issue early this year, Mr Bornman said.

He said he could not speak for the confederation, but the president of the confederation, Mr A I Nieuwoudt, stated recently that civil servants, municipal workers and railway workers had not succeeded in catching up with the rising cost of living.

BANK RISE

Workers receiving pay increases effective from today or yesterday include:

- The 18 000 members of the South African Society of Bank Officials who get an across the-board rise of 12,5 percent.
- The 20 000 members of the SA Typographical Union whose basic rate rises by 11 percent.
- Salaried Escom staff who get a 7,2 percent increase in return for working 30 minutes more a day.
- Explosives industry workers whose 9 000 Blacks now receive a minimum starting wage of R110 a month.
- East London sweet-workers who get R25-a-week minimum.

attered face f the 'Native Shop' industry

(2) 326

RDM 3/4/75

DENIS BECKETT, Labour Correspondent

There are a few hundred retail stores around the Reef displaying the inscription "Native Shop". This sign is the public tip of an iceberg of highly unusual practices. Behind it there lies an entire industry, officially known as "The Non-White Trade for the Witwatersrand and Heidelberg". The industry is little known, cosy and exceptionally coy. Among its distinguished features are that it has set Black wages well below the minimum applying to ordinary shops, and that its funds come largely from involuntary contributions by African workers for whom it does very little at all.

... shop in the picture is ...pical of its species. Dusty, ..., perpetually crowded ... Black customers. The ...alls are piled high with ...hoes, clothes, blankets. Be...nd the counter there is a ...ast range of toiletries — ...othpastes, facecreams, laxa...tives . . .

What really sets it apart ...om most South African re...ailers is the sign above the ...door: "Native Shop — Natu...relle Winkel."

This innocuous and fading ...ard gives the shop a set ... particular and unconven...onal rights.

For one, it enables the ...er to pay his shop assis...nts much lower wages than ordinary retail shops. It indicates that he is a member of the Industrial Council for the Non-White Trade (NWT). As such, until the end of March this year he was able to pay shop assistants R9,70 a week. In normal shops the equivalent minimum wage varies from R19,62 — in the case of a woman with no experience — to R41,54 in the case of a man with five years' experience.

From this month the minimum wages in the NWT increase. For shop assistants, the minimum goes to R15,40 — still below the rates set two years ago for other retail shops, and below the norm which recent Wage Determinations have been laying down for unskilled labourers.

This saving is made possible by agreement between the shopowners and the all-White Concession Stores and Allied Trades Assistants Union.

Together the employers and the White employees form an Industrial Council, and thus gain the right, unlike other shops, to run the affairs of their industry by drawing up their own Industrial Council agreement.

The Concession Stores Union has 171 members. Its secretary, Mr R. Handel, refuses to give any details about its membership, but the Rand Daily Mail has established from various sources that a large number of members are wives, sons and other close relatives of employers; that some members are partners in employing firms; and that some don't work in the industry at all.

Most of the union members' salaries bear no relation to the minimum laid down in the agreement.

The Concession Stores Union nonetheless forms the employee half of the Industrial Council for the NWT.

Industrial Council Agreements overrule wage determinations. The theory is that through collective bargaining in the Industrial Council the White trade union will do more to secure Black and White employee interests than the Wage Board could do.

Yet the Industrial Council for the NWT, apart from setting African wages far lower than the retail trade's Wage Determination, has also established a system which gives workers no right to payment for overtime.

The working week for employers in the NWT is 46 hours, but shops are allowed to stay open for 54½ hours. In practice most employees work as long as shops are open — add a little opening and closing time, subtract a little for lunch.

Most industries stipulate an increased rate for overtime. The NWT does not — it simply prohibits overtime. If a worker does work more than 46 hours in a week, his employer is technically guilty of an offence, but no penalty is provided for. And since the NWT's minimum rates are set on weekly and monthly — but not hourly — scales, the effect is that absolutely no payment need be made for illegally worked overtime.

Yet when it comes to paying fees to its Industrial Council delegates, the NWT is far more liberal than the country's biggest and richest industries.

Neither the council nor the sources, the fee for an Industrial Council meeting was R12. Executive committee members attended weekly meetings, most of which lasted a few minutes.

For a deputation which included a visit to the Johannesburg Divisional Inspector of Labour, three blocks from the NWT's Simmonds Street headquarters, the fee went up to R24. The chairman and vice-chairman also received substantial salaries in return for their part-time activities.

Most South African industries treat Industrial Council service as an honour rather than a source of income. The Iron and Steel Industrial Council, for example — the country's biggest — pays a token R1 a meeting, and no salaries to office-bearers.

The funds with which the Industrial Council for the Non-White Trade pays its fees come largely from African workers. There is a compulsory deduction of 1,5 per cent from wages of all employees in the industry except unskilled labourers.

Although this deduction is far higher than the normal levy imposed by other industries, it does not provide for any of the customary benefits — pension, medical benefit or mortality grants.

In 1971, the National Union of Distributive Workers, which represents shopworkers in other retail shops, protested to the Minister of Labour about the "scandalously low" wages in the NWT.

It also demanded that African workers be excluded from the NWT agreement, so as to fall under the far more favourable terms of the retail trade's Wage Determination like all other African shopworkers.

be recovered from the clientele." Moreover, intervention would "cut across the principle of collective bargaining."

The Distributive Workers countered that since the Africans had absolutely no part in the collective bargaining process anyway, their exclusion from its outcome could not possibly interfere with the bargaining process. The Minister did not respond to this.

The NWT deals mainly in the same range of goods as conventional shopkeepers, many of whom sell principally to Blacks without ever joining the NWT, which there is no compulsion to do.

The NWT's mark-up, some of its own leading members admit, is at least equal to and often higher than normal retail shops. Its overheads are lower, — shops are usually in low-rent areas, have little competition, and do not need to invest in plush carpets and fancy fittings to attract customers.

In the case of mine concession stores, which form part of the NWT, there is in fact a unique guarantee against local competitors. Mine concession rights are sold at public auctions by the Mining Commissioner to approved bidders. At the last such auction, in the late 1950s, the successful bid for the right to set up a store was £55 000 (R110 000) — hardly an indication of a low profit expectation.

The beauty of the concession store, from the employer's point of view, is that once the concession is granted he is assured of a captive market.

The NWT Industrial Council declined to discuss these issues. After initially agreeing to an interview, the secretary, Mr Handle (who is also secretary of the Concession Stores Union and "helps" the secretary of one of the two employer associations) called it off, saying he had been instructed to do so by the council's chairman, Mr Jasper Myburgh.

Mr Myburgh himself, who is also chairman of one of the employer organisations, said that the only reason shops joined the NWT was to gain the right to stay open on Sundays, public holidays, and weekdays up to 7.30 pm.



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yburgh said it was that the NWT paid an Wage Determina- es, but refused to the apparently con- y information in the ent Gazette.

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ittle irony in the se of the Non- de is that most bigger members no omply with the only duty required in re- their array of ad- — to display the hite Shop" board.

casional passing White customer.

The NWT has been in a beleaguered position for some time, although none of the controversy has come to the public eye.

It has endured the hostile representations by the Distributive Workers; a recommendation by a Government commission that it be abolished; and is known to have led to some extensive conflicts within the Department of Labour itself.

It is surprising that the NWT should have been given the right to set up an Industrial Council, and it is certain that the Industrial Council in its present form is a travesty of the spirit of South Africa's industrial legislation.

Despite all this, the NWT continues to exist. Not only

Staff cancel airport protest

RDM 12/4/75

~~1 176~~
~~2 266~~
~~3 149~~
4 326

Staff Reporter

A PROTEST meeting involving about 400 "strategic" personnel at Jan Smuts Airport was cancelled yesterday after the management agreed to meet the personnel to discuss their grievances.

Earlier, the men, from the technical staff of South African Airways, had threatened to hold a protest meeting during their lunch hour against the increased cost of living.

The men, who do maintenance work and repairs on aircraft, were dissatisfied with, amongst other things, their pay scales.

One of the men spoken to pointed out that it was not so much a grievance against their salaries but against the rising cost of living during the past few months.

As they are classified as part of a "strategic industry", the men may not strike. It was therefore decided to hold a protest meeting.

Even if the men did strike, SAA would not be seriously affected.

Althought a strike would mean that SAA aircraft would not be serviced in the Republic, the flights would hardly be affected as SAA flights can, through an agreement, be serviced in London and Amsterdam.

With regard to the other flights undertaken by SAA, aidcraft could also be serviced in Rio de Janiero, New York, Perth, or Sydney.

There is also the further possibility that SAA could call on the Defence authorities to help service SAA planes, if the need arose.

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Question Columns 742–744
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HANSARD 10 18/4/75

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National Industrial Council agreement for textile manufacturing industry

*22. Mr. G. B. D. McINTOSH asked the Minister of Labour:

(1) When is the current National Industrial Council agreement for the textile manufacturing industry in South Africa due to expire;

(2) whether negotiations for a new agreement are in progress, if not, why not; if so,

(3) what are the names of the persons who are negotiating the new agreement;

(4) whether representatives of the Central Bantu Labour Board are present at the negotiations;

(5) (a) what are the names of the persons representing the interests of liaison and works committees established in terms of the Bantu Labour Relations Regulation Act and (b) what is the status of the officials of his Department who represent Bantu workers.

†The MINISTER OF LABOUR (Reply laid upon Table with leave of House).

(1) 26 July 1975.

(2) Yes.

(3) Industrial Council Agreements are negotiated by the parties thereto and not by individual persons. The parties to this Industrial Council are the National Textile Manufacturers' Association and the Textile Workers' Industrial Union (South Africa). The representatives of the parties may differ from time to time. The following representatives were present at the previous meetings of the Council at which negotiations for a new agreement took place. A further meeting was held on 17 April 1975.
Employers' Representatives: Messrs. V. Daits, R. V. Freakes, S. Lurie, S. R. Peimer, W. Shutt, R. A. B. Thorpe, A. P. Whittingham.
Employees' Representatives: Mrs. H. Bolton, Messrs. L. Copelyn, T. Munsami, M. Munsamy, P. Philander, Y. S. Reddy, G. Salie, S. Sebutle, W. Warren, L. Williams, K. Rampershad, J. Vlotman.

(4) Yes, but not members of the Board itself.

(5) (a) Messrs. D. Dlamini, S. R. Malima, T. H. Mkhungo and G. Sibiya. In addition to Messrs. P. B. Mlambo and P. Zulu, members of the Durban Regional Bantu Labour Committee, were present. Bantu workers are often represented by the Central Bantu Labour Board.

(b) In this case by Bantu Labour Officers appointed in terms of the Bantu Labour Relations Regulation Act, 1953.

1 197
2 147
3 326

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Daily Dispatch 21/4/75

326

Textile workers reject Frame pay offer

DURBAN — Black workers rejected new pay offers by textile tycoon Mr Phillip Frame at a meeting of the Textile Workers Industrial Union here yesterday, and directed union officials to return to the negotiating table.

After being locked in discussions with the National Textile Manufacturers' Association for two days last week, the union's general secretary Mr Norman Daniels, yesterday announced employers' terms for a new three-year agreement.

The workers have been offered a 10 per cent across-the-board increase in July and a further 10 per cent at the beginning of 1976 and 1977.

The industry employs about 10 000 black workers, 80 per cent of whom are employed by the massive Frame group.

Mr Daniels told the meeting that employers had turned down most of the proposals put forward by the union, including the major demand that minimum wages in the industry by increased by 60 per cent. Proposals that a cost of living allowance be included in the agreement, that the working week be reduced from 46 to 42½ hours, that pay differences between men and women be done away with and that annual leave be increased from 12 to 15 days, were all rejected by employers.

Mr Daniels said that the employers had explained that the industry, particularly the blanket industry, had been hit hard, "and is going through a bad period."

Workers immediately rejected the employers' proposals and asked that officials "go back and talk to Mr Frame." — DDC.

Blacks reject Frame's offer

Natal Mercury Reporter 21/4/75

326

BLACK workers rejected new pay offers by textile tycoon Mr. Phillip Frame at a meeting of the Textile Workers' Industrial Union at Bolton Hall, Durban, yesterday, and directed union officials to return to the negotiating table.

After being locked in discussions with the National Textile Manufacturers' Association for two days last week, the union's general secretary, Mr. Norman Daniels, yesterday announced employers' terms for a new three-year agreement.

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Workers immediately rejected the employers' proposals and asked that officials "go back and talk to Mr. Frame."

R77,5-m more for 320 000 steel workers

STAR 23/4/75

Labour Reporter

Wage increases and additional benefits costing R77,5-million a year have been negotiated for the 320 000 hourly-paid workers in the steel and engineering industry.

The increases, which are subject to ratification by the Minister of Labour, are effective from June 2.

They range from an 8,6 percent (15c an hour) rise in basic pay for skilled artisans to 15,4 percent (6c an hour) for the lowest unskilled worker. They will raise the income of the unskilled Black worker to at least 45c an hour or R20,25 for a 45-hour week.

The industry's group life and provident fund will be converted into a pension fund with increased pensions, life cover and widows' and orphans' benefits. Employers and employees will each contribute 5 percent of pensionable income.

The wages increases do not necessarily apply to employees who joined the industry after September or who received increases since the end of that month.

"The purpose is to provide relief to meet the increases in the consumer price index, which has risen 10,3 percent since last June when the last agreement was settled," said Mr E P Drummond, director of the Steel and Engineering Industries Federation.

Mr Drummond disclosed that the new agreement was based on the first negotiations in which Black workers actively participated.

They were selected by the Central Bantu Labour Board, which also made representations on behalf of the industry's Black workers.

(2) 1226

187

Pay goes up for the steelmen

RDM 23/4/75

Staff Reporter

WAGE increases of up to 15 per cent for the 70 000 White and 250 000 Black employees in the iron, steel, engineering and metallurgical industry were approved in Johannesburg yesterday.

Although the wage gap between Blacks and Whites is substantially widened by the new increases, in percentage terms, Blacks, on average, have been awarded up to twice their White colleagues' rises.

A special meeting of the executive committee of the national industrial council for the industry agreed to amend the provisions of the existing industrial agreements yesterday.

Their agreement now needs the approval of the Minister of Labour, but industry sources said last night they hoped the new scales would be gazetted by June 2.

In cash terms, the increases range from 15c an hour for the most skilled artisans to 6c an hour for unskilled African workers.

These increases represent a 15 per cent jump for Blacks, tapering down to an 8 per cent rise for the most skilled White workers.

It was impossible to get either official confirmation of, or comment on, these figures last night.

Sources close to the employers' side of the council pointed out that the White unions in the industry preferred that there be no comment on the wage gap.

Minimum pay scales in the industry now range from R1,90 per hour for highly skilled Whites, to 45c an hour for unskilled Blacks.

The majority of Blacks in the industry can now expect a top minimum level of 68c an hour.

ALL

According to a statement released by the council yesterday, all employees will receive at least the amount of the increases, except where increases have been granted since last September 30.

In that case, such increases will be set off against the new figure.

New employees taken on after September 30 will also not qualify for the new increases.

Apprentices in their first, second, third or fourth years will receive increases of 15 per cent, while fifth year apprentices have been awarded a rise of 15c an hour.

The metal industries group life and provident fund has also been converted into a pension fund, with employees contributing 5 per cent of their salaries and employers a similar amount.

326

Daily Dispatch 23/4/75

Car workers strike over new wage grading system

EAST LONDON — More than 1 000 workers — almost the entire labour force of Car Distributors Assembly plant here, went on strike yesterday over a wage grading system introduced recently.

Trouble started at 7.30 a.m. when workers in the A plant, which assembles motor cars, did not enter the factory and demanded the scrapping of the new wage system whereby workers are graded and are paid accordingly.

The strike flared to other departments and by 10 a.m. almost all workers were on strike.

From interviews with workers it appeared the main complaint arose from the fact that the new wage structure did not take length of service into consideration and it appeared many workers with long service with the company stood to receive lower wages than workers with fewer years' service.

Police went to the factory in two vans and there were also plain clothes police in cars but there were no incidents and workers dispersed while members of the firm's liaison committee talked to the management for about three hours.

They returned at about 1.10 p.m. and told the workers the management had to follow the new system as it was used in the motor assembly trade throughout the country.

Dissatisfied with this, the workers left for their homes.

One worker who joined the firm last May said his wages had gone up from R27 to R42 a week but another man who worked in the same department with him had a rise of only R1,50 although he had been with the firm for more than three years.

Another worker gave an example of a spotter whose wages was R45 although he had been with the firm for only three months.

"People who taught him how to do the work are actually getting far less than what he is being paid," one worker said.

One worker at the engine plant said they had asked a senior foreman on Monday to explain the new system to them and this had been done to the satisfaction of most workers. As a result, the engine plant only joined the strike after 10 a.m. yesterday.

There were men who claimed they had been with the firm for many years and had certificates as engine assemblers. They could not understand why people who were checkers were paid better than people doing the highly skilled work of assembling engines, the worker said.

The managing director of CDA, Mr Leo Borman, said all black workers had received a 15 per cent increase in July 1974 and a further ten per cent increase in mid-January, 1975.

"At the beginning of April all hourly-paid workers in the company were graded into 12 skilled grades and rates of pay were established for each grade. These rates would be reviewed on a regular basis. Most of the employees were well above these rates but the few who were not, were adjusted up to these levels.

"The principle of the grading system has for the last two months been discussed with the liaison committee for communication to the other workers," he said.

The liaison committee had requested that the large majority who did not receive adjustments because they were well above these rates, should also receive increases; and that the grading system should be scrapped and anniversary increases applied irrespective of job grades.

"The company advised the black liaison committee that this would be a retrograde step to revert back from the grading system and advised all workers to be back at work at 7.30 a.m. tomorrow," he said.

The lowest grade at CDA has a minimum starting rate of R23,40 per week.

This was the second strike in the factory in ten months. Last July 1 200 workers went on strike over pay and returned after a week when a general increase in all wages was offered. — DDR.

STAR 25/4/75

ease

Labour Reporter

Employers in the Transvaal building industry have quadrupled the automatic cost of living adjustment for Black workers on the minimum wage scale.

The half-yearly adjustment, applying to all minimum wage categories in the Transvaal building industry, would have meant one cent an hour for the unskilled Black worker.

"Employers decided to contribute an extra 3c an hour to narrow the wage gap," said Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association.

This means that minimum pay will be 50c an hour (R22 a week) from next month, when the increase comes into effect.

White artisans will then get an additional 11c an hour, bringing their minimum pay to R1,87 an hour.

Mr Pretorius emphasised that this adjustment did not necessarily apply to artisans earning more than the minimum.

"Employers have anticipated the adjustment in most cases," he said. In fact most artisans were being paid in excess of the minimum.

LEATHER TRADE

New increases have also been negotiated for South Africa's 30 000 leather workers.

Industrial agreements in the leather industry, taking effect in July, provide for increases of up to 28,7 percent over the wages agreed to in September 1973.

The increases for the various sections of the industry are 23,75 (general goods and handbag section), 26,5 percent (footwear) and 28,7 percent (tanning).

Allowing for the 10 percent interim relief increase granted last June, the effective increases over the year to July will be 12½ percent, 17 percent and 15 percent respectively.

The lowest paid unskilled workers in the leather industry are to receive from R19,03 to R19,74 a week under the new agreement.

314

2,326

Drivers get more pay

STAR 28/4/75

Labour Reporter

About 11 000 Transvaal transport workers are to receive increases in their basic minimum pay from Thursday under an industrial agreement published last Friday.

The overall improvement, including increased benefits, amounts to a 10 percent rise but does not apply fully to unskilled labourers whose minimum pay was raised from R13 a week to R15 in November.

Unskilled workers falling under the Industrial Council for the Motor Transport Undertaking (Goods) are to receive at least R15,36 under the new agreement.

Light delivery vehicle drivers get R19,68 compared with R17,32 and drivers of extra heavy vehicles receive R42,24 compared with the R39,21 allowed for under the extension of the existing agreement announced in March last year.

Holiday bonus goes up to R8 a month (previously R5,35) and sick fund contributions from employers rise from R5,35 to R6,80.

Wage gap now widened

STAR 6/5/75

In the report "Building trade Blacks get big COL rise," the big rise amounted to a merciful one cent an hour, although employers decided to contribute an extra 3c an hour "to narrow the wage gap." (The Star, April 25.)

White artisans on the other hand, will be getting an additional 11c an hour.

If the Blacks get an increase of 4c an hour and Whites 11c an hour then surely the wage gap has now widened by a further 7c an hour?

Professor P Verhoef
Pretoria.

★ *Professor Verhoef is quite right of course. In spite of the Master Builders Association's claim that their quadrupling of the automatic pay adjustment for Blacks was aimed at narrowing the wage gap, the gap has widened.*

Still, the Transvaal building industry's new minimum of R22 a 44-hour week is higher than the lowest pay in most affluent Witwatersrand industries.

Take the hire-transport industry which raised its minimum to R15,36 a week this month — under a complete wage review, not a voluntary adjustment as in the building industry.

Therefore the building industry's pay rise was unusual.

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Rise on way for textile workers

STAR 13/6/75

Labour Reporter

An across the board increase of 12½ percent has been negotiated for about 12 000 textile workers — most of them employees of the Frame group.

The agreement was concluded in Durban yesterday at a time when about 10 000 of the country's 100 000 textile employees are out of work.

The minimum wage for men will now top R14 a week in the lower pay category and R15 in the higher. The women's minimum is 20 percent less.

The new agreement is effective from July 27 and provides for a 12½ percent increase on last December's wages.

A further increase of 10 percent on the new wages is to come into force in January and another 10 percent rise is due in January 1977.

For many workers the effective increase will be more than 12 percent since sections making kaffir sheeting, duck, canvas, tape and webbing are now to be incorporated in the higher paid blanket and rugs section.

ANNUAL LEAVE

In addition, the new agreement provides for annual leave pay to be calculated on average earnings, including overtime for all workers. Previously, only the bonus workers received leave pay on that basis.

The new agreement also introduces a long service allowance of R1 a week for people with five years' service and R2 a week for those with 10 years' service.

Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, welcomed the improvements with mixed feelings.

"Considering the crisis

Pay deal mockery —union

STAR 16/6/75

Labour Reporter

One of South Africa's most respected trade unions has told the Minister of Labour that he should not have approved an industrial agreement which provides for the underpayment of Black sales staff.

The National Union of Distributive Workers' secretary, Mr Ray Altman, says in a letter to the Minister — the recently gazetted agreement of the Industrial Council for the Non-White Trade on the Witwatersrand "is making a mockery out of the collective bargaining process."

The letter expresses the union's grave concern that the Minister should have approved the agreement which:

- "In no way affects the (wages of the) bulk of the members of the registered trade union which negotiated the agreement, but
- "materially affects the wages and working conditions of the Black labour sector who had no direct representation or say in the making of the agreement."

REVERSAL

Black sales staff would have been assured of higher minimum wages under the existing wage determination for the commercial distributive trade if the Minister had excluded them from the provisions of the agreement Mr Altman pointed out.

Mr Morris Kagan, Transvaal vice-president of Mr Altman's union, said in an interview the implications of the agreement were "unique" in the history of South African industrial agreements.

Invariably such agreements provide for wages higher than those laid down in the relevant wage determinations.

In this case, he said, the process had been reversed. Black staff had been prejudiced and the interests of the bulk of White union members concerned had not been reflected at all.

Instead of the R20,75 to R41,50 a week minimum provided for under the wage determination Black sales assistants were getting R15,40 a week under the agreement affecting "native shops" and mine concession stores on the Witwatersrand.

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326

By Desmond Healey
Sun Tel Fri 27/6/75

IT IS a drop in the ocean compared with what the steel industry needs to keep out of financial hot water and not impose a further burden on the taxpayer through the Government.

That is the immediate reaction from metal industry economists and steel dealers to the announcement that the price of steel has been raised by an average 15 percent with immediate effect — from an average R230 a tonne to an average R264,50 a tonne.

Insignificant

Neither do the experts expect that the small increase in price will have any significant inflationary repercussions, because it is thinly spread right through the economy and should not lead to dramatic rises in prices of products containing steel.

Included in the price rise, announced by the Secretary for Industries, Mr Philip Theron, in a Government Gazette notice on Friday, is an increase in the steel imports levy from R7,35 a tonne to R10,25 a tonne.

The levy is designed to equalise the price of imported steel with that of locally made steel — many imports cost 50 percent more than the equivalent local product — and it is costing the country a packet.

At the end of the last financial year — to June, 1974 — the deficit on the levy fund reflected in Iscor accounts was R35,7 million.

Deficit

The deficit, in the wake of 700 000 tonnes of steel imports in the calendar year, now stands at a huge R200 million which is being financed by the Government, because Iscor just does not have the financial resources to sustain such a debt.

This year Iscor expects to have to import 500 000 tonnes of steel products which at a levy of R10,25 a tonne will contribute just more than R5,1 million to the fund.

That means it will take more than 40 years to wipe out the deficit.

Behind the average 15 percent increase in the price of steel is a high tide of mounting costs for the steel makers, a tide which in the last financial year put Iscor more than R37 million in the red.

Iscor's current financial year ends on June 30 and the Government postponement of early requests for a steel price increase mean that an even bigger loss will be recorded. It could go up to more than R50 million, despite the additional R37 million which the Government is pumping in through the purchase of shares which do not qualify for dividends at any time.

Wages

High on the list of steel maker cost increases is wages which at the top end of the scale have been raised by 8,6 percent and at the bottom, covering Black labour, by 15,4 percent.

At the same time the prices of coal, electric power, transport and mining equipment have all risen dramatically to put the Iscor balance sheet in what an economist called an impossible situation.

In boosting the steel price, the Government has varied the percentage increases according to the various different products turned out by the steel mills in an effort to minimise the impact on manufacturing industry, commerce and the consumer.

For that reason the price of tinplate, the main material of food cans and allied food packaging, has gone up by no more than 14 percent while the biggest rise is just more than 16 percent on heavy steel plate, used in the shipbuilding and repair and civil engineering and heavy engineering construction and manufacturing industries.

Impact

That means the impact on the ordinary consumer can probably be absorbed by manufacturers of such products as tin cans, but the costs of major Government infrastructure developments, such as harbours and power stations, will rise fairly sharply.

Although Iscor began invoicing steel deliveries at the new prices as from Friday it is expected to be several weeks before the first effect is reflected in the market and in the meantime the Government is urging restraint in price rises upon manufacturers, including the car builders who have already raised prices by as much as 20 percent this year and warned that further rises are in the offing.

Added together the facts clearly reflect that Iscor no longer could continue to carry the burden of rising costs and the lowest steel price in the world without abandoning its expansion programme designed to make the country self-sufficient in steel products and eventually leave a small surplus for export.

Such expansion is regarded by the Government as being vital to the economic future of the country.

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Employer loses his certificate

Cape Times 5/7/75

Cape Times Reporter

A CAPE TOWN magistrate yesterday ordered Ronald Gordon Barr, the managing director of a clothing manufacturing company in provisional liquidation, to surrender his certificate of registration as an employer to the Industrial Council — the first time this penalty has been imposed since the Cape Town Industrial Council was founded in the early 1930's.

Barr, whose wife Lorraine, a runner-up in the 1964 Miss South Africa competition, died in a motor accident outside the Hohenhort hotel in September last year, was found guilty on 13 counts of contravening Industrial Council agreements and provisions of the Industrial Conciliation Act and fined R30 or 50 days on each count. In addition his certificate of registration as an employer was withdrawn following an appeal by a representative of the Industrial Council.

Barr was convicted of four charges of contravening the Industrial Conciliation Act less than four months ago.

The contraventions involved failure to pay wages, failure to pay leave allowances, failure to forward deductions from staff salaries to the Industrial Council and failure to notify the council of a change of directorship and business address.

In evidence, Mr Dawid Jacobus Ackerman, an Industrial Council inspector, said the 13 counts involved the company, Messrs Helress (Pty) Ltd, in liabilities of R4 291,09, over R3 000 of which was leave pay due to employees.

In order to protect the interests of employees, Mr Ackerman asked that Barr's registration certificate be withdrawn. If this was ordered by the magistrate, it would be the first case in the Council's history, Mr Ackerman said.

In mitigation, Barr said his wife, Lorraine, had been in control of the factory which had declined steadily since her death in a motor accident in September 1974. Subsequently one of the biggest female fashion retailers had cancelled a major contract and no suitable substitute had been found.

326 1. Wage Regul I C.

Argus 8/7/75

BETTER PAY FOR PE CAR WORKERS

The Argus Bureau

PORT ELIZABETH. — More than 5 000 hourly paid workers at South Africa's big three motor assembly plants have already received or will receive next month wage increases which will make their pay 10 percent higher than it was last year.

The increases, part of a new industrial council agreement worked out last year, will be paid by General Motors, Ford and Volkswagen. In most cases it will be the second increase for unskilled workers this year.

At General Motors the increases applied from last week while at the other two plants they will apply from the first of next month.

The grade one wage has been increased from 60 to 63 cents an hour; grade two from 61 to 64 cents an hour, and grade three from 62 to 65 cents an hour.

This means the lowest rate for an unskilled worker working a 45-hour week will be R28,35, an increase of R5,40 a week.

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(2) 174
(3) 326

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More artisan jobs open to Africans

By JOHN IMRIE

THE Minister of Labour, Mr Marais Viljoen, yesterday finally approved an agreement between employers and the unions which will allow Africans to do "aspects" of artisan work under supervision in the building industry in the Transvaal.

The agreement is hedged about with protective and "sweetening" clauses for White artisans. For example:

- **When an African is engaged to do such work, all artisans employed by the firm must immediately be upgraded to the status of "master craftsman", which carries a wage of R2,29 an hour instead of R1,76;**
- **Whites must be given preference for jobs, but if they cannot get work because of market conditions they will nevertheless still receive full pay from a special R1-million fund established by the industry.**

This guarantee to run for 20 years.

Mr Gert Beetge, secretary of the White Building Workers' Union, said yesterday that agreement between the unions and employers for the introduction of Grade I Operatives, who could be Africans and who would be able to do aspects of artisan work under supervision, had been reached in June last year. It was held up by the Minister who wanted more clarification on the protection afforded to Whites.

"We made some changes and this morning saw Mr Viljoen who gave his approval," said Mr Beetge. "It now remains for the agreement to be gazetted."

The employment of Grade One Operatives, he said, would be strictly controlled. It could only be sanctioned by the Industrial Council for the Building Industry (Transvaal) which would conduct a survey every three months to establish the building industry's needs.

If there was a shortage, exemption for the employment of Grade One Operatives would be given on a strict ratio basis.

"If, for example, 1 000 artisans are required and only 800 are available, firms will be given permission to engage two Grade One Operatives for every five artisans in their employ."

The purpose of upgrading artisans in both wage and status, where they worked with Grade One Operatives, was to "prevent the concession being exploited to take advantage of cheap labour."

The Grade One Operatives would earn in excess of R1 an hour and qualify for the industry's pension and sick pay schemes.

Mr Beetge said that if unemployment "gets out of hand" then all exemptions for the employment of Grade One Operatives would be withdrawn.

He did not expect any exemptions for the employment of Grade One Operatives to be granted in the near future as, at this stage, there was "slight unemployment" in the building industry.

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The Star Wednesday July 9 1975

Textile group gives 20pc rise

Labour Reporter

The Transvaal's headwear industry has become the second group in the garment and textile industry to guarantee its workers full compensation for the rise in the consumer price index.

The move comes as part of an agreement which provides for a 20 percent across-the-board wage increase for the estimated 3 000 workers in the industry.

The agreement, which comes into effect in October, raises the industry's minimum starting wage by about one third to R16,50 a week.

During the two-year term of the agreement employers will make half-yearly pay adjustments to bring wages in line with the rise in the Witwatersrand Consumer Price Index.

A similar agreement in the Transvaal knitting industry was negotiated about two months ago.

Mr Adam Klein of the Garment Workers' Union of South Africa, which negotiated both agreements, hopes his union has set a firm trend towards index-linking.

"This way workers can be assured of maintaining their standard of living in times of inflation," he said.

"But it must be emphasised that most of our workers are in the bottom income bracket where the rise in the cost of living is much steeper than the rise in the Consumer Price Index, which is based on White living conditions," Mr Klein said.

(326)

Go-ahead for Black job boost

STAR 14/7/75

Labour Reporter

An agreement in the Transvaal building industry — which opens the door to unprecedented Black job advancement — has been approved by the Minister of Labour, Mr Marais Viljoen.

The agreement — eight months overdue — provides for exemptions to job reservation to allow Black operatives to perform work previously reserved for White artisans.

Among the tasks which may now be performed by operatives who receive such exemption are:

- Bricklaying, where unexposed brickwork is concerned.
- Plastering up to the pre-finishing stage.
- Rough woodwork.

The agreement more than doubles the top minimum wage for Blacks, with a minimum rate of 94c an hour for operatives grade 1 compared with R1,62 an hour for artisans.

As a result of a recent cost-of-living adjustment, artisans now get at least R1,76 an hour, and the operative wage has also been adjusted.

HANDOUT

News of the breakthrough — which followed a full year of negotiations — came after a meeting today between the Minister of Labour and a deputation of the Industrial Council for the Transvaal building industry.

Trade unions, employers and the Minister expressed their satisfaction with the agreement, the secretary of the council, Mr D B Ehlers, told The Star.

He expected the agreement to be ratified soon in the Government Gazette.

Mr Gert Beetge, general secretary of the White Building Workers' Union, said the concessions regarding Black operatives were "purely academic at this stage."

Since there was White unemployment at present — about 40 members of his union are out of work in the Pretoria-Witwatersrand complex—no exemptions would be granted, he pointed out.

BUILDING JOBS OPEN TO BLACKS

ARGUS 15/7/75

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(2) 81
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By Argus Correspondent

JOHANNESBURG — The eight-months-overdue industrial agreement in the Transvaal building industry — which opens the door to unprecented job advancement — has been approved by the Minister of Labour, Mr Marais Viljoen.

The agreement provides for exemption to job reservation to allow Black operatives to perform work previously reserved for (White) artisans.

Among the tasks which may now be performed by operatives who receive such exemption are:

- Brinklaying, where unexposed brickwork is concerned.
- Plastering up to the semi-finished stage.
- Rough woodwork.

The agreement more than doubles the top minimum wage level for which Blacks were eligible — providing a minimum wage of 93c an hour for operatives grade 1 compared with R1,62 an hour for artisans in its draft form.

As a result of recent cost-of-living adjustments artisans now get at least R1,76 an hour and the operative wage has been adjusted similarly.

"News of the breakthrough — which followed a full year of negotiations — came after a meeting yesterday between the Minister of Labour, Mr Marais Viljoen, and a deputation of the Industrial Council for the Transvaal Building Industry.

"At the meeting all concerned, trade unions, employers and the minister, expressed their satisfaction with the agreement," the secretary of the Industrial Council, Mr D. B. Ehlers, said.

He expected the agreement to be ratified soon by way of publication in the Government Gazette.

A statement on the agreement was to be issued by the Department of Labour, Mr Ehlers said.

Mr Gert Beetge, general secretary of the White Building Worker's Union, said the concessions regarding Black operatives were purely academic at this stage.

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Builders to get 3 wage rises

STAR 8/7/75

Labour Reporter

Three more half-yearly wage increases of 5c an hour—in addition to their half-yearly cost-of-living adjustments — are in the offing for the Transvaal's 12 000 White building workers.

By next May they will have a total 25c more an hour as a result of their new industrial agreement which now awaits final ratification by way of publication in the Government Gazette.

The agreement — which allows Black operatives to do less-skilled White work in the event of White labour shortages — also provides for substantially increased fringe benefits, particularly in non-contributory pension scheme.

This was announced in Johannesburg today by Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association.

He pointed out that a 10c pay increase came into effect last November when part of the industrial agreement now completed went into operation.

Another increase of 5c will be payable next month and two more increases of 5c each are to come into effect next November and May.

In a statement issued in Pretoria today, the Secretary for Labour, Mr Ben Lindeque, made it clear that the agreement is temporary and subject to special safeguards to ensure that operatives are not employed at the expense of artisans.

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F.M 1/8/75

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BLACK WORKERS

Improving committees

Minister Marais Viljoen's plans to introduce legislation during the next Session upgrading the functions of works and liaison committees will hopefully fill some of the gaps in the legislation.

But what remains to be seen is whether moves to make committee agreements legally binding will really improve the position of African workers.

What is clear at this stage is that the bureaucratic jumble of labour laws is to be markedly expanded.

Questions abound:

- Will the legislation extend effective collective bargaining powers to the committees?
- If so, how will wage agreements be co-ordinated within a particular industry or branches of the same company, or on a regional or rational basis, thus making for uniformity? (Committees can presently only operate on an individual plant basis);
- Who will finance the expanded operation of the committees? If it is to be the individual companies, how will the workers be convinced that the committees effectively represent their interests as opposed to those of the companies?
- Where there are Industrial Council agreements (between management and registered trade unions) covering the industry concerned, how will these be modified to incorporate decisions made at committee level?
- Through what procedures are the "binding wage agreements" to be made practically enforceable?

The existing 2 000-plus works and liaison committees (and it is estimated that only 6% of the country's businesses have them) are mainly used for airing minor grievances and providing a loose communication network between workers and management.

The most useful improvement Viljoen can make within the framework of the existing committee system would be to insist that in-plant wage rates are always negotiated between management and the committees.

The fact remains, however, that there can be no significant change until full trade union rights (registered and operational under the terms of the Industrial Conciliation Act) are granted to the majority of SA's workers.

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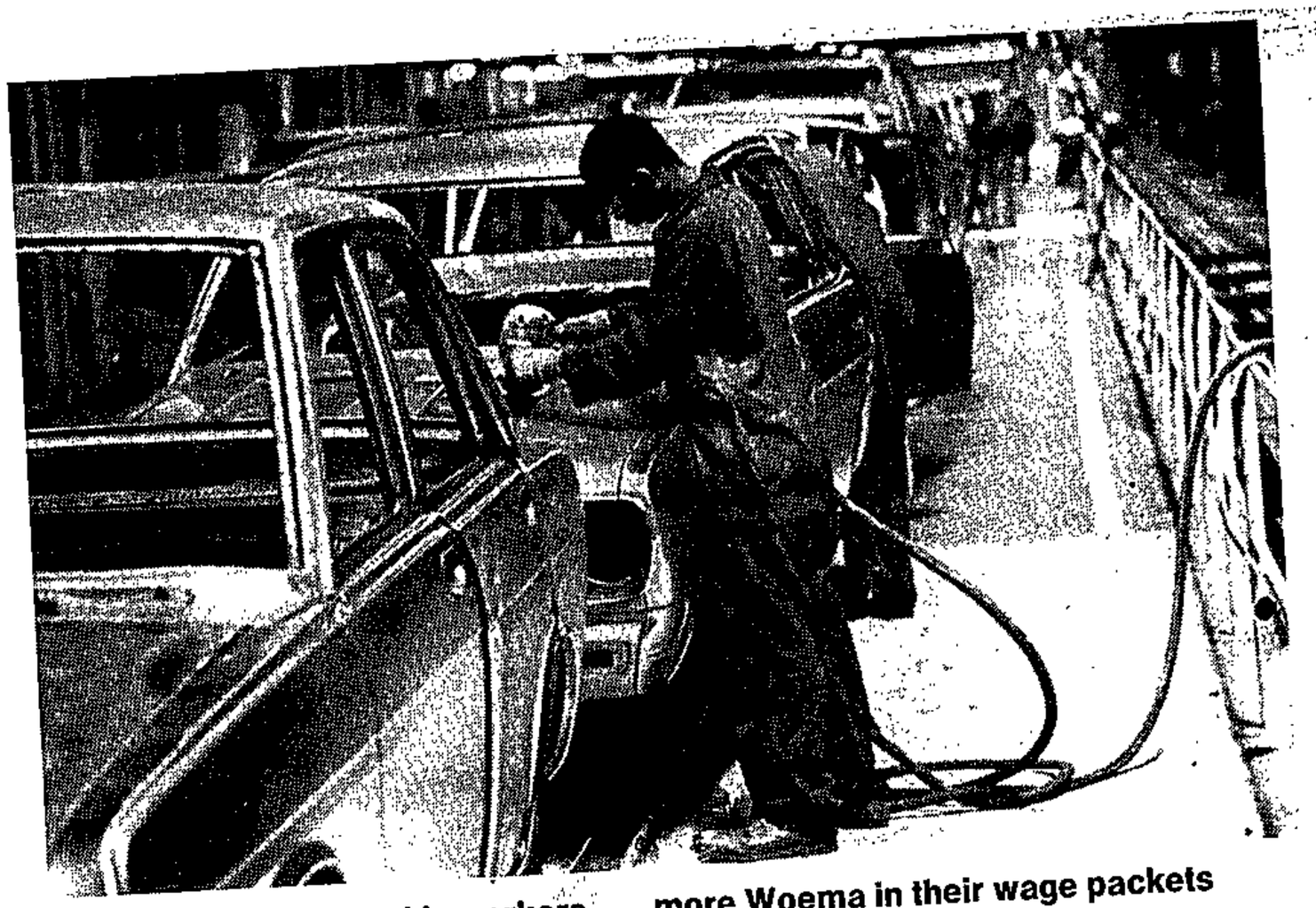

Black motor assembly workers . . . more Woema in their wage packets

F.M. 15/8/75 (3) 326

MOTOR WORKERS

Another 4%

The three major motor plants in the Eastern Cape — Ford, General Motors and Volkswagen — this week announced an average 4% wage increase effective immediately. The Ford increase affects all 3 700 hourly-paid workers. It follows two earlier increases, bringing the total average increase for the year to 13%.

In terms of the increase, Grade I labourers' wages are raised 3c to 63c/h; Grade II, 3c to 64c/h; and Grade III, 3c to 65c/h. Identical scales are introduced at General Motors.

The wage increase for all Volkswagen's hourly-paid workers affects more than 4 200 White and Black employees. It, too, follows an increase earlier this year. The combined effect is to raise wages of hourly-paid workers by 10% in most cases. However, the minimum rate at Volkswagen is now 60c/h, compared with Ford and GM's 63c/h.

Based on the motor industry's usual week of 45 hours, the increases mean the lowest gross earnings are now R27/week.

Outside the Eastern Province motor industry wages are lower, but rising. Toyota granted a 9% increase to 3 500 workers at Durban and the parts warehouse in Johannesburg on July 1. This followed an earlier 12% increase. Toyota's minimum is now 57c/h.

Chrysler, which does not operate under an industrial council agreement, granted a straight across-the-board 5c rise to its 1 515 hourly workers on June 1. This also followed a similar rise in January and brings its minimum to 51c/h.

Planning & change seminar

Race laws must change

Cape Times 21/8/75

— Reynders

DR H J J REYNDERS, executive director of the Federated Chamber of Industries, said in Cape Town yesterday that discriminatory legislation which threatened South Africa's economic progress should be phased out, and at the same time both Whites and Blacks would have to make radical adjustments in their traditional attitudes.

Dr Reynders was addressing the Change-Orientation and Planning seminar organized by the Graduate School of Business of the University of Stellenbosch.

He said it had to be accepted that the Black urban populations of South Africa were here to stay and "once we accept this fact our planning for the future must take cognisance of it".

The inevitable changes would mean better training and vocational instruction for the Blacks for higher occupations and induce White workers to accept Blacks as their equals.

He said that four-fifths of the Blacks in South Africa had the characteristics of a stable population, and as far as industry was concerned stability was essential.

"REPUGNANT"

Dealing with the problem of wage discrimination, Dr Reynders said that discrimination between people of different races who perform identical work "is repugnant to us".

But certain economic realities had to be considered. Regardless of race or colour the price of labour depended on supply and demand, productivity and the capacity of the employer to pay. It also had to be recognized that every person required the basic necessities of life.

The most obvious approach to bridging the wage gap was equal pay for equal work regardless of race. But tied up with the problem was job reservation and the fact that [illegible] and Coloured

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F.M. 5/9/75

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Viljoen's formula

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(5) ~~134~~ (6) 132, (7) ~~145~~ (8) 147

Good news from the labour front. This week Minister of Labour Marais Viljoen revealed a determined commitment to involve Blacks in the wage bargaining process. This must be welcomed.

The bad news is that he reaffirmed his stand against Black trade unionism. For this reason the actual measures he outlined may be likened to a spot of oil for an outmoded machine.

The Bantu Labour Relations Regulation Act will be amended to provide:

- The appointment of one Black man to the Central Bantu Labour Board. The Board advises the Minister on Black labour matters, and has hitherto been all-White with a chairman and members appointed by the Minister because of their competence "to represent the interests of the employees".

The new move could lead to more direct representation of those interests. But why only *one* Black man? And who will he be? Black unionists are adopting a wait-and-see attitude before commenting.

- A remedy for "other shortcomings" which have "come to light". Like the fact that agreements between employers and Black works and liaison committees are without much force in law; that individually negotiated agreements are not binding on employers of Blacks on an industry-wide basis; and that the Black man's voice has not been clearly enough heard in negotiations on service conditions.

Accordingly Viljoen plans the establishment of industrial committees of Blacks elected by the works and liaison committees in various plants in an industry. These will represent employees' interests in industry-wide negotiations with employers.

Agreements will be submitted to him through the Central Bantu Labour Board and, when promulgated in the *Government Gazette*, will be binding on all workers and employees in the area and industry covered by the agreement.

Disputes will be referred to the Wage Board for arbitration. The new methods of obtaining binding agreements appear designed to stem the tide of Black unionisation. Viljoen said this week it was noticeable how Black workers "have accepted the (works/liaison) committee system as being in their best interests", and claimed — somewhat surprisingly — that 30% of the Black labour force (excluding gold and coal miners) were represented by committees. The newly-instituted committee system is a "remarkable achievement", which Black workers want. Or so Viljoen would have us believe.

All Blacks? In a paper issued by the Urban Training Project, Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union, cites one occasion when workers involved in a wage dispute "broke out in applause when told that their firm had agreed to put no obstacle in the way of the formation of a union".

So it could well be that the committee system is "wanted" only in the sense that it is the only one many employers wish to deal with.

The Federated Chamber of Industries cautiously takes a middle view — as usual. Jack Holloway, chairman of the FCI's Labour Affairs Committee, notes: "This is very much in line with our kind of thinking. We acknowledge the forces that are at work for Black unionisation. The Minister's intentions are a positive step aimed at giving Blacks a more meaningful say in wage matters."

Viljoen's proposed legislation could nevertheless turn out to be just another step on the road to recognition of full trade union rights for Blacks.

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CLOTHING PRICE RISES 'INEVITABLE' IF PAY CLAIMS GRANTED

Financial Staff

A DIRECTOR of a foundationwear company said in Cape Town today his branch of the clothing industry would definitely be affected by a substantial increase in wages and retail prices would inevitably go up as a result.

He was commenting on the negotiations for pay increases now taking place between the Garment Workers' Union, representing 49 000 workers in the Cape clothing industry, and the Cape Clothing Manufacturers' Association.

He said he believed the workers were justified in making the claim.

If granted, the claim which is the highest the industry has known, will cost more than R3-million a year.

Increases of up to 40 percent are being requested, and according to a manufacturer, some claims are as high as 65 and 70 percent.

Most manufacturers were reluctant to say what effect increases would have on the industry and prices.

Employers asked for their views said they prefer to wait until a decision was made.

Proposals submitted by the union also ask for wage scales to be linked to the cost-of-living index, the starting rate to be R12 a week, and all qualifying periods to be reduced to one year.

F.M. 12/9/75

INFLATION (326)

Lobby for low-paid

While some sort of wage restraint policy seems inevitable, some people have reservations about applying it to the lowest paid workers.

Three unions in the motor industry, for example, the Motor Industry Employees' Union (White mechanics), Motor Industry Staff Association (White clerks), and Motor Industry Combined Workers' Union (Coloured and Asian) meet on October 18 to discuss wage increases for their lower-paid members.

Ronnie Webb, secretary of the Coloureds' and Asians' union, says his union accepts the spirit of the anti-inflation appeal but lower-paid workers should perhaps be an exception.

Tucsa's Robert Kraft said sacrifices made by the community cannot necessarily be expected from the lower-paid section.

Roeland (Dup) du Plessis, general secretary of the SA Motor Industry Employers' Association, agrees: "A lot of workers are below the poverty line, and ways must be found to improve their conditions."

As unions and employers are reluctant to fly in the face of the PM's appeal they have been looking at ways of increasing wages for lower-paid workers without adding to inflation. Their answer is an increase in productivity.

Both sides of the industry will consider recommendations in the celebrated report issued in March by the National Productivity Institute *Productivity in the Motor Repair Industry in SA*, which recommends reorganisation of workshop planning and control. This, claims Jan Visser, director of the Institute, could double productivity, and reorganisation could be done in 25 weeks.

Blacks due to get pay rise

Natal Mercury 10/9/75

Mercury Correspondent

PRETORIA — Thousands of Black workers in the motor industry earning on or below breadline wages are expected to get increases before the end of the year, it was learnt here yesterday.

This, it is claimed, will not be a breach of the Prime Minister's request for wage and salary restraints — a cornerstone of the Government's fight against inflation.

In fact it will be in accord with the instructions given to one of the six appeal committees appointed to report to the Minister of Economic Affairs on wages and prices.

This was that the Prime Minister's appeal did not relate to those workers earning below poverty datum line wages.

The decision on higher earnings for lowly paid Blacks in the motor industry is likely to be taken at a series of conferences due to be held in Port Elizabeth from October 13 to October 18.

During this period the three trade unions in the motor industry — Motor Industry's Employees' Union (White mechanics), Motor Industry Staff Association (White clerks) and the Motor Industry Combined Workers' Union (Coloureds and Asians) — will meet to discuss earnings.

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Major plan for Black workers

ARGUS 18/9/75

The Argus Correspondent

PRETORIA. — The Minister of Labour, Mr M. Viljoen, today announced Government plans for Black 'industrial committees' which will have direct bargaining powers with employers.

The Minister's disclosures today are a major development in the Government's policy towards collective bargaining rights for Black workers. His speech today spelt out the new machinery envisaged, expanding considerably on the hint of new legislation he gave in July.

Though Mr Viljoen was at pains to say the Government's refusal to recognise Black trade unions remained in force, it is clear that the 'Industrial committees' will give a virtually equivalent industry-wide bargaining instrument to Black workers.



Mr M. Viljoen

Mr Viljoen made his announcement while opening the congress of the co-ordinating Council of South African Trade Unions in Pretoria.

He disclosed:

- Legislation would be introduced in the next parliamentary session with a view to establishing industrial committees 'which can speak with authority for the particular industries for which they are set up.'
- Such committees could be established in industries and areas where works and liaison committees represented Black workers,
- The central Bantu Labour Board would be informed when the Minister had given approval to the establishment of such a committee.
- The industrial committees would consist of Black representatives from the ranks of the works and liaison committees,
- In the case of unorganised industry, the industrial committees (in consultation with the Central Bantu Labour Board) could negotiate directly with employers and conclude agreements with them.
- The agreements would be laid before the Minister via the Central Bantu Labour Board and Ministerial approval of them — followed by publication in the Government Gazette — would give them the necessary force of law.
- The agreements would be made binding on all other employers and workers in the particular industry and area to ensure that employers party to the agreements were not harmed by unreasonable competition.
- The Department of Labour would be responsible for the application of such agreements.

In the case of industries where industrial councils existed, industrial committees could be set up just as in the case of unorganised industry, but no negotiations outside the industrial council could take place because the council was the only body with legal powers to conclude agreements in its sphere of jurisdiction.

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CAPE TIMES

20pc pay offer rejected

18/9/75

THE Garment Workers' Union of the Western Province, which is negotiating for better wages for its 45 000 members has turned down a management offer of an immediate 20 percent wage hike with 10 percent to follow in 18 months.

The general secretary of the union, Mr Louis Petersen, was not available yesterday for comment.

Employers who, include clothing, knitting and hosiery firms, are due to come back to the union next week.

Among the union's demands are:

- A starting rate minimum of R12 a week.
- A 42-hour working week.
- The introduction of consumer price index rises linked to wages.

Examples of the union's demands on graded workers' wages are: Clothing: marker-in from R36 to R50, cutter from R36 to R45, female presser from R19 to R27,50:

Hosiery: Machine knitter from R27,50 to R35, grade III employee from R11 to R17.

Unskilled labourers and boiler attendants from R15,40 to R25, drivers R15,40 to R25, male factory clerks fro: R26,84 to R35.

Builders first for pay curb?

S-TIMES 10/10/75

Labour Reporter

The Transvaal's 60 000 building workers — more than 10 000 of whom are well-paid Whites — could be the first to be called on for sacrifices in terms of the manifesto.

"We are looking into the possibility of applying the provisions of the manifesto," Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association, said today.

He was asked about the possibility of changes in automatic pay adjustments in line with the rise of the Consumer Price Index. Adjustments were due to be made next month

Mr I J Els, assistant general secretary of the Building Workers' Union, said his union had not yet taken a stand on the matter. He felt the November increase would not be affected.

Artisans in the Transvaal building industry were to receive a 5c-an-hour rise next month under a special provision of their latest agreement, this in addition to the cost of living adjustment.

Meanwhile, three trade unions representing almost 60 000 workers are meeting employers in Port Elizabeth next week to start negotiations on a new industrial agreement to replace the one expiring next June

The collective programme against inflation and its bearing on the new agreement will be thrashed out first.

It was also learnt today that arrangements have been made for a meeting on pay between the South African Society of Bank Officials and the Standard Bank and Barclays Bank.

The negotiations are not expected to affect normal notch increases due in January.

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CAR INDUSTRY PAY FREEZE DECISION

Weekend Argus Bureau

PORT ELIZABETH. — One of South Africa's biggest trade unions — the powerful Motor Industry Employees' Union — has agreed here not to press for a new wage agreement until after the six-month period of the anti-inflation manifesto.

The National Industrial Council for the Motor Industry meeting which followed the annual congress of the Motor Industries Federation was adjourned late yesterday after the union and the employers' association had agreed to a deferment of six months on wage talks.

However, the employers' association agreed to an immediate 15 percent pay rise to labourers and some operatives in the trade.

This increase for lower paid workers follows hard on the heels of a 3c an hour increase which came into effect on September 1. It means that the workers will be getting nearly 25 percent more in pay.

The increase will come into effect as soon as it can be gazetted, probably in six weeks' time.

In an interview, the president of the employers' association, Mr E. J. Keevil, and the president of the employees' union, Mr Clive Pinnock, said both sides had agreed that it would be in the best interests of the motor trade and the country as a whole to wait six months before negotiating a new agreement.

'At the same time we felt that those who are really feeling the pinch, living close to the breadline, should be given another increase,' said Mr Keevil.

Cape Times 20/10/75

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Pay rise for car workers

(L29 (2) 326

Cape Times Correspondent

PORT ELIZABETH. — The South African Motor Industry Employers' Association has agreed to grant a 15 percent pay rise to labourers in the motor trade. But more skilled workers are prepared to wait for higher wages until the six-month period of the anti-inflation manifesto has expired.

At the end of the annual meetings of the Motor Industry Employers' Union and the South African Motor Industry Employees' Union — one of South Africa's biggest trade unions — both bodies decided to a deferment of six months on wage talks.

The increase for labourers in the retail trade is the second this year for unskilled workers.

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Bantu Labour Officer, in Cape Town, who flatly denied that the two works committee members had suggested R25. The workers still maintain, however, they did recommend R25.

F.M. 24/10/75

PAY NEGOTIATIONS

Who said what?

Government last week provided an interesting example of its idea of industrial conciliation for African workers. The opportunity came with the meeting of the National Industrial Council (IC) for the Motor Industry in Port Elizabeth. The much-vaunted Bantu Labour Relations Regulation Act allows regional Bantu Labour Committees, if they wish, to designate members of works and liaison committees to accompany them to IC meetings.

The Regional Bantu Labour Committee of the Western Cape represented African workers at the IC meeting in a remarkable way: two members of a works committee, representing barely 20 African workers in a tyre retreading company in Cape Town, were told out of the blue by their managers on Monday last week that they had to go to the Labour Department the following day. They were not told why.

The following day they met the Chief Inspector of Labour, the Bantu Labour Officer (both Whites) and two African officials.

The first business on the agenda was a promise that they would each receive R5 from Pretoria by cheque for attending the meeting and they had to sign a form for this purpose.

Then they were told of the IC meeting that week in PE. Their task was to make recommendations for all unskilled workers in the Western Cape in the motor industry. Taking the Labour Department at its word, they thereupon recommended to the officials a minimum wage of R25 a week — the basic wage they had negotiated in their own factory. But the officials told them to represent the whole Western Cape and not just their company. However, they stood firm at R25. The officials thereupon proceeded to make a written recommendation of R22 a week for unskilled labour in the Western Cape. No mention was made anywhere of the R25 recommended by the only two workers consulted.

● The *FM* read the above report to the

F.M. 24/10/75

The sex gap

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Sex discrimination is as entrenched in SA's wage structure as race discrimination. African women are the most under-paid of all

It is well known that the proportion of Africans in the work-force is on the increase. Between 1951 and 1970 economically active Whites grew by just over 50% but the African work force grew by no less than 80%.

Less well known is the extent to which African women are being drawn into employment. Yet as Erich Leistner and Willie Breytenbach point out in a recent booklet, *The Black Worker in South Africa*, this is "one of the most striking phenomena of recent years."

Between 1951 and 1970 African women workers grew by 230%, against 46% in the case of men. Even if agricultural employment is excluded (since there are problems in comparing census data), women increased by 160%. Leistner and Breytenbach point out that whereas only 24% of African women of working age were economically active in 1951, the proportion is now 46%. This is higher than the figure for White women (38%) and on a par with that for Coloured women.

In 1960, one in five African workers was a woman, but in 1970 the ratio was one in three.

As the table shows, the great majority of African women work in agriculture or domestic service. What is particularly interesting is the increase in African women in manufacturing and commerce: in manufacturing from a mere 7 000 in 1951 to 70 000 in 1970; in commerce from only 2 000 to 50 000.

This immediately raises the issue of sex discrimination in pay. Ray Altman, general secretary of the (White) National Union of Distributive Workers (NUDW) and of the (Coloured) National Union of Commercial and Allied Workers, tells the *FM* that "sex discrimination is a bigger bugbear for us than race. The employers are not in favour of eliminating the sex differential as they are getting women as cheap labour."

Sex discrimination, of course, affects women of all races. It is of particular concern in the case of Africans, since even the great majority of men still earn below the poverty datum line.

Bringing in women at lower rates of pay has already become a problem for trade unions in the laundering and dry cleaning industry. Last year the (African) Laundry and Dry-cleaning Workers' Association decided that men should forego part of an interim wage increase in order to narrow the male female differential. The Wage Board, however, retained the differential.

The Johannesburg branch of the (Coloured) National Union of Laundering, Cleaning, and Dyeing Workers has now asked the Board to fix a minimum starting wage of R28 a week for men and women. Secretary Eric Tyacke says: "If this is not possible, we would at least like to see the usual 20% 25% differential reduced."

Wage Board chairman Izak Claassens tells the *FM* the Board's approach is to reduce the sex differential in graded jobs where no "muscle-power" is involved, but that in unskilled jobs minimum wages for women are fixed at 80% of those for men. Claassens says that in rural areas African men sometimes insist, for status reasons, that women be paid less. But he adds: "When there is convincing evidence that the greater majority of workers want a cessation of the sex differential, the Board would consider this and refer it to the Minister of Labour."

NUDW vice president Morris Kagan suggests that the Wage Board should ask government to carry out a scientific investigation into factors cited by employers as justifying sex discimination. Among them: men are more stable; less prone to absenteeism; and physically stronger. Interestingly, Claassens says there is no evidence that women are more prone to absenteeism.

In fact they are "frequently more responsible than men." And Emma Mashinini, secretary of the (African) Commercial, Catering, and Allied Workers' Union of SA, asserts: "What men can do we can also do and sometimes do better."

Eric McMaster, assistant vice-president (personnel) of Checkers, and Alan Fabig the OK's personnel director, tell the *FM* that although actual pay-rates for both men and women are usually above the minima laid down in Wage Determinations, they nevertheless reflect the pattern of sex differentials in Determinations. They also both make the point that to bring women up to men's pay-rates would be "very costly".

A set of recommendations by the Wage Board for the commercial distributive trade in the larger towns submitted to the Labour Minister for his approval and gazetted two weeks ago does not contain a sex differential for the job "shop assistant," but there is a wide differential in certain other categories.

Thus, in the case of qualified clerks and sales assistants, the proposed new minimum wage for women is only 68% of that for men.

Women of all races are affected by discrimination in these job categories, and Altman tells the *FM* the unions have been pushing for a closing of the sex gap, but without much success. In unskilled jobs, such as general assistant and general worker, the women's proposed new minimum is 80% that of men. In some areas, that will mean a new minimum wage for them of a measly R35 a month.

Confirms Tucsa's assistant general secretary, Robert Kraft: "There is no doubt about it – women are being used as cheap labour in this country. Discrimination against women is the rule: one finds it in masses of industrial agreements."

Kraft adds that it is feasible and desirable to advocate that companies should move towards equalisation of pay between the sexes in the same job over a period of, say, five years. "They must keep in mind that if they want to increase output they must move towards equal pay. Women are becoming more conscious of their rights. However, efforts to remove pay discrimination on the basis of sex must still take second place in the queue to efforts to remove discrimination on grounds of race."

It's often argued, particularly in the case of Black women, that their wages can justifiably be kept low on the grounds that they are not the main breadwinners. Very often, of course, this is simply not true and women are indeed the main breadwinners, (sometimes assisted by a child who really belongs at school) even the sole breadwinners.

It would be interesting to see some of the trade unions take Claassens at his word and present irrefutable evidence that the majority of workers do not want wages to be related to sex. There could hardly be a more appropriate job to undertake in International Women's Year.

AFRICAN WOMEN WORKERS

Agriculture	655 000
Domestic service	633 000
Medical and welfare	43 000
Education	33 000
Wholesale and retail trade	29 000
Clothing manufacture	21 000
Catering and accommodation services	20 000
Textile manufacture	15 000
Food manufacture	13 000
Public administration and Defence	6 000
Wood and paper manufacture	5 000
Laundry services	4 000
Other manufacturing and services	21 000
Other	10 000
Unclassified	216 000
Unemployed	165 000
Total economically active African women	**1 889 000**

Source: 1970 census

ARGUS 28/10/75

The Argus Correspondent

PRETORIA.—The Government has published draft legislation aimed at increasing the collective bargaining power of more than one million Black workers.

The legislation, providing for the establishment of 'industry committees,' will enable Black workers to negotiate legally binding agreements with employers on an industry-wide basis.

Although Black trade unions will still not be officially recognised, the industry committees will bear a strong resemblance to registered trade unions in the scope of their activities.

The committees, however, are envisaged to operate mainly on a regional basis, and all members of the committees would be required to be employees in the industry concerned.

Details of the draft Bill, the Bantu Labour Relations Regulation Bill, were issued at a two-hour Press conference in Pretoria yesterday and posted to 200 employer and employee organisations throughout the country for study and comment.

Until December 2

The Secretary for Labour, Mr B. G. Lindeque, announced that these organisations and the public would have until December 2 to submit representations to the department on the contents of the draft bill.

It was the intention of the Minister, Mr Marais Viljoen, that the proposed legislation should be introduced during the next session of Parliament.

Previous to yesterday's Press conference, Mr Viljoen himself announced details of the proposed legislation, which made considerable impact in employer circles when published recently.

Committees

Mr Lindeque said the effect of the legislation could also be to produce a considerable increase in the number of works and liaison committees already established in terms of 1973 amending legislation.

There are already 1 969 liaison committees representing 549 000 Black workers and 279 works committees representing 64 000 Black workers in existence. Industry committees will be drawn from the membership of works and liaison committees.

The Bill when it becomes law will have a threefold effect. It will give Black workers in-

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More muscle for African workers

RDM
28/10/75
(1) 134 (3) 147
(2) 135 (4) 326

By PATRICK LAURENCE

AFRICAN workers in industry and commerce will be empowered to negotiate binding wage agreement on behalf of thousands of fellow workers in terms of a draft Bill drawn up by the Department of Labour.

Details of the draft Bill —to amend the Bantu Labour Relations Regulation Act—were released in Pretoria yesterday by the Secretary for Labour, Mr B. G. Lindeque.

The Bill would greatly expand the existing system of works and liaison committees.

One of its key provisions provides for the establishment of industry committees in a particular area and for a particular trade. Industry committee members will be elected by Africans in existing works and liaison committees.

One of the innovations in the idea is that it will enable industry committees to speak for many more workers than do the present works or liaison committees.

Unlike work or liaison committees, industry committees will be able to negotiate on behalf of workers in several plants or factories—and, according to Central Bantu Labour Board chairman Mr H. W. Tindale, their agreements can be given the "force of law in the said industries and area."

But the proposal has two major provisos.

● The Minister of Labour must approve a request to establish an industry committee and be satisfied it is representative of the workers concerned;

● Industry committees will not be permitted to negotiate agreements in trades and areas where there is an industrial council under the Industrial Conciliation Act.

But in those areas and trades the draft Bill provides for compulsory representation of industry committees on industrial councils when matters concerning African workers are debated.

Although industry committee delegates will not have the vote, they will be able to participate in deliberations.

According to Labour Department officials, between 500 000 and 750 000 African workers do not fall under industrial council agreements — against 500 000 who do.

Asked what was the difference between the proposed industry committees and trade unions, Mr Lindeque declined to comment.

But it later transpired that all members of industry committees will have to be fulltime workers — in contrast to trade unions which can and do employ fulltime professional trade unionists.

The draft Bill will extend the present protection of works and liaison committee members against employer victimisation to industry committee members.

Another key feature of the draft Bill is its elimination of clauses restricting membership of the Central Bantu Labour Board to Whites and restriction of the position of Labour Officer under the Act to Whites

DD 21/10/75

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New draft Bill for black labour is confusing — Tucsa

PRETORIA — The Department of Labour in drawing up the draft Bill to amend the Bantu Labour Relations Regulations Act ignored the country's biggest trade union organisation, the Trade Union Council of South Africa.

The general secretary of the Tucsa, Mr Arthur Grobbelaar, said yesterday that Tucsa had not been consulted on this vitally important piece of legislation.

"It is patently absurd that on an important issue of this kind which could give rise to worker conflict, the organised trade union movement was not consulted by the minister."

Certainly black worker interests were not consulted on the measure, and this was even more absurd.

"The situation is confused and demands a full and frank explanation from the Minister of Labour. The little we know of the situation right now it would appear that what the minister and his department have in mind could, and probably does, run counter to the needs, and wishes and best interests of black labour."

Mr Grobbelaar said the disturbing feature of the Government's ham handed approach to black labour was that because it was for ideological reasons unwilling to grant black workers full trade union status, the whole labour system was becoming dangerously distorted.

"They are trying to keep black workers fragmented because they believe in this way they will have a better control. In fact it ultimately lead to uncontrollable chaos," Mr Grobbelaar said.

If press reports were correct there were conflicting proposals in the draft Bill.

The minister had departed from views he expressed in an address earlier this year, to the Prime Minister's Economic Advisory Council.

He said then that the industrial committees would be able to negotiate with employers whether or not there was an industrial council agreement under the Industrial Conciliation Act.

Now it appears industry committees would not be permitted to negotiate where an industrial council agreement existed. — DDC.

A race against time

F.M. 31/10/75

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'Government's new Labour Bill extends the works and liaison committee system. But many African workers reject the system and are stepping up demands for trade union rights

Black trade unions — or works and liaison committees? It's becoming a race against time. As the Department of Labour this week released a Bill to amend the Bantu Labour Relations Regulation Act and extend the committee system, Black workers in Durban again rejected the committees and launched a campaign for the recognition of unions.

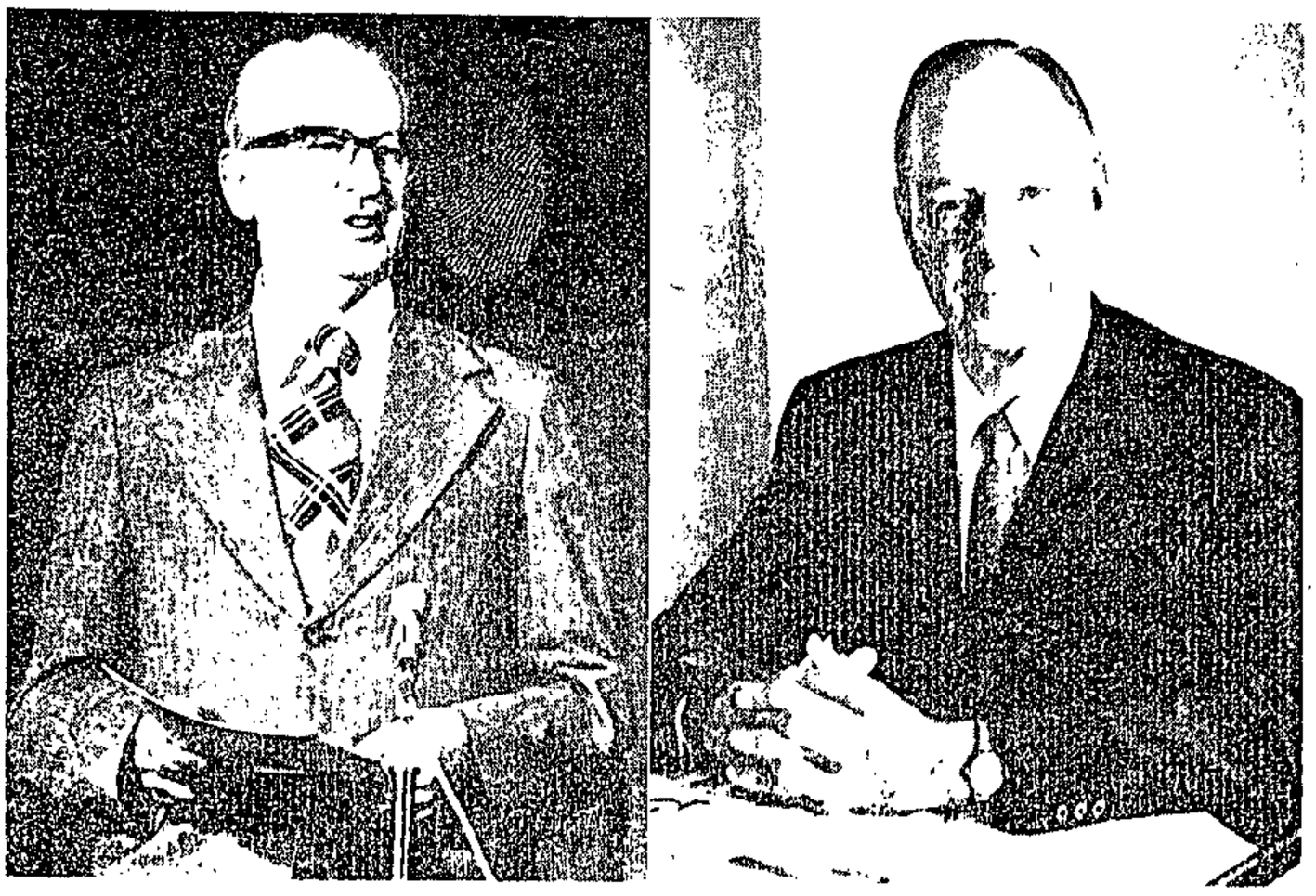
The draft Bill has been posted to employer groups, registered (but not African) unions, and regional Bantu labour committees inviting them to comment and suggest further changes by December 2. Its main features:

- The chairman and members of the Central Bantu Labour Board (CBLB, a body within the Department charged with looking after the interests of African workers) and Bantu Labour Officers and assistants need no longer be White;
- Instead of having a separate liaison committee in each of his establishments in a particular area, an employer may now set up one liaison committee for all his establishments in that area;
- Liaison committees are now specifically empowered to negotiate with employers about employment conditions. Previously they could only

4. Are you satisfied with your present tutor? Yes/no
Comment

5. (a) What in your opinion should the aim of tutorials be

(b) Do you feel these goals were achieved during the year?



Marais Viljoen and Hugh Tindale . . . are their plans acceptable to Black workers?

"recommend." Some employers have in the past refused to allow liaison committees to talk about pay, but at a Press conference this week Secretary for Labour Ben Lindeque confirmed that liaison committees are entitled to negotiate wages;

- An establishment may now have both a liaison and a works committee. Previously the one excluded the other, but Lindeque says a number of influential employers want both. One suggestion is that a works committee (which may consist only of workers) could now communicate its wishes to management via a liaison committee (at least half of whose members must be elected by the workers, the remainder being appointed by management); and
- Most important, the Bill introduces a new kind of committee for Black workers — the industry committee — and thus extends the committee system from a single-establishment to an industry-wide basis.

Industry committees

This change was foreshadowed by Labour Minister Marais Viljoen a year ago. Works and liaison committee members in any trade and area may now ask the Minister for the establishment of an industry committee. In a trade and area where there is no industrial council registered for the particular trade, an industry committee may enter into an agreement about wages and other employment conditions with an employer group. The agreement may then be declared binding by the Minister on all employees and employers in that trade and area.

Where there is an industrial council, industry committees do not have the right to enter into such agreements. Instead, the CBLB will designate committee members to attend meetings of the industrial council and participate (but not vote) in its deliberations.

Thus, for example, an industry committee in the commercial distributive trade in Johannesburg could negotiate a wage agreement with the employers, since there is no industrial council. But in the steel and engineering industry, where there is an industrial council, an industry committee would not have the right to negotiate separately with the employers but would be able to take part in the council's proceedings.

The Bill thus ensures that industry committees will not in any way constitute a threat to the sacred cows of industrial relations in SA, the industrial councils.

- The Bill also prohibits employers from stopping workers' participation in the committee system, and binds them to give committee members "every reasonable facility" to perform their committee duties.

One major defect in the Act, which has been pointed out before but which the Bill — evidently through intention rather than oversight — does not remedy, is the requirement that all committee members must be employees in the industries concerned. Just how effective a role will they be able to play? Wage negotiation is a complex business: employers will come to the bargaining table armed with facts and figures, but when will industry committee members get the chance to study economic conditions, CoL projections, the cost and profit structure of the industry in question, and the thousand-and one other things they need to know to bargain effectively? The answer is that in practice they won't.

They will therefore be dependent on the secretarial and professional assistance of the Department of Labour. Alternatively, they could — as a number of works and liaison committees do — get help from one of the unregistered African trade unions.

Lindeque stresses that the Bill is not necessarily the "final answer. We cannot be sure what will happen in the future." On one interpretation the Bill is a step in a direction which might one day lead to the recognition of African unions. But on another it is an attempt to undermine the growing African union movement through an alternative system.

The position of African unions is as anomolous as ever. "They are not recognised," confirms Lindeque, "but they are not forbidden either." Government's attitude to them is reminiscent of the US's pretence for so long that the People's Republic of China did not exist.

Significantly, while the Labour Department is asking trade unions which cater for White, Coloured and Indian workers for their views on the draft Bill, it is not consulting the two dozen or so African unions.

Tremendous success

According to Lindeque, the committee system has been a "tremendous success." There are now 1 969 liaison and 279 works committees in operation, in establishments with a total of 613 000 African workers. Hugh Tindale, chairman of the CBLB, pays tribute to the "magnificent part" of some employer organisations in propagating the committee system.

There is indeed no doubt that many employers — though certainly not all of them — are taken with the committee system. Whether it has the support of any significant number of African workers is much more doubtful.

The Labour Department cites a study last year by the University of the Orange Free State as furnishing proof of the value of the committee system. Significantly, however, the university's report showed that the initiative for the establishment of liaison committees came from management in nine cases out of 10 and from workers in only one case out of 10. Though the report declared liaison committees satisfactory, it canvassed only management's views, not those of workers.

There is thus very little real evidence that the committees have any degree of support among Black workers. Indeed, there is considerable evidence to the contrary. The *FM* attended a meeting of 150 Black workers, shop stewards, and trade union officials in Durban at the weekend, where a campaign was launched to collect 100 000 signatures in townships and factories on a petition calling for the recognition of Black unions.

"We must show very clearly that we do not want works and liaison committees," declared one speaker. Said

another: "We are here because we are exploited in the land of our forefathers. We are hungry and we must engage in purposeful action."

Said a Pinetown worker, summing up the mood of cool determination at the meeting: "Our struggle is for our rights as workers. We are not fighting the government, we are only fighting for our rights. Whites, Coloureds, and Indians fought very bitterly for their trade union rights."

Added a man from Howick: "I was once a soldier and I am prepared to fight and even die for this country."

A worker from Pietermaritzburg declared: "I told my employers quite courageously that I am a member of a trade union. Some of the workers started shivering when I said this. One day the employer brought a Labour Department official to say that there are no African trade unions in SA. But I told him 'You are a White man. I know what I want from a union. It is none of your business'."

SA's Black unions — despite all the obstacles they have to surmount — now claim a membership of 60 000, against 40 000 a year ago. Government and employers are ill advised to ignore this growing movement.

The new draft Bill will no doubt strengthen the works and liaison committee system. But in the final analysis the test of the system's success is going to be whether it has widespread worker support. And that is very much open to doubt.

4. Are you satisfied with your present tutor? Yes/no
Comment

5. (a) What in your opinion should the aim of tutorials be

(b) Do you feel these goals were achieved during the year?

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Employer body warns on wages

Cape Times 4/11/75

THE TRADE union commitment to the recent anti-inflation manifesto was "relatively meaningless" the Cape Employers' Association said in its latest newsletter to members.

The reason for this, according to the association, is that very few wage agreements fall due for renewal during the period covered by the manifesto.

"And even in the case of those that do, the 70 percent of the increase in the consumer price index is more than what a number of trade unions have settled for in the past."

The association said that the manifesto was therefore mainly a plea to employers for restraint in the matter of wages.

The only specific guideline in the manifesto was a statement that people with incomes below or equal to minimum living levels could not be expected to make further sacrifices.

The association suggested that employees who earned R25 a week or less should be given pre-manifesto increases.

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Star Nov 4 '75

Millinery pay rise immediate

Labour Reporter

A general wage increase for the estimated 400 workers in the Transvaal millinery industry is payable on Friday.

Workers earning above the minimum prescribed rates get an increase equivalent to the rise in the minimum rate or R3 more a week, whichever is less.

In most cases this will mean an increase of at least R3 a week, according to Senator Anna Scheepers, president of the Garment Workers' Union of South Africa.

The new agreement provides for future half-yearly pay adjustments based on the rise in the Consumer Price Index. Dr Scheepers pointed out that, since most workers were low paid and the CPI was based on White living standards, the majority would still experience a drop in real living standards.

Black service station workers to get pay rises

7/11/75

JOHANNESBURG — Negotiations between the Motor Industries Federation and the Trade Unions and Bantu Wage Board will bring wage increases for 100 000 black workers in service stations, the component and body-building industries by January.

It is expected that the increases will range from 20 per cent down, with lowest paid workers, now getting R16,10 a week putting an extra R3,22 in their pay packets.

The president of the MIF, Mr Frank Hackney, said the increases, still being worked out, were "an interim measure for immediate relief" to workers on lower scales.

Though a new agreement is due in the industry, this has been shelved till April, allowing for the Prime Minister's six-month period inflation austerity to run its course.

Mr Hackney said employers in the industry, which does not include assembly plants, were satisfied there had to be an uprating of the lower paid workers because of the rising costs of living.

The decision for the rise has still to be ratified by a full council of the MIF, he said.

Dr H. Ringrose, the MIF's national secretary, gave a breakdown of the racial consituation of the industry's 155 000 workers.

There are 48 000 whites, 81 000 blacks, 17 500 Coloureds and 5 200 Asians. He said an estimated 100 000 workers would get increases.

Mr R. Webb, general secretary of the Motor Industry combined Workers' Union said the employers had agreed to raise the lowest current rate of R16,10 to R19,32, an increase of nearly 20 per cent.

The two lowest rates in the industry, which include labourers and garage petrol attendants were raised in September from R14,03 to R15,41 and from R14,72 to R16,10.

Operation in the component industry have a starting rate of R16,10 a week rising to R18,40 after one year.

Mr Webb said details of how the increases would be applied through the lowest rates in the industry had still to be decided.

The government had pegged R125 pm as the wage level below which the programme to fight inflation would not apply. He said it was expected that increases would apply to all earnings below that rate.

The Bantu Labour Board appealed to the MIF to ensure that lowest paid workers were earning in the R18 to R25 a week range. — DDC

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CAPE CLOTHING PAY DEAL UPSETS TRANSVAAL

ARGUS 10/11/75

CLOTHING workers in the Transvaal have criticised the Garment Workers' Union of the Western Province for entering into a three-year wage agreement with employers. They claim this has shattered hopes of a national agreement on wages and working conditions.

But Mr Cedric Petersen, assistant general secretary of the Cape Union, said he thought the agreement — which gives first grade female staff a 30 percent increase over three years — was a good one which would strengthen the negotiating position of clothing workers in other parts of the country.

'They can point to what has already been given by employers in the Cape,' he said.

Mr Petersen said the Cape Union had tried to obtain an 18-month agreement because, in September, all trade unions in the garment industry had agreed that from June 1977 they should negotiate, future agreements on a national co-ordination basis.

'But the employers were adamant that they wanted a three-year agreement,' he said. 'They would not budge from that position.'

Mr G. Brünn, a director of Bonwit Ltd, who was one of the employers' negotiating team, said they needed a three-year agreement to enable firms to plan ahead knowing what their labour costs would be. This was a help to the industry and therefore to the benefit of employees as well as employers.

'The union did try to get an 18-month agreement,' he said. 'But unions try a lot of things during negotiations.'

Both Mr Petersen and Mr Brünn emphasised the good relationship that exists between employers and clothing workers in the Cape.

'The new agreement is really two separate 18-month agreements, said Mr Petersen. 'The first one gives first grade females, who form the bulk of the industry, a 20 percent rise in time for the Christmas break.

'Then 18 months later they get a 10 percent rise. But there is a gentleman's agreement that the second increase may be more than 10 percent if the cost of living has gone up a lot.

'We are sure we can trust the employers to honour this, because they have always done so in the past.

'Last time anything like that happened, we had negotiated a 2½ percent rise and we asked them to increase it to five percent. To our surprise, they offered us 10 percent instead.

Mr Brünn said Cape workers, who are the largest group in the country, are ahead of the others at present in wages and conditions.

He said the unions had been trying for the past 40 years to achieve a national wage structure. But he did not think it would be a good thing.

'There are three main concentrations of garment workers,' he said, 'They are concentrated round Cape Town. Johannesburg and Durban.

'The people engaged in the industry in these three places have different backgrounds and standards of living. Here they are mostly Coloured, in Johannesburg there are some White people and some Bantu and in Durban they are mostly Indian.'

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New boss faces prosecution

RDM 19/11/75

Staff Reporter

THE new employer of the "insulted" Coloured worker, Mrs Eileen Baynes, will be prosecuted in Johannesburg Magistrates' Court today, for employing a person without a service card.

Last week Mrs Baynes, of Johannesburg, was fined R20 or 20 days in the same court for leaving her employment without giving a minimum of five days' notice.

She said then she was insulted by a R1 rise and did not want to work any more for the firm she'd served for 22 years.

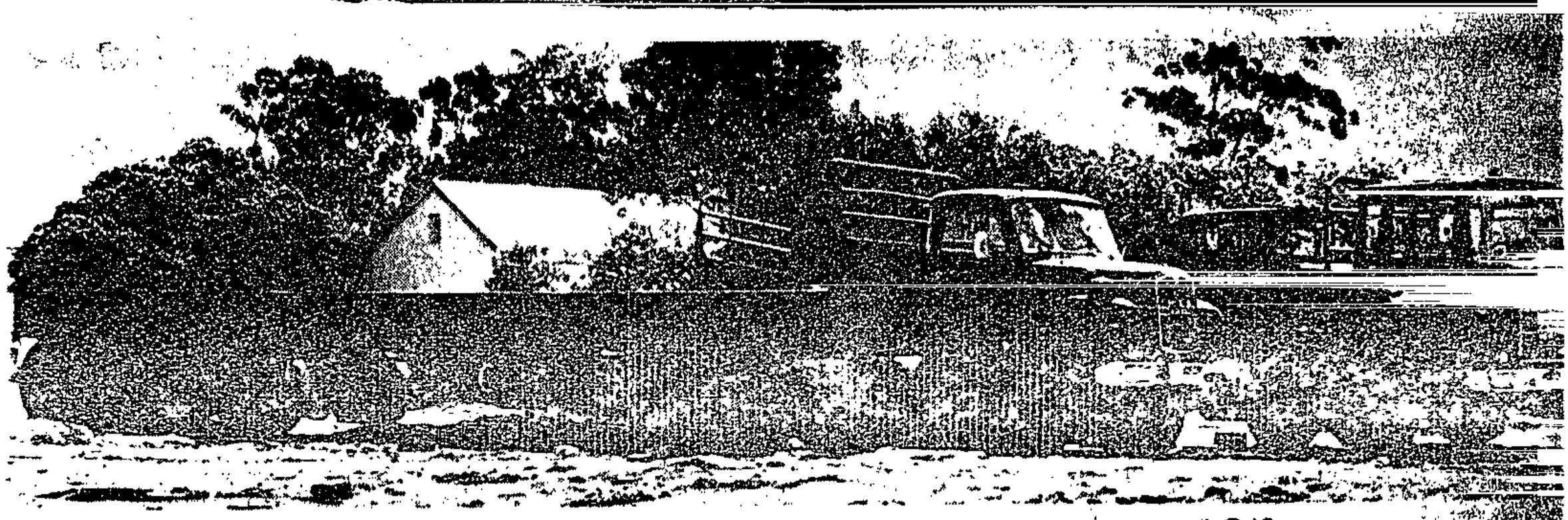
And yesterday, the Industrial Council told how Mrs Baynes' prosecution had been "automatic" and would be followed today by action against her new employer — Jane Landford Creations (Pty) Ltd.

"Such action is normal where a worker has left a firm and taken up employment with another firm without having produced her service card," said a spokesman for the Industrial Council in Johannesburg.

Meanwhile, Mrs Baynes' old employer — RMB dress company — were "without conscience" on the whole affair. They say Mrs Baynes only asked for a R1 pay rise . . . and she got it.

"What she did was a terrible thing to do at a time when we desperately needed her," said Mr H. Gordon director of RMB dress company, yesterday.

"She walked out when she had just received a R50 service bonus. Besides, her service has been terribly broken."



Some drivers of heavy vehicles like these get paid less than the minimum prescribed wage of R40 a week.

Sunday Times (Extra) 23/11/75

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Truckers are paid pittance

By NORMAN WEST

CERTAIN employers of heavy vehicle transport drivers are paying their workers only the minimum wage prescribed by the Department of Labour, irrespective of years of service, and some pay their workers even less than this, I established this week.

Workers who are most exposed to this type of exploitation are those who work for firms which refuse to co-operate with the Tramway and Omnibus Workers' Union and the Transport Workers' Union (Coloureds and Asian) by not allowing their workers stop-order facilities, I am told.

These workers, therefore, have very little direct union protection, although they may lodge complaints with the Department of Labour, which few of them normally do.

This is because they are not articulate enough to voice their grievances themselves, and because they fear recriminations from their employers, I am told.

Spokesman

A spokesman for the Department of Labour told the SUNDAY TIMES that the minimum wage paid to transport drivers is determined according to the mass of the vehicles they drive.

As an example, he mentioned that the minimum wage of a driver of a truck with a mass not exceeding 2 040 kg is R20 (about the weight of a 2½-ton truck) R30 for a driver of a truck which weighs not more than 3 500 kg (about four

PROBE INTO WAGES IS URGED

of heavy vehicle drivers who are not protected by the TWC in Cape Town and has pledged himself to fight for a fairer deal for these people.

Mr Jacobs gave the SUNDAY TIMES, as an example, the results of his investigation into the wages paid by one particular transport company.

We have confirmed the information given us and established this week that out of the 18-odd drivers the firm employ, and who drive trucks from 18 tons to 60 tons, only five of them earn R40 a week and none earn more than R40.

Here are the names of the drivers with the weight of the vehicles they drive in brackets:

D Domingo (20), J Andrews (60), A du Toit (35), A Clark (60), J Son-

they have approached their bosses individually, but had no success.

Mr Cornelius Abrahams, 46, a father of six, drives a 35-ton truck and sometimes a 65-tonner all over the Republic, delivering heavy machinery and other goods and yet earns only R30 a week.

Mr Japie Andews is slightly better off than Mr Abrahams, although not happy at all with his pay packet of R40 a week which he receives after seven years' service driving a 60-ton horse and trailer.

Because Mr Daniel Domingo has been granted the privilege to live in the small house on the grounds and combines his task as a driver of a 18-ton vehicle during the day with being caretaker and watchman during the

bags fell off the truck and burst open. He tried his best to retrieve as much of the spillage and continued the journey.

On his return, he reported the incident to his employer who promptly deducted R40 — his total wages for one week — from his wages that month.

He laid a complaint at the Labour Bureau in Somerset West, was advised to return to work and immediately demoted to assistant mechanic.

He now earns R10 less than before and believes it is because he had complained.

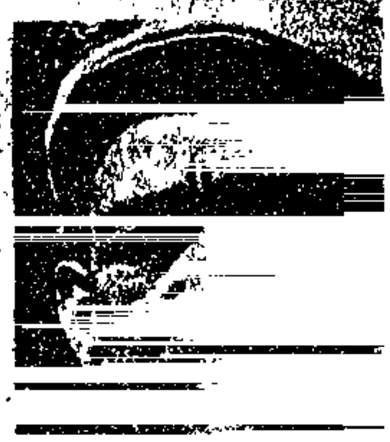
Allowance

The drivers tell me that on trips which had taken them all over the Republic and across the borders, they receive only R3 per day subsistence and their helper, usually an African, receives R1,50.

They are most often forced to overspend on these long trips and this money was then deducted from their wages which left them worse-off had they not been sent away from home. Their employers have refused to increase the allowance.

Vulnerable

They have no cloakroom and all 18 of them have to share the one toilet with the Domingo family



Mr Cornelius Abra... paid R40 ... driving a 35-ton ...



Mr Japie Andrews ... R40 for driving ... ton truck.

1. 134
2. 138
3 326

Black labour dilemma

The Argus Correspondent

JOHANNESBURG. — The Minister of Labour, Mr Marais Viljoen, believes his department will take a hand if Black workers do not take advantage of their proposed negotiating rights.

He was reacting to concern among employers at a Black labour seminar which he attended in Johannesburg.

The meeting, arranged by the National Development and Management Foundation, was told that employers and not workers had taken most of the initiative in forming committees for their Black workers.

Therefore the growth of Black industry committees — which are to negotiate binding agreements with employers — was expected to be slow.

Mr Viljoen suggested that employers might also take the initiative in forming these committees, comprising only Black workers.

But he was sure that, if there was no movement in this direction, his department would do what was necessary to form industry committees.

NEGOTIATING

The Minister ruled out the possibility of such committees being given negotiating power on industrial councils.

The industrial council system was one of the pillars of industrial peace in South Africa.

'We simply can't discard that for something which has not been fully tried yet,' he said.

But Black workers could have 'meaningful participation' in the discussions of industrial councils.

The Minister also made it clear that the Government had no intention of prohibiting or encouraging the formation of Black trade unions.

'It has never been the policy to prohibit them,' he said. 'We could have done that years ago but we did not find it necessary. And, by the way, we are not so foolish as all that.'

RELATIONS

South Africa's labour relations system was working according to South Africa's needs, 'and not according to demands and wishes of people outside our borders,' Mr Viljoen said.

Mr Viljoen said the question was how to improve the committee system of representation whose soundness had been shown by experience over the past two years.



Mr Marais Viljoen

p. 24

p. 326

[illegible]

[illegible]

[illegible]

Labour Report

There will be little change in [illegible] building operations or pay packets this week as a result of the official inception of the new industrial agreement for non-artisans.

From today the entire scheme, which allows

For grade 1 operatives this means a contribution of 30c a week, compared with the employee contribution of R10,06 a week, no end.

Mr. Proteous warned employers to ignore the wage clause amendment which refers to a further 2c an hour to be paid to grade 5 operatives from

Wage - Regulation - Industrial Councils

Wage hikes trigger jobs backlash

Star 15/3/76

Retrenchment of petrol-pump attendants is expected to be a backlash to pay increases of up to 21 percent for the lowest-paid workers in the motor industry.

An estimated 24 000 Black, Coloured and Indian workers are in the categories affected. Increases are effective from March 22.

Lowest paid workers in urban areas will get a 19 percent rise from R15,41 a week to R18,40. The minimum rate for country workers will rise from R11,73 a week to R14,26.

Reacting to the increase a garage owner in Orange Grove, Johannesburg, said: "The wage increases will eat into our profits and some garages may be forced to reduce the number of attendants."

NOT ENOUGH

He added that garages made a marginal profit of around 5 percent a litre of petrol — but this margin was not big enough.

"When petrol goes up again we want a bigger margin of the profits," he said.

Many garages were paying wages that were higher than the minimum but would have to increase wages all round if they raised the salaries of the lowest paid workers.

This could increase the overall wage bill of garages by about 20 percent.

Black union seeks 56 pc pay rise

RDM 12/3/76

Labour Correspondent

A DURBAN-BASED trade union representing Black engineering and metal workers has tabled proposals for an increase in the minimum rate of 56 per cent — from 45c an hour to 70c.

The general secretary of the 7 500-member Metal and Allied Workers' Union, Mr Alpheus Mthethwa, said yesterday his union's proposals would be tabled by the Confederation of Metal and Building Unions at negotiations for a new agreement within the next three months.

The present minimum rate for workers in the industry was 45c an hour or R20,25 a week and his union's proposals were for a rise in this rate to 70c an hour, or R31,50 a week.

Mr Mthethwa also detailed the following proposals by the union:

- That overtime be paid at time-and-a-half.
- That a holiday bonus scheme be introduced based on the same proportion to wages that other workers in the industry were receiving, providing ascending rates of R37 in the first year, R42 in the second, R47 in the third and R67 in the fourth.
- Inclusion of sickpay fund or medical scheme.

Mr Mthethwa said although the African union could not be present in negotiations between the registered unions and the major employers, the registered unions were obliged to table his union's proposals in terms of an agreement with the International Metal Workers' Federation.

Unions to fight bid to scrap colour bar

ROM 8/5/76

By CLIVE EMDON
Labour Correspondent

EMPLOYERS in the massive steel and engineering industries have proposed scrapping the industrial colour bar and most job reservation. If successful, this would create new job and training opportunities for 270 000 African workers.

However, the registered trade unions in the industries, predominantly White, but including Coloured and Asian unions, are expected to fight any bid to seize their control of all facets of skilled labour.

The confrontation which is certain to develop will be heightened by the demands from Government industries, such as Iscor, for State backing of the Seifsa proposals.

The proposals have been tabled by the 33 employer organisations that constitute Seifsa (Steel and Engineering Industries Federation of South Africa) with the 10 White and Coloured trade unions in the industries.

The unions, representing some 80 000 White and Coloured workers in an industry employing 270 000 Africans, say they will fight "tooth and nail" to protect their members and, clearly, their control on skilled labour.

The key to lifting the industrial colour bar is the "closed shop" clause of the industrial agreements between the employers and the 10 unions. Seifsa says the clause should be deleted, terming it "discriminatory" in that it "confers privilege on certain trade unions party to the agreements only."

Only unions representing Whites, Coloureds and Asians are party to the agreements.

Seifsa also proposes scrapping all job reservation prescriptions below the Rate A scale — the artisan rate, which takes in some 50 000 White, Coloured and Asian artisans. About 25 000 to 30 000 workers of these races fall below the Rate A, and job reservation currently protects jobs expressly for them down to a Rate D.

So far, 5 000 Africans have moved into skilled jobs and the top semi-skilled jobs in the job reservation areas of Rate C and Rate D under special exemptions. With job reservation removed, thousands more would have job and training opportunities open to them.

The current wage agreements in the industries expires on June 30. The two controversial demands from Seifsa come into the open at the first round of negotiations with the unions on Tuesday.

During the past 18 months, there have been a number of calls from different quarters for the scrapping of job reservation. They have included Mr J. P. Coetzee, managing director of Iscor, the huge Government steel industry which employs 24 000 Whites and 25 100 Blacks; Mr J. C. K. Erasmus, chairman of the Cape Midlands Bantu Administration Board; Dr S. P. du Toit Viljoen, chairman of of the Bantu Investment Corporation — as well as Mr Barney Bouwer and Mr Ben Nicholson, respective general secretaries of the SA Boilermakers' Iron and Steel Workers, Shipbuilders and Welders' Society and the SA Electrical Workers Association.

Both Mr Bouwer and Mr Nicholson, however, say that if job reservation is scrapped, skilled workers, irrespective of race, must be paid the going rate.

This week the Minister of Labour, Mr S. P. Botha, said he would grant exemptions from job reservation measures for Blacks where warranted, but job reservation would continue to be applied as in the past "with the necessary discrimination."

① 189
② 1/7/4
③ 326

839 Hansard 21 24/6/76

Industrial council agreements/wage determinations/conciliation board awards

(1051) Dr. A. L. BORAINE asked the Minister of Labour:

(1) Whether any (a) industrial council agreements, (b) wage determinations or (c) conciliation board awards have been applicable in border areas since 1 June 1975; if so, (i) how many and (ii) how many in each category apply in such areas only;

(2) Whether any exemptions were granted since 31 December 1974 from (a) industrial council agreements and (b) wage determinations in respect of border areas; if so, (i) how many, (ii) what types of industries were involved in each case and (iii) what was the nature of the exemptions granted in each case;

(3) whether any conditions were attached to any of these exemptions; if so, what conditions.

The MINISTER OF LABOUR:

(1) (a) Yes.

(b) Yes.

(c) No.

(i) Industrial Council Agreements—18.

Wage Determinations—3.

(ii) Industrial Council Agreements—1.

Wage Determinations—Nil.

(2) (a) Yes.

(b) Yes.

(i) Industrial Council Agreements—1.

Wage Determinations—5.

(ii) Industrial Council Agreements:—

Furniture Industry.

Wage Determinations:—

Clothing Industry (four exemptions).

Bread and Confectionery Industry.

(iii) Industrial Council Agreements:—

Exemption was granted from the wage provisions of the agreement:

Wage Determinations:—

In three instances to work overtime at ordinary rates and to receive one day off on full pay; in one instance to permit of a deduction from wages of eight cents instead of five cents for meals provided by the employer; and in the remaining case to commence the baking of bread before 17h00 on Sundays.

(3) Yes. Exemption from wage provisions was granted on condition that the wages actually paid at the time of the application for exemption must not be reduced. Exemption to work overtime at ordinary rates, was granted on condition that 75% of the employees agree to the arrangement. Increased deduction for meals was permitted on condition that the total deduction does not exceed 95 cents per week. Permission to commence baking earlier on Sundays was granted on condition that the employees agree to the arrangement and that the prescribed rate for Sunday work be paid.

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will everyone be able to see?
Is there a dais or platform?
Is there enough room for the proper positioning of one or more projection screens?

(e) Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

(f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

153

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Plan to end restraints welcomed

Argus 11/4/75

The Argus Political Staff

THE proposed termination of short-term anti-inflation wage and price restraints at the end of March next year has been welcomed by the United Party's chief spokesman on economic affairs, Mr H. A. van Hoogstraten, MP for Gardens.

But he warned today that South Africa's present rate of inflation — still above 10 percent — was disastrous for the people of South Africa.

Mr van Hoogstraten was reacting to yesterday's announcement by the Minister of Economic Affairs, Mr J. C. Heunis, that the Anti-inflation Continuation Committee had decided to end the short-term wage and price measures, imposed under the Anti-inflation Manifesto, on March 31.

BEST REGULATOR

'The United Party has always expressed the belief that the best regulator of the economy is the free market system, and the sooner market forces are allowed to operate without let or hindrance the better for the economy in general, Mr van Hoogstraten said.

In retrospect, he said, it could not be seen that the anti-inflation campaign had achieved any really successful results.

At the time of its inception, all parties to the campaign had co-operated in good faith, but circumstances prevailing in both the political and the economic fields had militated against its hoped-for achievement.

'Certainly the present inflationary rate, which is in excess of 10 percent, must be seen as disastrous for the people of South Africa. What the Government should be aiming at is an inflation rate in the region of 4 to 5 percent,' Mr van Hoogstraten said.

These figures had been achieved in the United States and in Germany.

Unless South Africa could contain inflation at these levels, the success of South Africa's export drive, on which the country's balance of payments problems depended, would be severely threatened.

(News by F. S. Esterhuyse, 122 [illegible] Street, Cape Town.)

~~(1) 186~~

(2) 339

(rates 1 to 12) had a 50% increase on October 1 to take monthly cash wages up to a range of R76,74 to R174,42. They can expect another 10% on April 1 and 5% on October 1 in each of the next two years.

"Most workers in these grades," says Glyn Taylor, chairman of the Sugar Manufacturing and Refining Employers Association, "receive board and lodging (worth a minimum R40/month) whilst others get a free house."

For the first time these grades will receive a bonus of 2,5% of basic annual salary this December, doubled up next December. Their qualifying period for a third week's leave has been reduced from 10 years to five, and a shift allowance of 7,5% will be introduced on April 1 which will then be the common rate for all grades.

At the skilled end of the scale (rates 13 to 16) improvements have been implemented from December 1 by a gentlemen's agreement. The basic hourly rate of 120c has been raised to 140c and another 10c will be added to this minimum rate on April 1 next year and in 1978. Better shift and call-out allowances, and an extra day for employees required to work on Christmas and New Year's Day, both of which fall on a Saturday this year, have also been granted.

To consumers, who have been faced with a steep sugar price increase lately, this generosity may seem a little misplaced.

"Not so," says Taylor. "It is merely enabling employees in the industry to keep slightly ahead of the cost of living and, besides, we have to remain competitive. When we started improving wages in 1972 we had to come off a very low base and it was bettern to increase wages steadily on an annual basis with defined goals rather than on an *ad hoc* basis with possible disruptive effects.

"In view of the industry's position we did consider slowing down the rate of advance, but decided there could be no turning back on measures which were already largely agreed."

In drawing up the new agreement — which will run to March 31, 1979 — Africans, previously represented by a Department of Labour official, participated directly through works and liaison committee representatives (except in the voting, from which they are excluded by law).

The price of progress?

FIJI MAIL 3/12/76

SUGAR INDUSTRY
Wage sweetener

Some 16 000 workers in the industrial sector of the sugar industry will benefit from a new Industrial Council agreement to be gazetted early next year.

Unskilled and semi-skilled workers

~~(1) 198~~

(2) 339

FIN. MAIL

BLACK WAGES 3/12/76

Tobacco sets the pace

At long last a minimum wage decision for unskilled factory workers has pierced the Poverty Datum Line (PDL).

An amended industrial agreement, which has just come into effect, provides that workers in cigarette factories should get a minimum of R32,10 a week. This works out at R139,10 a month, against the latest Johannesburg PDL of R134,67.

The agreement is between the National Union of Cigarette and Tobacco Workers and the Tobacco Employers' Organisation, representing United Tobacco and Rembrandt.

Union general secretary Christine du Preez says this is the highest minimum for unskilled workers in the manufacturing sector. Although they are not signatories to it, the agreement also covers Van Erkoms in Pretoria and Dinglers in Benoni. A total of about 2 500 workers in various job categories will benefit from wage increases in the agreement. About 250 of them are Whites, 100 Coloureds, and the rest Africans.

Du Preez represents the registered union in the industry. However, Nicholas Hlongwane, organiser of the (unregistered) African Tobacco Workers' Union, which has 300 members, told the *FM* Du Preez had consulted him before entering negotiations with the employers. Du Preez is also secretary of the 100 member Tobacco Workers' Union of African Women.

Cigarette manufacturers were among the first to introduce labour-saving technology. In the last two years employment on the Reef has increased, however, and the wage agreement now covers 2 500 as opposed to 2 000 workers.

It's good to see one industry which is not reeling under redundancies. Comments Du Preez: "Whatever the economic climate, people always smoke. When things are bad, they smoke even more."

It's an ill wind . . .

FINANCIAL MAIL 14/11/77

FURNITURE

Chipping away

Transvaal furniture manufacturers — feeling the bite of recession — are to press even harder for Black workers to be able to attain top positions in the industry.

"While the Transvaal Furniture and Upholstery Manufacturers Association is satisfied with the progress made in opening job opportunities for Blacks, it will continue to ask for improvement in future agreements," says TFUMA president "Tubby" Myers.

A new agreement — due to run for 15 months from January 1 — has been signed with the Federation of Furniture and Allied Trade Unions. It allows for certain restrictions on Black job advancement to be lifted.

Manufacturers had asked for *complete* removal of restrictions. But two unions,



African workers . . . light at the end of the tunnel?

the (White) National Association of Furniture and Allied Workers and the (Asian and Coloured) National Union of Furniture and Allied Workers were totally opposed to this, says Myers.

The two unions pointed out that, although six months ago there was an estimated shortage of 1 000 skilled workers in the Transvaal furniture industry alone (it employs in the region of 10 000 workers), workless skilled Coloured artisans were now job hunting with little success.

However, under the terms of the new agreement, Blacks can now be employed as seamsters and seamstresses in the upholstery and curtaining sections of the industry. The same applies to the bedding manufacturing sector, and there they will also be allowed to work as mattress makers' assistants.

Says Myers: "The positive effect of the new agreement is that workers of all races can now be employed in Grade III and Grade IV in the industry." But the top grades (I and II) are still restricted to Whites, Coloureds and Asians.

Actual wage increases are:

- Grade I — increased by R4,40 (a week) from R55 to R59,40 (8%);
- Grade II — increased by R4,56 from R50 to R54,56 (9,1%);
- Grade III — increased by R3,72 from R35 to R38,72 (10,6%); and
- Grade IV — increased by R2,58 from R22,50 to R25,08 (11,7%).

TFUMA has pledged to continue to chip away at the unions, aiming for a set of solid proposals by the end of next year.

FIN. MAIL 15/4/77

WAGE DEMANDS

Engineering's indaba

(8)

African jobs could be a key issue when employers and unions in the engineering industry sit down to discuss the industry's wage agreement, which expires in June.

A war of words has been waging between the two sides for some days. But it's almost certain that some sort of compromise will be reached. The jobs colour bar will probably be a key issue in that compromise.

Not that the wage issue isn't important. The unions are asking for 8% increase in the higher categories and 20% for the lower paid men. This, they say, will help close the wage gap.

The unions say the higher grade



Engineering workers . . . A battle to stay in jobs?

increases barely keep up with inflation. "They're modest demands and we're sceptical about employer claims that they'll cost R250m," says Tom Neethling of the Amalgamated Engineering Union (AEU).

Retorts Seifsa director Errol Drummond: "It's hard to reconcile the unions' wage aspirations with their desire to keep members in work."

Seifsa is demanding that the existing agreement be extended until economic conditions change. Drummond points to unemployment rising sharply at present, particularly in Natal, he says — and says that Seifsa's priority is to keep men in work.

One unionist at least feels sure the jobs colour bar will be a bargaining counter, as has happened in the past few years — with union agreement to block movement up the jobs ladder being the price the employers exact in return for wage increases.

Drummond recently said that Seifsa might consider wage hikes as part of a package deal, but says this is not on the cards now. "I wasn't referring to these negotiations and, at any rate, a lot of water has gone under the bridge since then. The jobless situation is deteriorating rapidly and we simply can't afford it."

The seriousness of the joblessness problem will be crucial. It will determine how eager employers will be for concessions and how willing the unions will be to discuss them. Both the AEU and the SA Boilermakers' Society report that artisans are relatively unaffected by unemployment, the pinch being felt mainly in the semi-skilled categories.

Some set their hopes on Sasol II to take up the slack. Drummond is not sure — but adds that "Sasol will require a specific type of skilled labour, and this is not where the unemployment problem is."

The Unions are a bit more hopeful, but concede that Sasol will draw labour from the artisan group, resulting in a slight artisan shortage: they blame employers for not training semi-skilled union men for higher jobs.

UIREMENTS

1976 is evidence of a new shift in official lace the amounts now offered are likely to provide rmers building schools, and, secondly, the iscretion to a far greater extent when making

In order to qualify for the full subsidy in toto the minimum requirements of the standard classroom will have to measure at least 707cm, oor, steel window frames, a verandah, guttering and another for girls for each classroom, etc. all those conditions will be granted less Furthermore, the B.E.D. will refuse any subsidy chool building fails to meet certain absolute pally if it is to have a thatched roof or se of the danger of fire in the case of the ilation in the case of the latter.

ersed the the B.E.D., ty school hool. This farmer's for the In some a number otal itiates the xpense;13/ as well school workers' and co-

ng the ghbouring . (See in 386 : : 'Nuwe

13/ Although the farmer is ult school, he may well receiv farmers, workers on his fa this regard: Bantu Educat 'Plaasskool in die O.V.S.' plaasskool word ingewy.')

14/ Some of these duties are probably assumed by the headmaster in the larger schools.

Unions reject 'do without' pay rise plea

Natal Mercury 15/4/77

Finance Reporter

THE building workers' unions in Durban have rejected outright a suggestion that they forgo a 13c an hour increase due to them this month under an industrial council agreement.

And yesterday the president of the Master Builders' and Allied Trades Association, Mr. Rob Stevenson, warned that their hard-line attitude would force employers to make further staff cuts.

The Industrial Council Agreement of the building industry in Durban makes provision for twice-yearly adjustments in artisans' wages based on the Consumer Price Index

The next increase of 13c an hour is due on April 28.

But because of the recession in the building industry employers appealed to trade unions to forgo the increase on the grounds that it would have a crippling effect on the ailing industry.

It is estimated the increase would add approximately R18 389 a week to employers' wage bills.

Dropped

"Eighteen months ago there were 5 500 artisans employed in the Durban area, but because of the recession the figure has dropped to 3 536.

"More artisans are likely to lose their jobs as a result of the increase and it should be remembered that for every artisan that leaves the industry, five non-artisans would become unemployed," said Mr. Stevenson.

The employers also feel the Consumer Price Index is not an accurate means of assessing the rate of inflation and that the concept of indexed wages should be scrapped.

Officials of the various unions could not be contacted for comment yesterday, but it was learned from a reliable source that at their last meeting with employers 24 hours previously their answer was still a firm no to doing without the increase.

13

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(1) 184
(2) 339

RDM 16/4/77

Clothing workers get new wage deal

By CLIVE EMDON
Labour Correspondent

TRADE unions representing 21 000 Transvaal clothing workers have secured a new wage deal despite a slump in the industry which caused 31 factories to close last year.

On July 1 wage rates for workers earning above R30 a week will rise by 10 per cent and lower-paid workers will get rises ranging from 12,2 per cent to 18,6 per cent.

In addition there is a built-in rise for July next year and employers will pay an extra 48 cents a worker into provident and medical benefit funds.

Dr Anna Scheepers, president of the Garment Workers' Union, described the negotiations with the Transvaal Clothing Manufacturers' Association as tough, particularly in the present climate.

Also in the negotiations were representatives of the National Union of Clothing Workers, including the general secretary, Mrs Lucy Mvubelo, and the assistant general secretary, Mrs Sarah Chitja.

Under the new agreement the following rates will apply in some of the more important categories of labour:

- Artisans earning for example R80 a week will get R7 a week rise in July, a second R7 rise per week in July next year.
- Machinists earning a minimum R20,50 a week will get a minimum rate of R24 in July and R26 a week in July next year.
- Watchmen and boiler attendants earning R17 a week will earn R20 a week in July and R24 next July.
- General workers earning a minimum R15,50 will earn R17,50 at the minimum rate in July and a further rise to R19,50 a week next July.
- Labourers earning R16,60 a week minimum will receive R19,50 a week minimum in July and R22 a week in July next year.

An attendance bonus of R1 a week will also be paid to all workers.

FIN. MAIL 17/6/77

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SEIFSA AGREEMENT

Tough bosses

The steel and engineering industry seems to have moved closer to a wage agreement. But there's no doubt employers are driving a hard bargain.

This week a solution to the industry's negotiations was delayed again — until June 27, when the full industrial council will meet to attempt to thrash out an agreement.

The unions, represented by the Confederation of Metal and Building Unions (CMBU), originally submitted demands which Seifsa claimed would cost the industry R250m. These have been modified considerably, however.

First they agreed to shelve fringe benefit demands (*FM* June 3). Then, at this week's meeting, they toned down their wage demands and asked for a 10% hike as full compensation for the CPI rise since June last year.

This too was rejected by employers, and the unions are now asking for the rise to be staggered — 5% now and 5% in December. They have also asked to renegotiate the demands in December if the industry picks up.

Seifsa is taking these demands back to its members, and the industry's existing wage agreement has been extended to the end of July.

Will employers buy the new package? Chances are that they will. Unionists say that while "employers obviously came to the meeting with a definite mandate to reject our claims", they are hopeful about the new requests.

"We got the impression that Seifsa felt they could sell these claims to their members and we're convinced their representatives are keen to find a solution," says one unionist.



Engineering worker . . . toning down the demands

Comments Seifsa Director Errol Drummond: "We'll be canvassing our members and will meet on the morning of the 27th to formulate our reply."

He warns, however, that "we've obviously got to take the unemployment situation into account and it's getting worse all the time. Some firms reckon the situation now is the worst since the depression in the Thirties."

Unionists retort that the situation is only really serious in the Natal ship building yards.

They say they are eager to reach agreement but "fear going back to our men without anything". Grass-roots anger is rising steadily, they say.

"It's not so much our own members. The key issue is the black workers. They certainly won't accept a blunt 'no' and we believe our proposals are the only way to prevent unrest," claims one unionist.

(339) ~~133~~ ~~151~~

CAPE TIMES 28/6/77

...ispute declared as pay talks break down

Own Correspondent

...NNESBURG. — A complete ...own occurred between unions employers yesterday after 10 ... of negotiations for a new wage ...ment for the 470 000 workers in ...on, steel, engineering and metal ...ries.

compromise proposal by the 10 unions for CoL rises to be ...d in with a five percent increase ...ly and a further five percent in ...y was rejected by the Steel and ...neering Industries Federation of South Africa (Seifsa). A final offer of four cents an hour to every worker from skilled artisans to manual labourers — to apply for one year — was found to be "totally unacceptable" by the unions.

The seven representatives of black workers of the Central Bantu Labour Board and members of regions representing works and liaison committees, had accepted the Seifsa offer, which would have meant a seven percent rise at the lowest rates from 55c an hour to 59c.

The trade unions said four cents an hour at the prescribed artisan rate of R2.10 an hour amounted to a 1,9 percent increase, and at actual rates a 1,25 percent rise.

The industries involved in the negotiations now have no wage agreement from July 1.

The trade unions have declared a state of dispute in the industry and last night Seifsa's director, Dr E P Drummond, said the employers had also done so.

This means that the Minister of Labour will be called upon to appoint a conciliation board which will attempt to get the parties back to the negotiating table.

The dispute holds serious implications for all other sectors. Generally, the steel industry's agreement is largely taken up by the rest of the private sector.

Dr Drummond said last night that the four cent rise per worker per hour offered by Seifsa would have cost the industry R38m a year as against R250m a year had the initial union demands been met.

He said the Seifsa offer had been designed as basic CoL relief.

"The cost of a loaf of bread is the same to all workers, irrespective of their skills or colour."

It is estimated that the Bellville job will require the lorries to travel an extra 1 000 miles each.

Materials The Company has already bought all the materials for the Parow job:

1 000 units of Type A at R1 per unit
500 units of Type B at 50c each

Type A would not be used for the Bellville job, but could be sold for 50c each.

Type B has no alternative uses and zero scrap value, but 200 units can be used for the Bellville job. In addition it will be necessary to buy 3000 units of Type C at R10 each for the Bellville contract.

Both jobs will take exactly one year.

The Managing Director asks you to consider which of the two alternatives is most profitable.

Draw up a table showing the opportunity costs involved in each.

What advice would you give?

(50%)

339

FIN. MAIL 24/6/77

MOTOR INDUSTRY WAGES

Minimal rise (339)

Surprise! Surprise! Workers in some sectors of the depressed motor industry have squeezed hefty wage hikes out of their employers.

The workers — in the motor repair, manufacturing components and vehicle body building sectors — will be getting a 20% across-the-board rise in minimum wages. But the minima on the lower end of the scale are still fairly low.

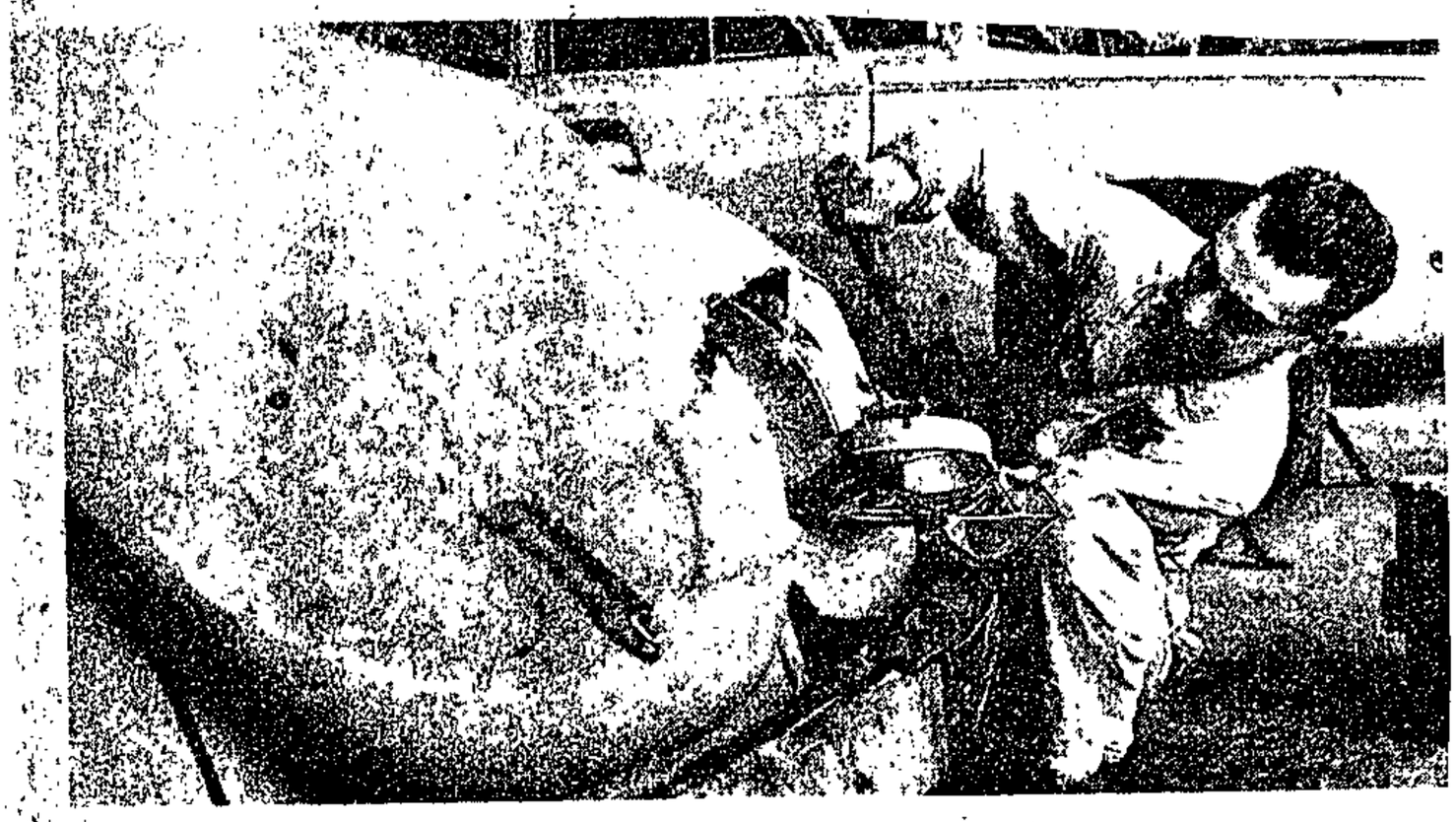
For example, labourers' and shop assistants' wages now start at a minimum of about R19 a week. Minimum for a journeyman is R76,36 a week.

The industry's wage agreement has come under fire in previous years from the Department of Labour. Its last agreement was actually sent back by the Department because African wages were too low.

An industry source tells the *FM*, however, that African wages have been upped twice since the last agreement and that the Minister of Labour has agreed that labourers' pay will be reviewed in 12 months time (the agreement will run for two years).

In return for these "favours", labourers have to forego some of the hike — their take-home pay will increase by substantially less than 20%.

Fringe benefits have also been improved and employer and worker contributions will rise accordingly.



Motor mechanic . . . another 20% in his clutch

Another feature of the agreement is that the ratios prescribed by the Industrial Council between (African) repair shop assistants and (white and coloured) journeymen has been improved.

The *FM* understands further negotiations on the African jobs issue are pending.

Some of the unionists are sceptical about the rise's effect: "Most of our men earn well above the minima. The agreement won't really affect their position, except as far as fringe benefits are concerned," says one union man.

FIN MAIL 1/7/77

SEIFSA AGREEMENT

Left in limbo

339

Unions and employers in the engineering industry seem set for a lengthy confrontation. African workers are increasingly becoming a factor in the battle.

The industry's wage negotiations broke down this week when the unions rejected Seifsa's offer of a 4c an hour across-the-board increase. No new negotiations are likely to take place until July 31, when the existing industrial agreement expires.

"The ball is now in the employer's court," says Ben Nicholson, secretary of the Confederation of Metal and Building Unions (CMBU). Unless Seifsa comes up with a new offer a formal dispute will be declared on July 31.

Chances of a new offer are slim. "Even this week's employer proposal was limited. Two key employer associations wouldn't commit themselves to it and the 4c was only offered to a section of the industry," observes Nicholson.

What happens when the agreement expires? The industrial council will first have to meet to decide whether to resolve the matter internally. If it doesn't, a conciliation board will be appointed. This is the first step on the way to a strike but, while the unions say they won't back out of a confrontation, the road to a strike is lengthy and strewn with red tape.

A more important point is that workers will have no legal protection after July 31. This isn't likely to be much of a problem for artisans, but may hit lower-paid African workers.

"Our members will be placed in a terrible position. Not only their rates of pay, but overtime and leave conditions will be affected. We'll be totally at the mercy of employers," says Jane Hlongwane, secretary of the unregistered (African) Engineering and Allied Workers Union.

Nicholson concurs: "Employers are unlikely to try and cut our members' pay or benefits. But some of them may try to take advantage of Africans, using tight economic conditions as an excuse."

Nicholson believes employers will have to settle soon, however -- if only because African labour unrest is an increasing possibility. "I have consulted the African trade unions and they agree with this assessment."



Seifsa's Errol Drummond . . . tough bargaining ahead

Hlongwane adds that she backs the registered unions' stand, despite the danger of her members finding themselves without protection: "The employer offer may have been accepted by the Central Bantu Labour Board, but we reject it totally. It's hardly an increase at all."

W.L.O.

Financial Mail July 1 1977

SOUTHERN AFRIC

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16th June 1977.

Dear Colleague,

RESEARCH WORKSHOP:

FIN. MAIL 1/7/77

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MOTOR WAGES

Applying the brakes

Hard-pressed car manufacturers can relax. It's unlikely that motor assembly workers will use the 20% wage hike granted to motor repair and component workers last week as a lever in their own negotiations.

Port Elizabeth's "Big Three" motor firms — Ford, GM and Volkswagen — are due to begin wage negotiations in August. But neither employers nor the trade unions involved see the repair industry agreement as a precedent.

"We see the repair and components industries as totally separate from ours. They'll have no bearing on our agreement," says Alan Young, secretary of the EP Motor Manufacturers Association.

Young points out that last week's agreement isn't the only one covering the components industry. The Seifsa agreement does as well: "The unions may use last week's agreement in their arguments. But we might just as well use the Seifsa agreement."

Hopefully the issue won't arise, since the unions won't be using the agreement as a precedent. "The components agreement won't be a factor in our negotiations", says Fred Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers.

He adds that his union hasn't started drawing up its demands and isn't in a hurry to do so: "Our agreement only expires on December 31 and the industry might pick up if we wait a while."

He adds that his lower-paid men are getting much more than those in the components industry. "We'd only lose by comparing our wages with those in components", he observes.

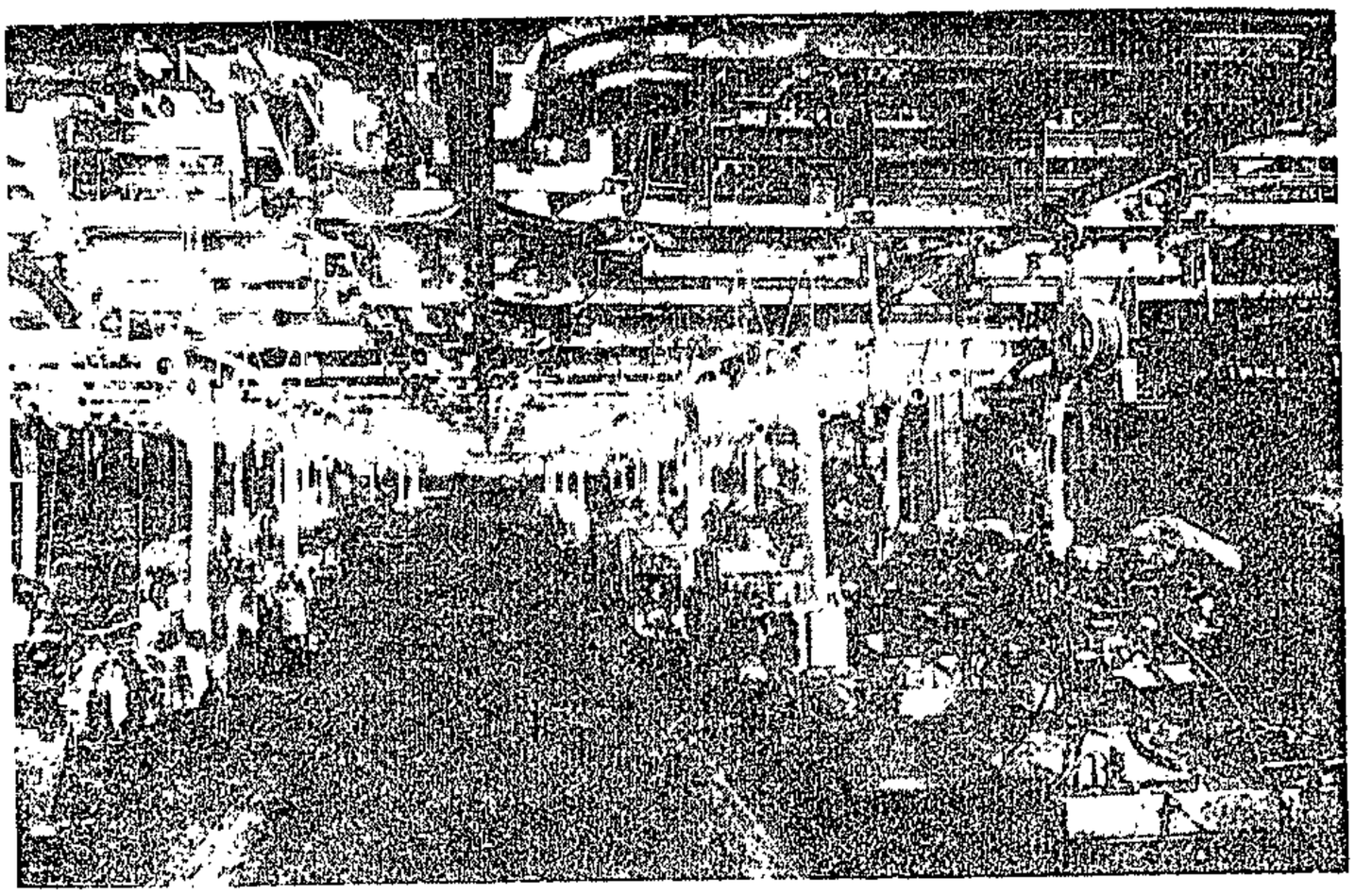
Even in the components industry, it now seems likely that higher paid men won't get the full benefit of last week's hike in minima.

Normally, rises in the minima rub off on rates higher up the scale.

Not necessarily this time, says deputy director of the Motor Industries Federation Denzil Vermooten. "It's simply a matter of supply and demand. Men in the higher grades aren't in a position to ask for much more if they're getting above the minimum.

"The only people who will benefit fully are the lower-paid Africans, whose pay is near the minima. But, while that might make a big difference to them, the 20% won't matter much to employers in cash terms."

If the men in the garages won't be getting the full benefit of the 20%, it's unlikely that their comrades in the factories can look forward to any big hikes.



Assembly workers . . . no bonanza this time

be that you will

help cover the

ing.

Clash looms on colour bar

Seifsa want to scrap all job reservation. Ten registered trade unions, representing whites, coloureds and Asians, are opposed to such a move. Today they face each other in the first round of vitally important negotiations for a new industrial council agreement. RIAAN de VILLIERS, Labour Correspondent, reports.

EMPLOYERS and trade unions in the steel and engineering industry face each other across the bargaining table today to start negotiating a new industrial council agreement.

Steel and engineering is South Africa's largest secondary industry and the agreement — laying down minimum wages and employment conditions for the industry — affects the working futures of half a million workers of whom 80% are blacks.

The battle lines have been drawn up for an unusually significant confrontation. The powerful employer body in the industry — the Steel and Engineering Industries Federation of SA (Seifsa) wants to scrap all job reservation this year.

It will be faced across the bargaining table by 10 registered trade unions, representing some 100 000 white coloured and Asian workers, who intend to resist the move.

The negotiations highlight an important aspect of the colour bar in South Africa.

Much attention has been focused in the past on the statutory job reservation provided in the Industrial Conciliation Act, in terms of which the Minister of Labour may reserve certain categories of work for people of certain race groups.

But this colour bar is now all but defunct. The Minister of Labour, Mr Fanie Botha, withdrew 28 determinations last year, most of them obsolete or rendered ineffective by exemptions. Only five are still in force.

At most, it has been claimed, statutory reservation affected only some 2,3% of the entire workforce.

At stake in the talks is the much more formidable barrier to black job advancement built into industrial council agreements. Blacks may not be members of registered trade unions and are excluded from direct participation in the negotiations which produce the agreements.

It is this system which has placed registered unions representing whites, coloureds and Asians in a position to monopolise skilled and semi-skilled jobs.

Industrial council agreements may not discriminate between different race groups.

But in practice they do, by distinguishing between "artisans" and "non-artisans", or, as in the case of the steel and engineering agreement, between members of the unions party to the agreement — whites, coloureds and Asians — and non-members — that is, blacks.

This is the colour bar Seifsa wants to break down.

The reason for the Seifsa initiative is the anti-discriminatory Code of Employment Practice jointly produced last year by the Urban Foundation and the SA Employers Consultative Committee on Labour Affairs (Saccola).

Nothing much seems to have happened since the code was announced last year, though it was endorsed by 90% or organised commerce and industry.

Seifsa's initiative is a welcome exception. It is a signatory to the code and has committed itself to writing it into this year's agreement.

Seifsa's director, Dr Errol Drummond, boss of an empire encompassing some 62 employer associations and 4 000 firms, feels strongly about the code.

"It's no good supporting the code if we continue to have job discrimination in our industry. We must be papared to stand up and be counted, inside South Africa as well as internationally," he said.

"There is no place for discrimination in this time and age, especially in the labour field."

Seifsa's board of management and council were unanimous in their decision to support the code.

"They were very enthusiastic about it. We don't propose to give lip service to the precepts we have endorsed."

Actually, black job advancement has been a continuing exercise in the steel and engineering industry for a number of years. As in other industries, the growing shortage of white skilled and semi-skilled workers has led to a considerable relaxation of the job barriers — but black advancement into the higher grades has remained under strict union control.

The present main agreement contains a clause restricting the top job grades from A to D union members only. But a supplementary agreement has been in force for some years, allowing blacks progressive entry into the higher grades, subject to union control and approval.

Blacks already have access to job grades D to AB, leaving only the A grade (artisan grade) and the AA grade solely restricted to union members.

Instead of negotiating further advances in terms of the supplementary agreement, Seifsa now wants to scrap the clause in the main agreement, in which case the supplementary agreement will fall away.

The unions have anticipated further black job advancement this year by demanding increases of up to 42% in minimum rates of pay. They claim the new minimum levels will not materially affect wages as the present going rate for white, coloured and Asian workers are much higher, especially in the higher categories.

They claim the higher minimum levels will merely prevent employers from undercutting union members and exploiting black labour when the job reservation barriers are removed.

A key man in the talks is Mr Ben Nicholson, general secretary of the Confederation of Metal and Building Unions which represents eight of the 10 unions involved.

Explaining the philosophy behind the unions' demands, he said:

"Seifsa's attitude is based on moral considerations, but employers have never been bothered with morals before. The charge we level at them is that they want unlimited access to cheap labour.

"Our demand for higher minimum wages is a test of the employers' sincerity with regard to their so-called code of ethics. If they try to keep wage minimums low, the scrapping of job reservation will merely mean an attempt to exploit cheap labour.

"If they are sincere, they will concede these minimum rates without any argument at all, as they are in fact less than the existing going rates in the higher job categories."

The rate for the job is only a partial answer to the union's problems. Most of them believe they need additional protection against being flooded out of the labour market.

"In our experience, once blacks go into top jobs, they stay — and there are enough blacks to occupy all jobs. If the job market is completely open there will be an access problem, especially for coloureds and Indians," said one unionist.

"There must be some form of protection for minority groups. Before we are even prepared to consider Seifsa's proposal, they will have to come up with some other form of protection.",

If Seifsa cannot do so, the unions will demand that they wait for the Wiehahn Commission report, which is expected to come up with a new protective formula.

Seifsa's demand has raised another interesting issue. In the absence of full trade union rights for blacks, unions see the supplementary agreement as a protective device for blacks as well as other races. If it was scrapped without extending trade union rights to blacks, unionists argue, the market will be flooded by unrepresented workers.

Employers would have a cheap, unrepresented and docile labour force at their disposal and could circumvent existing organised labour completely.

On this score, unionists are likely to demand that Seifsa waits for the outcome of the commission — and they will also challenge Seifsa on its own attitude to trade union rights for blacks.

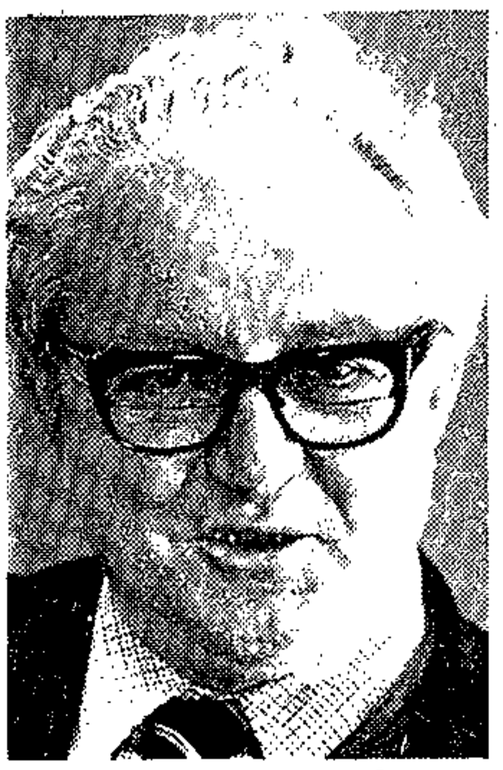
Another leading trade unionist Seifsa will face is Mr Wessel Bornman, general secretary of the formidable 35 000-strong Yster Staal en Verwante Unie, and also general secretary of the conservative, pro-job reservation SA Confederation of Labour.

He has expressed grave disappointment that the employers have come up with what he terms a "revolutionary proposal", and has warned against large-scale dissatisfaction and unrest in the industry if there is no regulatory document to control the 4 000 employers.

Mr Borhman says any agreement which did not continue to protect all workers would be "completely unacceptable". Nevertheless he is confident that a satisfactory solution can be reached.

Other unionists are not so sure. Some doubt whether agreement is possible, and believe the negotiations will turn into confrontation.

"The fur," said one unionist, "is definitely going to fly."



Errol Drummond ... backs the code.



Wessel Bornman ... warns on unrest.

Wages Regulation

27/7/78 Star

346

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Huge multinational companies may resist pressures for disinvestment in South Africa, but how are they reacting to pressures for change? Labour Reporter SIEG HANNIG cites the example of one of these industrial colossi.

Giant groups set a pattern for change

"Multinationals" is the collective term for those powerful companies which straddle continents in the pursuit of profit.

The annual profits of major multinationals exceed the budgets of many countries.

And some international labour leaders regard multinationals as potential rulers of the world — a law unto themselves, subject only to the dictates of capitalism.

The powers which these giants are wielding within governments and in international organisations will remain a subject for debate.

consulted on the facilities provided.

A home-loans scheme helps employees at all levels to buy or improve their homes.

Medical centres are provided at all main factories and staffed by qualified nurses and medical orderlies, as well as by medical officers where appropriate. Special arrangements are made for periodic X-ray screening.

Unilever has separate pension funds for salaried and wage grades with identical contribution rates and benefits.

Training, education

As far as South Africa is concerned, it may be taken for granted that these powers are being exerted against disinvestment. But how do the multinationals react to pressures for change in South Africa?

The answer — defined in terms of the self-interest which is likely to be the prime motivator of such giants — might be of interest to South African companies.

This answer is provided here by Unilever, one of the top names among multinationals.

It appeared in a recent Press statement containing information requested by the British government in its White Paper on wages and working conditions for blacks employed by British firms in South Africa.

Unilever South Africa employs 6 600 people, of whom more than 3 800 are black, 2 000 white and the rest coloured and Indian. They work in about a dozen subsidiaries producing mainly food products and toiletries.

STAR 27/7/79

Wage rates

Unilever's wage policy is to keep its minimum pay plus bonus above the supplemented living level measured by the Bureau of Market Research of the University of South Africa. That amounted to R195,52 for a family of six in Johannesburg in April.

Thus the current minimum wage in the lowest-paid grade plus an annual bonus equivalent to one month's pay works out to R45,50 a week or R197,15 a month.

The actual average of wages for the 750 workers in this grade is R47,86 a week, or R207,38 a month.

Casual employees, who number less than 100, do not receive less than the minimum for permanent employees.

Fringe benefits

Every job is evaluated under a system of job evaluation and is classified within a specific grade to which pay rates apply regardless of race or sex.

Annual leave and paid sick leave applies to all races on the same basis.

Subsidised canteens are provided wherever possible, and employees are

In view of the shortage of education and training opportunities for blacks, Unilever aims to provide such facilities by way of:

- On-the-job training for operators.
- A trainee supervisor programme and on-going training for supervisors.
- Literacy training.
- Training for workers in joint consultation and informal negotiation.
- A management development scheme.
- Engineering training for black employees.
- A scheme whereby employees are refunded the cost of approved courses of study.
- A university scholarship scheme.
- Book bursaries and scholarships for the children of lower-paid workers.
- Cash grants to educational institutions for all races.

Advancement blacks

"Considerable attention and resources are directed to the recruitment, development and training of non-white employees for management and supervisory positions," Unilever says.

"Special emphasis continues to be given to the recruitment of non-white graduates, and close contact with the universities is maintained."

Consultation

Unilever has liaison committees for blacks, elected by the workers by ballot or show of hands. There has been no request from these to negotiate pay rates or service conditions as permitted under legislation.

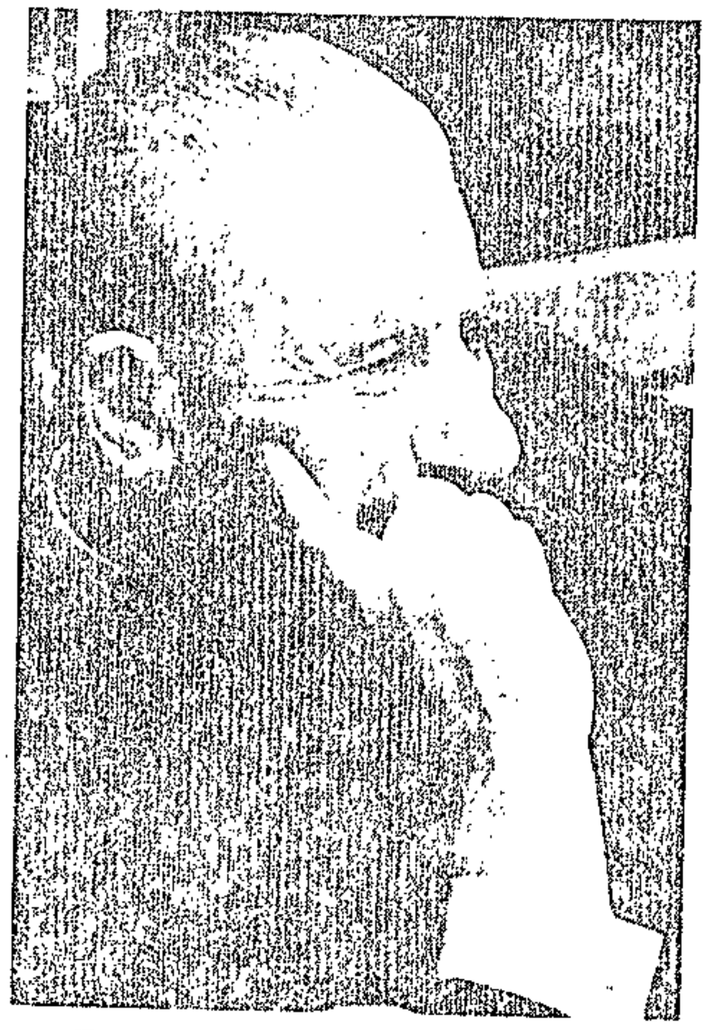
The company's policy is "to recognise a trade union which has substantial membership in the employee common interest group it seeks to represent."

"One important aspect of development in South Africa is the provision of opportunity for black Africans to develop commercial undertakings for themselves," Unilever notes.

WAGES (346) FM 28/7/77

Weaving tactics

The Department of Labour has intervened in an attempt to get employers and trade union representatives in the textile industry talking to each other after the breakdown of the industry's pay negotiations two months ago. (*Current affairs* May 12).



Textile boss Philip Frame . . . a tangled web

The two parties to the textile industry's industrial council have been deadlocked since employers rejected a union demand for a 15% wage rise. Employers countered with a final offer of 7,5%. They have also rejected union requests for a mediator or arbitration board to be appointed.

The industry has thus been without any wage regulating machinery for about two months since a third industrial council meeting aimed at securing a compromise broke down. Textile Workers Industrial Union secretary Norman Daniels tells the *FM* his union has asked Minister of Labour Fanie Botha to resolve the impasse by appointing a mediator or arbitrator himself.

No wage cuts

While his union is anxious to ensure the survival of the industrial council, Daniels reckons that employers haven't been using the absence of legal machinery to cut wages: "The laid down minima are so low that employers wouldn't get any labour at all if they went below them."

Secretary for Labour Jaap Cilliers tells the *FM* that his department will ask the Minister to appoint a mediator if necessary, but adds that Labour has been working to resolve the issue without resorting to that.

"We're keen to get the two parties talking again without the intervention of a formal mediator. I'm fairly confident that we can do that. I have already met with the employers' spokesman and will be seeing the union shortly."

Cilliers points out that a mediator, who cannot dictate a settlement, would not guarantee a resolution of the dispute: "It would simply be equivalent to appointing another chairman of the industrial council. We'd prefer to solve the problem without doing that, and I believe we will."

The employer view is that government should simply intervene by regulating the industry through an order made under the Bantu Labour Relations Regulation Act. Cilliers points out that this can't be done unless the industrial council dissolves and he is loath to have that happen.

So is the union which charges that employers — particularly the Frame group which is a power in the employer association — are determined to break the council, thus barring the union from a formal negotiating role.

If that is the employer objective, however, it could well backfire. The likeliest effect of an order from government would be simply to ratify the union demands,in law.

Unions open second front in pay battle

1/8/78

Labour Reporter

The artisan trade unions have opened a second front in their battle for pay increases for Johannesburg's municipal artisans.

Their workshop committee is to draw up specific proposals for a review of artisan salary grades in terms of a resolution adopted at a meeting of municipal artisans last night.

In addition, these trade unions will pursue their original pay dispute in spite of an opinion by the Government law advisers that the dispute was resolved by a two-thirds majority vote in the industrial council for the municipality.

The meeting of about 50 artisans expressed disapproval of the fact that the Johannesburg Municipal Employees' Association (JMEA) voted against an additional increase demanded by the artisan unions.

The meeting accepted a motion that the secretary of the JMEA, Mr S F van den Berg, be invited to the next workshop committee meeting to see "whether he is for or against the workers."

The meeting heard that representatives of the JMEA and of the Johannesburg Municipal Transport Workers' Union told the artisan unions at a caucus meeting that "their membership would crucify them" if they did not accept the city council's pay offer.

They voted against the artisan unions' proposal that an additional one-notch rise should be granted in January.

Dispute threatens mining industry

By RIAAN DE VILLIERS
Labour Correspondent

WAGE negotiations between the Chamber of Mines and the mining unions broke down this week and, for the second year in succession, a formal wage dispute threatens the mining industry.

After the failure to reach agreement the unions notified the chamber that unless the chamber met their demands within seven days they would apply for the appointment of a conciliation board in terms of the Industrial Conciliation Act.

But union spokesmen said the parties were so far apart that a dispute was inevitable.

Mr Ken du Preez, chairman of the Council of Mining Unions, said the unions originally claimed R80-a-month increase for all categories, plus improved fringe benefits. This, said the chamber represented a total increase of 28%.

The chamber, at first, offered a rise of 4% but raised this to 5% last week. In yesterday's negotiations they offered an additional increase of 1% in employers' contributions to miners' pensions.

In turn, the unions indicated that they were prepared to negotiate on a package increase of about 15% — but this the chamber rejected.

"We regard the chamber's offer as unreasonable in the circumstances," Mr Du Preez said.

"We can't go back to our members again with only 5% — as we did last year — while inflation continues to run at more than 11%."

Billions!

That's the bill for closing wage gap

CLOSING the racial wage gap in South Africa, in the case of skilled and semi-skilled workers, would cost the country about R2,07-billion a year, Charles Cogill, of Wits University, estimates in a study released this week.

Mr Cogill, senior lecturer in organisational behaviour at the Wits Graduate School of Business, says the R2-billion-plus represents an additional 12 per cent on the nation's pay bill and would sap up about 15 per cent of the total money supply in the economy.

The figures, he says, highlight the need for continued capital investment in the South African economy to stimulate economic growth.

He warns that every company contemplating closing the wage gap ought to take note of the possible inflationary effects and unemployment such a step could cause.

Many companies, he says, will go out of business if they were to close the wage gap in the short or medium terms.



Charles Cogill ... many will go out of business

BY MARTIN CREAMER

Firms which want to do so, he says, should carry out a cost-benefit analysis to see whether the money they would have to outlay could be more effectively invested.

They would also have to ensure that increased productivity accompanied increased pay.

A breakdown shows that employees' income constituted 65 per cent of last year's national income. Closing the wage gap would raise this figure to 72 per cent, or 7 per cent in net national income, representing about 15 per cent of the total money supply in the economy.

They would also have to ensure that increased productivity accompanied increased pay.

A breakdown shows that employees' income constituted 65 per cent of last year's national income. Closing the wage gap would raise this figure to 72 per cent, or 7 per cent in net national income, representing about 15 per cent of the total money supply in the economy.

Certain analysts, Mr Cogill says, argue that meaningful comparisons between black and white wages can be made only when the comparisons are between jobs which are identical, for example, between black bus drivers and white bus drivers.

"Such arguments may be seen as camouflage and would not be accepted in Britain or America today," he says. "The British Government has laid down a code of practice which companies operating in South Africa ought to follow. That is: a company's wage structure should be determined independently of race, according to principles of job evaluation.

Widened

STIMES 5/11/78

"A second point must be made is that the wage gap must not be eliminated simply for reasons of social responsibility."

The latest salary survey data, he says, shows that the wage gap in South Africa is still very evident, despite concerted efforts by employers to increase salaries of their black staff.

The percentage increases from June, 1977, to July, 1978, for black employees was 24 per cent, against about 8 per cent for whites.

"An overall analysis reveals, however, that although black employees are enjoying a quicker rate of pay increases in rand terms, the wage gap has actually widened slightly."

Skilled blacks are being paid 50 per cent less than whites, the survey shows, and Mr Cogill finds that while special attention is being paid to wages at subsistence levels, insufficient pay incentives exist for blacks in the important semi-skilled area.

The financial motivation to acquire skills, he says, is greater for semi-skilled whites than for blacks.

The primary purpose of job evaluation is to provide a grading of jobs to facilitate decisions aimed at reaching an equitable and consistent pay structure.

While there are a number of job-evaluation systems used in South Africa, Mr Cogill concludes that the Paterson system — which grades jobs according to the levels of decision-making to which people have to rise — is a good model to use in examining aspects of pay distribution in the economy, highlighting differentials between black and white, skilled and unskilled.

Wits man urges firms to be wary

RAM 27/12/78

Economist predicts grim future for SA

546

Own Correspondent

LONDON. — The Christmas edition of the Economist, one of Europe's leading financial journals, predicts a grim future for South Africa in an unsigned article covering nearly four pages.

The report is headlined:"Can anybody save South Africa?" with a sub-headline declaring:"If a South African Government was not allowed to spend more than 5% of GNP (Gross National Product), the country might proceed smoothly to one man, one vote. Instead it will probably proceed bloodily from cruel white overgovernment to crueller black overgovernment."

The unname ' author says he first visited South Africa 10 years ago in 1968, when he gained the impression that a black entreprenurial class of businessman was evolving to the health of the country, socially and politically.

The author said he saw an unreal situation in the real figures of black employment and earnings. "Unthinking pamphleteers wrote that it was wicked that the 4% or so annual rise in white workers' real wages meant that they were getting even further ahead than the blacks, who had only one-seventh of their incomes. But the unpopular duty of any journalist with an economic knowledge was to write that a continuing rise in black employment would be more important than a rise in black wages.

Between 1968-78 greater misery spread through the land. "Codes of conduct for the multinationals", sponsored by good-hearted new-class political demagogues in the EEC (European Economic Community) and the United States, pushed up black workers' wages in big firms in South Africa, even as those same foreigners' political demos ensured that foreign investment and thus productivity did not rise.

"The South African Government's complicated wage determination and minimum remuneration laws have in practice ensured that these higher wages are then enforced on indigenous (includng Asian and black) firms as well, so that labour intensive (especially non-white firms) go bust."

He said 30% of whites owed their jobs to the public sector and many of them were bureaucrats "trying to maintain offensive laws to repress blacks". Petty white bureaucracy added to crime in black areas.

The Soweto Students' Representative Council forced the members of the Urban Bantu Council to resign by threatening their lives and Soweto and other black urban areas were likely to fall under the control of "brutalised political thugs emerging from this schoolchildren's generation", while the older black administrators moved deeper into corruption.

The author concludes that the bravest prescription for South Africa was to breed black entrepreneurs, unrestricted by minimum wage regulations and to bring the black-controlled business into white areas.

difficulties in communication with employers or other factors meant that a large proportion had to travel independently. Moreover, even if employers did readily take people from their farms to a health facility when sick, this is not sufficient or the best way of safeguarding health. It merely ensures curative care. Of equal, and perhaps greater importance are the preventive services rendered through the child health clinics and, not least, family planning sessions. Employers were not likely to give weekly or monthly lifts for this purpose and should not have to - independent transport of workers and their families, or the availability of the services within 6 km seems an essential condition for effective preventive services.

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37.

those going to deliver at Sunland clinic. At Bersheba the cost of reaching facilities other than on clinic days was R4,38, in Suurberg R6,11 at any time, if free lifts were not available. These amounts should be compared with the wages prevalent in the area: e.g. R6 - 8 per week for workers starting at the citrus packing co-operative, R15 - 40 per month for farm labourers with varying payments in kind, and pensions, R36 over two months for Africans and R45 for 'coloureds'.

Doctors' fees have already been discussed; in comparison with those charged to whites and with the probable cost of treatment they are low, at least in the valley (R2,50 - R3,00 for an adult per consultation), and it would probably not be practicable to reduce them without subsidy; however for the clients they are often high enough to be a deterrent. This may be a good thing if it persuades people to try the clinic first (see below). P.E. charge more: R5,00 - R10,00 is common.

The problems of transport and cost of fees is not entirely absent in the white community, although transport is a problem only for the small minority (mainly the old), who cannot drive and have no access to lifts. Most whites are covered by Medical Aid. However those who suffer from chronic illnesses other than a recognized disability tend not to be accepted for medical insurance after the onset of their illness and their treatment can be a severe financial embarrassment. There is also an upper limit on payments by Medical Aid, so it does not protect against catastrophic expenses.

4.4. Discussion

The proportion of the sample who had transport difficulties should not be taken as representative of the community as a whole since it was taken disproportionately from the locations. On farms there is more likelihood of obtaining

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WAGE REGULATIONS —

INDUSTRIAL COUNCILS

14/12/79 — 31/12/81

WAGE DEMANDS

Going up

Employers appear to be in for a tough time next year, when wage negotiations could become more heated, with unions proposing much higher increases than this year, in an attempt to more than outstrip the expected price rises.

Many of the rises settled earlier this year were in the vicinity of 10%. But the unexpected acceleration in the inflation rate has eroded many employees' real wages. Unionists point out that for the past three to four years workers have suffered severely from this malady.

Ben Nicholson, general secretary of SA Electrical Workers' Association, says "this year we got a 10% increase, which at the time seemed a fair estimate of the rise in the consumer price index." But, with the inflation rate not far off 15%, for which government is largely responsible, wage proposals next year will be significantly higher, he claims. And, he adds, "workers are not going to be tricked again as in the anti-inflation programme." They believe that while agreeing to keep wage demands down in terms of this programme, employers nevertheless kept on pushing their prices up. "If employers take the attitude that prices must go up, workers are going to take the same attitude on their wages," he says.

Ike van der Watt, general secretary of the SA Boilermakers' Society, expects unions to concentrate on wages and not bring many other items to the negotiating table. Moreover, although his union has not yet formulated its proposals, it plans to go for rises above the expected rate of increase in the CPI — a move endorsed by other unions.

"There is no doubt that this is going to be a tough period once negotiations start next year," reckons Van der Watt. Nicholson agrees: "Unions are going to stick to their proposals and employers are going to dig their heels in against the proposals."

There are signs of this already. Last week wage negotiations between the SA Society of Journalists and the newspapers became deadlocked and the union decided to go to arbitration.

With business activity expected to continue picking up next year, unions will be less sympathetic to employers exhortations for moderation in wage demands. Says Henry Ferreira, deputy general secretary of the Iron, Steel and Allied Workers Union: "We accepted rises below the CPI when the Inflation Manifesto came out. But we don't see the necessity to make that sacrifice again." In particular, an extremely good year for the mining industry spells a tougher time for it than other industries, reckons Nicholson.

He refutes claims that higher wages will create more unemployment, arguing: "We have passed the phase when soaring black wages caused unemployment. When blacks' wages were climbing fairly fast a few years ago employers did away with a lot of surplus labour. So now the numbers employed by firms are more realistic."

In the past few years the tendency has been for larger percentage increases in wages for lower grade workers than higher grades. However, AECI has for the first time granted a 14% across the board increase. Van der Watt reckons "this could set a new trend. And if so there will be confrontation between representatives of lower grade workers and employers."

The black unions find this unacceptable, particularly when so many black workers "don't earn anything near the Poverty Datum Line," as Henry Chipeya, president of the Commercial Catering and Allied Workers' Union puts it. Where black unions are in a position to negotiate, the intention will probably be to push wages above the PDL. For, says Chipeya, "the PDL is very much below the needs of blacks."

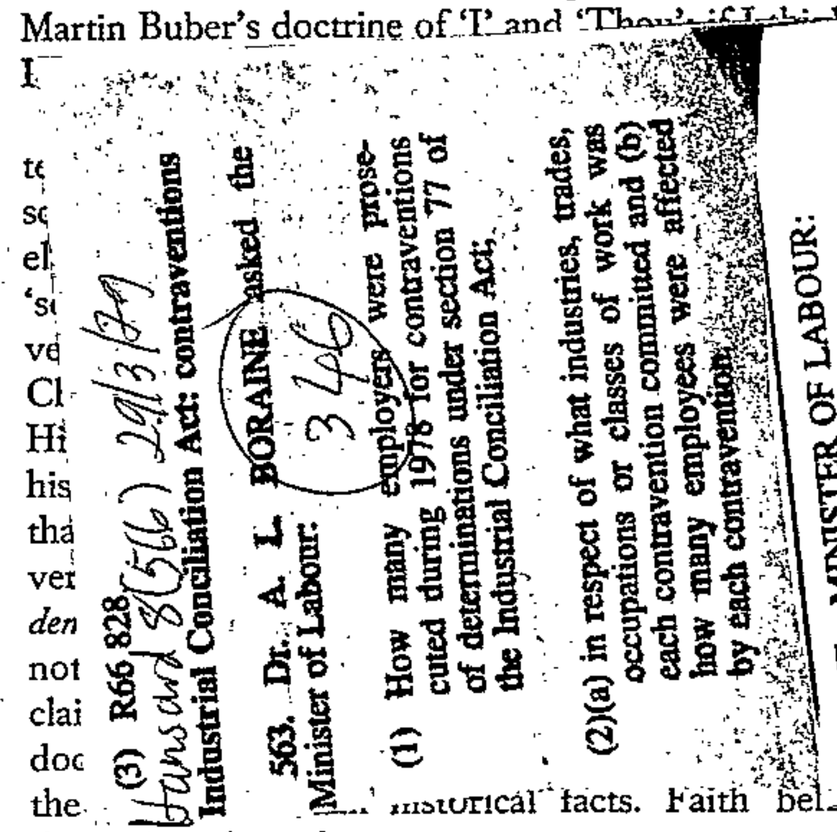
With gold and other mineral export revenues soaring, tax receipts rising and the financial system awash with liquidity, employers will be hard pressed to field these demands. They are likely, therefore, to insist on productivity linked deals to mitigate the immediate inflationary consequences.

Government is also likely to come under increased pressure from organised employer groups for tax cuts in the March budget to help counter inflated wage demands.

Be that as it may. Everything points to some heated battles across the negotiating tables.

himself into a relationship with men in which he is both subject and object, he knows and is known. This is mysterious. But it is implicit in the doctrine of creation. God *was* related to nothing but himself. God is now related to something outside himself, and, as the Cross of Jesus shows, he is prepared to follow out the implications of that fact to the very last limit. To none of this, I think, would Bultmann raise any objection, though he might not feel readily at home with our English terminology, any more than the English reader is readily at home with his.

What, then, is he objecting to? It is the reduction of God to a series of propositions which can be rationally apprehended, to an 'it' with which we can play as we will. God is always active. I know nothing of God as he is in himself—he is always God turned towards me, God who comes towards me in challenge and demand. We are reminded of Martin Buber's doctrine of 'I' and 'Thou' [illegible] se of him, I [illegible] y to any te[illegible] umber of s[illegible] narrative el[illegible] eny that 's[illegible] we know ve[illegible] of Jesus Cl[illegible] in time. Hi[illegible] ere is a his[illegible] magine tha[illegible] by the ver[illegible] an be *den*[illegible] h and not[illegible] r the clai[illegible] ation doc[illegible] pting the [illegible] historical facts. Faith belongs to a different dimension altogether.



(3) R66 828 Hansard 8(566) 29/3/79
Industrial Conciliation Act: contraventions
563. Dr. A. L. BORAINE asked the Minister of Labour:
(1) How many employers were prosecuted during 1978 for contraventions of determinations under section 77 of the Industrial Conciliation Act;
(2)(a) in respect of what industries, trades, occupations or classes of work was each contravention committed and (b) how many employees were affected by each contravention.
The MINISTER OF LABOUR:
(1) Nil.
(2) Falls away.

As is well known, Bultmann makes a convenient distinction between the *historisch*, the thing that merely happened, and the *geschichtlich*, the historic event that becomes significant. Things are happening all the time; but most of them are no more significant than the falling of leaves from the tree outside my window. Only that is history for me by which I am challenged, in relation to which I have to act, in which I find the existential moment. So Bultmann concludes

his Gifford Lectures on 'History and Eschatology' with a fine and moving passage on the significance of history:

> *The meaning in history lies always in the present*, and when the present is conceived as the eschatological present by Christian faith the meaning in history is realised. Man who complains: 'I cannot see meaning in history, and therefore my life, interwoven in history, is meaningless', is to be admonished: do not look around yourself into universal history, you must look into your own personal history. Always in your present is the meaning in history, and you cannot see it as a spectator, but only in your responsible decisions. In every moment slumbers the possibility of being the eschatological moment. You must awaken it.[1]

But we are still faced by the inescapable problem that Jesus of Nazareth remains obstinately and irrevocably in the past; nineteen hundred years have sped away since he lived among men. How then are we to make him present? How is the challenge implicit in the *Kerygma* to become a living and existential challenge to me?

The whole work of Bultmann can be summed up as a gallant attempt to solve the problem, to make the challenge existential—without belief in the resurrection of Jesus Christ as something that actually happened, and without a doctrine of the Holy Spirit.

Bultmann does not believe that the resurrection of Jesus Christ was *historisch*, historical in the sense of having actually taken place. We cannot get beyond the faith of the first disciples; they came to believe that Jesus was alive, and so he was alive for them; and just so he can become alive for us:

> The truth of the resurrection of Christ cannot be understood until that faith which acknowledges the Risen One as Lord has sprung up in us . . . Christ is present in the *Kerygma*, not as a great historic personage is present in his work and in its effect in history . . . What we are concerned with is the fact that an historical personage with his own personal destiny has been raised to the level of the eschatological event . . . If a man accepts the word as directed to himself, as the word which offers to him death and life by means of death, he has believed in the Risen One.[2]

On this Giovanni Miegge has commented:

> True Christians in every generation have thought exactly in this way. But

[1] *History and Eschatology* (1957), p. 155.
[2] *Theologie des Neuen Testaments* (1948–53), pp. 300–1 (English trans., vol. i, pp. 305–6).

28 pc rise sought for 500 000 workers

STAR 27/3/79

(1) 1889

(2) 346

Labour Reporter

All 500 000 workers in the metal and engineering industry will earn more than minimum living wages from July if the metal trade union's demand for a 28 percent pay rise is granted.

This would put labourers' monthly income on about R175 — compared with R168,16 for the latest minimum living level calculated by the Johannesburg Chamber of Commerce for a Soweto family of five, or R157,92 for the latest Household Subsistence Level for a Soweto family of six.

Increases demanded for higher paid workers are lower, tailing off with a 14 percent rise across the board for artisans above the base rate of their category.

The Council of Mining Unions has submitted demands for a 12,5 percent rise in the mining industry.

It also wants fringe benefit improvement which, among other things, would increase employer and worker contributions to the pension fund to nine percent each.

The mines have given whites less than seven percent in annual increases for the past three years while blacks averaged 12 percent.

Pay talks in both the metal and mining industry are expected to get under way in the coming weeks.

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(b) Economi cisions to be made by all

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(Location theory), Conservation
ironmental Economics), Growth
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er 43.

5. Circularity ses

Circular flo itput. At this point, the
course branc economics (the determination
of relative ; study of markets, supply,
demand) and tudy of aggregative economic
behaviour - employment theory, money &
banking)

Teachers wait, but nations get more

A NEW wage agreement, effective from July 1, has been reached between the 16 trade union parties and employer organisations in Serija, the National Industrial Council for Clothing, Steel Engineering and Metallurgical Industries announced yesterday.

In a statement, the council said the basic wage rates increases for artisans, with guaranteed across-the-board increases will total 10% with appropriate adjustments being made to the intermediate rates.

Basic wage increases and guaranteed across-the-board increases to general labourers will be about 14%.

The Federal Council of Teachers also announced yesterday that a committee is to study the Government's decision to refuse immediate salary increases for teachers.

In a statement issued in Pretoria the Council said the committee would work with recognised teachers associations in drawing up a report. The council would accept the Government's decision only if the study produced irrefutable proof that the teachers are in a favoured position.

The statement said the Prime Minister, Mr P W Botha, had agreed to such a study and added that the Council would await the report before taking any action. — Sapa

Starvation paid in Babelegi

A KNITTING factory in Babelegi, BophuthaTswana, pays some of its workers R6.00 a week, which dwindles down to R3.50 after deductions.

The factory is the St John Knitwear (Pty) Ltd.

POST can reveal these shock wages almost a year after our original probe into slave wages in the Babelegi area.

We publish today the pay slips of two women employees of the company. One woman earned R6,00 on November 18 for 45 hours work. After deductions it went down to R3,50 nett pay. The other earned R7,00 gross and it went down to R5,62.

The pay slip of another woman shows gross of R13,50 for 45 hours work.

BY PHIL MTIMKULU

ANGRY

When POST telephoned the factory, a Mr Viljoen, who said he was managing the knitting section, angrily demanded to know what type of work the women were doing.

He said all the people in the knitting section do not earn less than R15,40 a week. He then slammed the phone down.

Ms Sarah Chitja, a senior official of the National Union of Clothing Workers and of the Knitted-Fabric Union, said her union does not cover Babelegi yet.

Their efforts to cover knitting workers in Babelegi have been frustrated, she said.

"But we have not given up yet," she said.

She said that the Industrial Conciliation agreement in the industry covers all workers including even watchmen.

"After our registration we will try to see the President of BophuthaTswana, Chief Lucas Mangope. We want to put our case to him. He will be happy if a ruling is made that the workers should be allowed to belong to trade unions for the purpose of collective bargaining and protection against unfair dismissal," Ms Chitja said.

ARREST

In January POST exposed slave wages in Babelegi. The expose led to the arrest of POST staffers, Thami Mkhwanazi, Thomas Khosa and Walter Nkosi.

After the series of articles on the slave wages in Babelegi, the BophuthaTswana Ministry of Internal Affairs promised to launch an inquiry into the wage structure at the Babelegi industrial area. Up to now nothing has been heard about the inquiry and factories do not seem to have improved the

J. GLASS & CO
WHOLESALERS

wages are still

EARNING DETAILS	HOURS	AMOUNT
NORMAL	45,00	7,00
SICK		
NIGHTSHIFT ALLOWANCE		
OVERTIME 1	2,25	0,67
OVERTIME 2		
OVERTIME 3		

OTHER TAXABLE EARNINGS	AMOUNT
1 PRODUCTION BONUS	
2 HOLIDAY PAY	
3 HOLIDAY BONUS	
4 ANNUAL BONUS	
5 HANDOUT BONUS	
6 ATTENDANCE BONUS	

NON TAXABLE ALLOWANCES	AMOUNT
1 FIXED ALLOWANCE 1	0,50
2 FIXED ALLOWANCE 2	
3 FIXED ALLOWANCE 3	

GROSS EARNINGS	7,99

DEDUCTIONS	AMOUNT
1 PENSION 1	
2 U.I.F.	
3 PROVIDENT FUND	0,35
4 MEDICAL AID	
5 SICK FUND	
6 TRAINING FUND	
7 COUNCIL	1,50
8 SLACK PAY	
9 UNION	
10 SAVINGS	
11 ATTENDANCE BONUS	0,50
12 PETTY CASH	
13 STOP ORDERS	
14 LOANS	
15 GARN. ORDERS	
16 P.A.Y.E./BANTU TAX	
TOTAL DEDUCTIONS	2,35
NET PAY CASH	5,62

EARNING DETAILS	HOURS	AMOUNT
NORMAL	45,00	6,00
SICK		
NIGHTSHIFT ALLOWANCE		
OVERTIME 1		
OVERTIME 2		
OVERTIME 3		

OTHER TAXABLE EARNINGS	AMOUNT
1 PRODUCTION BONUS	
2 HOLIDAY PAY	
3 HOLIDAY BONUS	
4 ANNUAL BONUS	
5 HANDOUT BONUS	
6 ATTENDANCE BONUS	

NON TAXABLE ALLOWANCES	AMOUNT
1 FIXED ALLOWANCE 1	0,50
2 FIXED ALLOWANCE 2	
3 FIXED ALLOWANCE 3	

GROSS EARNINGS	6,50

DEDUCTIONS	AMOUNT
1 PENSION 1	
2 U.I.F.	
3 PROVIDENT FUND	0,30
4 MEDICAL AID	
5 SICK FUND	
6 TRAINING FUND	
7 COUNCIL	1,90
8 SLACK PAY	
9 UNION	
10 SAVINGS	
11 ATTENDANCE BONUS	0,50
12 PETTY CASH	0,30
13 STOP ORDERS	
14 LOANS	
15 GARN. ORDERS	
16 P.A.Y.E./BANTU TAX	
TOTAL DEDUCTIONS	3,00
NET PAY CASH	3,50

Weekly wages of R7 and R6 are still being paid in Babelegi in spite of an expose by POST about the slave wages being paid in Babelegi early this year.

male

KENNISGEWING 6 VAN 1980

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N NYWERHEIDSRAAD.—NYWERHEIDSRAAD VIR DIE SAK- EN SAKGOEDVERVAARDIGINGSNYWERHEID (PAARL)

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrateur, maak hierby ooreenkomstig artikel 19 (2) (a) van die Wet op Nywerheidsversoening, 1956, bekend dat 'n aansoek om die registrasie van 'n nywerheidsraad, waarvan besonderhede in bygaande tabel voorkom, deur my ontvang is.

Enigiemand wat teen die aansoek beswaar maak, word hierby uitgenooi om sodanige beswaar binne een maand vanaf die datum van publikasie van hierdie kennisgewing skriftelik in te dien by my, p/a die Departement van Arbeid, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria.

TABEL

Naam van Nywerheidsraad.—Nywerheidsraad vir die Sak- en Sakgoedvervaardigingsnywerheid.

Datum waarop aansoek ingedien is.—25 Oktober 1979.

Belange ten opsigte waarvan aansoek gedoen word.—Sakvervaardigingsnywerheid.

"Sakvervaardigingsnywerheid" beteken die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in 'n bedryfsinrigting wat ingevolge die Wet op Fabrieke, Masjinerie en Bouwerk, 1941, as 'n fabriek geregistreer is of moet word en waarin sakke uit jute vesel en/of surrogaatmateriaal vervaardig word.

Gebied ten opsigte waarvan aansoek gedoen word.—Die landdrosdistrik Paarl.

Name en adresse van die partye by die Raad:

(a) Platex (Edms.) Bpk., Posbus 282, Paarl, 7620.
(b) Spilo (Edms.) Bpk., Posbus 282, Paarl, 7620.
(c) Textile Workers' Industrial Union (S.A.), Posbus 4141, Kaapstad, 8000.

Die prosedure voorgeskryf by paragrawe (b), (c), (d), (e) en (f) van artikel 19 (2) van die Wet op Nywerheidsversoening, 1956, moet gevolg word in verband met 'n beswaar wat ingedien word.

J. N. HITCHCOCK, Nywerheidsregistrateur.
(4 Januarie 1980)

346 NOTICE 6 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR THE REGISTRATION OF AN INDUSTRIAL COUNCIL.—INDUSTRIAL COUNCIL FOR THE BAG AND SACK MANUFACTURING INDUSTRY (PAARL)

I, Johannes Nicolaas Hitchcock, Industrial Registrar, hereby give notice in terms of section 19 (2) (a) of the Industrial Conciliation Act, 1956, that an application for the registration of an industrial council, particulars of which appear in the subjoined table, has been received by me.

Any person who objects to the application is hereby invited to lodge such objection, in writing, with me, c/o the Department of Labour, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria, within one month of the date of publication of this notice.

TABLE

Name of Industrial Council.—Industrial Council for the Bag and Sack Manufacturing Industry (Paarl).

Date on which application was lodged.—25 October 1979.

Interests in respect of which application is made.—Bag Manufacturing Industry.

"Bag Manufacturing Industry" means that Industry in which employers and employees are associated in an establishment registered as a factory or liable to registration as a factory in terms of the Factories, Machinery and Building Work Act, 1941, in which bags from jute fibre and/or substitute materials are manufactured.

Area in respect of which application is made.—The Magisterial District of Paarl.

Names and addresses of the Parties to the Council:

(a) Platex (Pty) Ltd, P.O. Box 282, Paarl, 7620.
(b) Spilo (Pty) Ltd, P.O. Box 282, Paarl, 7620.
(c) Textile Workers' Industrial Union (S.A.), P.O. Box 4141, Cape Town, 8000.

The procedure laid down in paragraphs (b), (c), (d), (e) and (f) of section 19 (2) of the Industrial Conciliation Act, 1956, must be followed in connection with any objection lodged.

J. N. HITCHCOCK, Industrial Registrar.
(4 January 1980)

STU13-9 EXAMINATION RESULTS IN FACULTY ARTS AS AT 29 02 80 PAGE 2

15016 B.A./LL.B. YEAR : 1 15016

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL			
153982X	STRACHAN	ANDREW KENNETH	105104	LATIN I	F	(39)	1	153982X
1565290	VISSER	VIVIEN ELIZABETH	117101	POLITICAL SCIENCE I	UP	(50)	1	1565290
1535477	WAINE	VINCENT CHARLES	004101	PSYCHOLOGY I	ABS		7	1535477
			102101	AFRIKAANS	FF	(28)		
			107101	ENGLISH I (PRE-1980)	FF	(44)		
1568388	ZACHERL	SABINE RUTH	004101	PSYCHOLOGY I	F	(39)	7	1568388
157915X	ZACKON	JEFFREY	102101	AFRIKAANS	UP	(50)	1	157915X
			107101	ENGLISH I (PRE-1980)	3NX			

* TOTAL NUMBER OF STUDENTS 30

DEAN

Metal men press for more pay

By Elizabeth Wilson
Labour Reporter

About 500 000 workers in South Africa's metal industry could get a 20 percent pay increase — if union leaders have their way.

The demand was tabled at a meeting of the executive committee of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.

Among demands are calls for:

● The minimum rate to be raised by 20 percent, and this to include a guaranteed across-the-board increase of about 15 percent on current rates to offset inflation.

● A holiday bonus equivalent to a month's pay.

● Overtime rates to be restored to the previous level of time-and-a-half.

The unions are understood to be raising the issue of a reduced working week again, with the aim of a 40-hour week to be introduced over five years.

UCT

Kompetprint

Garment workers seek 2nd increase

STAR 28/4/80

By Sieg Hannig

Trade unions representing almost 20 000 garment workers on the Reef have appealed to their members to remain calm and await the outcome of a special request for wage increases.

The unions have asked the Transvaal Clothing Manufacturers' Association for a 12,5 percent rise in July instead of the 7,5 percent rise negotiated before the economic upswing.

"The increase in the cost of living last year alone was twice the increase granted to workers last year," said Senator Anna Scheepers, president of the Garment Workers' Union of South Africa.

She said neither the unions nor the workers were satisfied with the increases granted in the last agreement. These were "totally inadequate."

"The union appeals to all workers not to be impatient and take matters into their own hands," she said. "They should be calm and wait until the proposals are duly negotiated in June."

*** DEPARTMENT OF

*** DATE WRITTEN

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346

STAR 1/5/80

Building wages up

Building trade wages go up officially by an average of six percent today, the Master Builders Association has announced.

The director of the Witwatersrand MBA, Mr Basie Pretorius, said minimum rates for artisans go up from R3 to R3,18 an hour.

Operatives grade one go up from R1,26 to R1,33 and unskilled labour from 76c to 81c.

Fringe benefit rates are being renegotiated and will be increased in November.

155

7

25

6

ENPR 978 ****

Metal works pay talks begin: 15pc claim

STAR 13/5/80 (187) (346)

By Sieg Hannig

South Africa's most important pay negotiations —affecting 500 000 metal and engineering workers —began in Johannesburg today.

The closed meeting of more than 200 representatives of employers, trade unions and the Central Black Labour Board will debate union demands including

- Increases of 20 percent in minimum rates of pay and an across the board rise of 15 percent.
- A holiday bonus equivalent to a month's pay.
- The restoration of overtime rates to the previous level of time and a half.
- The introduction of a 40-hour working week by reducing the present 45 hours over five years.

The negotiations are being held against the background of predictions that the shortage of artisans will drive real pay upwards by as much as 18 or even 20 percent in some categories this year.

But it is thought unlikely that employers will be prepared to grant much more than the 13.5 percent increase on standard rates which the Chamber of Mines negotiated with the mining unions last month.

Another matter to be raised during the two-day meeting of the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry is that of the Seifsa guidelines on black and mixed trade unions.

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Metal unions win rise — and a deal

(346) (136) (133) (189) IDM 14/5/80.

By STEVEN FRIEDMAN
Labour Reporter

About half a million workers of all races were awarded a 14% wage increase in negotiations between metal industry employers and registered trade unions yesterday.

Workers' holiday leave bonuses will also rise by 14%. The new rates will come into effect on July 1.

And, in an important development at the negotiations, the Steel and Engineering Industries Federation agreed to soften its controversial black labour guidelines, to make it easier for unions with black members to bargain with metal industry employers.

The negotiations were attended by 250 delegates, according to a statement issued last night by the metal industry's industrial council.

The changes to the Seifsa guidelines follow demands by registered unions, which complained that they were an attempt to "forestall black unionisation".

Registered unions were concer[illegible] about the guidelines because a number of them are now organising black workers.

The guidelines originally advised employers not to deal with unregistered unions or allow unions access to their factory premises.

According to union sources, Seifsa agreed yesterday that individual companies will be allowed to recognise unions and deal with them provided the unions meet certain conditions.

These are:

- That the union should have applied for Government registration;
- That the union's constitution should be approved by the Industrial Registrar; and
- That the registration application must have been published in the Government Gazette.

If these conditions are complied with, it will be the individual employer's prerogative to decide what recognition to grant the union involved.

Employers will also be able to deduct union dues for unions which have complied with the conditions.

These conditions will make it easier for unions to win recognition, but they are likely to favour black unions organised by the existing registered unions in the industry.

The wage award, which covers all workers in the industry, raises minimum wages by 14% and provides for a 14% "across the board" increase in actual wages.

Unions and employers have also agreed to set up a training board which will "co-ordinate the various training schemes operating in the industries" and "devote attention to planning and co-ordinating skills", according to the industrial council's statement.

The agreement will also increase workers' holiday leave bonuses by 14% and increase employer and worker contributions to the industries' pension funds in order to increase the benefits offered by the funds.

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said last night that unions had wanted artisans' minimum wages to rise by more than 14%.

He said the minimum rates in these jobs were substantially lower than the actual rates paid and that this meant that employers could undercut skilled workers already employed by paying new workers much lower rates.

Skills training for metal workers

STAR 14/5/80

By Sieg Hannig

More skilled workers are to be trained for the metal and engineering industry. This undertaking follows the 14 percent pay boost announced for workers in the industry.

Over a year, the pay increases for skilled workers who are in short supply will be considerably higher than the 14 percent affecting all of the 500 000 workers in these industries, a trade union source admitted.

But this threat of inflation is hoped to be offset by the creation of a training board for the industries, said Dr Errol Drummond, director of the Steel and Engineering Industries' Federation.

He said the board, run jointly by employers and trade unions, would coordinate the various existing training schemes.

It would set targets to overcome skills shortages through revised training methods, planning and monitoring of the manpower position.

Dr Drummond described the 14 percent rise as realistic in the light of the present economic circumstances.

But Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said: "We are only recovering what we have lost in the past year. It is not the workers who are responsible for inflation."

The increase, effective from July 1, will raise the wage of the lowest-paid labourer by 12c an hour to 92c an hour.

Artisans will get a 39c an hour rise which will put their minimum wage on R3,14 an hour.

Those artisans earning more than the minimum will also get an increase of at least 39c an hour, since the 14 percent increase in every category's minimum wage will be paid across the board to all.

The holiday bonus is also being increased by 14 percent.

Allowances for workers employed away from home are being raised by 15 percent. And employer and employee contributions to the pension fund will increase by one percent.

STAR 5/6/80

Printers get pay increase

The National Industrial Council of the Printing and Newspaper Industry has negotiated a new wage agreement for two years from January 1981.

The agreement, which affects about 21 000 workers throughout the country, was negotiated in Durban this week.

In the first year it gives skilled and semi-skilled workers an increase of 15 percent in the basic rate.

Factory aids (labourers) will receive an increase of 17,5 percent.

Those workers who at present earn more than the minimum rates will receive a pay packet increase of R10 a week for skilled workers, R5 a week for semi-skilled workers and R2,50 a week for factory aids.

The same monetary increases will be given in the second year.

The chairman of the Industrial Council, Mr Hal Miller, said today improvements had also been achieved in the benefit funds of the council, especially with regard to the pension fund.

STAR 25/6/80

Bread men get a rise

Own Correspondent

DURBAN — Employees in the baking industry have been given a special across the board 10 percent wage increase because of the escalating cost of living.

The increase will take effect from Sunday June 29.

Motor workers reject offer

PORT ELIZABETH — Motor Industry workers last night rejected their employers' compromise offer this week of a R1,40 an hour minimum wage.

At a stormy meeting in Gelvandale, hundreds of Ford and General Motors workers expressed solidarity with the 3 500 Volkswagen employees who have been on strike for nine days.

The compromise offer was made by the Eastern Province Automobile Manufacturers' Association at a meeting of the Industrial Council for the Automobile Industry on Tuesday.

Several speakers last night said that workers should down tools today if their demand for a R2 an hour minimum was not met.

But officials of the National Union of Automobile and Rubber Workers persuaded workers to allow them to take the matter back to the Industrial Council on July 4.

The meeting decided that if employers did not meet their demand for what they called a "decent living wage" they would declare a dispute.

In terms of the offer, which applies also to Volkswagen, workers would get a minimum wage of R1,40 an hour from July 1, rising to R1,60 in January 1981, R1,80 in July 1981 and finally R2 by January 1982.

Mr Freddie Sauls, a union official, said his team had suggested R2 for unskilled workers, R2,75 for semi-skilled and R3,50 for skilled. He said the employers' offer was unacceptable, but it was the highest they would go.

There were thunderous shouts of "strike" when a worker from the floor said he had worked at General Motors for 21 years and was still earning R1,21 an hour. Workers said if they would get the R2 in 1982 they "saw no point in waiting two years for it".

In calming speakers who said they wanted to down tools immediately, Mr Brian Fredericks, chairman of the union, pleaded with workers to support the union in its efforts through legal avenues.

Pointing out disadvantages of an illegal strike he asked workers to consider the fact that the Federation of South African Trade Unions (Fosatu) had no funds to

on strike.

He said the federation's only finance came from members' subscriptions.

Meanwhile in Uitenhage Major Gerrie van Rooyen, liaison officer for the police in the Eastern Cape, said police used a sneeze machine yesterday to disperse 800 men in front of the Goodyear factory.

He said the strikers were escorted home to Kabah township without further incident.

A minimum R3 an hour demand by 1 350 black workers at Goodyear Tyre was unanimously rejected at a special hearing of the Industrial Council for the Tyre and Rubber Manufacturing Industry here on Tuesday afternoon.

At Volkswagen, workers will consider today the motor industry employers' compromise offer.

Other Uitenhage industries affected by the labour unrest which started last week reported that production was back to normal yesterday. DDC.

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Verwaarding in Suid-Afrika

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25/6/80

34 b

Pay rise offer to car workers

PORT ELIZABETH — Outright rejection in one case and a compromise in the other were the results of pay dispute talks yesterday to resolve strikes at embattled Uitenhage motor and tyre plants.

A minimum R3 an hour demand by 1 350 black workers at Goodyear Tyre — which means a monthly wage of about R500 for the lowest paid worker — was unanimously rejected at a special industrial council hearing here yesterday afternoon.

At an earlier meeting to settle the strike at Volkswagen where 3 500 black workers have stuck out for 11 days for a minimum basic R2 an hour, motor industry employers made a compromise offer of R1,40.

It will be taken back to the workers by the two trade union parties to the industrial council and representatives of the central black labour board. The council meets again on July 4.

A statement after the Goodyear talks said the company would rehire workers from tomorrow on its own conditions.

In an interview last night, Goodyear's public relations manager, Mr Mike Selley, said pamphlets would be distributed to workers who came to the factory today. They would be informed of the outcome of yesterday's negotiations and rehiring would start tomorrow and continue to Tuesday.

"We are also making it clear that rehiring will not be automatic. It will be on merit and long service workers will not lose pension benefits," Mr Selley said.

The recently concluded current agreement for minimum hourly basic pay of R1,10 made provision for a 12,5 per cent increase. It also called for two full wage reviews next year on March 31 and October 30, he said.

"That does not stop us from making adjustments as and when needed. The door is open. It has never been closed."

In an unusual move, the industrial council invited seven worker representatives to the Goodyear talks with the recognised trade union and Goodyear's liaison and representative committees.

As an invited body, the seven could put their views but could not vote.

The proposals formulated at the automobile manufacturers' meeting, at which Volkswagen, General Motors and Ford were represented, provide for minimum hourly rates ranging in seniority, from R1,40 to R3,35 with across the board rates from 12c to 20c an hour, with workers receiving whichever is the greater.

Another proposal is for shift premiums to be increased from 5 and 10 per cent to 10 per cent and 15 per cent respectively.

Other proposals are for short time pay and long service bonus increases.

In Uitenhage yesterday, the unrest of the past 11 days showed signs of dying down with more of the previously strike-bound firms reporting "back-to-normal" conditions.

Workers were taken back yesterday at Guestro Industries motor components where 650 had downed tools, Gubb and Inggs wool washery, where 700 had walked out, and National Standard wiring manufacturers where 120 workers yesterday continued their service.

Other plants which previously returned to work were Hella automotive lighting, Borg-Warner motor components, UCM milling, Bata tannery and SKF.

Employers were reluctant to discuss the conditions under which workers were taken back. — DDC.

MOTOR INDUSTRY

Out of gear

No matter what the outcome of Friday's Motor Industries Industrial Council meeting may turn out to be, the effects of the Eastern Cape strikes will be felt by the motor industry throughout the country.

The Port Elizabeth/Uitenhage motor companies, Ford, General Motors and Volkswagen, will be hit with larger wage bills no matter what agreement is reached, and possibly face the disruption of solidarity strikes from the entire 10 000 strong work-force.

For an area already under pressure through escalating transport costs and the effect of local content programmes, this could be fatal.

The Transvaal now accounts for 70% of all car sales in SA while decentralisation has meant major component manufacturers have moved up north.

As it is, the EP companies pay up to 30% higher wages than the Transvaal, Natal or Cape. Minimum wages on the Reef range from 90c to R1 a shift while the present minimum under negotiation in Port Elizabeth is R1,40.

Another increase will only further hit company profitability.

But the effects will not be localised. Wage structures in the Transvaal will be under scrutiny if an agreement of more than R1,40 is reached. "The wages on the Reef are so appalling — in some cases a mere 10% above the Minimum Living Level (MLL) — that this spin-off would be most welcome," says a union spokesman.

A Transvaal industry spokesman responds, however: "Wages are applicable to particular markets. PE has been making cars for over 50 years and a bank of experienced workers has been established. Workers in the Transvaal by and large have no motor industry training and as a result, training costs are higher."

It's not quite clear whether market penetration will move in the Transvaal's favour. The Eastern Province (including UCDD in East London) accounts for 43% of total manufacture, while the Transvaal accounts for 39%.

While some feel the unrest may give the north openings to capture a greater market share, others argue that improved efficiency in the Eastern Cape might save the day for Ford, GM, and VW.

One area that will be affected will be unit sales. VW has already lost production of some 5 000 units, while strikes at Ford and GM could double this figure in a week.

It's a problem the industry can ill afford. This year demand has outstripped supply and there is a R50m (10 000 unit) backlog of orders.

The question of whether the industry can afford the wage increases is a delicate one (see *Current affairs*). Although it made a R50m loss in 1978, sales and profits have escalated and the turnover figure is reaching pre-oil crisis proportions once more.

Wage costs equal 15% of total costs and while management argues that a 40% increase on this would be too steep to carry, workers feel the allocation of money is relative and if other price increases such as steel can be accommodated, wage structures, too, have to be reconsidered.

Could the problems have been avoided? As pointed out in the *FM* (June 27), the negotiation procedures are proving a major weakness in the dispute.

Added to this has been amateurish behaviour on the part of management and workers alike, who bungled badly in this, their first major industrial dispute.

It seems that management refuses to throw off its paternalistic cloak and still demands control of working conditions. As one worker puts it. "We want to start determining our own conditions of employment."

Management has also consistently refused to provide profit figures at the negotiating table. Union spokesmen argue that a prerequisite for negotiation is for both parties to know what they're dealing with.

Management needs to know why demands are being made and workers need to know why they are being rejected.

As a union organiser says: "We are prepared to adjust our demands according to the company's financial state. It's hardly in our interests to bankrupt the company."

But management insists they represent private companies and are "not obliged to furnish profit figures." Although all three companies are multinationals, they claim they are not given directives from their parent companies.

VW, Ford, and GM are all listed abroad but their financial statements do not give a breakdown of foreign subsidiaries — except where special mention is made.

But, in SA it has been an accepted practice that private companies do not divulge these figures. Says an industry spokesman: "Management feels that workers have no role to play in the decisionmaking processes of the company. They are not shareholders."

Management, however, appears to want to protect its own interests. "Multinationals are particularly vulnerable to pressure. Neither the parent companies nor the subsidiaries can afford to have their profits made public for fear of repercussions," says a union spokesman.

This attitude, they argue is indicative of the unsophisticated nature of SA labour relations.

Although an intricate system of negotiation channels — equal to those established in Europe — has been established, the authorities have done little to make them acceptable to the vast majority of workers.

"SA is still in the Industrial Revolution stages of development. Although sophisticated machinery is being established (usually a few years after it's due) it doesn't take into account the extraneous factors in SA society," according to a union spokesman.

The Industrial Council system is seen as a means of providing government control, union registration is construed as the government extending a commanding arm over union organisation and the liaison committee system is seen as the child of management.

The high level of unionisation in the Eastern Cape has been a major factor in the disputes. Compared to the Transvaal, union recognition and shop floor penetration are light years ahead.

A number of factors have contributed to this. There are no migrant workers in the Eastern Cape — unlike the Transvaal where 90% of the work force is recruited elsewhere. A migrant labour force lacks continuity which a stable union presence requires.

The Eastern Cape work force is also homogeneous, bringing with it a strong sense of community. There are less communication problems as the area is smaller and meetings are easily organised and attended.

Nevertheless, the Transvaal, with pay scales markedly lower than the Eastern Cape, cannot be regarded as immune to escalating wage demands. It, too, could soon feel the winds of change blowing off the sea.

FM 4/7/80

LABOUR MATTERS

High noon in PE

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There are a number of options open to the negotiating parties in today's Eastern Cape Motor Industry's Industrial Council meeting in Port Elizabeth. But precisely what the outcome will be is anybody's guess.

Last week workers from General Motors, Volkswagen, and Ford rejected management's R1,40 an hour minimum wage offer and GM and Ford workers said they would strike should management fail to move closer to their R2 demand.

There are indications that both sides in the dispute are hardening their stance, and VW has fears for the economic stability of the region itself (see previous page). Today's meeting, therefore, has ramifications far beyond individual factory conditions.

The legal position is as follows:

- In negotions through the Industrial Council, the council must hold three meetings before a dispute can be declared. This will be the Motor Industry council's third meeting.
- Once a dispute has been declared the parties may decide either to go to arbitration or call a strike.
- The strike is not legal until 30 days after the dispute is declared. In this case a strike by black workers would be illegal anyway as their union is not a registered one.
- If no agreement is reached and the coloured and black union and worker representatives are outvoted by management and the white union representatives, workers can refuse to be part of the agreement and refer the case to a court of law.

The outcome could set a precedent in SA labour relations as the Industrial Council has not yet faced a case where one of the parties has refused to comply with the majority ruling.

increases, as the particle penetrates deeper into the medium . The density of energy deposited $(-dE/dx)$ is therefore highest at the end of the range (fig. 25).

Relatively heavy particles such as the p or α are not significantly deflected in their collisions with ons in matter and the maximum energy nly a tiny fraction of the p or α articles therefore retain their oughout the slowing down process and efined - do not vary much from one the same energy (fig. 24(a)). ever, can scatter through large ons with atomic electrons (of ose a large fraction of their energy therefore their detailed trajectories ne electron to another and their ned (fig. 24 (b)).

listed below:

Ranges of 1 MeV protons in different media (in mm)

Air	Aluminium	Lead
20.0	0.0126	0.0106

ly with the nuclei in atoms and tatistical process. If we place kness x of N_0 n fig.26) eam is action and cts with number N second is

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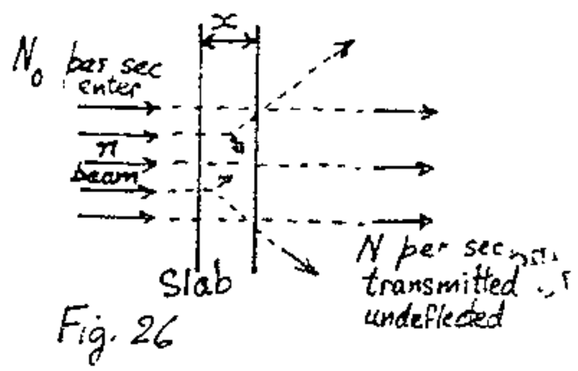

Fig. 26

eraction d depends on species he slab. nteraction is either a nuclear ch the neutron transfers some of its ing (charged) recoil nucleus, or a nuclear reaction which usually leads to the emission of charged particles or gamma rays. Thus the secondary particles resulting from neutron interactions in matter are often charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

Milestone in labour reform

Labour Editor

A major milestone on the road to labour reform was reached yesterday, when South Africa's largest industrial council admitted its first two black trade unions.

The two newly-registered black unions will join 10 white, coloured and Indian unions in the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

As parties to the council, they will be involved in the negotiation of wages and working conditions for nearly 500 000 workers of all races.

"I think it's the first time in South African history that black unionshave become parties to an industrial council," commented Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

The industrial council, which admitted the unions at its annual meeting in Johannesburg yesterday, also made history a few years ago by anticipating the Wiehahn Report in an agreement on nonracial employment safeguards.

The newly admitted unions are the National Union of Engineering, Industrial and Allied Workers and the Electrical and Allied Workers' Union.

single elastic collision with a proton. The maximum nuclear recoil energy E_{max} resulting from elastic scattering of neutrons (of mass m_n and energy E) on a nucleus of mass m_N is given by

$$E_{max} = 4m_n m_N E/(m_n+m_N)^2 \quad \ldots\ldots (34)$$

Thus E_{max}/E is much smaller for heavy nuclei than for hydrogen.

(c) Gamma rays

The three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1,p.5) and pair production (section 2.3,p.8). Energy is transferred from the incident gamma photon to a photoelectron, a Compton electron or an electron-positron pair respectively. These charged secondary particles then interact with the medium as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process and is governed by an exponential absorption law of the form given by eq.(33) but with α representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components α_{PE}, α_C and α_{PP}, corresponding to the photo-, Compton and pair effects. Thus

$$\alpha = \alpha_{PE} + \alpha_C + \alpha_{PP} \quad \ldots\ldots\ldots (35)$$

The absorption coefficients are largest for the heaviest elements (e.g. lead) and α_{PE} usually dominates for gamma energies below 0.5 MeV, α_{PP} for energies above ~ 10 MeV and α_C for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radioactivity. This is defined as the thickness $x_{\frac{1}{2}}$ of the particular medium required to reduce the fraction N/N_0 (eq.(33)) to one half for a particular gamma energy.

Thus $N/N_0 = \frac{1}{2} = \exp(-\alpha x_{\frac{1}{2}})$ .....(36)

Some values of $x_{\frac{1}{2}}$ are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

KENNISGEWING 631 VAN 1980

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N NYWERHEIDS-RAAD

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 19 (2), soos toegepas by artikel 19 (9), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige persoon wat teen die aansoek beswaar maak, word versoek om binne een maand vanaf die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van Nywerheidsraad.—Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal).

Datum waarop aansoek ingedien is.—17 Maart 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Die Elektrotegniese Aannemingsbedryf in die landdrosdistrikte Alfred, Babanango, Bergville, Dannhauser, Eshowe, Glencoe, Impendle, Inanda, Ingwavuma, Kranskop, Mahlabatini, Mapamulo, Mooirivier, Msinga, Mtonjaneni, Ndwedwe, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Polela, Port Shepstone, Richmond,

GG 7214

NOTICE 631 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

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APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN INDUSTRIAL COUNCIL

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 19 (2), as applied by section 19 (9), of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electrical Industrial Council (Natal). Particulars of the application are reflected in the subjoined table.

Any person who objects to the application is invited to lodge his objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

Name of Industrial Council.—Electrical Industrial Council (Natal).

Date on which application was lodged.—17 March 1980.

Interests and area in respect of which application is made.—The Electrical Contracting Industry in the Magisterial Districts of Alfred, Babanango, Bergville, Dannhauser, Eshowe, Glencoe, Impendle, Inanda, Ingwavuma, Kranskop, Mahlabatini, Mapamulo, Mooi River, Msinga, Mtonjaneni, Ndwedwe, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Polela, Port Shepstone, Richmond,

Ubombo, Umbumbula, Umvoti, Underberg, Utrecht en Weenen, maar uitgesonderd enige gedeeltes van hierdie landdrosdistrikte wat ingevolge Proklamasie R. 11, 1977, wat in die *Staatskoerant* van 28 Januarie 1977 verskyn het, binne die selfregerende gebied KwaZulu val.

"Elektrotegniese Aannemingsbedryf" beteken die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir enigeen van of al die volgende werksaamhede:

(a) Die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat 'n integrerende en permanente deel van 'n gebou uitmaak, met inbegrip van bedrading, kabellaswerk, die lê van kabels, die aanlê van bogrondse elektriese lyne, en alle ander werksaamhede wat daarmee gepaard gaan, afgesien daarvan of die werk verrig of die materiaal berei word op die terrein van die geboue of strukture of elders.

(b) Die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat nodig is vir die doel waarvoor 'n gebou gebruik word, met inbegrip van bedrading, kabellaswerk, die lê van kabels, die aanlê van bogrondse elektriese lyne, en alle ander werksaamhede wat daarmee gepaard gaan, afgesien daarvan of die werk verrig of die materiaal berei word op die terrein van die geboue of strukture of elders.

(c) Die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat nodig is vir die oprigting, verbouing, herstel en onderhoud van geboue, met inbegrip van bedrading, kabellaswerk, die lê van kabels, die aanlê van bogrondse elektriese lyne, en alle ander werksaamhede wat daarmee gepaard gaan, afgesien daarvan of die werk verrig of die materiaal berei word op die terrein van die geboue of strukture of elders.

Vir die toepassing van paragrawe (a), (b) en (c) omvat "elektriese uitrusting"—

(i) elektriese kabels en bogrondse lyne;

(ii) generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relês, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan, maar uitgesonderd radiotoestelle en verwante elektriese apparaat, seinuitrusting en ander uitrusting waarby gebruik gemaak word van die beginsels wat toegepas word by die bediening van radio- of elektroniese uitrusting), elektriese verligtings-, verwarmings-, kook-, verkoel- en afkoelingsuitrusting, huishoudelike elektriese uitrusting, primêre en sekondêre selle en batterye, transformators en oonduitrusting.

Voorts, vir die toepassing van paragrawe (a), (b) en (c) omvat "ontwerp, bereiding, oprigting, installering, herstel en onderhoud" nie die volgende nie:

(aa) Die vervaardiging, installering, herstel en/of onderhoud van hysers en roltrappe;

(ab) die vervaardiging, deur middel van herhalingsmetodes, van voornoemde uitrusting of samestellende dele daarvan;

(ac) die bedrading van motorvoertuie of installering in motorvoertuie van verligtings-, verwarmings- of ander uitrusting of toebehore, hetsy permanent of andersins;

(ad) die vervaardiging en/of fabrisering en/of inmekaarsit en/of herbou van batterye van die loodsuurtipe en/of samestellende dele daarvan;

Ubombo, Umbumbula, Umvoti, Underberg, Utrecht and Weenen, but excluding any portions of these Magisterial Districts falling within the selfgoverning territory of KwaZulu in terms of Proclamation R. 11, 1977 which appeared in the *Government Gazette* of 28 January 1977.

"Electrical Contracting Industry" means the Industry in which employers and employees are associated for any or all of the following operations:

(a) The design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent part of a building, including any wiring, cable jointing and laying, electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere.

(b) The design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a building is used, including any wiring, cable jointing and laying, electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere.

(c) The design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of buildings, including any wiring, cable jointing and laying, electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere.

For the purpose of paragraphs (a), (b) and (c) "electrical equipment" shall include—

(i) electrical cables and overhead lines;

(ii) generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith, but excluding radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment, electrical lighting, heating, cooking, refrigeration and cooling equipment, domestic electrical equipment, primary and secondary cells and batteries, transformers and furnace equipment.

Further for the purposes of paragraphs (a) (b) and (c), "design, preparation, erection, installation, repair and maintenance" shall not include—

(aa) the manufacture, installation, repair and/or maintenance of lifts and escalators;

(ab) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof;

(ac) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures whether permanent or otherwise;

(ad) the manufacture and/or fabrication and/or assembly and/or rebuilding of lead acid type batteries and/or component parts thereof;

(ae) die installering en/of versiening en/of herstel van loodsuurbatterye van die vaste tipe of samestellende dele daarvan wanneer die werk verrig word deur die vervaardiger van die battery of samestellende deel;

(af) die installering en/of versiening en/of herstel van motorvoertuigbatterye van die loodsuurtipe of samestellende dele daarvan wanneer die werk verrig word deur die vervaardiger van die battery of samestellende deel ooreenkomstig die vervaardiger se waarborg;

(ag) die verkoop, herstel en/of versiening van tikmasjiene en/of ander meganiese kantoortoestelle;

(ah) die inmekaarsit en/of versiening en/of installering en/of onderhoud en/of herstel van een of meer van die toestelle, uitrusting, masjiene, inrigtings of apparaat in (ai) hieronder bedoel;

(ai) die bemarking van toestelle, uitrusting, masjiene, inrigtings en apparaat, ongeag of dit met die hand werk of volgens fotografiese, meganiese, elektroiegniese, elektrostatiese of elektroniese beginsels of enige kombinasie van sodanige beginsels wat hoofsaaklik bedoel is vir gebruik by rekeningkundige en/of besigheids- en/of berekenings- en/of kantoorprosedures, oral waar sodanige bemarking geskied tesame met een of meer van die werksaamhede in (ah) bedoel;

(aj) die verbinding van die toestelle, uitrusting, masjiene, inrigtings en apparaat in (ai) bedoel, met die bedrading van 'n gebou of bouwerk, uitgesonderd deur middel van 'n sok of dergelike uitlaat wat vir dié doel verskaf word.

Belange en gebied ten opsigte waarvan registrasie gehou word.—Die belange soos hierbo uiteengesit, in die landdrosdistrikte Durban en Pinetown.

Posadres van applikant.—Posbus 722, Durban, 4000.

Kantooradres van applikant.—4de Verdieping, Metal Industries House, Ordenanceweg 15, Durban.

Die prosedure soos voorgeskryf by paragrawe (b), (c), (d), (e) en (f) van artikel 19 (2) van die Wet op Nywerheidsversoening, 1956, moet gevolg word in verband met enige besware wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(12 September 1980)

(ae) the installation and/or servicing and/or repair of stationary type lead acid batteries or component parts thereof, when performed by the manufacturer of the battery or component part;

(af) the installation and/or servicing and/or repair of motor vehicle batteries of the lead acid type or component parts thereof, when performed by the manufacturer of the battery or component part in terms of the manufacturer's guarantee;

(ag) the sale, repair and/or servicing of typewriting machines and/or other mechanical office appliances;

(ah) the assembling and/or servicing and/or installation and/or maintenance and/or repair of any one or more of the appliances, equipment, machines, devices or apparatus referred to in (ai) below;

(ai) the marketing of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles or any combination of such principles, primarily intended for use in accounting and/or business and/or calculating and/or office procedures, wherever such marketing is carried on in conjunction with any one or more of the activities referred to in (ah);

(aj) the connection to the wiring of a building or building structure of the appliances, equipment, machines, devices and apparatus referred to in (ai), other than by means of a socket or similar outlet provided for the purpose.

Interest and area in respect of which registration is held.—The interests set out above, in the Magisterial Districts of Durban and Pinetown.

Postal address of applicant.—P.O. Box 722, Durban, 4000.

Office address of applicant.—Fourth Floor, Metal Industries House, 15 Ordenance Road, Durban.

The procedure laid down in paragraphs (b), (c), (d), (e) and (f) of section 19 (2) of the Industrial Conciliation Act, 1956, must be followed in connection with any objections lodged.

M. W. J. LE ROUX, Industrial Registrar.

(12 September 1980)

KENNISGEWING 632 VAN 1980

DEPARTEMENT VAN LANDBOU EN VISSERYE

WET OP AGENTSKAPSVERKOPING VAN LANDBOUPRODUKTE, 1975 (WET 12 VAN 1975)

Ooreenkomstig artikel 14 van die Wet op Agentskapsverkoping van Landbouprodukte, 1975 (Wet 12 van 1975), word hierby vir algemene inligting bekendgemaak dat mnr. G. S. Lansdell wat te Markstraat, Uitenhage, onder die handelsnaam Uitenhage Market Agents besigheid gedryf het as kommissie-agent, as sodanig vrywillig besigheid gestaak het met ingang van 28 Junie 1980.

(12 September 1980)

NOTICE 632 OF 1980

DEPARTMENT OF AGRICULTURE AND FISHERIES

AGRICULTURAL PRODUCE AGENCY SALES ACT, 1975 (ACT 12 OF 1975)

It is hereby notified for general information, in terms of section 14 of the Agricultural Produce Agency Sales Act, 1975 (Act 12 of 1975), that Mr G. S. Lansdell who carried on business as commission agent at Market Street, Uitenhage, under the trade name Uitenhage Market Agents, voluntarily ceased carrying on business as such with effect from 28 June 1980.

(12 September 1980)

KENNISGEWING 633 VAN 1980

DEPARTEMENT VAN LANDBOU EN VISSERYE

WET OP AGENTSKAPSVERKOPING VAN LANDBOUPRODUKTE, 1975 (WET 12 VAN 1975)

Ooreenkomstig artikel 14 van die Wet op Agentskapsverkoping van Landbouprodukte, 1975 (Wet 12

NOTICE 633 OF 1980

DEPARTMENT OF AGRICULTURE AND FISHERIES

AGRICULTURAL PRODUCE AGENCY SALES ACT, 1975 (ACT 12 OF 1975)

It is hereby notified for general information, in terms of section 14 of the Agricultural Produce Agency Sales

New meat trade wages

DD 18/10/80

~~156~~ 346

EAST LONDON — New minimum wages have been laid down for between 300 and 400 employees working in the meat trade in the magisterial area of East London, according to a Government Gazette announcement published yesterday.

The new wages will come into effect from Monday.

The secretary for the industrial council which negotiated the increases, Mr Jimmy Nicholas, said: "Basically the new wages are a one-third increase on the minimum wages laid down in October, 1977.

"This does not mean that everyone's wages will increase by one-third from Monday. Most butchers are already paying more than the amounts specified."

He gave the increases as follows — shop controllers now earning a minimum of R82,50 a week are to get a minimum of R110 a week.

Meat technicians now getting a minimum of R69,30 a week will get a minimum of R92,40.

Minimum wages for general workers (male) go from R17,00 to R23,00; for women, the figure is R13,00 increasing to R18,-40.

Minimum wages of drivers of motor vehicles (between 500 kg and 2 500 kg) go from R24,00 to R32,00.

Meat technician's assistants now getting a minimum wage of R19,00 are to get R26,70 a week.

Mass measurers and pricers (female) now getting a minimum of R15,00 are to get R21,30

At present the minimum wage laid down for meat shop attendants, male and female, is R17,00 a week. But from Monday men are to earn a minimum wage of R25,00 and women, R23,00.

Meat technicians presently earning a minimum of R69,30 a month are to earn R92,40

The wages of clerical employees (male) which are presently R253 a month are to increase to R337. — DDR

Sun Times 26/10/80 (F9)

Industrial council set-up 'must change'

By Andrew McNulty

RADICAL changes must take place in the industrial-council system if emerging non-racial trade unions are to accept the centralised system as their collective bargaining forum, thereby prolonging the industrial peace it has helped create.

This is the view of a prominent trade unionist, Ben Nicholson, general secretary of the South African Electrical Workers' Association.

Addressing a Manpower 80 symposium held by the Electrical Contractors' Association in Johannesburg Mr Nicholson made a strong plea for acceptance by all non-racial unions.

He said: "Employer policy towards trade unions has invariably affected the attitude of employees to trade unions.

"If, therefore, employers' associations make it clear to their members' companies that they should be positive towards unions, and favour the trade union which represents all, irrespective of race, then the evolution of non-racial trade unions will be accelerated.

"But if employer policy opposes recognition of trade unions, and is not accepted by employees, then conflict will certainly occur — either overtly or covertly — and the implementation of the concept of freedom of association will then not have brought advantage to either party.

Mr Nicholson warned that the advent of unions representing semi-skilled or unskilled workers could lead to a decentralisation of collective bargaining.

Such unions would see their power base as being in the numbers they represented.

They would view as a threat to their power the industrial-council system, which rules out independent action at shop-floor level and has mechanisms delaying the use of strikes to achieve objectives.

Unions representing semi-skilled and unskilled workers would inevitably become socio-politically oriented, says Mr Nicholson, and could act as major pressure groups.

Underpayment of staff alleged

Staff Reporter

THE OWNER of a Long Street electrical shop, who allegedly owes his former employees R4 600 by underpaying them and failing to pay overtime wages, holiday pay and holiday bonuses, appeared before a Cape Town magistrate yesterday.

Gunter Walther, of Blinkwater, Disa Park, appeared for himself and ACS Electrical (Pty) Ltd on six charges under the Electrical Contracting and Servicing Industry (Cape) Agreement.

He pleaded not guilty. Similar charges against Miss C H A Eggers of Silverstream, Disa Park, were withdrawn.

An inspector of the industrial council for the industry, Mr Reginald Betteridge, said that at ACS workshop last year he found Mr Graeme Hindley and Mr David Veldsman repairing washing machines and refrigerators. They told him Mr Walther paid them R60 a week. This should have been R110.

Mr Walther said the men were self-employed under terms of a contract he had drawn up with them. He looked after the financial side, they contracted for jobs and effectively "owned the business".

In evidence, Mr Hindley said he and Mr Veldsman had been offered the chance to buy the business under the contract and had worked accordingly for a trial period. Then they became dissatisfied as they continued to receive only R60 and no commission.

They told Mr Walther repeatedly they were not interested in the contract, which they had not signed, but continued to work as before.

Giving similar evidence, Mr A A J van Zyl said he resigned in March this year. He had signed the contract as Mr Walther gave him an alternative of resigning.

The hearing continues tomorrow.

Mr E van Zyl was on the Bench. Mr P Laubscher appeared for the State.

at 32,4% at the 5% level of significance. (This argument should be regarded as order of magnitude, since the CPS uses a stratified sample, not a simple random sample and the standard error of an estimate of a proportion will be different from that calculated here.)

If the 'statistical illusion' and constant activity rate view is accepted, then it is clear that the e ry far from absorbing the increase in the Afri er the period February 1978 to November 1979, a in- creasing growth. What the effect of ex vth in 1980 and 1981 will be, remains to be

IS SOUTH AFRICAN UNEMPLOYMENT 'TECHNOLC AL' ?

Two competing theories of South African now be stated:

I. Cap h Africa as it c tive words, are availa onomies importe d where l in its capital South train a n, Africa' on- labour ote trols t n- areas; cious employe ce of and so



Firm underpaid by R4 000 workers

A Cape Town magistrate yesterday found the owner of a Long Street electrical firm guilty of five charges of underpaying employees in contravention of the Electrical and Sorvicing Industry (Cape) Agreement.

Mr Reginald Betteridge, an Industrial Council inspector, said that according to the firm's wage register the accused had failed to pay more than R4 000 in wages to six former employees.

Although some of the employees had received attendance bonuses that brought their total income above the prescribed minimum, incentive bonus was not part of a man's living wage' under Industrial Council legislation.

It was claimed that one employee had not been paid overtime pay of R225,09 and that two others had not received holiday pay and holiday bonuses totalling R121,51.

Inspector Betteridge said that Mr Graeme Lindsay and Mr David Veldsman, who were employed at ACS to repair refrigerators and washing machines, had been paid R60 a week for 23 weeks while the rate prescribed was R110 a week.

Another employee, Mr A A J van Zyl, said that he had been forced to sign a contract whereby he was to take over the management of the electronics workshop at ACS. He said he was faced with the alternative of losing his job.

Mr E van Zyl, the magistrate, suggested to Walther that he discuss the possibility of settling the issue of payment of the overdue wages with Mr Betteridge. The court would be prepared to consider suggestions made on this basis. Judgment was reserved until December 10.

Walther was acquitted of a sixth charge.

Mr P Lambeer appeared for the state.

Mr Lindsay and Mr Veldsman said that they had not signed any contract but had worked under the terms of Walther's proposal for a trial period in the hope of earning more.

After three months, they became dissatisfied when they continued to receive only their wage of R60 a week and no commission. On a number of occasions, they told Walther that they were no longer interested in the contract and they continued to work as his employees under the same conditions as before.

Another employee, Mr A A J van Zyl, said that he had been forced to sign a contract whereby he was to take over the management of the electronics workshop at ACS. He said he was faced with the alternative of losing his job.

Mr E van Zyl, the magistrate, suggested to Walther that he discuss the possibility of settling the issue of payment of the overdue wages with Mr Betteridge. The court would be prepared to consider suggestions made on this basis. Judgment was reserved until December 10.

Walther was acquitted of a sixth charge.

Mr P Lambeer appeared for the state.

Wet op Suid-Afrikaanse Burgerskap, 1949 (Wet 44 van 1949), soos gewysig, deur Sy Edele die Minister van Binnelandse Aangeleenthede gedurende die tydperk 1 April 1980 tot 30 Junie 1980, ontneem is, word hierby ooreenkomstig artikel 39 (1) (b) van bogenoemde Wet gepubliseer:

No. van sertifikaat, naam van persoon, geboortedatum, geboorteland, nasionaliteit voor uitreiking, datum van ontneming, artikel van wet/No. of certificate, name of person, date of birth, country of birth, nationality prior to issue of certificate, date of deprivation, section of act.

Act, 1949 (Act 44 of 1949), as amended, been deprived of their South African citizenship by the Honourable the Minister of Internal Affairs during the period 1 April 1980 to 30 June 1980, inclusive, is hereby published in accordance with section 39 (1) (b) of the above-mentioned Act:

R1171—HENNINGS, Hugo, 13/11/05, Duitsland/Germany, burger van Duitsland/citizen of Germany, 20-6-80, 19*bis* (1) (a) (ii) (bb).

(16 Januarie 1981)/(16 January 1981)

KENNISGEWING 44 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N NYWERHEIDSRAAD

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrateur, maak ingevolge artikel 19 (2), soos toegepas by artikel 19 (9), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Nywerheidsraad vir die Klerasienywerheid (Kaap).

Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige persoon wat teen die aansoek beswaar maak, word versoek om binne een maand vanaf die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van Nywerheidsraad.—Nywerheidsraad vir die Klerasienywerheid (Kaap).

Datum waarop aansoek ingedien is.—29 Augustus 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Die Klerasienywerheid in die landdrosdistrik Malmesbury.

"Klerasienywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die maak van alle klasse vroue- en meisiesdrag, met inbegrip van dele van sodanige kledingstukke en lapgordels.

Posadres van applikant.—Posbus 142, Soutrivier, 7925.

Kantooradres van applikant.—Industria House, Victoriaweg 350, Soutrivier.

Die prosedure voorgeskryf by paragrawe (b), (c), (d), (e) en (f) van artikel 19 (2) van die Wet op Nywerheidsversoening, 1956, moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.

(16 Januarie 1981)

NOTICE 44 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN INDUSTRIAL COUNCIL

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 19 (2), as applied by section 19 (9), of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Industrial Council for the Clothing Industry (Cape).

Particulars of the application are reflected in the subjoined table.

Any person who objects to the application is invited to lodge his objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of Industrial Council.—Industrial Council for the Clothing Industry (Cape).

Date on which application was lodged.—29 August 1980.

Interests and area in respect of which application is made.—The Clothing Industry in the Magisterial District of Malmesbury.

"Clothing Industry" means the industry in which employers and employees are associated for the making of all classes of women's and girls' wear, including parts of such garments and cloth belts.

Postal address of applicant.—P.O. Box 142, Salt River, 7925.

Office address of applicant.—Industria House, 350 Victoria Road, Salt River.

The procedure laid down in paragraphs (b), (c), (d), (e) and (f) of section 19 (2) of the Industrial Conciliation Act, 1956, must be followed in connection with any objections lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.

(16 January 1981)

KENNISGEWING 38 VAN 1981

DOEANE- EN AKSYNSTARIEFAANSOEKE.—LYS 2/81

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op

NOTICE 38 OF 1981

CUSTOMS AND EXCISE TARIFF APPLICATIONS.—LIST 2/81

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections to or comments on these representations must be submitted to

Natal sugar workers get pay rise

Mercury Reporter

NATAL sugar mill and refinery workers will receive pay hikes in April as a result of recent negotiations between the sugar industry and various unions representing the workers.

According to Mr W R M Kullin, chairman of the industrial council for the sugar manufacturing and refining industry, conditions of employment for the workers will also be upgraded.

'The agreement follows negotiations which began in December last year,' said Mr Kullin.

'The main features of the agreement are an increase of 17 percent in minimum wage rates and not less than 14 percent on actual basic pay.

'This means that even those employees who are being paid more than the current prescribed minimum rates will receive at least a 14 percent pay increase from April 1, this year,' he said.

The agreement will run for two years with wage rates for the second year being negotiated early in 1982.

FACULTY OF ENGINEERING

Corporation Medals
For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McCleland

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.

L Menegaldo

CHEMICAL

A E & C I Prize

st year student
he highest average

Pay talks key test for labour councils

By Drew Forrest

The official labour bargaining system — and its ability to meet the needs of black workers — goes on trial today in a crucial meeting of the engineering industrial council.

Twelve registered trade union leaders, including representatives of newly registered black unions, will ask for an immediate increase of 20c in the minimum wages of half-a-million engineering workers.

At stake, says the general secretary of the SA Electrical Workers' Association, Mr Ben Nicholson, is the credibility of the industrial council system to black workers and their representative bodies — which are entering the system for the first time.

Galloping inflation has eroded real wages, he said, and unless industrial councils can respond swiftly to changed conditions, black workers will continue to use the strike weapon as a first resort in pressing demands.

If granted, the 20c increase will be offset against the unions' total wage demand for this year, to be negotiated shortly.

Other novel features of this year's wage agreement which the unions hope to negotiate are:

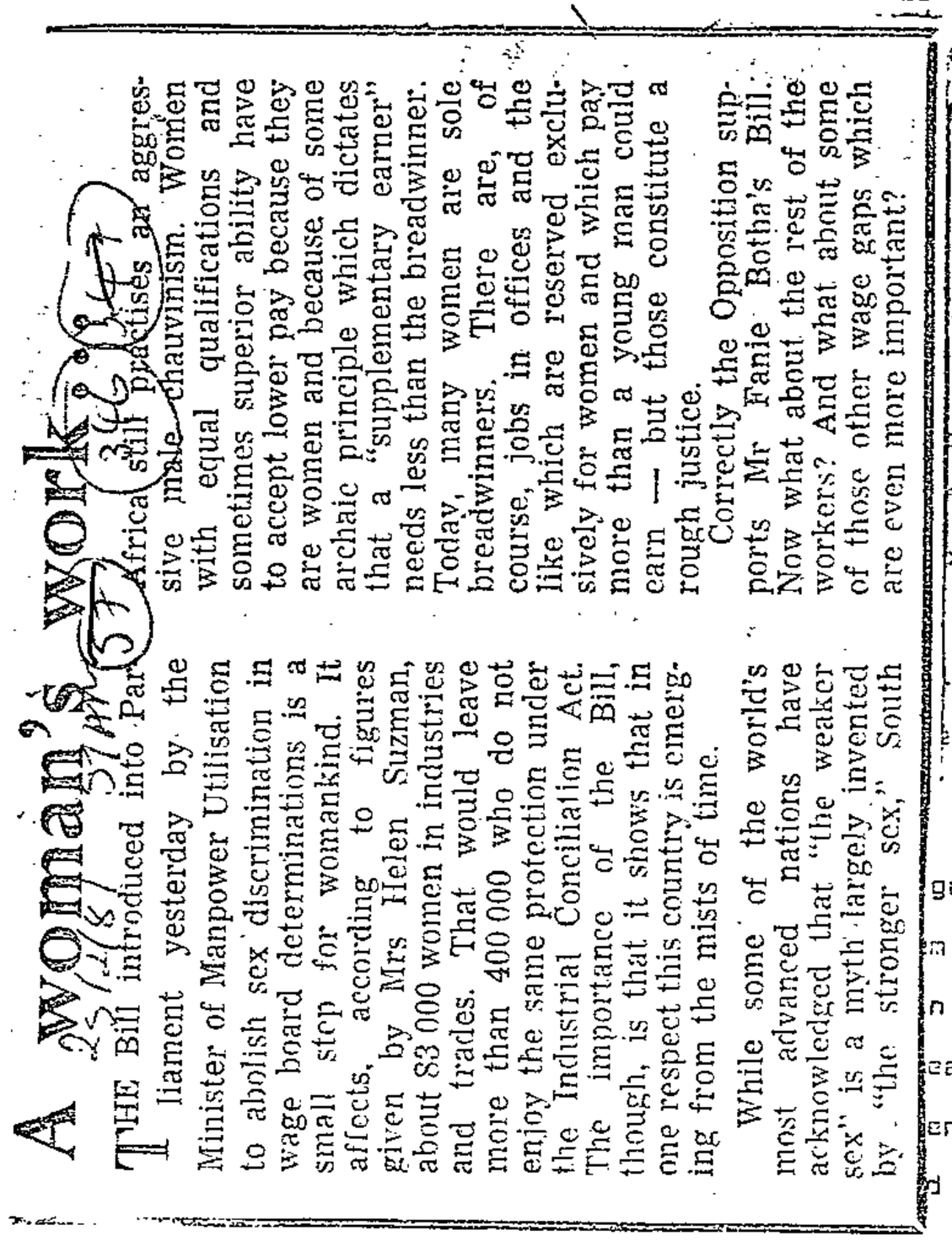
● Automatic increases in January and June next year to counter inflation.

● An 18-month rather than 12-month agreement, to give stability to the industry.

● A commitment on the part of employers to renegotiate the agreement if conditions change unexpectedly.

As South Africa's largest employer in secondary industry, the engineering industry was a trend-setter, Mr Nicholson said. A more flexible agreement along the lines proposed by the unions was likely to set a pattern for others.

and related schools would regard exploration of unconscious factors and complexes as necessary to reduce the negative power of these and thus increase the positive and healing forces i.e. releasing the individual from the rule of unconscious complexes and their often daemonic power.



A woman's work

THE Bill introduced into Parliament yesterday by the Minister of Manpower Utilisation to abolish sex discrimination in wage board determinations is a small step for womankind. It affects, according to figures given by Mrs Helen Suzman, about 83 000 women in industries and trades. That would leave more than 400 000 who do not enjoy the same protection under the Industrial Conciliation Act. The importance of the Bill, though, is that it shows that in one respect this country is emerging from the mists of time.

While some of the world's most advanced nations have acknowledged that "the weaker sex" is a myth largely invented by "the stronger sex," South Africa still practises an aggressive male chauvinism. Women with equal qualifications and sometimes superior ability have to accept lower pay because they are women and because of some archaic principle which dictates that a "supplementary earner" needs less than the breadwinner. Today, many women are sole breadwinners. There are, of course, jobs in offices and the like which are reserved exclusively for women and which pay more than a young man could earn — but those constitute a rough justice.

Correctly the Opposition supports Mr Fanie Botha's Bill. Now what about the rest of the workers? And what about some of those other wage gaps which are even more important?

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To me it seems that his methods rest on two foundation stones.

(1) His knowledge of and faith in the use of the cultural beliefs, customs and values of his own people. He and they live with their ancestral shades in an undivided world. Because of his natural gifts and prolonged and intensive training he can mediate between the living and the living dead, and interpret the often obscure, at times disturbing and even frightening messages and wishes of the ancestors. He can do more, he can summon the helping and benevolent spirits which help him and his patient with the healing work in hand. This aspect of his work rests on sound psychological principles.

(2) In the second facet of his work, according to my observations, neurophysiological functions are used extensively. The aim of ~~their~~ ritual dancing is to stir up certain bodily functions which have a clearly observable effect on their sense of physical and bodily wellbeing. Some of the herbal remedies which are routinely used might well also have an effect on neuronal activity.

These two aspects do not operate separately but are present to a greater or lesser degree in all the healing procedures.

VALUE OF A SHARED CULTURE:

Carstairs[5] concludes that the indigenous healer plays a key role in the health of the individual and the social cohesion of the group. Kiev[6] considers that primitive psychotherapies are complex culture bound procedures and that no one institutional model can meet the divergent needs in all societies. All cultures produce tensions and over the centuries they have all acquired and provided valuable mechanisms for the release of these tensions.

Anthropologists have made great contributions to a better understanding of the world view of black people and their ideas about the causation of ill-health and the treatment required. In this connection

A black union in tobacco council

Labour Reporter

THE Tucsa-affiliated African Tobacco Workers' Union has been admitted to the tobacco industry's industrial council.

This makes the industry the third which is known to have admitted a black union to its industrial council, a key element in the official bargaining system.

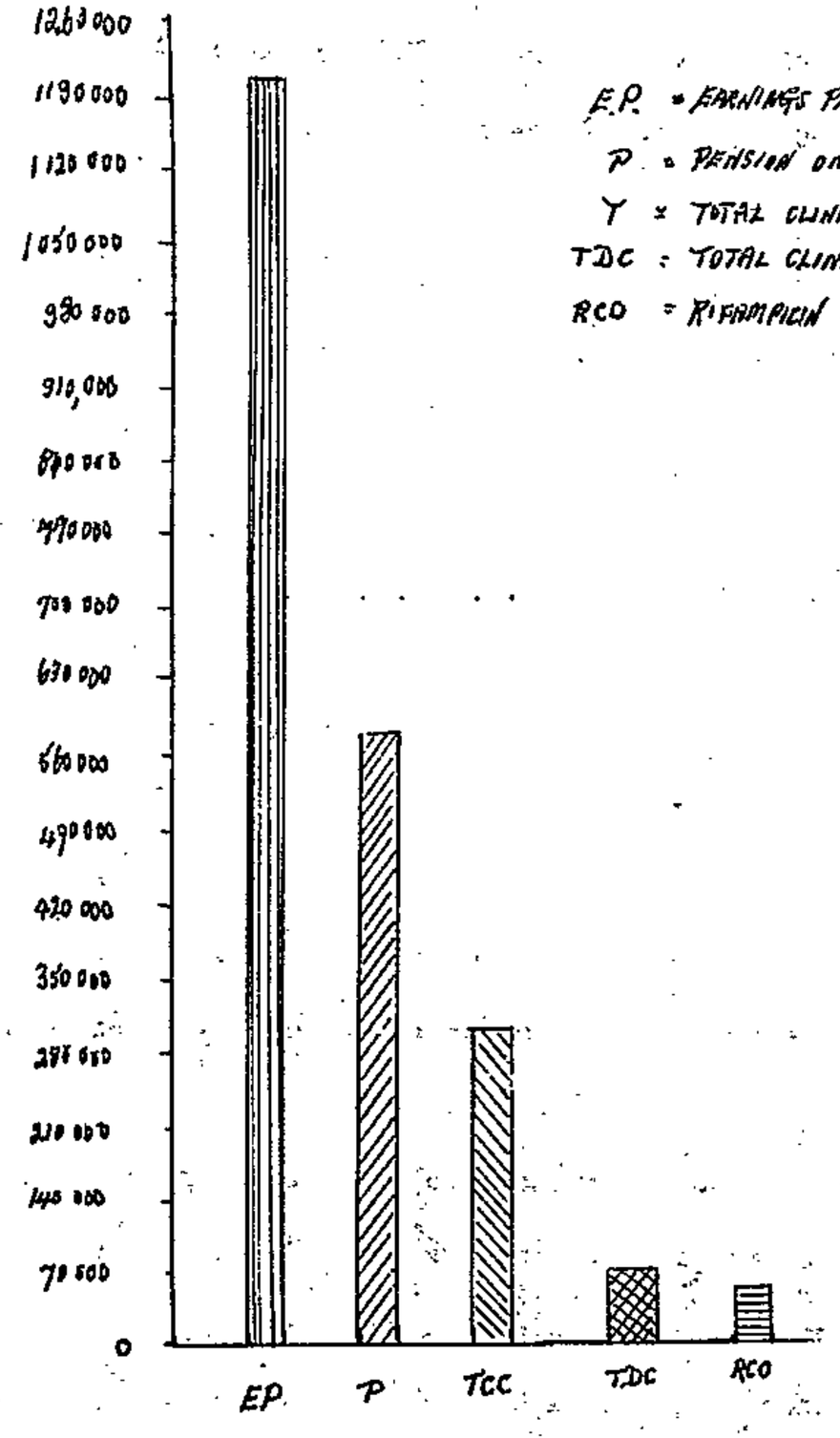
The others are steel and engineering, and transport. The steel and engineering industrial council has now granted membership to three black unions.

Only registered unions may join industrial councils. Membership entitles them to bargain legally-binding agreements with employers on wages and working conditions.

The tobacco union's admission to the industrial council was announced yesterday by Miss Christine du Preez, general secretary of the National Union of Cigarette and Tobacco Workers, the registered union which established the ATWU.

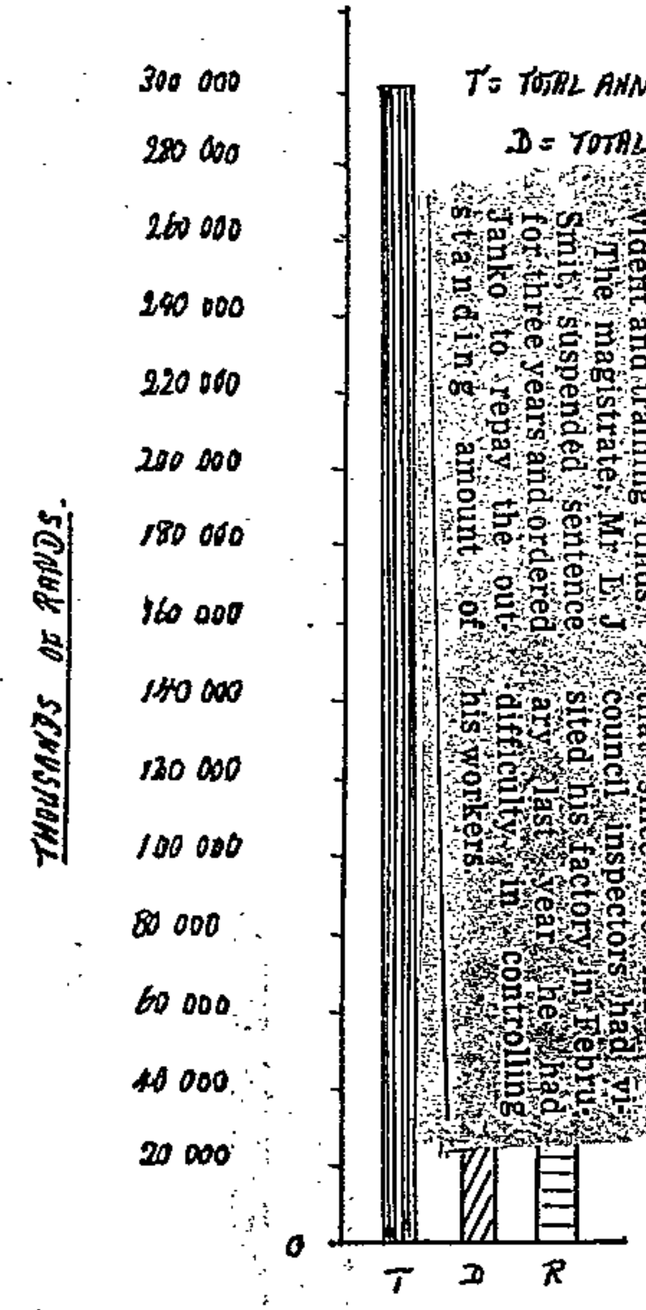
Miss du Preez also announced that her union had negotiated a new wage agreement for cigarette and tobacco workers on the Witwatersrand which brought the minimum wage for labourers to R56,55 a week.

Employers had also agreed to bring the wage agreement forward by three months to April 1, Miss Du Preez added.



E.P. = EARNINGS PLUS PENSION
P = PENSION ONLY
Y = TOTAL CLINIC COST
TDC = TOTAL CLINIC DRUG COST.
RCO = RIFAMPICIN COST ONLY.

TABLE 3 EARNINGS AND PENSIONS VIS-À-VIS OUT-PATIENT COSTS.



T = TOTAL ANNUAL COST.
D = TOTAL DRUG [illegible]

TABLE 4 COST OF OUT-PATIENT CLINIC SERVICES.

Fined R300 for underpaying staff

East Rand Bureau

A Germiston furniture factory owner who underpaid his employees by nearly R3 000, was fined R3 034 today, by a Germiston magistrate.

Grcic Janko (40), the owner of a furniture factory in Roodekop, Leondale, was convicted on seven counts of underpaying workers and three counts of failing to contribute to their holiday, provident and training funds.

The magistrate, Mr D J Smith, suspended sentence for three years and ordered Janko to repay the outstanding amount of R2 989,67 to his employees.

The money is to be repaid within six months in monthly instalments of R499,95.

Janko, who pleaded not guilty at a previous hearing, was acquitted on one count of underpayment. A witness, Mr Simon Serata, failed to appear to give evidence.

Janko told the court that since the industrial council inspectors had visited his factory in February last year he had had difficulty in controlling his workers.

Cusa union gains status

Labour Reporter

A second black trade union body affiliated to the Council of Unions of South Africa (Cusa) has been admitted to an industrial council.

The South African Chemical Workers' Union (SACWU) has been admitted to the Industrial Council for the Transvaal Chemical Manufacturing Industry. The union will now be able to bargain officially for its members.

The first Cusa union to become party to an industrial council was the Steel, Engineering and Allied Workers' Union.

END OF PAPER

END

Engineering wage talks

Labour Reporter

The engineering industrial council meets next week to decide on increased wages for workers in the steel and engineering industry.

Twelve registered trade unions in the industry are calling on employers for an immediate increase of 20c in the minimum hourly wage for more than 500 000 workers.

The council meeting is being held on Tuesday following a decision last month to move negotiations forward from June.

are reasonably accurate.

(v) Grazing rights.

Seventy-eight workers (60%) had no animals grazing on the farmers' land. Most farmers, where they do not forbid workers to keep grazing animals, tend to discourage them. Donkeys and horses, which workers use for transport to and from the towns, seem to be more acceptable to farmers than sheep, goats or cattle, which, the farmers said, could not be[om their own flocks and herds and tended[h, and reduce the quality of, the farmer[

Whe[re allowed to keep goats, sheep or cattle,[d generally attend to them (or supervi[tending to them) at dosing, dipping or shea[ith their own animals. This was probabl[ct the farmers' flocks from the spread[n a sense it forms a free service to workers[

The[of grazing animals[em.

Municipal Reporter

DURBAN municipal workers' wage requests could cost the city more than R10 million a year.

The Durban Municipal Employees' Society has asked for a 16 percent increase for its members and a special R200-a-month increase for artisans.

The wage bill for the council's graded employees will be about R54 million at the end of the current financial year.

Sixteen percent of that — R8,6 million — added to an extra R200 for each of the council's 817 artisans — means more than R10-million.

This does not include non-graded employees whose wage bill for the year is estimated to be R22 million.

City Treasurer Ossie Gorven said yesterday that if the requests were met, the effect on rates would be difficult to predict.

An extra R10 million would place an extra cost of about R6,5 million on the rates account because some of the wages would be paid for by electricity and water consumers.

The final effect on rates would be influenced by other factors causing increases or decreases.

3x6

cost Durban

18/3/81 DM

demands could

that's what pay

R10 million ...

The Star Tuesday March

Wage talks focus on less skilled

Twelve trade unions — including three newly registered unions representing black workers — will press for a novel wage agreement in today's meeting of the engineering industrial council.

The council meeting has been brought forward at the request of the unions to counteract the effects of inflation.

The unions' proposals have been framed with an eye to black workers in the lower skill categories, said the director of the Confederation of Metal and Building Unions, Mr Ben Nicholson.

For workers on the bottom of the wage-scale, the unions have asked for an increase of 30 percent, Mr Nicholson said, whereas if the demands were met, workers at the top of the scale would receive closer to 15 percent.

The meeting is also likely to consider the refusal of the recently registered Metal and Allied Workers' Union (Mawu) to apply for membership of the council.

Unions win wage rise

Labour Reporter

Unions in the tobacco industry have successfully negotiated a 12 percent minimum increase for all workers in the industry.

The National Union of Cigarette and Tobacco Workers and its parallel union, the African Tobacco Workers' Union, won the new wage at an industrial council meeting last month.

The agreement, which was finalised on February 23, means a 12 percent guaranteed increase of wages together with a merit increase.

NM 11/3/81

Domestic workers' wages

346

The Domestic Workers and Employers Project (DWEP) has recently issued an updated guide to the recommended minimum wages for domestic workers. The guide has taken into account the increase in the cost of living. The amounts recommended are for cash wages.

Full Time Living In Domestic Worker:
Minimum wage for relatively unskilled person R78,65 monthly.
Minimum wage for someone with special skills or special responsibilities such as cooking, baking or looking after small children ..... R96,80 monthly.
Both suggested salaries are for an eight hour day and 44 hour week. Workers should be provided with three meals a day and working clothes.

Full Time Living Out Domestic Worker
Minimum wage for relatively unskilled person R90,75 monthly

Minimum wage for a skilled person, e g a cook,or someone with special responsibilities R104,50 monthly Transport expenses must be added to the salaries. Both suggested salaries are for an eight hour day and 40 hour week. Breakfast and a nourishing midday meal and working clothes to be provided.

If you cannot afford the full recommended wage, then pay for the number of hours you can afford. For example

* A part time Living Out worker could then be employed on a pro rata percentage of the recommended wage for a full time living out domestic worker.

* A worker coming in for two eight hour days a week would be paid R36,30 per month, plus transport expenses.

* And someone with special skills would be paid R41,80 per month, plus transport expenses.

A Daily Casual Worker — Minimum wage R6,60 per day plus transport. Meals to be provided.

A morning is four hours, but should be paid rather more than half of an eight hour day as one works harder in the first four hours.

Unions fail on interim wage rises

Labour Reporter

Unions were unsuccessful in persuading employers that interim wage increases in the engineering and steel industry were necessary, the director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, said today.

As a result of yesterday's wage negotiations try, artisans will receive try artisans will receive minimum increases of 15 percent and the lowest skilled workers will receive increases of about 22 percent from May 1.

However, cost of living increases this year will probably mean more wage demands, Mr Nicholson warned.

He said that management were unwilling to consider "modest" interim wage increases which would help workers during inflationary times.

He stated that while the wage increases granted were helpful it was still necessary to restructure the wage agreement.

He was also critical of minimum wage standards

Clothing unions win wage rises

Labour Reporter

The Garment Workers' Union yesterday successfully negotiated an 11,5 percent wage increase for qualified workers in the clothing industry.

Dr Anna Scheepers, president of the union, said that negotiations with the Transvaal Clothing Manufacturers' Association were very difficult. The union had originally demanded an immediate 10 percent and an additional four percent in July.

The new across-the-board increase will come into effect from April 1.

Beginners in the industry will receive the highest increases — an extra R5 a week.

Dr Scheepers also said they were negotiating new wages for workers in the knitting industry.

Clothing workers get more money for bonds

CLOTHING workers are to be offered more money in housing loans from the Cape's clothing industrial council.

The annual housing allocation is being raised to R600 000 from R450 000 and the maximum for loans is up to R20 000 from R14 000.

Interest rates stay at 7,5 percent for loans below R9 000 but above that figure the rate is being raised to 9 from 7,5 percent.

"We are still well below the building society level," says Mrs L R Rosenberg, chairman of the council's provident fund management committee, which provides the loans.

Because of rising building costs and the general upswing in property prices, it is becoming increasingly difficult for a factory worker to afford his own house.

The point has almost been reached where his own house is beyond the reach of a worker.

People can no longer buy houses below R14 000."

RENOVATIONS

Where houses were on the market below that figure, they needed extensive and costly renovations.

Housing funds were now being raised to safeguard the interests of employees, and ensure the continuation of the home-ownership scheme.

The provident fund's income rose by a record R1,9-million last year and assets grew by R2,5-million to a peak of R12,5-million.

HELPED 183

The fund helped 183 workers last year compared with 76 in 1979. A big increase in demand for houses in Mitchell's Plain followed the opening of the railway service.

"The demand for housing loans is as great as ever and housing is clearly one of the greatest problems facing the coloured community in the Peninsula," says Mrs Rosenberg.

JD 24/3/81

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Wages for domestics

The Domestic Workers and Employers Project (DWEP) has recently issued an updated guide to the recommended minimum wages for domestic workers.

The guide has taken into account the increase in the cost of living. The amounts recommended are for cash wages.

Full Time Living In Domestic Worker:

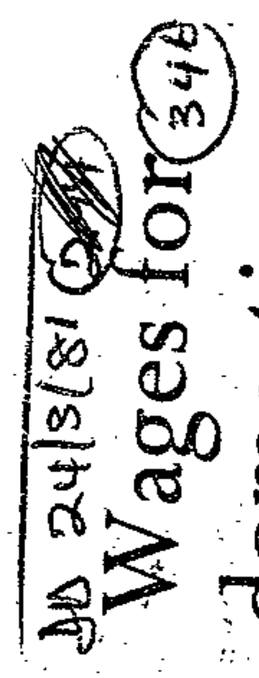
Minimum wage for relatively unskilled person R78,65 monthly.

Minimum wage for someone with special skills or special responsibilities such as cooking, baking or looking after small children — R96,80 monthly.

Both suggested salaries are for an eight hour day and 44 hour week. Workers should be provided with three meals a day and working clothes.

Full Time Living Out Domestic Worker

Minimum wage for relatively unskilled person R90,75 monthly.



Minimum wage for a skilled person, e.g. a cook, or someone with special responsibilities R104,50 monthly. Transport expenses must be added to the salaries. Both suggested salaries are for an eight hour day and 40 hour week. Breakfast and a nourishing midday meal and working clothes to be provided.

If you cannot afford the full recommended wage, then pay for the number of hours you can afford.

DISEASE

It has been shown that the well trained general practitioner can handle 90% of illness presenting to him. It has also been shown that the under-graduate sees little of this pathology in the wards of the teaching hospital - something less than 1%. The four groups of disease which are of special importance to the general practitioner have been identified

(a) Common disorders which usually have a benign outcome but which may occasionally have serious complications, e.g. rubella in the early months of pregnancy.

(b) Early diagnosis. Those conditions in which early diagnosis and treatment are necessary to forestall serious outcome, e.g. depression and malignant disease.

(c) Chronic disorders like hypertension, diabetes and chronic bronchitis which require continuing care.

(d) Emergencies where prompt and urgent treatment is essential and may be life-saving, e.g. myocardial infarction.

Myocardial infarction is of special importance because the danger period is in the first four hours, usually before the patient has reached hospital. In a project carried out in Cape Town it was demonstrated that prompt treatment by the educated general practitioner diminished the deathrate from myocardial infarction to a level lower than any previously

12

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and

imp

DAILY DISPATCH, TUESDAY, MARCH 24, 1981 — 15

Nurses to get 12pc pay rise

CAPE TOWN — Nurses will receive pay increases averaging 12 per cent, and as much as 18 per cent in some cases, from the beginning of April, according to a statement yesterday by Dr L. Munnik, Minister of Health, Welfare and Pensions.

The salary scales of senior registered nurses were given special attention and these had been increased by between 17,2 and 18,09 per cent, Dr Munnik said.

He said an in-depth inquiry into the nursing profession would be established.

"Progress has also been made in implementing the government's policy to narrow the gap between earnings of different races, and the salary scales of senior matrons of all races are now equal," Dr Munnik said.

A nurse who has just completed her general nursing diploma will get an extra R66,25 a month, and student nurses in training will get an average 12,4 per cent increase. Nursing assistants and pupil nurses will get about the same.

According to the statement every effort will be made to pay the increases at the end of April, but if it is not feasible, it will be done as soon as possible.

Dr Munnik said there were still one or two sectors of the nursing profession where salary scales could be said to be in need of adjustment, but attention was being paid to them.

Although the question of salaries had been foremost in recent times, other aspects of nurses' working conditions were also receiving attention and the health advisory committee's subcommittee on nursing would deliver a report soon.

has a special importance in the care of the dying patient and the bereaved family, the special responsibility of the general practitioner.

between Coloured & African working conditions and wages (see page 15) their results can be used as a check on results obtained for all workers in this survey.

1. Working hours:

Farmers interviewed were fond of repeating that working hours on a farm could not be considered in the same way as working hours in manufacturing industry, construction or mining. They said that work had to begin and end with the sun, that the type of work to be done often determined the hours (sheep should apparently not be moved over long distances when it is hot, nor should they be shorn when they are wet) and that farming was a 24 hour a day, 7 days a week occupation for both the farmer and his workers.

This idea, that the worker is 'on duty' at all times and can be called from his house at any time if there is a crisis on the farm or a job to be finished urgently, has important implications. It means that the worker cannot control his own leisure, far less his work.

But its reverse ... farmer is in some sense 'responsible' ... during and after work - may have practica... the worker, of which the most obvious is th... ee housing at or near the place of work ... e true, as several farmers claimed, that ... f a farm worker is not longer than that of ... rkers, since city workers often have to ... rs a day travelling to and from work. ... e should perhaps be considered

Pay parity for some teachers

DA 24/3/81

PRETORIA. — Black teachers in certain categories will receive the same pay as their white colleagues from April 1.

The Director - General of Education and Training, Mr G. J. Rousseau, said yesterday heads of departments, deputy principals and principals would receive the same salaries as whites.

Pay parity between male and female teachers would now include post level so that women school principals would benefit. — SAPA.

In 1970, according to th ed men and
79 unemployed Coloured w comprising
the magisterial district raserburg,
Laingsburg, Prince Alber); 525
unemployed Coloured men agisterial
districts of Colesburg, g, Middelburg,
Murraysburg, Noupoort, P urg and
Venterstad). For Afric and 67
women in region 11 and 2

These figures are low re

However, it is possible lly active'
persons conceal some une y occu-
pation and by industry,
'Not classifiable activ
but who do not supply a y active
economic activities. of their
persons seeking work an loyed
economic activity, even nd of
pation, or were previou r occu-

'Other persons not ecor . classi-
fication for persons w sewives,
pre-school children, s ired per-
sons, and chronic inva

(Department of Statist all economic
Activities - SIC).

It is not clear a) h
category are not pre-s ctive'
housewives or chronic d people,
'housewives' are wome ned as
bs.

It is instructive to ategory
those persons whose a kers, and to
examine the figures t

Age breakdowns for Co : No.
02-01-02 and for Afri ties arise
when these two report 2-05-04:

JOHANNESBURG — The announcement by the Minister of Health, Welfare and Pensions, Dr L. Munnik, that nurses' salaries were to rise by a minimum of 12 per cent from April 1, was greeted with widespread dissatisfaction by the profession yesterday.

In Cape Town senior nurses, whose salaries are to rise by an average of 18 per cent, said they were "not happy."

In Durban, nurses at Addington Hospital called a mass meeting for tonight to protest against the salary increases.

And the NRP spokesman on health, Mr Nigel Wood, said in Durban the 12 per cent increase was an "insult to a dedicated profession."

In Johannesburg, the president of the South African Nursing Association, Professor Charlotte Searle, said that the association was "not happy" with the increases announced for this group and would make representations to the minister to review the position. She would not comment on pay rates applicable to other nursing levels but confirmed that the association was "worried" that the new scales for senior sisters might not be sufficient to stem the skills drain from this sector.

In Durban, amid speculation of widespread resignations, nurses will hold a mass meeting at Addington Hospital tonight to protest against the proposed increases, Sapa reports.

More than 1 000 nurses from all the city's hospitals are expected to attend to discuss what action they will take.

Angry nurses said that unless they received higher increases they would be forced to resign from the profession which had nothing to do with money.

She said the provinces would only be getting the new salary structures now that Dr Munnik had made his policy statement.

Many nurses would only know towards the end of May what their new salaries would be, although the increases would be retrospective," said Prof Searle.

Mr Wood, the NRP spokesman on health said the government was risking large-scale defections from the ranks of nurses by granting a minimum 12 per cent increase which

In addition, an in-depth inquiry into the nursing profession would be established and a subcommittee of the Health Advisory Committee would deliver a report on working conditions for nurses shortly.

In Cape Town, a spokesman for the South African Nursing Council (Sana) said scheduled pay rises for senior nursing sisters, averaging about 18 per cent, were lower than expected by the council.

The higher ranks of nursing such as matrons, chiefs and principals would get 16,5 per cent more while the middle ranks which included senior matrons, matrons and senior sisters would receive between 17,5 to 18 per cent.

But the chief nursing officer of the Department of Health, Mrs Iris Roscher, who is also president of the South African Council of Nurses, said in Johannesburg nurses should be pleased in general about the new salary structures.

Dr Munnik, said in a statement this week that nurses would receive pay increases ranging from 12,4 per cent for student nurses in training to 19 per cent for junior staff nurses.

And the NRP spokesman on health, Mr Nigel Wood, said in Durban the 12 per cent increase was an "insult to a dedicated profession."

In Johannesburg, the president of the South African Nursing Association, Professor Charlotte Searle, said that there were other aspects of the nursing profession, aside from salaries, which needed urgent consideration, and talks were being arranged with Dr Munnik.

"I have worked as a nurse for more than 13 years and my net pay packet of R450 is lower than that of my daughter who is a private secretary with three years experience," one nurse said.

In Johannesburg, Prof Searle said nursing authorities were unhappy with certain aspects of their "new deal" and were already negotiating with Dr Munnik.

While nurses had scored by being given higher salaries, there was dissatisfaction in other areas and it was on these matters that talks were being held, she said.

Prof Searle would not elaborate, but said that Dr Munnik had given a personal undertaking regarding problems still experienced by the nursing profession which had nothing to do with money.

Angry nurses said that unless they received higher increases they would be forced to resign from the profession which had nothing to do with money.

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Pay rises: unhappy nurses

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BD 25/3/81

DD 27/3/81 (345) (346)

Black teachers reject, laud rises

EAST LONDON — A special committee appointed by the Council of the African Teachers' Association of South Africa (Atasa) has given the new salary scales for black teachers a mixed reception.

They praised the decision to introduce parity with other race groups at certain levels and attacked the decision to maintain discrimination at the lower qualifications grades.

In a statement by the treasurer of Atasa, Mr S. K. Ngqangweni, of Grahamstown, it is pointed out that teachers are delighted that at last the Department of Education and Training has reacted in a positive way to many pleas for equal pay for equal qualifications by introducing parity at certain levels.

"We trust that our members will continue to act responsibly to ensure an equitable output in the years that lie ahead," Mr Ngqangweni said.

He added that teachers looked to the department to wipe out the remaining gaps in salaries when Parliament reconvenes for the second half of 1981.

Outlining the new salary structures, Mr Ngqangweni said parity had been reached in all promotion posts i.e. levels 2 to 5 for all teachers with category C and higher qualifications.

This category includes teachers with the senior secondary teachers' certificate or with eight degree courses and a professional certificate.

Parity of salaries between men and women teachers had also been reached in post levels 4 and 5 in all categories.

These levels are the highest and range from a minimum salary of R14 370 a year for teachers with eight degree courses and a professional certificate or the senior secondary teachers' certificate to a maximum salary of R24 450 a year for a teacher with a doctorate and a professional certificate.

Mr Ngqangweni, however, pointed out that the better qualified black teachers belonged to the categories which have not reached parity.

He said the Minister of Education and Training, Dr F. Hartzenberg, had, in a statement on February 17, emphasised that no teacher would receive a lower increase as is applicable in the public sector.

"We cannot speak too strongly of our disappointment at the meagreness of the improvement received by the vast majority of the teaching corps, in fact the backbone of black education," Mr Ngqangweni said.

He said the number of black teachers in the categories getting the better increases was small compared with white teachers.

"We find no justification for the continued discrimination against so few."

"The salary of the white teacher under old as well as the new dispensation remains four notches higher than that of his black counterpart."

Mr Ngqangweni said the scales, in which an appreciable and welcome increase had been received, are:

Category C, men first, women in brackets:

Post level 2: 11 670 - 15 180 (10 995 - 14 370);

Post level 3: 13 020 - 19 230 (12 345 - 18 420).

Post level 4: 14 370 - 20 850 - (same)

Post level 5: 15 990 - 22 650 (same);

Category D.

Post level 2: 13 020 - 16 800 (12 345 - 15 990);

Post level 3: 15 180 - 20 850 (14 370 - 20 040);

Post level 4: 15 990 - 22 650 (same);

Post level 5: 17 610 - 24 450 (same).

Category E

Post level 2: 13 695 - 17 610 (13 020 - 16 800);

Post level 3: 15 180 - 20 850 (14 370 - 20 040);

Post Level 4: 16 800 - 22 650 (same);

Post level 5: 18 420 - 24 450 (same).

Category F

Post level 2: 14 370 - 18 420 (13 695 - 17610);

Post level 3: 15 990 - 20 850 (15 180 - 20 040);

Post level 4: 17 610 - 22 650 (same);

Post level 5: 19 230 - 24 450 (same).

Category G

Post level 2: 15 180 - 19230 (14 370 - 18420);

Post level 3: 16 800 - 20 850 (15 990 - 20 040);

Post level 4: 18 420 - 22 650 (same);

Post level 5: 20 040 - 24 450 (same).

The levels in which parity has not been reached have been given as follows:

Category C: Old scales for white teachers first, then followed by black teachers' old scales and then new scales, with black scales first:

5 550 - 8 550 (3 870 - 6510) 6 810 - 11 670 (4 782 8 970).

Category D: 6 510 - 9 750 (4 590 - 7 470) 7 890 - 13 020 (5 730 - 10 320).

Category E: 6 990 - 10 350 (5 070 - 7 950) 8 430 13 695 (6 270 - 10 995).

The parity in all these three grades is four notches, Mr Ngqangweni said. — DDR

Date	No. Admissions to State Mental Hospitals			No. Inpatients Resident at State Mental Hospitals			Rated Bed Capacity at State Mental Hospitals		
	Total	Black	White	Total	Black	White	Total	Black	White
			%		%	%		%	%
1919	5 007	2 552	50	5 007	2 552	2 455			
	5 771	2 993	52	5 771	2 993	2 778			
1925	–	–	–	–	–	–			
	6 915	3 967	56	6 915	3 967	2 948			
	10 971	5 073	46	10 971	5 073	5 214			
1935	11 726	5 978	51	11 726	5 978	5 784			
	14 439	8 056	57	14 439	8 056	6 383			
1945	15 794	9 117	59	15 794	9 117	6 774			
	17 094	10 038	59	17 094	10 038	7 056			
1955	18 919	11 577	60	18 919	11 577	7 342			
	20 214	12 563	60	20 214	12 563	7 651			
1965	21 957	13 879	63	21 957	13 879	8 054			
	23 849	15 598	65	23 849	15 598	8 251			
1976	16 751	8 158	48	16 751	8 158	8 593			
	36 232(2)	22 492+		36 232(2)	22 492+	10 669+			

(2) This row of figures reflects numbers hospitals, and licensed institutions.

(3) This row of figures reflects the rated addition to those at state mental hosp

(4) The figure 39 700 is the number of adm

KENNISGEWING 218 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N NYWERHEIDSRAAD

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 19 (2), soos toegepas by artikel 19 (9) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige persoon wat teen die aansoek beswaar maak, word versoek om binne een maand vanaf die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

NOTICE 218 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN INDUSTRIAL COUNCIL

GG 7515

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 19 (2), as applied by section 19 (9), of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Industrial Council for the Electrical Industry (Natal). Particulars of the application are given in the subjoined table.

Any person who objects to the application is invited to lodge his objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

B46

TABEL

Naam van nywerheidsraad.—Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal).

Datum waarop aansoek ingedien is.—27 November 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Die nywerheid wat te doen het met die installering en/of instandhouding en/of herstel en/of versiening van televisiestelle vir huishoudelike gebruik en/of ander huishoudelike elektroniesetoestelle en/of toerusting, insluitende die oprigting en/of herstel van televisie-antennes, in die provinsie Natal.

Posadres van applikant.—Posbus 722, Durban, 4000.

Kantooradres van applikant.—Vierde Verdieping, Metal Industries House, Ordnanceweg 15, Durban.

Die prosedure voorgeskryf by artikel 19 (2) (b), (c), (d), (e) en (f) van die Wet op Nywerheidsversoening, 1956, moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(27 Maart 1981)

TABLE

Name of industrial council.—Industrial Council for the Electrical Industry (Natal).

Date on which application was lodged.—27 November 1980.

Interests and area in respect of which application is made.—The industry concerned with the installation and/or maintenance and/or repair and/or service of domestic television sets and/or other domestic electronic appliances and/or equipment, including the erection and/or repair of television antennae, in the Province of Natal.

Postal address of applicant.—P.O. Box 722, Durban, 4000.

Office address of applicant.—Fourth Floor, Metal Industries House, 15 Ordnance Road, Durban.

The procedure laid down in section 19 (2) (b), (c), (d), (e) and (f) of the Industrial Conciliation Act, 1956, must be followed in connection with any objections lodged.

M. W. J. LE ROUX, Industrial Registrar.

(27 March 1981)

THE EFFECTIVENESS OF ALTERNATIVE METHODS OF

The management of childhood malnutrition d
the view that it is an expression of famil
economic depression rather than simply or
view, in turn, is based on experience and
area of the Ciskei, which is part of a rur
East London whose patients come in about e
A list of these is appended and will be di

In the Keiskammahoek area during the cours
the guardians of malnourished children, as
relatives of well-nourished children, an i
a background of great and almost universal
determinant of a child's nutrition was the
Compared to the stable, integrated homes o
with kwashiorkor or marasmus seemed to com
organised homes.

To test this impression, the home backgrou
or marasmus (MN), 70 children who appeared
the third Boston percentile (undernourishe
(WN) were compared. In addition, in about
educational level and the familial financ

The findings revealed :

(a) Serious social disorganisation in th
four of all homes broken up by migrant lab
severely affected than the other two group
be seen that MN children were typically i
destitute or handicapped guardians, often
by their fathers.

	MN	
Illegitimacy rate	62	
Children in mothers personal care	44	
In mothers care but not supported by fathe	66	
Unsuitable guardians (eg senility, defect, abuse)	25	
Mother working because father not supporti	30	
Abandoned by mother or mother dead	13	

* LWA - Low weight for age.

UNIONS 2
FM 10/4/81

Colgate's Catch 22

In a step that could make labour history, a registered black trade union affiliated to the Federation of SA Trade Unions (Fosatu), the Chemical Workers Industrial Union (CWIU), has called for a Conciliation Board to settle its dispute with Colgate-Palmolive.

Labour observers see the move as significant as it could lead to the first "legal" strike by a black union.

Calling for the creation of a Conciliation Board is the first step a union can take towards settling a dispute "legally". If the Board fails to settle the dispute, the union can call a legal strike after a month's "cooling off period."

The dispute centres on the extent to which the company is prepared to allow the union to become involved in negotiations and, as a corollary, the role of industrial councils.

In a press statement released last night, the CWIU says: "Employers cannot recognise a union without recognising its right to negotiate on behalf of its members. Colgate refuses to recognise the union's right to negotiate."

CWIU says employers are trying to force unions to negotiate all major issues at the industrial council level. "Members are reacting angrily to this strategy. They see it as an attempt to displace any real negotiations . . ."

The union says workers are objecting to the industrial council system because they had no part in designing it. They say it is not properly representative of workers but has the power to make binding agreements on all workers in a particular industry.

The press statement adds: "Colgate is taking an intransigent stand with regard to the issue of negotiating wages and working conditions. It has reiterated its position that the union can deal only with 'shop floor' grievances. It seems intent on forcing the union onto an industrial council which does not cover the majority of Colgate workers."

The union says that it is caught in a Catch 22 situation. "If we do not go to the industrial council, Colgate refuses to negotiate. If we do go, we only negotiate minimum wages which are well below those paid by Colgate."

CWIU says its final demand for recognition includes the right of the union to negotiate wages and working conditions, the recognition of union shop stewards as representing workers in the plant, access to the plant for union officials, stop order facilities, the right to negotiate procedures such as grievance and dismissal procedures, and the right to negotiate the 1981 wage increases.

The *F'M* could not contact a Colgate spokesman for comment.

● In another surprise move, Alec Erwin, general secretary of the Federation of SA Trade Unions (Fosatu), has resigned.

Erwin, who has been general secretary of SA's largest independent trade union federation since its inception in April 1979, will present his resignation to Fosatu's central committee at the end of this month. Erwin is expected to continue working for Fosatu. Says a federation spokesman: "He made a deliberate choice so that the leadership reins could be handed over to someone else."

Pay rise for clothing workers

Financial Staff

A 7,5 PERCENT wage increase is to be paid on July 10 to the more than 56 000 workers in the Cape clothing industry.

An agreement to step up minimum wages was reached last night at a special meeting of the Cape Industrial Council for the Clothing Industry.

The council's chairman, Mr A M Rosenberg, said today the increase in the workers' weekly pay packet meant an extra R3-million would be injected into the economy of the Western Cape in the next six months.

Wages paid by the Cape's 350 factories will top R2-million a week and R100-million a year.

The latest pay rise follows a request from the Garment Workers' Union of the Western Province to increase the rates for all categories of clothing workers.

It also means that wages have jumped by 29 percent in the past 12 months as a result of three increases.

The industry's current wage agreement ends in December, when negotiations for a new three-year pay structure will be held.

Mr L A Petersen, secretary of the Garment

(Continued on Page 3, col 3)

Pay rise

(Continued from page 1)

Workers' Union, said a pay rise was granted six months ago and the union agreed not to seek further increases while the present agreement lasted.

However, the rate of inflation had already superceded the last pay rise and workers found it hard to keep up with the cost of almost all commodities.

The union intended to negotiate for further increases to begin with the workers' Christmas pay packets.

urday, May 9, 1981

Cape clothing workers to get another 7,5 pc

MINIMUM wages for all members of the Garment Workers Union of the Western Province had been raised by 7,5 percent, Mr A M Rosenberg, chairman of the Industrial Council for the Clothing Industry, announced yesterday.

This is in addition to a 10 percent minimum wage increase granted in December, and it follows a request made by the union.

Mr Rosenberg said: "The Industrial Council for the Clothing Industry (Cape) held a special meeting on Thursday to discuss a request from the Garment Workers' Union for an increase in the minimum rates of pay for all categories of clothing workers under the jurisdiction of the council.

"An agreement was reached whereby these minimum wages are to be increased by 7,5 percent payable on Friday, July 10, 1981.

"The increase of 7,5 percent in the workers' weekly pay packet means that more than R3-million will be injected into the economy of the Western Cape during the next six months by the more than 56 000 workers in the industry, which is the largest in the Western Cape," Mr Rosenberg said.

Reacting to the statement, the general secretary of the GWUWP, Mr L A Petersen, said he was "more than pleased" at the response of the council to his request for an additional minimum wage increase.

"We requested the additional increase because the 10 percent increase given in December has already been superseded by the inflation rate. We felt the workers deserved it for their exceptionally superior work which has led to an expansion in the overseas market."

The latest increase, he said, brought the total increases granted since wage negotiations began in 1979 to 54,5 percent.

"And now the wage increase has superseded the inflation rate," he said.

Mawu hits out at labour body

THE Metal and Allied Workers' Union (Mawu) this week charged Industrial Councils of "not being representative of the majority of workers".

By Z B Molefe

This was after the National Industrial Council for the Metal Industry failed to resolve a dispute between the Federation of South African Trade Unions (Fosatu)-affiliated Mawu and the Toyota Motor Company over the dismissal of 134 black workers early this year.

A Mawu statement to **SOWETAN** said the secretary of the council said the council could not resolve the matter because "it was not satisfied that a dispute existed"

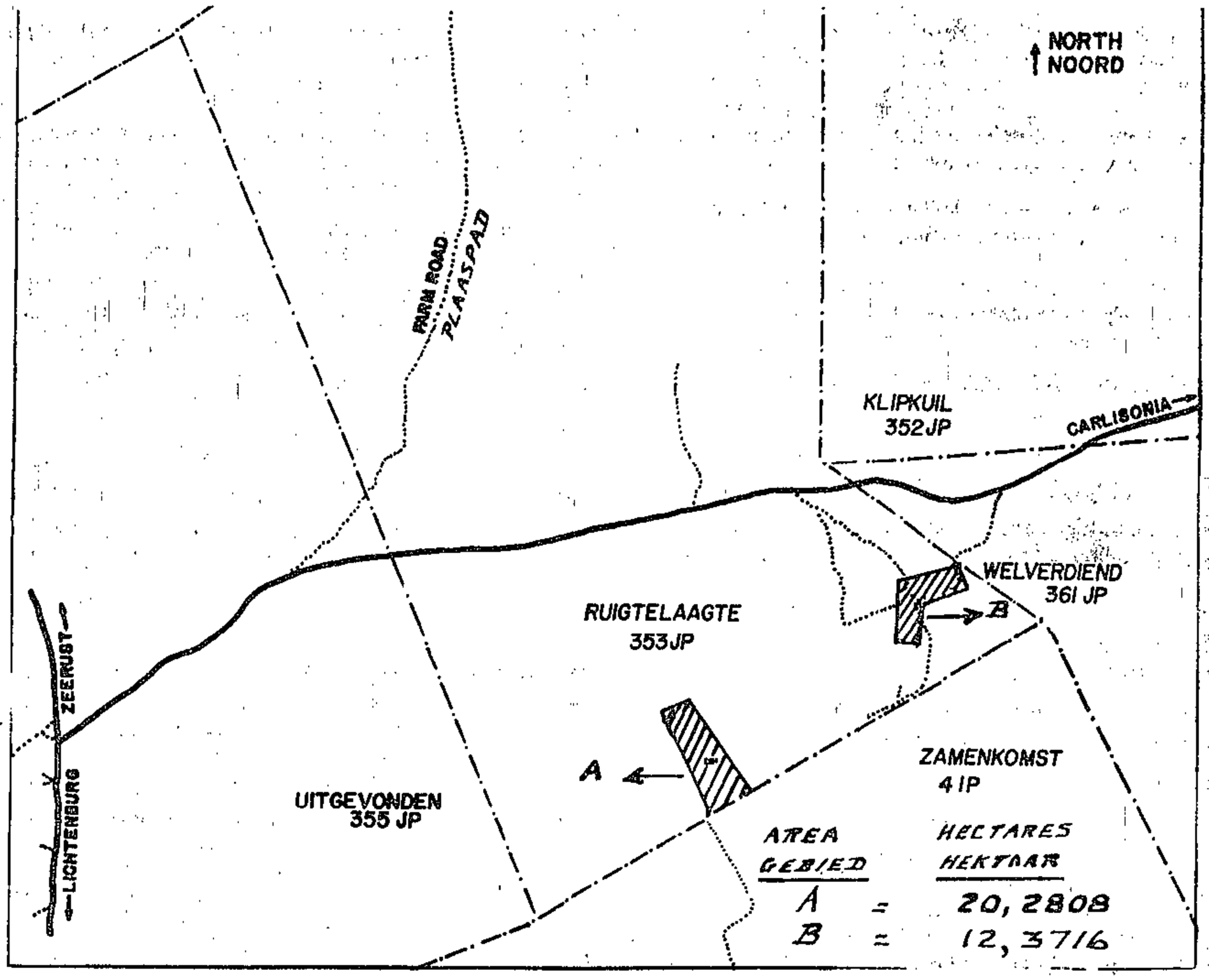
The Toyota workers and Mawu referred the dispute to the council on February 6 following the refusal by Toyota management to negotiate or to agree to arbitration of the dispute, the statement went on. The dispute arose when eight black workers were dismissed by Toyota. This was after the workers refused to sign a "final warning" for missing weekend overtime.

This resulted in a work stoppage and the dismissal of 134 black workers. Following written submissions by Mawu and the motor company, the union asked for oral evidence to be heard. On March 30, a meeting of the sub-committee of the Transvaal Regional Industrial Council was held and attended by the union and Toyota.

Following the hearing, the Council applied to the Minister of Manpower Utilisation, Mr Fanie Botha, for an extension of 60 days to allow it to conduct further investigation. "The application was opposed by Mawu and was refused by the Minister. Despite this, the Council delayed a further two weeks before reporting," continued the statement.

The statement charged: "Industrial Council have been able to operate up till now because they have not been representative of the majority of workers. They are still unrepresentative."

Industrial Councils, the statement pointed out, themselves need radical modification before they can satisfy the majority of workers "and workers must also be given the right to representation and negotiation at establishment level by their unions. The Toyota case has demonstrated this beyond doubt"



(29 May 1981)/(29 Mei 1981)

NOTICE 378 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN INDUSTRIAL COUNCIL

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 19 (2), as applied by section 19 (9), of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (Transvaal).—Particulars of the application are reflected in the subjoined table.

Any person who objects to the application is invited to lodge his objection in writing with me c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of industrial council.—Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (Transvaal).

Date on which application was lodged.—9 June 1980.

Interests in respect of which application is made.—The Laundry Dry Cleaning and Dyeing Trade in the Magisterial District of Johannesburg.

KENNISGEWING 378 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N NYWERHEIDSRAAD

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 19 (2) soos toegepas by artikel 19 (9) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Nywerheidsraad vir die Wassery-, Droogskoonmaak- en Kleurbedryf (Transvaal). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige persoon wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, h/v Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

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TABEL

Naam van nywerheidsraad.—Nywerheidsraad vir die Wassery-, Droogskoonmaak- en Kleurbedryf (Transvaal).

Datum waarop aansoek ingedien is: 9 Junie 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Die Wassery-, Droogskoonmaak- en Kleurbedryf in die landdrosdistrik Johannesburg.

"Laundry, Dry Cleaning and Dyeing Trade" means, without in any way limiting the ordinary meaning of the expression, the trade carried on in establishments where articles are laundered, cleaned or dyed to the order of customers (but excluding the dyeing of fur pelts), and includes depots where such articles are received in order to be laundered, cleaned or dyed to the order of customers.

For the purposes of this definition the term "customers" does not include clothing manufacturers.

Interests in respect of which registration is held.—The Laundry, Dry Cleaning and Dyeing Trade as defined above, in the municipal areas of Johannesburg.

Postal address of applicant.—P.O. Box 1609, Johannesburg, 2000.

Office address of applicant.—300 Stuttafords Buildings, 56 Pritchard Street, Johannesburg.

The procedure laid down in paragraphs (b), (c), (d), (e) and (f) of section 19 (2) of the Industrial Conciliation Act, 1956, must be followed in connection with any objections lodged.

M. W. J. LE ROUX, Industrial Registrar.

(29 May 1981)

"Wassery-, Droogskoonmaak- en Kleurbedryf" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die bedryf wat in bedryfsinrigtings uitgeoefen word waar artikels gewas, skoongemaak of gekleur word volgens die bestelling van klante (maar uitgesonderd die kleur van pelse), en omvat depots waar sodanige artikels ontvang word om gewas, skoongemaak of gekleur te word volgens die bestelling van klante.

Vir die doeleindes van hierdie woordomskrywing sluit die term "klante" nie kleremakers in nie.

Belange en gebied ten opsigte waarvan registrasie gehou word.—Die Wassery-, Droogskoonmaak- en Kleurbedryf soos hierbo omskryf in die munisipale gebied Johannesburg.

Posadres van applikant.—Posbus 1609, Johannesburg, 2000.

Kantooradres van applikant.—Stuttafordsgebou 300, Pritchardstraat 56, Johannesburg.

Die prosedure voorgeskryf by artikel 19 (2) (b), (c), (d), (e) en (f) van die Wet op Nywerheidsversoening, 1956, moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(29 Mei 1981)

NOTICE 379 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Refractories Producers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation.—South African Refractories Producers' Association.

Date on which application was lodged.—3 April 1981.

Interests and area in respect of which application is made.—Employers engaged in the Refractories Industry in the Magisterial Districts of Kempton Park and Vanderbijlpark.

"Refractories Industry" means, without limiting the ordinary meaning of the term, the industry in which employers and their employees are associated for the purpose of—

(a) manufacturing refractories, electrical porcelain insulators or earthenware pipes and fittings;

KENNISGEWING 379 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Refractories Producers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie.—South African Refractories Producers' Association.

Datum waarop aansoek ingedien is.—3 April 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Werkgewers betrokke by die Vuurvasteprodukteny-werheid in die landdrosdistrikte Kempton Park en Vanderbijlpark.

"Vuurvasteprodukteny werheid" beteken, sonder om die gewone betekenis van die uitdrukking enigsins te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir—

(a) die vervaardiging van vuurvaste ware, elektriese porseleinisoleerders of erdepype of -toebehore;

The demand for money would affect the quantity of transactions directly but not proportionately. An increase in the demand to hold money for transactive purposes would affect the value Q in the Fischer equation MV=PQ where

M = total money supply
V = velocity of circulation
P = price level in a period
Q = Quantity of transactions in same period.

The role that the demand for money plays in the quantity theory would be to affect the total quantity of transactions and in such a manner increase its circulation. The quantity of transactions are affected a lot more by the demand for money, than are the speculative and precautionary demands for money, due to consumption expenditure taking up a larger part of total expenditure of the income.

(152) (140a) (183) (346)

STRIKE CALL FN 19/6/81

When the *FM* went to press there were strong indications that workers at Colgate-Palmolive's Boksburg plant had voted overwhelmingly in favour of a strike in the first legal strike ballot to be held by a black union.

Colgate has agreed to recognise the Chemical Industrial Worker's Union, an affiliate of the Federation of SA Trade Unions, but will negotiate wages and working conditions only at industrial council level. The union wants direct wage negotiations with the company. A conciliation board failed to resolve the dispute and if the union wins the ballot workers can strike legally.

PTO

Industrial councils: Warning

CT 4/7/81

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Own Correspondent

JOHANNESBURG. — Two major employers, one the giant Anglo American Corporation, this week suggested that industrial councils, cornerstone of the country's official bargain system, were in need of wide-ranging change.

Ford's industrial relations director, Mr Fred Ferreira, warned that the councils "face disintegration" unless they allowed for "greater worker participation".

His warning comes shortly after Anglo had called in its annual report for a "comprehensive review of the current system".

'Tendency'

Both say they broadly favour industrial councils, but their comments are likely to add to mounting controversy over the official bargaining system.

In an opinion article in the latest issue of the Financial Mail, Mr Ferreira criticizes the "tendency" which he said developed "over the past several decades" for negotiations to take place on a "national industry basis".

He says this has meant "removing the worker and the individual employers more and more from the bargaining process, replacing them with professional bureaucrats". This process, he says, "will have to stop".

Mr Ferreira adds: "Fundamentally the industrial council system is a sound principle for self-governance. However, the system has evolved to a stage where few employers and very few, if any, direct labour representatives, participate in the negotiations."

This meant that "scores of employers and often thousands of workers have little opportunity for communication in this vital area and must rely on the media to find out how the ultimate agreement will affect them."

'Outside people'

He makes a plea for "greater devolution of bargaining authority, to include the shop floor — for greater worker participation".

If this is not done, the councils will face disintegration "as people will elect to operate outside the system", Mr Ferreira says.

In its annual report, Anglo says the industrial council system "appears to provide the best structure for industrial peace". But it had "not kept pace with the growth and proliferation of unions".

'Very slow'

It adds: "The registration and inclusion of black unions into the industrial council-based collective bargaining system appears very slow, calling for a comprehensive review of the current system."

Anglo would, however, "seek to extend among our companies the industrial council system".

● Mr Ferreira also cites other measures which, he believes, would allow the labour situation to develop on an "evolutionary" manner.

They include making it compulsory for employers to identure at least one apprentice for each artisan employed, abolishing government levies on employers of black labour, removing tax inequities between the races, and creating a black "middle class".

PROFESSOR JILL NATTRASS

FM 17/7/81 346 ~~132~~

Labour relations under stress



Jill Nattrass, Associate Professor of Economics at the University of Natal, examines recent events in the labour relations arena and warns of future problems.

There is evidence of a growing dissatisfaction with SA's much-vaunted labour relations procedures. The past few months have seen a number of actions on the labour front, largely by black unions, directed at taking labour relations out the present institutional channels and placing them instead on a bilateral basis.

The most ironical instance is the recent Colgate Palmolive dispute in which a black union went through the machinery to enable it to stage a local strike over the company's failure to agree to negotiate wage issues outside the industrial council system.

Recently a spokesman for the National Union of Textile Workers went so far as to forecast that the next five years would see only a handful of legal strikes by black workers as the present grievance machinery was seen as being too cumbersome and slow to be able to handle their aspirations adequately.

The present labour relations system based on the industrial council has frequently been labelled as "ideal," and in the past has been credited with the achievement of the relatively low levels of industrial unrest that have characterised the SA labour scene. Why has the situation changed to the point where the most recent Anglo American annual report suggests the system may now be outmoded?.

The industrial council system under which both employer and employee groups sit together on a council to establish wage rates, job classifications and working conditions — which are then applied across the board in the areas covered by the council — operated reasonably successfully in the past. However, the era of its effectiveness was characterised by conditions in which the interests of the groups with access to the council (employers and registered unions) were reasonably homogeneous, while those whose interests differed (the black workers) had no direct means of expressing their opinions.

With the extension of the freedom of association to black workers and the growth of the infant black union movements, the labour situation has become very different. On the worker side, there is scope for growing differences between unions controlled by different race groups; between craft unions and general workers' unions; between registered and unregistered unions; and, probably most important, between unions who are members of an industrial council and those who are not, but who are seeking entrance.

The employer groups are likely to find themselves in an equally unsatisfactory position. In one industrial council there may well be employers who deal with registered unions, who are members of the council; those who have to deal with unregistered unions, or other unions who are not members and who operate outside the system; employers whose workforces remain unorganised; as well as those who face some combination of all these possibilities.

To draw up a satisfactory agreement under these conditions would need the wisdom of Solomon. Worse still, there is no way that the present system, relying as it does on a 100% acceptance vote for a new membership, can accommodate a conflict between a union seeking admission and a member union blocking the aspirant member's entrance.

While it grows and expands, the black union movement will almost certainly display a growing diversity of interests, and the industrial council system is unlikely to work well again until the labour movement has developed to the point where a more unified set of objectives is once again the order of the day.

As long as interests diverge widely, the only satisfactory way in which successful employer/employee relationships will be established will be through the process of "eyeball to eyeball" negotiation.

A number of major employers have adopted this line, although some have taken the view, initally (but unsuccessfully) adopted by the Colgate management, that while they will negotiate a number of items with the unions on a bilateral basis, wages remain the prerogative of the industrial council.

Not surprisingly, the black unions find this latter approach wholly unsatisfactory. They would like to conduct all their negotiations on a bilateral basis. They realise that it will be difficult for them to obtain membership of the industrial councils and, once on, to establish themselves in a strong position there. They are also well aware that, even when they are established in the council, they are unlikely to achieve as much for their members on the basis of one vote as they are through action outside the system — particularly since consensus on the council is gained through compromise.

Significant gap

The next few years will be a period of adjustment for both employers and the union movement. A survey of employers and employee organisations by the Natal University's Economics Research Unit reveals that there is a significant gap between the way employers perceive the interests and aspirations of their workforce and that of the groups representing the workers.

For example, while both groups accepted that wages were a major determinant of job acceptability to workers, views on the matter of bargaining rights were very different. The employee organisations rated them highly; employers, on the other hand, believed that their workers rated collective bargaining rights low on the scale of priorities.

Differences of perception of this sort can easily lead to industrial action — action that could be avoided if employers became more aware of the actual aspirations of their workers.

The emerging union movement was conceived in a situation of conflict and born into a world of suspicion and distrust. It is, however, a lusty infant that is certain to grow into adulthood and, if we are not to relive the bloody events of the Rand Rebellion, it is crucial that the movement's youth is a period in which it learns to trust those with whom it has to co-exist.

The onus of establishing trust lies with both the employers and the State. The wholesale dismissal of striking workers cannot create an atmosphere of trust. Neither will the refusal to negotiate with a representative but unregistered union. As for the State: it is clearly impossible to develop trust in a situation in which dissident workers are deported to the rural areas and the leadership of the union movement is subjected to harrassment by the authorities.

LABOUR RELATIONS

The challenge of the 80s

FM 24/7/81



No one doubts that SA managements face tough labour challenges. Black workers are set to make increasingly sophisticated use of collective bargaining rights. Government's belated — yet courageous — decision in 1979 to accept the Wiehahn Commission recommendation to grant trade union rights to blacks also has a more far-reaching significance. As Professor Willie Bendix, of the University of Stellenbosch Business School, points out. Whether acknowledged or not, the power structure of SA society is changing, with labour assuming a central position.

Employers are already feeling the effects as emerging black unions flex their muscles after having been ignored and suppressed for decades. Last year, 207 strikes and work stoppages, caused mainly by unregistered black unions, resulted in the loss of 174 615 man-days. Managements will have to become increasingly skilled in dealing with the aspirations of their workers if SA is to develop a system of industrial relations in which the potential for conflict is kept to a minimum.

They will have to improve their ability to communicate with their workers. Recent worker unrest over new fringe benefits has vividly illustrated the difficulties managements face in explaining complex issues to unsophisticated employees.

Black unions will have problems as they struggle to define their social role in the new labour dispensation. They will be under severe pressures to be vehicles for black social and political aspirations and those unions which do not have strong links with the broader black community may find themselves being rejected by the very people they are trying to serve.

Managements, naturally, fiercely resent what they perceive to be political issues being raised by unions. However, Fred Ferreira, Ford's director of industrial relations and a veteran in dealing with highly politicised black unionists, warns that whether they like it or not, managements should expect the bargaining table to be increasingly cluttered with issues which are not traditionally part of negotiating agendas.

The government, which for so long has feared black labour's political muscle, will have to learn to exercise restraint. Having created a climate for reform in the labour arena, it should refrain from trying to define in great detail how employers and employees should relate to each other.

"The less the State becomes involved in relationship building' between organised labour and management, the better for the future," says Loet Douwes Dekker, senior lecturer in industrial relations at the Wits Graduate School of Business Administration. In its response to the draft Industrial Conciliation Amendment Bill, the Federated Chamber of Industries has warned that too much government interference can destabilise the framework of negotiation between employers and employees. Of particular concern is the government's wish to have a strong control over the registration of new unions.

The government will also have to curb its willingness to take arbitrary action against unionists who refuse to enter the official bargaining system. Bannings and detentions might result in short-term gains, but in the long term can only further increase the suspicions many unionists have about the new industrial relations system.

During the coming decade the three main participants in the labour arena — management, trade unions and government — are going to be involved in an intense debate about how SA's industrial relations system should evolve. At the heart of this will be questions about the future of the industrial council (IC) system through which wages and working conditions have been regulated in the past between employer associations and registered trade unions.

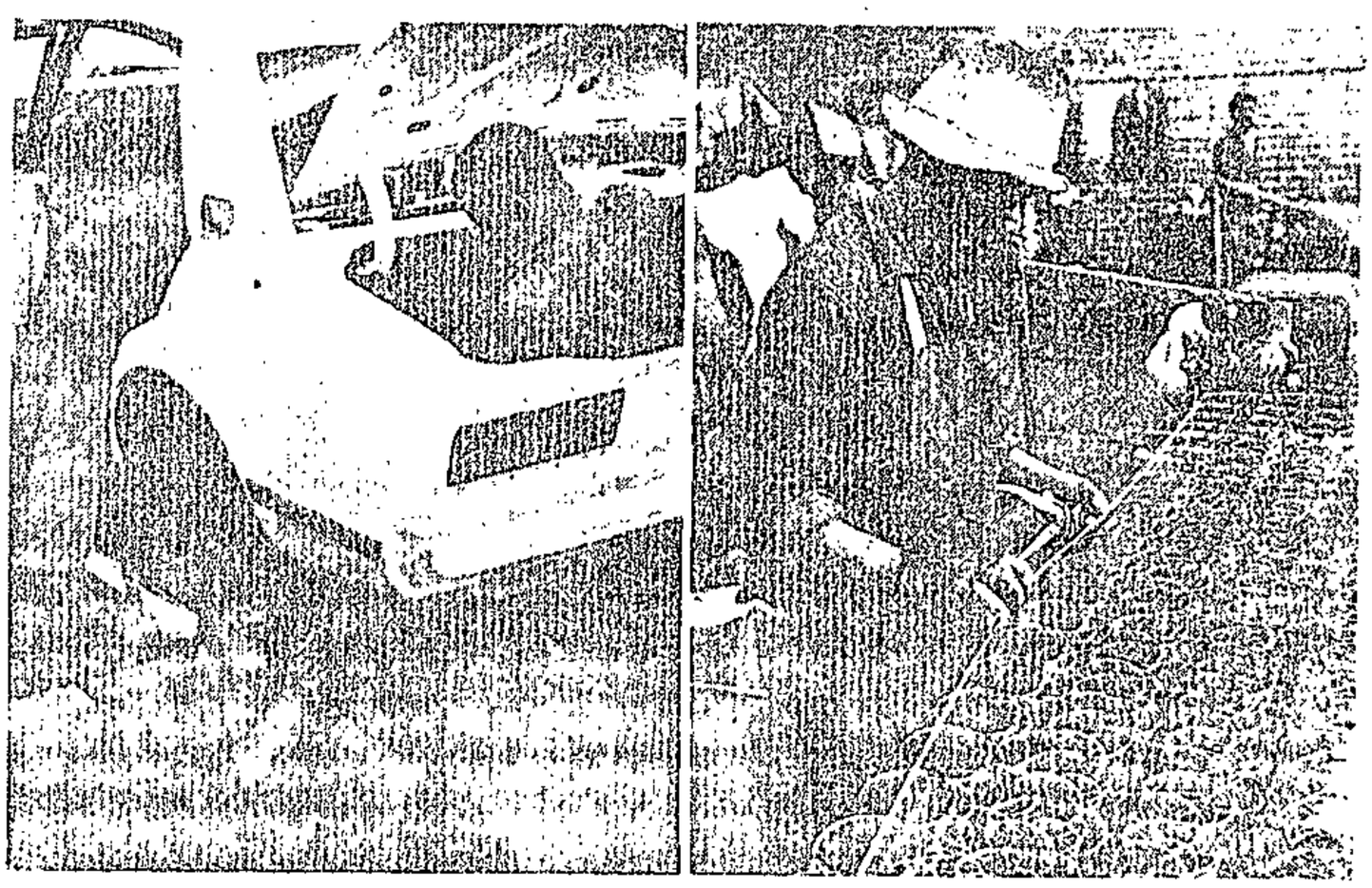
At present, there are about 100 ICs with agreements which cover about 40 500 employers, 205 600 white workers, 198 600 coloured workers, 73 400 Asian workers and 568 000 black workers. The IC system has in the past been credited with ensuring low levels of industrial unrest. But now there are calls from both employers and unionists for the system to be reformed to cope with changing circumstances.

The effective operation of these councils in the future will be hampered by the very slow rate at which black unions are being registered and brought into the IC system, and the emphasis placed by many emerging black unions on plant-level negotiation as opposed to industry-level negotiation on ICs. This insistence on plant-level negotiation over wages was the cause of the recent Colgate Palmolive dispute, and other such conflicts are likely to occur.

Most employers and trade unionists who have participated in the system in the past believe it is basically a sound one and point out that it can provide workers with a variety of fringe benefits on a cost-effective basis.

However, it is not surprising that black unionists view the councils with great suspicion and have strong reservations about taking seats on them. These unionists have been denied a voice on councils in the past and have seen how, in certain agreements, black wages in fact went down, while those of white artisans rose. The system has had, except in a few cases, the effect of removing the influence of the trade union from the factory floor and it has not enabled workers to have their grievances resolved speedily.

Ferreira points out that the system has evolved to a stage where few employers and very few direct labour representatives take part in council negotiations. Scores of employers and often thousands of workers have little opportunity for communication at this forum and must rely on the media to find out how the council agreement will



Black labour . . . placing great emphasis on shop floor negotiations

affect them, he says. Like many employers (and trade unionists), Ferreira believes that unless the councils are reformed, they will probably face disintegration soon.

The crisis which faces the councils is also rooted in the bypassing of councils in recent years by black unions using recognition agreements. They have used these to establish relationships with particular employers and at present about three dozen such agreements have been signed and another two dozen are said to be in the process of negotiation.

There is thus the danger that two different industrial relations systems can develop. Douwes Dekker says bluntly: "The basic question facing the future structure of industrial relations in SA is whether recognition agreements and IC agreements will become competitors or will complement each other as instruments of governance. Unless the complementary aspect of the IC and recognition agreements are spelt out, and some general consensus reached regarding their mutual reinforcing functions, then the concept of the IC will be found to be increasingly inappropriate and open to criticism by the emerging black unions."

New dispensation

Professor Nic Wiehahn, architect of the new dispensation, recognises the dangers of a new dualism creeping into industrial relations. He tells the *FM* he believes it is a proven system and that there is nothing essentially wrong with it except that in the past it has been closed to more than 70% of SA's workers. However, he believes it runs the risk of being bypassed if the councils are "administratively and procedurally" closed to black workers.

Wiehahn also believes that the councils must consider trying to extend their activities down to shop floor level.

Associate Professor of Economics at the University of Natal, Jill Nattrass, warns of the potential for conflict in the future. She says there is scope for growing differences between unions controlled by various race groups, between craft unions and general workers' unions, between registered and unregistered unions, and, probably most important, between unions who are members of an IC and those who are not, but who are seeking entrance.

In addition, in one IC there may be employers who deal with registered unions who are council members, employers who have to deal with unregistered unions or other unions which operate outside the system, employers whose workforces remain unorganised, as well as those who face some combination of all these possibilities. She says the system, which relies on a 100% acceptance vote for new membership, cannot accommodate a conflict between a union seeking admission and a member union which is blocking this.

There are, however, many people in the labour arena who believe the IC system is basically a sound one. They say modifications need to be made to it, but emphasise that total abandonment of industry-level bargaining will lead to chaos.

General Motors assistant MD Rod Ironsides, who heads the FCI's labour affairs committee, believes in the IC system, but says it may in some cases have been implemented too rigidly in the past. Shop floor level bargaining can be taken too far, he says. What is needed is a modified IC system.

"Employers have lagged sadly behind developments," says labour consultant Andrew Levy, who adds that there are signs that the councils themselves are beginning to realise something has to be done.

Contact points

Happily, there appear to be points of agreement between some unionists and employers on the councils' future role. Says Andre Malherbe, president of the Trade Union Council of SA (Tucsa): "The new unions place great emphasis on shop-floor negotiations and I believe we might have to live with this in the short term. However, in the long term I think everyone will see the advantages of the IC system." Malherbe believes there is room for shop floor negotiations on some issues which affect workers in a particular plant, but says there is no substitute for bargaining at IC level over issues affecting a whole industry.

DEFINITION

An industrial council: A mutually formed and registered body created by registered trade unions and registered employer organisations for collective bargaining in a particular industry and area. It concludes industrial agreements under the law and administers the agreements.

Joe Forster, president of the Federation of SA Trade Unions (Fosatu), says ICs have an important role to play, providing they do not deny workers the right to in-plant wage bargaining. He suggests that ICs should set minimum wage levels and that workers in different companies should then be free to bargain with their individual employers.

Some managements the *FM* spoke to, including industrial relations adviser Richard Sutton, express similar sentiments and believe there could be room for in-house agreements.

A crucial factor in shaping a new labour dispensation will be the ability of the government, employers and unions already serving on the councils to persuade the new unions to join the official system. Given all the abuses and prejudices of the past, this is not going to be easy. Having created a climate for drastic reform in labour, the government has to move quickly to abolish discriminatory laws. The draft Bill published earlier this year also revealed a government desire to have strong control over labour affairs. In the face of strong criticism from both employers and unionists it has now indicated that it is willing to reconsider some important aspects of the legislation.

A great deal more of this kind of flexibility will be needed from government, managements and unionists if a social partnership is going to be achieved between these three groups — a partnership which will ensure the skillful accommodation of the various interests at stake.

Union, company agree to bypass council

BY STEVEN FRIEDMAN

TRADE union demands to negotiate wages and work conditions with employers outside the official industrial council system have received a major boost.

A Barlow Rand company, Premier Paper, has decided to negotiate on these issues directly with a Fosatu-affiliated trade union.

Premier, which is covered by an industrial council agreement, has confirmed that it took this decision against the urgings of other paper employers and the industry's employer association.

The agreement to negotiate wages and working conditions directly — taken after Premier had originally wanted these issues to be negotiated through the industrial council — is contained in a recognition agreement between it and the Paper, Wood and Allied Workers Union.

Premier's general manager, Mr Mike Walmsley, describes the decision as a "major concession". The agreement was signed on Friday and covers Premier's Kliprivier plant, where it employs more than 300 black workers.

A union representative hailed it as an "important breakthrough for all paper workers," adding: "We hope Premier's decision will convince other employers in the industry to negotiate directly with representative unions."

PWAWU said it would intensify efforts to win similar agreements from other companies.

It added that workers saw attempts to force unions to bargain solely through the councils as "a bid to foist toothless bargaining on them — which they reject".

The paper industry's employer association has insisted that PWAWU join the industrial council before receiving recognition from employers.

But it refused, charging that the council is "unrepresentative".

Mr Walmsley said yesterday that the agreement had followed "months of tough negotiations with several concessions being made on both sides".

The company had proposed a clause stipulating that pay and working conditions be negotiated through the council "in support of the industry as a whole" and the employer association, Mr Walmsley added.

It had decided to drop this clause while reserving the right to discuss matters of concern to the whole industry with the council and employer association.

It is understood that Premier took this decision after it became apparent that the union would not join the council.

Mr Walmsley added that PAWAWU had made concessions to the company on the role of shop stewards, a disciplinary code and its "right to manage its own affairs".

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Wages for building workers to be raised

Property Editor

WAGES of building workers in the Durban area are to go up at the end of October.

This was confirmed yesterday by the secretary of the Industrial Council for the Building Industry in Durban, Mr Ken Davel.

The official announcement is expected to be gazetted by mid-October, and the new rates will come into operation from October 29.

New wage rates for artisans will be R3,56 an hour, up 45 c an hour over the present rate of R3,11.

Higher-grade building assistants will earn R1,60 an hour (old rate R1,38); lower grade building assistants will be paid R1,34 an hour (R1,15) and lower grade labourers will get 90 c an hour (75c).

Mr Davel said the increase was an interim measure — wage rates had been decided two years ago and it had been found that they were below what the market was paying.

He believes the wage increases may have an effect on the cost of a new house but it was difficult to say by how much.

But Mr Lou Davis, executive director of the Building Industries Federation (South Africa), said in Johannesburg he did not think the increases were excessive.

'The industry is aware of the fact that in order to stabilise the industry we have got to pay a living wage. It brings the building worker in line with other workers — you cannot hold costs down by holding down the workers' wages,' he said.

He added that the wage rises should not have much effect on housing costs.

'It doesn't work that way. If a worker is given job satisfaction and his productivity is improved, there is no reason why it should cost any more.'

False Bay: sewerage discharge outlets

187. Mr. J. W. E. WILEY asked the Minister of Water Affairs, Forestry and Environmental Conservation:

(1) How many sewerage discharge outlets are there in False Bay;

(2) (a) which local authority is responsible for each such outlet, (b) what is the estimated quantity of sewage discharged into False Bay on a (i) daily, (ii) weekly, (iii) monthly and (iv) annual basis and (c) what distance from the shoreline is each such outlet situated;

(3) whether his Department has requested any of the local authorities concerned to take steps to terminate the discharge of sewage into False Bay; if so, what (a) were the steps and (b) was the result;

(4) whether any other steps are contemplated by his Department to terminate the discharge of sewage; if so, when will this take place in respect of each such outlet?

The MINISTER OF WATER AFFAIRS, FORESTRY AND ENVIRONMENTAL CONSERVATION:

(1) 4, viz. Cape Flats, Mitchells Plain, Gordon's Bay and Simonstown. The discharge outlet in respect of Mitchells Plain does not, however, discharge directly into the sea but to sand-dunes.

(2) (a) Cape Flats: Municipality of Cape Town.
Mitchells Plain: Municipality of Cape Town.
Gordon's Bay: Municipality of Gordon's Bay
Simonstown: Municipality of Simonstown.

(b) (i) 276 000 cubic metres.

(ii) 1 940 000 cubic metres.

(iii) 8 400 000 cubic metres.

(iv) 100 800 000 cubic metres.

(c) Cape Flats: Runs down beach in a vlei.
Mitchells Plain: 2 km.
Gordon's Bay: 0,5 km
Simonstown: 0,5 km

(3) No.

(a) and (b) Fall away.

(4) No. The Department of Water Affairs, Forestry and Environmental Conservation only allows those discharges which are permitted by law and which conform to the strict standards of purity determined by the South African Bureau of Standards in conjunction with other authorities, notably the Sea Fisheries Institute of the Department of Agriculture and Fisheries and the Department of Health, Welfare and Pensions. In those cases where for good reasons effluent purity of the required standard cannot be attained, the Department of Water Affairs, Forestry and Envronmental Conservation considers each case on its merits but it is always Departmental policy to insist on purificaction or proper physical dispersion. In each of the above cases the Department of Water Affairs, Forestry and Envrionmental Conservation is satisfied that proper control is being exercised.

Seifsa plea on black unions

By STEVEN FRIEDMAN

THE president of the giant Steel and Engineering Industries Federation (Seifsa), Mr Leslie Boyd, said yesterday that the official industrial council system would have to be adapted to ensure that black unions took part.

He reiterated, however, Seifsa's long-standing support for the system. Seifsa is the country's biggest non-mining employer federation and it is a party to the country's biggest industrial council.

Mr Boyd's remarks, made in a speech to Seifsa's annual meeting in Johannesburg yesterday, come at a time when it is re-examining its labour guidelines which strongly support the system.

Observers believe they herald employer support for changes aimed at making the industries' industrial council, which covers the wages and work conditions of about 500 000 workers, more attractive to black union critics.

Mr Boyd said that the industrial council system had been subjected to "much criticism" in the past year.

He added: "It is evident that adaptations will have to be made to ensure that trade unions catering for black employees can participate in the system with the support of their members".

But Mr Boyd went on to say that "insufficient attention is being given in the debate to the considerable merits of the system."

He said "fragmented bargaining at plant level" would lead to a "leap frogging" of wage rates and "a chaotic situation".

The metal industries' council would have to be strengthened "if our industry is to remain stable, and continue to grow".

The councils also gave unions and employers an opportunity to co-operate on training, pensions and medical aid.

Mr Boyd also warned that the boom of the past 18 months had emphasised "the considerable skills shortage in South Africa", which was hampering capital projects and causing concern about routine maintenance standards.

Seifsa had indentured 235 black apprentices this year and had set itself a target of 5 000 apprentices of all races a year.

Mr Boyd said, however, that there were still "certain barriers" in the way of recruiting black apprentices.

These included inadequacies in schools' maths and science teaching.

Confidence

The existence of established procedures as well as council agents "with important powers of inspection to ensure the correct implementation of agreements by both parties" gave both sides confidence in bargaining as a method of settling disputes.

Industrial Council agreements/Conciliation Board awards/wage determinations

(140) Hans 7 Q.C .44-47

286. Dr. A. L. BORAINE asked the Minister of Manpower: 10/9/81

(346) (347) (348)

(1) (a) How many (i) Industrial Council agreements, (ii) Conciliation Board awards and (iii) wage determinations apply in border areas and (b) how many in each category apply in such areas only;

(2) (a) how many exemptions had been granted as at 31 December 1980 from (i) Industrial Council agreements and (ii) wage determinations in border areas and (b)(i) what types of industries are involved, and (ii) what is the nature of the exemption granted, in each case;

(3) whether any conditions were attached to any of these exemptions; if so, what conditions?

The MINISTER OF MANPOWER:

(1) (a) (i) 34.

(ii) Nil.

(iii) 57.

(b) Industrial Council agreements: 6.
Conciliation Board agreements: Nil.
Wage Determinations: Nil.

(2) (a) (i) Sixteen exemptions were granted on appeal to the Minister of Manpower.
Numerous exemptions are granted by Industrial

PTO

Councils in the course of their day to day functions. These exemptions are not reported to the Department and no statistics thereanent are, therefore, kept.

(ii) This information is not readily available.

Numerous exemptions have been granted under delegated authority by the Department's Head Office as well as the District offices from various provisions of different Wage Determinations which apply within as well as outside border areas. Considerable scrutiny of the records would have to be undertaken to establish how many employers to whom exemption has been granted are located in border areas.

(b) (i) Where Industrial Council Agreements apply

Textile Industry.

Clothing Industry, Transvaal.

Furniture Manufacturing Industry, Natal.

Iron, Steel, Engineering and Metallurgical Industry (4 exemptions).

Leather Industry—General Goods Section.

Clothing Industry, Natal.

Clothing Industry, Eastern Province (3 exemptions).

Furniture Manufacturing Industry, Eastern Cape Province.

Motor Industry.

Biscuit Manufacturing Industry (2 exemptions).

NOTE:

The period of operation of all the above-mentioned sixteen exemptions, except for the one in the Biscuit Manufacturing Industry and the one in the Clothing Industry—Eastern Province, have expired and the employers concerned have not re-applied for exemption. [See paragraph (2)(a)(i)].

Where Wage Determinations apply:

Various types of industries, trades and businesses are involved. [See also the comment in paragraph (2)(a)(ii)].

(ii) In the case of Industrial Council Agreements:

In one instance total exemption from the provisions of the agreement was granted and in all of the other instances exemption was granted from the wage clause of the agreement. [See paragraph (2)(a)(i)].

In the case of Wage Determinations

Exemption has been granted from various provisions of different wage determinations and differs from employer to employer. [See also the comments in paragraph (2)(a)(ii)].

(3) Yes.

In the case of Industrial Council Agreements

Exemptions from the wage clauses were granted subject to the observance of rates of remuneration determined either on the basis of a percentage of the minimum prescribed wage rates or in accordance with a scale submitted by the applicants or as suggested by the Wage Board. Where applicable, it was also a condition of the exemption that the wages actually paid at the time of the application for exemption were not to be reduced.

In the case of Wage Determinations

The conditions attached to exemption from the provisions of wage determinations are varied but of such a nature that the employees concerned are not exploited or adversely affected.

CT 1/6/1988

Pay rises likely to equal inflation

By GORDON KLING

THE downturn in the South African business cycle is clouding the outlook for year-end pay rises but most employees in the private sector are likely to keep up with inflation.

Adjustments for the introduction of a real income-eroding tax on fringe benefits from early next year, however, are ruled out.

Economists, personnel consultants and major employers yesterday put average December wage and salary increases for the coming year at between 12 and 17 percent, compared with an expected rise in the consumer price index (CPI) this year and next of about 15 percent.

No public sector increases are in the pipeline.

"Economic growth is slowing down and the over-full employment position won't be as pronounced as last year so one would expect less job switching for higher pay," said Nedbank's chief economist, Mr Merton Dagut, from Johannesburg.

"It's also clear that the rate of increase in company profits will decline and that must influence managements to moderate increases, but on the other hand the CPI is still at a very high level, 15,5 percent for the year to July, and people will expect compensation."

Mr Dagut had an "intuitive feel" for an average pay rise of slightly under 15 percent.

The director of the University of Stellenbosch Bureau for Economic Research, Professor J L Sadie, was more optimistic, predicting people a company really needs, and by that I don't necessarily mean top management, will get up to 25 percent while the other 80 can expect about 12 percent across the board.

Salary leaps

"Nobody is going to make any adjustments on account of fringe benefits till the legislation is passed. In fact employers are still trying to find new fringe benefits to offer. A lot of people tend to disbelieve that the government will really do something and I even find myself in that category although I know it's coming," he said.

"We went through some really incredible salary leaps last year, particularly in accounting and engineering where there were regular gains of up to 50 percent, but things have calmed down a lot and there isn't such an acute shortage of key people."

A spokesman for the Industrial Council for the Building Industry in the Peninsula said an agreement had just been accepted which would raise wages of artisans by 12 perecent and semi-skilled workers, essentially labourers, by 15 percent from November 1.

Over at the banks nobody was talking about rises.

"We're negotiating with the SA Society of Bank Officials right now for a whole new pay structure effective from the beginning of next month and this will also affect the year-end increases," said a spokesman for Barclays National Bank, who could not comment on the likely outcome.

Hard-pressed

Salary increases of 12 to 15 percent were predicted in the hard-pressed building society movement. The manager of the Cape Town branch of the E P Building Soceity, Mr Roy von Litsenborgh, said this was likely to be the range but much would depend on merit.

"I don't personally think people will be paid more in anticipation of fringe benefits being hit. Things seem to be getting a bit tough and most people just won't be able to change jobs."

The managing director of Renwick Management Services, Mr Mat Leach, believed pay boosts would be be nowhere near as high as last year.

"Rises this year, he maintained, would fall into two categories based on what he called the 80-20 principal. "The 20 percent of the an increase of about 16 to 17 percent. The economy was still short of skilled manpower and businesses were still trying to bid workers away from each other. Professor Sadie believed this would cause wages and salaries to lead the inflation rate rather than follow it.

Mr Ralph Parrott, head of the Manpower temporary staff services group, lashed out at employers linking rises to the cost of living and doubted there was a case for rise averaging 15 percent.

"I don't think employers are seriously considering what they are getting for their salary money in the same way they do for advertising costs, floor space and other factors, and the time has come to do this."

Union chiefs not happy over councils

Star 16/9/81

135 346

EAST LONDON — A resolution which dealt with the Industrial Council system was passed after heated debate at the annual conference of the Trade Union Council of South Africa this week.

The resolution urged Tucsa to show its "strong support" for the council system.

Industrial councils are a major element of South Africa's official collective bargaining process as it is within these councils that employers and registered unions can settle their differences on minimum wages and working conditions.

However, not all unions belong to industrial councils, either because there are no councils in their areas, or else they choose not to belong to a council, preferring local in-plant settlements.

It was therefore inevitable that the resolution would bring out divergent views from the 61-union federation.

Tucsa's first vice-president, Mr E van Tonder, in seconding the motion, criticised academics and labour experts who attacked "proven institutions" such as the council.

He said that while the system had its shortcomings, it did not warrant dismantling.

Mr van Tonder also criticised newly-emergent unions which resorted to strikes instead of peaceful bargaining.

The general secretary of the South African Boilermakers Society, Mr Ike van der Watt, warned delegates that today's accepted systems could become tomorrow's dead weights.

Tucsa's general secretary Mr Arthur Grobbelaar said some unions condemned the council system because they would have to prove their own representativeness. He asked if critics of the system were seeking industrial chaos.

The resolution was passed despite fears by some delegates that showing strong support for the council system was too excessive a commitment.

South African union leaders meeting in East London this week clashed over the role of industrial councils in settling labour disputes. Labour reporter Tony Davis was there. . . .

Pension cash row: clothing men yield



By STEVEN FRIEDMAN

IN A new sign of growing worker unrest over the Government's proposed pension legislation, the Transvaal clothing industry's industrial council has decided to allow workers to quit the industry's provident fund.

And yesterday a source in the Federation of SA Trade Unions warned of "a growing groundswell of worker discontent" across industry on the Pensions Bill and said workers were also beginning to raise demands about other pension issues.

The Transvaal clothing industry's decision comes shortly after about 2 000 workers walked out of a National Union of Clothing Workers' meeting, after the union general secretary, Mrs Lucy Mvubelo, had defended the provident fund.

However, Dr Anna Scheepers, president of the Garment Workers Union, has strongly urged workers not to pull out of the provident fund — an appeal backed by employers, according to the union's journal, Garment Worker.

New accord

Worker demands to quit the fund are the latest response to the draft Bill proposing that accumulated pension contributions be automatically transferred with changes of job.

The industrial council's general secretary, Mr Jimmy Thomas, said yesterday that a new agreement negotiated in the industry would allow workers to leave the fund but remain in the industry.

Workers could apply to leave the fund up to October 2. The council had invited applications from workers four days ago, and so far 40 had applied, he said.

Those who wanted to withdraw would have to wait until April to receive their money and

tribute until February.

"A worker who leaves the industry normally has to wait six months before receiving provident fund money. The same rule must apply to those who want to withdraw their money now," Mr Thomas said.

Mr Thomas said he had been assured by the previous Registrar of Financial Institutions that the fund would be exempt from the new law, but it was not clear whether the new registrar took the same view.

Workers who withdrew would "have to start from scratch" if they rejoined the fund.

Workers received bigger benefits from longer membership and those who withdrew would be treated as new workers if they rejoined.

In Garment Worker, Dr Scheepers said those who stayed in the fund would "be the jackpot winners".

Exempted

She said the new Bill had several safeguards for workers who were worried about their pension money.

Married women and those within five years of retirement would always be able to withdraw their money, industrial council funds could be exempted and contributions made until the Bill became law were not affected.

She said the provident fund had been established for the benefit of workers and "has always been run for their interests".

Workers would lose out on benefits if they left the fund — Garment Worker says those with 30 years' service would lose more than R500 — and they would also have to pay tax on the money they withdrew now.

She accused those who opposed the fund of being "people who lend their ears to outsiders who want to ... destabilise our industry".

Stay with fund, pleads union

THOUSANDS of workers will soon be able to withdraw from the clothing industry's provident fund – but their union is pleading with them not to do so.

A new agreement negotiated with the Transvaal Clothing Industrial Council, believed to be a response to growing unrest over proposed pensions legislation — enables workers to withdraw their contributions next April, without leaving the industry.

They will have to apply to leave the fund before October 2 and continue contributing until February 1982.

In the latest issue of the Garment Worker, the president of the Garment Workers Union, Dr Anna Scheepers, pleads with workers to stay with the fund.

Referring to the recently published draft bill which proposes the compulsory transfer and preservation of pension contributions, she points out "that contributions made before the Bill becomes law will not be affected.

She stresses that the establishment of the fund more than 20 years ago was a breakthrough for the union and that workers with 30 years' service in the industry stand to lose over R500 if they liquidate their provident fund money. — Sapa

ET.

VESTMENT IN ASSOCIATED COMPANIES (Note 7) RXXX.

NOTES TO BALANCE SHEET.

7.	LISTED.	UNLISTED.	
Shares at cost, other than premium/N.D.R.	RXXX	RXXX	
Premium/N.D.R., at acquisition	XXX	XXX	
Share of retained earnings (losses)	XXX	XXX	
Amounts owing, debentures	XXX	XXX	
Amounts receivable	(XXX)	(XXX)	
Carrying value as per Balance Sheet	RXXX	RXXX	RXXX
Aggregate market value	RXXX		
Aggregate directors valuation		RXXX	

Rag trade pensions released

Star 18/9/81

Thousands of workers will soon be able to withdraw from the clothing industry's provident fund, in terms of a new agreement negotiated in the Transvaal clothing industrial council.

The agreement enables workers to withdraw their contributions in April next year without leaving the industry.

They will have to apply to leave the fund before October 2 and will have to continue contributing until February 1982.

In the latest issue of the Garment Worker, the president of the Garment Workers Union, Dr Anna Scheepers, pleads with workers to stay with the fund.

She said the draft bill which proposes the compulsory transfer and preservation of pension contributions ensures that contributions made before the bill becomes law will not be affected.

Provision is made in the bill for the exemption of industrial council funds from the law and married women and workers within five years of retirement will still be able to withdraw their contributions.

Dr Scheepers said that workers with 30 years' service in the industry stand to lose over R500 if they liquidate their provident fund money.

(346) 22/9/81

Please photocopy one of the Stars

Industrial councils? They're not debated in pubs, but here's why they're such a hot issue

RDM 22/9/81 (346) ~~157~~

The official industrial council system is once again the centre of debate — and proposals aimed at modifying the country's biggest industrial council are expected next month. While seemingly obscure, the council issue is anything but academic. Labour Reporter STEVEN FRIEDMAN reports.

THE future of the industrial council system may not be the sort of issue which is hotly debated in the sports clubs and pubs of the land.

Nevertheless, the mere mention of this seemingly obscure issue is enough to prompt a heated response from most employers and all trade unionists.

And last week, the issue was as alive as ever.

Metal employers were pondering ways of meeting black union criticisms of the councils, but retaining them; Fosatu was demanding they be "reformed or set aside"; Tucsa was attacking employers and unions who rejected them; and another employer moved to recognise a union outside the council system.

None of this is surprising. For, to many, the debate is essentially about the amount of bargaining muscle employers and the established unions want to allow emerging black unions to exercise.

Industrial councils are made up of registered unions and employer associations who negotiate on minimum wages and work conditions.

The agreements they reach are enacted into law and workers who are covered by a council agreement may not strike while an agreement is in force.

The councils are the cornerstone of the official bargaining system and most registered unions have channeled bargaining with employers through them.

Last year, there were 105 councils in existence, bargaining legally-binding agreements covering 41 000 employers and 1,09 million workers.

When the Government granted black unions official bargaining rights, it was assumed that they would take up their newly-won place on the councils.

But most independent black unions have stayed off and last month, the first-ever summit of all independent unions unanimously rejected them.

They demand to bargain with employers directly on the factory floor.

Most employers who are covered by a council agreement have resisted this. They have insisted that wages and work conditions be negotiated on councils only and in some cases, emerging unions have been confronted by employer demands that they join the councils before employers will bargain with them.

Individual employers have claimed that they have been subject to pressures from other companies in their industry to stick to the council line.

But in some cases, employers have agreed to the union demand.

A protracted dispute at Colgate-Palmolive ended with the company dropping its demand that a Fosatu union bargain pay and work conditions on a council.

After repeated attempts by paper industry employers to persuade another Fosatu union to join the council, a Barlow Rand subsidiary, Premier Paper, agreed to negotiate with the union directly.

And, in another development last week, a subsidiary of the Freight Services Group, Trident Marine Services, signed a recognition agreement with the unregistered General Workers Union providing for direct bargaining, even though the company is covered by the metal industrial council.

Trident said it had found it "expedient" in the interests of harmonious relations, to sign an agreement "outside the official system." But these union gains have been isolated.

However, Fosatu is sufficiently pleased to say: "Fosatu unions are continuing the fight against unrepresentative industrial councils and we are winning."

Established union support for the system was made equally clear last week at the conference of the Trade Union Council of SA, which voted to support councils and slammed unions and employers who bargained outside them.

And last week, Seifsa's outgoing president, Mr Leslie Boyd, reiterated his orgnisation's support for the councils.

Critics say councils are bureaucratic, removed from the factory floor and powerless to effectively intervene in disputes.

Grassroots workers are also often hostile to the councils.

But supporters of the system argue that this would change if there was an effective black presence on the councils.

And men like Mr Boyd reply that a neutral secretariat, together with full-time agents whose job it is to see that agreements are enforced, ensure that agreements are made to stick and that both sides are given "confidence in collective bargaining as a means of resolving conflicts".

But perhaps the most vital issue is the fact that the councils negotiate only on *minimum* wages and work conditions.

The actual wages paid by employers are set by them alone in response to market forces and those for skilled workers, for example, are way in excess of the figures set at the councils.

By agreeing to negotiate only on the councils, they would be conceding to employers the right to set actual conditions unilaterally, the unions say.

They add that to bargain on the councils only is hardly to bargain at all.

Some supporters of the councils reply that it may be true that skilled workers earn much more than the minimum, but lower-paid workers would earn a lot less without its protection.

Others argue that it is simply impractical for unions to negotiate wages separately with each employer.

But among the most common employer arguments for the councils is that they prevent "leapfrogging" whereby increases forced by a union at one factory inevitably create demands for similar increases elsewhere.

So, its evident that many employers see the issue not as an abstract debate, but as one which effects the very basis of union power.

Nevertheless, established unions are often the staunchest supporters of the councils and some employers who have considered moving outside the councils have run into registered union flak.

Certainly, Tucsa heatedly defended the system and, although it has instituted an enquiry into councils, this is unlikely to recommend their scrapping.

"There is no way we would accept plant-level bargaining," says Mr Ben Nicolson, director of the Confederation of Metal and Building Unions, the biggest union bloc on the metal council.

Some argue that the registered unions are not being entirely selfless. Because unions with black members could not join them for decades the union members of the councils have always been unrepresentative, they argue.

Nevertheless, membership of the councils allowed them to negotiate legally-binding agreements for the entire workforce.

As independent black unions grow, they argue, the only power lever the established unions would retain is their membership of the councils. Indeed, the way the system is structured means these unionists would have the same voting power as the new black unions — regardless of actual membership.

"If you represented only 5% and a council gave you the only influence you could get, wouldn't you back them?" asks a black union official.

Events have taken a new turn in the past few days, however, with the news that Seifsa supports adaptations to the metal council. Seifsa is known to be revising its labour guidelines which oppose negotiation outside the councils.

Last week, Mr Boyd said adaptations would have to be made "to ensure that unions catering for black employees can participate in the system with the confidence and support of their members".

Later, Mr Nicholson said unions were prepared to accept adaptations.

Informed speculation has it that the new plan will provide for "decentralising" the council to some extent.

It presently covers a wide range of allied industries and one proposal being mooted is to allow for agreements to be bargained in smaller industrial units under the "umbrella" of the existing council.

It is also suggested that Seifsa will agree to some form of direct bargaining — possibly through

"house agreements" in companies which will still fall within the council system.

Mr Nicholson wants a special council disputes committee which would be able to intervene immediately in disputes, rather than waiting for the red tape to run its course — thus, he believes, dispelling the worker belief that the councils are too remote.

And he would also like to see a disputes procedure written into the council agreement to increase its role in this area.

These proposals aim at preserving councils, by making them more attractive to unions.

If the unions' own statements are to believed, however, they are in no mood to enter even an adapted council system.

Some will stay unregistered, which means they can't join councils.

And Fosatu, whose Metal and Allied Workers Union is the fastest-growing in the metal industries', spelled out only last week why it wants to stay off councils no matter what form they take — at least for the time being.

Fosatu says it is not against industry-wide bargaining. But it says this can only result in worker gains "when workers can match the employer's strength in a powerful, national, industrial union".

Its point is this: at present, black unions are not representative enough, particularly in the bigger industries, to bargain for an entire industry.

Because they represent a minority industry-wide, they would not have sufficient potential worker power behind them to back up tough bargaining on an industry-wide body. Employers would thus automatically have the whip-hand.

What they do have is power in an increasing number of individual factories and it is there where union bargaining can be backed up by worker muscle.

Thus Fosatu accuses big employers such as Anglo American — a staunch supporter of councils — of "trying to ram them down black workers' throats."

"They want workers to negotiate at a place where they are weak, and not in individual factories where they are strong," says Fosatu Worker News.

Fosatu unions believe industry-wide bargaining must be built from the bottom up and they will not go onto councils unless they believe they are strong enough to bargain effectively — or presumably unless adapted councils enable them to bargain directly in areas where they are strong.

Only when the new guidelines are unveiled will we know whether the adapted council will meet these criteria.

But conflict over the councils seems set to continue for a good while yet.

Laundry, dry-cleaning likely to cost more soon

Argus 24/9/81 B46

Consumer Reporter

LAUNDRY and dry-cleaning prices are likely to rise soon as a result of a 25 percent increase in minimum wage levels for the industry which will come into operation on October 2.

A spokesman for the Cape Town and District Laundry Cleaners and Dyers' Association said a meeting would be held soon to discuss a new scale of recommended prices.

Members of the association are not compelled to charge these, and cleaning prices very slightly. Chains with outlets in poorer areas tend to be cheaper.

The wage increase is the largest negotiated with the laundry workers' union and is the first stage of a three-year agreement under which further double figure increases will follow automatically in the second and third years.

Mr H M Florence, chairman of the cleaners' association, said in a Press statement the industry was making every effort to absorb 'the cost surges which face it with increasing rapidity.'

But, he said, 'a rise in the wage bill by one-quarter must inevitably have an impact on the price of laundry and dry-cleaning services offered to the public.'

Bulk laundry charges, for establishments such as hotels, have already risen by up to 10 percent.

The managing director of a cleaning and laundry business explained that this had been necessary to meet rising costs.

'That side of the business is very labour-intensive,' he said.

CT 24/7/81

Cape laundry workers to get more money

Staff Reporter

MINIMUM wages for workers in the laundry and drycleaning industry in the Western Cape will increase by 25 percent next month.

The secretary for the union representing laundry workers, Mr A R Vahed, said yesterday he welcomed the rise, but felt it was not sufficient to cover inflation and the rise in living costs.

"We have calculated that over the last three years the cost of living index has gone up by about 30 percent in the case of foodstuffs," he said.

"By the time the new agreement is published our people will have to bear even further increases."

The chairman of the Cape Town and District Laundry, Cleaners and Dyers Association, Mr H M Florence, said yesterday the increase was the largest ever negotiated.

He said the 25 percent rise was the initial increase in a new three year wage agreement which provided for further automatic wage increases in the second and third year.

The rise must inevitably have an impact on the price of laundry and drycleaning services offered to the public, he said.

Owners of drycleaning firms said the wage increase would not necessarily mean that prices would rise.

"Drycleaning is very much an individual business and its entirely up to the individual operator if he wants to charge more," said the Mr T Hanson, owner of the Apollo Dry cleaners in Upper Buitenkant.

"It's a question of whether our customers will accept an increase in laundry services. I don't think I'll raise my prices, but I'm waiting to see if the Laundry Cleaners Association decides on an increase to cover themselves."

The owner of Fairfield Dry Cleaners in Parow, Mr H A Greyling, said that service charges would have to go up "as soon as possible".

He said a 10 percent increase in prices of laundry services would be reasonable.

ndustrial council
ccused over strike

ficials in cking row

WAYO. — Zimbabwe Min- of Labour officials were rday trying to resolve a dis- t the Rhodian clothing fac- in Bulawayo which led to cking on Tuesday of 550 of ctory's 570 workers.
workers walked out after over bonus payments.
chairman of Rhodian, Mr Welsh, said yesterday that as management was con- the matter was closed e dismissal of the 550.
Welsh said government la- officials and National In- Council representatives greed, when the employees ed in their strike that the any was entirely within its — Sapa.

ATTER OF FACT

AS incorrectly reported in' ay's Rand Daily Mail wo of the seven people de- d in an early-morning by Security Police — Miss Hogan and Mr Morris ers — worked for the Envi- ntal and Development y (EDA). Only Mr Gavin sson and Mr Cedric de who were detained in the raid, worked for EDA. It incorrectly reported Smithers and another , Miss Joanne Jawitch, for Actstop, the anti- Areas removals group. of the seven, Miss Bar- Klugman, worked for

□□□

specific errors of ite to the Editor at PO , Johannesburg, or tele- the Editor's secretary at between 9 am and 5 pm
have broader com- about the Rand Daily hese can be taken up with Ombudsman, James rg, c/o the Editor's

LOST
38 High Road, Bramley. Very ... and white Pekinese bitch. rs to name "Tan". Please 40-3665



ELECTRICITY RESTORED . . . Orange Grove electricity, disrupted by Tuesday's truck accident, was restored yesterday after damaged wires had been repaired.
Picture: DAVID GARDISON

THE row over the official industrial council system took a new turn yesterday when a council was accused of "recruiting strike-breaking labour" for employers — an allegation which may harden black union attitudes to councils.

The chairman of the council denied this allegation yesterday, but said that it was "a normal function of the council" to put employers who needed labour in touch with workseekers.

By STEVEN FRIEDMAN

Mrs Emma Mashinini, general secretary of the Hotel, Liquor and Catering Workers' Union, alleged the tea room, restaurant and catering trade's industrial council had agreed to provide labour for a strike-hit fish-and-chip shop this week.

"The new workers would have replaced the strikers, who would then have been fired," she alleged.

Mrs Mashinini said industrial councils "are supposed to be neutral bargaining bodies with employer and union representatives. What gives them the right to take sides in a strike by recruiting strike-breakers?

Take sides

"There is nothing in the law which allows them to do this. Councils are supposed to be a negotiating platform, not an employment office. It is this sort of attitude which makes black unions determined not to go on to councils.

"How can we be expected to take part in bodies which take sides against us?".

The council's chairman, Mr D Michos, denied the allegations.

"We are aware of these claims and have investigated them. They have no substance. Neither the council nor its staff was involved in attempting to break strikes," he said.

Workseekers

"There is no way the council would become involved in that sort of activity."

Mr Michos confirmed the council played a role in "putting workseekers in touch with employers who need labour". But he said this was "a normal part of a council's work and a service to both employers and workers — it has nothing to do with strike-breaking".

He said the tea room council "has nothing to do with this union — they are not parties to the council".

Mr Michos claimed the union allegations were put to the council agent concerned, who had denied it, and that the union had "accepted this denial".

Mrs Mashinini, however, disputed this: "The agent concerned did deny it — but he confirmed that somebody else in the council was recruiting the labour," she charged.

OKQUARTZWATCH
SPECIALS

Fosatu opposition to councils slammed

RDM 25/9/81

346 RDM FSY

By STEVEN FRIEDMAN

OPPOSITION to the official industrial council system by Fosatu unions has been slammed by the director of the Confederation of Metal and Building Union, the biggest registered metal union bloc in the country, as the row between supporters and critics of the system continued.

Mr Ben Nicholson of the confederation also said that although registered unions were prepared to support adaptations to the Metal Industries' Council — the biggest in the country — "we are not doing this to placate Fosatu".

His comments come after reports that Seifsa, the industries' employer federation, is considering support for adaptations to the industrial council in order to make it easier for black union critics — such as Fosatu's Metal and Allied Workers' Union — to join.

Among the proposals being discussed is allowing agreements to be negotiated in smaller bargaining units and allowing some degree of direct bargaining between employers and unions.

Mr Nicholson repeated earlier statements that registered unions were prepared to see changes to the council, but were opposed to factory floor bargaining outside the council system.

But he said: "The changes employers are considering were suggested by us eight years ago. The fact that they are coming round to our view has nothing to do with Fosatu."

Mr Nicholson said registered metal unions "have accepted the need for changes in the system for years — we are anxious to avoid the impression that organisations like Fosatu have anything to do with our attitude".

He also attacked Fosatu unions' reluctance to join the metal council.

"One of Fosatu's biggest unions sits on an industrial council in the motor assembly industry. Why are they prepared to sit on councils only when it suits them?"

Fosatu was applying "double standards", said Mr Nicholson.

Muscle

A Fosatu spokesman said yesterday that Fosatu "had never made any attempt to hide" the fact that the motor union sits on an industrial council.

"But have said repeatedly that Fosatu unions will only go on to the councils when they are representative and strong enough to do so.

"The motor union represents more than half the workers in the entire industry and can therefore bargain on the council with real muscle.

"Another reason why the union takes part in the council is that it also has agreements with employers enabling it to negotiate directly on wages and work conditions on the factory floor, the spokesman said."

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Sowetan 29/9/81

Council interested in labour for strikers

346 ~~139~~ 152 ~~121~~

THE chairman of the Industrial Council for the Tearoom Restaurant Proprietors and Caterers Association, Mr D Michos, yesterday denied an accusation by a unionist that the council had recruited labour to offset striking workers at a fish and chips shop last week.

By SELLO RABOTHATA

Mr Michos was reacting to the accusation made by Emma Mashinini, general secretary of the Hotel, Liquor and Catering Workers' Union, who had accused the Industrial Council of helping employers obtain labour to offset strikers.

Mr Michos said last week during the Captain Dorego fast foods strike the industrial council had not recruited any workers but has instead taken steps to settle the dispute and this was done and all the workers had gone back to work.

Mrs Mashinini had accused the Industrial Council of trying to break the strike at the fish and chips outlet in Marshall Street, Johannesburg, by agreeing to provide labour to replace the strikers.

She said the Industrial Council was supposed to be a neutral body that helped in negotiations between management and unions and it was notsupposed to take sides in disputes by recruiting strike-breaking labour.

She also said this sort of attitude contributed to making blacks not want to go on to Industrial Councils.

She said an agent of the Council had denied he had been involved in the recruiting of labour but said somebody in the council had in fact done so.

Mr Michos said the Council did not recruit strike-breaking labour but it did put employers in touch with people who are looking for work. He had received a report from the agent concerned and was very satisfied with the explanation he gave. He said Mrs Mashinini was mistaken in her accusations.

PAY RISE for (135) 184 346 city clothing workers

By TOM HOOD

A PAY deal will put an extra R33-million in the pockets of Cape Town's 58 500 clothing workers next year.

Mr A M Rosenberg, chairman of the industrial council for the Cape clothing industry, announced today that workers in 372 factories will get a 7,5 percent rise in December, followed by another 7,5 percent in the first pay week of July.

The increases start from the beginning of the December holiday period, and will be included in holiday pay.

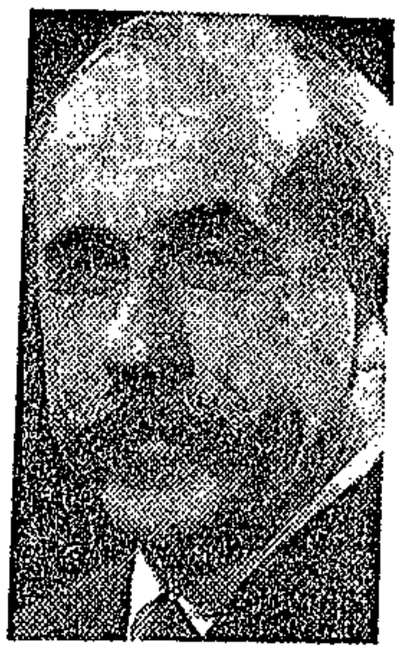
They take the Cape industry's yearly wage bill to about R140-million.

Starting pay for a learner will go up to R25 from R21 a week, and compares with R17,50 in Johannesburg and R20 in Durban.

The minimum for machinists — the biggest group rises from R37,10 to R40 in December and R43,80 in July.

No adult will be paid less than R30 a week.

Mr Rosenberg said: 'The infusion of over R33-million during 1982 will have a markedly beneficial effect on the economy of the Western Cape, offsetting in part the decline in income of the agricultural sector.'



Mr A M Rosenberg

Talks

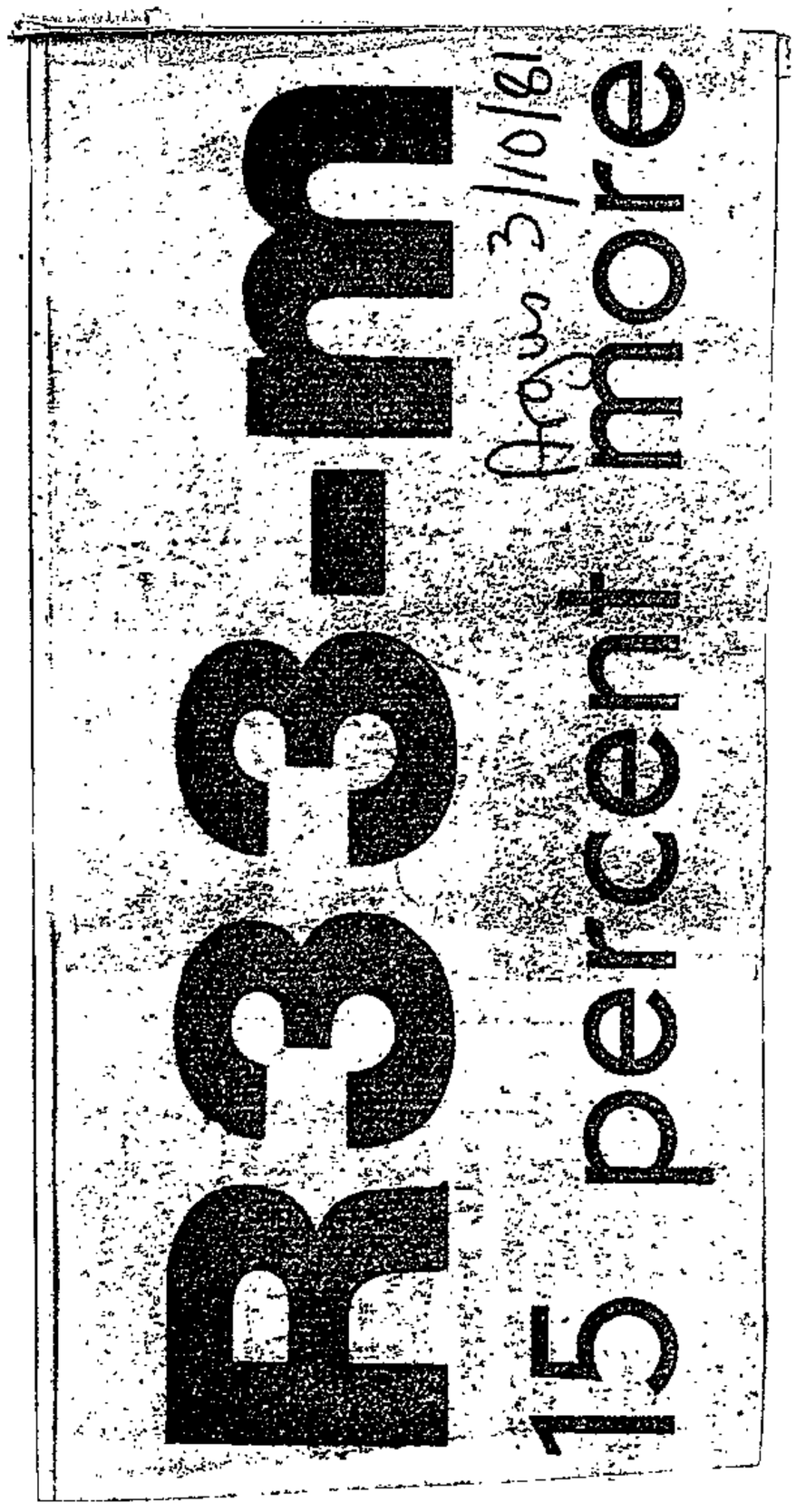
Asked if higher wages will push up clothing prices, he said: 'Internal competition and the regrettable increase of imports of clothing will mitigate against any sharp rise.'

The rises follow weeks of negotiations between the Garment Workers' Union and the two employers' organisations, the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association.

A move to end wage discrimination between men and women doing the same jobs — for example, machinists — is also being made by the industrial council, which has appointed a committee of employers and workers to examine the numerous adjustments and alterations needed.

● The general secretary of the Garment Workers' Union, Mr Louis Petersen, said the union was 'quite happy' with the increase.

'Our demand was for an increase of about nine percent and what has been granted is quite close to the mark.



Industrial Council agreements/Conciliation Board agreements/arbitration awards/Wage Board determinations/orders in terms of Black Labour Relations Regulation Act/notices in terms of Apprenticeship Act

293. Dr. A. L. BORAINE asked the Minister of Manpower:

(1) (a) How many (i) Industrial Council agreements, (ii) Conciliation Board agreements, (iii) arbitration awards, (iv) Wage Board determinations and (v) orders in terms of the Black Labour Relations Regulation Act were in force, and (b) how many (i) White, (ii) Coloured, (iii) Asian and (iv) Black persons were affected by each of these categories in respect of wages earned, as at the latest specified date for which figures are available;

(2) (a) in what areas and (ii) in respect of what trades have notices in terms of sections 16 and 17 of the Apprenticeship Act, No. 37 of 1944, been published and (b) what is the estimated number of (i) White, (ii) Coloured, (iii) Asian and (iv) Black apprentices affected by such notices?

The MINISTER OF MANPOWER:

(1) (a) (i) 200 as at 31 August 1981.

(ii) One published conciliation board agreement is binding until 31 May 1983. The number of unpublished agreements being observed by the parties is not known.

(iii) No published arbitration awards were binding as at 31 August 1981. The number of unpublished awards being observed by the parties is not known.

(iv) 70 as at 31 December 1980.

(v) Five orders as at 31 August 1981.

(b)

	(i) White Persons	(ii) Coloured Persons	(iii) Asian Persons	(iv) Black Persons
Industrial Council Agreements	165 619	236 058	80 824	622 338
Conciliation Board Agreements	333	4 903	Nil	3 293
Arbitration Awards	Nil	Nil	Nil	Nil
Wage Board Determinations	65 840	54 110	17 607	333 308
Orders	1 440	6 730	2 613	103 384

(2) (a) (i) The areas are listed under W.

(ii) The trades are listed in column X.

(b) (i), (ii), (iii) and (iv): Figures on a racial basis are either not available or not readily available. The numbers of current apprenticeship contracts per trade as at 31 December 1980 are given in column Y and the numbers of apprenticeship contracts registered during 1980 for the areas and industries, on a racial basis, are given in column Z.

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Aerospace Industry):
The Republic of South Africa (Excluding Activities conducted by the Government, including the Railway Administration)

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloured	Asians	Blacks
Aircraft Electrician	36	17		1	
Aircraft Electronician	97	50		—	
Aircraft Engine Fitting	25	21		4	
Aircraft Instrument Mechanician	11	—		—	
Aircraft Maintenance Mechanic	220	84		—	
Aircraft Radar Mechanician	—	—		—	
Aircraft Radio Mechanician	5	40		—	
Aircraft Radar/Radiotrician	48	1		—	
Aircraft Radiotrician	7	—		—	
Aircraft Sheetmetal Working	34	21		—	
Aircraft Spraypainting	—	—		—	
Aircraft Welding	—	—		—	
Airframe Fitting	7	—		5	
Carpentry	—	—		—	
Electrician	8	12		—	
Electronics Mechanician	47	19		—	
Electroplating	1	—		—	
Fitter (Light Armament)	—	—		—	
Fitting and Turning	11	9		1	
Fitting (including Machining)	4	2		—	
Machine Tool Setting	—	—		—	
Millwright (Electro-Mechanician)	—	—		—	
Pattern Making	—	—		—	
Plastics and Fibreglass Working	—	—		—	
Plating	—	—		—	
Tool and Jigmaking	48	19		—	
Turning (including Machining)	60	28		—	
TOTALS	669	323	—	11	—

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Automobile Manufacturing Industry)
The Magisterial Districts of Port Elizabeth and Uitenhage

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloured	Asians	Black
Automotive Electrician	—	—	—	—	—
Automotive Machinist and Fitter	1	—	—	—	—
Die and Press Tool Maker	63	14	4	3	4
Electrician	63	19	6	1	4
Electronics Mechanician	—	—	—	—	—
Fitter and Turner	6	—	—	—	—
Machine Fitter (including hydraulics)	26	6	—	1	2
Motor Mechanic	51	6	1	2	18
Patternmaker	5	—	—	—	—
Tool and Jigmaker	50	6	13	1	6
Turner (including machining)	18	6	3	—	1
Welder	2	2	—	—	—
TOTALS	285	59	27	8	35

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Building Industry):
Eighty Five Principal Magisterial Districts in the Republic of South Africa.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
1. Bricklayer	142	7	59	19	1
2. Bricklayer and Plasterer	66	6	18	7	—
3. Carpenter	402	27	184	41	8
4. Carpenter and Joiner	37	6	10	5	—
5. Ceiling treating	3	—	—	—	—
6. Electrician (Construction)	445	100	54	4	4
7. Joiner	110	24	40	2	—
8. Letter Cutter and Stone Decorator	4	—	1	—	—
9. Painter and Decorator	47	9	16	1	—
10. Plasterer	22	—	8	2	—

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Building Industry):

Eighty Five Principal Magisterial Districts in the Republic of South Africa.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
11. Plumber	264	71	53	11	1
12. Polisher	1	—	—	—	—
13. Reconstructed Stone and Terazzo Worker	2	1	—	—	—
14. Saw Doctoring	2	—	—	—	—
15. Shopfitter	24	6	5	2	—
16. Signwriter	10	3	—	—	—
17. Stone-mason	2	1	1	—	—
18. Wall and Floor Tiler	8	1	2	1	—
19. Wood machinist	35	4	10	5	—
TOTALS	1 626	266	461	100	14

Area (Of Jurisdiction of the Apprenticeship Committee for the Coal Mining Industry):

The Magisterial Districts of Dundee, Kliprivier, Newcastle, Utrecht and Vryheid

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Electrician	58	29			
Fitter and Turner	85	41			
Plater (Boilermaker)	11	7			
TOTALS	154	77	—	—	—

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Diamond Cutting Industry):

The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Diamond Brilliandeering	23	3			
Diamond Crossworking	48	9			
Diamond Cutting	26	6			
Diamond Sawing	9				
TOTALS	106	18	—	—	—

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Electricity Supply Undertaking):

The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Automotive Electrician	—	—			
Blacksmith	—	—			
Bricklayer	—	—			
Bricklayer (Refractory)	—	—			
Carpenter and Joiner	2	1			
Diesel Mechanic	16	6			
Electrician	147	45			
Fitter and Turner	124	34			
Instrument Mechanician (Industrial)	25	12			
Motor Mechanic	—	—			
Painter and Decorator	—	—			
Patternmaker	1	1			
Plater (Boilermaker)	3	1			
Plumber	3	1			
Rigger	—	—			
Welder	1	—			
TOTALS	322	101	—	—	—

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Explosives and Allied Industries):
Certain Areas where the Industries are conducted in the Provinces of the Transvaal, Cape and Natal.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Blacksmithing	—	—	—	—	—
Boilermaking	10	3	—	1	—
Boilermaking/Welding	2	—	—	—	—
Bricklaying (Refractory and/or Chemical)	—	—	—	—	—
Chemical Plumbing (including Sheetmetal Working)	1	1	—	—	—
Diesel Mechanic	10	4	—	—	—
Electrician	18	8	—	—	—
Fitting (including Machining)	8	16	—	—	—
Fitting and Turning	33	2	—	—	—
Instrument Mechanician (Industrial)	28	16	—	—	—
Painting	—	—	—	—	—
Rigging	—	1	—	—	—
Turning (including Machining)	13	10	—	—	—
Welding	7	4	—	—	—
Woodmachining	—	—	—	—	—
Woodworking (Carpentry and Joinery)	1	—	—	—	—
TOTALS	131	65	—	1	—

W. Area (Of Jurisdiction of)—

(i) Apprenticeship Committee for the Furniture Industry, Orange Free State.
The Province of the Orange Free State.

(ii) Natal Furniture Apprenticeship Committee:
The Magisterial Districts of Durban, Pinetown, Pietermaritzburg and Camperdown.

(iii) Apprenticeship Committee for the Furniture Industry, Cape Division:
The Magisterial Districts of the Cape, Paarl, Simonstown, Somerset-West, Stellenbosch, Wellington, Worcester, Wynberg and Malmesbury.

(iv) East London Furniture Apprenticeship Committee:
The Magisterial Districts of East London, King William's Town, Cathcart and Queenstown.

(v) Furniture Industry Apprenticeship Committee, Port Elizabeth:
The Magisterial Districts of Port Elizabeth and Uitenhage.

(iv) Apprenticeship Committee for the Furniture Industry, Transvaal:
The Province Transvaal.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Cabinetmaking (including veneering)	162	12	44	5	—
Chairmaking (incl. veneering)	6	—	—	—	—
Framemaking (incl. chairmaking)	12	—	4	—	—
Furniture Machining	61	7	26	5	—
Furniture Polishing	28	1	5	—	—
Saw Doctoring (Cape Division only)	—	—	—	—	—
Upholstering	72	—	23	3	—
Veneering	6	—	—	—	—
Woodcarving (Hand)	44	1	11	2	—
TOTALS	391	21	113	15	—

W. Area (Of Jurisdiction of the Government Apprenticeship Committee):
All Government Departments in the Republic of South Africa excluding Defence, the Railways and Harbours Administration and the Government Printer

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Armament Fitter	15	2	1	—	—
Automotive Electrician	11	2	—	—	—
Automotive Machinist and Fitter	—	—	—	—	—
Blacksmith	4	—	1	—	—
Bricklayer	3	—	3	—	—
Carpenter	1	1	—	—	—
Carpenter and Joiner	5	2	2	1	—
Construction Plant Mechanic	52	22	—	—	—
Coppersmith	—	—	—	—	—
Diesel Fitter	3	3	—	—	—
Diesel Mechanic	29	17	—	—	—
Die Sinker and Engraver	24	—	—	—	—
Electrical Fitter	31	7	3	—	—

W. Area (Of Jurisdiction of the Government Apprenticeship Committee):
All Government Departments in the Republic of South Africa excluding Defence, the Railways and Harbours Administration and the Government Printer

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Electrical Wireman	3	1	—	—	—
Electrician	70	17	—	—	—
Electronics Mechanician	22	7	2	—	—
Fitter and Turner	73	35	—	—	—
Fitter (inluding Machining)	8	—	2	2	—
Instrument Maker	50	23	—	—	—
Instrument Mechanician	16	2	—	—	—
Joiner	3	1	—	—	—
Machine and Tool Setter	15	5	—	—	—
Marine Fitter	43	12	7	—	—
Marine Pipe Fitter	13	—	9	1	—
Millwright (Electromechanical)	1	—	—	—	—
Motor Mechanic	22	11	—	—	—
Moulder	3	—	—	—	—
Painter and Decorator	3	1	—	—	—
Panelbeater (including Spraypainting)	1	2	—	—	—
Patternmaker	2	2	—	—	—
Plasterer	13	—	—	—	—
Plater	—	—	—	—	—
Plater/Boilermaker	4	2	2	—	—
Plater (including Welding)	1	—	—	—	—
Plumber	5	5	3	1	—
Radio and Television Mechanician	—	—	—	—	—
Radiotrician (Communication)	6	3	1	—	—
Radiotrician (Audio)	12	—	—	—	—
Refrigeration Mechanician	18	3	—	—	—
Rigger	11	2	—	—	—
Sailmaker and Upholsterer	3	—	—	—	—
Sheetmetal Worker	2	—	—	—	—
Shipbuilder	18	3	4	2	—
Shopfitter (Wood)	—	—	—	—	—
Signwriter	—	—	—	—	—
Tool- and Jigmaker	58	6	1	—	—
Turner (including Machining)	17	3	1	1	—
Welder	26	9	1	—	—
Boilermaker	1	—	—	—	—
Industrial Electronics Mechanician	4	—	—	—	—
Pipe Fitter	1	—	—	—	—

W. Area (Of Jurisdiction of the Government Apprenticeship Committee):
All Government Departments in the Republic of South Africa excluding Defence, the Railways and Harbours Administration and the Government Printer

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Sailmaker	2	—	—	—	—
Scientific Instrument Maker and Repairer	1	—	—	—	—
Shipwright	3	—	—	—	—
Toolmaking	10	—	—	—	—
TOTALS	742	211	43	8	—

W. Areas (Of Jurisdiction)—

(i) Bloemfontien Hairdressing Apprenticeship Committee:
The Municipal Area of Bloemfontein.

(ii) Durban Hairdressing Apprenticeship Committee:
The Municipal Areas of Durban and Pietermaritzburg.

(iii) Cape Hairdressing Apprenticeship Committee:
The Magisterial Districts of the Cape, Wynberg, Goodwood, Simonstown and Bellville.

(iv) East London Hairdressing Apprenticeship Committee:
The Magisterial District of East London.

(v) Apprenticeship Committee for the Hairdressing Trade, Port Elizabeth and Uitenhage:
The Municipal Area of Port Elizabeth and Uitenhage.

(vi) Pretoria Hairdressing Industry Apprenticeship Committee:
The Magisterial District of Pretoria and Wonderboom.

(vii) Southern and Western Transvaal Hairdressing Industry Apprenticeship Committee:
The Magisterial Districts of Johannesburg, Krugersdorp, Germiston, Boksburg, Benoni, Brakpan, Springs, Vereeniging, Roodepoort, Klerksdorp, Orkney, Stilfontein, Kempton Park, Randburg, Alberton and Randfontein.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Gentlemen's Hairdressing	75	6	—	—	—
Ladies' Hairdressing	637	336	11	6	1
TOTALS	712	342	11	6	1

W. Area (Of Jurisdiction—

(i) Apprenticeship Committee for the Jewellers' and Goldsmiths' Industry, the Cape):
The Magisterial District of the Cape.

(ii) (Apprenticeship Committee for the Jewellers' and Goldsmiths' Industry, Witwatersrand):
The Municipal Areas of Johannesburg and Pretoria.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Diamond and Jewel Setting (excluding Marcasite Setting)	1	—	—	—	—
Diamond and Jewel Setting	3	1	—	—	—
Engraving	—	—	—	—	—
Mounting and Precious Metal Working	—	—	—	—	—
Precious Metal Working and Mounting (including Diamond Mounting but excluding Marcasite Working)	33	3	7	—	—
Precious Metal Working and Mounting (including Diamond Mounting)	84	26	—	—	—
TOTALS	121	30	7	—	—

W. AREA (Of Jurisdiction of the Apprenticeship Committee for the Local Authority Undertaking):
Municipal Areas in the Northern Transvaal

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Auto Body Repairer	—	1	—	—	—
Automotive Electrician	6	8	—	—	—
Carpenter and Joiner	—	—	—	—	—
Diesel Mechanic	18	22	—	—	—
Electrician	30	34	—	—	—
Fitter	2	3	—	—	—

W. AREA (OF JURSIDICTION OF THE APPRENTICESHIP COMMITTEE FOR THE LOCAL AUTHORITY UNDERTAKING):
MUNICIPAL AREAS IN THE NORTHERN TRANSVAAL

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Fitter and Turner	4	4	—	—	—
Motor Mechanic	1	4	—	—	—
Plumber	—	—	—	—	—
Welder	4	5	—	—	—
TOTALS	65	81	—	—	—

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Metal Industry)
The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Architectural Metalworker	5	—	—	—	—
Armature Winder	155	30	6	3	—
Automotive Machinist and Fitter	3	4	—	—	—
Blacksmith	22	5	1	—	—
Boatbuilder and Shipwright	4	—	2	1	—
Bricklayer (Refractory)	43	19	—	—	—
Carpenter	11	2	—	1	—
Coppersmith	5	—	2	—	—
Diesel Fitter	329	94	22	2	5
Die Sinker and Engraver	4	—	—	2	—
Domestic Appliance Mechanic	12	3	2	—	—
Domestic Radio Serviceman	30	10	1	2	—
Electrician	1 531	473	34	34	2
Electrician (Construction)—(Natal only)	48	4	2	10	—
Electrician (Engineering)	109	39	6	1	—
Electronics Mechanician	301	91	1	1	—
Electroplater	6	4	1	—	—
Fitter	845	272	16	29	4
Fitter and Turner	2 015	619	76	22	8

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Metal Industry)
The Republic of South Africa

X Trades	Y Current Contracts	Z Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Instrument Mechanician (Industrial Instrumentation and Process Control)	258	114	4	3	—
Lift Mechanic	65	27	7	5	—
Millwright (Electro-Mechanician)	461	222	1	5	—
Motor Mechanic	47	13	1	1	—
Moulder	71	29	10	2	—
Pattern Maker	115	34	1	—	—
Plater	1 126	289	77	25	2
Plater/Boilermaker	278	60	46	2	—
Plumber	12	4	2	—	—
Radio Communication Serviceman	16	2	1	5	—
Radio and Television Mechanician	48	13	—	17	—
Refrigeration Mechanic (Commercial)	109	43	2	2	—
Rigger	70	24	—	—	—
Roll Tool and Template Maker	6	2	—	—	—
Telecommunication Electrician	21	3	—	—	—
Telecommunication Mechanician	13	4	—	—	—
Tool, Jig and Die Maker	528	193	42	5	—
Tractor Mechanic	53	24	2	—	—
Turner	601	176	25	28	6
Vehicle Body Builder (Composite)	11	—	1	—	—
Vehicle Body Builder (Metal)	5	3	—	—	—
Welder	436	140	29	2	—
Electronic Musical Equipment Serviceman (Pretoria)	4	—	—	—	—
TOTALS	10 002	3 145	439	211	27

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Building Mechanical Engineering and Electrical Industries (Mines):

The Provinces of Transvaal and Orange Free State, The Magisterial Districts of Kimberley, Herbert, Hopetown, Phillipstown, De Aar, Britstown, Prieska, Kenhardt, Gordonia, Kuruman, Barkly-West, Hay, Taungs, Vryburg, and Postmasburg.

X	Y	Z			
Trades	Current Contracts	Registration during 1980			
		Whites	Coloureds	Asians	Blacks
Blacksmith	25	3	—	—	—
Bricklayer	3	2	—	—	—
Carpenter	47	13	—	—	—
Carpenter and Joiner	8	6	—	—	—
Diesel Mechanic	93	35	6	—	—
Electrician	955	352	7	—	—
Fitter (including machining)	233	91	—	—	—
Fitter and Turner	705	280	4	—	—
Instrument Mechanician (Industrial)	22	10	1	—	—
Motor Mechanic	38	15	1	—	—
Moulder	1	—	—	—	—
Painter and Decorator	8	1	—	—	—
Patternmaker	3	—	—	—	—
Plater	420	134	6	—	—
Plater (Boilermaker)	275	102	1	—	—
Plumber	12	10	—	—	—
Rigger and Ropeman	72	33	1	—	—
Sheetmetal Worker	—	—	—	—	—
Welder	27	10	—	—	—
TOTALS	2 947	1 097	27	—	—

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Motor Industry):
The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Agricultural Machinery Mechanic	1	1	—	—	—
Auto Body Repairer	468	81	26	2	—
Automotive Acetylene and Electrical Welder	8	1	2	—	—
Automotive Electrician	249	58	15	7	1
Automotive Machinist and Fitter	370	103	5	2	—
Automotive Sheet-metal Worker	14	1	5	—	—
Automotive Turner and Machinist	15	3	2	—	—
Diesel Mechanic	650	134	37	3	—
Engine Fitter	11	1	2	1	—
Fitter and Turner	30	4	3	—	—
Fuel Injection Mechanic	46	22	2	—	—
Motor Cycle and Scooter Mechanic	84	40	8	2	—
Motor Mechanic	1 997	402	50	55	2
Panelbeater (including spraypainting)	205	43	23	8	—
Panelbeater (including trimming)	—	—	—	—	—
Spraypainter	100	22	13	1	—
Tool and Die Maker	10	8	3	—	—
Tool and Jig Maker	61	10	3	—	—
Tractor Mechanic	182	47	1	1	2
Trimmer	14	2	3	—	—
Trimmer (including spraypainting)	—	—	—	—	—
Vehicle Body Builder	55	5	5	3	—
Woodmachinist	1	—	—	—	—
TOTALS	4 571	988	208	85	5

W. Area (Of Jurisdiction of the National Printing Apprenticeship Committee):
The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Bookbinding	38	7	3	1	—
Bookbinding/Ruling	10	1	2	—	—
Carton Making	38	7	4	1	—
Composing	95	24	11	2	—
Composing (including Machine Minding)	—	—	—	—	—
Corrugated Board and Container Machine Minding	8	1	—	1	—
Cutting (including Printers' Warehousing)	5	—	1	—	—
Engraving and Die Sinking	—	—	—	—	—
Gravure Machine Minding	36	11	6	—	—
Letter Press Machine Minding	37	5	5	1	—
Lithography	243	73	17	5	—
Machine Minding (including Composing)	—	—	—	—	—
Machine Minding (Packaging)	16	4	1	—	—
Monotype Caster Minder Mechanic	1	—	—	—	—
Photogravure Engraving	43	20	1	—	—
Photo-Lithography	182	68	8	2	—
Printers' Mechanic (Electrical)	15	5	—	—	—
Printers' Mechanic (General)	48	16	4	—	—
Printers' Mechanic (Stationery and Envelope Manufacture)	8	1	—	—	—
Printers' Mechanic (Typesetting)	—	—	—	—	—
Printers' Warehousing (including Cutting)	4	1	1	—	—
Process Engarving	26	8	1	—	—
Rotary Stereotyping and Rotary Machine Minding	10	3	1	—	—
Ruling	1	1	—	—	—
Stereotyping	—	—	—	—	—
TOTALS	864	256	66	13	—

W. Area (Of Jurisdiction of the Railway Apprenticeship Committee): Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Aircraft Electrician	38	11	—	—	—
Aircraft instrument mechanic	40	14	—	—	—
Aircraft mechanic	249	72	—	—	—
Aircraft metalworker	23	11	—	—	—
Aircraft radiotrician	59	14	—	—	—
Blacksmith	30	3	—	—	—
Boilermaker	96	15	—	—	—
Bricklayer	182	52	—	—	—
Carpenter	240	70	—	—	—
Coachbuilder	—	—	—	—	—
Carriage and wagon fitter	99	19	—	—	—
Communications radiotrician	131	39	—	—	—
Construction plant mechanic	103	32	—	—	—
Diesel electrical fitter	360	55	—	—	—
Electrician	679	268	—	—	—
Electrician (armature winding)	32	17	—	—	—
Electrician (signals)	368	93	—	—	—
Electrician (telecommunication)	277	80	—	—	—
Electroplater	21	4	—	—	—
Fitter	370	136	—	—	—
Instrument mechanician	16	9	—	—	—
Machinist (wood)	2	—	—	—	—
Millwright	362	120	—	—	—
Motor mechanic	300	81	—	—	—
Motor vehicle body builder	59	19	—	—	—
Moulder	21	4	—	—	—
Painter	242	64	—	—	—
Patternmaker	16	12	—	—	—
Plastics and fibreglass worker	6	4	—	—	—
Plumber	41	7	—	—	—
Rigger	21	—	—	—	—
Scales fitter	8	—	—	—	—
Sheet-metal worker	39	5	—	—	—
Shipwright	1	—	—	—	—
Toolmaker	45	13	—	—	—
Trimmer	35	5	—	—	—

W. Area (Of Jurisdiction of the Railway Apprenticeship Committee): Republic of South Africa

X	Y	Z			
Trades	Current Contract	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Turner and machinist	203	62	—	—	—
Vehicle builder	48	2	—	—	—
Welder	236	56	—	—	—
TOTALS	5 098	1 468	—	—	—

W. Area (Of Jurisdiction of the Sugar Manufacturing and Refining Industry): The Magisterial Districts of Hlabisa, Eshowe, Lower Umfolozi, Mtunzini, Lower Tugela, Inanda, Durban, Pinetown, Umzinto, Port Shepstone and Piet Retief.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Automotive Electrician	1	—	—	—	—
Blacksmithing	—	—	—	—	—
Bricklaying and Plastering	—	—	—	—	—
Carpentry	—	—	—	—	—
Diesel Fitting	3	—	—	—	—
Diesel Mechanic	6	1	—	4	—
Electrician	33	7	1	3	—
Electronics Mechanician	—	—	—	—	—
Fitting (including Machining)	38	7	1	3	—
Instrument Mechanician (Industrial)	15	5	—	—	—
Motor Mechanic	—	—	—	—	—
Moulding	—	—	—	—	—
Plating/Boilermaking	4	—	—	1	—
Radio Communications Serviceman	—	—	—	—	—
Turning (including Machining)	—	—	—	—	—
Welding	5	—	2	2	—
TOTALS	105	20	4	13	—

Pay rise for 58 500 workers

AN AGREEMENT over pay will put an extra R33-million in the pockets of Cape Town's 58 500 clothing workers next year.

Mr A M Rosenberg, chairman of the Industrial Council for the Cape Clothing Industry announced at the weekend that workers at 372 factories would get a 7,5% rise in December, followed by another 7,5% in the first pay week of July.

The increases would not affect the price of clothing, he said.

The salary increases follow weeks of negotiations between the Garment Workers' Union and the two employers' organisations, the Cape Clothing Manufacturerers' Association and the Cape Knitting Industry Association.

An attempt to end wage discrimination between men and women doing the same jobs — such as machinists — is also being tackled by the Industrial Council, which has appointed a committee of employers and workers.

The Committee hopes to complete its work in time for the next round of wage negotiations, which are expected to take place in Decembrer next year. — Sapa.

RDM 13·10·81

Clothing workers get rise

Mail Correspondent

NEARLY 60 000 workers in the Cape clothing industry will get a 7,5% pay rise in December, followed by a further 7,5% six months later.

The deal was accepted by the Garment Workers' Union of the Western Province.

A statement by the chairman of the Industrial Council for the Clothing Industry, Mr A M Rosenberg, said the increases would put an additional R17,5-million into workers' pockets from the commencement of the annual holiday period.

The increases go to 58 500 workers in 372 factories.

Mr Rosenberg said the increase was unlikely to cause a sharp rise in clothing prices.

SECTION 15.

9(6)

Star 15/10/81

Council fails to settle Iscor dispute

Labour Reporter

An industrial council for the steel industry sitting in Johannesburg this week failed to resolve a dispute between Iscor and the Black Allied Workers' Union.

Tuesday's sitting followed a dispute at the Iscor plant in Newcastle, Natal, last month when the union accused Iscor of a lock-out

The dispute started after Iscor had introduced a new two-shift system at the plant in place of a three-shift system.

Several shifts subsequently downed tools and were later warned they would "dismiss" themselves if they did not return to work.

At the industrial council for the Iron, Steel, Engineering and Metallurgical Industry this week, the union called for reinstatement with full pay of the 78 former Iscor workers it represented.

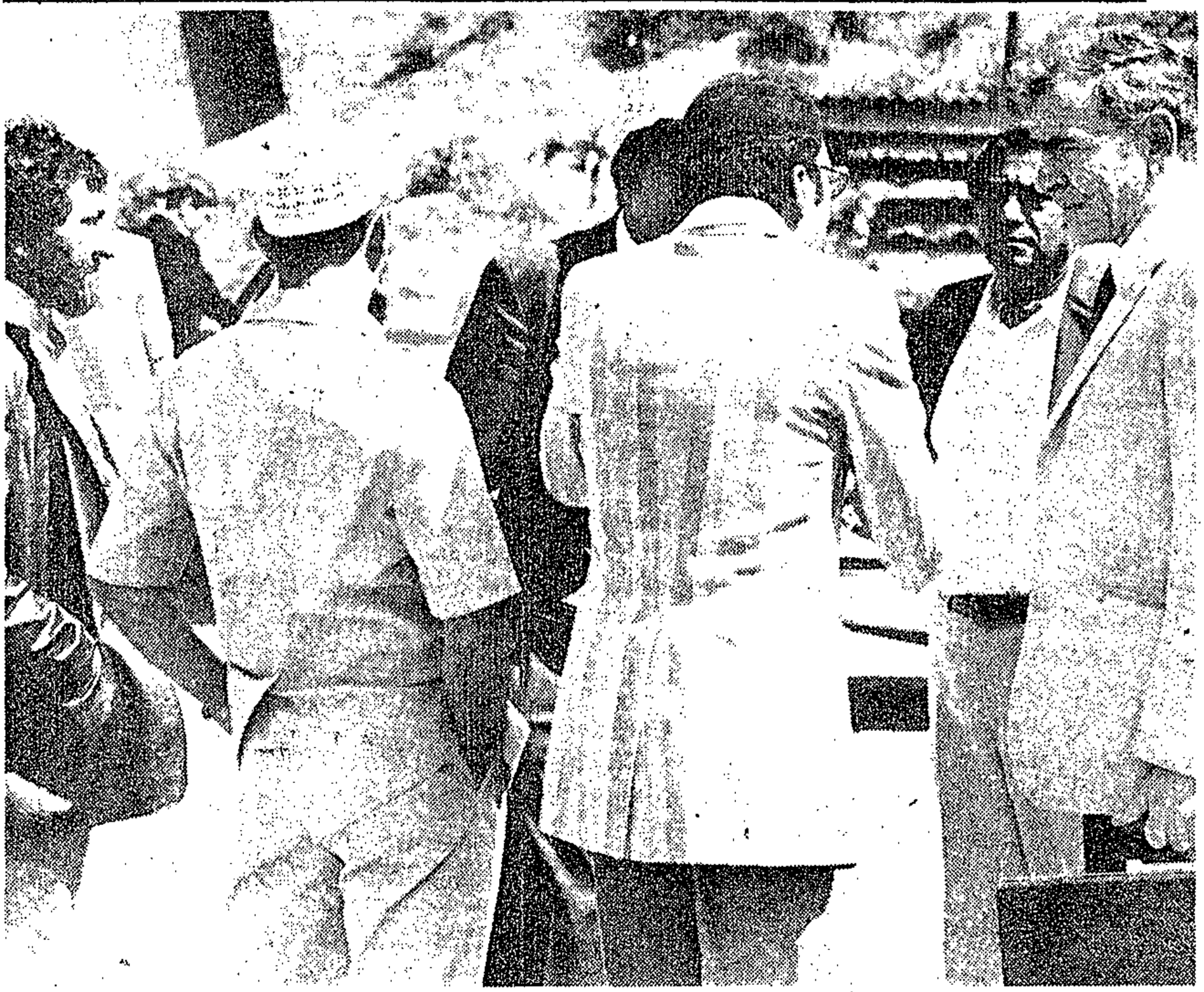
But Iscor said it was willing to re-engage workers on merit.

"As far as we are concerned nothing was decided," a union official said.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.



Department of Manpower officials step in



MR J LINDE, extreme right, an official of the Department of Manpower, with some members of the Umzinto North Town Board yesterday.

NM 20/10/81 346

Pay up or . . .

Umzinto North Town Board given ultimatum on black wages

By Mariah Vengtas

OFFICIALS of the Department of Manpower yesterday gave the Umzinto North Town Board an ultimatum to upgrade the wages of its black labour force within 48 hours or face prosecution.

This follows a move by the board's 70 labourers to down tools yesterday morning in protest against low pay and working conditions.

The striking workers, however, resumed their duties after two officials of the Department of Manpower, Mr J Linde and Mr A van der Merwe, assured them that their demands would be taken up with the board.

The officials, accompanied by a spokesman for the workers, Mr Gilbert Mkadi, later held 'closed door' talks with members of the town board.

After the hour-long meeting, neither Mr Linde nor Mr van der Merwe would comment, except to say that negotiations were continuing. But it was learned from a reliable source that the board was given 48 hours to upgrade the wages of its black workers or face prosecution.

Mr Mkadi said the starting wage of a labourer was R76 a month and the highest wage was under R150 a month.

'This is ridiculous,' he said adding that workers were finding it impossible to survive on R76 a month.

'Bus fares have been increased and the cost of living has gone up. We want a minimum increase of R30 a month for all labourers.' He said workers were also demanding overalls and gumboots while on duty.

Board chairman Mr Goolam Bellim said a special meeting of the board would be convened today to discuss the pay demand and the decision would be relayed to the Department of Manpower.

Meanwhile, a board member Mr Ismail Moolla, who last week announced his decision to quit, told the Mercury yesterday that he had now decided to stay on following 'pressure from the chairman and his colleagues'.

He said he had been persuaded not to resign at least until the outcome of a comprehensive memorandum sent recently to the Natal Provincial Administration by Mr Bellim. One of the requests in the memorandum, it is believed, is for a committee of inquiry into the workings of the town board.

Mr Moolla, who also attended the pay talks, said he agreed that the black labourers' wages should be upgraded.

B46

Umzinto puts up its black workers' wages after Govt ultimatum

21/10/81 B46 166

Mercury Reporter

UMZINTO North Town Board, at a special meeting yesterday, decided to upgrade the wages of its black workers following the ultimatum by the Department of Manpower to put up their wages within 48 hours or face prosecution.

Yesterday, neither Town Clerk Mr Enoch John nor chairman Mr Goolam Bellim would comment after the meeting, but it was learned from a reliable source that the board had decided to grant a blanket increase of R20 a month to all black labourers.

The minimum starting salary of black labourers was also upgraded from R76 to R100 a month with effect from November 1.

The board's more than 70 black labour force downed tools this week in protest against what they described as "starvation wages" and demanded a minimum increase of R30 a month.

The latest increase, said to cost the board more than R17 000 a year, was expected to dig further into the board's already depleted coffers, a board member said last night.

Recently, former chairman and member Mr Sarjoo Bridgraj reported an estimated R50 000 shortfall in the board's estimates unless the rateable income were boosted.

SEIFSA GUIDELINES 181 346

New labour guidelines released by Seifsa affirm its opposition to negotiating with unions not on an industrial council.

FM 6/11/81

ISSEL DETAINED

FM 13/11/81

EMPLOYER ATTITUDES

Shopfloor statistics

(346) (341) (135) (139)

An increasing number of SA companies subscribe to codes of fair employment practice. A surprising result of a recent survey of 152 such companies, employing 500 000 workers, showed that no less than 69% have no definite industrial relations policy. There was, nonetheless, no ignorance of shopfloor conditions — except in a minority of cases. The survey was conducted by FSA management consultants.

The indications are that there is some uncertainty about the *appropriate* response to labour developments. While the majority of companies had not formalised an industrial relations policy, 66% of the companies reported that at least some of their employees were unionised, and, according to FSA director Bernard Chalmers, "42% of companies, when approached, 'welcomed' unions."

In 1980 only 19% of the participants were approached by black unions for recruitment purposes, a figure which increased to 42% in 1981. And, also this year, 90% of the companies were prepared to deal with trade unions and were prepared to give representatives access to company premises (1980: 60%).

Recognition and registration have long been thorny issues. While 39% of participants were prepared to recognise unregistered unions which were not seeking registration, 63% were prepared to recognise those seeking registration or already provisionally registered. Of companies, 92% were prepared to recognise registered unions in 1980 whereas 95% are now prepared to do so.

Competition for membership on the factory floor has increasingly posed problems for employers. Of the sample, 15% had two or more rival unions trying to recruit members and 60% of participants indicated that they would be prepared to recognise two or more unions representing their black employees. And, 86% would run a verification exercise to determine which unions, if any, were representative of black employees.

Although many employers regard industrial councils (ICs) as the best vehicle for the determination of wages, conditions of employment, and to some extent industrial relations practice, only 50% of participants were actually party to an IC agreement. The majority of companies not party to an IC agreement are still subject to a wage determination or other wage regulating measures — indicating that a substantial number of workers still have their wages and conditions of employment regulated by forces over which they have no direct control.

Nonetheless, 54% of participants maintained that the attitude of unions representing black employees towards ICs was positive; 32% of employers adopted a neutral stance; and only 18% maintained that black unions have a negative attitude towards the IC system.

Increasing unrest on the factory floor has highlighted the necessity for workable grievance and disciplinary procedures. However, only 60% of participating companies had defined disciplinary procedures. A significant proportion of companies still had no formal means of resolving disciplinary issues in spite of the fact that almost half the strikes in SA last year were caused by disciplinary and dismissal issues.

FM 13/11/81

UNION RECOGNITION

Testing time

(3/6) (13/4) (13/4)

A growing number of employers are seeking labour stability by signing recognition agreements with emerging black unions outside the framework of the official industrial council (IC) system.

While exact figures are difficult to obtain, conservative estimates suggest at least 70 such agreements have been signed to date, with a rapid increase over the past two years. Labour relations consultant Andrew Levy believes it is possible that nearly 100 have been signed, while about 50 more are being negotiated. The days when a recognition agreement made the headlines are past: they are now being signed at the rate of about one a week.

As an instrument of establishing a relationship with employers, recognition agreements are favoured by a majority of the new black unions — suspicious as they are of registration and the IC system as a whole. They see the system as biased in favour of employers.

There is debate, and even concern, about the direction in which recognition agreements may be taking SA's industrial relations. In a document setting out its new labour guidelines, the Steel and Engineering Industries Federation of SA (Seifsa) warned last week. "It is important that employers who consider entering into a recognition agreement covering collective bargaining understand that they are in effect establishing an alternative collective bargaining arrangement to the IC."

Competition?

And, as Loet Douwes Dekker, senior lecturer in industrial relations at the Wits Graduate School of Business Administration, puts it: "The basic question facing the future structure of industrial relations in SA is whether recognition agreements and IC agreements will become competitors or will complement each other as instruments of governance."

This is a question employers, unionists and government will have to address themselves to in the years ahead. Some union leaders believe a complementary relationship can be developed. "We feel there is scope for both," says Phirashaw Camay, general secretary of the Council of Unions of SA (Cusa).

At this stage, however, there is no prospect of the IC system becoming outmoded. Indeed, some employers believe that unionists will inevitably be drawn into the centralised collective bargaining system provided by the councils because of the difficulty of enforcing a large number of recognition agreements.

Recognition agreement disputes have been among the most traumatic ever faced by employers in SA. Some, for example, have had to deal with protracted strikes involving consumer boycotts. However, a growing number have come to believe that agreements do hold benefits for them.

Take Fatti's & Moni's MD Peter Moni. His company signed a recognition agreement after an intense battle with the African Food and Canning Workers' Union, and the Food and Canning Workers' Union two years ago. He has not regretted signing, and now believes the antagonism which existed between his company and the unions has been replaced by "healthy mutual respect." The unionists have fulfilled their side of the bargain, he says, though there were teething problems.

Many employers who have signed agreements have had similar experiences. Levy makes a point of warning his clients that the year following the signing of an agreement can be turbulent. But he continues to advise employers to sign.

Initial problems arise, he says, because unions begin to explore and define the power granted to them through the agreement. At the same time, managements have to learn to handle the situation of a recognised union on the shopfloor. Training programmes which help both managements and unionists to implement the agreements are necessary, he believes.

FM 13/11/81

SEIFSA'S GUIDELINES

Preparing to talk

The revised labour guidelines released by the Steel and Engineering Industries Federation (Seifsa) may not satisfy some unregistered black unions, but are far more flexible than those issued two years ago.

Furthermore, Seifsa will engage in discussions with both registered and unregistered unions to "discover differences and common ground."

The new guidelines have been formulated to equip Seifsa's 3 500 members (with a combined workforce of over 300 000 people) to deal with the rapidly evolving labour scene.

A major problem employers face is the refusal of unregistered black unions to bargain at industrial council (IC) level (see previous story). Seifsa has reiterated its opposition to bargaining on pay and working conditions outside the council system. However, it has adopted a new strategy aimed at attracting unregistered black unions into the ICs.

Information exchange

The federation says that in dealing with an unregistered union, or one which does not support the IC system, employers should consider an exchange of information. A company should try to obtain from a union its constitution, the benefits it provides to members, its attitude to existing in-company employee representation mechanisms, and the names of other companies where the union has established a relationship with management. In return, employers should be willing to give the union information about the size and composition of its workforce and the nature of its activities.

Proof of union membership is important. Seifsa believes that in no circumstances should managements agree to a referendum, but the union should show written proof of active, signed-up members who have paid their dues.

Management should study the union's constitution, investigate whether other employers have recognised the union, whether it has any record of industrial unrest in related situations, and whether there is potential for conflict between the union and other unions operating in the company.

In a significant departure from previous policy, Seifsa says that although a union not represented on an IC should not automatically get facilities granted to unions on the council, these facilities could be "points for negotiation."

The new guidelines also provide procedures for industrial relations at company level in which unions have a role. These include principles involved in the selection of shop stewards, grievance, disciplinary, consultation and communication procedures.

Unregistered black unions are reluctant to comment fully on the new guidelines. Some union leaders say that to do so might prejudice the discussions that Seifsa wishes to have with them. However, unionists point out that Seifsa is still strongly opposed to plant-level bargaining on wages. Seifsa, they say, is willing to discuss changes with them, except the one they want most.

Seifsa director Sam van Coller, however, emphasises that employers are keen to achieve a common industrial relations system in the metal industries. "This is the prime objective of the discussions which are taking place," he says.

SOWETAN 16/11/82

Mawu hits out at guidelines

By SELLO RABOTHATA

THE new Steel and Engineering Industries Federation of South Africa (SEIFSA) labour guidelines have come under fire from two Federation of South African Trade Union (Fosatu) affiliates because of their stress on Industrial Council bargaining.

A statement released by the Metal and Allied Workers' Union (Mawu) said: "The new SEIFSA guidelines on industrial relations at company level represents for the first time an attempt to come to terms with the existence of the new trade unions. However certain crucial aspects in the guidelines fall far short of what is required by workers.

"The guidelines show a new willingness on the part of SEIFSA to negotiate with representative unions whether or not they are party to the Industrial Council, and accept the need to acknowledge trade union involvement in issues at the plant level. (Unfortunately SEIFSA is still discriminating against unions which are not party to the council in granting facilities to union shop stewards and officials.)

"Facilities needed are:

- Recognition of shop stewards;
- Inplant election of shop stewards;
- Time off for training, and
- Access by union officials to company premises.

"These have been major points for which MAWU and other independent unions have struggled for over eight years."

Mawu also said these facilities would be granted automatically to all unions which are party to the council, but the remaining issue for negotiations with non-party unions.

"This is clearly an attempt to seduce the reluctant unions into the industrial council — but it is also an attempt to placate and keep alive unions which have been having difficulty in holding on to their membership in the stage of competition from Mawu and other independent unions.

"Mawu has found this response recently from almost all employers the criteria of representation are not applied to unions in the council and employers are insisting on granting to these unions facilities won by Mawu although these unions usually have very few members in plant. Mawu is therefore being put in the anomalous position of negotiating rights for unions which have previously never asked for them and which never struggled for these rights."

WAGE REGULATION—
IND. COUNCILS

1982

FEB. — ~~1982~~ DEC.

Repairs to cost more and maybe fuel as well

~~31~~ ~~135~~ 244 Mercury Correspondent 346 16/2/82

JOHANNESBURG—Minimum pay rates for workers in the motor repair industry will rise by between 20 percent and 40 percent from the end of June — the highest increase in the industry for some years which will almost certainly lead to an increase in repair costs.

The new increases were announced yesterday in a statement by the National Industrial Council for the Motor Industry. They affect workers in the motor 'service' industry — repair shops and some components plants, rather than assembly plants.

A leading figure in the motor industry in Natal, who did not wish to be named, said last night that there would have to be be an increase in the labour rate which in the long term would be equitable with the increase.

He said so far in the metropolitan areas the motor industry had managed to stay ahead of the laid down minimum. 'But an increase in the minimum wage rate not only affects the mechanics at the bottom end,' he said, 'it also means we will have to increase the wages of those at the top end accordingly. So it would certainly involve an increase in the labour rate but at this stage it is impossible to judge how much.'

The general secretary of the Tucsa-affiliated Motor Industry Combined Workers' Union, Mr Des East, said yesterday that the average minimum increase was around 37 percent.

He said this would directly affect the pay of higher-paid workers in the country areas and of lower-paid workers throughout the country. 'For these workers, the minimum laid down by the agreement is usually what they are paid,' he said.

But higher-paid workers in the city areas would not be affected so much because their pay was usually well above the minimum, he added.

The new minimum probably would be around R1 an hour in the country areas and R1,25 in the cities.

Meanwhile, our Pretoria Bureau reports that motor industry sources expect the price of petrol to rise by between 6c and 8c a litre from April 1.

Economists pointed out yesterday that the fuel price hike, together with the expected increase in railway rates and fares of about 15 percent would be a major factor in maintaining the country's inflation rate at a high level for the rest of the year.

One motor industry source said the Minister of Mineral and Energy Affairs, Mr F W de Klerk, would have no alternative but to adjust the price.

When he announced the 4,6c a litre increase in November, Mr de Klerk said at the then rand-dollar exchange rate, it was within the power of the fuel equalisation fund to delay another price hike until the end of March.

The 4,6c a litre was absorbed by the fund and pump prices remained the same.

The Government pays for crude oil imports in dollars, and the value of the rand in terms of dollars has deteriorated by about 30 percent over the past 12 months.

CUT

'Observers' invited

2 key unions reject talks

Star 1/3/82

The unprecedented invitation to unregistered trade unions to attend the annual wage talks in the metal industries has been rejected.

Unregistered unions, and registered unions outside the industrial council, have been offered observer status at the industrial council talks on March 9. Established unions party to the council have also agreed to bring them into the union caucus during the talks.

But two key unregistered unions in the metal industries — the SA Allied Workers' Union and the General Workers' Union — said they would not attend.

A GWU spokesman said it "had reservations about the industrial council's structure" and would not join the same caucus as Trade Union Council of SA affiliates.

"Tucsa has been consistently hostile to the independent unions," she said. "We are particularly concerned about its stance on Neil Aggett's death."

Two major Fosatu affiliates — the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union — have also refused.

In a letter to the industrial council, the unions say they will not attend as "observers." Since talks on the industrial council's future structure are planned with the metal industries' employer body, Seifsa, their attendance would serve no purpose.

They also "cannot allow" the union caucus to speak for them, as "serious allegations" against certain caucus members are pending at the International Metalworkers' Federation.

The only union to accept the invitation is the unregistered Black Allied Workers' Union — but its spokesman said it wants more than observer status.

"If we can't take part as full members, we could decide to go home," he said.

'Raises would go to booze 'n dope'

By WILLIE BOKALA

A CLEVELAND steel firm is underpaying its employees because its owner, Mr Alf Lewis, says they would waste money on liquor and dagga if he paid them more.

Mr Lewis confirmed the underpayment to The SOWETAN after a group of workers from his firm, Jupiter Steel and Machinery, had complained that they were being underpaid and that some of them were still earning R50 a week after working for the firm for more than sixteen years.

The workers said they were not allowed tea-time by the owner, they worked hard and in some cases had to lift heavy machines and steel with their hands. They were also allowed only a 30-minute lunch time.

Some of their complaints included being kicked when they complained, new employees were not being registered; those injured were being fired, and that workers were fired daily and new employees taken on to replace them.

Mr Lewis said it was true that he was paying his employees R50 and others R60 a week. He added that "these guys are lazy".

"You see, I pay them little money because they waste it on liquor and dagga," he said.

Asked why he did not want to buy a fork-lift to carry heavy objects, he said it would make matters worse in his firm.

"If I buy one, or even two, fork-lifts then I will be forced to fire half of my staff because there won't be any job for them to do.

"You see, these boys are very lazy. I had to hire three more guys today from the street, but unfortunately I can't register them, because they are from Transkei and KwaZulu."

Hike in fares 'heavy'

By NORMAN NGALE

SEVEN affidavits of objection to the Putco fare increases in the Witwatersrand area have been handed to the national transport commission.

The affidavits represented the feelings of the 21 members of the Commuters Watchdog of South Africa (Commwasa) who had won a Supreme Court ruling setting aside Putco fare increases in the area until their case was heard.

Mrs Sally Motlana, president of the Black Housewives' League, stated in her affidavits that an increase in bus fares would come as a heavy blow to the Soweto community.

Thousands mourn students



CHANTING mourners - with the African National Congress flag hoisted high - enter the Kagiso cemetery after marching more than two kilometres from the township to bury three students killed in a mysterious explosion in a disused mine building last week.

'Gatsha was a good watchdog'

ASSEMBLY - The South African Police had apologised to the Chief Minister of KwaZulu, Chief Gatsha Buthelezi, for the naming after him of a watchdog kept at the Ingwavuma police camp, the Minister of Police, Mr Louis le Grange, said last week.

Replying to a question by Mr Ray Swart (PFP Berea), Mr Le Grange said the SA Police had received a complaint from the Chief Minister about the name of a dog owned by the police at Ingwavuma.

"The Chief Minister registered a strong protest and asserted that he regarded it as an insult, not only to himself but to the entire Zulu nation and black people in general.

"The matter was immediately investigated and the following facts emerged:

"The dog in question came to the police camp in November 1981 in a state of starvation and was immediately adopted, and cared for by the men stationed there at the time. It soon developed into an alert and fearless watchdog and was perhaps for this reason named after the Chief Minister.

"The dog did not belong to any specific policeman and as the members at this camp are changed at regular intervals it could not be ascertained with whom the name originated.

Mr Le Grange added that the dog had since been destroyed to avoid further possible unpleasantness. — Sapa.

EAWU to attend wage talks

In a surprise move, the Engineering and Allied Workers' Union has accepted the invitation to unregistered unions to attend the 1982 wage talks for the metal industries.

The decision was taken at an executive committee meeting at the weekend, according to EAWU's general secretary, Mr Calvin Nkabinde.

EAWU and the Black Allied Workers' Union are the only unregistered unions known to have accepted the offer of observer status at the industrial council talks beginning on March 9.

Two key unregistered unions, the SA Allied Workers' Union and the General Workers Union, have refused.

Registered unions outside the industrial council have also been invited.

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Pay sparks strikes by metal men

Own Correspondent

JOHANNESBURG. — A wave of labour unrest has hit Wadeville, near Germiston, with at least four plants on strike and employers reporting tension at at least three others.

All the factories affected are in the metal industries and at all but one workers are demanding a R2-an-hour minimum wage. At the other, Transvaal Malleable Foundries, the strike was sparked by the dismissal of two workers.

Negotiations

Annual Industrial Council wage negotiations in the metal industries are due next week. Registered unions — none of whose members have taken part in the strikes — are to demand that legally binding minimum pay be raised to R2 an hour within a year. The present minimum is R1,13.

Besides the four strikes — a fifth was settled this week — employers reported that many of their competitors feared unrest after their workers had approached them with pay demands.

"I have had calls from three other firms reporting that they have had approaches from workers. They all fear trouble," a management source said.

Employers yesterday charged that the unrest was a "co-ordinated campaign" by Fosatu's Metal and Allied Workers Union, which has been organizing workers in the area.

But a MAWU spokesman denied this. "We had nothing to do with it — it's the workers who have decided to take action. One day we might decide to call our members out, but we haven't done it this time," he said.

Factories hit by strikes are McKechnie Brothers, which employs more than 1 000 workers; TMF; Chubb Lock and Safe, and a plant identified by workers as Sharp.

At McKechnie, which has been hit by a three-day strike, workers are expected to return today after talks between management and worker representatives at which the company agreed to negotiate on workers' demands if they returned.

"We are hopeful they will be back today," a company spokesman said.

At Chubb, a spokesman said the strike was still in progress and TMF refused to comment "at all".

• About 1 000 strikers gathered yesterday at a field near Natalspruit for a union meeting where they voiced demands which were later put to management by MAWU officials.

Feelings high

Feelings ran high and one workers said: "We are bargaining from a position of strength."

• The clothing industry has also been hit by a wave of strikes shortly before annual Industrial Council negotiations. Another two were reported yesterday, bringing the total over the past few weeks to nine.

Smith's caucus meets

Own Correspondent

SALISBURY. — The parliamentary caucus of Mr Ian Smith's Republican Front (RF) Party meets in Salisbury today amidst signs of a possible split in the once all-powerful party.

The former Rhodesian prime minister is being threatened with the possible breakaway by a number of RF MPs who believe the RF no longer represents white interests in the newly-independent country.

Faced with this apparent challenge to his leadership, Mr Smith has vowed to strive for unity within his own party and the white community at large.

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Merit 'only criterion' in training

Property Editor

THE building industry is on the threshold of concluding agreements with the trade unions which will embody the principle of advancement with merit — and merit alone — being the only criterion, says the president of the Building Industries Federation, Mr Leon Glaser, of Cape Town.

Mr Glaser was speaking at Belhar where the first sod was turned for the site of a new building training centre.

The agreements would be uniform throughout the country, he said.

Once the agreements had come into force, an apprentice who did not pull his weight and did not pass his theory or his practical would stay at the lowest grade of artisan and would not become a craftsman or master craftsman.

The way to the top jobs would also be open to those who did not have the academic qualifications for an apprenticeship. Other routes would be open to them if they had manual dexterity.

CHEAP LABOUR

'The old concept that labour is cheap in South Africa must be got rid of and it must be realised that the steps on the road to productivity include proper training at all levels from the general worker right up to and including the managing directors. We cannot afford to squander our human resources any longer,' Mr Glaser said.

The building industry needed to train an extra 200 000 workers if it was to fulfil its tasks in constructing the building needs of the country by the year 2000.

More than 700 apprentices will be trained each year at the new Belhar centre.

Men of steel show their mettle...

Official bargaining structures covering half a million workers in the metal industries are once again in the spotlight, after the recent surge of unrest in metal concerns on the East Rand. DREW FORREST reports on employer attitudes to the unrest, and to black metal union demands for a new dispensation.

"It's become interesting to manage again," said the labour relations executive of a major multinational electrical appliances firm.

This was, in part, a reference to the problems posed by inflation, high interest rates and international competition. But he was also alluding to the mounting challenge to management by workers in the mammoth metal industries.

According to the Metal and Allied Workers Union (Mawu) — South Africa's fastest-growing metal union for black workers — more than 25 Reef metal firms have been hit by strikes over the past two months, mostly over wages.

Erupting at the same time as the annual pay talks in the metal industries' industrial council, the unrest has seemed to many employers too pointed to be mere coincidence.

"You can't have the same wage demand — for a R1 hourly wage increase — cropping up in so many metal factories without a co-ordinated campaign," insisted one executive.

Mawu is one of the important black-metal unions which rejects the industrial council, the official central bargaining forum at which minimum conditions and wages are set industry-wide.

Its cardinal objection is that metal bosses, principally those in the employers giant umbrella body, the Steel and Engineering Industries Federation (Seifsa), are refusing to concede other levels of bargaining at industrial sector and company level.

One employer scenario has the union encouraging workers to strike for plant-based talks as a means of upstaging and discrediting the council — an allegation it strongly denies.

An alternative account is that workers have been organising in their communities, with an eye to influencing the size of the employer offer in the council talks.

Certainly, the established unions on the council believe that system has to prove itself to black workers — hence their startling demand for an increase in the bottom rate from R1,13 an hour to R1,75, rising to R2.

The first round of talks was deadlocked after employers offered R1,33 and has been postponed until April 14.

Strike-hit managements have almost unanimously refused to negotiate increases at the plant, with the result that most strikes were lost.

During last year's East Rand unrest, which involved quite largely around the issue of dismissals, Mawu claimed victory in more than half the disputes. This year, only one affected company is known to have given (small) increases, and another has agreed to bargain.

Asked why employers appeared to be crossing the Seifsa strike-handling guidelines, which characterise the strike as a "bargaining situation," one executive said: "If it's money workers want, there's really nothing to negotiate about."

In Fosatu demonology, it is the powerful influence the Anglo American Corporation in Seifsa which has governed the response of metal employers to the unrest. It has accused Anglo of "trying to ram the industrial council down workers' throats."

Mr Graham Boustred, Anglo executive director and chairman of two influential Seifsa companies, Scaw Metals, and Highveld Steel and Vanadium, makes no secret of the corporation's wish to see the council preserve.

"But this is not from any determination to deprive black workers of their due," he said.

"From many years' experience of the council, I have found it the most satisfactory vehicle



Mr W G Boustred

for the conduct of labour relations, and especially negotiations.

"If the unions succeed in disintegrating the council, wages could be pushed up to uneconomic levels. Then you can kiss goodbye to the economic growth South Africa could enjoy with improved productivity and job creation."

Mawu claims that at a recent Seifsa meeting to discuss the East Rand unrest, there was a "major dispute" between Anglo and Barlows — although employers who attended insist this is an exaggeration.

Sources indicate there is some support within the Seifsa board for a decentralised bargaining system — with "framework" negotiations at industry-level on matters such as pensions, hours of work and sick-pay, minimum wage negotiations by the industrial sector, and plant bargaining on issues which are "plant specific."

But the present consensus seems to be that plant bargaining should not encompass wages.

Those employers who favour sectoral minimum wage negotiations say this makes sense where pay levels differ in the various sectors of the metal industries.

Sources in the electrical engineering industry say there is "meaningful support" within this division for a separate bargaining forum.

(346) (192) ~~(178)~~
CAPE TIMES

Drastic wage demand by car workers

Own Correspondent

PORT ELIZABETH. — Drastic mimimum-wage increases have been proposed for the Industrial Council of the motor-manufacturing industry in the Eastern Cape.

The National Automobile and Allied Workers' Union (Naawu) has proposed that minimum wages be increased by up to 75 percent as a starting point for negotiations between the union and the employers represented on the council — Ford, Volkswagen and General Motors.

The union has also proposed that the current eight job grades be decreased to only three: Unskilled, skilled and semi-skilled.

The union is expected to ask that the increases be staggered over a period of a year.

Other proposals are that:

● Working hours be reduced from 45 to 40 hours a week;

Longer leave

● Annual leave be increased from three weeks to four weeks;

● Training minimums be abolished (ie that trainees immediately get full wages);

● Shift premiums for working uncomfortable hours be increased;

● All overtime should be voluntary after consultation with the unions and that overtime for the first ten hours from Monday to Saturday be paid at 1½ times, and thereafter at double the hourly rate;

● Family Day and Goodwill Day be added to the six public holidays now granted to workers;

● Workers be paid for four hours after a breakdown, instead of two, with the proviso that workers do not earn more than a full day's wages;

Higher bonus

● End-of-year bonuses be increased;

● Attendance allowances be increased, and that workers who arrive late but work full hours do not forfeit their attendance allowances;

● Severance pay be paid on the basis of one month's pay for each completed year of service, and that

● Pension, life insurance and supplementary unemployment benefit schemes be improved.

Spokesmen for Ford, Volkswagen and General Motors yesterday declined to comment on the proposals at this stage.

FM 9/4/82

INDUSTRIAL COUNCILS

Pros and cons

(346)

Does the Industrial Council (IC) system, the official mechanism for collective bargaining at an industry level, have a future? Will it be able to cope with pressures from the emerging black unions which place great emphasis on plant-level negotiation over wages and working conditions?

A spirited defence of ICs was given recently by Michael Beaumont, Dorbyl's group industrial relations adviser, and Ike van der Watt, general secretary of the SA Boilermakers' Society, at a seminar held by the Institute for Industrial Relations.

Speaking in his personal capacity, Beaumont emphasised that there are issues which can be dealt with only at industry level. He pointed to several advantages of industry-level negotiations between management and labour:

☐ Uniform wage scales and conditions of service can be achieved;
☐ Wage levels which do not have an adverse effect on unemployment can be set;
☐ Job grading is made easier;
☐ Labour mobility can be assisted;
☐ Pension and sick pay benefits can be provided on a cost-effective basis;
☐ The expensive process of collective bargaining can be streamlined; and
☐ Employers and employees can negotiate without the interference of a third party.

Beaumont asked whether the new labour relations dispensation created by government had been given enough time to prove its responsiveness to the needs of the parties in labour. "There is a place for both centralised and decentralised bargaining. Obviously we are going to have to look at areas of compromise." He warned that if no compromise is reached, the relationship between management and labour can be permanently scarred.

Van der Watt said he was not sure whether it was possible to talk of an IC system. "We have a collective bargaining system — no two ICs operate in exactly the same way." He was convinced that the very best that could be achieved by plant-level bargaining on its own were short-term advantages for a limited group of people.

He believed it was understandable that plant-level bargaining should be viewed as an option by unions seeking to represent workers only in a particular plant; or by a new union trying to establish itself.

"In these circumstances there is no doubt that the best way to organise would be to concentrate on a particular factory or plant. But this can only be a temporary arrangement. After a while, another system will be needed. I believe in the IC, although I know it has weaknesses and must undergo some changes."

Van der Watt said complaints that unions represented on ICs do not represent the interests of black workers were misdirected. About two years ago, because of statutory prohibitions, no blacks were represented on ICs in the engineering industry. However, by November 30 last year, 8% of the black workforce in the industry had representation at IC level.

"That is a small number, but considering the small amount of time since blacks were able to join registered unions, the figures are not that bad."

It was unfair to complain that all ICs had ignored black workers, he said. In a 24-month period, officials of the Transvaal regional council of the IC for the engineering industry collected nearly half a million rands in underpaid wages from employers. This was paid to underpaid employees, 74% of whom were blacks.

"The biggest problem for a union is not to reach an agreement with employers, but to monitor and implement that agreement," Van der Watt said, emphasising that the IC provided effective mechanisms to fulfil these functions.

Loet Douwes Dekker, senior lecturer in industrial relations at the Wits Graduate School, outlined likely agenda matters which could be discussed in an effort to allow ICs and plant-level bargaining to complement each other. These include: defining the roles of shop stewards, line managers and industrial council agents; the closed shop; the role of dispute settlement procedures; the investment of worker pension funds; the automatic extension of agreements to non-parties; and the whole question of closing the wage gap between skilled and unskilled workers.

Union may enter council

CAPE TIMES 9/4/82

Own Correspondent

JOHANNESBURG. — A major Fosatu union is "seriously considering" a proposal that it enter an official industrial council, which most Fosatu unions have refused to join, in exchange for far-reaching changes to the council system.

This development is expected to spark a crucial debate on industrial councils at this weekend's Fosatu congress.

Other issues likely to dominate the congress, to be held at Hammanskraal tomorrow and on Sunday, are inter-union unity and Fosatu's attitude to involvement in social and political issues.

Industrial councils are a cornerstone of the official bargaining system and most emerging unions, including those in Fosatu, have refused to join them. But employer associations in key industries, including the giant metal sector, are opposed to bargaining on pay with these unions outside the system.

There is black worker opposition to councils and unions have argued that they are "bureaucratic", set minimum pay only and are designed to prevent unions from bargaining directly with companies on the shop floor.

Although two Fosatu unions bargain on councils, there is likely to be strong opposition at the congress to joining them on any terms at all.

However, it is understood that Natal employers have proposed to Fosatu's National Union of Textile Workers that it be granted the right to bargain wages at individual company level as long as it agreed to form a council as well.

Although union officials emphasize that NUTW has not endorsed this plan, influential union men are in favour of agreeing to form a council provided certain conditions were met.

Among these are that the union be entitled to bargain at plant level and that non-unionized workers covered by the agreement would be entitled to the same plant-level rights as soon as they were organized into a union.

They argue that this would revolutionize the council system.

Instead of setting wages which workers were bound to accept, whether they were involved in bargaining or not, the council would simply ratify a wage negotiated with individual companies and extend it to non-unionized workers.

Although the MUTW men say they are not wedded to this change, they want it debated at the congress.

Star 22/4/82

Clothing industry wage talks swell pay packets

By Tony Davis
Labour Reporter

Most of the Transvaal's 25 000 workers in the clothing industry won substantial wage increases this week.

The annual talks ended this week after almost a month. The settlement stipulated that women workers will receive wages equal to those of their male counterparts in the clothing industry.

Women machinists, who form the bulk of the industry's workforce, will receive a 53,4 percent increase during the next 18 months.

The current agreement is in effect until the end of December next year with further increases scheduled for January and July 1983.

Officially the newly negotiated increases are not legally binding until July 2. But unionists believe they will be implemented from early next month.

The agreement provides for a paid public holiday on Heroes Day and for employers to make contributions equal to those of workers to the industry's provident fund.

Meal allowances are provided for and the attendance bonus for learner and qualified workers increases by 100 percent, from R1 to R2 a week for learners and R1,50 to R3 a week for others.

For a number of areas in the industry the qualification period for workers has been reduced by six months.

The president of the Garment Workers' Union, Dr Anna Scheepers, said today she was satisfied with the terms of the wage settlement.

She was particularly pleased that women workers were to earn the same wages as men.

Sugar industry row aired in Court

Mercury Reporter

THE Industrial Court yesterday began a week-long sitting in Durban to consider the distinction between farm labourers and industrial workers in order to resolve a dispute within the sugar industry which has been going on since 1950.

The Sugar Manufacturers' and Refining Employers' Association and the National Union of Sugar Manufacturers and Refining Employees have asked the Court to consider whether workers loading sugar cane to be transported to the mills fall within the Sugar Industry's Industrial Council rules.



THE Court in session in the cane . . . (far left) deputy president Dr D B Ehlers and (left) the president, Mr B J Parsons.

Excluded

The hearing is being presided over by the president of the Industrial Court, Mr B J Parsons, and the deputy president, Dr D B Ehlers.

In terms of South Africa's labour legislation, farm labourers are excluded from industrial council agreements.

Advocate K R McCall, appearing for the Sugar Manufacturers' and Refining Employers' Association, told the Court that in the days of private tram lines there had been a dispute as to whether locomotive drivers and mechanics transporting cane were engaged in agriculture or industry.

'A ruling had been obtained from a Government law adviser which said they were employed in farming operations and therefore were excluded from the industrial council agreement,' he said.

'The engineering union had never been happy with the ruling and in 1969 the industrial council had again taken counsel from a Durban attorney who had disagreed with the previous ruling of the Government law adviser.

'The Industrial Council for the Sugar Industry has always acted on the basis that the industrial agreement commences from the time that the cane goes over the weighbridge in the miller's yard.

'Everyone within the physical boundaries of the mill yard is treated as if he were subject to the agreement.'

When one went outside the boundaries of the mill yard the dispute began.

Mr McCall told the Court that this specific dispute began last year over workers loading and unloading sugar at the Chaka's mill site.

'The dispute was referred to the industrial council but was not resolved there and the union made its original application to the Industrial Court.'

The hearing continues today. Advocate M Pillimer appeared for the National Union of Sugar Manufacturing and Refining Employees.

Court looking at status of sugar workers

346 ~~4~~ ~~169~~ ~~176~~ ~~158~~ ~~25~~

28/4/82 Mercury

Mercury Reporter

IT WAS important for the sugar industry that costs were maintained at a low level so that it could succesfully compete in the export markets, the general manager of C G Smith's Management Services, Mr Don Macleod said yesterday.

He was giving evidence in this week's Industrial Court sitting to consider the distinction between farm labourers and industrial workers in order to resolve a 30-year-old dispute within the sugar industry.

The dispute revolves around the status of workers loading and unloading cane at 'mill sites' and 'loading zones' and who have been regarded as agricultural workers and therefore not covered by the Sugar Industrial Council agreement.

The Industrial Court, which is being presided over by the president, Mr B J Parsons and the vice-president, Dr D B Ehlers, has been asked by the Sugar Manufacturers and Refining Employers' Association and the National Union of Sugar and Manufacturers and Refining Employees to consider whether these workers should not fall within the agreement.

Mr Macleod told the Court that if cane loading workers were brought into the Industrial Council agreement each miller/planter — a miller who also farms sugar — would have to pay a higher transport rate and therefore would be prejudiced in comparison with the farmer.

Under cross-examination by Mr M Pillimer, representing the National Union of Sugar Manufacturers and Refining Employees Union, Mr Macleod conceded that the present sugar transport system was in the interest of the miller.

'It is absolutely essential for the miller to make sure the cane is delivered properly in order for the mill to operate,' he said.

Mr Pillimer said it was therefore in the interest of the miller to continue the present transport operation even if he had to pay higher wages to the cane loader workers.

Earlier, Mr K R McCall, representing the Sugar Employers' Association, outlined the numerous types of 'mill sites' and 'loading zones' where cane was loaded before being transported to the mill.

The Court heard how a substantial number of workers — more than 543 — employed at these sites to load and unload cane were paid agricultural wage rates, but no contributions to an unemployment insurance fund were paid. Workers covered by the agreement had the benefit of an unemployment insurance fund.

The hearing continues today.

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Mixed feelings on industrial councils

TRADE unionists have expressed mixed feelings about the future of the Industrial Council system — the official mechanism for collective bargaining at an industry level.

Union sources maintain the system will not be able to cope with pressures from the emerging black unions, which place great emphasis on plant-level negotiation on wages and working conditions.

However a spirited defence has also been made by those unionists who believe that the industrial council system should be maintained, to show if the new labour dispensation by the Government has been given enough time to prove its responsiveness to the needs of the parties in labour.

The industrial council is made up of unions and employers — from the whole industry — who sit together. In the council they meet to negotiate wages and working conditions, for the whole industry.

Joshua Raboroko
on the labour beat



These are then published by the Government as law, and any employer can be prosecuted for ignoring them.

In effect, the council is half-union. It would not exist if either the union or employer organisation withdrew from it. Through the council, the unions can, with employers, decide to establish various benefits.

Such benefits may differ from industry to industry because it of course all depends on what the union tries to achieve. An industrial council secretary and staff are employed to administer these benefits and funds and to ensure that the agreements on wages and working conditions are observed in each and every factory.

Recently in two sets of negotiations — in the mining and metal industries — trade unions have declared disputes, refusing to accept terms offered by employers.

The disputes are as a result of wide gaps in the employers' offers and union expectations.

The dispute was declared after a meeting of the council at which unions rejected a new Steel Engineering Industry Federation of South Africa (Seifsa) offer.

Seifsa's director, Mr Sam van Coller, has said that Seifsa had offered unions a 25c across-the-board increase for all workers at the council discussions.

It had also offered a new minimum rate of R1,38 an hour — an increase of 25c — and a new minimum rate for artisans of R4,15 as compared to the present rate of R3,62. It has also offered to investigate overtime and to finance basic courses in arithmetic and literacy.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, was also reported to have said the offer would give skilled workers a 5 to 6 percent increase because these workers would not benefit from an increase in the minimum rates.

The unions were unhappy about granting higher paid workers the increase as this would mean much less to skilled workers in percentage terms.

He said the offer was unacceptable to blacks who demanded a major effort to boost unskilled wages and to close the gap.

Other employers who serve on the councils have declared that this government-created labour dispensation should be given a chance to prove its effectiveness.

"There is a place for both centralised and decentralised bargaining. We have to look for a compromise," one said.

The employer warned that if no compromise was reached between employer and unions on the councils, labour can be permanently scarred. Bargaining on plant-level can only be for short-term advantages for a limited group of



MAKING DEMANDS: Can industrial council's help?

97

S:

Year	African
1970	
1971	
1972	
1973	
1974	150
1975	150
1976	273
1977	500
1978	451
1979	542
1980	765

Address: P.O. Box 6
Johannesbu
2000

Officials: Secretary:

Area of Operation:

Founded: 1973

Registration: No

The deadlock in these discussions meant that the workers could legally go on strike and already some 1 700 workers in the Reef have gone on strike seeking higher pay. About 380 have been sacked at a Wadeville steel industry.

Many discussions between employers and unions have ended in a deadlock — does this mean that the industrial councils have any future?

Yes, says the president of the Garment Workers' Union of SA, Dr Anna Scheepers, whose union recently concluded an agreement for over 250 000 workers in the clothing industry.

She has urged workers to fully realise how important the Industrial Council was in winning improved and working conditions for all.

Dr Scheepers says it was vital that union representatives and employers should "get round the table" to negotiate the new agreement in the industrial council.

It is the job of the council to see that all employers in the clothing industry should carry out the new wage agreement and other benefits.

"This will prove to workers the necessity of an industrial council to see that the agreement made by union and employers is carried out, and to administer the benefits in terms of the agreement," she said.

people.

But Mr Jan Theron, general secretary of the African Food and Canning Workers' Union, said this "system of bargaining" should be rejected and his union has refused to serve on them. EWRTen

Most unions treat the councils with suspicion and do not trust them. Basically the employers are at an advantage in the council because they organise while unionists and workers lack organisation. 29/4/82

Most blacks are unskilled and therefore bargaining for them is often difficult. It is therefore vital that plant-level agreement be reached, he said.

The recent inter-union summit in Wilgespruit strongly recommended that unions leave the industrial councils and requested that participating unions refer this back to their respective unions for endorsement.

Most unions agreed to support each other in the event of any union resisting participation in the council.

Fosatu also debated this issue at its recent congress and said the industrial councils in their present form were unacceptable.

Unions were not to enter them on terms which were to their disadvantage, and they should begin industry-wide bargaining with the framework of Fosatu's principles.

DOMESTIC WORKERS ASSOCIATION

Address: 7 Church Street
Cape Town
8001

Telephone: (021) 22893
22116

Area of Operation: Ca ille, Oranjezicht)

Founded:

Registration: No

S.A. PYROTECHNICAL WORKERS UNION

Year	Membership				
	African	Asian and Coloured	White	Total	
1970				200	ø
1971				200	ø
1972				200	ø
1973		156		156	+
1974					
1975					
1976					
1977					
1978					
1979					
1980					

Terminated membership of TUCSA in 1973 as about to fold.

Iron men won't bend — meeting date fixed

Labour Correspondent

THE executive of the giant metal industries' industrial council will meet on May 11 in a fresh attempt to settle the wage dispute between employers and unions over minimum pay and conditions for nearly half-a-million workers of all races.

And yesterday, the biggest white union in the industries, the SA Iron, Steel and Allied Workers Union, issued a statement spelling out its objections to employer wage proposals.

The May meeting was revealed yesterday in the statement, by the union's senior deputy general secretary, Mr H Ferreira.

In his statement yesterday, Mr Ferreira said the employer offer meant "many, if not most" skilled workers would receive no rise or "very little".

Unions on the council declared a dispute with the Steel and Engineering Industries Federation after rejecting an offer of a 25c "across the board" increase for all workers and raises in minimum rates of between 14,6% and 22%.

A dispute is the first step on the route to a legal strike or lock-out ballot. The dispute is now being processed by the council's dispute-settling machinery and the May 11 meeting is the next step in this process.

Diamond ruling crucial to industry

By Drew Forrest

The South African Diamond Workers' Union has again taken employers in the diamond-cutting industry to the Industrial Court and the case could have crucial implications for South African labour law.

In a case heard in Johannesburg this week, the all-white union alleged the employers had circumvented an industrial council agreement which protects skilled white workers in the industry.

The agreement provides that where skilled workers are put on short time because of poor business, unskilled workers in the same factory must not cut stones above a certain size.

To circumvent the agreement employers are establishing separate plants for unskilled workers, the union claims.

The union is asking the court to amend the agreement or make a parallel determination to prevent the alleged practice.

It is understood the employers are arguing that the court has no right to interfere in "domestic legislation" by amending a promulgated agreement at the request of one party.

Said one source: "What is at stake is the future of the industrial council system. If the court rules that it has jurisdiction to amend industrial agreements at the request of one dissatisfied party, the effects will be very wide-ranging."

No protection against lay-offs — metal union

May 1982

Labour Correspondent

THE powerful Metal and Allied Workers' Union has issued a strong attack on the metal industries' industrial council's safeguards for retrenched workers.

The safeguards are described as totally cumbersome and ineffective.

The council's delay in handling workers' appeals against lay-offs had contributed to a strike in Brits, the union claimed yesterday.

The union's Transvaal secretary, Mr Rodney Nwamba, said measures in the council agreement aimed at ensuring workers were not retrenched unfairly "are unable to offer workers job security".

Council sources yesterday agreed that retrenchment procedures take too long, and said these were being investigated. But they disputed the claim that the agreement does not provide protection against unfair sackings.

Mr Nwamba was reacting to a strike by 600 workers at Femco in Brits, a sequel to retrenchments there in January.

He said that, after these retrenchments, the Metal and Allied Workers Union complained to the council that the company had not complied with Section 35 of the agreement, which says employers must notify the council of retrenchments 14 days before they occur.

The Transvaal regional council replied in March that it had reprimanded the company for not complying with the requirements but had found the retrenchments were justified.

In March, the union had asked the council to investigate and order the workers' reinstatement.

"Now we discover they are only going to discuss this tomorrow. In the meanwhile, the issue has flared again and workers have gone on strike.

"We don't know how they decided the firings were fair, but they certainly didn't talk to the workers. We believe the company was simply firing 'troublemakers'. The council is unrepresentative and cumbersome," he added.

Senior industrial council sources said yesterday the agreement recognised the right of employers to retrench, but also sought to ensure they did not fire workers unjustly under the guise of retrenchment.

Firings were probed by talking to the company and checking its records to ensure retrenchments were caused by a lack of work.

If the council believed firings were unfair, unions and employers on the council could order a prosecution of the company, they said.

Workers not paid — builder jailed

Argus 7/5/82

A BUILDING contractor who underpaid his workers was today sentenced to 12 months' imprisonment with six months suspended for five years.

A Cape Town magistrate also ordered Henry Reginald Grace, 35, of no fixed address, to pay back R2 379,99 to the employees concerned and R186,56 to the Industrial Council for the Building Industry before May 31.

Grace was reappearing on charges of underpayment of wages and the non-issue of stamps to labourers and artisans he employed.

Grace, who pleaded guilty, was convicted and sentenced in 1978.

He appealed against the sentence at the time and the appeal was upheld.

The matter was referred back to the magistrate's court for further investigation.

At yesterday's hearing, two artisans told the court they had worked for Grace in November 1977 and had not been paid for the work they did.

Grace had given them telephone numbers, but could never be contacted when the artisans wanted to ask about their wages.

The two artisans then laid a complaint with the Industrial Council for the Building Industry.

Before passing sentence the magistrate, Mr R H Peckham, said Grace had exploited his employees. The court could not accept that his business, Jobbers Incorporated, was as unprofitable as he had made out.

The court was not able to force Grace to surrender his certificate of registration, but would set a heavy sentence to make him aware of the seriousness of the crime.

Mr S Shrock appeared for the State. Mr Dave Smit, instructed by Tennant and Co, appeared for Grace.

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers
Orange-Vaal General Workers Union
General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
Farmworkers Union
Food and Canning Wo:
National Certified
Orange-Vaal General
Trawler and Line Fi:

MINING AND QUARRYIN

Amalgamated Enginee:
Amalgamated Union o:
Amalgamated Society
Black Allied Workers
Black Mineworkers Ur
Federated Mining Exp
Iron Moulders Societ
Mine Coloured Staff
Mine Surface Officia
Mine Workers Union
S.A. Boilermakers, I
S.A. Electrical Work
S.A. Engine Drivers,
S.A. Technical Offic
Underground Official

MANUFACTURING

Food & Beverages

African Food and Ca
Amalgamated Enginee
Bakery Employees Ir
Black Allied Worker
Boland Inmaakwerker
Brewery Employees
Cadbury In-Company
East London Meat Tr
Food and Canning W
Food, Beverage & A
General Workers Un
General Workers Uni
Natal Baking Indust
Natal Sugar Indust
National Milling Wo
National Union of I
National Union of C
National Union of S
National Union of W
Operative Bakers, C
Pretoriase Baknywer

Welders Society

es

Builder in court on wage charges

Staff Reporter

A BUILDING contractor told a Cape Town magistrate yesterday that he was willing to surrender his building registration certificate to the Industrial Council for the Building Industry, as it had already caused him "enough trouble".

Henry Grace, no age or address given, reappeared on charges of underpayment of wages to labourers, underpayment of wages to artisans and painters, the non-issue of stamps to artisans and labourers, and the non-issue of stamps to labourers. He pleaded guilty to the charges in 1978.

Grace was sentenced in 1978 to six months' imprisonment on the first and fourth charge, and to a further six months on the second and third charge. Three months of both sentences were suspended for five years.

A further condition of the suspension was that Grace repay the secretary of the Industrial Council for the Building Industry R2 566,55.

Grace's appeal against the sentence was upheld and referred to the Magistrate's Court for further investigation.

Mr D Rousouw, an inspector with the council, testified that in 1977 he received complaints from some 50 labourers employed by Grace about unpaid wages.

Mr Yusuf Osman, a plasterer, told the court that in 1977 he had worked for Grace for a short while.

"I thought I would be paid the normal rate as stipulated by the Industrial Council. I was never paid for the work and all attempts to contact Mr Grace were futile," he said.

Mr George Lincoln, also a plasterer, said he had also been employed by Grace in 1977.

"When I asked him for my wages he said that he did not carry a bank around with him. He took me to do a job in Claremont and other labourers there told me that they had also not been paid. I also tried to contact him but to no avail. I then went to the Industrial Council."

Grace testified: "I have realized that this time I have reached the end, and carrying on with my business now would get me into more trouble.

"By handing in my building registration certificate I would be unable to employ people and this would affect me seriously, but I would be able to find alternative employment."

At the close of the State's case, the prosecutor, Mr S Shrock, said: "Grace knows that the prison doors are awaiting him and he will promise anything to get a suspended sentence."

Judgment will be passed today. Grace was remanded.

Mr R H Peckham was the magistrate. Mr D Smit appeared for Grace.

'Went to council'

"When I asked him for my wages he said that he did not carry a bank around with him. He took me to do a job in Claremont and other labourers there told me that they had also not been paid. I also tried to contact him but to no avail. I then went to the Industrial Council."

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A fifteen stud[illegible] conference

More strikes forecast over councils

LABOUR unrest will continue in the East Rand's metal and steel industries unless employers ignored the industrial council system.

By JOSHUA RABOROKO

This warning was given by Fosatu-affiliate Metal and Allied Workers' Union's regional organiser, Mr Moses Mayekiso, who said employers preferred the councils to plant-bargaining.

Thousands of striking workers have rejected the councils as "a waste of time" because more often than not no agreements are reached at in such negotiations.

Their stand follows the position taken by inter-union summits — at Cape Town, Hammanskraal and Wilgespruit.

Mr Mayekiso said that during negotiations in most of the industries managements have refused to talk to union members on wages and said they preferred to discuss this only at the industrial council.

The present labour unrest has been contributed to the deadlock reached between employers and management at council level: this impasse could be removed if they agreed to meet union members at plant-level.

Mr Mayekiso said that at Genpipe about 215 workers are still on strike following the retrenchment of three workers: at Edenvale Electro Plating more than 200 are on strike because management has refused to recognise the union.

Chemical & Chemical Products, Coal, Rubber & Plastic Products

Black Allied Workers Union
Cape Explosives Industrial Workers Union
Chemical and Allied Workers Union
Chemical Workers Industrial Union
Chemical Workers Union
Durban Rubber Industrial Union
Engineering and Allied Workers Union
Engineering Industrial Workers Union of S.A.
Federated Mining, Explosives and Chemical Employees Union
Industrial Salaried Staff Association
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial & Allied Workers
National Union of Motor Assembly & Rubber Workers of South Africa
S.A. Chemical Workers Union
South African Allied Workers Union (SAAWU)
Steel, Engineering and Allied Workers Union
Umbogintwini Industrial Workers Union
Weskaapse Plofstof & Chemiese Operateursvakbond

Non-Metallic Mineral Products

Building, Construction and Allied Workers Union
Glass & Allied Workers Union
Glass Workers Union
National Cement Employees Union
National Union of Bri[illegible] Workers
Transport & General W[illegible]

Base Metal Industrie[illegible]roducts
Machinery and Equipm[illegible]

Amalgamated Enginee[illegible]
Amalgamated Society[illegible]
Black Allied Worker[illegible]
Electrical and Alli[illegible]
Electrical and Alli[illegible]
Engineering and All[illegible]
Engineering Industr[illegible]
General Workers Un[illegible]
General Workers Un[illegible]
Iron Moulders Soci[illegible]
Metal and Allied W[illegible]
Motor Assembly Con[illegible]
Motor Industry Emp[illegible]
Motor Industry Con[illegible]
Motor Industry St[illegible]
National Union of [illegible]
National Union of [illegible]
Radio Television,[illegible]
S.A. Boilermakers[illegible]
S.A. Electrical W[illegible]
S.A. Iron, Steel,[illegible]
S.A. Tin Workers[illegible]
South African Al[illegible]
Steel, Engineerin[illegible]
Transvaal, Radio[illegible]
United African Motor [illegible]

Jail for man who underpaid staff

Staff Reporter

A BUILDING contractor who underpaid his employees was sentenced yesterday to one year in prison, six months of which was suspended for five years.

He was also ordered to repay the Industrial Council of the building trade R2 566 before May 31.

Henry Reginald Grace, no age or address given, pleaded guilty to underpaying wages of labourers, artisans and painters, as well as the non-issue of stamps to artisans and labourers.

Grace's appeal against the sentence was originally upheld and referred to the Magistrate's Court for further investigation.

Workers complained

Evidence was that in 1977 the Industrial Council received complaints from 50 labourers employed by Grace about underpayment of wages.

Mr S Shrock prosecuted. Mr D Smit appeared for Grace.

Further evidence was that Grace had also neglected to pay his artisans the stipulated minimum wage.

At a previous hearing, Grace told the court he was prepared to surrender his building registration certificate.

Passing judgment, the magistrate, Mr R H Peckham, said Grace had not impressed the court.

"You also showed a callous disregard for your employees — who testified.

Mr Peckham ordered that Grace repay to the Industrial Council of the building trade an amount of R2 566 on or before May 31. R2 380 of the amount is payable to the employees and R186 to the Industrial Council.

Mr Peckham ante-dated the sentence to September 29, 1978 — when Grace was originally sentenced.

JEWELLERS AND GOLDSMITHS UNION

Year	Membership				
	African	Asian and Coloured	White	Total	
1970					
1971					
1972					
1973		98	320	418	*
1974		28	294	322	*
1975		26	305	331	*
1976		21	201	222	*
1977		30	347	377	*
1978				..	
1979				445	$
1980				460	

Fosatu Annual Report 1980/81

Address: 201/4 City Centre
Corporation Street
Cape Town
80

Telephone: (021) 433658

Officials:

Area of Oper

Founded: 1

Registration

1974 affiliat

other unions

977/78 and with

What artisans' take-home pay will now be

Post Reporter

A NEW wage and lay-off agreement will mean that artisans in the tyre and rubber industry will take home a minimum of R195,75 for a 45-hour week.

Last week the Evening Post reported that artisans at Firestone, General Tire and Goodyear would receive a minimum weekly wage of R171,50 in terms of a new Industrial Council Agreement. This was incorrect.

According to a spokesman for the industry, workers will take home a minimum of R62,10 a week, and not R141 as was reported.

The agreement increases the minimum wage of artisans after nine months by 35c from R4,35 to R4,70 an hour. The minimum wage for some of the other eight categories of worker is increased from 40c to 50c an hour, from 90c to 138c and from 145c to 195c an hour — increases of 53,3% and 34% respectively.

Based on information supplied by the SA Iron Steel and Allied Industries Union, the report stated the largest increase would go to workers in the artisan category, who would receive up to 54c more an hour. This applies to only one of the three companies — as does an increase of between 8c and 52c more an hour for the other worker categories.

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pho Mvemvaki, died after falling into a bath of acid.

Several of those who were injured say their accidents were never recorded and, as a result, they have not been paid workmen's compensation. Two workers claim to have suffered broken toes, partly as a result of not being supplied with safety boots.

Most of the injuries involve broken limbs, burns or damage to the eyes from grit. The workers the Department of Health."

He conceded that conditions at the old factory across the road, where half the workers still worked, were not up to the same standards — for instance, having no fume extractor above the acid baths.

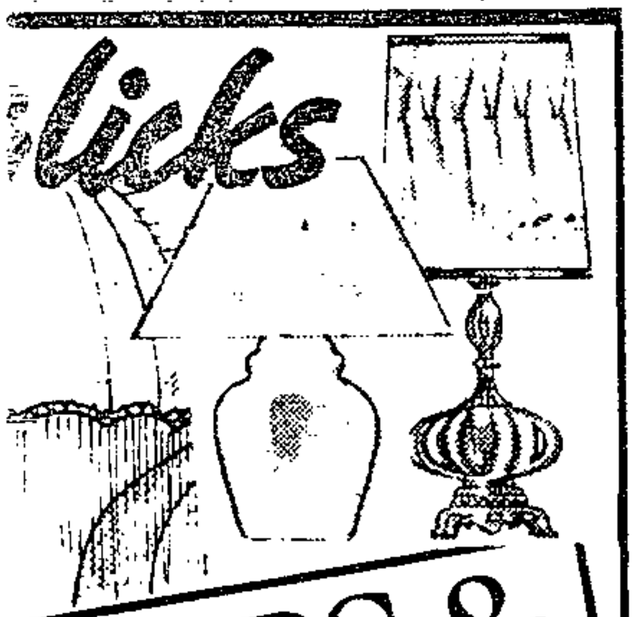
Unfortunate

The spokesman said, "Apart from the very unfortunate incident in which a worker was killed, and which was fully investigated by the factory inspector, there have been no reported broken limbs in the last three years. As for the lung complaints there are only four cases of TB, with no evidence linking this to their employment and one worker having joined the factory with the disease."

He said it was "absolute rubbish" that managers wore masks while visiting the factory or that accidents were not recorded in the injury book. He said all workers were issued with protective clothing.

"What is most confusing is why they want their jobs back if they are forced to work in this environment."

A spokesman for the National Occupational Safety Association (Nosa) said he was aware of conditions at Parow Galvanising but in terms of the Workmen's Compensation Act said he was not allowed to divulge details.



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• Parow • Claremont Add Tax

No settlement expected in metals dispute

Cape Times 11/5/82.

Own Correspondent

JOHANNESBURG. — Employer and registered union delegates in the giant metal industries meet today in a fresh attempt to resolve the deadlock in talks on wages covering nearly half-a-million workers — but industry men do not expect a settlement.

The unions have declared a dispute with employers, which means they can hold a legal strike ballot if the deadlock is not broken by the end of June.

The deadlock — which has delayed a wage agreement in the industries — has also led to strikes by black metal workers on the East Rand.

Some sources believe employers, represented by the Steel and Engineering Industries Federation, may increase their last offer at today's meeting.

But industry sources said yesterday it was likely the parties would be deadlocked again. Registered unions met yesterday and decided they were not prepared to accept the present offer.

At the last negotiating meeting, employers offered a 14-22 percent increase on minimum wages together with a 25c-an-hour guaranteed increase for all workers.

Unions rejected this, arguing that the rise in minimum pay would not raise the pay of skilled workers, who earn far above minimum rates. They added that the guaranteed increase would raise skilled pay by only between 3 and 6 percent.

They also said the increase, which would raise minimum pay for unskilled black workers to R1.38 an hour, would not quell growing wage unrest among blacks.

The unions have demanded a 20 percent increase for artisans and a minimum rate for unskilled workers of R1,75 an hour.

Employer sources on the East Rand have suggested over the past week that Seifsa may be willing to increase its offer in order to achieve a settlement.

There is support for this among some East Rand firms whose workers have struck, saying they cannot wait for the council negotiations to end.

But sources yesterday said it was likely Seifsa would refuse to increase its offer.

"I am getting conflicting reports. Heavy-engineering firms seem prepared to give more, but light-engineering employers seem determined to stand fast," a unionist said.

"But my latest information is that there may be no change in the Seifsa offer at the meeting."

An employer source said categorically that Seifsa had decided to remain firm on its previous offer. He added that employers believed it would be easier to reach agreement on black unskilled wages than on artisan pay. "It is the white unions who seem to be the stumbling-block," he claimed.

Funeral for Villeneuve

BERTHIERVILLE, Canada. — Funeral services for the 32-year-old racing driver Gilles Villeneuve will be held here tomorrow.

Villeneuve died on Saturday after his Ferrari crashed during a qualifying run for the Belgian Grand Prix. — Sapa-AP



Hotel gun incident: City man, 41, fined

Staff Reporter

A BLOUBERGSTRAND man who hit a security guard in the mouth with the butt of a gun after being asked to leave the premises of the Heerengracht Hotel on April 17, and who pointed a loaded revolver at a policeman, was convicted in the Magistrate's Court yesterday.

Jean Louis Pelissier, 41, of Blouberg Heights, was fined R50 (or 25 days) on a charge of common assault, and R400 (or 6 months of which R200 (or

drawn a gun from his bag and hit him in the mouth with the butt after being requested to leave the premises of the hotel.

Constable P M du Toit testified that he had arrived at a mobile police caravan on the Grand Parade and had asked Pelissier to hand him the bag with the gun.

Pelissier then drew the gun and pointed it at Constable Du Toit's head. Constable Du Toit said he managed to remove the revolver from Pelissier

LABOUR

Pact on pay pacifies metal industry

By Tony Davis, Labour Reporter

A settlement was reached yesterday in the metal industry wage talks, bringing to an end the month-long dispute between employers and unions in the industry.

At the industrial council for the industry both parties agreed to increases ranging from 16 percent for skilled workers to 26.5 percent for unskilled workers, effective from July 1.

For unskilled workers this means an hourly increase of 30c, from R1.13 an hour to R1,43 and for skilled workers 40c an hour from R3.62 to R4,02.

But the Cusa-affiliated Steel, Engineering and Allied Workers' Union, which is a member of the council, disputed the agreement and refused to be a signatory to the terms.

The union, which represents largely unskilled workers, is understood to have wanted an increase of 50c an hour for unskilled workers.

The East London Engineers and Foundry Employers Association also dissociated itself from the settlement, so unions will have to negotiate another settlement in East London.

The increase for unskilled workers is the largest to be granted, according to industry sources, and is seen to be narrowing the wage gap between skilled and unskilled workers.

The dispute arose last month after unions rejected employers' offer of a basic 25c an hour increase for all workers and increases in minimum rates ranging from 14 to 22 percent.

For unskilled workers this would mean an hourly wage of R1,38 but unions had demanded at least R1,63 an hour.

Yesterday's talks were an attempt to settle the dispute and were arranged last week after both parties agreed they were willing to re-negotiate.

Because of the delays in arriving at a settlement there have been a number of metal industry wage disputes, largely on the East Rand.

Last week officials of the Fosatu-affiliated Metal and Allied Workers' Union stated that employers' willingness to return to the negotiating table was a result of pressure from organised workers.

Employers who were involved in wage disputes are likely to grant some increases immediately to calm the situation.

Some employers did grant interim increases while others refused, saying they were bound by industrial council rulings.

Power strikes loom

The Star Bureau

LONDON — Industrial action by 90 000 electrical power workers in Britain, to start in a fortnight, will be aimed at increasing the industry's costs without affecting supplies.

The action in support of a pay claim, will begin with an overtime ban.

From June 14 it will be followed by rolling stoppages at the more efficient power stations to force the central electricity Generating Board to meet demand from older, more expensive stations.

Nuclear power stations will not be included in the initial strike rota.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

(1)	Internal (2)	External (3)
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ndidates or with any person except the invi-
ator.

o part of an answer book is to be torn out.

ll answer books must be handed to the com-
issioner or to an invigilator before leaving the
examination.

3. Names must be printed on [redacted] (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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LABOUR

Metal unions push for separate talks

By STEVEN FRIEDMAN
Labour Correspondent

THIS year's Industrial Council pay negotiations in the metal industries — which ended yesterday — will be the last in their present form if metal unions have their way.

Unions on the council, as well as those who have not joined it, have made proposals for far-reaching decentralisation of the negotiations, which affect pay and work conditions for nearly half a million workers of all races.

And established union sources say this year's negotiations have made them determined that "this will be the last time we negotiate in this way — the council will have to be split into smaller units to stay manageable".

At present, metal unions negotiate on pay with the Steel and Engineering Industries Federation, which represents dozens of metal employer associations.

Unions on the council have proposed to Seifsa that the council be split into various "sectoral" councils. This would mean negotiations in the industries in which Seifsa members are active would be held separately.

This is a repitition of suggestions made by these unions in the 70s. But unionists insist that this split-up is now "imperative".

During the bargaining which has just ended, they say, a settlement was held up because some sectors of the industry could afford to meet union demands while others could not.

At the same time, unions who have not joined the council have been holding talks with Seifsa. These unions favour plant-level negotiations, but have made various other suggestions for decentralising bargaining.

Seifsa's director, Mr Sam van Coller, yesterday confirmed that unions had made proposals for decentralising bargaining Seifsa had also, he said, completed its first round of talks with most unions not on the council

Meanwhile, it was learned yesterday that some employers in the industries are concerned because wage increases granted before Monday may not be offset against the guaranteed minimum increase of 30c an hour negotiated yesterday.

Metal industry sources said employers who had granted increases before Monday and wanted to deduct these from the agreed rise would have to apply for an exemption. But their workers would have to have agreed to offsetting when the rise was granted, they said.

Some employers are expected to grant increases now and offset these against the agreed rise, which comes into effect on July 1.

Metal pay deal averts strike crisis

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 500 000 metalworkers of all races will receive pay increases of at least 30c an hour from July, in terms of an agreement reached yesterday that has averted the threat of a legal strike in the industry.

Under the industrial council agreement reached between employers and unions, skilled workers will receive at least 40c an hour more.

But the only emerging black union on the council, the Steel, Engineering and Allied Workers' Union, refused to accept the agreement and will now ask members whether they want the union to quit the council.

Established unions with black members accepted the agreement.

In April, unions on the council declared a dispute, which meant they could hold a legal strike ballot if talks were still deadlocked on June 30.

The delay in an accord also led to strikes by black workers on the East Rand.

Yesterday's agreement came after employers, represented by the Steel and Engineering Industries Federation (Seifsa), increased their offer to the unions.

Seifsa originally offered a 25c guaranteed minimum rise for all workers and increases in minimum pay of between 14 and 21%.

In a statement yesterday the indusrial council said the agreement, effective from July 1, contained guaranteed increases of between 30c an hour (for the lowest pay categories) and 40c (for skilled workers).

Minimum pay rates have been raised by between 16% for the top category of skilled workers and by 26,5% for the lowest-paid unskilled workers.

The minimum rate in the industry will become R1,43 an hour.

Holiday and living-out allowances would be increased by similar percentages, the statement said.

The new agreement does not apply to East London. The East London Engineers and Foundry Employers Association did not accept it, arguing there were special economic conditions in the area that made it difficult for employers to pay these rates.

The unions will now hold talks with employers in the area in an attempt to reach agreement on pay rates.

The industrial council statement said the agreement meant the dispute "has been resolved using the council's machinery".

Mrs Jane Hlongwane, general secretary of SEAWU, said her union found the agreed increases "unacceptable" and had said it could not be a party to them.

"We will now consult our members and ask them whether they want us to stay on the council or not," she said.

It is understood that SEAWU, which made separate demands calling for artisan increases to be held to 3% with large rises for the lowest-paid, argued that the agreement did not close the wage gap.

But an employer source said the gap between the percentage granted to lower-paid workers and that for the highest-paid was "the biggest for some time".

This, he said, was a "tribute" to established unions and employers in the industry, and evidence of its willingness to close the wage gap.

He said this increase, taken together with last year's, was "massive".

Mr Ben Nicholson of the Confederation of Metal and Building Unions said the agreement was "the best we could have got in the present economic circumstances".

The unions would now explain to members that "if we had held out for any more, we would have been inviting closures of some plants and a loss of jobs for many workers".

Some worker leaders, he said, were upset that metalworkers had not won the minimum of R2 an hour the motor industry paid.

"But this is simply not possible yet and, if housing, food and other subisidies paid by employers are taken into account, pay is already in the region of R2 an hour.

FM 21/5/82

METAL INDUSTRY WAGES

Strikes dampened

This week's industrial council wage settlement for the metal industries could put an end to the spate of strikes that has crippled East Rand firms in past weeks. However, not everyone left the negotiating table completely satisfied.

The IC agreement regulates the binding minimum wages of the metal industries' 500 000 workers of all races, who will now be granted pay increases of at least 30c/hour. Skilled workers will receive at least 40c/hour.

However, the Council of Unions of SA affiliated Steel Engineering and Allied Workers Union (Seawu), the only emergent black union on the council, refused to accept the agreement and will now consider leaving the council.

General secretary Jane Hlongwane says: "We refused to be party to the agreement and are adamant about our proposal of 50c/hour. The agreed increases are completely unacceptable. There is no closing of the wage gap — artisans who are in the top group will get an increase of R104/month whilst those in the lowest group will get R58/month. There is talk of percentage increase, but in real money terms, this is meaningless."

The *FM* understands that Seawu had called for artisan increases to be held at 3%, and large increases to be granted to the lowest paid workers.

Says Seifsa's Sam van Coller: "In previous years increases were finalised by now and many workers had already received their annual increases. The negotiations delay, combined with inflation, has been a major cause of recent strikes."

Sweet Workers Industrial Union (Natal)
Sweet Workers Union
Sugar Industry Employees Union
South African Allied Workers Union (SAAWU
S.A. Boilermakers, Iron & Steelworkers, S
S.A. Electrical Workers Association
Western Province Sweet Workers Union
Witwatersrand Baking & Confectionery Indu
Witwatersrand Brewing Employees Union

Tobacco

African Tobacco Workers Union
National Union of Cigarette & Tobacco Worl
Rustenburg Tabakwerkersvereniging

Textiles, Clothing, Leather and Footwear

African Garment Workers Union (Natal)
African Leather Workers Union (Transvaal)
African Trunk & Box Workers Union
Black Allied Workers Union
Garment Workers Industrial Union (Natal)
Garment Workers Union of South Africa
Garment Workers Union (Western Province)
General Workers Union
General Workers Union of South Africa
National Union of Clothing Workers
National Union of Leather Workers
National Union of Textile Workers
South African Allied Workers Union (SAAWU)
S.A. Canvas & Ropeworkers Union
S.A. Canvas & Ropeworkers Union (Cape)
Tailoring Workers, Dressmaking & Furriers
Tanning, Footwear and Allied Workers Union
Textile Workers Industrial Union
Textile Workers Union (Tr
Transvaal Leather and All
Trunk & Box Workers Indus

Wood & Wood Products, inc

National Union of Furnitu
Paper, Wood and Allied Wo
South African Allied Work

Paper & Paper Products,

Amalgamated Engineering Un
Media Workers Association
Paper, Wood & Allied Worke
S.A. Boilermakers, Iron &
S.A. Electrical Workers A
S.A. Society of Journalis
S.A. Typographical Union
South African Allied Work

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said.
proceed from then the
a more rational basis to
and the labour force. It is
bilises workers' earnings
otic. This agreement sta-
working schedule is cha-
ing industry's whole
ment has never been able
to do.
"The marine engineer-

MINIMUM

Because of the fluctua-
tions in work demands in
the marine engineering
industry, the management
has also agreed to guaran-
tee workers a minimum of
three days pay a week.

This agreement is the
first outside the official
agreement to be reached
with an affiliate of the
Steel and Engineering
Federation of South
Africa (SEIFSA).

Mr David Lewis,
general secretary of the
General Workers' Union,
said the agreement took
account of the needs of
the marine engineering
industry in a way that the
Industrial Council Agree-
ment has never been able
to do.

The minimum wage in
the Industrial Council
Agreement for the steel
and engineering industry
is R1,46 per hour.

The workers, all mem-
bers of the unregistered
General Workers' Union,
and management have
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hour.

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Labour Reporter

basic rate

A NEW wage agreement made between the management and workers of Trident Marine Services outside the official collective bargaining system, guarantees workers a wage almost 22 percent higher than that specified by the Industrial Council Agreement.

The workers, all members of the unregistered General Workers' Union, and management have agreed on a minimum rate of pay of R1,78 per hour.

The minimum wage in the Industrial Council Agreement for the steel and engineering industry is R1,46 per hour.

22pc up on official

Pay deal

METAL AND ALLIED WORKERS UNION

Year	Membership			
	African		White	Total
1970				
1971				
1972				
1973				
1974	3 900			3 900 +
1975	3 900			3 900 *
1976	6 700			6 700 *
1977	7 000			7 000 *
1978				..
1979				..
1980				8 400

Fosatu Annual Report Nov. 1980/81

Address: 1 Central Court
125 Gale Street
Durban
4001

Phone: (031) 69215

Officials: Secretary: D.

Area of Operation: Trans

n Cape

Founded: 1973

Registration: See note

ion, p.11

Recognition:

1) T
2) F
3) A
4) F
5) F
6) F
7) W
8) S
9) McKennon Chairs
10) Alusaf
11) Vosa
12) Craft Engineering
13) Selchain
14) Stone Street & Hansen
15) Barlows

Membership: 1981 = 24 30

Resolutions passed at the two-day SA Federation of Leather Trade Unions conference included one resolving that the Employers' Federation be approached to pay wage increases agreed upon in the Industrial Council before the new rates were published in the Government Gazette. In an attempt to do away with salary discrimination on the basis of sex, the conference resolved that the issue be referred to the national executive for investigation.

When he was 19 or 20, Mr Jordaan attended a general meeting of the union and, to his surprise, was elected an office-bearer. He became the general secretary in 1962 and the director/general secretary in 1978.

In an interview, he said his father established the union in 1925, when trade unionism was equated with "bolshevism" and unionists were victimised, often being sacked.

Life for unionists changed when South African shoe manufacturers began employing British managers who accepted the need for trade unions.

AFTER 26 years in the National Union of Leather Workers, the union's retiring general secretary, Mr Frikkie J J Jordaan, attended his last SA Federation of Leather Trade Unions annual conference in Port Elizabeth today.

Post Reporter

Leather union's farewell to its sec. post

28/5/82

secretary

METAL AND ALLIED WORKERS UNION

Year	Membership				
	African	Asian and Coloured	White	Total	
1970					
1971					
1972					
1973					
1974	3 900			3 900	+
1975	3 900			3 900	x
1976	6 700			6 700	x
1977	7 000			7 000	x
1978				..	
1979				..	
1980				8 400	Fosatu Annual Report Nov. 1980/81

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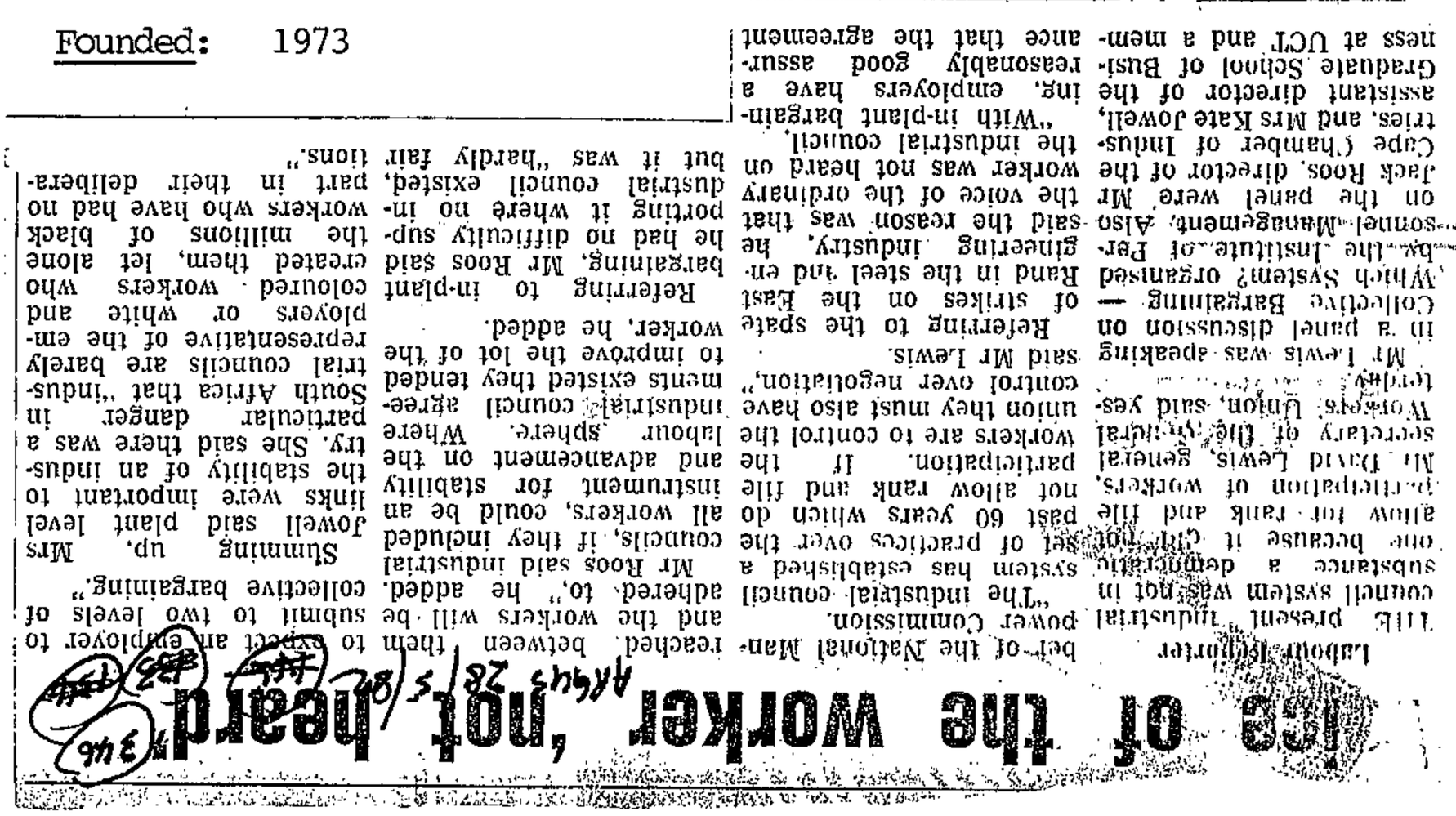
125 Gale Street
Durban
4001

Telephone: (031) 69215

Officials: Secretary: D. Sibabi

Area of Operation: Transvaal, Natal, Eastern Cape

Founded: 1973



ISS of the worker "not heard"

Labour Reporter

ith present industrial council system was not in substance a democratic one because it only made allow for rank and file participation of workers, Mr David Lewis, general secretary of the National Union of Workers, said yesterday.

Mr Lewis was speaking in a panel discussion on Collective Bargaining — Which System? organised by the Institute of Personnel Management. Also on the panel were Mr Jack Roos, director of the Cape Chamber of Industries, and Mrs Kate Jowell, assistant director of the Graduate School of Business at UCT and a member of the National Manpower Commission.

Referring to the spate of strikes on the East Rand in the steel and engineering industry, he said the reason was that the voice of the ordinary worker was not heard on the industrial council.

"With in-plant bargaining, employers have a reasonably good assurance that the agreement reached between them and the workers will be adhered to," he added.

Mr Roos said industrial councils, if they included all workers, could be an instrument for stability and advancement on the labour sphere. Where industrial council agreements existed they tended to improve the lot of the worker, he added.

Referring to in-plant bargaining, Mr Roos said he had no difficulty supporting it where no industrial council existed, but it was "hardly fair to expect an employer to submit to two levels of collective bargaining."

Summing up, Mrs Jowell said plant level links were important to the stability of an industry. She said there was a particular danger in South Africa that "industrial councils are barely representative of the employers or white and coloured workers who created them, let alone the millions of black workers who have had no part in their deliberations."

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers
Orange-Vaal General Workers Union
General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
Farmworkers Union
Food and Canning Workers Union
National Certified Fishing Officers Association
Orange-Vaal General Workers Union
Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.
Amalgamated Union of Building Trade Workers
Amalgamated Society of Woodworkers of S.A.
Black Allied Workers Union
Black Mineworkers Union
Federated Mining Explosives and Chemical Employees Union
Iron Moulders Society of S.A.
Mine Coloured Staff Association of South Africa
Mine Surface Officials Association of South Africa
Mine Workers Union
S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society
S.A. Electrical Workers Association
S.A. Engine Drivers, Firemens and Operators Association
S.A. Technical Officials Association
Underground Officials Association of S.A.

MANUFACTURI

Food & Beve

African Foo
Amalgamated
Bakery Empl
Black Allie
Boland Inma
Brewery Emp
Cadbury In-
East London
Food and Ca
Food, Bevera
General Work
General Work
Natal Baking
Natal Sugar
National Mil
National Uni
National Uni
National Uni
National Uni
National Uni
Operative Ba
Pretoriase Ba

BUSINESS BRIEF

Gold (close) ... $325,25
FT index (close) 584,30
RDM 100 536,70
Dow Jones ... 824,96

Earlier this month, Seifsa reached agreement on a stable council system.

This is the first time a company affiliated to the Steel and Engineering Industries Federation (Seifsa) has successfully concluded wage negotiations with a trade union outside the industrial council system.

By PHILLIP VAN NIEKERK

A WAGE deal bypassing the official bargaining system has been negotiated between a local engineering company, Trident Marine, and a workers' committee backed by the unregistered General Workers' Union.

According to a statement released by the company yesterday, the new minimum pay level for Trident Marine workers is R1,78 an hour and for the first time the workers are guaranteed pay for three days a week.

"In relation to the recently-negotiated Iron and Steel Industrial Council agreement our relatively high rate of R1,78 per hour should be seen as an attempt to compensate the employees for the lack of regular work and therefore regular earning opportunities."

Mr David Lewis, general secretary of the GWU, said the wage deal — including the three-day guarantee — was particularly suited to the needs of the marine engineering industry, which the industrial council agreement did not take into account.

"This means that no matter how little work there is for them, the workers will be assured of taking home a certain minimum wage every week. This benefits both the workers — whose earnings increase — and the employers — who can now rely on a stable workforce."

Agreement came in the face of a wave of strikes over wages by metalworkers on the East Rand and after a dispute had been declared by the registered unions.

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Engineering wage deal first in industry

CAPE TIMES 28/5/82

Industrial body 'obstacle to democracy'

Staff Reporter

THE Industrial Council (IC) was the parliament of industry, Mr Jack Roos, director of the Cape Chamber of Industries, said in a discussion on the IC system hosted by the Institute of Personnel Management last week.

But Mr David Lewis, general secretary of the General Workers' Union, said the IC was a serious obstacle to democracy, whereas in-plant negotiations fostered a leadership of rank-and-file working class people.

In support of the system, Mr Roos said the IC was a well-tried and orderly system which should not be undermined by limited, short-term demands.

"The most undesirable aspect of the IC — the exclusion of blacks — has been eliminated.

Legislation

"Once an IC agreement is made, it carries the full weight of legislation and can be enforced.

"Wage rates on the whole are substantially higher in industries governed by IC agreements than those that are not.

"While ICs do contain certain limitations and adaptions are necessary in a rapidly-changing situation, it is no use throwing the baby out with the bath water.

"A two-tier system in which collective bargaining operates both at the level of the IC and the shopfloor is unfair to the employer, who then has to conduct two sets of negotiations."

Mr Lewis said the IC was "a large bureaucratic machinery operated by a few skilled experts".

"By entering ICs we would be diluting our power. At the shopfloor level employers understand clearly what the consequences would be if no agreement is reached, but in an IC situation, the unions don't carry nearly as much clout.

Not representative

"The ICs are not representative. How can we sign an agreement on behalf of 500 000 workers when we only represent 20 000?

"One of our biggest objections would be sitting at the same side of the table of unions who are considerably more antagonistic towards us than some employers.

"The IC suffers from a lack of credibility among workers and is seen as a tool of the bosses.

"It sets an artificially low rate of pay which is set by the lowest common denominator — the most insubstantial firms.

"We are not opposed to multi-plant bargaining, but we set three conditions: The rank-and-file must express themselves, the companies must be logically grouped together and the unions must be speaking on behalf of their members.

Other

Diamond Cutters Union of South Africa
Jewellers and Goldsmiths Union
Optical Workers Union
S.A. Association of Dental Mechanicians
S.A. Diamond Workers Union

ELECTRICITY, GAS AND WATER

Cape Town Gas Workers Union
Escom (Cape Western Undertaking) Salaried Staff Association
Escom Salaried Staff Association
Escom Workers Association
General Workers Union
Johannesburg Municipal Water W

CONSTRUCTION

Amalgamated Society of Woodwork
Amalgamated Engineering Union
Amalgamated Union of Building
Black Allied
Blankebouwer
Building, Cc
Building Wor
Electrical a
Electrical a
Engineering
Engineering
General Worke
Metal and All
National Unic
Port Elizabet
S.A. Operativ
S.A. Woodwork
Steel, Engine
S.A. Electric

WHOLESALE & F

Wholesale & F

Black Allied
Commercial,
Concession St
Domestic Wor
Kimberley Sh
National Uni
National Uni
Pretoriase V
Transvaal

Catering and

Commercial,
East London

rkers
n

SERVICES

ciation
rs

Workers Union

"It is a way of negotiating which suits both management and workers. For management, it takes account of the particular needs in their industry as well as establishing sound labour relations in their factory."

REALISTIC

For the workers, it establishes a more realistic wage rate than that set by the Industrial Council," said the spokesman.

Consani's Engineering said in a statement that in the past, the company had tried to pay above the Industrial Council minimum levels for labourer categories. "The allowed for greater worker participation in the negotiation process.

TWO major engineering firms have this week made wage agreements with workers' committees backed by unregistered trade unions outside of the official collective bargaining systems.

The management of Consani's Engineering and the General Workers' Union factory committee have agreed to a minimum wage of R1,60 an hour in an in-plant agreement which by-passes the official industrial Council Agreement.

Earlier Trident Marine, a marine engineering firm, agreed to a minimum wage of R1,78 an hour for its workers, who are also members of the General Workers' Union.

This was the first time a firm affiliated to the Steel and Engineering Industries Federation of South Africa (SEIFSA) had signed an agreement with a union outside the Industrial Council.

The minimum wage stipulated by the Industrial Council for workers in the steel and engineering industry is R1,46 an hour.

A spokesman for the General Workers' Union said the in-plant agreement was more rational than the Industrial Coun-

Labour Reporter

TWO major engineering firms have this week made wage agreements with workers' committees backed by unregistered trade unions outside of the official collective bargaining systems which bypass the Industrial Council.

The agreements, at Trident Marine and Consani's Engineering, both in Cape Town, have been signed by the General Workers' Union.

Both companies have also signed agreements with the Industrial Council.

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Engineering firms in wage deals

Labour Reporter

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"It is a way of negotiating which suits both management and workers. For management, it takes account of the particular needs in their industry as well as establishing sound labour relations in their factory," they added.

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THE FIRST

General Workers' Union.

4

Cape Times 2/6/82

GWU signs another contract

A SECOND formal wage agreement to bypass the metal industry's industrial council was signed in Cape Town yesterday — within a week of the first.

Negotiations between Consani's Engineering and a worker's committee belonging to the General Workers' Union (GWU) were concluded yesterday, setting new wage levels and a minimum rate of R1,60 an hour. It is 17c higher than the negotiated industry-wide minimum of R1,43.

Last week the GWU concluded a wage deal with Trident Marine, the first time a Steel and Engineering Industries Federation (Seifsa) company had formally negotiated wage levels outside the industrial council.

Consani's management said: "In the past the company has endeavoured to pay above the industrial council minimum levels for labourer categories, and the recently concluded arrangement has ensured the continuation of this policy.

"Across the board increases remain in line with the metal industries industrial council agreement."

Miss Di Cooper of the GWU said the union was satisfied with the agreement. "We believe that in-plant bargaining is a better manner of reaching agreement because it allows for full worker participation in the negotiating process.

"Workers are now earning more, management are provided with a more satisfied labour force, productivity is better and sound industrial relations are fostered."

Miss Cooper said the minimum hourly wage at Trident Marine (R1,78) was much higher than Consani's, but this was because of the variable rate of work in the marine engineering industry.

Chemical & Chemical Products, Coal, Rubber & Plastic Products

Black Allied Workers Union
Cape Explosives Industrial Workers Union
Chemical and Allied Workers Union
Chemical Workers Industrial Union
Chemical Workers Union
Durban Rubber Industrial Union
Engineering and Allied Workers Union
Engineering Industrial Workers Union of S.A.
Federated Mining, Explosives and Chemical Employees Union
Industrial Salaried Staff Association
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial & Allied Workers
National Union of Motor Assembly & Rubber Workers of South Africa
S.A. Chemical Workers Union
South African Allied Workers Union (SAAWU)
Steel, Engineering and Allied Workers Union
Umbogintwini Industrial Workers Union
Weskaapse Plofstof & Chemiese Operateursvakbond

Non-Metallic Mineral Products

Building, Construction and Allied Workers Union
Glass & Allied Workers Union
Glass Workers Union
National Cement Employees Union
National Union of Brick and Allied Workers
Transport & General Workers Union

Base Metal Industries and Manufacture of Fabricated Metal Products Machinery and Equipment

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers
Black Allied Workers Union
Electr[illegible] Trade Union of S.A.
Electr
Engine
Engine
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Genera
Iron M
Metal
Motor
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Nation
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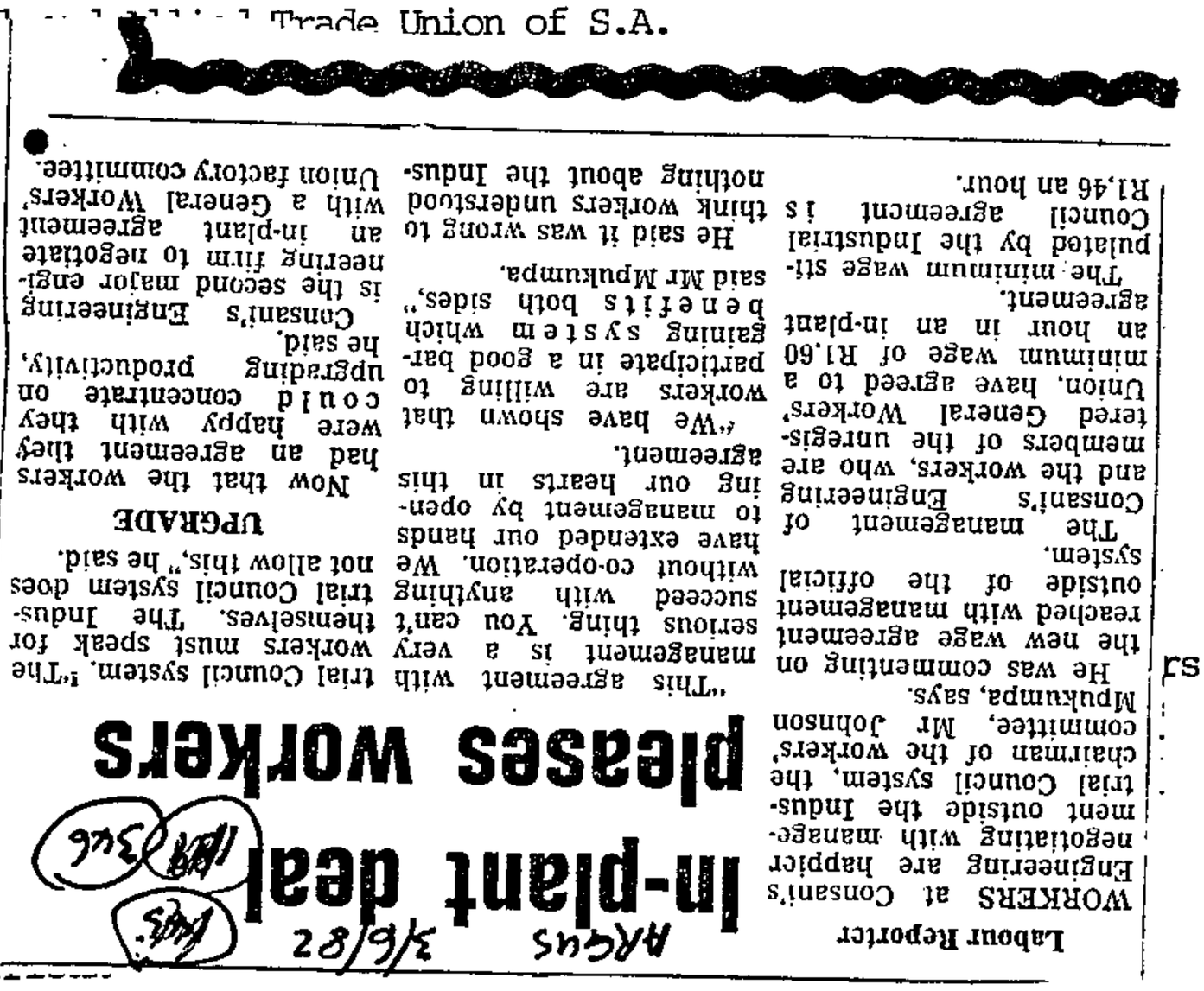
Radio
S.A. E
S.A. E
S.A. I
S.A. T
South
Steel
Trans
Unite[illegible]



In-plant deal pleases workers

Labour Reporter

WORKERS at Consani's Engineering are happier negotiating with management outside the industrial Council system, the chairman of the workers' committee, Mr Johnson Mpukumpa, says.

He was commenting on the new wage agreement reached with management outside of the official system.

The management of Consani's Engineering and the workers, who are members of the unregistered General Workers' Union, have agreed to a minimum wage of R1.60 an hour in an in-plant agreement.

The minimum wage stipulated by the Industrial Council agreement is R1.46 an hour.

He said it was wrong to think workers understood nothing about the Industrial Council system. "The agreement is a very serious thing. You can't succeed with anything without co-operation. We have extended our hands to management by opening our hearts in this agreement.

"We have shown that workers are willing to participate in a good bargaining system which benefits both sides," said Mr Mpukumpa.

Consani's Engineering is the second major engineering firm to negotiate an in-plant agreement with a General Workers' Union factory committee.

Now that the workers had an agreement they were happy with they could concentrate on upgrading productivity, he said.

UPGRADE

"This agreement with management is a very serious thing. You can't succeed with anything without co-operation. We have extended our hands to management by opening our hearts in this agreement.

"We have shown that workers are willing to participate in a good bargaining system which benefits both sides," said Mr Mpukumpa.

He said it was wrong to think workers understood nothing about the Industrial Council system. "The agreement

In their report the di-ectors say that in spite of he downswing in the do-estic economy during he financial year, the in-istrial interests of the roup as a whole sus-ained and even improved n the previous year's erformance. These are ndustries which are very ensitive to the economic ycle.

Transvaal Sugar Cor-oration, the sugar pro-ucer and miller, con-ributed a major portion f the group's income rom it industrial enter-rises. Last year its in-ome was approximately n the same level as in he previous year.

On the other hand, the usiness sector in which he Bonuskor group of ompanies operate de-lined during the year but he board is satisfied with onuskor's performance.

The Anglo result was the only highlight of the shortened week, and was well-received in a market which was not sure what to expect.

However, the 10,9% dividend yield the share is sitting on remains insufficient to attract any material overseas orders.

Yesterday, Anglo added 15c to the 15c it firmed on Thursday to close at 1 040c. It was one of three rises on the mining houses board. Gold Fields rose 50c to 5 300c and Gencor, 30c to 1 540c.

Of the producers, the Free State mines fared poorly.

President Steyn lost 200c to 2 475c, President Brand 100c to 2 700c, and St Helena 50c to 2 950c. Freguls (2 375c), Harmony 1 150c), Welkom (765c) and Western Holds 3 550c) all eased 25c.

The diamond stocks did a little better, with De Beers firming a marginal 2c to 470c, Anamint 100c to 5 350c, and Theron 5c to 80c.

On the industrial board, Barlow Rand continued to recover some of the ground lost following its disappointing profit announcement. Yesterday it added 9c to 729c — just 6c down on a week ago.

Others to firm included Fed Volks, 25c to 365c, and Blue Circle, 5c up at 310c.

The rises were, however, heavily outnumbered by falls. Among them, C G Smith eased 25c to 1 300c, Darling & Hodgson 5c to 585c, Picfin 25c to 450c, W & A 10c to 550c, and Waverly 5c to 140c.

The food sector, which attracted a lot of interest throughout the week, was quieter with two rises and one fall. ICS and I & J rose 5c apiece at 285c and 150c respectively, while Tiger Oats eased 25c to 1 575c.

● Monis and Fattis remained suspended pending further developments — which are expected on Monday.

)unlop offer :ndersubscribed

OHANNESBURG. — unlop South Africa's ights offer of 2,7m 50c hares at 575c a share met 74 percent subscriptions rom shareholders or enouncees, Standard Merchant Bank said.

The balance of the offer ill be taken up by the nderwriters.

The offer was to raise bout R15m for modern-ation and expansion. — euter

;AB appointment

OHANNESBURG. — Mr P Lailvaux has been ap-ointed general manager f South African Brew-ries' recently formed ootwear division which ncorporates all the inter-sts of Shoe Corporation, A Footwear and icheleigh.

Mr Lailvaux was manag-ng director of SA Foot-ear for the past eight ears. — Sapa

London slow, mixed

ONDON — Gold shares nded mixed after the ullion price rallied from vernight lows but busi ess was slow, dealers aid.

An easier bias was evi-ent in the higher-priced roducers, with Vaal eets and Kloof both ending $8½ lower

South African financials were mixed but London-based houses eased RTZ losing 4p to 417p

Platinums were 2p to 4p lower and coppers were easier where changed as the metal price continued weak.

CLOSING MIDDLE PRICES

Mining

..ex Corp	25	Kinross	$848
..ar Syn	29p	Kloof	$21-3/8
..ntnd	16p	Leslie	128c
..alcon	95	Libann	$13-1/8
..b Phnx	48p	Loraine	193
..onrho	69p	Lydenbrg	112p
..TD (M)	16p	Marievale	163c
..chart	6	Messina	200p
..bal	95p	Mid Wits	375p
..ankie	20p	N Cnt Wt	300p
..l	15	New Wits	285c
..n Gld	$53-1/2	P Brand	$21-3/8
..A Cp	8-1/4	P Steyn	$20-3/8
[illegible]	[illegible]	Tinga..	38p

Industrials

Abercom	120p	SA Brews	183p
Rd Nmpck	365p	Sappi Ltd	355p
CNA Inv	290p	Sasol Npv	131
Grtmn A	235p	Std Ch	419p
OK Baz	700	Tvl Cn.	17-1/2
Grtmn O	325p	Tiger Oat	700p
Hullets	315p	Un Stl Cr	45p
Imp Cld	120p	Unisec Gp	130p
Nthn Eng	95-1/2	Unisel	$680
Ntl Cnvs	295p	Utico	105p
Rennies	140p	Ver Ref	250p
CG Sug	650p		
Rex True	255p		

— Sapa-Reuter

Mrs Kate Jowell

Call for new system of collective bargaining

Cape Times 5/6/82

346

THE price of getting political change through the workplace was not one that any reasonable manager or hard-pressed worker or even society at large should have to pay, Mrs Kate Jowell, assistant director of the University of Cape Town's Graduate School of Business, said in Cape Town.

Mrs Jowell was one of the speakers at a symposium organized by the Institute of Personnel Management on "Collective Bargaining — Which system? The Industrial Council? Plant Level? Both systems?".

The other speakers were Mr Jack Roos of the Cape Chamber of Industries and Mr David Lewis, General Workers Union.

"We should be working towards a bargaining system that gives us the best of both worlds — the advantages of industry-wide or national bargaining backed up with the support and responsiveness to immediate in-house issues that plant level links are able to provide," Mrs Jowell told delegates.

This, in turn, depended on three things, one of which was the need to progress further along the road to closing the wage gap, to reducing the skill and opportunity gap, to equalizing education and housing, and to freeing blacks to compete on an equal footing in the workplace without the shackles of influx control.

Trade unions

"The new trade unions themselves and some enlightened managers are moving us fast along the road to closing the wage and opportunity gaps

"However no-one needs me to tell them how to deal with these vital issues in our environment and something more fundamental and far reaching: A change in our whole political and social structure."

Mrs Jowell said some people thought the change was going to be forced through the workplace

"To wit, One Mr Frank le Roux of the Conservative Party of Brakpan who said in Parliament recently that 'when the National Party's ship sank the Minister of Manpower would be rememebred as the person who shot the biggest hole in it from the inside' He, more than any other member of the cabinet had said good bye through his labour reforms to the policy of separate development."

He might be right, she added, but the price we would have to pay for political change through that route is, I think, too high."

Conditions

Two other conditions for securing a bargaining system that gave the best of both the Industrial Council system and plant level bargaining were: The need to transform the Industrial Council system — to decentralize it, debureaucratize it and to encourage shop floor links, and the need to change those attitudes and practices of management which still saw shop floor demands as a challenge to their autonomy and "strength" rather than a perfectly legitimate exercise of individual rights.

"What we need to do is to single out the best of both systems and work towards a new system for South Africa that incorporates those qualities."

Perhaps, most significantly, Mrs Jowell said, the Industrial Council offered mediation on any problems in the industry through a medium that was acceptable and credible to the warring parties because they had created it.

However, under any circumstances plant level links were critically important to the stability of an industry.

"In South Africa it is even more vital both because of the short-term problems of lack of representativeness of industrial councils and also because national level bargaining could not easily deal with the problems of the unskilled and semi-skilled worker."

Without plant level bargaining managers were also unable to press for productivity improvements to match the wage increases imposed on them by industrial council agreements — the recent 25 percent metal industry wage increase agreement being a case in point.

Financial rand

JOHANNESBURG. — Standard Bank's financial rand quotation, followed by percentage discount in brackets: 79½ — 80 (13,69 — 13,33). — Sapa

RDM indices

Coal 1 294,8.
Diamonds 849,3.
Gold 390,9.
Metals 181,0.
Mining houses 441,8.
Industrial 527,4.

Unless otherwise stated, all financial news in this issue was compiled by Paul Dold and sub-edited by E V Honeyman

RMP's chairman, Mr Dammy Watt, said yesterday RM3's working costs were "less than six rand a ton", and with an expected recovery of 70% and costs of R5 a ton the scheme needs a gold price of R222 an ounce to break even.

The plant will concentrate firstly on the higher grade "A" dump, a landmark on Johannesburg's south-western skyline, and at a treatment rate of 4 500 000 tons a year the huge dump will be flattened in four to five years.

The removal of the dump will leave a considerable area of land available for development, and a Johannesburg City Council official said the area would probably be zoned as commercial property, with "good ratable potential".

The "A" dump contains an estimated 12 tons of gold, while the slimes dam is believed to contain another ton.

Mr Brown said there was an element of gold lock-up in the plant, and this would probably settle at about 90 kg, worth about R1 000 000 at the current gold price.

Gold price

A spokesman for RM3 said the "C" dump was now being used, which had values of less than 0,5 g/t, but sand from the higher grade "A" dump would be brought into the plant from the end of this month.

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Australia and N.. drop all trade ..

CANBERRA. — Australia and New .. released draft proposals aimed at .. trade barriers between them by 1995 .. mon market of their 18m people.

The drafts, called proposals for a Cl.. lationship (CER), were issued to allow .. and consultation before they are ..

Australian deputy prime minister, .. said final decisions and endorsement were expected in August to enable .. come into force early next year.

Under the proposals, tariffs will be .. five years, export incentives abolished .. Zealand's import licensing scheme .. Sapa-Reuter

Unit trusts

JOHANNESBURG. — Yesterday's quotations for Mutual Funds are.

	Buyers	Sellers	Yield
Old Mutual	332,27	311,06	8,32
Ngf	196,85	186,58	8,23
Sage	382,55	314,51	8,48
UAL	332,41	314,51	8,48
Sats	152,69	144,57	8,25
Sanlamtr	312,52	296,16	9,09
Trust	93,28	88,39	8,68
Santam	155,56	137,40	10,86
Intergrow	91,70	87,17	11,02
Guardbank	324,32	307,14	7,70
Standard	208,37	198,80	8,42
Std Income	83,96	82,09	13,88

— Sapa

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Copper: 36 350; .. months 766, 743,00. Cats, cash 734,00 759,00 60,00;
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Tin: High 6 520 30; .. ttlement 6 ..
Lead: .. 81,00; three ttlement 281,..
Zinc: Irr.. 91,00; three ttlement 391 ..
Silver: .. 31,0; three ..

Exchange rates

Barclays

Pay boost for metal workers

C. Herald 5/6/82

HUNDREDS of Cape Town metal workers are to receive pay increases of up to 60c an hour after the unregistered General Workers' Union signed two wage agreements outside the Industrial Council system with two engineering firms in one week.

The management of Consani's Engineering and a GWU workers' committee on Tuesday signed an agreement setting new wage levels and a minimum rate of R1,60 an hour. The new Industrial Council minimum is R1,43, up from R1,13 last year.

The agreement follows five days after the GWU achieved an agreement with Trident Marine Services, the first ever agreement outside the Industrial Council to be reached with an affiliate of the Steel and Engineering Federation of South Africa (Seifsa).

The workers at Trident Marine have had their minimum pay increased to R1,78 an hour.

Management has also guaranteed workers a minimum three days pay a week. This is seen as an important victory for the workers. Because of the fluctuating work demand, they have in the past spent many weeks without work, and also without money.

A member of the workers' committee said: "We hope that all the other workers in the other companies will take a keen interest in what we have achieved so far."

PROBLEM

A union official said the wage at Consani was lower because, as a structural engineering firm they did not have the problem of fluctuating work demands. Workers work a five-day week.

The Consani agreement affects about 400 workers and the Trident Marine agreement affects about 100 workers.

A GWU spokesman said: "We try to negotiate at plant level because, in this way, workers are allowed to participate fully in all decisions taken.

"Higher wages lead to a more satisfied labour force, better productivity and sound industrial relationships."

Fight for better pay deal

E. Post ~~[illegible]~~ ~~[illegible]~~ 28/6/82 346

Post Reporter

THE Industrial Council for the Automobile Manufacturing Industry in the Eastern Cape met today to begin negotiations which could have a ripple effect on wage structures in the Eastern Cape.

The Industrial Council involves the three "motor giants", Volkswagen, General Motors and Ford, on one hand and the SA Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers Union (Naawu) on the other.

Last year's agreement expires on July 31. Employers are expected to take a hard line on Naawu's proposed increases

In April the union, which represents about 11 000 workers at the three motor firms, proposed that minimum wages be increased by up to 75% as a starting point for negotiations.

This would bring the minimum wage for unskilled workers from R2 an hour to R3,50, for semi-skilled workers to R4 and for skilled workers to R4,50.

Other proposals are:

- To reduce working hours from 44 to 40 hours a week.
- To appoint trainees on full wages and voluntary overtime.
- To improve pension, life insurance and supplementary unemployment benefit schemes.
- To increase annual leave from three to four weeks and grant an extra day's leave for each completed year of service.
- To increase shift premiums for working uncomfortable hours.
- To pay overtime for the first 10 hours from Monday to Saturday at 1½ times the hourly rate and thereafter at double rate.
- To add Family Day and Goodwill Day to the six public holidays now granted to workers.
- To pay workers for four hours after a breakdown, instead of two, provided that they do not earn more than a full day's wage.
- To increase and improve attendance allowances.
- To grant severance pay on the basis of one month's pay for each completed year of service.

Spokesmen for the motor companies have refused to comment on the demands until an agreement is concluded.

Demands by car workers turned down

By SANDRA SMITH

MORE than 1 500 General Motors workers decided last night to await the outcome of the next sitting of the Industrial Council for the Automobile Manufacturing Industry in the Eastern Cape before considering further action.

The workers, all members of the National Automobile and Allied Workers' Union (Naawu), were attending a report-back meeting in Gelvandale on a sitting of the Industrial Council last month.

Naawu's regional secretary, Mr Les Kettledas, said the employers on the council — Ford, Volkswagen and General Motors — would not agree to most of the workers' demands.

● A demand for a minimum hourly wage of R3,50 was met by an offer from the employers of R2,15 for grade 1 workers.

● The employers would not accede to a shortening of the working week from 44 to 40 hours.

● Would not appoint trainees on full wages.

● Declined to make overtime work voluntary, saying workers would be compelled to work the first 10 hours overtime.

● Were not prepared to increase their contribution to supplementary unemployment benefit schemes, but would meet worker contributions on a 50-50 basis. They also declined to take over funding of the schemes.

● Would not agree to a demand to increase annual leave from three to four weeks, and increase public holidays to include Family Day and Goodwill Day.

● They also refused to increase attendance allowances.

● Declined to grant severance pay on the basis of one month's pay for each completed year of service, suggesting instead that workers with 15 to 20 years' service be given 25 days' pay. Those with more than 25 years' service would receive 35 days' pay.

After heated debate the workers decided to wait until report-back meetings had been held by Ford and Volkswagen workers, and the results of the next Industrial Council sitting on July 14 were known before considering further action.

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Ford workers follow GM line on action

E.Post 8/7/82.

Post Reporter

NEARLY 2 000 Ford Motor Company workers decided last night to follow the example of General Motors workers and await the outcome of the next sitting of the Industrial Council of the Automobile Manufacturing Industry in the Eastern Cape before considering further action.

The Ford workers, members of the National Automobile and Allied Workers' Union (Naawu), were attending a report-back meeting in Gelvandale on a sitting of the Industrial Council last month.

More than 1 500 GM workers decided at a meeting on Tuesday to wait until report back meetings had been held by Ford and Volkswagen workers, and for results of the next council sitting next week, before considering further action.

Speakers at last night's meeting criticised the three employers — Ford, GM and VW — for meeting a minimum hourly pay demand of R3,50 with an offer of R2,15.

Dissatisfaction was also expressed over the employers' refusal to grant severance pay on the basis of one month's wages for each completed year of service.

This condition is seen by workers as essential in view of widely predicted retrenchments in the industry.

The employers have suggested instead that workers with 15 to 20 years' service be given 25 days' pay; those with between 20 and 25 years' experience, 30 days' pay; and those with more than 25 years' service, 35 days' wages.

Volkswagen workers will attend a similar report-back meeting in Kwanobuhle tonight.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

(1)	Internal (2)	External (3)
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NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

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3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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W CAPE JOBS IN PERIL

ARGUS 9/7/82 (109) (335) (346)

METAL and engineering workers in the Western Cape are likely to feel the brunt of the recession soon.

Labour Reporter

Thirteen employees — about 10 percent of the workforce — at Trident Marine Engineering have already been retrenched, and an unspecified number at Dorman Long Swan Hunter will be the next to go.

The industrial relations manager of Trident Marine, Mr G Cormack, said operations in the dry-dock had been particularly badly affected by the recession. Employees "at all levels" were recently retrenched.

NEGOTIATED

"However, the whole retrenchment exercise was made easier for all parties due to management having previously negotiated a procedure with the workforce, who had the help and backing of their union.

"The process was accomplished without disagreement, and the critical needs of both management and the workforce were met," he said.

A spokesman for Dorman Long Swan Hunter said he expected some retrenchments, but would not indicate how many.

Several employers in the metal and engineering industry agreed that retrenchments were likely, but many said they had enough work to tide them over at least until the end of the year.

A spokesman for a steel firm said: "We are busy now, but we wouldn't like to commit ourselves. We're in the same boat as everyone else."

EIGHT MONTHS

A spokesman for a major engineering firm said he expected retrenchments in about eight months. "It is easier to retrench than to put workers on short-time."

He said most companies whose workforce was represented by a trade union were negotiating retrenchment procedures.

Workers covered by the Industrial Council for the iron, steel and engineering industry are entitled to only a day's notice if employers tell the IC of their intention to retrench two weeks in advance.

However, unions who are not party to the IC agreement are determined to push for greater job security.

The Metal and Allied Workers' Union in the Transvaal and the General Workers' Union are negotiating to prevent retrenchments wherever possible and, where they are inevitable, to ameliorate the effects.

Short-time, rather than retrenchment, is a demand of both unions.

Mr Jack Roos, director of the Cape Chamber of Industries and Western Cape chairman of the Steel and Engineering Industries' Federation of SA, said retrenchments were most likely in semi- and unskilled categories.

EFFECTS

"For years, people have been crying wolf, and now the wolf is at the door.

"We must expect a tightening up of the situation, but I can't say now what the extent of retrenchment is likely to be."

The civil engineering industry is already feeling the effects of the recession.

Mr J Hollingshead, Cape secretary of the SA Federation of Civil Engineering, said some bigger firms were doing "practically no work."

"It is not a cheerful picture.

"There will undoubtedly be retrenchments because of a falling-off in the amount of work.

"We use mainly contract labour, and thus the unemployment problem will be felt more severely in the homelands than in the Western Cape," he said.

Motor men in firm stand on pay

Post Reporter

NEARLY 10 000 workers in the three motor manufacturing plants in the Port Elizabeth/Uitenhage complex have delivered an ultimatum to the employers in a series of meetings this week to meet their demand for R3,50 an hour "or suffer the consequences".

The last in a series of five report-back meetings on the progress of the Industrial Council of the Automobile Manufacturing Industry in the Eastern Cape was held in Kwanobuhle in Uitenhage last night.

Nearly 5 000 Volkswagen workers — all members of the National Automobile and Allied Workers' Union (Naawu), a Fosatu affiliate — attended the meetings yesterday.

General Motors and Ford workers held meetings in Gelvandale on Tuesday and Wednesday.

Workers at all five meetings rejected the employers' offer of R2,15 an hour and their refusal to grant severance pay on the basis of one month's wages for each completed year of service.

The employers have suggested that workers with 15 to 20 years' service be given 25 days' pay, those with between 20 and 25 years' experience 30 days' pay and those with more than 25 years' service 35 days' wages.

The demand for R3,50 an hour — taking over from Fosatu's previous R2 an hour "living wage" — is being made nationally throughout the motor manufacturing industry.

While feelings ran high at all of the meetings, it was decided to wait for the outcome of the next sitting of the Industrial Council next week before taking further action.

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10/7 ARGUS (B&W) 10/7/82 (XBW) (346)

R8-m in pay rises for clothing workers

PAY rises averaging seven percent and costing about R8-million a year were given this weekend to 63 000 workers in the Cape clothing industry.

Factories are busier than ever in spite of a downturn elsewhere in the country.

Employment grew to a record 63 095 at the end of June, up 4 900 or eight percent since December and 6 400 or 11 percent on a year ago.

Thirty-seven new factories have opened in the past 12 months, bringing the Cape's total to 403, and manufacturers are still short of qualified staff, some reporting pirating by their competitors in a rush to cope with orders.

This scramble for labour has also boosted wage packets and pushed costs well above normal.

Negotiations are to start soon for a new wage agreement starting in December which also gives a new hike to wages and production costs. The current Industrial Council agreement comes to an end in December.

These negotitations are expected to include demands for equal pay for men and women doing the same job. Women form about 95 percent of the factory floor work force and many could expect an extra pay increase if manufacturers concede to these demands.

Mr Simon Jocum, former chairman of the Cape Clothing Manufacturers Association, said: "Every-

Continued on Page 3

Pay rises

w/t ARGUS 10/7/82 (B&W) 346

From Page 1.

body is working flat out to get summer goods out and the rush could last until the end of the year. If they are late the orders could be cancelled.

"The real crunch could come next year, when winter garment production ends in March."

Elsewhere in the country there is a definite tailing off in work, particularly in the knitting industry, says Mr Hugh York-Mitchell, president of the National Clothing Federation.

"There is a definite slowdown in demand from retailers and any manufacturer who delivers late runs the risk of having his goods returned.

"The industry has been running at 95 percent full employment, which means a shortage in some trades, so it could be some time before there is any actual decrease in employment."

Modified pay demands by car union

ARGUS 6/7/82

(62) (63) 1420A 153 192 346

Argus Bureau

PORT ELIZABETH. — The National Automobile and Allied Workers' Union (NAAWU) presented modified pay demands at this week's meeting of the Industrial Council for the motor industry in the Eastern Cape.

Union officials indicated that the modified demands were for an initial increase in minimum hourly wages of 25 percent. Originally a 75 percent increase in minimum wages, from R2 an hour to R3.50, was sought.

At Wednesday's Industrial Council meeting, which ended in deadlock, the NAAWU delegation suggested that workers in grade one receive R2.50 an hour.

SPIRIT

This would be increased to a minimum of R2,75 after six months, R3 after a year and R3,25 after 18 months.

The union's general secretary, Mr Fred Sauls, said: "There was a complete lack of any negotiating spirit at the Industrial Council meeting and the employers were not prepared to discuss a move from the offer of R2.15 an hour minimum."

"The employer representatives' attitude makes us believe either that these individuals cannot make the decisions or that this is a strategy to force the workers into a strike situation. They may see this as a way to force division among the workers and destroy the union."

After a report back to workers yesterday on the negotiations by shop stewards at Ford, General Motors and Volkswagen, all hourly paid employees at two Ford plants and a number at two of the company's other plants and workers at General Motors and Volkswagen walked out.

In an interview yesterday, NAAWU officials said the aim in initially demanding R3,50 an hour was not to keep wages abreast of inflation but to improve the workers' standards of living.

BACKLOG

A member of the NAAWU negotiating team, Mr Brian Fredericks, said it was pointless to talk of a downturn in the economy in the context of wage negotiations.

"We believe there is a backlog of low wages among workers in South Africa which has to be rectified."

Mr Sauls said the union did not believe increased mechanisation — widely predicted in the face of wage demands — would necessarily lead to unemployment.

"To pay the high rates would push management into accepting their responsibility for ensuring better production, quality and efficiency — and not laying the blame for low productivity on the workers," he said.

Referring to the possibility of the wage demands leading to retrenchments, he said the union thought "a solution could be found to this kind of problem through negotiations conducted in a spirit of goodwill on both sides."

Motor firms are hit as over 10 000 workers down tools

By STEVEN FRIEDMAN
Labour Correspondent

MORE than 10 000 workers at all three motor assembly plants in Port Elizabeth and Uitenhage downed tools over wage demands yesterday in the biggest-ever strike to hit the area's motor manufacturers.

Volkswagen has closed its Uitenhage plant "until further notice", and most of the production at Ford ground to a halt. The plant will be totally closed today and on Monday. At General Motors certain sections are not operating.

The strikers are black and coloured members of the National Automobile and Allied Workers' Union (NAAWU) — an affiliate of the Federation of SA Trade Unions (Fosatu) — which yesterday said 15 000 workers were on strike, 7 000 at Volkswagen and 4 000 each at Ford and GM.

But Volkswagen yesterday put the figure at 5 500, Ford at around 3 000 and GM at between 1 800 and 2 000.

No end to the strike is likely until Monday, when the industry's industrial council meets to discuss a deadlocked wage dispute between employers and the union.

The strike follows demands by NAAWU at council negotiations that minimum pay be raised from R2 to R3,50 an hour — its biggest-ever demand. Employers replied with their lowest offer for some years — a R2,15 minimum.

NAAWU organiser Mr Les Kettledas said that at meetings held last week, 10 000 workers rejected this. But at a meeting of the council on Wednesday employers stuck to their offer "despite workers' flat rejection" and another meeting was scheduled for Monday.

When NAAWU shop stewards reported back to members that employers were sticking to R2,15. the workers decided to down tools, Mr Kettledas said.

A spokesman for Volkswagen, Mr Rubin Els, said workers held a meeting with shop stewards yesterday morning and began drifting back to work. But they then decided against returning and began another meeting. The company then closed the plant and is seeking further talks with the union on a reopening date.

At Ford, most workers at the Cortina and engine plants are members of the Motor Assembly and Component Workers' Union — who did not join the stoppage — and the plants remained in operation. But Ford's other plants closed.

The company's industrial relations director, Mr Fred Ferreira, said all plants would be closed today and on Monday morning.

Mr Ferreira said Ford would wait for the outcome of Monday's industrial council meeting. No negotiations were planned before then, he said.

GM issued a statement saying that 1 800 to 2 000 workers had downed tools and walked out yesterday. The company employs nearly 5 000 workers.

The statement said the current wage agreement only expires at the end of the month and that industrial council wage talks are scheduled for Monday.

"We cannot therefore comprehend the action of employees in downing tools at the present time because it is unusual for this to happen while wage negotiations are still in progress," it said.

Observers believe the massive gap between union demands and the employer offer make a settlement particularly difficult to reach.

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NOTE CAREFULLY

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Survey compares pay for various jobs in PE

E. Post 17/7/82 (346)

Weekend Post Reporter

MOTOR industry workers downed tools this week after wage bargaining failed to reach a settlement on a minimum wage and severance pay for workers.

Industrial strife over wage negotiations has been no stranger to the motor industry during recent years and anyone can be forgiven for having lost track of the wage scales.

What kind of money is being offered now in the present negotiations, and what kind of money is being sought?

To put these figures in perspective, Weekend Post stood them beside comparative wages paid in other parts of the market place.

If the National Automobile and Allied Workers' Union (Naawu) were to accept the offer made by the motor companies of R2,15 an hour, the lowest paid worker at a motor plant — an unskilled labourer without any education, requiring a few hours' initial training (for example, a floor sweeper) — would be paid R410 a month.

The union had originally asked for R3,50 an hour — a proposed minimum salary of R658,42 a month — which employers on the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape — Ford, General Motors and Volkswagen — rejected outright.

The union is now reported to have lowered its demands to R2,50 an hour— R470,31 a month — to be increased by 25c every six months to R3,50 an hour in two years.

(These monthly figures do not take into account Sunday pay, which is double, and overtime, which is time-and-a-half.)

How do these figures compare with wages and salaries in other jobs?

● **Nursing:** Matriculants start on a salary of R302,65 a month. After three years' training, a nurse told Weekend Post she received a gross salary of R498 per month.

● **Banking:** Matriculants, irrespective of race or sex, starting a career as a bank clerk could expect a starting salary of R450 per month.

● **Plumbing, carpentry, building, etc:** According to the Industrial Council for the Building Industry in Port Elizabeth and Uitenhage, the current starting salary for qualified artisans is R2,96 an hour — R556,85 a month, calculated on the same scale above. This figure is due to be raised soon to R3,20 an hour (R602 per month) and a further increase to R3,60 an hour (R677,25 per month) will come into effect on November 1.

● **Hairdressing:** Salaries are negotiated, but hairdressing salons canvassed said R300 a month, plus 20% to 40% commission, depending on an employee's popularity with clientele, was a normal starting salary for a qualified hairdresser.

(One hairdresser said she paid her shampooist R38 a week: "This was more than usual, because she works hard.")

● **Teaching:** After qualifying, the gross wage a white male high school teacher receives is R652,75 per month. Women receive R549,25 per month.

● **Insurance:** Clerks, again irrespective of race and sex, receive a starting salary of R450 to R550 a month.

● **Journalism:** A matriculant wishing to make a career on a newspaper can expect to receive a starting salary of R400 a month. Graduates start on R600 a month.

● **Railways:** Starting salaries vary, as the Railways have many openings available. Conductors and unit driver assistants start their training at R440 a month.

After four years' training a driver's assistant will receive R622,50 a month (excluding overtime).

● **Post and Telecommunications:** Matriculants starting work at the Post Office, undergoing training in engineering, technical, financial, clerical and postal fields, receive a salary of R396,50 a month.

After training, salaries differ considerably as responsibilities vary from duty to duty.

● **Municipal Traffic Department:** Traffic officers, irrespective of race and sex, receive a starting salary of R488,75 a month. This does not include danger and shift allowances.

Journeyman deal for semi-skilled workers

E. Post
17/7/82
346

By SALLY KERNOHAN

AN important new deal for semi-skilled workers — mainly blacks — in the motor repair fields has been hammered out in the wake of countrywide shortages of skilled artisans.

When the new, main agreement for the National Industrial Council for the Motor Industry becomes effective at the end of next month, certain categories of semi-skilled workers will have the chance, for the first time, to become fully-fledged journeymen.

This opens up brighter prospects for hundreds of blacks in ancillary pursuits allied to the Eastern Cape's staple industry.

Until now blacks have been barred from being indentured as apprentices in the motor repair fields by the white Motor Industry Employees' Union.

But in terms of the new agreement semi-skilled workers in the categories of repair shop assistants, body shop assistants, motorcycle mechanics' assistants and others, will now have the opportunity of becoming qualified journeymen if they comply with certain conditions.

The conditions are that they must have an educational standard of at least Junior Certificate and have had five years' experience as a repair shop assistant.

If they meet these conditions, they can then become B/A journeymen, and 12 months later write their final trade test.

"We estimate that there must be at least 3 000 semi-skilled workers in South Africa who will already comply with these conditions and will have the opportunity of elevating themselves to journeyman status," said Mr Jannie van Huysteen, executive director of the Motor Industries Federation in Johannesburg.

"And this will open up another avenue to alleviate the shortage of motor mechanics which is being experienced in motor repair shops countrywide."

Mr Van Huysteen told Weekend Post the shortage was a direct result of the economic boom the country had just experienced.

"It stands to reason," said Mr Van Huysteen. "When there is more money, more vehicles are sold and we just did not have the skilled labour in the motor and diesel trades to cope with the repair demands."

He added that because of the economic downswing now being experienced, the shortage was not as great as a while back, but he cautioned that the economic situation was "very fluid" and called on all industry to train now, in anticipation of an economic upswing.

"Now is the time to train," he said. "Not wait until we have another boom period when we have shortages in skilled labour again.

Mr Van Huysteen's sentiments were echoed by Mr Bill Hayward, chairman of the board of the Emthonjeni In-Service Training Centre at Struandale in Port Elizabeth.

"While there may be a slight slackening off in some areas of the economy, all employers are still looking for well-skilled competent staff," said Mr Hayward.

"But this slackening off must be considered as a temporary period of marking time and employers must use this period to make extensive use of the training programmes available."

Mr Hayward acknowledged there was a greater tendency to train blacks now, and to illustrate this he said Emthonjeni was now "bursting at the seams".

"We need more instructors and though our present building programme is due for completion at the end of this year, we are already having to plan for further extensions.

"We need more classrooms and other facilities, such as workshops, to cope with our intake of trainees."

Mr Hayward said the centre's board had still to do an in-depth study of what the extensions would comprise and what the cost would entail.

"But over and above the R1 700 000 expansion programme we embarked on this year, we are probably looking at a further R500 000 in extensions," he said.



Mr LUTHANO WELLINGTON JAKAVULA is the first apprentice motor mechanic from Ciskei to pass his final trade test with distinction at the Emthonjeni In-Service Training Centre at Struandale in Port Elizabeth. Three of his colleagues, Sicelo K Sikiwe, Phillip M Stofile and Herbert Exolani Madolwana, were also notified recently that they had passed their final tests with "B" symbols.

Strike deadlock unlikely to be broken at the talks today

● From Page 1

record sales for the past two years".

The record car sales made a mockery of the 7,5% increase offered by employers and did not compensate for the increase in the cost of living, the resolution said.

It was clear the employers were co-ordinating on a national basis in a concerted effort to check and even break the union, it said.

Workers in non-unionised firms had been given large increases, while demands in all unionised companies had been "firmly resisted" by management.

Meanwhile, the three strike-hit Eastern Cape motor companies are losing between R2 million and R3 million a day in lost production.

A Ford spokesman said today the company was suffering a production loss of about R3 million a day. Both striking and non-striking workers were not being paid. Their loss in income amounts to about R150 000 a day.

A Volkswagen spokesman said his firm was losing about R2 millopn a day in sales turnover. The actual loss to workers in wages and benefits such as overtime pay was about R165 000 a day.

General Motors was unable to estimate its losses. The firm has a smaller production capacity than the other two and the daily loss is expected to average out at between R1 million and R2 million.

Strike issues unlikely to be resolved

Post Reporters

THE deadlock in the Industrial Council for the Motor Manufacturing Industry, which has led to a crippling strike by more than 10 000 Eastern Cape motor workers, is unlikely to be resolved at today's council sitting.

The employers on the council — Ford, General Motors and Volkswagen — have said pay talks can only resume once the strikes end. They say they will not negotiate "under duress".

National Automobile and Allied Workers Union (Naawu) representatives on the council have said they have a mandate to discuss pay and working conditions — not a return to work.

This would have to be negotiated by the companies with their shop stewards.

The strike started in two Ford motor plants and at GM and VW last week when shop stewards told workers that employers would not budge from their offer of an increase in minimum wages of 7,5% to R2,15 an hour.

Naawu has demanded an increase for Grade 1 workers from R2 an hour to R2,50, increasing by 25c every six months. The three plants closed their doors on Friday until a return to work could be negotiated with the union, industry spokesmen said.

A meeting of workers' committees from the three companies today criticised the managments for closing the plants and adopting an "inflexible stance" in wage negotiations.

"They closed the gates at the Ford, General Motors and Volkswagen plants, not us," the chairman of Naawu's workers' committee at Ford, Mr Douglas Slingers, said.

"There will be no negotiating on workers going back at this afternoon's meeting — it will be a question of negotiating wages," a speaker said.

This afternoon Ford workers will meet in the Gelvandale Community Hall to hear a report back on developments at today's council meeting.

At a Federation of South African Trade Unions (Fosatu) central committee meeting in Johannesburg at the weekend, a resolution was adopted supporting Naawu's demand for "a living wage and better working conditions".

Naawu is a Fosatu affiliate.

Employers were condemned for "offering the pittance they have, despite

● Turn to Page 4

E Cape car plants to 'prepare to reopen'

CAPE TIMES 20/7/82

Own Correspondent

PORT ELIZABETH. — Car manufacturers in the Eastern Cape are expected to begin preparing their factories for production today after a strike by more than 10 000 workers led to their plants being closed last week.

A spokesman for the manufacturers said they were making the preparations following a statement by the general secretary of the National Automobile and Allied Workers' Union, Mr Freddie Sauls, during industrial council talks yesterday that workers were prepared to return to work.

Meanwhile, at least 4 000 workers, all Naawu members and mostly Ford workers, are expected to return to factories today after deciding to do so at a report-back meeting after yesterday's talks. The aim would be to assess the position and embark on further action as the situation demanded.

Naawu spokesmen said yesterday that at the talks the union had rejected management's ultimatum for a return to work by more than 10 000 workers from Ford, Volkswagen and General Motors before continuing discussions on a wage agreement. They said, however, that they had proceeded with wage talks after management had backed down on the ultimatum.

Meanwhile, Mr Rod Ironside, chairman of the Eastern Province Automobile Manufacturers' Association, said the employers had undertaken to advise the unions involved in the talks of "the appropriate plant start-up schedules".

Report-back meetings are still to be held with Volkswagen and General Motors employees. It is expected similar decisions will be taken to that taken by the 4 000 who attended yesterday's report-back meeting.

ARGUS 20/7/82

Car men locked out

ARGUS BUREAU

PORT ELIZABETH. — Several thousand eastern Cape motor industry workers who returned early today to the plants where they downed tools on Thursday, found the gates locked. They were told to leave until the companies could accommodate them again.

This follows a third round of Industrial Council negotiations yesterday where the wage talks which led to the strike again ended in deadlock. A union report-back meeting last night left workers confused about the exact state of affairs.

Before yesterday's industrial council meeting, Ford, General Motors and Volkswagen, said they were not prepared to negotiate further on wages while workers were on strike. However, at the council meeting yesterday, the union said that it had not sanctioned the strike and that they were there to talk wages.

Mr Jury Harris, the President of the National Automobile and Allied Workers Union (NAAWU) which represents the about 13 000 workers who downed tools, said today that employer representatives seemed unprepared for wage talks.

The employers stood by their offer of R2.15 minimum wages. The union was hoping they would negotiate on their moderated demand of an initial R2,50 minimum and a guarantee of R3,50 over 18 months.

The union refused to discuss the strike as it regarded the strike as spontaneous and not sanctioned by them.

At last night's report-back meeting, the workers, said they wanted to return to work today, said Mr Harris.

The acting Executive Director of General Motors Mr Rod Ironside, said workers who turned up today had to be turned back as it took time to phase them in again and through new schedules.

It could take some days before the plants could be fully opened. Operations had to be re-started and other workers who were affected by the strike would have to be recalled first.

Further industrial council meetings were scheduled for Thursday and Friday, and it was likely that the council's dispute procedures would come into effect.

The Argus early today found close on 4 000 workers crowded outside General Motors where the factory gates had been firmly locked.

'New wage offer turned down'

Some motor workers to go back on Thursday

E. Post 20/7/82

By SANDRA SMITH
Post Reporter

OFFICIALS of the National Automobile and Allied Workers' Union said at a meeting last night that the employers on the Industrial Council had made a new proposal on wage increases.

The officials said the employers suggested scrapping a service attendance bonus, maintaining the present system of contributions to the supplementary unemployment benifit fund and increasing wages by another five cents across the board.

This would mean Grade 1 workers would receive a minimum hourly wage of R2,20.

Confirmation of this new offer could not be obtained from motor company spokesmen today.

The Naawu officials rejected it, saying they could not negotiate "on the basis of taking away benefits already won".

Mr Fred Sauls, general secretary of Naawu, told the meeting oppression in South Africa was not by white of black but by company managements of workers. Workers the world over experienced the same struggle for a decent standard of living.

He said the sole reason for black advancement in the motor firms was a shortage of white skilled labour.

"The companies put money into education and training merely because they require skills. Where does that money come from? From your labour. You have therefore received nothing which is not yours," Mr Sauls said.

The chairman of the Volkswagen workers' committee, Mr J Harris, said: "Our battle is not for us alone, but for members of the Motor and Component Workers Union of SA (Macwusa) as well". Macwusa workers decided last week not to support the strike.

THE entire labour force at Uitenhage's Volkswagen plant will return to work on Thursday and the plant is expected to resume full production on Monday.

This was announced today by VW's Public Affairs Manager, Mr Ruben Els, who said limited production would begin this week.

At Ford Motor Company, top management met this afternoon to discuss the return of striking workers.

At the General Motors plant, also shut since Thursday, a spokesman said the unions would be advised when production could restart.

At VW, Mr Els said: "Before we can resume full production, we have to get rid of certain bottle-necks in the production situation. Although the entire workforce will return on Thursday, some will work a full day, others less."

He emphasised that no settlement had been reached between VW's management and the National Automobile and Allied Workers' Union (Naawu).

Earlier today, many workers reported for work, only to be faced with locked gates at the Ford, GM and VW plants. After waiting for some time, they went home.

About 3 000 workers gathered outside the General Motors plant in Kempston Road from about 6am. At VW, between 300 and 400 workers gathered at the gates before dawn. As at GM, they were not allowed in. They dispersed after being addressed by a union official.

At the Ford engine plant, about 100 workers turned up and at the firm's other three plants, groups of varying sizes gathered.

Workers have demanded higher wages and improved conditions of service.

Spokesmen for the three companies said today that on the basis of a statement yesterday by Naawu's general secretary, Mr Fred Sauls, that the workers were considering a return, schedules were being prepared on a phased basis.

A Ford spokesman said the company was awaiting a firm assurance from the union that workers were ready to start.

At a meeting of more than 3 500 mainly Ford workers in the Gelvandale Community Centre last night, a decision was taken to return to work today — but with an ultimatum to the employers to meet their demands or face more strikes.

Motor workers back but gates shut

ARGUS 21/7/82

346

Argus Bureau

PORT ELIZABETH. — Several thousand motor workers turned up at work today for the second day, only to find the premises locked.

According to the president of the National Automobile and Allied Workers' Union (Naawu), Mr Jury Harris, and Mr Roger Gamomo, chairman of the Volkswagen Shopstewards' Committee, the entire workforce at Volkswagen in Uitenhage — about 6 000 — arrived for work at 6 am and were told that "limited production" would start tomorrow.

LOCKED

When The Argus visited the plant, workers said most of the workers had already gone home. About 100 workers were talking in small groups outside the factory.

At the Ford truck assembly plant, a few workers stood in groups at the locked gate. They said all the workers had arrived to work, but the security guards had told them to go home. They did not see any of the managerial staff.

"The workers are angry about being locked out," said one worker at Ford. "We are suffering

(Contd on Page 3, col 9)

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(Continued from Page 1)

through this thing," he added.

Mr Harris, said he thought the employers were trying to confuse the workers by locking the gates. "The workers are clear that they want to return to work. They decided at a meeting on Monday to return on Tuesday."

A reliable source said there were no workers at General Motors today.

Workers

Naawu officials in Port Elizabeth, were not available for comment.

While Volkswagen was preparing today to reopen its paralysed plant in Uitenhage tomorrow after the work stoppage, Ford and General Motors in Port Elizabeth appeared to be in no hurry, aiming at re-opening only early next week.

Volkswagen said yesterday that it intended starting its plant gradually tomorrow and on Friday, and that it was hoping to be in full operation on Monday.

● A new proposal on wage increases has been made by the three motor companies, Naawu officials have disclosed. The proposals were put at Monday's Industrial Council meeting between the employers and the union.

Back to work at VW plant

ARGUS 22/7/82 346

Argus Bureau

PORT ELIZABETH. — The Volkswagen plant was reopened today after being closed for a week, but the two other Eastern Cape motor firms, Ford and General Motors, remained closed.

The fourth round of Industrial Council talks on wages between the employers and the National Automobile and Allied Workers' Union (NAAWU) begins again today, although no solution is yet in sight.

Several thousand workers turned up for work on Tuesday and yesterday after a decision taken at a mass meeting on Monday night to return to work.

Workers have been confronted with closed factory gates for the past few days and attempts by shop stewards to talk to management have not always been successful.

RESOLVE

The workers and NAAWU regard the management action as a lockout designed to divide the employees. Shop stewards say it is a strategy aimed at weakening their resolve to fight for a "decent living wage."

Management, however, initially maintained it was not possible simply to open the factory gates after the plant had been out of operation for two days.

It was necessary to phase workers back in gradually by "rescheduling work programmes," said a spokesman for one company.

CAPE TIMES 22/7/82

Volkswagen to reopen today

Own Correspondent

PORT ELIZABETH. — The Volkswagen Motor Company in Uitenhage reopens this morning as the fourth round of Industrial Council talks on minimum wage levels in the motor industry begins.

The factory was closed last week — as were Ford and General Motors in Port Elizabeth — after more than 10 000 motor industry workers went on strike.

The strike followed deadlock in the Industrial Council wage negotiations.

Management at Ford and GM have said they will open their factories when the National Automobile and Allied Workers Union (whose members went on strike) informs them that the workers are prepared to return.

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South African cricket, and sport in general down there, that they must have a continuing presence over here," he said.

"With respect, the SACU cannot expect to come here on a once-a-year basis and get results.

"It must be an hourly, daily, weekly grind of keeping in touch with the situation.

"For example, in South Africa's place I would have concentrated on teams at this stage, not Tests — let them come later."

Mr Campbell continued: "I pointed out last week to the international cricket authorities in London in no uncertain terms that a multiracial cricket team visiting South Africa would be more healthy for world cricket than possible further clandestine arrangements." — Sapa-Reuter

back garden of his Greenfields Park home.

VW workers return while wage negotiations continue

E. Post 22/7/82

By SANDRA SMITH

ALMOST the entire labour force at Volkswagen returned to work today — but a crucial Industrial Council meeting to resolve the dispute which brought the motor industry in Port Elizabeth and Uitenhage to a halt was adjourned within minutes.

When talks resumed the National Automobile and Allied Workers' Union (Naawu) asked for the minutes of the previous Industrial Council hearing on Monday.

These were not available and the meeting adjourned to this afternoon.

About 6 000 workers arrived for work at VW's Uitenhage plant at dawn and limited production began after a five-day closure. Full production may begin on Monday.

The two other motor manufacturers affected by the strike, Ford and General Motors, have not set a date for workers' return.

Ford spokesmen have said they will wait for a firm assurance from Naawu that all its striking members would return before reopening Ford's four plants.

GM is expected to inform the union today when its gates will be opened.

Labour analysts believe the five-day stoppage may have allowed the motor manufacturers temporarily to shelve plans for retrenchments or short-time work.

The pay conflict centres mainly on Naawu's demand for a minimum hourly wage of R2,50 an hour, increasing by 25c every six months to R3,25 after 18 months.

The employers on the council have offered an increase from R2 to R2,15 an hour for grade one employees, or 7,5%.

● See Page 2

... residents sign petition for school

Post Reporter

... residents of Walmer and Humewood have ...ion calling for a new English-medium co-...h school to be run on the Marist Brothers ...

... be closing at the end of this year and its ...d into a new Catholic high school on the site of ...ary Convent in Central.

...ary of the Ward 13 Ratepayers' Association, who organised the petition, said it would be top education officials shortly.

...n has now closed.

"At the moment we are working on collecting facts and information on how many schoolchildren there are in the area, for presentation to the authorities," he said.

Last month the councillor for Ward 13, Mr John Vieira, suggested that Marist be bought by the Government and converted into an English medium high school.

The Port Elizabeth School Board rejected the idea.

Tables were set up in the Sixth Avenue shopping centre recently and the 750 new signatories now made up an adequate number, said Mr Hart.

The signatories feel that the school should not be rezoned and used for other than educational purposes.

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...ADLEY shows the keys and nail-clipper she found in this sealed packet of biscuits [illegible]



...essence supported the open letter but did not subscribe to all the points in the open letter.

Ds J C Oosthuysen, of the NG Kerk in Afrika in King William's Town, said it was impossible to compare the viewpoints taken by the open letter and the letter signed by the 13 without reading both and comparing them point for point.

The signatories to the second letter supported the concept of the open letter but did not necessarily agree on all the points.

He said he would sum it up by saying he and the other 12 signatories wanted the church to "talk it out".

Ds A J Burger of Bedford said he had signed because he supported the open letter in principle although he did not subscribe to the attitude taken towards the State.

He felt the matter "should be thrashed out" and "the church should be directed by the scriptures".

The letter said it was difficult to understand how the NG Kerk could give meaningful witness to the community if it did not first ask itself in prayer whether the scriptures ...

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Car firms may face strike in deadlock over pay dispute

Star 346 140A 92 154 23/2/82

Labour Reporter

A breakdown in talks in the motor industry in the Eastern Cape today could lead to a legal strike by workers or to a lock-out by employers.

Two meetings of the Industrial Council are scheduled for today and are also likely to be deadlocked, resulting in the formal declaration of a dispute by employers and unions.

Industry sources said today it was likely that the council would call on the Minister of Manpower, Mr Fanie Botha, to appoint an arbitrator to resolve the wage dispute.

At a meeting in Port Elizabeth last night several thousand workers agreed to return to work at General Motors while the dispute continues.

RECORDER

The meeting came to a stormy end when workers found a tape recorder hidden behind a curtain in the meeting hall. They destroyed the machine amid speculation that it had been planted by the police.

At Volkswagen in Uitenhage partial production was under way again today and the company planned full production on Monday.

A Ford company spokesman said the firm was awaiting an assurance from the union that workers would return. Ford was looking at a plan involving shift work, he added.

"We are looking at starting production some time next week," he said.

MINIMUM

At last night's meeting of GM workers, officials of the National Automobile and Allied Workers Union accused employers of locking out workers who wanted to return to their jobs.

Under the Industrial Council's dispute procedure, three meetings must be held before a formal dispute is declared. The first meeting followed yesterday's council meeting and two others are planned for today.

In East London wage negotiations are under way between the management of the Mercedes CDA plant and Naawu. Management has offered a minimum hourly starting wage of R2,15 — the same figure that has created the deadlock in Port Elizabeth.

Dispute now declared in the motor industry

E. Post
23/7/82

By SANDRA SMITH

A FORMAL dispute was today declared by the Industrial Council for the Eastern Cape Motor Manufacturing Industry, the latest development in a situation which has seen motor plants shut for a week.

Ford now plans to reopen its Cortina and engine plants on Monday.

With the exception of Ford's two other plants, the entire industry in the East Province, shut for more than a week, should then be back in production.

Today a third meeting of the council was adjourned to enable the parties — two unions and the employers — to decide on what form the dispute should take.

Partial production began at Uitenhage's Volkswagen plant yesterday and production is expected to resume on Monday at the General Motors plant in Kempston Road.

Ford's director of Industrial Relations, Mr Fred Ferreira, said today the company hoped to get the cut-and-sew seat section going today.

Most workers in these plants are members of the Motor Assembly and Component Workers Union (Macwusa) which has not supported the strike.

At a meeting last night Ford workers decided to return on Monday — even if the gates remained locked. Yesterday the council followed the procedure for the declaration of a formal dispute after deadlock was reached between the parties on the issue of minimum hourly wages.

Naawu has asked for an increase for grade one workers from R2 to R2,50 an hour, increasing by 25c every six months for 18 months.

Ford, GM and VW have refused to budge from an offer of R2,15 an hour.

The dispute involves more than 11 000 Naawu members. Although the dispute involves the SA Iron, Steel and Alied Industries Union, its members have not been on strike.

GM has informed shop stewards that paintshop workers and material handling start-up crews should return tomorrow and the rest of the 4 000 strong workforce on Monday.

However, at a meeting in the West End Community Centre last night GM workers decided that everyone should return on Monday.

Ford is waiting for an assurance from Naawu that all its members will return "so that production can proceed in an orderly fashion", before announcing when the plants will open, Ford's director of public affairs, Mr Dunbar Bucknall, said today.

However, Naawu officials insist that the restart must be negotiated with shop stewards.

Three industrial council meetings are required for declaring a dispute. Two were held today and the final meeting was adjourned at 10.30am until August 5.

24/7/82 346 142 MDH

Industrial council set to meet again on Cape wage dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE East Cape motor industrial council will meet on August 5 to decide whether to refer the wage dispute between employers and unions, including the National Automobile and Allied Workers Union, to mediation or arbitration, according to industrial council chairman Mr Fred Ferreira.

And yesterday, a General Motors spokesman said the company's Port Elizabeth plant would re-open for full production on Monday, with limited production operations being carried out today.

At Ford, public affairs director Mr Dunbar Bucknall said two plants — both of them staffed mainly by members of the Motor Assembly and Components Workers Union, who did not join the stoppage, would "hopefully" start up on Monday.

It was not yet clear when the plants staffed by NAAWU members would resume production, he said.

Volkswagen resumed limited production at its Uitenhage plant yesterday and will return to full production on Monday.

On Thursday, talks aimed at settling the dispute ended in deadlock.

Vehicle production at the two PE plants has been halted since last Thursday in what NAAWU labels a "lock-out", while employers say workers have been on strike.

A statement yesterday by the Eastern Province Automobile Manufacturers' Association, which represents the three companies, said employers were "disappointed" that "no progress was made" at Thursday's meeting.

The statement said the R2,15 minimum wage offer represented a rise in basic wages of 19,4% since August last year. "Over the corresponding period the forecasted Consumer Price Index increase was 16%," it added.

CAPE TIMES 24/7/82

Dispute in car industry declared

PORT ELIZABETH. — The Industrial Council for the Automobile Manufacturing Industry in the Eastern Province has declared a dispute after holding two meetings in Port Elizabeth yesterday.

The council reached a deadlock in negotiating a new wage agreement to come into effect from the beginning of August.

The chairman of the council, Mr Fred Ferreira, said the council would meet again on August 5 to determine whether to follow the path of mediation or arbitration.

'Disappointed'

Employers are disappointed that no progress was made at yesterday's meeting of the Industrial Council, a statement issued by the Eastern Province Automobile Manufacturers Association said.

Compared with the position in August 1981, the current offer for a Grade 1 employee represented an increase in basic wages of 19,4 percent (R1,80 to R2,15). Over the corresponding period the forecasted consumer price index increase was 16 percent.

Employers had guaranteed a further minimum across-the-board increase in February 1983 which starts at 10 cents for a Grade 1 employee. The effect of this adjustment was that a Grade 1 employee would receive, within a six-month period, an effective basic rate increase of 25 cents an hour, the statement said.

Improvements

Employers have offered the following improvements in general conditions of employment.

"Service leave to increase from a maximum of three days to six days.

"Separation payment — to be funded entirely by the employers — ranging from 10 days pay to a maximum 35 days pay.

"An increase in short term lay-off benefits in excess of 180 percent."

These offers are apart from an agreement to review the total grading structure, which could have enormous cost implications — to be carried by the employers. The employers believe their offer, seen with existing benefits, is amongst the best in the country. — Sapa

Two PE car plants stay shut

ARGUS 27/7/82

Argus Bureau

PORY ELIZABETH. — In spite of a warning of legal action to be taken against Ford Motor Company by the National Automobile and Allied Workers' Union (NAAWU) if the company did not open its gates to the union's members today, the two plants were still closed today.

Early today a huge crowd of workers gathered outside the two Ford plants, as they have done now for six successive days.

However, according to reports, they were told by the company that only workers of two important departments — "cut and sew" and "parts and accessories" — could start to prepare the way for the rest at a later stage.

REFUSED

Yesterday they were also told that only a limited number of workers could start work at first. But they refused, insisting that all should return to work immediately.

By 9 am it was not clear whether the workers had dispersed.

Yesterday Ford was served with a lawyer's letter on behalf of NAAWU.

The letter says that "in closing down the factory and excluding the employees from the factory premises your company has committed an act of lock-out as is defined in the Industrial Concilation Act.

"Where there is a dispute in regard to the terms of a future agreement your company has no right to cease operations on condition that the factory will not be reopened until the dispute has been resolved.

"In the circumstances we are instructed to call upon you to re-open the factory at 7 am on the 27th instant, failing which our clients have no alternative but to move the Court to oblige you to do so."

CONCEDED

The letter said it appeared that when demands for new conditions of employment were made to the employers on behalf of the employees they were rejected. This was reported to the employees on the factory premises on July 15. As a result they downed tools.

"It is unequivocally conceded that this action constituted an illegal strike," it said.

No spokesman for Ford was available today, but the director of public affairs, Mr Dunbar Bucknall, said yesterday that the company had reached an impasse with the workers.

Meanwhile, the Cortina and engine plants, staffed mainly by members of the Motor Assembler's and Component Workers' Union, have been working since yesterday on a limited production schedule.

Exploit the system for the workers says Tucsa president

Scheepers praises industrial councils

THE president of the Trade Union Council of South Africa, Dr Anna Scheepers, has once again expressed her strong concern over the industrial council system.

By JOSHUA RABOROKO



Dr Scheepers, who is also president of the Garment Workers' Union, said unions and employers had to utilise the system for the benefit of the workers.

But the more than 100 000-strong Fosatu and most emerging black unions have refused to serve on the industrial councils under the present labour laws.

The Metal Allied Workers' Union, an affiliate of Fosatu, recently refused to join the Metal Industrial Council because they believed the council could not deal adequately with worker demands.

Dr Scheepers said before the first Industrial Conciliation Act of 1924, industrial relations were at a low ebb.

"This Act, which made provision for industrial councils, created the machinery for trade unions and employers to negotiate which created a better industrial climate," she said.

"Industrial councils served the workers well, including large sections of black workers even though they had (until recently) no direct representation.

"The great advantage of the system was that, at low cost, a first class machine to monitor and enforce agreements was set up.

"The advantage of legally negotiated and published industrial council agreements was that they carried criminal sanction — in other words infringements can be submitted to the public prosecutor for the courts to decide.

"Workers and employers can get justice without paying any legal costs. Councils also enable unions to negotiate on many other work conditions, not just wages: hours of work and overtime, annual leave and public holidays.

"Councils agreements could also be extended to cover non-parties, that is, the workers of employers who are not in the council and also non-union members."

She rejected opposition to the "established" system for political reasons: "If the apartheid Government disappeared tomorrow our Labour Relations Act would still have to be retained as an extremely good legal framework for promoting the interest of workers."

She maintained that plant level negotiations or bargaining could be useful but had severe disadvantages. For an emerging union which had only enrolled members at one or two factories, plant level negotiation would give them a base to prove to workers that they could win gains.

This would help to enrol other factories. While existing labour legislation protected the basic working conditions of members, the union could satisfy workers for a while by winning higher wages.

Unions might point out that strikes could be used as a weapon to enforce agreements — and because new unions did not have huge reserves to pay strikes pay, this was asking a great sacrifice of workers, she said.

Meanwhile, severe labour unrest in the metal industry related to the annual wage negotiations has been blamed on the failure and inadequacy of the council.

Fosatu has been asked by its affiliates to enter industrial councils or to other industry-wide bargaining system if:

- Plant-based bargaining continued to be accepted;
- The rights and functions of shop stewards were not restricted in any way;
- Union recognition in plants was based on representativity and not granted to minority unions where majority unions existed in the plant.



OPTIMISTIC: Dr Anna Scheepers.

Damelin CORRESPONDENCE COLLEGE.

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Ford strike in PE ends

CAPE TIMES 29/7/82

PORT ELIZABETH. — Production returned to normal at the four Ford motor plants yesterday after a two-week strike that led to the closure of all the company's operations.

The plants were closed on July 16 after a strike by about 3 000 members of the National Automobile and Allied Workers Union (Naawu). Production was partially resumed at Ford's engine and Cortina plants on Monday.

The strike — which followed a deadlock in talks with the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape — also led to the closure of the General Motors and Volkswagen plants in Uitenhage.

Production returned to normal at GM and VW on Monday after the companies had held talks with Naawu shop stewards. Workers in these two plants have refused to work overtime since their return.

Volkswagen's public affairs manager, Mr Rubin Els, said workers in certain sections had refused to work any overtime.

Naawu's regional secretary, Mr Les Kettledas, said the same applied at GM. A General Motors spokesman was not available for comment.

One of the demands made by the union was that all overtime work be voluntary.

Ford announced on Tuesday it would open all its plants yesterday, as the cut-and-sew seat section had produced enough material.

On Monday, Naawu delivered an attorney's letter to Ford saying the union would take the matter to court if the two plants did not re-open yesterday.

The chairman of Volkswagenwerk in Germany, Mr C Hahn, is visiting the Uitenhage plant.

He held talks with union shop stewards at the Volkswagen plant in Uitenhage yesterday. — Sapa

The battle for a 'decent living wage'

A key issue raised in the recent strike by more than 10 000 motor workers and the subsequent closure of three Port Elizabeth motor companies for nearly a week after the workers had decided to return to work is that of a "decent living wage".

PHILIPPA GREEN, The Argus Labour Reporter, reviews the recent motor strike in Port Elizabeth

The display of strength by both the National Automobile and Allied Workers' Union (Naawu), representing the workers, and the three motor giants — Ford, General Motors and Volkswagen — in the deadlocked conflict has raised two further questions about the strategies of management and labour. These are:

●The allegations by Naawu that the motor employers are co-ordinating on a national scale to undermine the power of the union.

●The inter-union conflict that has emerged in Port Elizabeth with the Motor Assembly Component Workers' Union (MACWUSA) members refusing to support their fellow workers in their demand for R2,50 an hour.

Previously the demand had been for R3,50 an hour.a

Thousands of workers at two mass meetings held in Port Elizabeth last week stressed that they did not consider their demand for R2,50 an hour excessive.

Although motor workers are probably the highest paid factory workers in South Africa, the workers and their union consider themselves in the forefront of the battle for a"decent living wage" for all workers.

The chairman of the shop-stewards' committee at Ford, Mr Douglas Slingers, said the battle was an important one for "our futures and our families' futures".

Another worker said their children should remember them as the ones who fought for a better standard of living for workers of the future.

Naawu's mother body, the Federation of South African Trade Unions (FOSATU), has come out in strong support of the workers' demands for a decent living wage and a better standard of living.

Referring to a report of record car sales over the past two and a half years, FOSATU said they made a "mockery" of the 7,5 percent increase offered by the employers. "This does not even compensate for the increase in the cost of living," said the federation.

The employers, who have stood by their original offer of R2,15 an hour, maintain they cannot afford further increases.

Mr Fred Ferreira, Ford's industrial relations director, said the motor firms paid "substantially higher" wages than any other employer in the country and they were "well in excess of the minimum living wage." Employers could not afford to pay the R2,50 an hour the workers were demanding, he said.

Mr Rubin Els, PRO for Volkswagen, said that while the report of the record car sales had been correct, the market had been made "artificially high" through incentive programmes and discount schemes.

But the workers disagree.

"The employers are talking now about a downturn in the economy, but when there was a boom they did nothing to uplift the living standards of the workers," said Mr R Gamomo, chairman of the shop-stewards' committee at Volkswagen.

Naawu has alleged that motor employers are co-operating on a national basis to crush the union.

A further complication in the dispute between Naawu and the employers has been the attitude of the previously militant Motor Assembly and Components Workers' Union (MACWUSA), which represents part of the workforce.

MACWUSA has refused to support the Naawu workers in their wage demands. About 1 300 MACWUSA members manned the engine and Cortina plants on Monday and Tuesday this week before Naawu and Ford agreed on procedure for a return to work by the Naawu workers.

A MACWUSA spokesman said the reasons for the refusal to support Naawu were:

●The fact that the conflict erupted after a breakdown in Industrial Council wage talks. MACWUSA rejects the Industrial Council system as "an apartheid vehicle geared to please management".

●Naawu had not supported MACWUSA in strikes last year at Ford, General Motors and Firestone.

●Naawu members had stopped work for only five minutes during the half-hour work stoppage to mourn the death of trade unionist, Dr Neil Aggett, in spite of a call by Naawu's mother body, FOSATU, to support the stoppage.

FOSATU has accused MACWUSA of being an "opportunistic" union which has been used by the employers to weaken and divide the majority of workers.

On August 5 the Industrial Council will meet to discuss ways of resolving the formal dispute that was declared last week. There is little chance that there will be agreement on the manner of resolution.

Umfolozi mill workers return to jobs

Mercury Reporter

STRIKING Umfolozi sugar mill workers yesterday ended their two-day stoppage over wage and other grievances.

The mill's general manager, Mr I Bales-Smith said the day shift had started work yesterday morning and the night shift was expected to follow suit.

This followed the issuing of an ultimatum by the company which stated that if workers did not return to work by 6 a m yesterday it would 'close the kitchen and canteen facilities and commence dismissal procedures', according to a company statement.

Workers were told that previous employees would 'not necessarily be re-employed' as their jobs 'probably would be filled by others', it said.

The ultimatum added that workers who were re-employed might be employed in different job categories and would lose certain long-service benefits.

The company, though, did undertake to investigate the strikers' demand of clocking facilities for transport workers and the revision of certain jobs to see if upgrading was needed.

But, workers were advised, the company was not prepared 'to consider any wage increases as such matters were negotiated at the industrial council'.

The general secretary of the National Union of Sugar Manufacturing and Refining Employees, Mr Selby Nsibande, said the strikers had told him at a meeting on Wednesday that they felt their jobs were incorrectly graded 'but wages was not an issue'.

He said he told workers that a sub-committee consisting of an industrial council official, company representatives and himself would begin to investigate the grading system at the mill next week. 'Workers had then decided to go back.'

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2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

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Fosatu wants major facelift for councils

By STEVEN FRIEDMAN
Labour Correspondent

IN A major policy statement, the Federation of SA Trade Unions has opened the way to more of its unions joining official industrial councils, but has demanded major changes to most councils before they do so.

The statement, detailing a Fosatu central committee resolution, says many criticisms of existing councils do not mean the council system itself is necessarily at fault.

Fosatu will now examine council constitutions to see if they meet its criteria for entry. The key demand is that direct bargaining at individual factories be allowed and union representatives recognised at this level.

Although one Fosatu union already sits on an industrial council, the others have refused to do so — as have most emerging unions. Previous Fosatu policy did not bar unions from joining councils and at a recent Fosatu congress, some delegates argued for such a bar.

Others, led by the National Union of Textile Workers, argued for allowing unions to join councils as long as they were reformed.

In the statement, Fosatu notes that previous policy had attacked the bargaining system as being developed by "minority, unrepresentative craft unions".

It had supported bargaining principles which stressed that unions and managements face each other as equals and that negotiation and dispute procedures should be "simple, short and effective".

For the past 18 months, the issue had been debated by union officials and shop stewards at seminars within Fosatu.

In the wake of these discussions, Fosatu remained critical of the "structure and operation" of most councils.

The central committee had noted that minority unions on councils "have allowed themselves to be seduced into the bureaucratic bog of boardroom negotiation rather than using their shopfloor base to bargain from strength".

Fosatu had thus decided that its unions should base their decision on whether to enter councils on the following principles:

- Direct bargaining at individual plants should not be precluded;
- The rights and functions of shop stewards should not be restricted;
- The right of workers to join the union of their choice should not be restricted — a rejection of the "closed shop" principle;
- Unions should be granted organisational rights at plants on the basis of their representativeness at the plant only and these rights should not be granted to minority unions "in the face of a majority union at the plant".

(To be copied from the heading on the Examination Paper)

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

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VW closes plant — 6 000 sent home

ARGUS 3/8/82

Argus Bureau

PORT ELIZABETH. — Continued work disruptions at the giant Volkswagen plant in Uitenhage today led to the company sending home its work force of about 6 000 and closing the plant until further notice.

Workers streamed out of the plant's gates shortly after 9 am. In a statement afterwards, the company said it was closing all production until further notice.

"This has become necessary due to the continued go-slow strike in progress in certain areas and which is causing the whole factory to operate on a complete uneconomic basis," the statement said.

"Employees will be advised of any developments which may take place which will enable us to reopen the plant."

The public affairs manager, Mr Ruben Els, said the company was today still hoping to have discussions with shop stewards on the production problems.

Early today, about 2 000 workers were sent home by the company when arriving for work, as the assembly and machinery sections remained closed for the third consecutive day because of the go-slow.

The rest of the workers were sent home later when production remained slow in the body shop, where a go-slow strike since early last week has caused major disruptions.

Yesterday, the 1 200 workers in the body shop were sent home while 2 000 other workers were idle because their work was hampered by the slow production in the body shop.

Mr Els said it was not clear if there had been an intentional go-slow in other departments because they were hampered by the limited production in the body shop.

The company had not been informed officially of the reason for the go-slow strike, Mr Els said.

Volkswagen shop stewards have said, however, that the workers wanted in-plant wage talks to replace the Industrial Council wage talks, which have been formally declared to be in dispute after a series of deadlocked meetings.

The last wage agreement expired at the end of last month and it could now take months before a new settlement is reached.

The president of the National Automobile and Allied Workers' Union (NAAWU), Mr Jury Harris, a VW shop steward, said today that he had informed the company of the workers' demand and was awaiting its response.

(346) RDM

Council system slammed

4/6/82

Labour Correspondent

THE Council of Unions of SA, the country's second biggest emerging union group, has launched a sharp attack on official industrial councils and demanded "immediate, dramatic and drastic reforms" to existing councils agreements.

Cusa has also urged its unions not to negotiate agreements which curtail workers' rights to strike and to set up strike funds; backed its unions that refuse to accept government registration and urged its unions to step up help to sympathetic community organisations.

And it has called on members of affiliated unions not to work overtime during the economic downturn.

These decisions are among a wide-ranging series of resolutions adopted at Cusa's national conference at the weekend. They are seen as a sign that Cusa plans to take a more militant stance.

Most Cusa unions have registered and some sit on industrial councils. Cusa has not been seen as a sharp critic of the council system.

But, in a resolution, Cusa said it was "convinced" that existing councils were "authoritarian, bureaucratic and unrepresentative".

The resolution leaves it to affiliated unions to determine through worker participation the best bargaining structures and says they should negotiate at plant, regional and industry level.

On registration, Cusa says the present procedure is "an attempt to control" black unions.

POLITICAL comment in this issue by R A Gibson, Llp Menge, Peter Bunkell; newsbills by Mike Stent; headlines and subediting by Chris Smith; cartoons by David Anderson, Dave Gaskill; all of 171 Main Street, Johannesburg.

Giant car plant still closed today

By Argus Bureau

PORT ELIZABETH. — The giant Volkswagen factory in Uitenhage was still closed today, with no prospect of a settlement between the company and a large section of the workers who had caused the closure yesterday by their go-slow strike.

The public affairs manager for the company, Mr Ruben Els, said today that no meeting between the company and representatives of the National Automobile and Allied Workers' Union (Naawu) was being planned before tomorrow's scheduled Industrial Council meeting in Port Elizabeth.

Mr Els announced yesterday that a week-long go-slow by workers in some areas had caused the factory to be operating on "a completely uneconomical basis" and that all production would be closed until further notice.

That means that the company is closed for the second time in less than a month, the first time being three weeks ago, when more than 20 000 motor industry workers stopped work at Volkswagen, General Motors and Ford over a wage dispute.

After a week, production at the three plants returned to normal, but Volkswagen started experiencing a go-slow strike.

At tomorrow's meeting, the council is expected to consider the further negotiation options available.

Meanwhile, about 50 workers at the Veldspun International Textile Company in Uitenhage have reportedly been sacked for refusing to do work of about four workers who were retrenched last month because of production cutbacks.

Union hopes for a new wage offer after talks

E. Post 5/8/82

346

Post Reporter

THE Industrial Council for the Motor Manufacturing Industry of the Eastern Cape adjourned after two hours today with union delegates hoping that employers on the council would return with a new wage offer when the meeting resumed this afternoon.

The council met amid speculation that the National Automobile and Allied Workers Union might withdraw from the council if the dispute is not resolved and is referred to arbitration by a third party.

Union delegates confirmed a deadlock on wages had been discussed at today's meeting and said the employers had "gone to discuss the issue".

While the parties negotiate, sporadic work stoppages have continued to cripple production at all three motor manufacturers in the Eastern Cape.

Volkswagen closed its Uitenhage plant "until further notice" this week after a go-slow by workers.

At General Motors, workers in certain areas of the assembly line downed tools, halting production in the vehicle assembly plant yesterday.

This was after bulletins of the employers' wage offers in the council were put up in the plant.

Worker representatives said the bulletin "indicated to the workers that the employers were not prepared to budge from their offer of a minimum hourly wage of R2,15".

At the Ford truck plant yesterday, production stopped when the bulletins were displayed and workers gathered in groups to discuss them, Ford shop stewards said.

An official "started pulling people about and told them to get back to work or clock out", a shop steward said.

The official then said everyone "standing around" should leave the plant.

Spokesmen at Ford were not available for comment.

Closure of plants a 'lockout'

ARGUS 5/8/82

Argus Bureau

PORT ELIZABETH. — The closure of plants by Ford, General Motors and Volkswagen for more than a week last month after a strike by about 11 000 workers was "an illegal lockout," according to the deputy general secretary of the Steel and Allied Industries Union, Mr H Ferreira.

The union, one of the more conservative white unions, is negotiating on wages and working conditions at the industrial council for the motor manufacturing industry of the Eastern Cape, which meets today.

Also represented are the three companies and the National Automobile and Allied Workers' Union (Naawu).

Mr Ferreira said his union had asked the employers to pay its members for the period the plants were closed. Its members did not take part in the strike on July 15 by members of Naawu.

Naawu has also demanded payment for the period the plants were closed.

The manufacturers refused to pay the steel union's members for time not worked. The union has demanded that the matter be discussed at today's meeting.

"We will go all the way if necessary to get payment for our members," Mr Ferreira said.

The union supported Naawu's demand for severance pay of one month's wages, for every completed year of service.

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More E Cape motor plants hit by strikes

CAPE TIMES 5/8/82 346

Own Correspondent

PORT ELIZABETH — The current wage dispute in the motor industry in the Eastern Cape was further highlighted yesterday with the assembly section of the General Motors plant, the truck plant at Ford and the whole of the Volkswagen plant closed.

And a statement issued by the National Automobile and Allied Workers' Union (Naawu) yesterday indicated that the union might withdraw from the Industrial Council if the dispute was referred to arbitration.

The council meets today to discuss the procedure it will adopt to resolve the deadlock in negotiations.

At Ford yesterday the truck plant was closed after workers downed tools in protest at a company bulletin which was posted in the plant detailing management's wage offer at the IC talks.

A shop steward said the workers saw this as provocation and believed it indicated that the company would insist again on its offer of a R2,15 minimum hourly wage when the IC talks resumed today.

Volkswagen was closed "until further notice" on Tuesday after a week-long go-slow affected production so badly that the company announced it was no longer able to operate economically.

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CM&T Times 6/8/82

Naawu rejects new wage offer

346

Own Correspondent

PORT ELIZABETH. — Several thousand members of the National Automobile and Allied Workers' Union (Naawu) employed at Ford, General Motors and Volkswagen last night rejected outright the new wage offer made by the companies at yesterday's Industrial Council talks.

The council, which is negotiating an agreement for the motor industry in the Eastern Cape and is formally in dispute over the wage talks, was adjourned until Monday for the union to take the offer to its members.

At the three Naawu report-back meetings on the talks, workers were told that the companies had offered a R2,20 minumum hourly wage — five cents more than their previous offer.

The union is demanding an immediate R2,50 hourly minumum with six-monthly increments of 25 cents to an eventual R3,25 hourly minimum at the end of two years.

A severance pay offer was rejected by all three meetings on the grounds that it did not make provision for workers with less than two years' service to the companies.

At the General Motors and Volkswagen meetings workers accepted a management proposal for "lay-off" pay which would provide workers with scaled guaranteed annual payment if they should have to work short-time during the year.

Ford workers rejected this proposal.

INDUSTRIAL COUNCILS

Fosatu guidelines

(346)

FM 4/8/82

The lively debate among emerging trade unions about whether they should conduct collective bargaining through industrial councils has been taken an important step further. A resolution adopted by the central committee of the 100 000-member Federation of SA Trade Unions (Fosatu) paves the way for more of its affiliates joining councils, providing certain conditions are met.

The whole issue of joining councils has been debated by Fosatu officials and shop stewards during the past 18 months. One affiliate sits on a council, but others have refused to take this step, preferring to sign recognition agreements with individual companies instead.

Fosatu remains critical of the structure and operations of most councils, arguing that employers and minority unions have used them to protect their own sectional interests. It says these unions have allowed themselves "to be seduced into the bureaucratic bog of boardroom negotiations" rather than to use their shopfloor base to bargain from a position of strength.

However, a statement containing the central committee's resolution says that this trend is not necessarily the fault of industry-wide bargaining or the council system itself. Accordingly, the committee has decided that affiliates should observe the following principles in deciding whether to join a council or any other industry-level bargaining system:

Guidelines

☐ Industry-level negotiation should not preclude plant-level bargaining;

☐ The system should not in any way interfere with or restrict the rights and functions of shop stewards as determined by the unions concerned;

☐ The granting of organisational rights at plant level, such as stop-order facilities, should be based solely on the representation of the union at the plant, and such rights should not be granted to minority unions in the face of a majority union in the plant; and

☐ It should not restrict the right of workers to join the union.

Fosatu will now be examining closely the constitutions of industrial councils to determine whether they meet these requirements. That should take the debate even further.

Collapse averted as motor bosses offer an extra 5c

By STEVEN FRIEDMAN
Labour Correspondent

AN IMMEDIATE collapse in negotiations between warring East Cape motor employers and worker leaders was averted yesterday as employers made a fresh wage offer — an extra 5c an hour — at a meeting of the motor industry's industrial council.

And yesterday Ford's truck plant and General Motors' vehicle assembly plant resumed production after being closed on Wednesday by a worker walk-out, company spokesmen said. The Volkswagen plant is still closed.

Last night, Fosatu's National Automobile and Allied Workers Union was putting the new offer to workers at Volkswagen, Ford and General Motors, but the odds appeared against them agreeing to accept it.

The industrial council is to meet again on Monday to continue discussions.

It is understood employers have offered a R2,20 an hour minimum wage — 5c more than their previous offer. This is the first change in their offer since a 10-day work stoppage halted production at all three plants last month.

They also offered yesterday to replace a four-year-old supplementary unemployment benefit scheme — which is funded jointly by workers and management — with benefits for laid-off workers funded by management only.

Naawu originally demanded a R3,50 an hour minimum, but has since substantially scaled down its demands.

This week the other union on the council, the all-white SA Iron, Steel and Allied Workers Union, revealed for the first time it was demanding increases averaging 20% for its members, most of whom are in the highest job grades.

Its deputy general secretary, Mr H Ferreira, said the union supported Naawu on some issues raised in the dispute, but not on others. Its demands aimed at compensating for inflation "and what we have lost in previous agreements".

Yesterday, the industrial council met against a background of continued worker action on the wage dispute and signs that Naawu could quit the council — the only one on which a Fosatu union has agreed to serve.

Employers were expected to push for arbitration of the dispute and Naawu indicated it would reject this and possibly leave the council as a result.

The council's chairman, Mr Fred Ferreira, said after a lengthy meeting that it had been agreed to continue talks on Monday.

● The Iron and Steel union has backed Naawu's demand that workers be paid for the period of last month's stoppage and raised the issue at yesterday's meeting, informed sources said.

Motor plants close as men down tools

CAPE TIMES 7/8/82

62 63 [illegible] 346

Own Correspondent

PORT ELIZABETH — Almost the entire workforce at General Motors walked out yesterday and Ford's Neave and truck plants were closed after workers had downed tools.

A number of workers at Ford's Cortina and engine plants also downed tools, but Mr Fred Ferreira, director of industrial relations at the company, said production in these plants was continuing and a skeleton staff would be brought in to man the other sections of the factory essential to their operation.

The closure of the plants follows repeatedly disrupted production at the three motor firms currently facing a wage dispute in the Industrial Council for the Motor Manufacturing Industry in the Eastern Cape.

Ford, GM and Volkswagen — which has been closed since Monday — are trying to reach an agreement with the National Automobile and Allied Workers' Union (Naawu) and the SA Iron, Steel and Allied Workers' Union to replace an agreement which expired at the beginning of this month.

Fighting

At report-back meetings on the Industrial Council talks on Thursday, thousands of Naawu supporters rejected the companies' new wage offer.

At the Neave plant yesterday, fighting broke out between workers who had downed tools and those who wished to continue working. A reliable source said 11 workers were injured, some with knife wounds.

However, neither Mr Ferreira nor a spokesman for Naawu was able to comfirm this.

Major Gerrie van Rooyen, police press liaison officer for the Eastern Cape, confirmed that members of the reaction unit had been deployed at the Neave plant but said this was not at the request of Ford.

The policemen had been present in case the workers spilled into the street from inside the plant and in case a public disturbance was created.

'Compelled to close'

At GM, thousands of workers left the plant after being paid and went home.

Mr Peter Sullivan, pulic relations manager for the company, said the company was "compelled to close when workers walked off the job and made it impossible to continue normal production".

He said the company was not in a position to give details of the number of people who walked out.

Meanwhile, Volkswagen announced yesterday after discussions with shop stewards that it would reopen most of its Uitenhage plant on Tuesday.

A company spokesman said more than 75 percent of the workforce would start on Tuesday in order to enable full production to begin on Wednesday.

A union spokesman confirmed the decision had been reached after discussions with management.

CRUCIAL WEEK AHEAD FOR MOTOR INDUSTRY

W/E ARGUS 7/8/82

Weekend Argus Reporter

PORT ELIZABETH. — The troubled Eastern Cape motor industry will be largely at a standstill next week, and thousands of workers may lose their jobs if the situation is not resolved at an industrial council meeting on Monday.

More than 2 000 workers in other industries here have lost their jobs in the past two days through strike action.

A motor industry official, who asked not to be named, said the employers were likely to set ultimatums next week for strikers to work or lose their jobs.

A spokesman at another company said only that it would regard it in a "very serious light" if employees did not return and work normally next week.

Already, more than 15 000 workers are idle at Eastern Cape factories, two major factories are closed and at least three others have been operating at less than half their production capacity.

The managing director of Volkswagen, Mr Peter Searle, yesterday told a conference in Johannesburg by one of the motor industry unions were totally unacceptable.

Go-slow action which paralysed Volkswagen for most of this week has been attributed to workers wanting in-plant wage talks. The company is reopening some sections of its plant on Monday and is hoping to be in full production on Tuesday.

Ford will open its gates on Monday. The company closed its truck plant for two consecutive days this week and many workers downed tools in its three other plants.

General Motors closed at noon yesterday because of the walkout and it is believed the plant will remain shut on Monday.

Thousands of members of the National Automobile and Allied Workers' Union (Naawu), rejected an improved wage offer from employers this week. The white SA Iron, Steel and Allied Industries Union said it believed it could get its members to accept the wage offer.

The employers are now offering R2,20 an hour on their minimum scale — an extra five cents. Naawu is demanding R2,50, with six monthly increments of 25c to an eventual

Union pulls out of council over arbitration

9/8/82 E. Post

By SANDRA SMITH

IN a move which will have far-reaching effects on the motor manufacturing industry in the Eastern Cape, the nine-man National Automobile and Allied Workers' Union (Naawu) delegation today withdrew permanently from the industrial council for the industry.

Leaving the council meeting after two hours of talks, Naawu's general secretary, Mr Freddy Sauls, said the union had decided to withdraw because the dispute was to be referred to arbitration.

The union is opposed to resolution of the wage dispute through a third party, believing this will take control of the situation out of the workers' hands.

Mr Sauls said the employers on the council — Ford, General Motors and Volkswagon — did not come forward with a new wage offer at today's sitting.

Naawu reported to the council that its members had rejected a new package offered by the employers last week.

"Before we can indicate where we will go from here we will have to report back to our workers' committee," Mr Sauls said.

The employers had indicated that they did not favour individual in-plant bargaining.

The Naawu delegation refused an employer request to extend the existing agreement — which expired on July 31 — for six months.

Last week's work stoppages at all three motor manufacturing plants were raised at today's meeting.

The Naawu delegation said employers should discuss the matter with shop stewards.

After the Naawu delegation had left, the employers and the SA Iron, Steel and Allied Workers' Union continued talks.

GM and VW spokesman said production at the two companies would return to normal on Wednesday after both plants closed last week.

Workers at GM downed tools on Friday and VW closed on Tuesday after a go-slow by workers following the dispute in the industrial council.

Workers at GM and Ford plants were also reported to have been involved in go-slows last week.

Workers at Ford's cut-and-sew seat section and parts-and-accessories area refused to return to work today and there was a high rate of absenteeism at the Neave plant.

The company would attempt to staff the cut-and-sew seat section with a skeleton staff, but if production was not at an acceptable level the section would have to be closed, said Mr Fred Ferreira.

GM's manager of public relations, Mr Peter Sullivan, said: "We have been informed by shop stewards that the workforce will not return until Wednesday."

However, Naawu's regional secretary, Mr Les Kettledas, said as far as the union was aware, GM workers planned to return to work tomorrow.

VW's public affairs manager, Mr Ruben Els, said: "After discussions with employee representatives it has been agreed to recommence production in certain areas from Tuesday. Full production is planned from Wednesday, depending on output achieved tomorrow," he said.

Sections where production would resume tomorrow were the press and body shops, sections of the paint shop and of the final assembly area, trim manufacturing, areas in the seat assembly and full machining sections, and the axle and engine assembling areas.

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Union council homes in on domestic matters

THE RESOLUTIONS adopted and passed at the Council of Unions of South Africa's (Cusa) second national conference show a marked involvement, not only in labour affairs but also in the well-being of the community.

By SELLO RABOTHATA

The conference was held at the St Peters Seminary in Hammanskraal and a summary of the resolutions reveals that a broad field was covered. Issues covered included black leadership, Ingwavuma, KwaNdebele and the homelands, realistic wages, the right to strike, detentions and unfair labour practices.

A statement realeased by Cusa states that worker interests are best advanced through collective agreements, because the existing Industrial Councils are authoritarian, bureaucratic, and unrepresentative structures. Affiliates are encouraged to continue to determine through worker participation the best negotiating structures within their particular plant or industry. This they are told to do at plant, regional and industry level, through mandates from workers, to derive the maximum advantages for their members.

When it comes to the issue of overtime.. the council is aware of the problem caused by minimal payment of wages. The dramatic increase in retrenchments in recent months is also noted. The statement argues that the two could be overcome by affiliated unions negotiating realistic wages while keeping the rampant inflation rate in mind. Workers should be encouraged not to work overtime.

Like most black organisations, the council pledges its support to KwaZulu and KaNgwane on the land issue: "We pledge our support for the struggle and reject to the bitter end the fragmentation of our land, and any similar plans by the minority government. We pledge to work for a common citizenship in an undivided South Africa."

The council claims it will seek to ensure the protection of the workers' right to withhold labour, as is the case throughout the world. Affiliated unions are advised not to negotiate agreements curtailing this right, through the various peace obligations sought as guaranteed by the bosses. Members are advised to build strong unemployment and strike funds to ensure the full protection of worker interests.

The statement states further that artificial and intellectual barriers have been created to separate workers from the communities as separate entities. The council hopes to stop this.

Subject.....
(to be copied from the heading on the Examination Paper)

Paper No.....
(to be copied from the heading on the Examination Paper)

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Motor giants idle in EP

PORT ELIZABETH. — Most of the giant Eastern Cape motor industry was still idle today, following go-slow strikes and walk-outs last week, and there was little prospect of the wage dispute being resolved at another Industrial Council meeting.

It has been learnt that the three employer companies — Ford, General Motors and Volkswagen — would not improve their latest wage offer.

This offer, made on Thursday after a series of deadlocked council meetings and major work disruptions, has been rejected by the National Automobile and Allied Workers' Union (Naawu).

More than 10 000 Naawu members have sporadically disrupted the industry here in the past three weeks.

On Friday, after report-back meetings, thousands of them walked out again at General Motors and Ford.

Volkswagen, which closed its Uitenhage plant early last week, announced today that after consultation with worker representatives it intended to open partially tomorrow and fully on Wednesday.

General Motors announced today that it would re-open on Wednesday after being advised by shop stewards that workers who had walked out at noon on Friday would return.

Ford's four plants were open today, but there was high absenteeism and a vital department, cut-and-sew, was at a standstill because none of the staff had arrived

The director of industrial relations, Mr Fred Ferreira, said staff would be brought from other sections to get production going again. If this was not successful, large sections of Ford would have to close.

Unions differ: whites clinch pay deal

Post Reporter

THE SA Iron, Steel and Allied Industries Union, representing more than 2 000 white automobile workers in the Eastern Cape, yesterday clinched an interim pay agreement with employers at the Industrial Council meeting.

The agreement was reached after the National Automobile and Allied Workers' Union (Naawu) — one of the other parties in the council — had pulled out.

According to Mr Lieb Pretorius, senior regional secretary of the union, the industrial council will meet again on August 16 to negotiate a complete agreement and to decide on the date of implementation for the increased wages.

He said the union had decided — in the interests of stabilising the labour situation — to continue with mediation over pay issues rather than to opt for arbitration.

Iron and Steel is also to push for an immediate implementation of the package agreement worked out at the Industrial Council meeting last week.

The new interim scales range from R2,15 minimum an hour on grade one (up 15c on the current minimum rate) to R4,43 an hour on grade 8 (up from R4,06).

Across the board increases range from 15c in grade one to 30c in the top grade.

Naawu pulls out of negotiations

Cape Times 10/8/82

346

Own Correspondent

DURBAN. — The National Automobile and Allied Workers Union (Naawu) delegation yesterday walked out of the Eastern Cape motor industries' Industrial Council meeting and the union has withdrawn from present negotiations.

Naawu organizer Mr Les Kettledas said: "As talk turned to whether the council should now apply for arbitration, we made our position clear that we would not be party to such a decision."

Volkswagen and General Motors remained closed yesterday and Naawu members at Ford did not report for work.

New offer

A formal dispute was declared last month and the resulting Industrial Council meeting adjourned last Thursday when employers made a new offer of R2.20 an hour — 5c up on their previous offer.

Naawu has demanded an immediate R2.50-an-hour minimum wage with six-monthly increases up to an eventual R3.25.

When the council reconvened, the union reported its members' rejection of the employers' new offer.

"Employers said they were not in a position to increase the offer and no further negotiation took place on the issue," Mr Kettledas said.

The employers and the SA Iron and Steel Workers Union then decided to settle for arbitration and the Naawu union delegation withdrew from the council, he said.

Mr Kettledas said the union had withdrawn because "we felt this was not the proper course of action to take, as it should have been settled between the parties concerned".

General Motors announced that its plant would not re-open till tomorrow. This followed Friday's walkout by the entire workforce.

At Volkswagen preparations were being made to open certain departments today. The Uitenhage plant shut down early last week following a go-slow by workers.

A company spokesman said the decision to reopen the plant had followed discussions with employee representatives. Production should be back to normal tomorrow, he said.

At Ford, the industrial relations manager, Mr Fred Ferreira, said all the plants were operative but there was a "fairly high" worker absenteeism.

According to worker reports only Ford's Cortina and engine plant were in full production.

10-day closing for Ford plants

CAPE TIMES 11/8/82

Own Correspondent

PORT ELIZABETH. — The Ford Motor Company yesterday announced that all its Port Elizabeth plants would be closed until August 20, after workers at the company's Neave plant had downed tools and walked out at midday.

Reaction Unit police in camouflage uniforms were stationed at both Ford and General Motors yesterday and workers emerging from the Neave plant were told their gathering on the pavement outside the plant was illegal. They were given two minutes to disperse.

Workers said they walked out yesterday in protest at the firing of six of their collegues and the suspension of a seventh on Monday.

Ford's director of industrial relations, Mr Fred Ferreira, confirmed the dismissals saying the six had been fired for "their participation in the hooliganism at the plant on Friday".

He could not confirm the suspension of the seventh man.

It was reported on Friday that fighting between workers who downed tools and those who wished to continue their shifts had resulted in 11 people being injured.

However, the National Automobile and Allied Workers' Union (Naawu) said earlier this week that efforts to confirm the alleged acts of violence and intimidaton had been unsuccessful.

'Saw no acts'

Workers interviewed said they did not know of anyone who had been injured on Friday and said they had not witnessed acts of violence.

The whole factory was closed last month after deadlock in wage negotiations in the Industrial Council for the motor-manufacturing industry in the Eastern Cape had sparked off a strike by more than 10 000 Naawu members.

The Volkswagen and General Motors plants were also closed.

Production has repeatedly been disrupted since the three companies reopened.

Mr Ferreira said Ford would be closed today "as a result of work stoppages". It would reopen on August 20.

Holiday pay

About 5 000 hourly workers affected by the closure would receive three days' holiday pay, he said.

At General Motors yesterday, several hundred people arrived for work to find the gates closed.

A Naawu spokesman said there was confusion about the reopening of the plant, which closed on Friday, because the union had not had time to contact all its members after being informed by management on Monday that the plant would reopen only today.

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Good Hope Centre last nigh
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Carl Rogers in SA

Report

Sackings: GM plant shut again

Own Correspondent

PORT ELIZABETH. — General Motors again closed its Port Elizabeth plant yesterday after workers downed tools in protest at the firing of 17 colleagues.

It had reopened yesterday morning after three days of closure followed the downing of tools on Friday.

Mr Peter Sullivan, the firm's manager of public relations, said the company had taken "disciplinary steps against certain employees" following "incidents of intimidation and/or violence and damage to company property" he said occurred on Friday.

It was anticipated that production would be normal again today.

Earlier this week spokesmen for the National Automobile and Allied Workers' Union (Naawu) said they had tried to get confirmation of the acts of intimidation and violence reported to have occurred at Ford and General Motors on Friday. It had been unsuccessful.

Mr Fred Sauls the general secretary of Naawu, said it appeared the terms of the formal grievance procedure had not been adhered to in that the dismissed workers had not been given access to shop stewards.

If it was found that some of the dismissed workers were not union members, Naawu would seek power of attorney to act on their behalf.

The four Ford plants were closed yesterday after workers at the Neave plant downed tools on Tuesday in protest at the dismissal of seven workers.

A company spokesman said they had been fired "for their participation in the hooliganism which took place at the plant on Friday". He said the closure of the factory until next Friday was "because of work-stoppages".

● Last night Mr Sauls said he had been mandated by the union executive to write to all three companies to request a date to begin in-plant negotiations.

The union walked out of negotiations in the Industrial Council for the Motor Maufacturing Industry in the Eastern Cape on Monday when it was decided to refer the dispute in the council to arbitration.

NRP scoffs at PFP optimism

Political Correspondent

THE New Republic Party yesterday rejected as "far-fetched" Progressive Federal Party designs on some 60 constituencies, including all eight seats held by the NRP.

Mr Claude van Wyk, director of the NRP secretariat, discounted PFP suggestions that the NRP would be eliminated at the next general election.

"When South Africa is starting to realize the NRP has the only practical plan for power-sharing, we believe our time for growth has arrived."

He was reacting to a statement by the leader of the Opposition, Dr Van Zyl Slabbert, that the PFP planned to increase its 26 seats to a minimum of 45 at the next election. The PFP has since named the 60 seats it believes can be brought within its range.

Mr Van Wyk said that last year's general election results showed how far-fetched Dr Slabbert's predictions were. The NRP had polled more than double the number of votes drawn by the PFP in many of the seats the PFP now believed it could win, with the PFP frequently coming third behind the National Party.

He rejected in particular the PFP suggestion that it could capture the Durban Point seat of the NRP leader, Mr Vause Raw, or other NRP Natal bases like Umhlanga, South Coast or Umbilo.

Another PFP target was King William's Town, the only Cape seat held by the NRP. Both the NRP and the NP had polled nearly double the number of PFP votes.

For the PFP to claim that Cape Nationalist seats like Algoa or Humansdorp were within its reach went "from the sublime to the ridiculous", he said. In Rosettenville and Turffontein, two Transvaal Nationalist seats earmarked by the PFP, the NRP had beaten the PFP.

Accusing Dr Slabbert of having "a rush of blood to the head", he said the NRP had increased its number of public representatives in last year's election, after the PFP had predicted its demise with equal confidence.



Whoops of joy and congratulations from th election results greeted Mr Stuart Collins a Ivan Hampshire. The first to hug Mr Colli wife.

Hampshire, Johnstone los Divco seats

By JANE ARBOUS
Municipal Reporter

TWO long-standing divisional councillors, Mr Ivan Hampshire and Mr Ronald Johnstone, suffered resounding defeats in yesterday's election while two newcomers, Mr Tony Powell and Mr Willie Schultz, scraped home.

One councillor, Miss Mary Olsen, lost her seat while another, Mr Dennis Lambert, kept his.

A large crowd of supporters greeted last night's election results with roars of approval and blowing of motor car hooters at the council's headquarters in Wale Street.

After a day of steady voting, the men who got in with landslide victories were Mr Stuart Collins in Ward 2's Oranjezicht /Vredehoek area and Mr Jasper Walsh in Ward 7's Claremont/Kenilworth area.

"It's nice to win," said a stunned Mr Collins, drew 1 072 votes to former council ch man's 483 votes in a of 20,6 percent.

Mr Walsh, a finan consultant, swept in w 1 365 votes, 744 more t councillor Mr Johns

In Ward 5's Obs vatory/Mowbray/Ron bosch area, councillor Dennis Lambert held to a narrow 80-vote maj ity to defeat challe Mr Ludi Borckenha The lowest poll of percent was record here.

In Ward 8 — t Milnerton/Brooklyn a with the highest poll 27,4 percent — Miss Cl lost her seat to a councillor, Mr To Powell, who won by votes.

A Philippi farmer, Willie Schultz, defe Mr Robert Leslie by votes in Ward 11, wh was vacated by coun Mr Jimmy Earle.

Blast on airliner kills boy

HONOLULU. — An explosion believed to have occurred under a passenger seat killed a 16-year-old boy and injured four people just before a Pan-American World Airways Boeing 747 airliner landed in Honolulu yesterday, airline officials said.

All the casualties were Japanese.

The jumbo jet, carrying 270 passengers and 15 crew from Tokyo, was flying at 8 000 metres when the explosion occurred.

The inside of the aircraft was badly damaged and air pressure dropped, but the pilot landed the aircraft safely in Honolulu 23 minutes after the explosion, the officials said.

Police and the FBI are investigating whether the explosion was caused by a device placed on board the airliner.

The aircraft, flight 830, had been scheduled to continue to Los Angeles

When air pressure dropped in the cabin, the pilot brought the aircraft down from 8 000 metres to 3 100 metres, airline officials said.

The injured were said by airport officials to be in satisfactory condition. — Sapa-Reuter

Rebel union lauds walkout

THE Motor Assemblies and Component Workers' Union of South Africa (Macwusa) has approved of the National Automobile and Allied Workers' Union (Naawu) walking out of the Eastern Cape Industrial Council during wage negotiations.

By JOSHUA RABOROKO

In a statement to The SOWETAN on Tuesday Macwusa said it regarded the withdrawal from the council "an effective and challenging initiative in shop floor bargaining".

Macwusa's support for Naawu comes after Fosatu had slammed Naawu for not supporting the strike by more than 10 000 workers in the motor industry in the Eastern Cape recently.

Macwusa earlier maintained that Naawu, a Fosatu affiliate, had agreed to serve on industrial councils. Macwusa insisted that the union should now deal directly with employers outside the industrial councils.

After almost two weeks of deadlock negotiations at the council, Naawu finally pulled out and supported a collective bargaining system.

In the statement Macwusa said they regarded the walkout as another "beam of light brightly thrown into the future of the workers in this country".

The Industrial Council has once again proved itself to be "a fruitless channel for negotiations". The various phases of its response clearly demonstrate its unwillingness to adjust and apply the required constructive direction of negotiation.

STATEMENT

"We reiterate that if this dragging issue of registration is abandoned then trade union movement in this council will enjoy a united working class."

The statement added that unions should dissociate themselves totally from registration of unions and participation in industrial councils.

Naawu's general secretary, Mr Fred Sauls, rejected employer protests that the wage demands were "unrealistic" and called on companies to reveal their balance sheets and management salaries, claiming that the workers and customers were being "ripped off".

The chairman of the Industrial Council, Mr Fred Ferreira, said that an arbitration would be appointed if the council's members agreed. Otherwise, they would call on the Minister of Manpower to appoint an arbitrator.

Employers have offered a minimum hourly R2.20 as opposed to Naawu's R2:50 demands.

Mr Sauls said that it would be interesting to see whether or not employers would deal with them directly as is the case with the rival Macwusa which is not a member of the council.

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R42-million lost in motor strikes

CAPE TIMES 13/8/82 346

Own Correspondent

PORT ELIZABETH. — Two of the three strike-ridden Eastern Cape motor manufacturing giants, have together lost about R42-million in revenue and production and 11 400 workers have lost about R2-million in unpaid wages since the start of the troubles on July 15.

These figures were released by spokesmen for Ford in Port Elizabeth and Volkswagen in Uitenhage yesterday.

General Motors, which has 4 000 hourly-paid workers, declined to supply figures but said that the effect on families in loss of earnings through work stoppages was of particular concern to the employers.

GM's assistant managing director Mr Rod Ironside, said that despite repeated appeals for responsible action and a realistic approach compensation, the economics of the situation were not being viewed on a rational basis.

Volkswagen's public affairs manager, Mr Ruben Els, said that with R96 000 as the daily pay packet for the company's 6 000 hourly-paid workers, unpaid wages totalled more than R1-million in 12 working days lost from July 15 to Tuesday this week.

Mr Els said that over the 12 days the company had lost R24-million in production turnover.

Ford's public relations officer Mr Harry Hill said the company was working on a figure of R100 000 a day for its 5 400 hourly-paid workers.

In nine lost working days and six days of interrupted production, workers had lost about R1-million in wages.

The figure did not include Ford's present closure from Wednesday this week to August 20 during which workers would get three days' holiday pay.

With daily revenue losses estimated at about R2-million, the company had lost R18-million in the nine days' shutdown.

He expressed particular concern for the large number of workers who were compelled to lose earnings because of the actions of others.

Inevitable industrial consequences were that manufactured products had been curtailed and sales lost.

● Production resumed at General Motors yesterday, Sapa reports, leaving only Ford's Port Elizabeth plants closed after a strike, go-slows and walkouts in the Eastern Province motor manufacturing industry during the past month.

General Motors closed on Wednesday after workers downed tools when 18 employees were dismissed in connection with alleged assaults and damage to company property on Friday.

At Volkswagen, production returned to normal yesterday after the Uitenhage plant had closed last week when workers started a go-slow.

Ford lays off 507 workers

CAPE TIMES 14/8/82

Own Correspondent

PORT ELIZABETH — Ford South Africa retrenched 507 hourly-paid workers yesterday — approximately 11 percent of its hourly workforce — because of South Africa's "worsening economic situation".

The workers knew only yesterday of the retrenchments when they received letters thanking them for their services to the company with their pay packets.

The letters told them all money owed to them would be included in the packet, as well as a day's payment in lieu of notice.

While the retrenchments affect workers in all the company's plants, the majority are from the Neave plant which has the greatest number of employees.

Police

At Neave yesterday morning workers were paid through the fence while several police vans with Reaction Unit policemen in camouflage gear were parked outside.

No incidents were reported at any plant.

Last night the National Automobile and Allied Workers Union (Naawu) warned that the reaction of workers to the retrenchments "could not be expected to be passive and without resistance".

Shareholders

A statement issued by the union said that Ford had shown it protected the interests of its shareholders "irrespective of the repercussions on human life or the effects on any country it operated in".

In a statement issued yesterday the company said it had put off retrenchments for "as long as possible" through working short-time and by not replacing workers who left. This could no longer be considered "because of the impact on workers' incomes".

GM, VW

Mr Peter Sullivan, manager of public relations at General Motors, said yesterday the company had "no plans for any lay-offs".

Volkswagen's manager of public affairs, Mr Ruben Els, said the company had "no definite plans for retrenchments at this stage".

● A Naawu spokesman said yesterday GM management had agreed to meet with union representatives to discuss a procedure for investigating the dismissal of 17 workers on Monday. They were fired for their alleged participation in acts of violence and intimidation.

He also said a general meeting of Ford workers would be held on Tuesday on the retrenchments.

Union says sackings raise conflict chance

R/E ARGUS 14/8/82

Weekend Argus Bureau

PORT ELIZABETH. — The mass retrenchment at Ford this week is seen by workers as an attempt to frighten them of calling further strikes, but it has raised the "conflict potential."

This was said today by the secretary of the National Automobile and Allied Workers' Union (NAAWU), Mr Fred Sauls.

His union's members have in the past month been responsible for an unprecedented wave of strikes in the Eastern Cape motor industry related to a protracted wage dispute.

MEETINGS

Mr Sauls said in an interview that a further line of action would be decided at a series of union-worker meetings early next week.

Ford announced yesterday that 507 workers were being laid off because of hardship in the industry. The company has already this year implemented shorter weeks or any country it operated in.

and short-time.

The reaction of workers to their retrenchments "could not be expected to be passive and without resistance," Mr Sauls said.

MANUFACTURERS

Contrary to frequent claims that the motor manufacturers in the Eastern Cape were there for the well-being of the community, Ford had shown it protected the interests of its shareholders "irrespective of the repercussions on human life or the effects

Irrespective of the workers' decision, NAAWU would take up with managements the lay-offs and the sacking of six Ford workers and 17 General Motors workers for alleged "molestation" of other workers, he said.

The sackings led to walkouts at both plants early this week.

Ford then closed its operations until August 20, but General Motors has remained open.

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A statement issued by the union said that Ford had shown it protected the interests of its shareholders "irrespective of the repercussions on human life or the effects on any country it operated in".

In a statement issued yesterday the company said it had put off retrenchments for "as long as possible" through working short-time and by not replacing workers who left. This could no longer be considered "because of the impact on workers' incomes".

GM, VW

Mr Peter Sullivan, manager of public relations at General Motors, said yesterday the company had "no plans for any lay-offs".

Volkswagen's manager of public affairs, Mr Ruben Els, said the company had "no definite plans for retrenchments at this stage".

● A Naawu spokesman said yesterday GM management had agreed to meet with union representatives to discuss a procedure for investigating the dismissal of 17 workers on Monday. They were fired for their *alleged participation* in acts of violence and intimidation.

He also said a general meeting of Ford workers would be held on Tuesday on the retrenchments.

Split opens between two motor unions

Labour Correspondent

THE unregistered Motor Assemblers and Components Workers Union (Macwusa) has dropped plans to co-operate with Fosatu's National Automobile and Allied Workers Union (Naawu), because Naawu refuses to reject the official industrial council system.

Naawu is engaged in a wage dispute with East Cape motor employers which has led to several major work stoppages.

It withdrew from the council to avoid arbitration of the dispute, but says it will return after the dispute has been settled.

Macwusa, which recently walked out of a union unity meeting because of its objection to unions who register and sit on industrial councils, had welcomed Naawu's move.

But in a statement, the union said it was disappointed that Naawu "is in fact not dissociating itself from the use of the industrial council as bargaining machinery".

It claimed that Naawu members "had clearly rejected the council in favour of shop floor bargaining".

Macwusa also alleged that Naawu had not reported back to its members on decisions at successive emerging union summits which rejected registration and the industrial council system.

Macwusa is now "studying the situation" in the hope that the union will quit the council permanently.

● Some Naawu members have criticised Macwusa sharply for not supporting the recent wage strikes in the industry.

Post Focus

Questions over industrial council

By SANDRA SMITH

THE withdrawal last week of the National Automobile and Allied Workers Union (Naawu) from the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape has raised questions over the continued effectiveness of the body and the future of negotiations in the industry.

The union withdrew last Monday when a dispute over minimum wages was referred to arbitration. Naawu is opposed to resolution of the dispute through a third party, seeing this as taking control of the situation out of workers' hands.

It intends concluding individual, in-plant agreements with Ford, General Motors and Volkswagen, who have not yet indicated whether they will negotiate on this basis.

Naawu's general secretary, Mr Freddy Sauls, explained the union's withdrawal was not a matter of principle, but was "a strategy in the bargaining process".

Therefore it did not necessarily mean Naawu would not in future again participate in negotiations in the council.

Criticisms that industrial councils removed the negotiating process from worker control and were undemocratic applied in particular instances, Mr Sauls said. The success of using the council depended upon a union's methods of organising.

"Our negotiations on this council were based on worker decisions taken at meetings, and the delegation was accountable to the members."

Naawu's withdrawal did not indicate members were becoming disillusioned with this forum, Mr Sauls said. They had called for in-plant agreements only when it became clear the dispute would go to arbitration by a third party.

The union favoured industry-wide bargaining in the long run, which would be to the advantage of employee and employer parties, but this might only develop in two or three years' time.

The industrial council's chairman and director of industrial relations at Ford, Mr Fred Ferreira, agreed that the real effectiveness of the council would be lost if a major representative party did not participate.

The council, now made up of the employers and the Iron, Steel and Allied Industries Union which represents about 2 000 workers in the local industry, could reach an agreement which would be binding on Naawu members.

However, "we want to involve to the maximum all parties participating in the labour situation in our organisation. This could be accomplished more effectively outside the council," Mr Ferreira said.

While Ford was not averse to the idea of negotiating outside the council, Mr Ferreira believed the body could in the long term still perform a useful function.

Industry-wide bargaining was an inevitability, and would be in the interest of all parties concerned.

"I don't know if Naawu's withdrawal from the council is necessarily a step towards industry-wide bargaining, but I don't see it as detracting from that possibility either," Mr Ferreira said.

Industry-wide agreements, bringing about uniform conditions of employment, would mean certain competitive advantages which existed now would be eliminated.

Increasing cohesion in the labour movement would mean that employers outside the Eastern Province who were opposed to this form of bargaining would be forced to reconsider.

Asked whether, if Ford entered into in-plant bargaining with Naawu, this would effect the company's relationship with the Motor Assembly and Component Workers Union of SA (Macwusa), Mr Ferreira said: "We desire the involvement of all parties to meet on common ground to negotiate an acceptable agreement.

"However, I don't think we could jump into in-plant bargaining."

Negotiation outside the council could involve the development of a bargaining structure which would negotiate on different issues at different levels.

"But there is no way Ford could agree to in-plant bargaining and ignore significant aspects of its representative labour force," he said.

"In the longer term we would prefer a situation where the entire industry would negotiate on common issues with all representative employee parties involved," he said.

Unrest caused by union rivalry

By Tony Davis, Labour Reporter

Inter-union rivalry was responsible for much of the current unrest in the Eastern Cape motor industry, according to Ford's industrial relations chief.

Addressing an annual security conference in Johannesburg this week, Mr Fred Ferreira said the wage issue was a "smokescreen" for rivalry.

The National Automobile and Allied Workers' Union had withdrawn from the industrial council to compete on a more equal basis with the largely black Motor Assemblers' and Component Workers' Union.

"It is very much a situation of which union is going to win the soul of the black worker," Mr Ferreira said.

REDUCE

While it was impossible to eliminate strikes it was possible to reduce their frequency, he said.

There were three main reasons for labour unrest among black workers: poor housing, education and State action.

Because community and workplace issues were related, it was likely that community-based unions would grow the fastest, Mr Ferreira said.

To reduce the number of strikes companies should introduce programmes to change attitudes of supervisors and improve grievance procedures and disciplinary codes, he said.

Effective communication channels, the introduction of blacks into more senior posts, and basic guidelines for company-union relations were needed.

HARMFUL

A labour expert, Mr L Douwes-Dekker told the conference security practices in some cases were harmful to industrial relations.

He was critical of companies which had "closed" relations with unions and used security personnel to spy.

The role of security should be to protect and preserve property and not to advise management on industrial relations, he said.

Companies which adopted a closed, paternalistic approach to unions were abusing their security functions.

Naawu to discuss interim wage rise

Post Reporter

AFTER talks with the Eastern Province Automobile Manufacturers' Association (Epama), the National Automobile and Allied Workers' Union (Naawu) is to ask its members tonight if they are prepared to accept an interim wage increase.

The union has twice held talks with the employer body, representing Ford, General Motors and Volkswagen, since pulling out of the industry's industrial council when a wage dispute was referred to arbitration.

Naawu has demanded individual, in-plant negotiations with the three companies, who are believed to be pushing for the union to negotiate with Epama instead.

Naawu members will decide in a series of meetings today whether to accept an interim increase from the companies while the union establishes a new negotiating structure with the employers.

General Motors workers will meet in the Jarman Hall in Gelvandale, and Ford workers in the Chatty Community Centre.

and latrines and and refuse

Workers reject latest wage offer

E. Post 25/8/82

THE three major Eastern Cape motor manufacturers are faced with a new dilemma after the rejection by members of the National Automobile and Allied Workers' Union (Naawu) last night of an interim wage increase.

Ford, General Motors and Volkswagen offered at a meeting of the Eastern Province Automobile Manufacturers' Association (Epama) this week, to implement immediately an interim 20c across-the-board increase for grade one workers.

Workers from the three firms rejected the offer and decided to hold out on their demand for a minimum hourly wage of R2,50.

The 2 000-strong white Iron, Steel and Allied Industries Union is believed to be pressing for an interim increase before negotiations on a wage agreement in the industry's industrial council are finalised.

The union would not comment today but a spokesman said he had called for an urgent council meeting next week.

Workers other than those belonging to Naawu or the white union are also believed to be pressing for the interim increase, already overdue because of extended negotiations and Naawu's withdrawal from the industrial council.

Employer sources said today Epama had not yet discussed whether to implement the interim increase despite Naawu members' rejection of it.

RDM 27/8/82 346

Metal council rules face major legal test

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at a Durban metal plant are considering seeking a court order declaring that the rules of the country's biggest industrial council pension fund, which affects nearly half a million workers, have no legal force for black workers.

The move would have major implications for industrial relations in the metal industries. If the action succeeds, lawyers say, it will mean the metal industrial council agreement is also not applicable to blacks.

Industrial councils are a cornerstone of the country's official bargaining system. The metal council is the biggest, fixing minimum wages and work conditions for more than 450 000 workers of all races.

The possible court action is the latest development in an ongoing attempt by workers at Defy Metal Industries to have their contributions to the metal industries pension fund refunded.

The workers, most of whom belong to the SA Allied Workers' Union, struck over this demand and have been negotiating it with Defy for about nine months.

But Defy cannot meet the demand as the fund's rules do not allow workers to withdraw their money unless they have retired or have left the industry for six months.

Earlier this year, the company applied unsuccessfully to the council for an exemption from its rules.

Talks continued, but on Friday Defy told the union nothing further could be done, short of breaking the law.

A Saawu representative said yesterday that the union had decided this week to consider three courses of action. They would either appeal to the Minister of Manpower against the council's decision not to grant an exemption, ask the company to establish a non-contributory pension fund or seek the Supreme Court order.

The application for the order would argue that the agreement setting up the pension fund should not have been extended to black workers because the unions which negotiated it were not representative of them.

A course of action would be chosen next week.

"The workers believe they were not consulted about setting up the fund. They also have no control over how it invests its money or detailed knowledge of how it is administered. They therefore do not want to belong to it.

"The company's attitude is sympathetic, but the council has adopted a no-compromise stance. The workers therefore feel they must take further action," he said.

The director of the Steel and Engineering Industries Federation, Mr Sam van Coller, yesterday confirmed that Defy had been refused an exemption. He said exemptions were granted to companies only on the basis of guidelines established by precedent.

Defy general manager Mr Ron Colley confirmed yesterday that talks had been taking place on the issue.

Defy had honoured its commitment to the workers and Saawu to keep them informed of its attempts to persuade the fund's board of management to change its rules, but it had ultimately been faced "with a situation over which we have no control".

The company believed communication with workers and the union had improved and that it had done everything it could to settle the issue, Mr Colley said.

TUESDAY, AUGUST 31, 1982

Motor firms take stand on talks

E. Post 31/8/82

Post Reporter

THE three Eastern Province motor manufacturers — Ford, General Motors and Volkswagen — have refused to hold individual, in-plant wage talks with the National Automobile and Allied Workers' Union (Naawu).

At a meeting between the Eastern Province Automobile Manufacturers' Association (Epama) and the union today the employers made it clear they would only negotiate through Epama.

Naawu members demanded in-plant bargaining when the Industrial Council reached deadlock earlier this month. The dispute was to be referred to arbitration by the Minister of Manpower.

Naawu withdrew from the council and requested in-plant wage talks.

The union sees the employers' stand as a contravention of the Sullivan Principles, to which GM and Ford subscribe.

Naawu's general secretary, Mr Freddy Sauls, said the two motor manufacturers had indicated in the past they would negotiate with any representative body, and not only with those within industrial councils.

At today's meeting the union also re-iterated its rejection of interim wage increases before a settlement could be reached.

Section B

Naawu criticises interim wage increase decision

E. Post 1/9/82 346

By SANDRA SMITH

THE National Automobile and Allied Workers' Union (Naawu) today sharply criticised the decision of the three Eastern Province motor manufacturers and a white union yesterday to go ahead with an interim wage increase in the industry.

Ford, General Motors and Volkswagen will pay an interim across-the-board increase of 20c at the lowest grade, backdated to August 22.

At a meeting between the Eastern Province Automobile Manufacturers' Association (Epama), Naawu and the Iron, Steel and Allied Industries Union yesterday, Naawu reiterated its rejection of the interim increase.

The union left the meeting, and the other two parties then convened an Industrial Council meeting to ratify a decision to cancel a supplementary unemployment benefit fund and implement the interim across-the-board increases.

Epama has invited "all interested parties" to wage talks, probably this week, aimed at finalising an agreement after the collapse of the Industrial Council when Naawu withdrew last month.

In a statement today, the union said tensions were developing which could have serious repercussions in the automobile industry — "because of the employers' attitude".

"This may cause irreparable damage to the relationship between the workers and the companies," the statement said.

Naawu condemned the three companies for "chasing short-term gains at the expense of long-term industrial relations solutions".

The companies' "unilateral decision to implement the interim increase" demonstrated to the workers that the motor manufacturers "have no, and never had, any intention of reaching an agreement with the union on the basic wage demand".

"We are now considering whether there is still a need for concluding industrial agreements if this is the attitude and practice of the employers," the statement said.

Such a unilateral decision had serious implications for long-term industrial relations in the Eastern Province and South Africa.

Naawu would consider negotiating with Epama and other parties "as long as it is done in good faith and is a sincere attempt to reach an acceptable settlement".

VERY CANDIDATE MUST enter in lumn (1) the number of each question nswered (in the order in which it has en answered); leave columns (2) and) blank.

	Internal	External
(1)	(2)	(3)
3	65	
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Examiners' Initials		

(to be copied from the heading of the Examination Paper)

Paper No 2.

(to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

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Seifsa plea to Govt on negotiation

Labour Correspondent

THE director of the Steel and Engineering Industries Federation, Mr Sam van Coller, this week appealed to the Department of Manpower to "continue" backing Seifsa's efforts to retain the metal industries' industrial council system despite demands from unions to bargain outside the system.

Mr Van Coller addressed this appeal to the Minister of Manpower, Mr Fanie Botha, at Mr Botha's meeting with Johannesburg employers this week.

In his reply Mr. Botha merely said his department would hold talks with Seifsa on any changes it planned to the country's official bargaining system.

Mr Van Coller had referred to the Minister's address in which he had said demands from some unions to negotiate directly with individual companies posed a difficulty to employers.

Mr Van Coller said metal employers had also been met with demands by emerging trade unions to negotiate outside the industrial council system.

In his reply, Mr Botha said he had originally believed that bargaining could be channelled into a "rigid system", but that he had since changed his view.

ARGUS 7/9/82

Women labourers 'underpaid'

Labour Reporter

THE Industrial Council for the Building Industry intends pressing charges against Besterecta, a construction firm, for allegedly underpaying women working as labourers.

Last week The Argus reported that about 200 women had been retrenched from Besterecta without notice. Workers interviewed said they had all been doing labourers' jobs but had been paid only 50 c an hour.

The minimum wage specified in the Industrial Council Agreement for labourers, irrespective of sex, is R1,20 an hour. The agreement also specifies that hourly paid workers be given two hours notice of retrenchment.

A spokesman for the council said statements had been taken from the women concerned.

"The matter is receiving attention and the council will take the necessary action," he said.

VW turns down union's request for in-plant talks

E. Post 7/9/82

By SANDRA SMITH

THE Volkswagen motor company in Uitenhage has told the National Automobile and Allied Workers' Union (Naawu) that it will not enter into in-plant talks with the union.

This was in reply to a letter from Naawu requesting that talks to reach an agreement on minimum wages and separation pay begin tomorrow.

VW's public affairs manager, Mr Ruben Els, said the company was prepared to negotiate through the Eastern Province Automobile Manufacturers Association (Epama).

Naawu has been committed to securing individual agreements with Ford, General Motors and VW since its withdrawal from the industry's industrial council last month after a deadlock in negotiations.

The VW shop stewards' committee met this morning to consider the company's response.

● Ford has given an assurance that 507 workers retrenched last month will be given preference when vacancies arise, and new workers would only be taken on if the skills required were not held by any of the laid off workers.

New workers would also only be taken on after it is established that no worker in the plant where a vacancy exists can be promoted to fill the position.

Ford undertook to send telegrams to retrenched workers to tell them of vacancies, and to inform Naawu.

The union's general secretary, Mr Freddy Sauls, said the agreement was a positive step by the company in re-establishing sound relations.

Labour Act: Buti faces 5 charges

The Rev Sam Buti, chairman of the Alexandra Liaison Committee, appeared in the Johannesburg Magistrate's Court today on five charges under the Labour Relations Act.

He appeared in his capacity as a director of the Alexandra Community Corporation, a furniture company. The company is also charged.

The allegations are that the company failed to pay money in terms of Industrial Council regulations.

It is alleged that the company and Mr Buti failed to pay contributions to the provident fund, training funds, holiday fund, and trade union.

Mr Buti was not asked to plead. The hear- [redacted] to Octobe

Talk or else, union tells motor firms

Mail Correspondent

DURBAN. — The National Automobile and Allied Workers' Union has given the big three motor manufacturers — Ford, General Motors and Volkswagen — two weeks to open plant-level wage negotiations or face further labour action.

This is the latest development in the simmering Eastern Cape wage dispute which in July broke out into a mass strike by 10 000 members of Naawu.

The wrangle between the union and the companies was triggered off by Naawu's walkout from the industrial council last month when it was decided to refer the dispute for arbitration.

Earlier this week Naawu delivered a working document for in-plant negotiations to Volkswagen, together with a demand that talks be opened by Wednesday.

VW ignored the deadline, saying it would only negotiate through the Eastern Province Automobile Employers' Association.

Similar documents were sent to Ford and GM. The companies have been given until September 23 to open talks.

Industrial councils: Seifsa warning

CAIC Times 17/9/82

346 1853 1854 1854

Staff Reporter

WHILE welcoming steps to extend full trade union rights to black employees, the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Sam van Coller, warned the government yesterday against taking action which might undermine the functioning of industrial councils.

Mr Van Coller was speaking at a sitting of the President's Council's economic committee to investigate measures which inhibit the effective functioning of a free market-orientated economic system in South Africa.

'Opportunity'

Mr Van Coller said Seifsa believed full trade union rights would provide an important opportunity for black employees to participate in the process of allocating the rewards derived from successful economic activity.

He said the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry provided employers and employees with the opportunity to negotiate national minimum conditions of employment in the metal industries.

"It is essential that the industrial council system is maintained so that collective bargaining can continue to take place within a sound structure in future. But becuase of their exclusion from this forum, black workers are suspicious of the industrial councils.

"As it is likely to take time to overcome these suspicions, Seifsa believes it is essential that the government does not take any steps which might undermine the functioning of the industrial councils," Mr Van Coller said.

He said the process of registration of trade unions proyided for in the Labour Relations Act was currently giving rise to serious reservations among the emerging trade unions towards the official collective bargaining system.

Seifsa, in response to an investigation being conducted by the National Manpower Commission, had recommended that registration of trade unions be placed on a par with the registration of companies.

Recommended

They had also recommended that the question of representativeness should be a matter for employers and trade unions to determine and not the Industrial Registrar.

"It is understood that any changes to legislation that might occur in this area will be only in 1984. In view of the urgency of this matter, Seifsa believes every effort should be made by the National Manpower Commission to complete this investigation, so that appropriate amendments can be made to the legislation in 1983.

Seifsa chief in plea for industrial councils

346 D. Dispatch 18/9/82

CAPE TOWN — While welcoming steps to extend full trade union rights to black employees, the director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Sam van Coller, has warned the government against taking action which might undermine the functioning of industrial councils.

Mr Van Coller was speaking at a sitting of the President's Council's economic committee to investigate measures which inhibit the effective functioning of a free market-orientated economic system in South Africa.

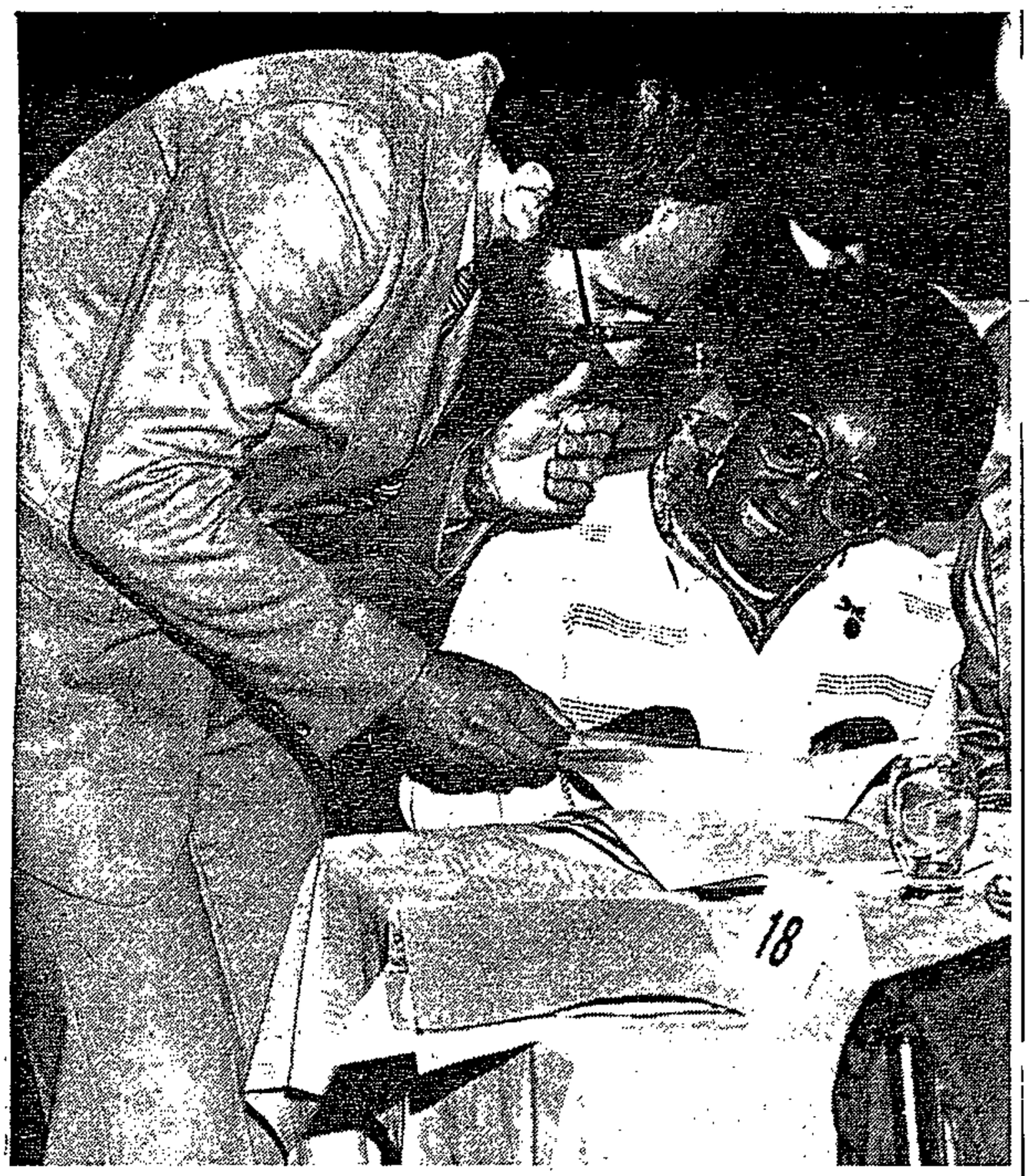
Mr Van Coller said Seifsa believed full trade union rights would provide an important opportunity for black employees to participate in the process of allocating the rewards derived from successful economic activity.

He said the National Industrial Council for the iron, steel, engineering and metallurgical industry provided employers and employees with the opportunity to negotiate national minimum conditions of employment in the metal industries.

"It is essential that the industrial council system is maintained so collective bargaining can continue to take place within a sound structure in future. But because of their exclusion from this forum, black workers are suspicious of the industrial councils." Mr Van Coller said

"As it is likely to take time to overcome these suspicions, Seifsa believes it is essential the government does not take any steps which might undermine the functioning of the industrial councils," Mr Van Coller said.

— SAPA



Mr Arthur Margolis, of the Garment Workers Union of SA, and the general secretary of the National Union of Clothing Workers, Mrs Lucy Myubelo, study a resolution during a break in proceedings at the Tucsa congress yesterday.

Cape Times 21/9/82

Detainees: Tucsa president replies

Labour Reporter

TUCSA was not prepared to take up the cases of individual detainees they hardly knew, Dr Anna Scheepers said in her presidential address at the trade union body's annual congress in the City yesterday.

tucsa conference

Dr Scheepers, who was unanimously re-elected president for a second term yesterday, was replying to criticism of Tucsa's attitude towards

She said these unions were involved in a "vicious" attack on the industrial council system, either through ignorance of the system or for "obscure political motives".

She also warned that South African workers were facing the worst onslaught ever, with competition coming from overseas, as well as internally.

It would be a challenge for urban workers to hold their jobs against tremendous odds — the new decentralization proposals, which would "whet the appettite" of manufacturers, causing them to move their factories.

detained trade unionists, which has led to the disaffiliation of several member unions.

This included Tucsa's criticism of protests over the death in detention of trade unionist Dr Neil Aggett and its refusal to take up the cases of detainees Allan Fine — an official of a Tucsa union — and Emma Mashinini, wife of the then Tucsa unionist Mr Tom Mashinini.

"Tucsa opposes the principle and practice of detention without trial but cannot be expected to take up the cases of individuals they don't know, or hardly know at all," Dr Scheepers said.

One person had admitted in court to working with the S A Congress of Trade Unions (Sactu) and sending unfavourable reports on Tucsa.

"What do people think they are? They are trying to undermine Tucsa and when they find themselves in difficulty, Tucsa is the first to be approached to make representations to the authorities."

Dr Scheepers criticized the emerging unions who, she said, were entering the field of "well-established and properly-functioning unions", causing disruption for unions and employers, instead of organizing the unorganized workers.

Walk-out looms over electrical grade row

Mercury 22/9/82

346

Municipal Reporter

A DURBAN City Council decision to downgrade foremen in the Electricity Department will affect 42 men and could lead to a mass walk-out at middle-management level, according to a spokesman for the men.

The spokesman, who asked not to be named, said it was the third raw deal the men had had in the past year.

Special higher grades had been created for them 16 months ago because their work with high tension live voltages was dangerous, they were called out regularly in miserable conditions, and worked incredibly long hours carrying out emergency repairs

Long service

They were all long service employees — 'you don't become a foreman after a few years'. Many had given the corporation loyal service for between 30 and 44 years and were now 'totally disillusioned'. This was having a detrimental effect on the morale of their juniors and was obviously not in the interest of the city. He knew of many foremen who intended leaving in January if the matter was not settled by arbitration.

At Monday's council meeting Management Committee chairman, Mr Neil MacLennan, said the higher grades had been a mistake.

Yesterday the Mercury learned that they had had a ripple effect. Those in grades above the electrical foremen pressed for increases because they felt there should be a wider earning gap, and the powerful Durban Municipal Employees Union wanted all foreman in the corporation raised to the same level as the electrical foremen.

The Municipal Services Commission, which opposed the higher gradings at their inception, advised the council to downgrade 42 men rather than upgrade 110 others. It appears that while a general upgrading would cost about R75 000 a year the ripple effect would be far more costly.

One foreman told the Mercury: 'We fought for a higher grade and a R91 increase for several months. Eventually the Management Committee insisted on a job evaluation, to which we were totally opposed. Our jobs were compared with foremen in the City Engineer's Department, such as plumbers and painters, and comparisons were also made with senior positions in our own department.

'The evaluation report showed that we had to work with live electricity from 220 volts to 175 000 volts. We had the heavy responsibilty of high tension switching, without benefit of extra pay.'

The job assessors advised the council to give senior foreman a monthly increase of R146, their assistants R110 and B grade foremen R102.

Split

The first 'raw deal' came a month after the pay packets were increased. All muncipal employees were given an across-the-board 30 percent increase, except the electricity foremen who got only 12 percent.

Union secretary J J Maree said that two years ago the corporation artisans had been split into different grades and the painters had succeeded in getting the Industrial Court to rule that artisans in all the departments had to be on equal grades. The union felt the same should apply to foremen.

'But', he emphasised we don't want anybody downgraded. We want the others upgraded.

If the matter is not settled by arbitration it will go to the Industrial Court.

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RDM post 24/9/82

Motor worker well-being a priority — employers

PORT ELIZABETH — Employers in the Eastern Cape automobile industry would pursue "whatever course of action" was necessary to ensure the well-being of the workforce was maintained, the chairman of their union, Mr R. J. Ironside, said yesterday.

Mr Ironside, the chairman of the employer members of the Eastern Province Automobile Manufacturers' Association (Epama) was reacting in a statement on recent conditions in the automobile industry in the Eastern Cape.

He said Epama had demonstrated clearly over many years that it believed in negotiating conditions of employment collectively with those unions representing its workforce.

In the industrial council for the automobile manufacturing industry in the Eastern Cape, negotiations for a new agreement broke down two months ago, when the parties could not reach consensus on new conditions of an employment package.

The council decided to go to arbitration, at which point the National Automobile and Allied Workers' Union (Naawu) resigned and withdrew from the council.

To try to overcome the impasse that Naawu's action had created, the statement said, the employers volunteered to continue negotiations outside the industrial council with all representative employee parties

Naawu and the Motor Assemblers and Component Workers' Union of South Africa rejected this.

"In the spirit of constructive action which the employers believe is critical to maintaining orderly industrial relations, they intend to pursue whatever course of action is necessary to ensure that the well-being of the workforce in this industry is maintained," the statement concluded. — SAPA.

Building trade's second wage increase

E. Post
6/10/82
346

Post Reporter

THE wages of all employees in the building trade in the Port Elizabeth/Uitenhage area will go up next month.

The wages of journeyman will go up 11%.

This will be the second wage increase in the building industry in three months.

Later this month, amendments to the medical aid fund, sick benefit fund and pension fund agreements are expected to be published

These will giving details of increases in members' contributions from November 1.

The hourly wage for a 40-hour week of journeymen will rise from R3,20 to R3,60 next month.

The rate for less than 40 hour's work will be R3,35.

The hourly wage of general employees for a 40-hour week will increase from R1,08 to R1,22, that of semi-skilled workers from R1,19 to R1,83 and that of cleaners from 76c to 85c.

Watchmen will receive an increase from R43,01 for a six-day week to R48,39.

The wages of first-year apprentices will go up from R44,80 a week to R50,40.

Employers in the building trade will also have to increase their contributions to the industry's recruitment and training fund from 50c a week per employee to R1,50 a week.

Tucsa completes wage deal

TWO unions affiliated to the more than 100 000-strong Trade Union Council of South Africa (Tucsa) have negotiated new wage agreements for garment workers in the Orange Free State and northern Cape.

According to a spokesman for the unions —the Garment Workers' Union of SA and the National Union of Commercial Workers — the new wage agreements, which start in October, are "a great improvement on previous ones in many respects".

Major changes include:

- three general increases in all wages in October 1982, May 1983 and November 1983.
- an 18-month agreement. Previous agreements were for two years. This means wages can be updated again in a shorter period.
- large percentage increases in most minimum starting-wage rates (as high as 47% in some cases).
- women will now receive the same minimum wages as men.
- Heroes' Day (October 19) is now a paid public holiday.
- Provident Fund contributions have been raised to 2½% of basic wages. Firms must also pay the same amount.
- medical benefits have been improved.

Meanwhile, a new agreement has been reached in the Transvaal chemical industry, which gives workers an effective increase of 50 percent.

LABOUR RELATIONS

Free to choose?

FM 6/10/82 346

Established unions are becoming increasingly critical of emerging unions' refusal to participate in the statutory labour relations system. But this week Manpower Minister Fanie Botha reaffirmed the principle that participation in the system should be voluntary.

"Employers and employees are not forced to belong to labour organisations," said Botha, when he addressed the annual convention of the Institute of Personnel Management (IPM). "Even less are these organisations compelled to establish industrial councils," he added.

"As long as employers and employees, or their respective organisations, do not negotiate wages and conditions of service which are less beneficial than those provided for in basic legislation, they are free to structure and regulate the relationship between themselves.

"This is what self-government in labour relations means, and this principle applies from the factory floor to industry level."

Some observers believe these remarks by Botha are important because they reflect government's appreciation of the emerging unions' reluctance to join industrial councils. Many of these unions have sought to create relationships between themselves and individual employers outside the official bargaining system.

However, recent statements by leaders of some established unions reveal a desire for emerging unions to be made subject to the discipline of the official system.

Botha's statement that employees are not forced to belong to labour organisations is, however, open to criticism. Government may not exert direct pressure on workers to join a particular organisation, but some established unions use the closed shop to compel many workers to belong to them.

The closed shop is being investigated by the National Manpower Commission (NMC), and a case involving its usage in one industry is pending in the Industrial Court. In an article appearing in the latest edition of the *Industrial Relations Journal of SA*, NMC chairman Dr Hennie Reynders says that, on balance, retention of the closed shop in SA will have more advantages than disadvantages.

Emond (Kawasaki) 4 R Porter (Ducati) 5 F Hellyer (Kawasaki)

Superbikes Class B 1 J Thomas (Suzuki) 2 P Gray (Kawasaki) 3 P Smuts (Suzuki) 4 J Sneesby (Suzuki) 5 P Fleming (Yamaha)

Superbikes Class C 1 P Prince (Moto Guzzi) 2 M Ribeiro (Kawasaki) 3 J Chatman (Kawasaki) 4 D Anbor (Honda) 5 D Garstord (Kawasaki)

Superbikes Class [illegible] 1 R Gray (Kawasaki) 2 M Crawford (Honda) 3 A Zeeman (Suzuki) 4 B Hudson (Kawasaki) 5 F Smuts (Suzuki)

Lodge Spark Plug Group One Race 1 S van der Merwe (Cortina) 2 T Viana (BMW) 3 C Coetzee (BMW) Class T S van der Merwe Class U B van Noord (Mazda) Class V A Esterhuizen (Alfa) Class W L Parsons (Alfa) Class X P Lanz (Escort) Class Y E Sanders (Pulsar)

Star Modified Saloon Car Race 1 W Hepburn (Chev) 2 F Els (Volvo) 3 A Chatz (Datsun) Class A W Hepburn Class B B McKenzie (Ford) Class C A Chatz Class D C Clay (Datsun) Class E L Mare (Escort)

Mike Crawford, 1981 Superbike champion, said riders have long felt that run-off areas were inadequate, and would like something to be done

Riders were likely to have talks again with the racing authorities on this issue

Keith's brother Dave, who has won two championship crowns this year, said yesterday Kyalami had been designed as a car racing track and would never be totally safe for bike racing

"But we all know that — we all know the risks we're taking, and we have to accept them."

dents in Sandton area

the Johannesburg General Hospital

● In a hit-and-run incident on Witkoppen Road in Sandton on Saturday night, a woman was knocked down by a speeding car.

She was dead when the ambulance arrived soon afterwards.

● A man was run over on the William Nicol Highway on the outskirts of Johannesburg. He was found to be dead when the ambulance arrived.

The spokesman said it had been a hectic weekend. The Sandton ambulance depot had received 24 calls during Saturday afternoon alone, he said.

Weather Mail

THE Weather Bureau's forecast for today: —

TRANSVAAL: — Cloudy and cool over the east with occasional rain, otherwise partly cloudy and mild to warm with isolated thunder showers, but scattered over the west.

FREE STATE and CAPE north of the Orange: — Partly cloudy and warm with scattered thunder showers, but only isolated over the north-east Free State, where it will be mainly cloudy and cool.

CAPE south of the Orange: — Partly cloudy and mild to warm over the interior with scattered thunder showers except over the west, where it wil be fine and hot. Along the coast it will be fine and mild to warm, but partly cloudy along the south and east coast areas.

NATAL: — Cloudy and cool with light rain in places and fog patches over the escarpment in the morning. It will clear partly in the south later, where it will become warmer.

Temperatures are Celsius maximums expected for each city.

Rand Daily Mail Weather Station

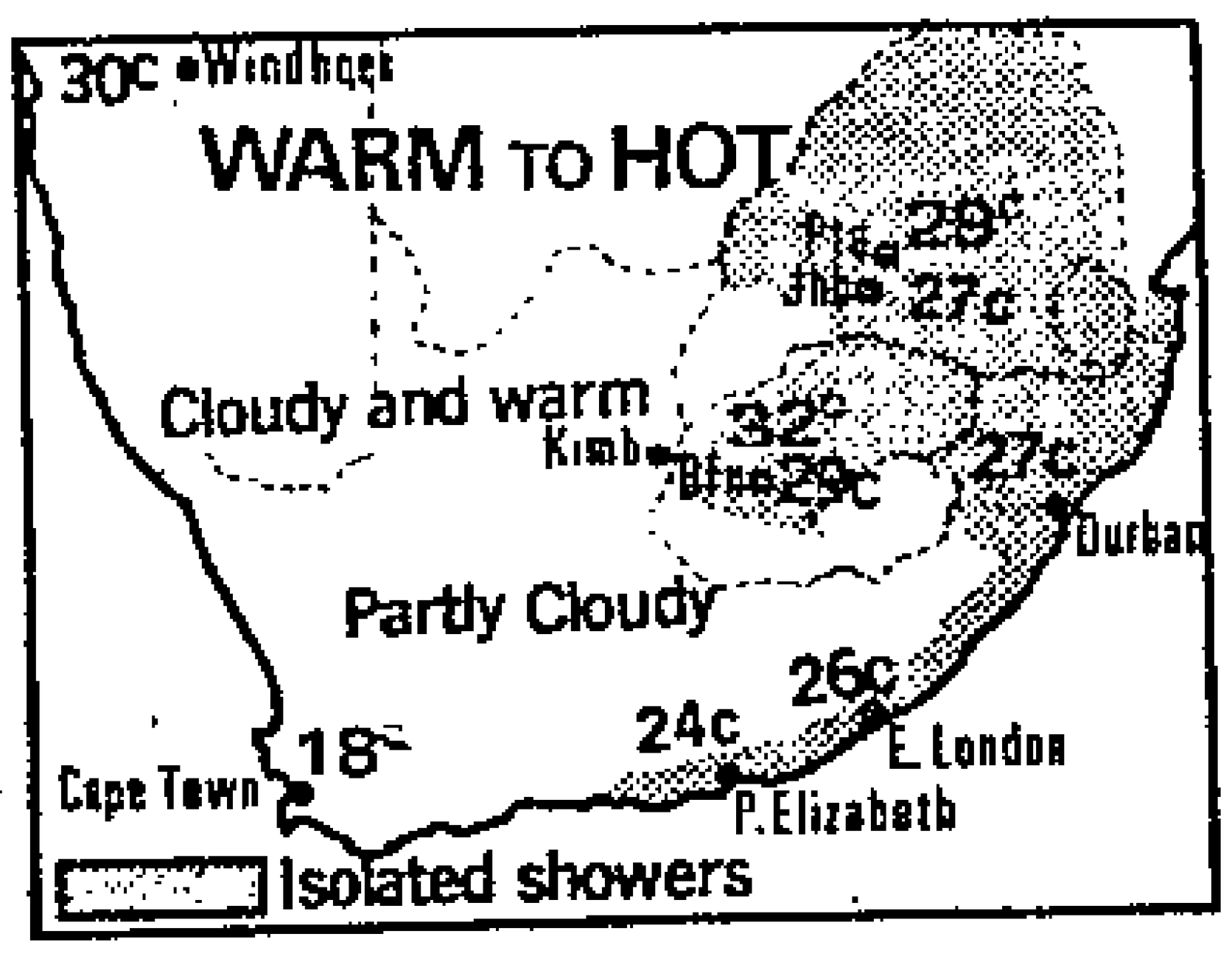
Sunday
October 10, 1982
Temperatures.

09h00	14h00	21h00
13°C	18°C	13°C

Humidity:

90%	62%	78%

Max temp: 19°C
Min temp: 11°C
Rain 24 hours to 20h00: 0,1 mm
Sunset today: 18h12
Sunrise tomorrow: 05h40



SOUTH AFRICA YESTERDAY

Temperatures at 14h00

	°C		°C		°C
Bloemfontein	23	Jan Smuts	18	Potchefstroom	22
Cape Town	23	Nelspruit	15	Pretoria	19
Durban	18	Pietersburg	21	Rustenburg	24
East London	19	Port Elizabeth	18	Skukuza	16

SOUTH AFRICA: Hottest at 14h00: Upington 31°C. Coldest at 08h00: Midelburg, Cape 0°C

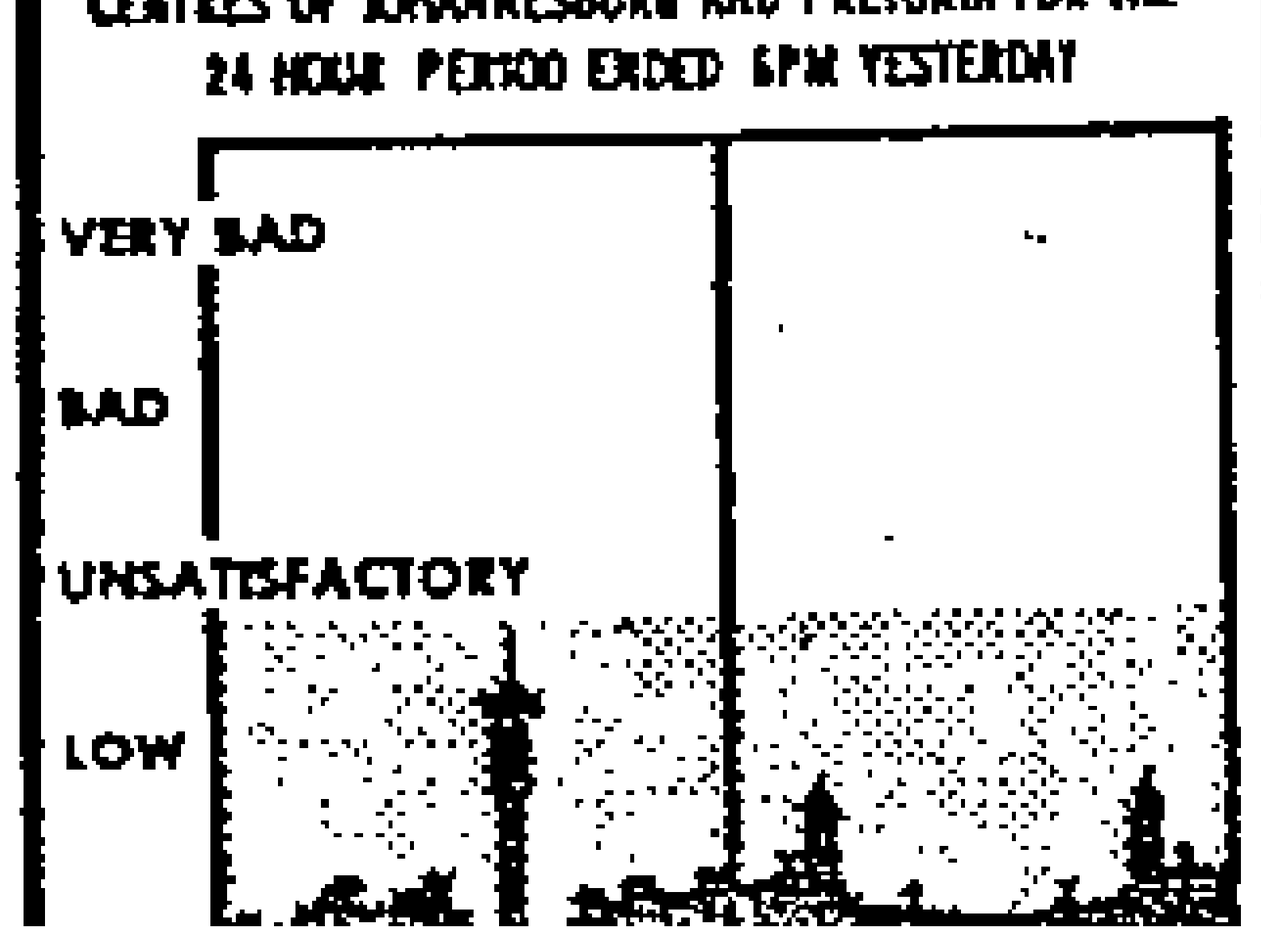
TRANSVAAL: Hottest at 14h00: Rustenburg 24°C. Coldest at 08h00: Standerton 7°C

THE WORLD YESTERDAY

	Min °C	Max °C	Weather
Amsterdam	6	12	Rain
Athens	18	26	Clear
Berlin	7	15	Cloudy
Brussels	8	15	Cloudy
Buenos Aires	12	21	Clear
Chicago	14	19	Rain
Hong Kong	24	28	Clear
Jerusalem	18	25	Clear
Lisbon	16	22	Clear
London	10	15	Clear
Los Angeles	17	30	Clear
Madrid	8	20	Cloudy
Miami	25	29	Clear
Montreal	8	11	Rain
Moscow	2	7	Snow
New York	14	19	Clear

POLLUDEX

THIS SHOWS THE LEVELS OF POLLUTION IN THE CENTRES OF JOHANNESBURG AND PRETORIA FOR THE 24 HOUR PERIOD ENDED 6PM YESTERDAY



Textile workers press for council

Mall Correspondent

DURBAN — The National Union of Textile Workers (NUTW) is to push for the formation of an industrial council covering all clothing and knitting factories in Hammarsdale

This could make the NUTW the first Fosatu union to join an industrial council since the federation's recent policy decision to join councils under certain conditions.

Fosatu unions initially rejected the councils in spite of invitations to join from a number of employer bodies.

The decision to move toward an industrial council was taken by hundreds of workers representing NUTW's Natal members at their annual meeting near Hammarsdale yesterday.

Another resolution attacked the "very low wages" paid by Hammarsdale's clothing and knitting factories.

"These wages are even lower than those set by the Government wage determination because the Department of Manpower has given these five companies an exemption from that determination," it said.

Acting general secretary Mr John Copelyn said the determination laid down R18,50 a week as a fair wage but these companies had been allowed to pay R15,59.

The workers resolved to ask Fosatu to help the union to attack the procedure for granting exemptions.

Yesterday's meeting also agreed to call on Zimbabwe's Prime Minister, Mr Robert Mugabe, to boycott yarn and fabric from Barlow Rand companies.

Their action followed the firing of 1 000 workers at Barlow Rand's Veldspun International factory at Uitenhage after they had gone on strike in protest at lay-offs.

Students from the University of the Witwatersrand recently compiled a booklet accusing the company, headed by the university's chancellor, Mr Mike Rosholt, of paying "poverty wages" and practising "brutal retrenchments".

Workers yesterday also called for the boycott of white shops in Uitenhage and suggested the shop stewards of other Barlow Rand companies should meet to plan joint action.

MATTER OF FACT

rors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader com-

Satan in songs, say W

Mall Correspondent

DURBAN. — "Demonistic messages" such as "I will sing because I live with Satan" could be heard when some records were played backwards, according to a speech delivered at a Jehovah's Witness convention which ended in Durban at the weekend

"Decide to smoke marijuana," was another message which, it was claimed, could be heard when a popular 1980 hit was played backwards, according to the speech entitled, Beware Of Music That Debases, which was prepared by the Watchtower Bible Tract Society in America, and read by Mr G W Sherwood at the convention.

The speech did not mention the titles of the offensive songs, but said the technique was called "backward masking".

In the speech it was claimed many musicians — none were named — openly admitted their worship of Satan and the demons, and this demonistic influence often showed up in their music.

Album covers depicting people dressed to look like witches, demons and devils, or pictures or drawings with a leaning towards the mysti-

Malan: SA won't be pulled into mess

UNDER no circumstances would the Government allow South Africa to be destabilised by hostile elements in the sub-continent, the Minister of Defence, General Magnus Malan, said last night.

Gen Malan said certain states in Southern Africa were intent on destabilising the region — and wanted to drag SA into the same mess in which they now found themselves.

Replying to accusations from certain countries that SA was playing a destabilising role in the sub-continent, Gen Malan said SA would lose the most in the event of instability in Southern African.

Were this SA's goal it would not do so gradually (drupsgewys). It would destablise all of Southern Africa in one fell swoop.

What SA was striving for was stability and economic growth, and certain countries such as Malawi, Swaziland and Botswana — although differing from SA politically — were prepared to co-operate economically in order to promote a common prosperity.

Gen Malan said the lessons of Africa had shown that if a revolutionary war was lost, the result was chaos.

Gen Malan said there was also a new realisation in the United States of the complexities of the South African situation and that this country had become a specific target of the Soviet Union because of this. — Sapa.

METRO MAIL

Santon plans to all illegal advert

THE Chairman of the Sandton [illegible] Committee, Mr Ricky Valente, [illegible] tisers' signs in Sandton are a vi[illegible] law and the Council will be [illegible] against offenders. He said signs [illegible] environment. "I will nail [illegible] signs on trees in the area," he [illegible] particularly complained about [illegible] ingside. He warned that any [illegible] signs or posters on pavements [illegible] signs to trees or street signs did [illegible] vention of municipal by-laws. [illegible] followed complaints from re[illegible]

Scrabble dabble

AFTERNOON sessions of scr[illegible] on Wednesdays at Patterson Pa[illegible] Centre, 7th Avenue, Norwood. [illegible] welcome. For further informat[illegible] Katz at 786-8645.

Festival put off

THE International Military F[illegible] started on October 6 at Ellis P[illegible] has been postponed until Octob[illegible] Steel, a spokesman for the or[illegible] the decision to postpone the [illegible] made because the field was [illegible] suitable for the perfomance. Th[illegible] booked their tickets for the last [illegible] them on October 16, and those [illegible] getting tickets now have a an[illegible] do so. The festival was sch[illegible] yesterday.

Furniture show

AN EXHIBITION of furniture at Eastgate Shopping Centre [illegible] to 23 in the courtyard. A num[illegible] shops will be displaying their [illegible] room, garden, bedroom and furniture.

St John's hall

ST JOHN'S Ambulance says [illegible] report that the most notewo[illegible] the year was the completion [illegible] which, together with the exi[illegible] ters, constitutes a compreh[illegible] solidated administrative bl[illegible] said the hall's completion [illegible] hassles was the return of [illegible] work by members of the [illegible] and the staff at headquarters.

PFP can give PW co

Mall Reporter

NOW that the Prime Minister has opened the door to reform, he must go through it, and PFP voters can give him the message that he can do it with confidence, a PFP

litical situation must seem depressing for the Prime Minister, Mr P W Botha, especially in view of the Germiston by-election result where the National Party scraped through by a mere 308 votes.

Stop-order ban appeal

Labour Correspondent

FOSATU's Metal and Allied Workers Union (Mawu) is to appeal to the Minister of Manpower, Mr Fanie Botha, against a decision by the Metal Industrial Council banning it from receiving stop orders from employers.

The union will ask Mr Botha to overrule the ban and its appeal will be a key test of Government attitudes to unions who do not join industrial councils.

In a statement yesterday, the union charged that the stop order barwas a result of its failure to join the council and that unions on the council and the Steel and Engineering Industries Federation were working together "to try to bring MAWU into line".

Rand 13/10/82

Unions to consider proposals today

Labour Correspondent

THE giant Steel and Engineering Industries Federation has endorsed proposals aimed at making important changes to the metal industrial council — the country's biggest.

Details will be put to unions on the council at a meeting today.

They include one enabling metal firms to draw up agreements with unions on the shop floor on issues like shop steward recognition and to lodge these with the council — a key departure from previous practise on the council.

News of the proposals was announced yesterday in the presidential adress at Sefsa's annual general meeting by outgoing president Mr Bill Bramwell.

Mr Bramwell said there was "a serious level of distrust among black workers of the council system" and it was important for the council to show all workers it could provide both protection and effective procedures for the resolution of their problems.

With this in mind, the parties to the council were "structuring a procedural agreement aimed at establishing effective mechanisms for handling the tensions that have characterised industrial relations over the past year".

Sowetan 12/10/82

Row erupts over stop orders

THE metal and Allied Workers' Union (Mawu) yesterday accused the National Industrial Council for Engineering of prohibiting the union from obtaining stop order facilities in factories where it has membership.

Mawu's statement read: "The union has pointed out that it regards with distaste the arbitrary use by the council of its right to prohibit "unco-operative" unions from obtaining what is a basic right of trade unions around the world.

"This arbitrary power is being used by a group representing a minority of workers in the industry to try bringing Mawu into line.

"It is, however, only resulting in increased antagonism from Mawu members towards the industrial council and Seifsa. Union members feel Seifsa has clearly decided to work with old, pliable unions, against the progressive unions.

"To overcome the problem, Mawu is making application to the Minister of Manpower for compulsory stop order facilities, in order to overrule the industrial council ban. The application is being made in respect of a subsidiary of a multi-national company on the East Rand."

The SOWETAN could yesterday not obtain comment from the National Industrial Council for Engineering.



GENERAL NEWS

Union makes plea on stop-order ban

Labour Reporter

The Fosatu-affiliated Metal and Allied Workers Union will apply to the Minister of Manpower to overrule an industrial council decision which bars it from obtaining stop-order payments.

Mawu says it hopes the Minister will provide for compulsory stop-order deductions from its members in spite of the council ban.

The national industrial council for the engineering industry imposed the ban in March this year.

Mawu said it was seeking ministerial action to help it at an East Rand firm where it had a majority membership.

The ban was an arbitrary measure supported by only a small minority group in the industry to "try to bring Mawu into line," the union said.

Mawu said it had brought the matter to the attention of the Steel Engineering Industries Federation of SA (Seifsa).

The head of Seifsa, Mr Sam van Coller, said the federation was discussing the stop-order issue with parties to the industrial council.

The facility provides funds to the union as employers deduct dues from union members' pay.

miss o wild for Ballache.

Firm ordered to pay R9 000

Labour Reporter

POWER Installations, an electrical cable laying contractor, was ordered by a Durban magistrate yesterday to pay nearly R9 000 to the Natal Industrial Council for the electrical industry

Mr E W Hyland sentenced Mr David McCallum, in his capacity as managing director of the company, to four months imprisonment, suspended for six months, on condition he ensures that Power Installations pays the sum in arrears. This followed the company's failure, for almost a year, to pay pension contributions to the industrial council for its Durban labourers.

The firm's managing director, Mr David McCallum, told the Court 'we were unaware of our commitment to the council'.

He said that when the company had been informed by the council that it came under its jurisdiction it had commenced payment for its staff but 'unfortunately we were obliged to pay for the previous year which amounted to a considerable sum of money'.

'I felt this was unfair as we had endeavoured to clarify the matter and a lot of the employees in question had left our employ and we would be unable to recover their portion of the funds,' he said.

Mr McCallum also said that as a 'conscientious employer', it was necessary for him to question the council's laws. He had discovered that his former employees had 'very little chance' of seeing the benefits of their 'hard earned' money.

ROM 15/10/82

Metal council calls the tune

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Labour Correspondent

TRADE unions in the metal industries can only receive stop order facilities from employers if the metal industrial council believes the union may be prepared to join the council.

This is revealed in a document setting out the council's procedure for stop order applications on behalf of unions who have not joined the council, the biggest in the country.

It was handed to Fosatu's Metal and Allied Workers' Union yesterday by an industrial council representative at a meeting requested by the union.

The union wished to discuss its difficulties in obtaining stop orders — deductions of union dues through employers — from metal companies.

No employer may grant stop order facilities to a union in the metal industries without the council's permission.

Earlier this week, the union — which has, like several other emerging unions, not joined the council — said it was appealing to the Minister of Manpower, Mr Fanie Botha, against a council decision barring it from obtaining stop orders

A Mawu spokesman said yesterday the union had told the council it would refer the document to its national executive for a response.

According to the document, stop order facilities will be granted if the council's executive is satisfied that "the union concerned has indicated its intention to become a member of the council".

If this is not so, the executive must believe "that there is a possibility that it may become a member of the council at some point in the future".

Labour Week

By STEVE FRIEDMAN

FITTINGLY, the giant metal industries dominated last week's labour news.

The industries are, after all, the country's biggest — outside mining and farming — employing about half a million workers.

Employers are represented by the influential Steel and Engineering Industries Federation and workers by some of the country's key unions.

Metal's official industrial council is the biggest in the land and trends in metal labour relations often have a big impact on other industries.

Perhaps the most important development was the news that important changes to the council may be on the cards. Employers and unions will give a final answer to proposed changes on November 11 and the chances of acceptance are good.

The changes aim to speed up the council's dispute procedures. They would also, in a sharp departure from tradition, enable employers to sign limited recognition agreements with unions on the shop floor.

The background to these changes was spelt out early in the week to Seifsa's annual meeting by outgoing president Mr Bill Bramwell.

They come in the wake of unrest in many metal plants, which occurred outside the council system. They also follow resistance by emerging, mainly black, unions to joining the council.

There is a long history of black worker resentment of councils, which are cornerstones of the bargaining system set up by labour law.

Much of this stems from the days when blacks were not represented on councils and they were seen as platforms for employers and non-black unions to "gang up" against black workers.

Added to this has been criticism that councils are remote from the shop floor and that they act to thwart "real" grassroots bargaining.

Seifsa is a staunch supporter of councils — as are the unions on the metal council. It is against wage bargaining at individual metal plants, believing this should take place at the council only.

But last year it acknowledged that, if councils are to win black worker trust, they will have to show they can "deliver the goods" for these workers.

Seifsa has thus been talking to unions — whether or not they are on the council — to try to evolve changes which would win greater worker trust and participation in the council.

Mr Bramwell said this week the proposals are aimed at doing just that.

There is some established union resistance to them, but most unions on the council, while insisting the changes do not "pander" to emerging unions such as Fosatu's Metal and Allied Workers Union, are backing them.

Will they succeed? The main demand of emerging unions has been for factory wage bargaining and the changes are not aimed at introducing that.

The issue is whether they see the changes as a basis for reform or as a means of thwarting it by giving the council a "cosmetic" facelift.

At stake is the ability of employers and unions in the country's biggest manufacturing industry to work out an agreed bargaining system.

But an issue which could cloud efforts to achieve this is the row over the denial of "stop orders" to Mawu.

These automatic deductions of union dues by employers need council permission before metal unions not on the council can obtain them.

In March, Mawu's permission was withdrawn, chiefly because it had undertaken to join the council. The union charges that this is an attempt to "bully" it into joining the council against its will.

The decision to cut off Mawu stop orders was prompted not by Seifsa but by some established unions on the council, who are bitterly opposed to Mawu.

In August, the ban was softened to allow employers who followed a set procedure to deduct stop orders on behalf of unions not on the council.

But the document setting this out insists stop orders will only be allowed if the council executive believes the union may one day join the council — which effectively enables the executive to black Mawu applications.

The union is appealing to Manpower Minister Mr Fanie Botha to overrule the ban.

The third issue confronting the industries is continuing retrenchment, which has been particularly severe in many metal plants.

Mawu claims some employers retrench simply to cut costs, not to keep in business, and believe all layoffs must be negotiated with majority unions. It has devised retrenchment procedures aimed at safeguarding workers' jobs.

But a union meeting has charged that most metal employers were not negotiating layoffs or compensating retrenched workers and Mawu wants talks with employers in 71 Rand plants to hammer out a retrenchment agreement.

Unions' bargaining power is weakened in a recession, but employer reaction may have consequences for future labour relations in the industry.

□□□

TWO significant speeches were delivered at a recent gathering of the Institute for Personnel Management.

Mr Ike van der Watt, general secretary of the SA Boilermakers Society — the country's biggest union — called for a joint union-management front against Dr Piet Koornhof's planned influx control Bill.

He also warned of labour unrest if the Bill went through, attacked the view that unions should ignore "political" issues such as influx control and said labour law should protect workers striking legally from being sacked.

The boilermakers are an "established" union and these unions have been seen as either timorous about social issues or as plain conservative.

So the speech has been seen as evidence of a developing new direction for the union, which now has about 10 000 black members.

Stellenbosch academic Professor Blackie Swart called for the scrapping of laws making striking a crime, changes to industrial councils, and for legislation approving the union recognition agreements demanded by black unions.

This becomes more important as Prof Swart is a Department of Manpower adviser. But the department may baulk at the wide-ranging reform he urges.

ERY CANDIDATE MUST enter in
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given for such candidates are so instructed.

2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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More benefits

PROVIDENT FUND benefits for thousands of garment workers in the Transvaal are to be increased.

This decision was taken by the Industrial Council at a meeting of the Provident Fund Administrative Committee during which the funds actuary recommended that disability benefits be increased to R420 and that death benefits be increased to R250.

The Garment Workers' Union's president, Dr Anna Scheepers, has expressed her pleasure in supporting this suggestion and, in particular, was pleased that the disability grant would go to those older workers who had to stop work due to ill health.

She pointed out that the death benefits were really a benefit for the survivors while the disability benefits were of direct value to a member still living although in bad health.

The meeting also agreed that a further R54 000 should be allocated to members who had repaid their loans.

The Industrial Council's general secretary, Mr J Thomas, has pointed out that the loan repayments were made from July 1959 by way of weekly contributions.

This has resulted in discrimination against persons who had repaid their loans, and consequently, to put matters right, the additional amount should be allocated to them.

Putco 'useless'

THE PUTCO bus service in Vosloorus near Boksburg has been described as "useless and unreliable" by commuters in the area.

The commuters also claimed that buses in the area were dirty, old, did not keep to the time tables in most cases and that bus drivers were rude.

Commuters interviewed by The SOWETAN claimed that the buses only kept to the time table during peak hours but that during the day they did not.

One commuter, Mrs Sophie Mokate, said that most of the buses in the area were dirty and old and that bus drivers were rude. She also said that during the day buses did not keep to the time table and that one frequently had to wait for more than an hour at a bus stop before a bus arrived.

Another commuter said: "If one does not have a weekly bus coupon the drivers often refuse him or her entry into the bus saying that they do not have change".

A few months back Mr Pat Rogers, the PRO for Putco, promised to investigate allegations that the bus service in the area was not up to standard and he also promised that a new machine costing thousands of rands would be installed at the Vosloorus bus depot to clean the buses. However, this machine has not been installed as yet.

Mr Rogers was not available for comment yesterday.

roud of my service."



akwa

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And above all, only a Trek Service Station can give you the petrol with the ultimate additive – pride!

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Toby's Ford

Stand 8112 – Zone 6, Posbus 39, Diepkloof, Soweto 1864.

Rdm 25/10/82 □

Unions' test case

TODAY the Industrial Court begins hearing a case which will provide the first test of its attitude to a key labour issue — the closed shop.

This principle means workers must belong to a union (often a specific union) to work in a particular job.

The issue sparks off violent debate overseas, where it is is generally backed by unions, opposed by employers.

Here, it is usually enforced through industrial council agreements between employers and established (previously non-black) unions.

The new, mainly black, unions say their established rivals simply go to employers, get a closed shop covering blacks and, hey presto, a large (unwilling) black membership is theirs.

Today the court, sitting in Durban, will begin hearing a case in which furniture firm Grafton Everest wants it to declare a closed shop an "unfair labour practice".

Three of its workers refuse to join a furniture union affiliated to the Trade Union Council of SA, which has a closed shop for black workers.

Union won't join industrial council

Labour Correspondent

A MOTOR workers' trade union affiliated to the Council of Unions of SA (Cusa) has decided against joining an official industrial council "at this stage".

This decision was taken at the first annual conference of the United African Motor and Allied Workers Union (UAMAWU) in Pretoria at the weekend.

While Cusa's official policy is highly critical of industrial councils — which are cornerstones of the country's official bargaining system — several of its unions have joined them.

UAMAWU's general secretary, Mrs Dora Nowatha, said the union had not decided against joining a council on principle but because "we feel we are not yet strong enough to do so".

The union, which was formed in 1980, has about 5 000 members spread through the motor assembly, components and repairs industries. It is based in Pretoria and does not have membership among East Cape motor assembly workers.

The union had decided that its present membership did not give it enough industry-wide bargaining muscle to join the council, Mrs Nowatha said.

Bosses snub metal union talks

ARGUS 2/11/82

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Argus Correspondent

JOHANNESBURG. — Metal industry employers have been condemned by the Metal and Allied Workers' Union (Mawu) for remaining on an "unrepresentative" negotiating body and refusing to deal directly with Mawu.

This was the follow-up to a proposed meeting on Saturday between the Fosatu-affiliated union and more than 80 industry employers.

The meeting was to have been held at Katlehong township near Germiston.

Only one employer turned up and the meeting was cancelled.

Mawu, however, planned to hold another meeting, a union spokesman said.

CONDEMNED

A statement by the union condemned employers for not attending, saying employers preferred to negotiate through the Industrial Council, which was an "unrepresentative body".

Meeting employers where Mawu had members would have ensured representative talks, the statement said.

Members on the Industrial Council represented only a small minority of the workers in the industry, the statement claimed.

Mawu also condemned the Power Steel, Engineering Industries Federation of South Africa for telling its members not to attend Saturday's meeting.

The Mawu spokesman said members were concerned that there would be lay-offs at many metal firms on the East Rand next month. Shop stewards were being urged to seek retrenchment agreements with their employers.

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Mercury 3/11/82

Mills sack 1 000 strikers in food allowance dispute

Labour Reporter

ABOUT 1 000 striking sugar workers were dismissed yesterday after three days of wildcat strikes at six Natal sugar mills.

The strikes began shortly after a meeting of the sugar industry's industrial council where negotiations deadlocked over a revision of a food allowance.

More than 3 000 workers from the Tongaat Huletts group's Felixton, Amatikulu, Darnall and Mount Edgecombe mills, the independent Umfolozi mill and Premier Milling's Entumeni mill downed tools at the weekend.

Strikers from Mount Edgecombe and Felixton mills had returned to work by yesterday's deadline and Umfolozi mill workers were due to return last night.

But about 1 000 workers from Amatikulu and Darnall mills had not returned by their normal shift starting time and were considered to have dismissed themselves. Entumeni mill could not be contacted yesterday

The general secretary of the National Union of Sugar Manufacturing and Refining Employees, Mr Selby Nsibande, said at the Industrial Council meetings last week the union had demanded that the food allowance be raised from the present R30 to R107 a month.

Employers responded by offering to raise it by R10, he said.

Although, a formal dispute had not been declared, Mr Nsibande said, the 'wildcat' strikes 'show we are at a stage of deadlock'.

Canteens

The chairman of the employers' association, Mr Glyn Taylor, said that traditionally black workers living in hostel accommodation had eaten at industrial canteens at no charge but more recently there had been pressure for a cash allowance to enable them to feed themselves.

The dispute is centred on the amount of the feeding allowance,' he added.

No formal dispute had been declared by the union, he said, and even if it had been, the council's procedure required that the matter be referred to mediation or arbitration.

A spokesman for Umfolozi mill said the management had spoken to their 1 200 workers on Monday night and appealed to their 'better senses'.

'We told the strikers that while they were out they were not being fed so they should rather return to work and let the matter settle itself industrially.'

1 000 sugar workers fired

Own Correspondent

DURBAN. — About 1 000 striking sugar workers were fired yesterday after three days of wild-cat strikes at six Natal sugar mills.

The strikes began soon after Friday's meeting of the sugar industry's industrial council where negotiations deadlocked over revision of a food allowance.

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But about 1 000 workers from Amatikulu and Darnall had not returned by the normal shift and were considered to have dismissed themselves. Entumeni mill could not be contacted yesterday.

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Employers responded by offering to raise it by R10, he said.

Although a formal dispute had not been declared, Mr Nsibande said, the "wildcat" strikes "show we are at a stage of deadlock".

The chairman of the employers' association, Mr Glyn Taylor, said that traditionally, black workers living in hostels had eaten at industrial canteens at no charge, but recently there had been pressure for a cash allowance to enable employees to feed themselves.

"The dispute is centered upon the amount of the feeding allowance," he added.

"It would seem either the union prefers to ignore the statutory conciliation machinery or that grassroots membership is taking matters into its own hands," Mr Taylor said.

A spokesman for Umfolozi mill said management had spoken to their 1 200 workers on Monday night and appealed to their "better senses".

"We told the strikers that while they were out they were not being fed so they should rather return to work and let the matter settle itself industrially," he said.

Fired workers demand relief

Major ruling awaited from labour court

Nov 1982

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By STEVEN FRIEDMAN
Labour Correspondent

A KEY case heard by the Industrial Court in Johannesburg yesterday will test the right of fired workers to demand temporary reinstatement from the court if they allege the sackings were unfair.

Mr D R van Schalkwyk reserved judgment — but if he finds for the workers who brought it, many other employers who retrench or fire workers during a dispute may be faced with claims for interim reinstatement.

The case has been brought by the Metal and Allied Workers' Union and 52 migrant members fired by an Olifantsfontein company, Stocks and Stocks, against the firm and its holding company, Stobar Reinforcing.

The court yesterday heard arguments from both sides which, if upheld, would have crucial implications for labour relations.

Mr M Brassey, for the companies, argued that Section 35 of the Metal Industrial Council agreement, which sets out procedures employers must observe before firing or retrenching workers, was "void for vagueness".

He said it had no legal force because it did not spell out what an employer had to do to fairly dismiss workers.

Section 35 was hailed as a major breakthrough when it was introduced some years ago and this argument has major implications for the metal industries.

The company also says it is not subject to the metal industrial council agreement.

And Mr H Cheadle, for the union and the workers, submitted it was an "unfair labour practice" to "unilaterally" sack a whole work force to avoid retrenchment negotiations with a representative union.

The case is one of the first to be brought to the court in terms of recent new powers.

A change to Section 43 of the Labour Relations Act (LRA) allows the court to reinstate fired workers, while a dispute over an alleged "unfair labour practice" is being decided — a right once held by the Minister of Manpower.

The union and workers allege they were fired without warning by the employer in an attempt to avoid negotiation over retrenchment so that the company could carry out a "disguised retrenchment" by sacking all the workers and re-hiring only some. They also say the company breached Section 35.

The company denies this and alleges the workers broke their employment contract and were sacked after a go-slow action despite warnings to end it — which they deny.

Mr Cheadle said the workers had a "clear right" to interim reinstatement.

In terms of Section 43, an employer had to show a fired worker had been given a chance to put forward his view and, unless an employer could prove he had done this, the court should grant interim reinstatement.

Mr Brassey argued that, to qualify for relief, the workers had to show that there was no other satisfactory remedy for them.

They also had to establish a "clear right" to it and could not do so if there was a dispute of fact with the company, which there was.

Gunman 'only wanted to frighten' his former wife

By JOUBERT MALHERBE
Pretoria Bureau

"I NEVER wanted to kill my former wife — I only wanted to frighten her," a Pretoria man told a magistrate this week when he appeared in court on a charge of attempting to murder her.

Mr Abraham Joone, 28, of Zambezi Drive, Sinoville, choked with emotion when he told the magistrate he fired at his former wife last Saturday because he wanted her to experience the same anguish he suffered when she became involved with another man while he was doing operational service.

Mr Joone is charged with attempting to murder his former wife, Mrs Petronella Joone.

Mr Joone was granted bail of R1 000 after he told the court he would lose his job if he was detained until next week when the case is heard.

The prosecutor, Mr T Dicker, called Mrs Joone after opposing the bail application and she told the magistrate, Mr J Diener, that her ex-husband had threatened her twice since they were divorced on September 8 this year.

Last Saturday he collected their child at Mrs Joone's flat to take him to a fireworks display at Loftus Versfeld that evening.

That afternoon Mrs Joone went to a softball competition where she was later called and told her former husband was waiting for her in the parking lot.

She was told he had fetched her because their child had been injured after falling off a pavilion.

When Mrs Joone went to the car, Mr Joone allegedly threatened her with a firearm and told her to get into the car.

She refused and returned to the softball game, but Mr Joone allegedly followed her and fired a shot in her direction. Mrs Joone was not hit and Mr Joone was apprehended after allegedly firing another shot into the ground.

He told the court he had been to the house of a relative before going to the softball competition. When he saw the pistol lying in a cupboard, he decided to use it to give his former wife "a fright".

"I did not want to kill her," Mr Joone said.

His advocate, Mr B P Geach, said his client only realised the gravity of his conduct after having spent a few nights in police cells.

Bail conditions were that Mr Joone refrains from interfering with State witnesses — including his former wife.



Counterfeit travellers' cheques and $100 notes : Sergeant J N Visser shows some examples and adv

'EVE'

WHY don't South Africans muck in when it comes to recycling trash? Read EVE tomorrow and find out.

Also in this issue is a look at a dangerous new drug, mothers and bonding, how to get your money's worth, hard sell in New York, recipes and fashion.

Don't miss this exciting issue of EVE tomorrow.



SAM VAN COLLER FM 5/11/82 346

Perils of two-tier bargaining



The *FM* spoke to Sam van Coller, director of the Steel and Engineering Industries Federation of SA (Seifsa).

***FM:* Metal industries employers face the difficult task of conducting a relationship not only with trade unions which are parties to the industrial council (IC) for the industries, but also with non-party unions. What is Seifsa's basic approach to this problem?**

Van Coller: Firstly, we have to recognise that both groups of unions represent our employees, and because of this one wants to achieve a healthy relationship with both. Secondly, we continue to support the IC because we believe it offers the best solutions in the long term. At the same time we want to work towards that IC being representative.

When one is faced with conflicting demands, one has to avoid acting in an arbitrary manner. One must consider what is sound in terms of industrial relations, and what employers consider to be fair and equitable, even if people on the other side of the table might disagree.

A number of changes to the IC are being considered. There are reports that one of these might allow employers to grant a limited form of recognition to unions at plant level. What are the implications of this?

I must stress that the proposals have not been approved yet. We will get the party union response in November. Limited recognition is not a term we have used. What we are talking about are procedural agreements that companies may sign with trade unions — preferably all the unions in their plant. Such agreements may then be lodged with the IC for administration purposes and this would give them greater status within the IC system. They can deal with issues such as the accreditation of shop stewards, joint consultation, resolution of grievances, and discipline.

Do you think the proposed changes will have a significant effect on efforts to attract non-party unions into the IC system?

They are not intended to do that. I think the media have placed the emphasis on the wrong area. Far more important than the proposed procedural agreements are the dispute settlement procedures. We believe that side of the draft is particularly important because our dispute settlement procedure was designed during the early days of ICs for disputes between the parties.

But disputes are now arising at company level and access to the official dispute settlement machinery has to be via the IC. As a result, even if the non-party unions do not support the IC they have found it necessary to bring certain of their disputes to it. We from our side found it very difficult to follow the old procedure for this kind of dispute, and we therefore think that it is in this area that the proposals stand to play a very constructive role.

What is your response to complaints by some union leaders that the IC for the metal industries is too large, and covers too many companies and too many workers doing a wide variety of jobs?

Certainly it is large and has a diversity of interests. But there are a number of points to bear in mind. One is that these diverse interests are often interlinked and it would be very difficult to separate them.

Secondly, within the council a good deal of activity does take place on a decentralised basis. For example, the regional councils essentially administer the agreements. The technical committees are specific to industry sectors and are handling problems in their sectors. The negotiation of the technical schedules, the job structures, takes place on an industry sector basis.

In addition to the main agreement, we also have a number of industry sector agreements and we have a certain number of house agreements. There is much more flexibility in the system than some people make out. However, wage negotiations do, largely speaking, still take place on a centralised basis.

Why does Seifsa oppose supplementary wage negotiations at plant level?

We believe this is unwise for many reasons. Basically we do not believe you can sustain formal collective bargaining at two levels, because one of them will become irrelevant. Employers have associated with each other for collective bargaining because it is in their interests to do so. One increasingly sees signs of non-party unions realising the need to operate on a wider basis. Fosatu shop stewards' meetings on the East Rand are a manifestation of this. It is almost a natural evolutionary pattern.

Seifsa must obviously be concerned about retrenchments.

Yes, we are. Managements are having to take difficult decisions. Obviously your first priority is to ensure that your business survives. But equally one wants to ensure that management/employee relationships remain as sound as possible through such difficult times.

I think there has been a major effort by employers to avoid retrenchments, but this downturn has hit us far more dramatically than the previous one did. People in this country don't realise how serious the difficulties in the steel industry, worldwide, are. This does have an impact on us and we have to guard against our industry being so overmanned that it is not competitive.

What is your reaction to claims by some unionists that certain employers are shedding surplus labour through selective rehiring after strikes?

While this is certainly not an approach that one wants to see encouraged, one also does not want to see workers just taking strike action. If employers were to use lockouts because they were not achieving the response from employees that they wanted, that would anger workers. One must therefore realise that workers who take precipitate industrial action are bound to get a negative response from an employer. But of course if people go on strike in a downturn they are even more vulnerable to losing their jobs.

Does training remain a priority?

Much effort is going into training in a number of areas with the co-operation of the established unions. Possibly the most important area at the moment is the establishment of industry-level apprentice training centres. The first one will face the problem of coming on stream in a recession year, when everyone is trying to cut back on training. But we are still going ahead because it is such an important project.

Naawu: New wage offer

CAPE Times 9/11/82

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Own Correspondent

PORT ELIZABETH. — The National Automobile and Allied Workers Union (Naawu) has received a new minimum wage offer from the Ford, Volkswagen and General Motors managements.

Last night Naawu's general secretay, Mr Fred Sauls. confirmed that the offer had been made at a meeting of union officals and company representatives last week.

Mr Sauls declined to give details of the offer but said the union's membership in the motor-manufacturing industry would meet this week to discuss it.

Wage negotiations reached deadlock

In mid-July more than 10 000 Naawu members employed at the three companies went on strike when minimum wage level negotiations in the Industrial Council for the industry reached deadlock.

The following day the companies closed their factories and demanded an assurance from the union that the workers were willing to return before they would reopen.

After their reopening, work stoppages, go-slows and walk-outs affected renewed production.

The union eventually withdrew from the IC talks because it was decided to refer the dispute to arbitration. The union felt arbitration would remove control of the situation from the hands of the people concerned.

Since Naawu's withdrawal and its request for the opening of separate in-plant negotiations in place of the IC negotiations — and the companies' refusal to negotiate separately — the dispute has moved no closer towards resolution.

In August the employers, with the approval of the SA Iron Steel and Allied Industries Union which was also party to the IC talks, introduced a 20-cent across-the-board increase for hourly employees as an interim increase, pending further negotiation.

Ceteris Paribus
Price
Function
Inferior Good
Substitutes
Complements
Perfect Competition
'Rise' in Demand (or Su
'Increase in Quantity D
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Maximum Price
Minimum Price
Rent Control
Minimum Wages Legislat
International Trade
Transport Costs
Tariff
Economic Rent.

New pay bid to end motor dispute

Labour Reporter

A NEW minimum wage offer has been made to workers in three motor manufacturing firms in Port Elizabeth.

The three companies, Volkswagen, Ford and General Motors, apparently made the offer last week to representatives of the National Automobile and Allied Workers' Union (Naawu).

Mr Freddie Sauls, general secretary of Naawu, today confirmed that an offer had been made, but declined to give further details until workers at the three plants had discussed the matter.

He said the offer covered minimum wages and "other issues". Workers were meeting this week to discuss it.

Mr Rubin Els, public relations officer for Volkswagen, said the companies were still negotiating with the union.

"No agreement has been reached yet. We have been negotiating a settlement," he said, declining to comment further.

Management spokesmen from General Motors and Ford were not available for comment.

Industrial relations in the motor manufacturing industry have been tense for much of this year.

Downed tools

In July, 10 000 workers downed tools in support of a minimum wage demand of R2,50 an hour. The companies respond-

Issues

ed by closing the factories for about a week after the workers had decided to return to work.

Management stuck to their offer of a 7,5 percent increase to R2,15 an hour and a formal dispute was declared at the Industrial Council.

Naawu soon withdrew from the Industrial Council wage talks and asked instead for in-plant bargaining to settle the issue.

New deal provides big increases for clothing workers

Labour Reporter

MORE than 40 000 clothing workers will receive wage increases of up to 96 percent in terms of an agreement signed by the Natal Industrial Council for the Clothing Industry yesterday.

The agreement, signed by the Tucsa-affiliated Garment Workers' Industrial Union and the Natal Clothing Manufacturers' Association, replaces the old agreement which was due to expire at the end of this year.

It covers all clothing factories in the magisterial districts of Durban, Pinetown, Pietermaritzburg, Inanda and the lower Tugela.

Women, who constitute the majority of employees in the industry, will receive substantially higher wage hikes than their male colleagues due to the removal of sex discrimination in the wage agreement.

Qualified female clerks, who up to now have been paid R39,25 a week, will shoot up to R70 at the begining of next year and then up to R77 in 1984 — a total increase of 96 percent.

The wages of male clerks accordingly will rise to R77 over the period of two years from R59,60 — an increase of 37 percent.

Skilled machine operators and pressers will have their wages increased to R55 over the two years. This will mean an increase of 52 percent for women and 30 percent for men.

Closed shops likely to remain area of conflict

APRIL 1982

MYRA MARK.

. - (PART 2)

THE CLOSED SHOP is one of the most contentious issues within labour and has been the subject of intensive debate by both employers and trade unions. Essentially, the closed shop bars an employer from employing workers who do not belong to a particular trade union and, at the same time, forces workers to belong to the trade union concerned.

In 1980 the National Manpower Commission (NMC) estimated that 230 000 employees in South Africa were affected by closed-shop agreements. It also found that out of 94 Industrial Council agreements 57 contained closed-shop clauses.

By **Ian Bissell**
Labour Reporter

At present the closed-shop principle is the focus of an Industrial Court action brought by Grafton Everest, a Natal furniture manufacturer. The company found itself caught in a situation where three of its long-service black employees had refused to join the established National Union of Furniture and Allied Workers of S A.

In enforcing the Natal furniture industries' closed-shop agreement the Industrial Council called on Grafton to fire the workers. However, the company decided to take the matter to the Industrial Court in a bid to get a ruling on the fairness of the closed shop.

Imported

The closed shop, like many other union practices in South Africa, has been imported from Britain where it was introduced about 200 years ago by trade unions as a protective measure in the hostile environment in which they found themselves.

The unions found it difficulty in recruiting, retaining and disciplining their members in the face of resistance of employers and fear of victimisation on the part of workers. Competing trade unions also frustrated a union's efforts to recruit and retain members.

The closed shop helped the unions to cope with these problems. It enabled them to acquire a large membership without putting a disproportionate effort into recruiting and thereby strengthened the unions' financial position.

Restrictive

Although the closed shop is cherished by overseas trade-unionists as a hard-won right, in South Africa it has long been the subject of harsh criticism.

Established unions have been criticised for using closed-shop agreements to reserve particular jobs for select race groups and, more recently, to obtain black members. Closed shops have also been seen as a restriction on the individual's freedom of association.

In its report on closed shops the NMC stated that the closed shop was a long-established practice in this country and its retention would have more advantages than disadvantages, but if such agreements were applied 'without restraint or control' a variety of malpractices or abuses would occur, especially in South Africa with its different races.

It recommended that care should be taken to ensure that provisions would no longer occur in Industrial Council agreements whereby employers were obliged to give preference to trade-union members in employing workers.

After much deliberation the Government decided to allow the closed shop to remain but has introduced legislation which gives newly recruited workers a 90-day period of grace before having to join a trade union party to a closed-shop agreement.

The issue, though, is a complex one and there are strong arguments in favour of the closed shop.

The general secretary of the 37 000-member S A Typograhical Union, Mr E van Tonder, said it enabled the union to weed out 'free riders' — those who did not pay union dues and yet benefited from the benefits won by the union in its negotiations with employers.

Mr Frankie Hansa, the general secretary of the 48 000-member Garment Workers' Industrial Union (Natal) said the closed shop prevented employers in 'bad times' getting rid of union members and employing 'scab' labour.

Closed-shop unions argue that it provides a suitable framework for collective bargaining and strengthens the representative capacity of the unions.

Mr Richard Savage, chairman of the Natal Clothing Manufacturers' Association, which is governed by a 'partial' closed shop, said it was particularily useful at present with 'various unions springing up for black workers which could disrupt the industry'.

The closed shop, he argued, maintained industrial peace and enabled negotiations to continue 'cordially' at the Industrial Council.

But leaders of the emerging non-racial trade unions have criticised the established unions for using closed-shop agreements to obtain a large, probably unwilling, black membership.

They have claimed that shortly after black workers were granted trade-union rights some established trade unions merely amended their closed-shop agreements to include them. In one known case a letter was circulated to all employers by the Industrial Council informing them that they now had to deduct union dues from their black employees.

These unions have denied the co-option of black workers into the union, saying the workers had been given the opportunity to choose whether they wanted to belong to the union and the 'overwhelming' majority subsequently joined.

However, it would appear that a number of established unions more than doubled their membership in the wake of the new labour dispensation.

When existing closed-shop agreements were signed the unions did represent a majority of the workers in a particular industry, but in the wake of black workers being granted union rights it is possible that they no longer reflect the views and aspirations of their members.

The closed shop, though, has not been completely dismissed by the emerging trade unions. The Fosatu-affiliated National Union of Textile Workers has been asked by textile workers in an Eastern Cape factory to negotiate a 'union shop' agreement.

Democratic

The NUTW argues that unlike the closed shop the unions shop is democratically instituted. The union-shop agreement, it says, provides for it to be tested annually by means of a worker ballot and it can therefore be dissolved by the workers involved.

Nevertheless, closed-shop agreements in their present form will continue to come under fire from the emerging trade unions and in the future are likely to be an area of conflict.

Stop order uproar

Labour Correspondent

THE biscuit industry's industrial council has told employers they are not allowed to deduct "stop orders" for an emerging, mainly black, union because only a Tucsa union is allowed these facilities, it was alleged yesterday.

Fosatu's Sweet, Food and Allied Workers' Union (SFAWU) charged yesterday that two employers in plants where it has majority membership applied for "stop orders" — automatic deduction of union dues by the employer — on its behalf.

The plants are in Pinetown and Isando.

But the council had told the companies that only Tucsa's National Union of Operative Biscuit Makers and Packers, which sits on the council, was allowed this facility.

SFAWU's general secretary, Mrs Maggie Magubane, said yesterday the union's national executive had condemned this ruling.

She said workers, angered by the move, believed the council had no right to intervene in a matter which concerned only their union and their employer.

Mrs Magubane said SFAWU had also attacked a Natal sugar unionist Mr Selby Ntsibande, who had walked out of a meeting with sugar mill employers at which SFAWU was present.

SFAWU had been invited because the closure of a mill at which it is recognised was discussed.

Unions agree to new wage deal

THE Garment Workers' industry has announced new wage structures for nearly 55 000 workers in Natal which will come into effect from January next year.

New scales leading to pay hikes of up to 66 percent will also be adjusted and implemented in 1984. They were agreed to by the Garment Workers' Industrial Union, a Tucsa affiliate in Natal, and the Durban-based Clothing Manufacturers' Association.

Wage disparity based on sex has been eliminated, according to Mr Freddie Hansa of the union. A sting in the tail of the deal has been an increase in the fringe benefits comprising the provident and sick funds which have been upped by as much as 70 percent.

In terms of the new wage structure:

- A head cutter, now earning R90,85 a week, will earn R115 in January, an increase of 27 percent, with a further increase of 12 percent bringing his pay to R126,50 in 1984;
- A cutter and trimmer earning R46.65 weekly, will get R60 in January, an increase of R13,35, and a further increase of R10 in 1984;
- A foreman, chargehand and supervisor presently earning R51,10, will get R85 next year and a further R10 in 1984, an increase of 66 percent;
- Qualified male clerks earning R56,60 and their female colleagues who earn R36,25 will earn R70 next year, an increase of 78 percent for the women.
- A qualified grade one male machinist earning R42,40, and women earning R36,30, will all get R50 weekly from January next year;

Workers in the industry who are not covered by the agreement, which excludes areas outside Durban, Pinetown, Inanda, Lower Tugela and Pietermaritzburg, will have their plight negotiated at a later stage, according to the union.

Mr Hansa said the Garment Workers' Industrial Union (GWIU) was reasonably pleased with the wage negotiations. He felt the increase would be widely welcomed by members, considering a number of factors which militated against substantial increases.

CAPE TIMES 13/11/82

Motor disputes end in E Cape

PORT ELIZABETH. — The lengthy dispute in the East Cape motor industry is over, but it could start again early next year.

Workers employed at Ford, General Motors and Volkswagen have mandated representatives of the National Automobile and Allied Workers' Union (Naawu) to accept an offer made to the union last week by the companies' managements.

Last night Naawu's general secretary, Mr Fred Sauls, said the two-year agreement which would become effective from December 1 would cover lay-off, severance and long service pay.

The agreement does not cover wages.

In future, minimum wages in the industry would be renegotiated every six months, he said.

In terms of the agreement:

● A structure for separation pay — where workers are retrenched because of cut-backs in production — will ensure that workers get one week's wages for every completed two years' service.

At present the companies need give only one day's notice to hourly workers.

● A structure for lay-off pay — to ensure that workers who have to work short-time get some compensation — entitles workers with less than two years' service to claim up to 36 hours in wages. Those with between two and five years' service will be entitled to up to 45 hours' pay, those with between five and 10 years service will be entitled to 63 hours' pay and those with over 10 years' service will be entitled to 90 hours' pay yearly.

● A structure for long-service pay will allow workers with two years' service one extra day of paid leave, two days for those with three to four years' service, three days for those with four to five years' service, four days for those with five to 10 years' service and six days for those with more than 10 years' service.

ENJOY THE

Unions accept changes

Labour Correspondent

EMPLOYERS and most unions on the country's biggest industrial council — for the metal industries — have accepted in principle proposed changes to the way in which the council operates.

But a final decision to ratify the changes will only be taken at a meeting of the council on December 4, metal unionist Mr Ben Nicholson said yesterday.

Final approval of the document was expected at a meeting on Thursday.

But Mr Nicholson said the council had decided to delay it because one of the unions on the council, the Cusa-affiliated Steel, Engineering and Allied Workers Union, has not been able to sound out its executive's views on the document yet.

He said employers had also submitted a proposed amendment to the new procedure which unions wanted to consider.

But Mr Nicholson stressed that "the document has been accepted".

Even if SEAWU decided it could not identify itself with the changes, they would be implemented, he added.

The changes aim at speeding up the council's disputes procedures and making it easier for the council to intervene quickly in factory-floor disputes.

POLITICAL comment in this issue by R A Gibson; newsbills by Mike Stent; headlines and sub-editing by Paul Holroyd; cartoons by Dave Gaskill; all of 171 Main Street, Johannesburg.

Rise for clothing workers

By MAUREEN BARNES

CLOTHING workers in the Cape Province can look forward to a fatter wage packet this Christmas after new increases were announced yesterday.

On December 13, the minimum wage of a clothing worker will increase from R42,80 per week to R48,50.

In addition, the apprenticeship period has been reduced from three years to 2 years, and other fringe benefits will include increased contributions by employers to the provident fund, extra meal allowance for workers on overtime and increased transport allowances for workers on Saturdays.

Mr L Petersen, general secretary of the Western Province Garment Workers' Association, said he was satisfied with the increases, which followed a week of Industrial Council meetings between the W P Garment Workers' Union, the Cape Clothing Manufacturers' Association, and Cape knitting manufacturers.

A major breakthrough has been the inclusion of country areas in the agreement.

For the first time, agreement has been reached for workers to receive bi-annual pay increases instead of the previous annual increase.

In July, 1983, the minimum wage will rise to R51,50, in December, 1983, to R54, and in July, 1984, to R56,00.

New settlement lays talks 'bogey'

SO the optimists were right and the wage dispute in the East Cape motor industry has been settled.

The dispute led to one of the most dramatic strikes in recent labour history and the withdrawal from the industry's industrial council of the only Fosatu union to agree to sit on a council.

At the time of the strikes, there was much hysteria from some employers and media about the chaos created by worker militancy.

More sober analysts — including Manpower chief Dr Piet van der Merwe — pointed out that, where the parties carry on bargaining, strikes, no matter how dramatic, tend to get settled.

This has now happened. The new agreement is to be submitted by the industrial council for publication in the Government Gazette, a move which indicates the union may well rejoin the council.

The agreement does not increase the pay offer rejected by the union earlier — a result of the balance of factory-floor power in a recession — but wages are to be re-negotiated every six months, which allows workers to put in new demands soon and raises the prospect of more battles next year.

While those battles could be tough, the settlement has shown that bargaining between a strong union and employers is not the bogey some portray it as.

As for chaos, the effect on employers was much less than that of the average "routine" motor dispute in other Western countries.

Rise in pay for clothing workers

Cape Times 15/11/82

34c

Labour Reporter

THE minimum wage rates of 62 000 Cape clothing workers are to rise on December 13, according to an industrial council agreement signed on Friday

Mr Alec Rosenberg, chairman of the Industrial Council for the Cape Clothing Industry, said the increases would put an extra R9 million into the pockets of clothing workers.

The rises vary among the industry's several hundred job definitions, but machinists — the largest group of workers — will go from R42,80 to R48,50 a week, an increase of 13,4 percent.

This is the second increase this year, following a 7,5 percent cost-of-living rise in July.

"Provision has been made for further increases at six-monthly intervals over the next two years," Mr Rosenberg said.

He said holiday pay would be calculated at new rates, but end-of-year bonuses were not covered by the agreement and would depend on individual factories.

Agreement was reached after months of negotiation between the Cape Clothing Manufacturers Association, the Cape Knitting Industry and the Tucsa-affiliated Garment Workers Union of the Western Cape.

The Cape agreement follows rises of up to 96 percent announced last week for the 40 000 clothing workers in Natal.

GENERAL NEWS

346

Motor dispute all but settled

By Tony Davis, Labour Reporter

A decision by more than 10 000 Eastern Cape motor industry workers last week to accept employers' wage offers effectively ended the six-month dispute.

At worker rallies in Port Elizabeth and Uitenhage last Wednesday and Thursday workers agreed to accept the R2,20 across the board minimum hourly wage rate.

A further 10c increase in February next year — bringing the minimum wage to R2,30 — was also agreed on, with new wage talks to start in March.

Closed-door negotiations were held over recent weeks between the Fosatu-affiliated National Automobile and Allied Workers Union and the Eastern Province Automobile Manufacturers Association — representing Ford, General Motors and Volkswagen — to reach a settlement in the year's longest-running dispute.

To Naawu the settlement represented a victory for the workers.

Employers have agreed on six-monthly wage talks during the two-year contracted settlement and a basis for establishing provisions for future lay-offs.

A joint union-employer committee will be formed to supervise the grading of worker wages and the settlement provisions.

The dispute goes back to April this year when Naawu announced its wage demands for talks scheduled for May.

The demands called for a minimum hourly wage of R4,50 for skilled workers, R4 for semi-skilled workers and R3,50 for unskilled workers.

The union also called for working hours to be reduced from 45 to 40 a week, for annual leave to be increased from three to four weeks and for higher end-of-year and attendance bonuses.

Negotiations in June at the Eastern Cape industrial council for the motor industry indicated that employers were not willing to budge from a 15c minimum hourly increase to R2,15 for unskilled workers.

Further talks failed to resolve the situation and the wage agreement negotiated in 1981 fell away at the end of July with no new agreement.

The deadlock at the industrial council gave rise to repeated walkouts by about 10 000 union members at the three motor giants. Plants were shut several times.

During some of the closures Naawu accused employers of locking out workers and trying to manipulate an existing dispute between Naawu and the rival Motor Assemblers and Component Workers Union, which did not recognise the council negotiations.

The council itself entered a dispute situation in late July when three sessions failed to resolve the wage issue.

Naawu had come down in its minimum hourly demands to R2,50.

But the dispute showed no signs of easing as Ford was hit by a near total stoppage and plants were closed. VW was hit by a go-slow protest and was later also shut down.

The employers, through the council, countered with another 5c offer in August, bringing the minimum offer to R2,20.

The offer, however, did not meet Naawu's demand for a "decent, living wage."

On August 9 the union withdrew its membership from the industrial council, leaving the three employers to negotiate only with the white SA Iron, Steel and Allied Industries Union.

Motor plants were subjected to closures again. Even General Motors was seriously affected.

Ford then announced a week-long closure and stunned the union by saying that 507 workers would be laid off because of a decline in sales and the dispute.

Employers complained that union demands for higher minimum wages could mean an increase in car prices and a narrowing of the wage levels between unskilled and trained, semi-skilled workers.

But talks began again between Naawu and the employers late in August, this time through the Eastern Province Automobile Manufacturers Association and not through the council.

In the interim, employers had implemented the R2,20 minimum wage because last year's agreement had fallen away.

Naawu countered by calling for individual negotiations with the three companies.

However the employers stuck together for joint negotiations with Naawu.

The issue of possible arbitration to resolve the dispute at council level hung in abeyance as talks between Epama and Naawu went on.

Talks went on in September and last month on individual bargaining but there was little response from employers.

Then at a meeting at the beginning of this month, Epama came up with several new recommendations which Naawu took back to its executive committee and subsequently to the workers last week. These offers were accepted.

Final settlement of the dispute still hinges on a few issues, including Naawu's looking at industrial council membership again and the success of next year's talks.

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Clothing chief slates unions

Industrial Week 16/11/82

By Priscilla Whyte

THE recession would have hit the clothing industry sooner had the Transvaal Clothing Manufacturers' Association (TCMA) 'succumbed' to demands for minimum wages.

Terence Kinnear, president of the TCMA said at his association's annual general meeting.

"Had we succumbed to the minimum wages asked for (by the Garment Workers' Union and the National Union for Clothing Workers) we may have seen this recession in our industry a lot sooner".

Kinnear told Industrial Week that wages had increased from R33 to R42 in July – a 27% increase.

A further 7½% increase is due in January and another 7½% in July 1983.

Kinnear said that the clothing industry expects a negative growth rate of 2% for 1983 but hopefully an upturn from the latter part of 1983 into 1984.

He said that negotiations with the unions were "hampered by certain TCMA members who were forced to give increases through illegal strikes."

Some TCMA members gave staff increases voluntarily, which made official negotiations on wages "even more difficult" he said.

Kinnear made a formal plea to his members to give their full cooperation so that negotiations in future could be made as easy as possible.

He noted that wage levels for the clothing industry in the Transvaal are in line with Natal and the Cape, and added that the "fringe benefits" paid to workers in the Transvaal far exceed those paid in the two other provinces.

The most noticeable outcome of the TCMA negotiations with the trade unions is an increase in provident fund contributions by both parties.



Terence Kinnear . . . negotiations were hampered.

Instead of 1%, 5% of weekly wages is now being contributed

Kinnear said that some TMCA members have not been forthcoming with information to bolster official TMCA representations to the Board of Trade in its argument against protection of fabrics not produced in SA.

Nevertheless the application for an increased duty on imported clothing was granted.

Kinnear reiterated the appeal made by the Minister of Manpower, Fanie Botha, to industrialists not to offset wage increases by increasing prices.

Botha called for management to increase productivity and "fight the wild animal called inflation".

Clothing workers win uniform wage rates

ARGUS 16/11/82 34¢

NEW minimum wage rates negotiated for clothing workers in the Cape are, for the first time, the same in the country districts including Atlantis, Malmesbury and Darling as in the city.

Mr L A Petersen, general secretary of the Garment Workers Union, said: "There used to be a lower rate for the country districts. But we have managed to raise this to the same level as the city because so many new factories are opening there and firms are moving out."

Mr Petersen said he was very pleased with the new agreement which has raised machinists' wages by 13,4 percent from R42,80 a week to R48,50.

Three further increases at six-monthly intervals, will raise the minimum wage for a machinist to R51,50 in July, R54 in December and R56 the following July when negotiations will start again.

Other increases vary according to job categories.

Mr Petersen said he thought the agreement the best that could have been achieved in the present state of the economy. It came very near to the union's demands.

"VICTORY"

It had been "a major victory" to have the Christmas holiday pay packets and end of year bonuses calculated at the new rate.

The new agreement includes a higher contribution by employers to the provident fund, from 30c to 50c, and an increase in the Saturday bus fare from 40c to 75c.

Sick pay has also been raised, from 40 percent of wages to 52 per[illegible]

Motor workers end dispute

AFTER six months of worker slow-downs, factory closures and painstaking negotiations, automotive workers have agreed to an extra 20c an hour pay rise.

By Hugh Poulter

More than 10 000 Eastern Cape workers accepted a R2.20 across the board minimum hourly rate and a further 10c increase in February next year, with new wage talks to open in March.

During the past month closed door negotiations were held between the National Automobile and Allied Workers Union (Naawu) and the Eastern Province Automobile Manufacturers Association representing Ford General Motors and Volkswagen in a last ditch attempt to end the costly dispute.

The dispute goes back to April when Naawu demanded a minimum hourly wage of R4,50 for skilled workers, R4,00 for semi-skilled and R3,50 for unskilled workers.

Bonus

But employers, represented by the Eastern Cape Industrial Council offered a 15c an hour pay increase to R2,15 for unskilled labour.

In July negotiations became deadlocked, workers downed tools and plants were closed several times.

After three sessions of negotiation the council entered a dispute situation.

In the meantime Naawu had reduced its demands to R2.50 an hour and the employers countered with another 5c offer in August bringing the minimum hourly rate to R2.20.

At one stage of the sensitive negotiations in early August, drama struck when Naawu announced that it would withdraw from the Industria Council if the matter went to arbitration.

Naawu said they wanted to settle the dispute through an in plant agreement.

Motor companies were again subjected to closures and Ford laid off 507 workers following a week long closure and a decline in sales.

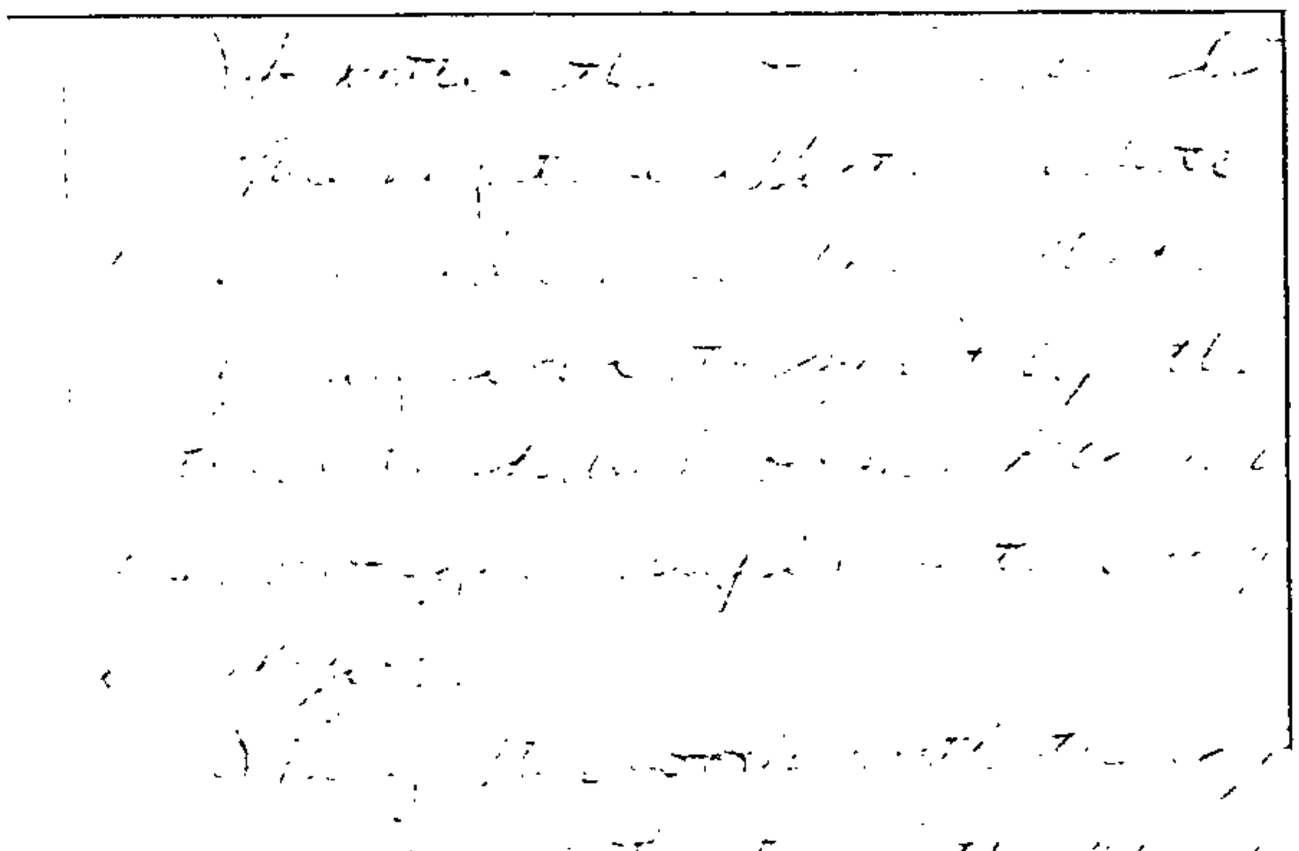
Recommendations

Talks were resumed in late August through the Eastern Province Automobile Manufacturers Association (Epama).

At the beginning of November Epama came up with new recommendations which were accepted by the workers.

Employers have agreed on six-monthly wage talks during the two year contracted settlement and a basis for establishing provisions for future lay-offs.

A joint union employer committee will be formed to supervise the grading of workers wages and settlement provisions.



Joy on the move

JOY Manufacturing has started moving its services centre to a new R5-million building erected at the company's 13,3 ha site at Wadeville by Naco Engineering of Germiston.

Industrial councils 'not on the way out'

Mercury 24/11/82

Labour Reporter

THE chairman of the National Manpower Commission, Dr Hennie Reynders, said yesterday he was 'confident' that South Africa's present system of industrial councils was not on the way out.

He was responding to fears voiced by a local delegate at the International Organisation for Motor Trades and Repairs conference that plant-level bargaining would replace industrial councils.

The majority of the new, mainly black, trade unions has rejected the industrial council system and instead has pressurised employers into bargaining at plant level — at times at the expense of an established industrial council.

Dr Reynders assured employers that 'it is not a matter of deciding between either industrial council or local level bargaining, it is rather a matter for seeing to what extent the two can supplement each other'.

The industrial council system, he said, had certain advantages but then so did local-level bargaining.

'The industrial council system is mainly for industry-wide or regional bargaining. For example pension schemes can't be tackled at a local level,' he said.

Dr Reynders said present developments in the country's labour scene would strengthen industrial councils.

But, he warned, they would have to adapt.

SOUTH AFRICA YESTERDAY

Temperatures at 14h00

	°C		°C		°C
[illegible]	30	Jan Smuts	25	Potchefstroom	21,1
[illegible]owns	27	Nelspruit	25,8	Pretoria	29
[illegible]	25	Pietersburg	23,7	Skukuza	30,4
[illegible]ondon	24	Port Elizabeth	23	Standerton	24

[illegible] AFRICA: Hottest at 14h00: Vredendal 38°C. Coldest at 08h00: Suther-[illegible],8°C

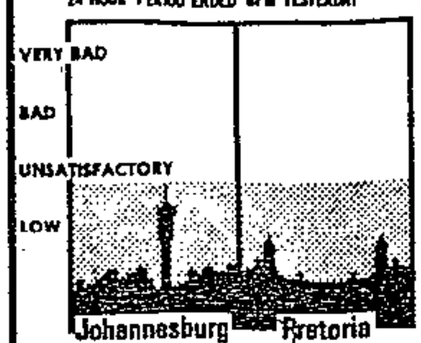
[illegible] Hottest at 14h00: Rustenburg 31,2°C. Coldest at 08h00: Stan-12,5°C

THE WORLD YESTERDAY

	Min °C	Max °C	Weather
[illegible]	0	3	Clear
[illegible]	12	18	Cloudy
[illegible]	1	5	Cloudy
[illegible]	2	7	Cloudy
Aires	18	25	Cloudy
[illegible]	5	14	Rain
[illegible]ong	16	21	Clear
[illegible]	6	14	Clear
[illegible]	7	17	Clear
[illegible]	3	8	Cloudy
[illegible]	14	17	Clear
[illegible]	-2	9	Cloudy
[illegible]	25	27	Clear
[illegible]	0	1	Rain
[illegible]	-3	3	Clear
[illegible]	7	14	Cloudy
[illegible]	2	6	Cloudy
Janeiro	20	35	Clear
[illegible]	9	14	Rain
[illegible]	9	13	Cloudy
[illegible]	-4	1	Clear

POLLUDEX

THIS SHOWS THE LEVELS OF POLLUTION IN THE CENTRES OF JOHANNESBURG AND PRETORIA FOR THE 24 HOUR PERIOD ENDED 6PM YESTERDAY



TODAY: POLLUTION LEVELS ARE EXPECTED TO BE UNSATISFACTORY

Air Pollution Control Divisions Johannesburg and Pretoria City Councils

[illegible] composed to a large extent. The man was described as being in his early 50s overalls. Anyone with information should contact the Jeppe police at 618-493[illegible]

New deal for 125 000 workers

By STEVEN FRIEDMAN
Labour Correspondent

FOR the first time, all 125 000 workers in the civil engineering industry throughout the country — except black "homelands" — are protected by a wage order which lays down legally-binding standards for their work conditions.

And labourers in the "white" rural areas, who have never before been covered by minimum wage regulations, enjoy this protection for the first time. They now cannot be paid less than 55c an hour.

This follows a Government wage order which extends standards covering hours of work, overtime, sick pay and other conditions for civil engineering workers in most "white" areas to several rural areas for the first time.

The order was introduced at the request of the industry's employer association, the SA Federation of Civil Engineering Contractors (Safcec).

In a statement, Safcec welcomed the order and said it meant that "the industry is ahead of many others where industrial council agreements or other wage measures apply only in certain areas and by far the greater part of the country is not covered."

Its director, Mr Kees Lagaay, said yesterday it was difficult to estimate how many workers would enjoy statutory protection for the first time as a result of the order but suggested it could be in the region of 25%.

Safcec concedes the 55c minimum pay for labourers — who are the only workers in the rural areas covered by the new order who now enjoy minimum wage protection — was "moderate".

But Mr Lagaay said it was the industry's practice to introduce low minimum rates in areas where wage orders had just been introduced and then to start raising minimum pay. He said some employers in these areas already paid more than the minimum, but some did pay less.

In the four main industrial areas — the Witwatersrand, Cape Town, Port Elizabeth and Durban — the minimum rate for labourers is R1,01 an hour.

HAMRAD HAMRAD



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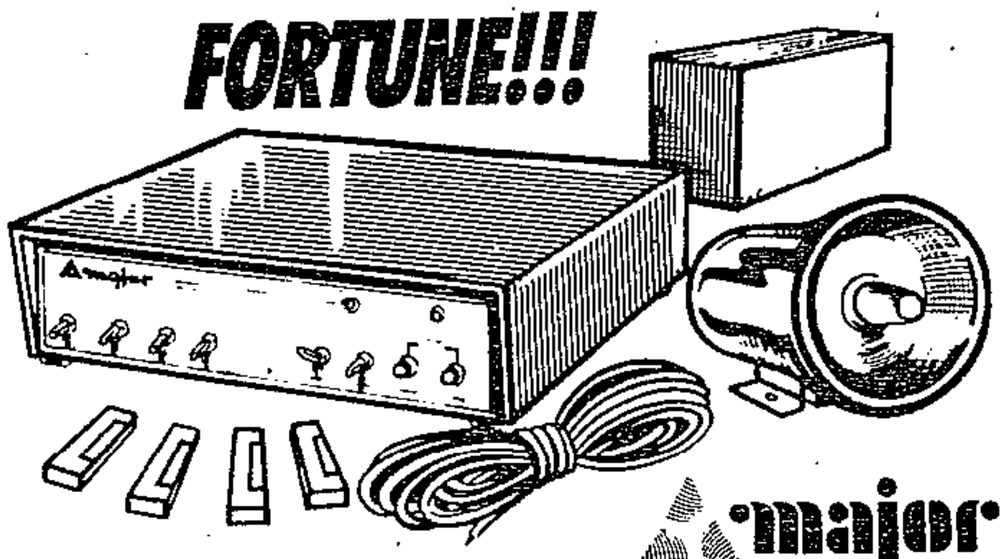

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Cape Times 3/12/82

Industial relations a 'political arena'

Own Correspondent

DURBAN. — In South Africa, workers who were denied "effective" political rights saw industrial relations as an arena in which their political aspirations could be articulated and pursued, according to the chairman of the giant Barlow Rand Group, Mr Mike Rosholt.

"As a consequence," he said in his chairman's statement,"private enterprise is inevitably called on to play a part in promoting reforms, a far wider role than is the case in other industrialized countries."

Orderly negotiations between employers and employee representatives remained a high priority, he said.

"Centralized negotiation through industrial councils has much to commend it, but it can succeed only when it accords to the wishes of employers, trade unions and employees."

In a report on group labour developments, Barlow's industrial relations director, Mr Reinald Hofmeyr, said that because the employment and industrial relations scene was a constantly changing one, the group was revising its code of employment practice.

He said the group accepted the right of employees to decide how they wish their interests to be represented and increasing numbers had demonstrated a wish to be represented by black trade unions.

Far-reaching changes likely

Fosatu union looks set to join council

ROM 9/12/82

By STEVEN FRIEDMAN
Labour Correspondent

THE National Union of Textile Workers is set to become the first Fosatu union to join an official industrial council since the Government's labour reforms were introduced.

But if it does join the knitting industry's council, its entry will lead to far-reaching changes to the way the council operates, a move which could have significant implications for other councils. An important change is that it will also be allowed to bargain directly with employers outside the council.

And yesterday the NUTW revealed it had already negotiated an industry-wide pay rise in the Transvaal knitting industry outside the council — the first emerging union to negotiate a binding industry-wide rise outside the system.

One of the main features of this agreement is the scrapping of the "closed shop" in the industry, which has been the preserve of two Tucsa unions, the Garment Workers' Union and National Union of Clothing Workers.

Details of developments in the industry are revealed in the latest issue of Fosatu's journal, Fosatu Worker News. They were confirmed yesterday by a spokesman for the Transvaal Knitting Association (TKA).

Early this year the NUTW began recruiting in the industry and it has majority membership in three factories. All three have recognised it and it negotiates with them on all aspects of work conditions.

At the same time it reached an agreement with the TKA which recognised its right to direct negotiation at plant level.

The two sides also agreed they would negotiate a one-year industry-wide wage agreement outside the council and that the council agreement between TKA and the Tucsa unions would not "undermine" this.

The NUTW also agreed to consider joining the knitting industrial council.

In a joint pay negotiation attended by the two Tucsa unions, the parties agreed on two increases of 11,5% each over the next year — which has also been written into the council agreement.

NUTW also received a commitment from employers, written into the agreement, that the industry would strive to achieve a "living wage as soon as possible". Fosatu believes that R3 an hour is a "living wage".

Yesterday a union spokesman said it was likely NUTW would now decide to join the council. "We have a mandate from both our members and Fosatu itself to do so and may well apply next year," he said.

The union would insist on maintaining its right to direct factory-level bargaining and indications were that employers would agree to this.

"This has worked well so far and we have negotiated some important improvements on the council agreement at our three factories. If employers continue to adopt their present flexible attitude, we will probably join."

But some key issues would have to be negotiated before the NUTW joined.

A TKA spokesman said yesterday employers would not object to continued plant-level negotiations if NUTW joined the council.

Labour Week

Chamber of Mines surges ahead with new policy on unions

By STEVE FRIEDMAN

IF THERE is ever a world land speed record for labour reform, expect an entry from the Chamber of Mines.

A few months ago, the mines lagged well behind other industries. Last week, they broke with decades of tradition and announced new union recognition guidelines which, on paper, put them ahead of many others.

Up to now, a union's registration has been central to whether the mines would recognise it. Not long ago, a union could not be recognised on a single mine unless it had support throughout the industry. Even the terms under which unions could recruit on mines were tough.

Now, registration is not an issue — the main one is whether a union is representative. Unlike some industries which see themselves as reform pioneers, the mines will not insist unions bargain at an industry-wide forum.

Any union which represents a "significant" number of workers — not necessarily 50% — in any job on a mine will be able to negotiate pay and conditions for its members with that mine.

The Chamber will be the body granting recognition and one of its men will take part in negotiations, but bargaining will concern that mine only.

To gain this right, unions will have to have a democratic constitution and agree to negotiate jointly with any other union with "significant" members in the job concerned.

The Chamber, which has been discussing the change for a while, says the "mood" in the country — including planned changes to labour laws — has softened towards unregistered unions. It also accepts that black unions may not want to bargain at industry level until they feel strong enough.

This change goes further than the Chamber's recent decision to grant access to three black unions. Then it still seemed the mines might not bargain with unions who rejected their terms.

Now any union which makes headway on a mine will be able to bargain — whatever its view on registration and councils. The first beneficiary may be the fast-growing National Union of Mineworkers, which last week rejected both.

There may well be snags ahead. The NUM has criticised aspects of the guidelines and also charges that some mines are resisting it, despite the Chamber stance.

But the change certainly seems to open the way to a challenging new labour era on the mines.

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LABOUR history is not only being made on the mines.

Last week brought the news that Fosatu's National Union of Textile Workers is likely to join the Transvaal knitting industrial council.

This would be a major break with most Fosatu unions' attitudes thus far.

But the move is far from a victory for employers who refuse to bargain pay with unions outside councils.

If the NUTW does join, it will have won employer agreement to radical changes to the council, which will make it unique.

It is likely that a union with a majority at a company will have the right to bargain directly with it — which other employers who support councils oppose. It will also be able to consult its members on each stage of negotiations.

Industry-wide pay talks may even take place outside the council, which will merely ratify the result.

Changes already include scrapping the "closed shop" and writing into the agreement majority union rights in individual plants.

The NUTW's willingness to join the council comes after knitting employers adopted a flexible stance and dealt with it outside the council.

They recognised the NUTW's right to bargain directly with firms and reached a unique industry-wide pay deal with it outside the council.

So the first employer association in three years to persuade a Fosatu union to join a council is one which did not try to force it to do so.

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In their agreement with the NUTW, knitting employers also agreed to work towards paying Fosatu's goal of a "living wage".

Fosatu regards R3 an hour as a "living wage" and minimum knitting pay is not much more than a third of that, so this may seem less of a victory than unionists would have us believe.

But Fosatu unionists argue that employers agreed to a major change in the standards for pay bargaining.

Most bargaining now centres on what percentage rise on their present pay workers will receive. Fosatu men say this accepts that present wage standards are valid.

Instead, they want a pay goal to be set — the figure both sides see as a "decent wage" — and bargaining to concern how quickly employers can afford to get there.

Many employers will resist this, not only because it seeks to push up wages, but also because they believe a "living wage" is in the eye of the beholder. But they may well increasingly be faced with this demand.

□□□

NOT for the first time, the industrial court has refused to hear, on technical grounds, a key "test case" — this time on the "closed shop".

Whether the court is interpreting its powers too narrowly or the law governing it is too hemmed in with red tape, it is not playing the central role the Wiehahn Commission expected.

Its inability to act speedily in settling issues is clearly damaging its credibility.

At any rate, yet another test case will be heard by it today. Brought by the SA Society of Journalists against Press groups SAAN and Argus, it tests key union recognition issues with ramifications for all industries.

R40 offer rejected by union

Labour Correspondent

IN A sequel to a recent strike wave at Natal sugar mills, the sugar industry's industrial council has decided that unskilled and semi-skilled workers will receive a food allowance of R40 a month.

The allowance will be available to workers who choose it in place of an employer-provided food scheme. Sapa reports that it will not be available to workers living in married quarters provided by milling companies.

But the National Union of Sugar Manufacturing and Refining Employees, (NUSMRE), whose members struck at five Natal sugar mills after it had demanded a R107 a month allowance, has rejected this deal.

Details of the R40 allowance were released in a statement yesterday by the Industrial Council for the Sugar Manufacturing and Refining Industry.

According to the council's statement, the decision to award the R40 was taken yesterday by a majority vote of the council and NUSMRE was the only union to vote against.

Unions on the council who supported the R40 allowance include three prominent metal unions.

RDM 15/12/82

Chemical council in key move

Labour Correspondent

THE chemical industry's Transvaal industrial council — one of only a few councils to which an emerging black union belongs — plans to expand its scope throughout the province.

If it succeeds, agreements between employers and Cusa's SA Chemical Workers' Union will cover every Transvaal chemical plant, and firms in many areas will be covered by a negotiated minimum wage for the first time.

Details of the council's plans were released to the Rand Daily Mail by its chairman, Mr Alan Cohen, who is also vice-chairman of the Transvaal Chemical Manufacturers Association, and Mr Dan Tau, general-secretary of Sacwu.

They said they believed the way the council had operated since Sacwu joined it "proves there are benefits for black unions who join councils".

At present, however, the council only covers about 12 000 workers.

It is considering applying to extend its scope depending on the outcome of an application by the TCMA, which is seeking to be more representative of employers in the Transvaal.

LABOUR WEEK

by STEVE FRIEDMAN

A court dispute that is hot news

GOINGS-ON in the Press rarely make hot news — the public is far less fascinated by them than the Press itself.

But the industrial court action by the SA Society of Journalists against SA Associated Newspapers, Sapa and the Argus Company is one Press dispute with major implications.

The SASJ wants the court to use its new powers to grant temporary "status quo" orders — referred to previously in this column — to order the companies to resume bargaining with it.

And it wants the court to rule that it is an "unfair labour practice" for an employer to refuse to bargain with a majority union.

In the United States and other countries, the law compels employers to bargain. SA law spells out no such duty and disputes in which employers refuse to deal with unions who claim majority support are common.

Even registered unions don't have an automatic right to bargain.

But SA law does now allow the court to act against "unfair labour practices" and the SASJ argues that refusal to bargain is such a practice.

If the court agrees, many unions which have been refused recognition may ask for orders compelling an employer to bargain — including those whom employers refuse to deal with outside an industrial council.

In any event, the judgment may well spell out the rights both sides have in a dispute over bargaining.

This goes to the heart of present-day South African labour relations.

As in several other cases, the court has also been asked to spell out the conditions under which it will grant "status quo" orders — which has a vital bearing on the rights of fired workers.

□□□

THE new Intimidation Act is again under fire from unionists.

Since it was introduced following the Rabie Commission report, several workers have been arrested — fulfilling predictions that it would be used against unionists — but only one convicted.

Last week, charges under the Act against two Brits members of the Metal and Allied Workers' Union were dropped after they had been arrested during a strike and MAWU called for the Act's scrapping, charging it was damaging labour relations.

The Act sets heavy penalties for "intimidation", which is defined very widely.

Lawyers say labour laws barring strikes are hard to enforce in the courts and that the Act enables police to prosecute strikers without

And MAWU claims that, because police have such wide powers under the Act, they use it against strikers more freely than the labour law provisions.

All this comes amidst talk that labour laws making it a crime to strike may be scrapped. Unionists say there will be little point in taking this step amidst much fanfare when there is a security law giving the police power to intervene in strikes at will.

Nor, they add, is labour reform helped by a 1962 decree giving Department of Co-Operation and Development Commissioners arbitrary powers to ban union meetings in black townships.

The Lydenburg Commissioner has used these powers to ban meetings of MAWU members at Tubatse Ferrochrome, which recognises it.

Appeals to him by the company to drop the ban were apparently rebuffed.

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EMERGING union attacks on industrial council agreements are common — but it is unusual to see employers joining the fray.

It seems some chemical firms are up in arms about their new agreement, which follows the decision by the Council of Unions of SA-affiliated SA Chemical Workers' Union to join the council.

SACWU demanded to renegotiate pay and won large increases.

The employers claim these are too high and much of their ire is directed at the employer body, the Transvaal Chemical Manufacturers' Association.

This comes as the TCMA is trying to extend its scope throughout the Transvaal as a prelude to enlarging the council, which now only covers a section of the industry.

Both it and SACWU say their dealings show employers and black unions can bargain effectively on councils and that the industry would benefit if the council covers all Transvaal plants.

But the resistance to the increase could be a blow to their plans.

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MANY employers are irritated by emerging unions who insist union leaders are "servants of the members" who can take no decision without their consent.

They will be cheered by the views of leaders of a large Tucsa union, the Garment Workers' Union of the Western Province.

Its paper "Clothesline" recently broke its traditional silence on labour issues to attack a member who charged she couldn't live on the wage the union negotiated, had backache because it did nothing about safety and that "going to the union is just like going to the boss".

The union urges her to cease "grousing" and says that, if she doesn't like her factory, she can always move to another.

It also suggests she visit the union office where the leaders will try to "put a bit of backbone into her in place of that backache".

If she really wants a better deal, she can always join the employer association.

Star 17/12/82 (346)

Employers irate over pay

A row has broken out in the Transvaal chemical industry with some employers up in arms over recently gazetted minimum wage increases for workers.

The "rebel" employers have condemned the industry's employer body, the Transvaal Chemical Manufacturers Association, for the increases.

A group of these employers met in Johannesburg this week to co-ordinate their opposition to the TCMA.

Employers at the meeting said they disapproved of the way the TCMA had handled the increases and said that some firms had had to dismiss workers and replace them with machinery because they could not afford the increases.

The increases come into effect next year and largely bring unskilled weekly-paid workers in the industry into line with similar workers in other industries.

The increases had also resulted in some dissatisfaction in the workplace with semi-skilled workers objecting that their unskilled colleagues would be earning almost the same weekly wages, some employers claimed.

The meeting resolved to put pressure on the TCMA in future to ensure that similar decisions were not taken again.

There are about 200 employers in the Transvaal chemical industry and about 85 belong to the TCMA.

Mr Mike Klein, chairman of the TCMA, said there was always likely to be some dissatisfaction with any industrial council wage determinations.

He said membership of the association was voluntary and not expensive.

Some TCMA members criticised the "rebel" employers, saying that the association had notified all its members in advance of negotiations for the increases but only a few firms had turned up for the talks.

Critics of the employers' association had gone so far as to suggest an alternative employer body be formed in the chemical industry.

● The SA Chemical Workers Union and the Chemical Workers Union were involved in the council determinations.

WAGE REGULATION — INDUSTRIAL COUNCILS

1983

JAN. —— DEC.

Money owed to ex-furniture men

Mercury 11/1/83

346

Labour Reporter

A LARGE sum of money has not been claimed by employees who have left the furniture industry.

The secretary of the Industrial Council for the Furniture Manufacturing Industry, Natal, Mr J S Olivier, said yesterday that a large amount of money had accumulated in the sick pay, provident and holiday funds and if this was not collected before June 30 it could be forfeited.

Mr Olivier said there were not large capital sums in the funds because the monies were made up of weekly contributions, but urged people who had left the industry without claiming their money to apply to the industrial council urgently

Applications can be sent to PO Box 1554 Durban or in person at Salmon Grove Chambers, 407 Smith Street.

Pay made law long after deal

CAPE TOWN — Wage increases, ranging from about 17 to 23 percent, were gazetted last week for worsted textile workers in the Western Cape — but the industrial council agreement in which they appear is already almost out of date.

The agreement, which covers about 2 100 workers in Worcester and Cape Town, was concluded in March last year between the TUCSA-affiliated Textile Workers Industrial Union (TWIU) and the National Association of Worsted Textile Manufacturers.

But it only became official last week when it was published in the Government Gazette — and is due to expire in three months time.

A new agreement is presently being negotiated and is likely to be concluded by April.

Mr JDF Colinese, secretary of the Industrial Council for Worsted Textiles in the Western Cape, said only two employers were party to the industrial council and they had observed the agreement since last year.

"The agreement only becomes legally enforceable when it is gazetted. If there had been employers in the industry who were not party to the agreement we could not have compelled them to observe it," he said.

The minimum wage on the lowest grade is now R39,50 a week in Worcester and R42 in Cape Town. Previously it was R32 in Worcester and R34 in Cape Town.

Mr Norman Daniels, general secretary of the TWIU, was not available for comment.

Court says 51 must be rehired

CAPE TIMES 11/1/83

346

Own Correspondent

JOHANNESBURG. — In a decision likely to have far-reaching implications for South African labour relations, the Industrial Court has ordered the reinstatement of 51 workers dismissed last year by an Olifantsfontein company.

It was the first time the court had ordered the reinstatement of sacked workers.

The case was brought by the Metal and Allied Workers' Union (Mawu), a Fosatu affiliate, and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing.

The respondents had asked for the temporary reinstatement of the workers, alleging their sackings were unfair.

In a statement yesterday Mawu hailed the "historic judgment". The chairman of Stobar's shop stewards' committee, Mr Robinson Ramasodi, said: "We are very, very happy to have won this order, not only for ourselves, but because it will help all workers."

The union and workers alleged in court that they were fired without warning in an attempt by the company to avoid negotiations over retrenchments so that it could carry out "disguised retrenchment" by dismissing all the workers and then rehiring only some.

Mr H Cheadle, for the union and the workers, argued that it was an "unfair labour practice" to dismiss an entire work force to avoid retrenchment negotiations with a representative union.

Mr M Brassy, for the companies, submitted that Section 35 of the Metal Industrial Council agreement, which set out procedures employers must follow before dismissing or retrenching workers, was "void for vagueness".

Reasons for the judgment will be given later. There was no order on costs.

Labour sources said last night that the order was "heartening", but that it was difficult to say exactly what its effect on labour relations would be before the resons for the judgment were known.

One source said the order seemed to show that the court was "doing what it was set up to do".

Jail for wages swindle

ARGUS 18/1/83

Court Reporter

A FORMER construction site foreman who forged the names of workers on time sheets and then misappropriated the wages was yesterday sentenced to five years imprisonment for fraud.

Bernand Liederman, 41, of Robertson, who worked for Gerrie and Findley building contractors, pleaded guilty in the Cape Town Regional Court to fraud.

Liederman will serve an effective one-year term as four years were suspended for five years.

Evidence was that between January and March 1982, Liederman, as a foreman at a construction site, entered a greater number of workers on time sheets than were actually employed.

FOR HIMSELF

He appropriated the wages of the "ghost" workers for himself.

In a statement submitted at a previous hearing, Liederman admitted he and the time-keeper had written in the names of the extra workers. They obtained R9 000 in this manner, which they shared.

In addition to the term of imprisonment, the magistrate, P J le Roux, ordered Liederman to pay back the money he had taken at R100 a month — the first payment to begin not be later than February 2.

Mr G P C de Kock appeared for the State. Mr O Vassel represented Liederman.

NMC to investigate ways of simplifying the registration of trade unions

Sowetan 25/1/83 (346)

IN AN ATTEMPT to simplify and expedite trade union registration applications speedily, the National Manpower Commission (NMC) is working on a special injunction — the Fifth Report of the Wiehahn Commission.

This was told to The SOWETAN yesterday by the chairman of the NMC, Dr Hennie Reynders, who said that the commission was still busy investigating the matter. .atter.

The investigation would probably be completed during the first section of this year, he said.

The registration of unions was not only done in South Africa, but was a world-wide system, he added.

He disclosed that the present registration of a union with a traditional collective bargaining system could take between three months to a year.

There are 1,2-million registered trade union members in the country and 50 unregistered unions involved in organising the workers.

A spokesman for the Registrar of Trade Unions at the Department of Manpower in Pretoria said that in terms of the Labour Relations Act all unions wishing to register should submit their membership and constitutions.

Other secondary requirements include details of their office bearers, financial statements, head office addresses and so on, the spokesman said.

Applications normally take about six weeks if there are no objections from other unions.

However, applications are often time-consuming because the applicants frequently fail to submit their constitution in accordance with the Act.

On the other hand, most unregistered unions have rejected the industrial council system which is seen by some sections in the labour field as a breakthrough.

The unions have contended that they preferred plant level bargaining to the Industrial Council system of negotiation.

The question of the Industrial Council system has in the past created a furore among black unions as some favoured while others rejected them.

During the motor industry labour unrest in the Eastern Cape, the Motor Assemblies and Component Workers' Union (Macwusa) refused to serve on the Industrial Council and later disassociated itself from unions which participated in the council.

Thus, while bosses contend that the system works, unionists, especially those belonging to unregistered unions, maintain "no dice" on the issue of the system.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank

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Saawu talks raise hopes of new deal

By STEVEN FRIEDMAN
Labour Correspondent

THE unregistered SA Allied Workers' Union has taken part unofficially in industrial council negotiations in the explosives industry — a move which has prompted intense interest among labour observers.

And it appears that Saawu's participation in the talks may herald the beginnings of a new national bargaining deal between AECI, the only employer on the council, and two emerging unions — Saawu and the SA Chemical Workers' Union.

This may see unregistered unions negotiating national wage minima with the company without joining the council.

Saawu is against councils and is seen by many employers as "militant".

But late last year Saawu accepted an invitation from AECI to take part informally in the council negotiations which set minimum pay and conditions at the company's Modderfontein, Umbogintwini and Somerset West plants.

Many of the unions on the giant metal industrial council also belong to the explosives' council.

As an unregistered union, Saawu may not join a council or take part officially in its negotiations. But these unions can take part unofficially and this has occurred in the garment, motor assembly, and metal industries.

Saawu was represented at the negotiations by general secretary Mr Sam Kikine and national organiser Mr Herbert Barnabas.

Mr Kikine yesterday confirmed this, but added that the union had "made it clear that we were not taking part in the council system — our role in the negotiations took place outside the council".

Saawu, he said, had not signed the council agreement as it refused to be a party to councils. But he said it had been responsible for moving minimum wages from the R311 a month accepted by "the ja-baas unions" to R328 a month.

He said Saawu expected recognition at AECI's Umbogintwini plant soon. He added that it would not take part in council negotiations in future.

"AECI want to negotiate wages nationally and we are prepared to do this. We are not the hard-liners some people say we are and are prepared to compromise.

"But we will not negotiate through a third party like an industrial council. We are a democratic union and will negotiate where we can listen to our members' wishes".

Mr Ben Nicholson, immediate past chairman of the council and a leading metal unionist, said established unions on the council had played a role in persuading Saawu to take part.

"They not only took part fully, but also agreed to invoke the council disputes procedure when the talks were deadlocked. There were some rough moments, but we are pleased they took part."

It is understood that AECI now plans to negotiate with both Saawu and the registered Sacwu on a permanent national wage negotiating structure.

Talks will take some time, and will be aimed at enabling emerging unions to take part in national pay bargaining without necessarily joining the council.

Court acquits father in car case

By JOHAN BUYS

A well-known East Rand police officer and rugby administrator, Capt Amos Spies, was acquitted yesterday on a charge of defrauding the State by failing to report an accident in which his son — a detective with the same branch — was involved.

According to evidence in the Benoni Regional Court Capt Spies' son, Detective Sergeant Andre Spies, 24, of the Van Ryn Police Cottages, was involved in a car accident in a police car in Nigel Road, Springs, on April 22 last year, while on a private trip, but later reported the accident as having happened in Benoni.

The State claimed that Capt Spies — who was his son's immediate superior at the time of the accident — was aware of this, but did not report it as required by departmental rules.

Capt Spies, 47, of Clydesdale Road, Casseldale, and his son appeared in the Benoni Regional Court on Wednesday on a charge of fraud, attempting to defeat the ends of justice. Sgt Spies pleaded guilty, while Capt Spies pleaded not guilty.

Sgt Spies was fined R9[illegible]. Capt Spies was tried separately yesterday.

Detective-Sergeant Nicol Vlok, of the Brakpan Murder and Robbery Squad, told the magistrate, Mr Kotze: "A police car was booked out to me ... on April 21 I handed the car to Detective-Sergeant Spies."

"The following morning I phoned to say he had been involved in an accident. I told him to report it and to meet me at the office. I accompanied him to Willowmoore Park, where the vehicle was parked. There was some damage to the right bumper of the car."

Sgt Vlok said he informed Capt Spies of the accident and that his son, who was driving the vehicle, should have it repaired privately.

Cross-examined by Mr T Grobbelaar, for the defence, Sgt Vlok agreed that it was possible he did not inform Capt Spies, but that he thought about it.

The magistrate, Mr [illegible], said the State had to rely on a single witness who [illegible]

Woman tells of ordeal in car boot

STELLENBOSCH. — A young Stellenbosch woman told a magistrate yesterday that she was smuggled back and forth to her work in the boot of a car for more than three weeks out of fear of her former husband.

She gave evidence against her former husband, a Frenchman, Patric Maurice Jean Masue, 30, who was sentenced to 30 days' imprisonment suspended for three years and warned not to violate a Cape Supreme Court order prohibiting him from contacting his ex-wife.

Mrs Emmerentia Masue said her ex-husband had told her earlier that he would kill her if he should find her alone.

Every day after that he would wait outside her place of work in his car. On occasion it seemed Masue had slept in the car.

She had fled from Masue in Switzerland in August last year as he continuously assaulted and threatened her.

On arrival in South Africa, Mrs Masue wrote him a letter and this helped him to trace her. He molested her at her place of work where he walked up and down corridors screaming and shouting.

"I had to travel down to the basement by lift every day

Dairy products shortage will hit SA, say farmers

Pretoria Bureau

SOUTH Africa is heading for a long-term, acute shortage of dairy products unless the industry is made more rewarding for farmers.

That is the warning that will probably be given to the Government after a meeting of the dairy committee of the SA Agricultural Union in Pretoria earlier this week.

The committee has made price increase recommendations to the Dairy Board.

A senior delegate at the meeting said yesterday dairy farmers were still opting out of the industry in disturbing numbers, because their production cost increases were not being adequately compensated for by price adjustments.

During the past 12 months production costs had risen by between 18% and 20%.

There were other types of farming with greater rewards and less risks than the milk production operation, it was stated.

The prices of dairy products were last increased in July 1982 — milk by 12,7%, butter by 16,4%, and cheese by 15%.

However, according to sources in Pretoria, no matter how strong the justification for substantial increases, the Cabinet is unlikely to approve any increase much greater than 10%.

Cut airfares and fly our way, commerce tells SAA

Mail Correspondent

DURBAN. — Airfares should be cut and flights marketed aggressively, South African Airways was told at a recent meeting of the Durban Chamber of Commerce.

The meeting called for new customs procedures to cut delays for overseas passengers in transit at Jan Smuts Airport.

A late night Airbus-combi flight with "greatly reduced fares" from Durban to Johannesburg was being considered, Mr P C du Plessis, SAA director of planning and finance, told the meeting. It would carry 25 tons of cargo and fill the need left by the cancellation of the nightly air cargo service.

Painting a picture of declining passenger numbers, Mr Du Plessis said that of the 2 100 available seats on flights leaving Durban daily, just over half were filled. Only early morning and later afternoon flights were heavily patronised.

He said Tuesday's direct Boeing 737 flight to Cape Town averaged 50 passengers with 60 to 70 on the northbound flight and the Airbus carried only a fraction of its load.

The link between Kimberley, Bloemfontein and Durban "was poorly used".

Mr Du Plessis said flight-frequency reduction was not being considered, although a close watch was being kept on the Cape flights.

He said reduced fares were available on late night and weekend flights and family excursion fares. Fare cuts on off-peak day flights were being considered.

The chamber asked SAA to avoid problems with customs clearance at Jan Smuts Airport which meant that passengers missed connecting flights.

Mr Du Plessis said SAA was discussing this issue with the Department of Customs and Excise.

Long-term prisoner is on the run

Labour Week

By STEVE FRIEDMAN

Union act a 'man bites dog' story

THE news that the SA Allied Workers' Union has taken part in industrial council negotiations must have seemed like a labour "man bites dog" story.

Not only is SAAWU regarded by many employers — and the Security Police — as "radical", but it is one of the unions which refused to enter unity talks with rivals who joined industrial councils.

But it did take part, albeit unofficially, in the explosives council's annual pay talks, and SAAWU's insistence that it was not there as a party to the council does not alter that.

Whether it will do so again is another matter. It says it won't.

AECI (African Explosives and Chemical Industries), the only employer on the council, hopes to negotiate a national bargaining deal with SAAWU and the black SA Chemical Workers' Union, the other emerging union with which it deals.

It wants pay bargaining to take place at a national level, but won't insist on the council as a vehicle.

But AECI also obviously plans to continue bargaining with the established unions on its council. They include major metal unions who are committed to the council system.

So a formula reconciling these factors will have to be found.

There are some interesting facets to the AECI developments.

Firstly, SAAWU's participation is further evidence of the silliness of assigning images to unions — a practice much beloved by some employers and trendy university labour watchers.

Whether a union is "radical" only becomes clear in negotiations and is at any rate fairly trivial compared to the overriding question of whether it represents its members.

The last four years have seen several cases in which "militants" bargained like "moderates" and vice-versa.

The AECI developments come as the National Union of Textile Workers (NUTW) has been working out an arrangement with knitting employers which may see sweeping changes to the knitting council and a decision by the NUTW to join it.

Some labour watchers see the beginning of a trend.

They suggest a growing number of employers accept that industry-wide bargaining with emerging unions can only come about through major changes to councils or arrangements to accomodate unions which refuse to join them.

This might produce a changed union stance and open the way for industry-level deals between employers and union opponents of councils, so settling conflict on how bargaining will take place.

It's far too early to predict that in the vital metal industries, such an accomodation seems as far off as ever, despite some planned changes to the council.

But there is a whiff of change about, however slight.

THIS month the industrial court handed down two landmark rulings.

In both cases, its reasons for the decisions are perhaps more important than the rulings themselves, which are expected to be released late this week or soon thereafter.

But the rulings themselves have far-reaching implications.

In the first decision, the court ordered three newspaper employers to reverse their decision to quit an unofficial conciliation board where they bargain with the Southern African Society of Journalists.

Lawyers say it could not have done so without finding, at least in part, that it is an "unfair labour practice" for employers to refuse to bargain with majority unions.

This is a watershed in labour law, with a direct bearing on recognition disputes involving emerging unions.

But much will depend on the court's reasons, which should spell out the circumstances in which it will intervene in these cases.

The second was the granting of the first-ever "status quo" order compelling an employer to reinstate fired workers pending the settling of a dispute. It ordered Stobar Reinforcing to reinstate 55 members of the Metal and Allied Workers' Union.

As influx control laws compel many black workers to leave the cities when they lose their jobs, the granting of such orders would be a key impetus to settling disputes.

Employers' ability to fire migrants in the sure knowledge that they must leave the cities would be restricted and unions would have an incentive to use the court, rather than boycotts and campaigns.

The Stobar dispute has already been settled.

But, as with the SASJ, there were unusual features in the case and the reasons will indicate the circumstances in which these orders will be granted.

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THE outcome of that annual slugfest, the Mine Workers' Union general council meeting, should be revealed early this week.

Other established mine unions are watching carefully. They hope the all-white MWU has abandoned its long-standing refusal to bargain at the same table as unions representing black workers.

They want to get all mine unions, from the MWU to the black National Union of Mineworkers, into one caucus.

There was a difference of opinion within the MWU on this before the meeting.

But the MWU stance may be less important than the NUM's. An industrial council or some similar forum is not on without its agreement, which seems unlikely.

Meanwhile, the NUM is about to enter into negotiations on its first recognition agreements — on two Anglo American mines.

Recognition is likely, but will the NUM win agreements from houses which have taken a tougher line than Anglo?

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NOTE CAREFULLY

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EDSON

R100 fine on wages charge

Staff Reporter

THE owner of a City interior decorating firm was fined R100 (or 50 days) in the Magistrate's Court yesterday for contravening six sections of the Labour Relations Act and the Industrial Council Agreement.

Ashraf Wagley, of Wagley Interiors, Loop Street, Cape Town, pleaded guilty to failing to forward the total weekly deductions made from employees' wages between August and September last year to the Industrial Council for the Furniture Manufacturing Industry.

He also pleaded guilty to failing to pay holiday fund contributions.

Mr B Carroll was the magistrate. Mr R Warren appeared for the State. Wagley was not represented.

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The Natal Mercury, Tuesday, February 8, 1983

Industrialist to shut down factory after being granted bail

Mercury Reporter

AN INDUSTRIALIST yesterday told a Verulam Magistrate that he would shut down his engineering company permanently so that there was no likelihood of him interfering with State witnesses.

Mr Louis Duncan, 71, said this in evidence during a fresh application for bail before Mr H J Hitchcock in the Verulam Magistrate's Court.

The industrialist is facing charges on 15 counts of contravening the Labour Relations Act, two counts of perjury and another for defeating the ends of justice. He has pleaded not guilty.

Before yesterday's application, Mr Hitchcock had refused an earlier application by advocate Chris Manewick, for Mr Duncan, that he recuse himself on the grounds that he had made a finding on credibility alone.

Mr Hitchcock found that Mr Duncan had been interfering with State witnesses and ordered that he be detained in custody.

Mr Manewick said yesterday that in view of new problems encountered by Mr Duncan he should be allowed bail.

He said Mr Duncan had consulted a doctor at the weekend and had been asked to see a specialist neurosurgeon on Thursday this week.

Prosecutor Mr Roderick Callum objected to bail on the grounds that the Court had found that Mr Duncan had been interfering with State witnesses in spite of warnings by the Court.

Mr Manewick informed the Court that Mr Duncan was having financial problems and had put his house on sale. Also he had decided to shut down his factory.

He said the factory would be closed down immediately under the supervision of the Industrial Council so that there was no likelihood of Mr Duncan interfering with State witnesses.

Mr Duncan was allowed bail of R1 000 and was ordered to be at his business premises only until February 22 for the purpose of closing it down.

The hearing was postponed to February 11.

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Examiners' Initials		

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Tough pay talks loom

By STEVEN FRIEDMAN
Labour Correspondent

TOUGH wage bargaining at official pay negotiations in the major industries this year seems inevitable, after a speech by a leading metal unionist yesterday.

Mr Ike van der Watt, general secretary of the SA Boilermakers Society, rejected calls for unions to sharply moderate wage demands this year and warned that tough Industrial Council negotiations could be expected

Addressing a Transvaal Chamber of Industries seminar in Johannesburg, he predicted that unions would make increased demands and feared employers would demand that workers accept cuts in real wages.

He also attacked retrenchments, charging employers with using the recession to "conveniently get rid of a mass of untrained workers" who, he said, should have been trained instead.

Wage talks are due soon in the metal industries and will be followed by mine wage talks. Mr Van der Watt's union has members in both industries.

Mr Van der Watt said: "If you look at the industrial councils later this year you may gain the impression that there is little consensus on the subject of fair reward (for their work)"

While predicting tough bargaining, he was confident an agreement would be reached.

Mr Van der Watt reacted to a speech by the Minister of Manpower, Mr Fanie Botha, calling for a "break in the wage-prices spiral".

He said this had been interpreted by some unionists as a call for workers to "sacrifice some of the compensation they deserve for the loss in the purchasing value of the rand". He feared employers believed the speech meant workers should accept cuts in their real wages. He, however, interpreted Mr Botha's call as an appeal to employers to "hold prices steady".

He said there had been no decrease in the price of essentials which would justify unions cutting back on their demands. Some would regard this union attitude as "irresponsible", but it was not.

Unions had a responsibility to their members "and at no stage in the past few years have we demanded exorbitant increases".

Mr Van der Watt said employers often referred to the market in arguing against pay increases, not realising that wages constituted the "fuel on which the success of the market depends".

Angry unions draft new pay demands

By STEVEN FRIEDMAN
Labour Correspondent

ESTABLISHED unions in the metal and mining industries are drawing up demands for this year's wage negotiations against a background of anger at speeches by Cabinet Ministers which unionists see as calls for a wage freeze.

Union sources said yesterday that, at a recent meeting, metal unionists — most of whom negotiate with the mines as well — had "taken strong exception" to these calls and would insist their members received increases which "compensate for the buying power they have lost through inflation".

They believe negotiations in these two major industries will be tough.

The unions are angered by remarks made by the Minister of Internal Affairs, Mr F W de Klerk, in which he said that, because civil servants were not receiving pay increases, other workers should forego them as well.

Some unionists also interpret a speech by the Minister of Manpower, Mr Fanie Botha, for an end to the escalation of wages and prices, as a call for a wage freeze — although other unionists differ.

Established unionists say that calls like these will "damage the credibility of the industrial council system" if they are heeded.

Earlier this week, metal unionist Mr Ike van der Watt predicted hard bargaining in major industries as employers pushed for cuts in real wages which, he said, the unions would resist.

According to unionists, pay demands for the mines have been drawn up and those for the metal industries are due to be finalised at the end of the month.

The mine demands may be presented to the Chamber of Mines as early as Monday and the metal demands are expected to be discussed at the industries' industrial council in mid-March.

Unionists will not say what they are demanding. But they say that, while their demands "take into account that our bargaining power is weakened by the recession", they will seek "compensation for what our members have lost".

"At any rate, the more our members have to spend, the better the chance of economic recovery," a unionist said.

"All the unions are angered at the Ministers' statements. We believe the Government is responsible for the rise in the inflation rate — after all, administered prices have risen sharply," he added.

"We also believe what they are suggesting would harm the industrial council system. The unions who are not on councils are going to demand increases, whatever the Ministers say. If we were to agree, we would be giving powerful ammunition to those who say councils cannot deliver the goods."

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

EVERY CANDIDATE MUST enter column (1) the number of each questi answered (in the order in which it been answered); leave columns (2) a (3) blank.

(1)	Internal (2)	External (3)
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'ARNING

1. No books, notes, pieces of paper or other mate may be brought into the examination room un candidates are so instructed.
2. Candidates are not to communicate with or candidates or with any person except the invigi
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the comm sioner or to an invigilator before leaving the ex ination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion fr the University

Labour Week

By STEVE FRIEDMAN

Unions' new stance on councils

FOR the past few years, the debate over the Industrial Council system has been a key labour relations issue.

For varying reasons, almost all emerging unions have not joined councils, preferring to negotiate on the shop floor.

Most employers, their associations and the established unions, have insisted on council bargaining.

The nuances of the argument are many and varied, and many have seen this as a classic clash between white and black perceptions.

But some major developments appear to be just around the corner.

At least two unions of the Federation of SA Trade Unions (Fosatu) are considering joining councils. One, the National Union of Textile Workers, has already expressed an interest in joining at least one council under certain conditions.

The other has been canvassing members on the issue and a decision either way will be revealed soon. There is support for going in as a tactic, but also for continuing to stay out.

The debate centres around tactics only — Fosatu made it clear last year it saw the council issue as tactical, rather than one of principle. In other words, the issue was what the union could get out of joining or staying out.

Even if the unions go in, two points have emerged already.

Agreement by a Fosatu union to join a council is unlikely to be unconditional — demands for changes in exchange for its participation are almost certain.

And any Fosatu union which joins a council will continue to demand, and engage in, wage bargaining at plant level.

□□□

THIS week's industrial court judgment in the case between the Southern African Society of Journalists and newspaper employers gave little comfort to employers who take a tough line on labour issues.

Firstly, the court found that there are circumstances in which it could order an employer to bargain in "good faith" with a union.

It implied only that this applied where there was already a bargaining relationship, and also stopped short of holding that there was an automatic duty to bargain.

But lawyers point out that it did not rule out other possibilities and believe the judgment could serve as a "stepping stone" to orders compelling employers to bargain in other situations.

And they also point out that it is a major development for the court to rule that there is any right to compel bargaining at all.

The judgment also laid down rules for granting "status quo" orders — temporarily restoring the situation before a dispute began — which are favourable to parties seeking orders.

□□□

IS the pressure on workers' jobs lifting slightly?

It might seem foolhardy to even suggest this after a week in which the Minister of Finance warned that continued difficult times and rising unemployment lie ahead.

But one well-connected management source claims an unmistakeable change in the attitude of some companies. Some managements of his acquaintance are, he says, rethinking planned retrenchments or planning to move from a three or four-day week to a five-day one.

□□□

WHILE there are growing signs of a new era of labour reform on the mines, this does not seem to have got through to the unknown men who this week arrested two organisers of the National Union of Mineworkers and took them off to a Commissioner's court.

Clearly, this is not a help to mine labour relations.

But there is another disturbing aspect. The men were fined for not having lodgers' permits to live in the Klerksdorp house in which they were staying.

Black mine union organisers have, of necessity, to travel around from mine to mine, spending days, if not weeks, recruiting.

Where are they going to live while they do this if finding somebody to put them up for a few days also means being fined at the Commissioner's courts?

Dispute threat as steel giant seeks pay freeze

By STEVEN FRIEDMAN
Labour Correspondent

THE giant Steel and Engineering Industries Federation of South Africa, whose members employ nearly 500 000 workers, has told trade unions on the metal industries' industrial council that it is opposed to negotiating any pay increase for steel workers until October at the earliest.

This would mean at least a six-month "freeze" on annual pay rises for metal workers.

According to union sources, Escom has also asked unions to accept a wage "freeze" because of the state of the economy.

But yesterday, the private sector's biggest white union, the 38 000-member SA Iron, Steel and Allied Workers' Union, rejected Seifsa's and Escom's stance and said it planned to table demands dealing with pay and retrenchments.

Other unions on the metal council have already said they are not prepared to defer pay demands and a wage dispute in the industry may be on the cards.

Seifsa's request to the unions came in a letter tabled at the council in which it asked them to agree to an extension of the industry's legally-binding wage agreement for six months.

Iron and Steel said its management committee had decided at a meeting yesterday to reject Seifsa's and Escom's request.

Its acting general secretary, Mr Henry Ferreira, said Iron and Steel's branches were in the process of submitting demands to the union and that these would be put to metal employers next month.

Seifsa's director, Mr Sam van Coller, said yesterday: "We have told the unions we are prepared to meet again in October to re-assess the situation in the light of the state of the industry."

He said any increase in employers' costs would "jeopardise the ability of employers to keep individual employees in work".

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, said metal unions on the council were determined to win for their members at least some "compensation for rises in the cost of living".

Steel union presses for new pay pact

Star 22/2/83

Pretoria Correspondent

The powerful South African Iron, Steel and Allied Industries Union, representing 38 000 workers countrywide, has rejected demands from employers who want the existing wage agreement to be extended.

Proposals for new agreements, including wage increases and severance pay, were being drawn up now and would be served on employers through the Industrial Council on February 28, Mr Henry Ferreira, acting general secretary of the union, said in Pretoria today.

He said many employers, including SEIFSA, had applied for an extension for the present agreement for another six months. This would mean no increase or changes in working conditions.

"We have to move with the times," Mr Ferreira said in explaining why the severance pay clause had become so important.

He said many of the large iron and steel works, such as Iscor, had laid off hundreds of workers over the past few months. Under the present agreement retrenched workers need only be paid one day's wages.

Under the new clause workers could be paid according to length of service and salary scale if they were retrenched, he said.

The new agreement will be effective from July if employers accept it.

Proposals on wage demands had already been forwarded to the union's head ofice by the end of last year and at a meeting of the union's executive it was decided demands would be presented and negotiations with employers called for.

The executive had also decided there would be no giving way to pressure from any employers, no matter how big the concerns.

But there is "no confrontation — yet," Mr Ferreira says.

LABOUR PATTERNS FM 25/2/83 346

The war over wages

Management and labour appear to be heading for extremely tough wage bargaining this year. Some major employers have begun to press for wage negotiations, which are usually held within the next two months, to be delayed until October. This would effectively result in a six-month wage freeze.

The Steel and Engineering Industries Federation of SA (Seifsa), whose members employ about 500 000 people, and Escom have been among the first to propose the delay in negotiations. However, they may set a trend which will be followed by some other employers and industries as well.

Not surprisingly, union leaders are opposing this move. Ben Nicholson, director of the Confederation of Metal and Building Unions, says unions are determined to obtain at least some compensation for their members for rises in the cost of living. He appears to be unfazed by Seifsa's opposition to pay talks taking place next month. "This is a disease for which we have our antidotes," he declares. He says union leaders will meet soon to formulate their pay demands.

Seifsa has asked unions on the metal industries industrial council to agree to an extension of the industries' present agreement for six months. Seifsa director Sam van Coller points to the extremely difficult period that the metal industries are going through due to the downturn in the South African and Western economies. He says Seifsa's major priorities are the preservation of the viability of companies in the industries and their ability to maintain current levels of employment.

Some observers are asking whether the attempt to delay pay talks is merely a strategy to induce unions to make modest pay demands next month. If this is so, it may be a useful tactic to moderate the kind of demands that unions have made in recent years. Employers have complained that some of these demands have created high expectations, especially among black workers, which have been impossible to fulfill.

Implications

However, if employers are really serious about delaying the talks, they will obviously have to consider implications which could result from a delay.

One possibility (which is feared by established unions) is that it could lead to an increase in shopfloor bargaining by emerging unions — and hamper efforts to persuade them to join industrial councils. Should emerging unions make significant gains in shopfloor bargaining during the next few months, those unions which agree to a delay could suffer a severe loss of credibility — especially among black workers.

Some observers claim that if employers want to bring about a six-month wage freeze they will have to present an extremely well-motivated case. This means they will have to make disclosures about their financial position that they may have been unwilling to make in the past.

Van Coller's response is that the published results of companies in the metals industries provide a clear indication of the problems facing employers. "The next round of results will probably be even worse," he adds.

Many employers are insisting that emerging unions will have to accept that higher pay will inevitably result in higher levels of unemployment. However, leaders of some of these unions deny that there is necessarily such a direct trade-off.

Employers in most industries will be making extremely low wage offers this year. But some union leaders say that the rising cost of living and an inflation rate of about 14% are creating strong pressures from the shopfloor for higher pay. Some unions also believe that even in a recession they do have considerable clout and that employers are still wary of a confrontation. Says Taffy Adler, a senior official in the National Automobile and Allied Workers' Union: "There is enormous competition between companies for orders at the moment and no-one wants to lose production."

Industrial relations consultant Andrew Levy says such pressures are evident at a time when some white workers are being retrenched, or are feeling threatened by black advancement. He is probably correct in predicting that employers are in for a torrid time.





Seifsa's Van Coller . . . companies' viability a priority

Union's reasons

HERE is an edited version of the major policy statement, reported on Page 2, announcing the Metal Workers Union's decision to join an industrial council:

MAWU said it would be guided on the council by these principles:

- That factory floor bargaining "is fundamental". Industry-wide bargaining "may supplement, but can never take (its) place";
- MAWU is "democratically controlled and will be represented primarily by elected worker representatives", who will be "mandated at all stages of negotiation by shop stewards".
- The union will "represent all its members regardless of race";
- It "will not be party to any agreement or action of the council with which its members do not agree".
- It "will withdraw from the council if necessary".
- The union "understands that the council will not attempt to limit or discourage shop-floor bargaining".
- It will insist on facilities for reporting back.

MAWU said it had warned members "of the many potential dangers of becoming a member of the council". MAWU is "a minority on the council and cannot hope to win big gains".

It thus remained committed to shop-floor organisation.

Giving its reasons for applying, the union said that since its formation in 1973, "the employers and the State have tried to kill or cripple MAWU". But it had grown into a national union with about 200 organised factories and was one of the two largest in the industries.

During the 1981 and 1982 strike waves, MAWU members made "substantial gains" until mid-1982 when "unemployment, action against migrants by Administration Boards and concerted action through Seifsa allowed employers to resist these demands".

The strikes assumed industry-wide proportions, but workers in different factories did not unite in their demands.

"It has become clear that MAWU needs a focus around which workers could unite demands.

"The employers are solidly united behind Seifsa while the unions are divided ... So at this time the council will have to be the focus of mobilisation".

To "dominate the industry", MAWU would have to organise a large fraction of "at least the 1 000 major factories in the industry.

"Moreover ... demands made by MAWU ... have been hijacked and mishandled by the council.

"Some unions now on the council claim to speak for black workers. It is necessary to establish that only MAWU and a very few other unions with the same policies are the true representatives of oppressed workers".

RAND DAILY MAIL, Friday, February 25, 1983

Fosatu union joins council in key move

By STEVEN FRIEDMAN
Labour Correspondent

IN A key change of tactics which could have a major effect on labour relations, the Federation of SA Trade Unions' Metal and Allied Workers' Union (MAWU) has decided to apply to join the giant metal industries industrial council.

MAWU's decision follows a three-year battle in which it refused to join the council, the country's biggest, despite the refusal of most employers to bargain with the union outside this official forum.

However, MAWU says it will continue to insist on bargaining with employers at individual plants — which the council and the industries' employer federation, the Steel and Engineering Industries Federation of SA (Seifsa) oppose.

It says it will regard council bargaining as "secondary" and also says it will demand various changes to the council, will review its participation from time to time and will withdraw if necessary.

The council issue has been one of the most important sources of conflict between employers and emerging unions.

MAWU is the first Fosatu union to announce formally that it is applying to join a council since the new labour dispensation was introduced. Its decision is likely to have repercussions beyond the metal industries.

MAWU said the decision to apply was taken "unanimously" by its executive last week-end after eight months of "intensive discussion" with shop stewards and ordinary members. All its branches had now voted to join.

In its statement, MAWU says it will insist on representing all its members, regardless of race, which may bring it into conflict with white-led unions on the council.

It also says it will demand facilities to report back to members on negotiations and that it "understands" that the council will not attempt to "limit or discourage" factory-floor bargaining.

Among its reasons for joining are employer resistance to bargaining outside councils and its belief that industry-wide bargaining will enable workers to unite demands.

It says it has warned members that it will not be able to make major gains on the council and that factory-bargaining remains "primary".

Reacting to MAWU's announcement yesterday, Seifsa's director Mr Sam van Coller said: "This is obviously an important and lengthy statement of policy and we will make arrangements to discuss it at the next Seifsa Board of Management meeting."

It is understood MAWU's move is unlikely to jeopardise union unity talks between Fosatu and other key emerging union groups who are against councils.

● See Page 9

Santa training centre gets R65 000

Mail Reporter

PEOPLE with charity at heart saw the fruit of their generosity when a cheque for

vice-hairman of the Christmas Stamp Fund, to the national chairman of Santa, Mr P H Anderson, at Santa's

money would be used at the centre to educate blacks on the dangers of tuberculosis.

RAND DAILY MAIL, Saturday, February 26, 1983

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Unions may block MAWU bid

By STEVEN FRIEDMAN
Labour Correspondent

'ABLISHED unions on the :al industries' industrial ncil could oppose an applica- to join the council by the eration of SA Trade Unions' :al and Allied Workers' Union WU).

ais is the implication of the reac- by the director of the Confeder- n of Metal and Building Unions BU). Mr Ben Nicholson, yester- to the news that MAWU had ded to apply to join the council. CMBU is the biggest union body he council.

No union can join a council unless all the parties on the council agree to admit it.

MAWU's announcement follows a three-year battle in which employers, often supported by established unions, have refused to bargain with it outside the council.

It was expected that both employers and unions on the council would see this decision as a major breakthrough and accept MAWU's application.

However, in its announcement, MAWU said its letter of application would contain a list of principles which the union would follow on the council.

These included continued support for factory-floor bargaining on wages outside the council, which both the giant Steel and Engineering Industry Federation of SA (Seifsa) and the established unions oppose.

Mr Nicholson said he could not comment fully before examining the text of MAWU's letter of application

He said: "If they have simply applied to join the council, I cannot imagine anyone objecting."

He said the MAWU statement "may mean that their letter will be hedged with conditions which imply that they are trying to dictate terms on the council.

"If this is the case, I am sure unions already on the council will treat MAWU's application with the greatest circumspection."

Mr Nicholson said the way the council operated was agreed by its members and that this was constantly changing in the light of new circumstances.

"But it would be unacceptable for a new union to come in and immediately insist on dictating the way the council should operate," he said.

Factory-floor bargaining on wages, he added, "runs counter to the whole idea of an industrial council"

Mr Nicholson stressed, however, that much would depend on the wording of MAWU's letter.

"If they are not setting conditions to their application, we would certainly support it," he said.

27/2/83

Steel men set for pay battle

By BEVIS FAIRBROTHER

THE country's 500 000 iron and steel workers are nervously pacing the sidelines waiting for union representatives and management to start annual pay negotiations.

But this year the workers know they are unlikely to get increases as usual in June.

The industry is in a serious financial crisis.

Hundreds of workers have been retrenched and smaller sub-contractors are in danger of closing.

"I can't stress strongly enough how serious the situation is," Mr Sam van Coller, director of the Steel and Engineering Industries Federation of South Africa (Seifsa), said.

The federation asked to put off negotiations until October.

Management and unions deny there will be a showdown, but sources believe it is imminent.

Workers have refused to accept a six-month "freeze".

Seifsa has put suggestions to the unions and is waiting for counter-demands.

The issues will come under discussion again at the next meeting in March.

Smaller companies, essential to the industry, are especially battling.

Mr Henry Ferreira, acting general secretary of the SA Iron, Steel and Allied Industries Union, said its members were also feeling the economic crunch.



Dr Rick Turner with his mother and daughters, Jann, then aged eight, Kim, four, on the steps where he was murdered outside his ho

MARI
MON

Labour Week

By STEVE FRIEDMAN

Industrial council victory

SUPPORTERS of industrial councils seem to have won a major victory now that the Metal and Allied Workers' Union has applied to join the Metal Council.

For the past three years, MAWU, with other emerging unions, has resisted joining these cornerstones of the Government-approved bargaining system.

It argued that to join the council would be to bargain where it would be weak, rather than in the factories where it was strong.

But "seems" may be the operative word. MAWU's move doesn't automatically imply greater black worker support for councils.

MAWU has not changed its basic view of the council, but two factors have now forced it to apply to join: There is almost universal employer resistance to bargaining with it outside the council.

And the recession, which has brought unprecedented retrenchments and tougher Government action against migrant workers — most of MAWU's members — has weakened its ability to use factory muscle to force employers to do so.

So it believes tactics force it to join the council — perhaps temporarily, until it feels strong enough to move outside it again.

That MAWU is applying to join the council while proclaiming that it will continue to bargain outside it and will withdraw if necessary, and while warning workers not to expect great things from the council, confirms this.

Its move may usher in a stormy period on the council and it does not necessarily mean greater grass-roots worker support for the council.

In previous strike waves, black workers ignored, or rejected, wage deals made at the council and may do so again when the economy improves.

Even before its membership application MAWU lacked control over worker action — employer refusal to bargain with it in factories meant it could not develop the muscle to control events and its scanty resources worsened the problem.

There is still gut black worker resentment of councils and MAWU's ability to control worker action may not grow simply because it has joined a council.

Much will depend on whether MAWU can, by its presence, effect the kind of changes which will increase the Metal Council's black worker credibility.

Only if it does will MAWU's move herald a beginning of an end to the battle over councils.

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A MINOR dispute at three OK Bazaars stores in Port Elizabeth has placed labour relations in the major chainstores on a knife-edge.

The strike comes at a time of worsening relations between stores and the Commercial, Catering and Allied Workers Union (CCAWUSA) and has already led to a decision by OK to suspend recognition negotiations with the union.

The stakes are high. Last year CCAWUSA's membership snowballed as its members were involved in a series of strikes at leading stores.

Employers agreed to negotiate recognition with the union in an attempt to stabilise relations. These talks, which seemed set to lead to black bargaining rights in many major stores, have reached a relatively advanced stage.

Now the entire deal could be in jeopardy. Employers claim that since the beginning of the year CCAWUSA has been damaging negotiations by adding new issues for discussion whenever agreement seems to be reached.

If OK continues to hold off on recognition talks — and this depends on the outcome of the dispute — other stores could do the same.

This could lead to all-out conflict between CCAWUSA and employers.

In the short term, bearing in mind the recession and the fact that CCAWUSA has still to consolidate its newly-won support, employers hold the whip-hand. So there is little mileage for CCAWUSA in confrontation.

But in the long-term, stores are vulnerable to walk-outs by key staff and to consumer action and employers need a permanent acccomodation with a union.

So there is still incentive aplenty for both sides to rescue matters.

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RETRENCHING or firing workers is becoming a costly business for some employers.

Last week a major steel firm, Dunswart Iron and Steel, paid out more than R30 000 to retrenched migrant workers because they were fired before their contracts expired which, lawyers, believe, may entitle workers to damages.

The Durban textile company SA Fabrics, too, shelled out R16 000 to ex-workers on the eve of an industrial court case in which a union planned to allege it was an "unfair labour practice" to retrench workers without consulting a majority union and building in certain safeguards for workers.

Recently, the industrial court twice ordered reinstatement of fired workers, and meat giant Vleissentraal agreed to rehire fired workers.

All this confirms that unilateral employer decision-making on firings and retrenchments is under intense pressure.

It also shows that, because their power has been weakened by lay-offs, better-organised unions are turning to court action to reinforce their demands.

Although the scope for this sort of action is clearly limited, they appear to be doing so with some success.

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THERE were clear signs last week that major employers are pushing for an unofficial wage "freeze" for at least the next few months.

Both Escom and metal employers said as much and they are not alone.

Some tough talking lies ahead. But this punter is backing two near-certainties: There *will* be negotiated pay rises, but these will be the smallest for some years.

Sowetan 1/3/83 ~~4409~~ 189 346

SOWETAN

MAWU DECIDES IT IS TIME FOR A CHANGE

By SELLO RABOTHATA

THE METAL and Allied Workers' Union (Mawu) decided to apply for membership of the industrial council for the Iron, Steel, Engineering and Metallurgical Industry at a meeting held last week.

According to a statement released by the union, which is affiliated to the Federation of South African Trade Unions (Fosatu), this decision was taken after eight months of intensive discussion among the union members, shop steward committees and executive committees. All the union's branches have now voted in favour of applying and the national executive committee decided last week to do so.

The letter of application sets out the union's principles:

• Mawu organises primarily at the shop floor level and that it is committed to the principle that shop floor bargaining is fundamental. Industry wide bargaining may be supplemented but can never take the place of shop floor bargaining on all issues including wages and working conditions.

• Mawu is democratically controlled by its members and that it will be represented primarily by elected workers' representatives. These representatives will be mandated at all stages of negotiations by the union's shop steward councils.

• The union will represent all its members regardless of race.

• Mawu will not be party to any agreement or actions by the council which the union's members do not agree with.

• The union will withdraw from the council if necessary.

• It understands that the council will not attempt to limit or discourage shop floor bargaining. In addition Mawu will insist on facilities for reporting back during negotiations.

WARNED

In a booklet circulated to the union's members following the national executive committee's decision, members are warned of the many potential dangers of Mawu becoming a member of the council. Members are warned that Mawu is in a minority on the council and cannot hope for big gains, so they should not rely on the council in any way. The union remains committed to shop floor organisation as being its most important function — industry wide organisation is secondary.

In the statement, Mawu said it decided to apply because from the time it was inaugurated in Pietermaritzburg in 1973, employers, the Steel and Engineering Federation of South Africa (Seifsa) and the State repeatedly tried to kill or cripple the union. Despite this Mawu has grown into a national union with about 200 organised factories. It is one of the two largest unions in the metal industry and has a mass membership organised factory by factory and concentrated in the main industrial areas of South Africa.



Mr Davis Makhaga through a Blackch Magdeline Rapoo, I Unita Oliphant duri



Mr Kenneth Makh bananas with an ur

Mamelodi residents set to take legal action over lodgers fee issue

Sowetan 1/3/83 ~~345~~ 187

By ALINAH DUBE

MORE than 200 Mamelodi residents are to take legal action to try and force the Central Transvaal Administration Board not to remove the married dependants of permit holders from house files until alternative accommodation has been provided.

Residents under councillor H M Pitje, told a meeting held at the Mapare Higher Pri-

removed from the house files.

Mr Pitje said the only way to remedy the situation was to take the board to court. The move was applauded by residents who said the problem had gone too far with the authorities constantly turning a deaf

Aphane had gone to the homeland in preparation for the coming elections, the meeting called for his resignation.

"Mr Aphane and his council have failed the community of Mamelodi. Let him resign as chairman, stop deceiving the community and

able to run matters related to the development of a township. There would be no progress in the area if such behaviour was allowed.

On the issue of the increased rent in the township, residents said they were not in a position to pay and that a public meeting should be called to "let the people of Mamelodi know who their

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Tough metal wages battle ahead

FROM 1/3/83

Labour Correspondent

FURTHER evidence that tough bargaining lies ahead in the metal industries was given yesterday when the SA Boilermakers Society released a newsletter urging its branches to submit wage proposals — thereby ignoring an employers' request to shelve the pay bargaining scheduled now.

The SA Boilermakers Society is the largest metal union.

And yesterday the biggest white union in the industries, the SA Iron, Steel and Allied Workers Union, announced that its executive had endorsed a recommendation from the union's management committee that it reject the employer request for a wage "freeze".

The Steel and Engineering Industries Federation (Seifsa) recently formally requested unions on the Metal Industrial Council to agree to a postponement of wage negotiations for at least six months.

Major metal unions on the council have rejected this request.

In the newsletter to members, the boilermakers say the union "cannot accept this suggestion" and "must insist on the usual negotiations which begin in March or April".

It says any delay in compensating workers for "the loss in value of the rand" would only aggravate what was seen as a sensitive situation. The union adds that it does not believe that postponing wage negotiations "will really act as a means of reducing costs".

The rapidly rising price of essential foodstuffs, which the drought was sure to bring, would hit workers hardest, the union said.

Freezing wages would lead to labour unrest "which is a major contributor to inflation, increased unemployment and a further recession".

● The SA Iron, Steel and Allied Workers Union yesterday announced the appointment of a new general secretary, Mr Henry Ferreira.

He replaces one of the stalwarts of the white union movement, Mr Wessel Bornman, who has served as secretary of the all-white SA Confederation of Labour.

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Unions will not postpone pay talks

Labour Reporter

Trade unions in the iron and steel industry are rejecting employer requests to postpone wage negotiations until October this year.

The Steel and Engineering Industries Federation of SA (Seifsa) had asked unions to forgo negotiations for a new agreement which would start in July and instead start talks in October for an agreement covering the first six months of 1984.

But the trade union caucus on the industrial council has told Seifsa in no uncertain terms that employers cannot expect workers to bear the brunt of inflation because they are the least capable of doing so.

The unions intend to submit their proposals for new wage increases to the industrial council in the near future.

In a statement issued by the SA Boilermakers' Society this week, the union warned that freezing wages while not freezing price increases would not serve any useful purpose.

Such a freeze would lead only to a deterioration in the position of workers.

The union also warned that this could in turn lead to labour unrest.

● Some 500 000 workers are represented in the iron and steel industry.

CAPE TIMES 3/3/83

Unions facing hard bargaining

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By PHILLIP VAN NIEKERK
Labour Reporter

WITH the Steel and Engineering Industries Federation of South Africa (Seifsa) advocating a six-month wage freeze, employers and unions in the recession-hit metal industry are gearing up for a tough round of bargaining.

And the decision by the Metal and Allied Workers Union (Mawu) to apply for membership to the metal industry's industrial council could further focus attention on the body which negotiates wages and working conditions for some 500 000 workers.

Mawu's decision makes it the first affiliate of the largest independent black union grouping, the Federation of South African Trade Unions (Fosatu), to apply to join an industrial council since the government's new labour dispensation was introduced.

Industrial councils, the official negotiating machinery, are a major issue among emerging black unions and have been severely criticized by black workers.

Mawu, which represents' 200 organized factories, was at the centre of a wave of strikes on the East Rand last year which saw individual plants, as opposed to the industry-wide industrial council, emerge as the main industrial relations arena for black workers.

Weakened by masssive retrenchments and facing strong employer opposition to shop-floor wage bargaining, Mawu says its decision to join the council is tactical. It insists that participation in the council will remain secondary to shop-floor bargaining and it will withdraw if necessary.

Mr Sam van Coller, the director of Seifsa, said that though employers had not yet discussed Mawu's decision, "the more employees represented in the council, the better".

Explaining the employer's call for an effective six-month wage freeze Mr Van Coller said: "In the light of very serious economic conditions in our own industry, in South Africa as a whole and among our main trading partners, it is essential to avoid cost increases which could jeopardize the viability of companies and the jobs of employees."

He said there had already been a major reduction of employees in the industry.

However, the biggest white union on the council, the South African Iron, Steel and Allied Workers Union, and the multi-racial South African Boilermakers Society have rejected the call for a wage freeze.

'Sensitive situation'

In a union newsletter, the Boilermakers Society said it did not believe that postponing wage negotiations would reduce costs.

"Any delay in compensating workers for the loss in the value of the rand will only aggravate a sensitive situation. The rapidly rising cost of foodstuffs, which the drought is sure to bring, will hit workers hardest.

"Freezing wages will only lead to labour unrest which is a major contributor to inflation, increased unemployment and a further recession."

UNIONS FM 4/3/83

Mawu's IC decision

~~1156~~ 346 ~~1691~~

The ~~decision by the~~ Metal and Allied Workers' Union (Mawu) to apply to join the metals industries industrial council is a significant event in SA labour. However, it may be a little soon for employers to celebrate.

Mawu's announcement during the past week that it is to apply to join the industrial council has been seen in some quarters as a victory for employers in the turbulent relationship they have had with the union. An affiliate of the Federation of SA Trade Unions (Fosatu), Mawu has until now opposed the industrial council. Instead it sought plant-level negotiations and recognition agreements with individual companies.

There have been predictions for a long time that emerging unions such as Mawu would ultimately be forced to join industrial councils because of problems involved in administering numerous recognition agreements. And indeed there are signs that Mawu, which has representation in about 200 factories, has seen the need for some form of industry-level negotiation.

However, it seems there are two other important reasons for its decision. Firstly, the union faces extremely tough employer resistance to bargaining outside the council. Secondly, widespread retrenchments and tougher government controls on migrant workers have affected its power on the factory floor.

It therefore makes good strategic sense for the union to join the council, especially as this can provide a focal point for union demands at a time when it is being weakened by the recession. However, this does not necessarily mean that there has been a change of heart among its rank and file about the council. Mawu has warned that it will not be party to any council agreement with which its members disagree and says it may withdraw from the council if this becomes necessary.

Lack of control

One question which should be in employers' minds is whether the union — which has been accused of lack of control over its members in the past — will be able to exert effective control over them once it is a council member.

One way to help resolve this problem is to make the council more credible to black workers. For that to happen, employers and established unions will have to consider a number of changes to the way in which the council has traditionally operated.

They will, for example, have to contend with Mawu's insistence that factory floor bargaining is "fundamental" and that it can only be supplemented — not replaced — by industry-level negotiations. Many employers are extremely wary of two-tier wage bargaining. They believe that where there are two levels of bargaining, one ultimately becomes irrelevant.

There is little doubt that all the parties in the metals industries are heading into a period of tough negotiations. However, if they are able to reach accord they may set a trend which will be followed in other industries where disputes over councils have raged in the past.

Union attempts to join another council

Labour Correspondent

THE Federation of SA Trade Unions' Metal and Allied Workers' Union has applied to join a second industrial council, it was learnt yesterday.

Last week, MAWU became the first Fosatu union to apply to join a council when it announced it had decided to join the metal industries' council, the biggest in the country.

This followed a three-year battle in which the union stayed off the council and employers resisted its attempts to bargain outside it.

A MAWU source confirmed yesterday that the union's Natal branch had applied to join a council which covers one Durban plant owned by the Dunlop tire group.

"There is no change of tactics or policy involved. As the council covers one plant only, there is no real difference between joining and bargaining wages and work conditions at an individual plant," he said.

The industrial council system was devised to provide a forum for bargaining across an entire industry and councils like that at Dunlop are extremely rare.

It not only applies to one company only, but to only one of the company's plants.

It is understood that until now, Dunlop have been negotiating on the council with an "in-house" union, started within the plant to represent workers at the plant only. Unionists allege that this is a "company" union.

The source said the council had thus far been a "cosy" forum for discussion between Dunlop and this union and added that MAWU believed its presence would change this.

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SHORTLY after becoming the first Fosatu union to apply to join an industrial council since the new labour dispensation, the Metal and Allied Workers' Union has become the second as well.

It wants to join a council which not only covers one company only — tyre firm Dunlop — but one plant only, that in Durban.

Mawu has a majority at the plant and its decision, which apparently took management by surprise, came during recognition talks between the two sides.

The only other union on the council has no members outside Dunlop.

Mawu will demand changes to the council constitution — one clause forbids strikes by council members — and may also try to extend it to other Dunlop plants and rubber firms.

COOK FIRED FOR 'WITCHCRAFT'

340 Sowetan 7/3/83

A MAN who worked as a cook at a restaurant in Bedfordview was fired from his job because his colleagues complained to their boss that he was bewitching them.

The man, Mr Joseph Khumalo, who denied that he was a witch, told **The SOWETAN** he was fired unfairly under pretext that there was staff reduction, when in fact somebody was employed in his place after he had left.

He had been working for Dino's Restaurant for the last four years and was working on a renewable annual contract. The last contract was terminated after three months.

Mr Khumalo said he took the matter up with the Industrial Council where he was told that his boss had the right to fire him in spite of the fact that he had signed a contract with him.

His boss, Mr Costa Paizes, yesterday said he was not prepared to go into details of why he fired Mr Khumalo except to say that it was due to a number of reasons well-known to Mr Khumalo.

He however confirmed that among other reasons, it was because his colleagues had complained that Mr Khumalo was practising witchcraft and that they were afraid he would poison their food.

"My conscience is very clear about what I did and I can look Joseph in the eye anytime", said Mr Khumalo's former employer.

"I have many blacks who have been working for me for up to 13 years and I trust them as much as they trust me. These guys are Zulus, they are superstitious and I became concerned when some of them did not come to work because they were scared of this man.

The legal unit of the Council of Unions of South Africa (Cusa) is looking into Mr Khumalo's case.

CAPE Times 8/3/83 346

Industrial councils 'must be extended'

THE industrial council system would have to be improved and extended, the Minister of Manpower, Mr Fanie Botha, said in Durban yesterday.

Opening the conference of the South African Association of Municipal Employees, he said local authority employees not belonging to unions, and inexperienced in industrial council or conciliation board negotiations, would increasingly seek union membership.

It was not possible to register more than one industrial board for the same local authority. The industrial council system had also been queried by employers



and employees. There was a tendency to deal with employers rather than on an industrial basis.

"The first question to which an answer must be found is how these newcomers to the trade union movement at local management level can be included in the statutory negotiating machinery — taking into account the principles of union autonomy, freedom of choice and maximum self-government."

Equally important was how to set up a uniform system for negotiating working conditions in local government — acceptable to employer and employee.

Mr Botha invited the Association of Municipal Employees and local authorities to present his department with concrete suggestions. — Sapa

Impasse faces union in labour dispute

By STEVEN FRIEDMAN
Labour Correspondent

IN A highly unusual move, an Alberton metal company has refused to take part in the procedures laid down by labour law for settling disputes over alleged "unfair labour practices".

The company, Screenex Wireweaving, is involved in a dispute with the Metal and Allied Workers' Union over the alleged firing of 140 workers in January, after a dispute over retrenchments.

MAWU has declared a dispute with Screenex, alleging it is guilty of an "unfair labour practice", which could see the dispute referred to the industrial court.

But the Labour Relations Act lays down that an "unfair labour practice" dispute must first be referred to the industrial council in the industry affected, which must try to settle it within 30 days. So the parties must appear before the council, which will try to settle the dispute. If it fails, then the issue can be referred to the court.

On March 1 Screenex wrote to the council refusing to attend a meeting.

It says MAWU is "at liberty" to proceed to the industrial court and the company "reserves its rights" if the union does so.

It says MAWU's charges against the company are "vague" and Screenex's failure to negotiate at the council should not be seen as an admission of accurate union allegations. Repeated attempts to obtain Screenex comment have failed.

MAWU general-secretary Mr Ginger de Jager said yesterday the matter was "sub judice". Asked if any employer had refused to discuss a dispute over an alleged "unfair labour practice" at the council, he said in one instance an employer refused to appear before the council, but made submissions in writing.

In cases where either party refused to appear at all, the council found itself in a legal quandary, he said. The Act gave the council subpoena powers, but the Industrial Registrar had to agree before a subpoena could be issued — and this would jeopardise the chances of resolving the dispute within the 30 days.

● MAWU has also reacted to the dispute by asking Southern African governments and mining houses to which Screenex sells equipment not to buy its products.

Natal garment workers are 'the exception'

Labour Reporter

GARMENT workers across the country are being hard hit by the recession and thousands of people have lost their jobs in the past six months.

The only exception is in Natal where, according to the Garment Workers' Industrial Union, employment in the garment industry is on the increase.

Natal workers have also been given a significant increase, with the minimum rate of pay in most job categories increasing by more than 25 percent under a new two-year agreement.

According to the official journal of the Garment Workers' Union of South Africa, about 3 500 workers in the Transvaal clothing industry have lost their jobs since June last year.

In the Western Province 3 500 people lost their jobs over the December to January period, although a significant number were re-employed last month.

According to the journal Natal is the only exception. Mr F Hansa of Natal's Garment Workers' Industrial Union was quoted as saying there was very little sign of unemployment among Natal workers.

Dr Anna Scheepers, president of the Tucsa-affiliated Garment Workers' Union, said yesterday there were signs of an improvement in the economy which would benefit garment workers.

Short time

'The trend among employers in the industry at the moment is to work short time rather than lay off workers. There is still a demand for machinists across the country.'

The Trade Union Council of South Africa reports in Labour Mirror that significant wage increases have been negotiated between the Garment Workers' Industrial Union and the Industrial Council for the Clothing Industry.

According to Tucsa the average minimum wage increase for the 18 different job categories has risen by more than 25 percent while some categories have gone up by as much as 65 percent under the new agreement.

DESPITE key changes in the industrial court's role, the law setting out its procedures still presents problems.

One controversial clause requires workers who allege an "unfair labour practice" to take their dispute to an industrial council, which must attempt to settle it within 30 days.

The council cannot dictate a settlement and there is no record of a council having achieved one. Hence the claim that this simply delays the dispute on its way to the court.

The problem has been lessened by a change allowing workers to go straight to the court to ask for temporary court orders, but it still persists.

It was given a new twist this month when a metal firm Screenex, which is involved in an "unfair practice" dispute with MAWU, simply told the council it did not wish to attend the meeting arranged to attempt a settlement.

In what is believed to be a unique move, it said it could see no point in negotiating with the union on the dispute.

The law says the council can force either party to attend such a meeting. But it needs the permission of the industrial registrar and, by the time this is obtained, there is little time to attempt to settle the dispute in thirty days. In other words, labour law's answer to Catch 22.

Another clause causing concern is that which says the court can only award costs to either party in special circumstances.

This plays a major role in cutting down the ability of workers to approach the court. Legal costs are steep and are made steeper if they are unlikely to be recovered, even if the case is won.

Metal unions demand 14% pay increase

16/3/83

By STEVEN FRIEDMAN
Labour Correspondent

TRADE unions on the Metal Industries Industrial Council, which sets minimum pay and conditions for about half a million yesterday tabled demands for an average 14% pay increase.

The unions, who tabled their demands at yesterday's meeting of the council in Johannesburg, are also asking for redundancy and lay-off pay to be included in the industry's legally binding industrial agreement for the first time.

But employers, represented by the Steel and Engineering Industries Federation (Seifsa), are sticking to their view, which they made public some weeks ago, that there should be no metal pay rises at all for the next year.

According to union sources, Seifsa was unwilling yesterday to agree to a meeting to discuss these demands until May. This was rejected by unions and no date for a negotiating meeting has been set.

Unionists say employers are trying to delay negotiations in order to "put pressure" on the unions to accept a wage freeze. The current wage agreement expires in mid-year and, if bargaining commenced in May, there would be little time to conclude a new agreement before the old one expired.

Yesterday's meeting confirms earlier signs that tough wage bargaining can be expected in the metal industries this year. A breakdown in negotiations, with unions declaring a dispute with employers, seems a distinct possibility.

According to union sources, the demands tabled yesterday are for different raises in the various job categories, but these average out at around 14%.

This is roughly the same as the rise in the cost of living over the past year.

Unionists have said they believe their members must be compensated for "the loss in purchasing power" of the rand over the last year.

Employers say the metal industries are facing their worst slump in decades and that increases would jeopardise employers' ability to keep workers in jobs.

The unions have also asked that the agreement guarantee retrenched workers one week's pay for every year they have worked for their present employer.

They also want workers who are laid off temporarily to receive at least 25% of their pay for the period they are laid off.

These demands indicate a growing interest in retrenchment by unions on the council, who have not demanded protection for retrenched workers before.

Emerging, mainly black, unions, have been demanding protection for retrenched workers since the current recession began.

The metal unions have also asked employers for improvements in workers' fringe benefits.

Mawu all set to join council

By STEVEN FRIEDMAN
Labour Correspondent

ACCEPTANCE of the Metal and Allied Workers Union's application to join the metal industrial council seemed almost certain after yesterday's monthly meeting of the council, which is the country's biggest.

This means that opposition from some unionists on the council, which seemed set to greet MAWU's application, has abated.

Mawu is the first Fosatu union to apply to join a council since the Government's new labour dispensation was introduced. Its decision followed a three-year battle in which Mawu sought to negotiate with employers outside the council, but most employers refused.

In its letter of application, Mawu set out nine principles which it intended to follow on the council.

These included its right to continue bargaining outside the council, to refer negotiating issues back to its members and to withdraw from the council.

Some unionists on the council saw these as conditions which ran counter to the way councils operated and hinted they might block the application because of this.

But sources on the council said yesterday that, at the meeting, no major objections to the Mawu application were raised. They added that unionists who had seemed set to oppose the application had changed their stance.

"Seven of the nine conditions set by Mawu are standard rights which any union on a council enjoys, and the council will write to the union telling it this," a unionist on the council said.

But the council would also, he added, write to Mawu telling it that it was entitled to negotiate agreements with employers outside the council only if these did not contain pay levels and work conditions which were less favourable to workers than the council agreement.

Mawu is certain to have no objection to this. It would be impossible for the union to negotiate worse conditions than those in the agreement because this would be illegal.

One condition set by Mawu — that it have the right to withdraw from the council giving only one month's notice — does, however, run counter to the council's constitution, which sets a three-month notice period.

The council is to write to Mawu pointing out this conflict.

"It is now a matter of waiting for their reply and their application is likely to be discussed at the next council meeting on April 12," a unionist on the council said.

It is unlikely that differences over the notice period will be a major obstacle to Mawu's joining the council.

Seifsa postpones wage increases

Labour Reporter

Employers and trade unions in the engineering industry failed to come to an agreement yesterday on the issue of wage increases for some 500 000 workers.

At a meeting of the Industrial Council in Johannesburg, the trade union caucus presented employers with demands for wage increases of about 14 percent for workers in various job categories.

But the Steel and Engineering Industries Federation of SA (Seifsa), representing industry employers, has called for wage talks to be postponed for at least six months because of the current recession.

The unions rejected this plea and presented their wage demands at yesterday's council meeting.

While union spokesmen said they saw the meeting as a start in wage negotiations, they were told by Seifsa that employers were unwilling to discuss the subject until May.

Employers have agreed to canvass union members who will be notified of a decision by the end of April, sources said.

"They gave us the impression that they really didn't want to negotiate any new wages at this time," a union spokesman said.

Unionists said their demands also included protection for retrenched workers in the form of lay-off pay-outs.

After Seifsa's announcement earlier this year that employers would seek a delay in the annual negotiations, trade unions banded together to voice their opposition. They said workers were in no position to bear the brunt of the recession by not receiving increases this year.

Annual negotiations in the engineering industry usually start in March or April.

2/13/83

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THE BATTLE lines are now drawn in official metal and mining wage negotiations.

Metal unions have tabled demands for a 14% rise, but employers are against any increases at all and want to delay negotiations.

Unionists claim this violates a new agreement to negotiate on issues within 45 days.

Mine unions want 13,1%, but the Chamber of Mines is likely to offer much less. Disputes could well be on the way in either or both industries.

But white mine unions' hopes that the Chamber would agree to negotiate the pay of union men and officials jointly have already been dashed, at least for this year.

The unions, who believe an alliance with officials would strengthen their bargaining position, claim they agreed to separate talks because the Chamber "threatened' two officials' associations who wanted joint bargaining.

But perhaps the most significant event of this week's opening wage talks is that the Chamber has agreed to discuss forming an industrial council with registered unions on the mines.

These unions want a council, but black mine unions are opposed to the idea

So the prospect of yet another battle over the council system now looms on the mines.

Word is that the Chamber is loath to accept any bargaining forum which excludes the new black unions ... a stance which would avoid such a battle but could anger registered unions.

~~1407~~ 346 ~~189~~

PRESS STATEMENT

MAWU 25/3/83

THE Metal and Allied Workers Union has decided to apply for membership of the Industrial Council for the Iron Steel and Engineering and Metallurgical Industry.

This decision was taken after eight months of intensive discussion among the union's members, shop stewards committees and executive committees. All the union's branches have now voted in favour and the National Executive Committee decided unanimously on 20.2.83 to apply for membership of the Industrial Council: the letter of application from the union sets out MAWU's principles.

1. That MAWU organises primarily at the shop floor level and that MAWU is committed to the principle that shop floor bargaining is fundamental. Industry wide bargaining may be supplemented but can never take the place of shop floor bargaining on all issues including wages and working conditions.
2. That MAWU is democratically controlled by its members and that the unioin will be represented primarily by elected worker representatives. These representatives will be mandated at all stages of negotiations by the union's shop steward councils.
3. That MAWU will represent all its members regardless of race.
4. That MAWU will not be party to any agreement or actions by the Council which MAWU's members do not agree with.
5. That MAWU will withdraw from the Council if necessary.
6. That the union understands that the Council will not attempt to limit or discourage shop floor bargaining. In addition MAWU will insist on facilities for reporting back during negotiations.

In a booklet circulated to MAWU members following the NEC's decision, MAWU members are warned of the many potentail dangers of becoming a member of the Council. Members are warned that MAWU is in a minority in the Council and cannot hope for big gains. So members should not rely on the Council in any way. MAWU remains committed to shop floor organisation as being the most important - industry-wide organisation is secondary.

Why has MAWU decided to apply?

From the time it was inaugurated in Pietermaritzburg in 1973, the employers -

K40A 346 ~~K69~~ Maww 23/3/83

SEIFSA - and the state have repeatedly tried to kill or cripple MAWU. Despite this MAWU has grown into a national union with about 200 organised factories. It is one of the two largest union in the metal industry and has a mass membership organised factory by factory and concentrated in the main industrial areas of South Africa.

During the wave of strikes in the metal industry in 1981 and 1982, MAWU members made substantial gains until the middle of 1982. A combination of high unemployment, action against migrant workers by the Administration Boards and concentrated action by employers through SEIFSA, allowed employers to strongly resist workers' demands.

MAWU has fully reviewed the events of the past year. All the strikes were over the same issues - wages, pensions, job security and retrenchemnt. Although the strike wave assumed industry wide proportions the strikes themselves were fragmented. Workers in different factories did not unite in their demands.

MAWU has made various attempts to overcome this problem, as for instance in the campaign on the East Rand against retrenchment: this campaign was conducted through shop steward councils. However it has become clear that MAWU needs a focus around which workers could unite in their demands. Industry wide bargaining is needed for this level of mobilisation of members.

MAWU needs to mobilise its members as a mass union and to unite them across factories. The employers are solidly united behind SEIFSA while the unions are divided along racial, political and occupational lines. Most of the unions have aligned themselves in support of the Industrial Council. So at this time, the Industrial Coundil will have to be the focus for mobilisation.

With 200 organised factories MAWU has to rely more and more on the shop steward councils. The union cannot any longer rely only on the structure in each factory. To dominate the industry MAWU will need to organise a large fraction at least of the 1 000 major factories in the industry out of a total of about 8 000 factories.
So strategies to work as a mass union are of crucial importance.

Moreover, the Industrial Council is more and more taking over demands made by MAWU to individual employers. These demands have been hijacked and mishandled by the Council. These demands include:

- minimum R2 per hour
- retrenchment procedures

- layoffs instead of retrenchment
- recognition of shop stewards
- recognition agreements and dispute procedures
- bargaining in industrial sectors.

Whether MAWU likes it or not the minimum conditions of employment are negotiated annually in the Industrial Council. Some of the unions now in the Council claim to speak for black workers. It is necessary to establish clearly that only MAWU and the very few other unions in the metal industry with similar policies are the only true representatives of the oppressed workers.

MAWU will review its decision to enter the Industrial Council at regular short intervals and will withdraw if necessary. Besides entering the Council, MAWU is also developing strategies to build its power in the industry. During 1983 the union has resolved to concentrate on organising and consolidating a few sectors of the metal industry in order to reach a dominant position.

MAWU will also continue to build its structures to face employers at all levels:

- in the factory
- joint company shop steward councils
- local shop steward councils
- shop steward councils for different sectors.

25th March 1983

INDUSTRIAL COUNCILS

Chamber's caution

FM 25/3/83

The Chamber of Mines is adopting an extremely cautious approach to the question of an industrial council (IC) for the mining industry. Threatened, as it is, by the established power of the registered traditional unions and the growth potential of new black unions, caution is understandable.

At the request of the Confederation of Mine Associations and Unions, the chamber has agreed to investigate the possibility. The confederation represents 12 registered unions, including Arrie Paulus's Mineworkers Union (MWU).

If a council is established, however, it could lead to a clash with the rapidly growing (black) National Union of Mineworkers (NUM), with which the chamber is discussing a recognition agreement. The NUM, which is led by Cyril Ramaphosa, is opposed to establishing an industrial council although it is prepared to hold discussions with other unions outside an IC framework.

In any case, the confederation will admit only registered unions — which effectively excludes the NUM.

With or without an industrial council, the chamber is faced with the possibility of a two-tier negotiating system under which it would negotiate separately with black and white unions. This is hardly an ideal situation.

Piroshaw Camay, general secretary of the Council of Unions of SA, of which the NUM is an affiliate, warns that "if the mining employers are foolish enough to ignore black unions (in establishing an industrial council) they will obviously create a problem in wage negotiations."

The chamber's industrial relations adviser, Johan Liebenberg, says the advantages and disadvantages of an IC will be established through an investigation — but it is too early to say what the results will be."

He adds: "The investigation will take at least several months. If there is enough common ground, it will work. If not, it will fail. We have an open attitude. It is a question of seeing what the investigation yields."

B46. MANU
28/3/83

SALDRU
SCHOOL OF ECONOMICS
U.C.T.

PRESS STATEMENT

MAWU

CALL FOR R90.00 a week

AT A meeting held in Durban on Saturday Mar 26 one thousand members of the Natal Branch of the Metal and Allied Workers Union unanimously called for a minimum wage of R90.00 a week in the metal industry.

The meeting was convened by the union in order to discuss its proposals to the Industrial Council for the Iron, Steel and Metallurgical Industry. This meeting was the first of a series of meetings to be held in all MAWU branches to discuss the proposals with members.

The members also strongly rejected an earlier proposal from SEIFSA the powerful employer association in the industry which had called for a freeze on mid-year wage increases.

Further demands were made for an R18.00 a week across the board increase for all workers, increased overtime rates, longer notice and a 40 hour working week.

Many speakers emphasised that the union was now entering a new phase of organisation which involved mass mobilization of members across factories while retaining and continuing to build stable structures at the shop floor.

"We can see clearly that the time has come to use our collective strength to push workers demands in the industry. For too long workers real interests have been ignored at the industry level - we cannot allow that situation to continue" the President of the union Mr. Jeffrey Vilane said.

Discussions were also held on the Metal Industries Pension Fund because it was reported that the enabling agreement was due to expire. A unanimous resolution was consequently adopted calling for the control of the fund to be handed over to the unions properly representative of the members of the fund so that workers would be able to make the necessary changes.

Finally, the meeting discussed the Presidents Council and the "Koornhof Bills". These were totally rejected and a call was made for the scrapping of the pass laws and for a free and democratic South Africa with one parliament.

28.3.83

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FOSATU'S Paper, Wood and Allied Workers' Union has gained an advance in its attempt to bargain outside an industrial council.

It has been recognised by Carlton Paper in Wadeville, which means two of the four paper employers have agreed to bargain outside the council.

There has been employer association pressure on firms not to bargain outside the council.

Clearly, the paper union feels more able to resist pressures to join a council than Fosatu's Metal and Allied Workers' Union, which recently joined one.

RCDU

1/4/83

Talks may lead to SA's biggest movement

18/4/83



Labour Week

STEVEN FRIEDMAN

LAST weekend's union unity meeting could be a watershed for emerging unions.

Groupings with a combined membership of more than 180 000 — Fosatu, the General Workers Union, the Food and Canning unions, the Commercial, Catering and Allied Workers Union and the Cape Municipal Workers Association — have agreed to form a committee to work out details of a new federation.

Thrashing out how this body will operate should take several months at least and there could be hiccoughs along the way.

But the unions insist it will emerge. Food and Canning, for example, says the unions have "no option" but to form the new body if they want to tackle "intransigent employers" nationally.

In other words, most major emerging unions believe they have reached a stage where the costs of not uniting are so great that old rivalries will not stand in the way of the new body.

When it is formed, it could be the biggest black union body in the country's history. It also could see a merging of unions in key industries and a streamlining of black union operations in the factories.

Who will join is still unclear. It is still conceivable, but unlikely, that some groups listed above could drop out.

The SA Allied Workers Union and General and Allied Workers Union have also joined the committee planning the new body.

But they have not publicly committed themselves to it as the others have and it will still be a surprise if they join.

Several groups which did not join the committee insist they may yet join.

The 100 000-member Cusa will discuss the issue on April 30. It stresses it needs a mandate from members to decide.

Even the Motor Assemblers and Components Workers Union (Macwusa), which walked out of past unity summits, says it is still to decide on its attitude.

Perhaps. But Fosatu, GWU, Food and Canning, Ccawusa, and the Cape municipal union are still by far the likeliest starters.

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TO nobody's surprise, the Metal and Allied Workers Union has formulated demands for the metal industrial council pay talks which far exceed those of established unions on the council.

MAWU expects to take part in the bargaining for the first time this year.

It wants a R90 a week minimum wage — some 40% more than the present minimum — and an R18 a week across the board rise. It also wants an overtime ban and a 40 hour week to reduce retrenchments.

Another MAWU proposal is that the council no longer bar "stop orders" to unions who have a majority or represent 500 workers in a plant.

Most of these demands will be fiercely resisted by employers who want a temporary wage "freeze" because of the recession.

But a key issue could be the metal pension fund.

The agreement setting it up is due for renewal this year and MAWU wants its rules changed to give workers a majority on its board.

Both employers and established unionists are against this and some industry sources say the fund's existence is in danger — at least temporarily.

homelands and workers will have to collect benefits in these areas.

There are doubts as how the separate UIFs will be run. And the new system also creates an unusual situation.

It will mean, for example, that a Venda citizen who is born in a "white" city, has made his home there and has never visited Venda, will have to commute to that territory fortnightly to claim benefits if he loses his job.

HERE'S one for those who feel the Mail's labour coverage is madly radical.

Two unions, the SA Allied Workers Union and General and Allied Workers Union, this week held a Press conference. We did not attend — it is our policy only to cover conferences if we are told where they are being held.

There they issued a statement attacking our coverage of union unity talks and charging we were "prejudiced and derisive" in our labour reporting.

The two claim the Mail incorrectly portrayed them as opponents of union unity and say we are "becoming part and parcel of a total strategy aimed at subverting the workers' struggle".

Attempts to obtain confirmation of our new role from General Magnus Malan have thus far proved unsuccessful.

Stolen documents reward offered

(240)

The Star

20 APR 1983

Vital records belonging to three industrial councils were in the boot of a car stolen in Braamfontein, Johannesburg, yesterday.

The councils for the Transvaal knitting and millinery industries and for the Free State clothing industry have lost cash books and ledgers.

Their general secretary, Mr Robert le Grange, said the robbery did not affect the workers' funds run by the councils, but contained information essential to proper administration.

The stolen car is a rust coloured Toyota Cressida, registration number GMN512T. It was parked in Biccard Street.

A reward has been offered and Mr le Grange has appealed to anybody finding the books to phone him at 37-5411. No questions will be asked.

22pc wage increase in bakery industry

Cape Times 22/4/83 346

Labour Reporter

AN INDUSTRIAL council agreement pushing up the wages of workers in the bakery industry by an average of 22 percent has been negotiated between the Western Cape Bakers' Association and the Bakery Employees' Industrial Union.

The agreement, still to be published, is retrospective to the beginning of April. It follows three months of bargaining between the employers' association and the union, which represents about 2 800 workers in the Western Cape.

The minimum wages of bakery confectioners are to increase from R79,50 to R96 a week, for drivers from R78 to R95 a week, and for general workers from R54 to R65 a week.

Mr Arthur Joseph, general secretary of the union, said they were "not overjoyed" with the increases, but they were relatively fair and would be reviewed again within six months.

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23/4/83

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Spokesmen for the
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ine for threat

Mercury Correspondent
OHANNESBURG—An
lberton private detec-
ve was fined R400 in the
ohannesburg Magis-
rate's Court yesterday
fter he was found guilty
f threatening the life of
ennis star. Johan Kriek.
Alfred Patrick O'Driscoll,
1, of Petersfield Street,
Raceview, was found
uilty of contravening the
Intimidation Act.

3 held after killing of senator

HARARE—Three men had been arrested in connection with the killing of Zimbabwean Senator Paul Savage, 70, his daughter Colleen, 20, and their British visitor, Miss Sandra Bennett, 38, the Zimbabwe Government announced yesterday.

The arrested men were identified by a Government spokesman, Mr Justin Nyoka, as being dissidents loyal to the run-away opposition leader, Mr Joshua Nkomo.

One of the men had admitted being involved in the killings and had also told of the involvement of seven other dissidents who had since crossed the border into Botswana, the spokesman said. Police investigations in liaison with Botswana authorities were under way.

Court

The spokesman said police had also established that a dissident injured during the shooting at the Savage homestead about 130 km south of Bulawayo was taken to a traditional healer near the Botswana border and later taken into Botswana for further treatment in Francistown where he was in hospital.

The traditional healer and his son had been arrested for helping the dissident to leave the country. Steps were being taken to ensure the man's return to Zimbabwe and to arrest him, the spokesman said. All the men arrested so far would appear in court soon

The victims were gunned down at their home. One dissident, believed to have been accidentally shot dead, was taken away in a vehicle belonging to the senator and, when the vehicle broke down, he was buried in a shallow grave. — (Sapa)

Sugar union 'gets better deal from direct talks'

23/4/83

Labour Reporter

SUGAR industry wages have been negotiated outside the Industrial Council for the first time — and union members feel they've ended up with a better deal because of this.

The agreement was between the giant C G Smith sugar company and the Fosatu-affiliated Sweet, Food and Allied Wokers' Union.

After more than a month of negotiations wage increases ranging from 13 percent on the lower grades to 7.5 percent on the higher grades have been agreed on.

Union branch secretary Petros Ngcobo said the union was 'not satisfied with what we got but we feel we have achieved a better deal than the unions that sit on the industrial council'.

Mr Ngcobo said unions which sat on the council had settled for a 7.5 percent across-the-board increase.

He also said the food ration allowances at the Noodsburg and Umzimkhulu mills had been increased by R5.

Mr B Horlock, C G Smith's group personnel director, said he was pleased with the agreement.

He said however, that there had been a last minute 'technical problem' with the Natal Sugar Industry 'Employees' Union, who were meant to be party to the agreement, but he felt sure that the matter could be solved.

Sentenced for slapping baby

Court Reporter

A MAN who slapped his four-month-old daughter on the buttocks because he became irritated with her crying was sentenced to 12 months' imprisonment — suspended for five years — by Mr N Kruger in the Durban Magistrate's Court yesterday.

William Louis Bianchina, 22, pleaded guilty to striking the child at his flat at Illovo Beach on February 15.

The Court was told he had been drinking and was tired and became angry when the child cried.

He admitted a conviction for driving under the influence of liquor.

Mr Kruger said he had committed a serious offence and he had to impose a sentence which would deter Bianchina and like-minded people.

The Court heard that the child had been removed from the care of Bianchina and his wife. Mr Kruger said it seemed that they were too young and immature to have a family.

Mr C Cornell appeared for the State.

Salvaged skiboat back home

Mercury Reporter

Former astronaut Glenn aims for th



NEW CONCORD—Former astronaut Sen John Glenn gives the thumb
officially announces his ca

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Bakery, staff bypass IC

Labour Reporter

THE African Food and Canning Workers' Union (AFCWU) and Attwell's, the City's largest bakery, have bypassed the Industrial Council for the bakery industry by negotiating a plant-level wage and recognition agreement.

This is the first such agreement to be negotiated outside the official bargaining machinery for the industry and was concluded before this week's Industrial Council agreement between the Bakery Employees' Industrial Union and the Western Cape Bakers' Association.

In a statement yesterday, the AFCWU said they had signed a recognition agreement with Attwell's Bakery which recognized them as sole representatives of the company's more than 300 workers. The agreement provided for negotiating wages and conditions of work on an annual basis.

The union had negotiated an interim agreement with the company, backdated to the beginning of February, which would be in operation to the end of June, when further increases were to be negotiated.

The statement said: "The workers at the bakery have been dissatisfied with the Industrial Council for a long time. They saw the workers at the mills, which are represented by our union, were much better off than the workers at the bakeries and insisted on joining our union."

The statement commended the employers on their "far-sighted approach" for accepting the situation when they saw that the union had majority support.

"It is also significant that subsequent to our negotiations with the company, the Industrial Council has laid down basically similar wages to those negotiated between Attwell's and the AFCWU."

Spokesmen for Attwell's were not available for comment yesterday.

Seifsa agrees to make wage offer

By STEVEN FRIEDMAN
Labour Correspondent

KEY pay negotiations in the metal industries, which affect about 500 000 workers, adjourned yesterday after the Steel and Engineering Industries Federation (Seifsa) agreed to make unions a wage offer.

This means Seifsa has abandoned its earlier stance that the state of the industries was such that there should be no negotiated rises at all for at least six months.

It is almost certain, however, that Seifsa's offer will fall well short of union demands for at least a 14% rise.

It is understood that Seifsa adopted the same stance for much of yesterday's meeting of the metal industries' industrial council — which was called to negotiate the industries' annual pay agreement.

But union sources said it agreed towards the end of the meeting to consult its members and then come back to the unions with an offer.

Another meeting will take place on May 24 and a document setting out the employer position in the negotiations will be sent to the unions before then.

Both Seifsa and the unions will now go back to their constituents to discuss their next moves.

However, Seifsa, which represents employer associations in all sectors of the metal industries, told unions at yesterday's meeting that some sectors of the industries would not be able to make unions an offer.

Union sources believe steel producers are most likely to stick to the view that a wage freeze is necessary.

Unionists also pointed out yesterday that the metal pay agreement expires in mid-year and that the May 24 date would leave "very little time" to negotiate an increase.

They said Seifsa had originally wanted the next negotiating meeting to be held in June — a move they described as "a delaying tactic to increase pressure on the unions" but had then agreed to the May date.

Seifsa's director, Mr Sam van Coller, yesterday referred the Rand Daily Mail to a statement released by the industrial council.

The council statement said both unions and employers had voiced viewpoints on wages at yesterday's meeting which took the current state of the industry into account.

The statement said both sides had agreed to return to their constituents before meeting again on May 24 and that employers had agreed to present unions with a document outlining their position before the meeting.

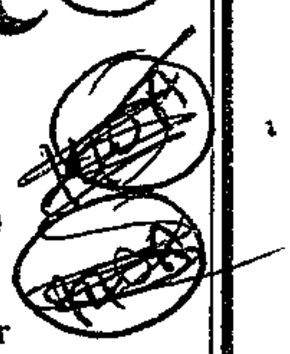
It said "a large number" of delegates had attended the talks.

Yesterday's negotiations were the first which were attended by Fosatu's Metal and Allied Workers' Union, which has applied to join the council but has not yet been admitted as a member.

It is understood that a large MAWU delegation took part in yesterday's talks.

dnesday April 27 1983

Employers may budge on freeze in wages



By Tony Davis, Labour Reporter

Metal, steel and engineering industry employers appear willing to budge from their stance of not granting wage increases until later in the year.

Yesterday's meeting of the National Industrial Council for the Steel, Engineering and Metalurgical Industry in Johannesburg was adjourned until May 24 after employers and unions agreed to go back to their members on the wage issue.

However, the Steel and Engineering Industries Federation of SA (Seifsa), which represents employers, must present the unions with their proposals before the next meeting.

Union sources said employers were warned that, unless they were prepared to budge from their position of no new wage talks until later in the year, no agreement would ever be reached.

Employers had called for more talks in June, but this was described by the unions as "delaying tactics" as they had already had the chance during past weeks to consult their members on the negotiations.

The council said yesterday lengthy consideration had been given to both sides on industry problems under present economic circumstances.

Employers had introduced the wage talks freeze due to the downswing in the economy, while unions had pressed for increases to match the rise in the consumer price index of about 14 percent.

Negotiations affect about 500 000 workers nationally.

It was the first time the Fosatu-affiliated Metal and Allied Workers' Union attended council wage talks and it asked employers where profits from the past five years had gone.

The sizeable contingent of Mawu members insisted on addressing the negotiating teams.

SALDRU
SCHOOL OF ECONOMICS
U.C.T.

PRESS STATEMENTS

27/4/83

MAWU
METAL & ALLIED WORKERS UNION OF SOUTH AFRICA

Delegates of MAWU yesterday for the first time attended a meeting of the metal industry Industrial Council to negotiate the annual industry-wide wage increases.

At the meeting, MAWU established some important precedents:

+ The whole National Executive Committee of MAWU attended, all of whom are workers in the industry. The Branch Secretaries and the General Secretary also attended.

+ The union did not nominate a spokesman. Instead, all members of the MAWU delegation participated.

Although MAWU is not yet a member of the Industrial Council, the delegation was accorded full speaking rights.

MAWU's opening speech emphasized that metal industry employers had made record profits over the last five years, but as soon as the recession had hit, workers were the ones who had to pay for it, through retrenchment and increased productivity. Now SEIFSA wanted to freeze wages MAWU completely rejected this.

In replying to the unions, SEIFSA reiterated their position that they did not want to negotiate at all.

Speaker from MAWU then put 3 questions to SEIFSA.

+ It seemed that employers do not care about the retrenched workers and the dependants of metal industry workers who are literally starving in the rural areas because of the drought and unemployment. What was SEIFSA's attitude.?

+ Where was the money from the record profits of the last five years?

+ If SEIFSA said employers had no money to pay increases, were they prepared to produce the books of account of their members to prove this?

MAWU speakers also accused SEIFSA of "playing games". They said employers had tried for years to get MAWU to attend, and now that MAWU was present SEIFSA was refusing to negotiate.

After a long and very difficult meeting, SEIFSA representatives agreed to recommend to SEIFSA companies to change their position. They agreed to put forward a counter-proposal in writing by 18 May and to meet for negotiation on 24 May.

27.4.83 FOSATU

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...ation and adoption at the meeting.

See Page 8.

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30/4/83

...Bureau

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...t a television set — ...ubbed together and ... charged them 80 c a ...tricity it used.

...ried daughter, Lorna, ...ged her eight cents ...lower.

...day, when his wife, ...r a lift in his car he ...the petrol.

...the 65-year-old "Mr ...vealed this week when ... granted a divorce by

...astham said it was in- ... 32-year marriage had

Bricklayer Mr Broadhurst was a "very selfish and insensitive man," said the judge. He gave his wife only R30 a week to feed and clothe them and their three children.

He spent his free time on golf, bowls and cars. His wife said he was a scrounger who lived off his children. She had to take a job as a wages clerk to make ends meet.

Once, when she wanted the living room ceiling whitewashed, he charged her R8 to do the job.

He never bought her a birthday present — one of his daughters bought presents for him to give.

Mr Broadhurst opposed the divorce because it would mean his wife could claim a share of their home which would have to be sold to pay her.

He denied he was mean and claimed he was "the henpecked worm in the house".

father, like son at Le Mans

EIM — ...acing ace ...tti, his 20- ...Michael and third driver Porsche 956 ...ans 24-hour ...e this year, here. (42), of Na- ...nsylvania, be only the second time he has driven a Porsche competitively. The first time was last Sunday at the Riverside international endurance race in Riverside, California. The car was unable to complete the race.

"The car feels good. There are no surprise breakaways," Andretti said of the 260 000 dollar machine to be used at Le Mans.

Andretti said the third member of the team was yet to be chosen and he declined to speculate on who it might be.

The race takes place on June 18. — AP.

Police do not suspect a crime.

Mawu in pay talks advance

30 APR 1983 STAR

Labour Reporter

The past week saw the Metal and Allied Workers Union make inroads into the metal, steel and engineering industry's annual negotiations for the first time, despite the fact the union is not a member of the industrial council.

Tuesday's meeting saw employers appear to reconsider their stand of not negotiating on any future increases until later this year.

Mawu's delegation, which included the general and branch secretaries, insisted on addressing the council and refused to nominate a spokesman.

The Fosatu-affiliated union stressed in its speeches that employers had made profits in the recent past, but there were no offers from them.

The union argued that if there was no money for increases, then the unions should have the opportunity of examining the employers' books.

but the Directorate of

UCT row over

CAPE TOWN — A major row has erupted at the University of Cape Town between the authorities and students after the latter defied instructions not to print a speech by the Minister of Co-operation and Development, Dr Piet Koornhof, to political studies students earlier this week.

Varsity, the official UCT student newspaper, yesterday published a special broadsheet in protest against the speech.

In an almost unprecedented step, the vice-chancellor, Dr Stuart Saunders, has said the publication has been withdrawn from circulation. A statement by the university authorities said that under the Harvard Rules it was unethical and contained information given in privileged circumstances — off the record.

"This issue was published against a specific instruction from the vice-chancellor."

However, president of the Students' Representative Council, Mr Anthony Richman, said 6 copies of the edition had already been distributed among students.

The special ... claims Dr Koornhof ... to prevent them ...

Music ushers

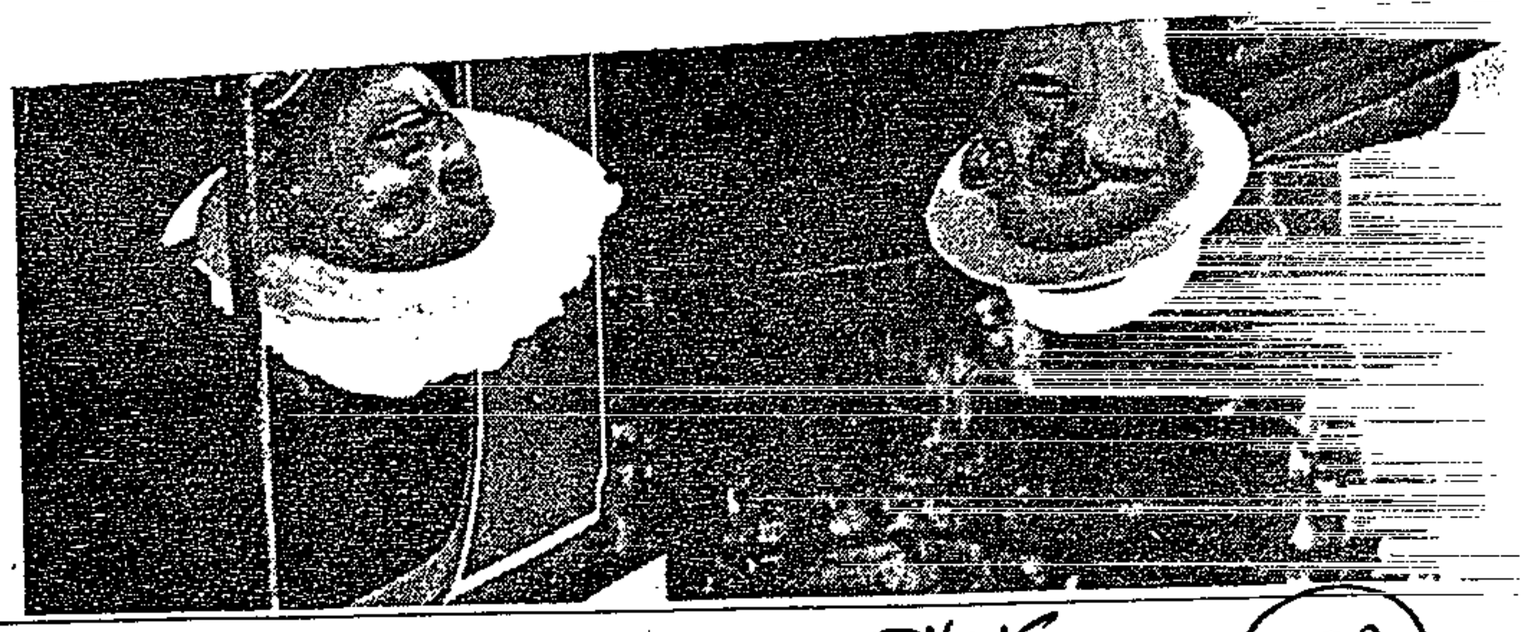
30 APR 1983 STAR

By Michael Tissong

Soweto's multimillion-rand project, the So... Homemakers' Festival, draws to a close this ... after what the organisers called a successful run.

The trade fair was the township's first on ... large scale. After a tentative start on Friday ... week, the turnstiles clicked crazily on the first ... end as more than 23 000 people turned up.

During the week attendance slacked off but ... ofpeople kept coming — for a chance to win ... in prizes, the home improvement demonstr... education and careers guidance talks and ...



Run SA dry?

30 APR 1983 STAR

Ferrasse h... grim messa... for Mr Bo...

30 APR 1983

From James Tomlins in Paris and Alan Robinson in London

Union officials can't be in on wage talks, say bosses

Labour Correspondent

WORKERS at Premier Paper, who returned to work on Monday after a week-long strike, want officials of the Paper, Wood and Allied Workers Union to take part in their pending wage talks with the company — despite the fact that Premier has cancelled its recognition agreement with the union.

But Premier said yesterday it would refuse the request as "the union's officials have no standing to be present at negotiations".

The company, the first paper employer to agree to bargain with the union outside the industrial council system, announced last week it was cancelling the agreement because, it alleged, the union had breached it.

This move came towards the end of a strike at its Kliprivier mill which ended on Monday when workers returned after Premier agreed none of them would be fired and it would begin talks on a mid-year pay rise.

Mr Amos Mutwalo, chairman of the union shop stewards committee at Premier, said yesterday that "even if management has cancelled the agreement, it does not mean it has got the union out of the factory".

Barlows threatened with labour unrest

By STEVEN FRIEDMAN
Labour Correspondent

ANOTHER dispute between a Barlow Rand company and a union affiliated to the Federation of SA Trade Unions is simmering and unionists say they fear labour unrest at the Kew plant which is the site of the battle.

According to Fosatu's Metal and Allied Workers Union, workers at Barlows Manufacturing in Kew, which employs some 500 workers, are threatening to strike because, they say, management has granted "unilateral" increases to some workers but not others and is refusing to negotiate wages with workers.

MAWU says a meeting of Fosatu's Barlow Rand shop stewards council at the weekend persuaded workers not to strike immediately, but to seek a new meeting with management yesterday. But a union spokesman said management had refused to meet union shop stewards yesterday.

However, the company's managing director, Mr Robbie Williams, yesterday denied the union's allegations. He said management had "at no stage" refused to negotiate with the union and said no meeting had been requested yesterday.

"If workers had requested a meeting, we would have agreed. It is our policy to meet worker representatives when they request this," he said.

MAWU says Barlow Manufacturing workers requested a rise from the company but had been refused at a meeting last week. They charged management "walked out" of the meeting refusing to discuss the wage issue any further.

MAWU says workers charge that the company can afford increases because it recently decided to give increases to some workers, though not to others.

It says they also allege that, although the plant is working a four-day week, production is the same as it was when it was on a full working week.

It said the company had said it did not have money to pay increases, but had refused to disclose to workers production figures and whether it was making a profit or a loss.

The union says workers told the shop stewards council that they wanted to strike but were advised to make a final attempt to talk to management.

Mr Williams said the company had been negotiating a recognition agreement with MAWU, but that the union had broken off these talks in mid-February.

"We are still prepared to discuss recognition, but they are not. The ball is now in their court", he said.

Despite this, Mr Williams said the company was willing to negotiate with the union and had discussed wages with shop stewards last week.

"We told them we could not discuss a rise until we knew the outcome of the metal industrial council negotiations. But we did not walk out."

He said the company had received no union request to negotiate since last week.

Mr Williams confirmed the company had been unwilling to disclose its figures, which were confidential.

He denied that workers had been given a selective increase. These workers were reclassified into a higher job grade and their pay rose accordingly.

...he rejected the argument ... bail.

Boilermakers want union unity

Labour Correspondent

DISUNITY and a lack of co-operation between unions in the giant metal industries and elsewhere are hampering them in their negotiations with employers, says a leading metal union.

In a newsletter released yesterday, the SA Boilermakers Society, a member of the Trade Union Council of SA (Tucsa), the biggest union in the country, says unions face two problems in their current wage negotiations.

The first, it says, is a "lack of co-ordination among the unions involved in the negotiations."

This is believed to refer chiefly to the metal industry negotiations where established unions are demanding a 14% increase, but Fosatu's Metal and Allied Workers Union (Mawu), is demanding an increase of around 40% in minimum rates in order to bring them up to R90 a week.

Mawu's demands and those of other unions also differ in other crucial respects. Last year, there was also a sharp difference between the demands of established unions and those of the Councils of Unions of South Africa (Cusa), affiliated Steel, Engineering and Allied Workers Union.

The Boilermakers say there is "a crying need for closer co-operation between the unions" and add that a "united approach to the employer" in negotiations is needed. Another obstacle referred to in the article is the "unprecedented economic complications as a result of the drought, the worst in living memory".

"We must take into consideration the fact that we are going to have to pay much more for essentials which our families need. When employers oppose our demands and plead economic difficulties, they must bear this fact in mind."

EMERGING UNIONS

Testing the bargaining level

Emerging trade unions are showing increasing interest in joining industrial councils — a trend that presents important challenges not only to employers, but to the unions themselves.

The first phase of the black union battle for recognition in the Seventies and early Eighties took place at plant and enterprise level, as emerging unions fought to establish an enduring shopfloor power-base. Their success in achieving this is reflected by the more than 250 recognition agreements negotiated with companies during the past few years. Phase two seems likely to centre on their efforts to make industrial councils (ICs) more responsive to their needs, interests and priorities.

Almost since their inception, a lively debate has been waged within the emerging unions about whether they should join ICs — the officially sanctioned forums for collective bargaining at industry level. This debate about the respective merits of plant and industry-level bargaining has largely run its course and a growing number of these unions have decided to join ICs.

In the past ICs have tended to cater well for the needs of craft and racially-based unions, representing skilled workers. It is not surprising that the industrially-based emerging unions — representing less skilled workers — want to reform the councils. Employers and established unions — the traditional membership of ICs — now have to contend with new demands by emerging unions wishing to join.

These demands differ from one industry to another; ICs vary considerably in size, and in the attitude of their members to emerging unions. In addition, emerging unions have differing motives for wanting to join. Some are attracted to the advantages of industry-level bargaining, while others are being prodded towards councils by economic realities and pressures from employers. However, it seems likely that at least some of the following items will appear on negotiating agendas in the future:

☐ A demand by emerging unions for speedy exit from a council should they decide that membership is no longer in their interests. Not surprisingly, this kind of demand is coming from unions such as the Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu). Many Mawu members are suspicious of the metals industries' IC. Although they have decided to join the council, they want the option of getting out of it as soon as possible if this is felt to be in their interests;

☐ A demand that industry-wide bargaining may supplement, though never replace, plant-level bargaining. Some employer spokesmen, such as Sam van Coller, director of the Steel and Engineering Industries Federation of SA (Seifsa), maintain that formal collective bargaining cannot be sustained at two levels. Bargaining at one of the levels will ultimately become irrelevant, they say. However, unions argue that industry-level pay rises are often determined by the increases that can be afforded by the least profitable companies. The ability of the profitable companies to pay more cannot be tested at IC level, they say. They contend that an acceptable formula can be devised to allow plant-level bargaining to complement industry-wide minima laid down in IC agreements;

☐ A demand for the unions to have greater control over IC assets. Three emerging unions have, for example, argued that worker representatives should comprise more than half of the members of the board that administers the metals industries' group pension fund. Employers are, naturally, opposing this;

☐ Established unions are concerned about some emerging unions' demand that unions' representation at IC negotiations should be in proportion to their membership. They have good reason to be alarmed. If proportional representation is introduced, it will result in emerging unions, which represent large numbers of black workers, being allocated more seats at IC meetings than some smaller, established unions. Such a demand has been made in the knitting industry by Fosatu's National Union of Textile Workers (NUTW);

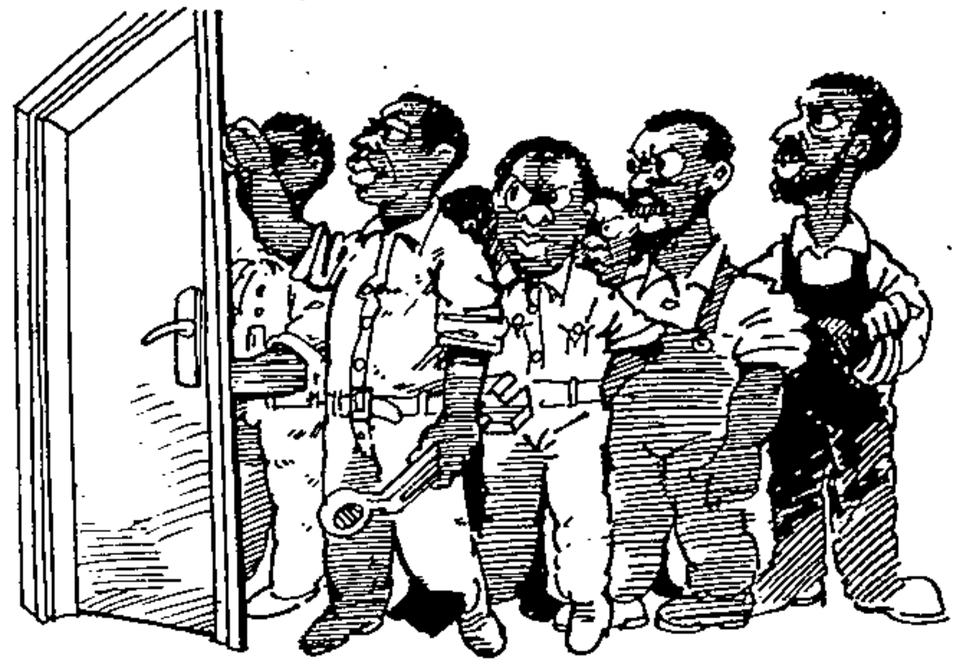
☐ Emerging unions have placed great emphasis on the development of their shop stewards as a crucial leadership corps. It is logical, therefore, that they should demand that shop stewards play a role in the IC system and should be involved in the negotiation and administration of agreements;

☐ Much of the effort to make the councils more responsive to emerging unions' needs will be focused on making the councils less slow and cumbersome in dealing with matters such as grievances and dispute resolution. Phiroshaw Camay, general secretary of the Council of Unions of SA (Cusa), says Cusa affiliates have generally had a "negative experience with ICs so far." He describes some councils as "petty and bureaucratic"; and

☐ In some industries it seems likely that practices such as the closed shop will become controversial. Emerging unions claim that some established unions are abusing this practice and restricting the right of workers to decide which union they should join.

A crucial problem for both employers and the emerging unions is the ability of the unions to obtain a coherent mandate from their members within the framework of the IC collective bargaining process. To understand this problem, one has to appreciate the fundamental importance that most emerging unions have attached to the democratic processes of election, representation and mandate in the running of their affairs. It would be foolish to underesti-





mate this emphasis on "worker control" over union decision-making, which is not such a burning issue for many established unions.

Employers will have to appreciate this as the emerging unions move towards centralised bargaining. Frequent report-back to members by union representatives involved in plant or enterprise-level negotiations has been a relatively easy process. But it will become a more difficult problem at industry-level pay talks which involve large numbers of workers who are far removed from the negotiating forum.

Collective bargaining may, therefore, be a far slower process at some ICs in future as the emerging unions insist on frequent report-backs. Mawu organiser Bernie Fanaroff warns of the high priority that emerging unions place on the question of obtaining mandates. "This is something that employers will have to learn to live with," he says.

This is not going to be easy for some. With customary wit, industrial relations consultant Andrew Levy points out: "Managements are autocratic in their decision-making structures. When an autocratic body is thrust into the arms of a democratic one for the purposes of so intimate an act as negotiation, frustration is bound to result."

A complicating factor is the difficulty that unions such as Mawu face in obtaining suitable venues to hold report-back meetings. Mawu complains that police are discouraging owners of halls allowing the union to use their premises. The police deny this charge, but it seems important that employers should take a greater interest in this issue and try to ensure that union meetings can take place. It was, after all, the banning of a union report-back meeting in Uitenhage which sparked off the 1980 strike at Volkswagen — one of the worst labour disputes in SA in recent years.

The whole issue of mandates is part of a wider problem faced by emerging unions as they become involved in industry-level bargaining. Studies of the organisational development of unions in Western nations suggest that as unions head towards centralised bargaining, they tend to become bureaucratic and less responsive to the needs of members who may become apathetic or discontented.

Emerging unions appear to be aw this problem, although some believe be overcome. They know that be some IC agreements are remarkably plex, a significant amount of pow flow away from members towards leaders who develop expertise in int ing those agreements. General W Union general secretary David summed up this problem more than ago when he said: "The bargaining ture of the IC necessitates professio in negotiations and facilitates the of leadership from the rank and file

Federated Chamber of Industries dent Rod Ironsides has emphasised past that in industrial relations it for managements and unions to unde each other's perceptions. The proble ing emerging unions and IC membe not insurmountable. But they will al ously have to display this kind of standing and empathy if they establish mutually acceptable co bargaining structures in the years a

Workers meet over pay

18/5/83

Labour Correspondent

FOUR mass meetings at the weekend of Witwatersrand metal workers will decide whether to accept or reject an expected wage offer from the Steel and Engineering Industries Federation (Seifsa).

The meetings have been called by the Metal and Allied Workers' Union, which claims meetings such as these herald a new era of black worker participation in official pay negotiations in the metal industries.

MAWU is taking part in official Metal Industrial Council pay negotiations for the first time this year, although it is not yet a member of the council.

At a recent meeting of the council, Seifsa agreed to make a wage offer to the unions after initially saying it was against any rises at present. But it said some sectors of the industries would be unable to make any offer.

The Seifsa offer is to be discussed at a council meeting on Tuesday and Seifsa has agreed to send details to the unions this week.

According to a union spokesman, MAWU had called mass meetings in all four of its Witwatersrand locals to discuss the Seifsa offer and to "prepare for next week's negotiations".

He said the meetings would be held on Sunday, by which time the unions hoped to have details of Seifsa's offer. The meetings would be open to all metal workers on the Witwatersrand, he said.

When it applied to join the council, MAWU said it would not sign any agreements without first obtaining a mandate from its members. Established unions on the councils rarely refer decisions on annual wage negotiations back to their entire membership, according to MAWU

MAWU said workers in its Germiston/Wadeville/Alberton local would meet in Katlehong township on Sunday and those in its Benoni local would meet in Actonville.

Its Isando/Elandsfontein and Johannesburg locals would also meet to discuss the employer offer.



Miss South Africa, 19-year-old Leanne Hosking of Amanzimtoti, returned to Natal this week after her triumph at the contest in Johannesburg. Among the people who met her was her boyfriend, Keith Wright of Durban, a diver.

Industrial offences: Koranicki in court

By Fiona Macleod

Heavyweight boxer Mr Mike Koranicki appeared briefly before a Johannesburg regional magistrate yesterday, charged with contravening agreements relating to the furniture manufacturing industry.

Mr Koranicki (30) of Lombard Street, Raceview, Alberton, who is charged in his capacity as director of Kramer's Upholsterers in Alberton, was not asked to plead.

Five of the charges relate to his alleged failure to pay monthly contributions and submit statements to provident, trade union and training funds between November 1982 and February.

The sixth charge is an alleged failure to pay the Industrial Council a guarantee of R1 267 to cover payment for his employees in respect of these funds. He faces an alternative charge of failing to notify the council of any changes to particulars in his registration as an employer in the furniture manufacturing industry.

Mr Koranicki was remanded until August 4.

'was paid R14 000'

...he told Mr Justice Henk van ...itting with two assesors, that ...fe insurance policies on Mr ... life were not originally taken ...h the intention of committing

...denied identifying the body of ...nown man as that of Mr Louw ...ganising for his funeral.

...said she had understood from ...uw that the body buried as Mr ...n Louw was his step-brother

She only realised that fraud ...ing committed at the funeral.

...aking quietly, Mrs Mooloo told ...uded court room that when she ...r husband realised that the po... were "hot on their trail" she ... arrangements for Mr Louw to the country.

... approached her co-accused, Elsie Maluleka (51), who agreed ...ke him to Bushbuck Ridge from ...e he would be taken across the border to Maputo in Mozambique.

Mrs Mooloo was paid out R29 600 by one of the insurance companies. After paying Mr Louw R14 000, the rest of the money was put into a trust account on the recommendation of her lawyer.

Further, she dismissed the evidence of an eye-witness Mr Abie Nkwashu as "a blatant lie".

The second accused, Mr Petros Bulunga (31), told the court he did not know either Mrs Mooloo or her husband, Mr Mustapha Jones. He said he accompanied Mr Jones (who committed suicide in a police cell after his arrest) and Mr Louw on two occasions at the request of Mrs Maluleka.

When he was dropped off at his home in Mamelodi after returning from Nelspruit, Mr Louw "was still sitting and breathing". The last time he saw Mr Louw he was still alive.

The hearing continues.

He speaks up for SA

South Africa will be represented at the US finals of the International Prepared Speech Competition by Mr Nigel Fitton of the Johannesburg Engineers' Toastmaster Club.

Mr Fitton won the district competition in Durban at the weekend.

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SPORT.....Page 14



Disneyworld to take part in the interna- of the Face of the 80s contest on June 4. ize is a R100 000 modelling contract with the Ford Model Agency.

Witness: I found glass in my bread

Own Correspondent

CAPE TOWN — A Pollsmoor prisoner testifying in the murder trial of a teenage hairdresser said in the Supreme Court here today that he had found ground glass in his food this morning.

State witness Billy McCarthy said that before leaving the prison he had been given food.

"When I ate part of the bread at court this morning, I bit on something that felt like a stone. Then I discovered it was a bit of glass. I opened the bread to find it filled with ground glass."

McCarthy said the glass had cut the inside of his lower lip.

The accused, Mr Billy van Rooyen (43), of Heideveld, has pleaded not guilty to murdering Miss Debbie Dicks (16) of Observatory on July 29 last year.

Miss Dicks died at Groote Schuur Hospital shortly after she was stabbed in the neck, severing her main artery.

McCarthy said Mr van Rooyen had told him he had already killed nine women but had been arrested on only three occasions.

The case is continuing.

Mr Justice de Kock is sitting with two assessors. Mr W S O'Brien and Mr B L O'Leary. Mr S Baker appears for the State. Mr G B Griesel, instructed by Snitcher, Cohen and Snitcher, represents Mr van Rooyen.

Unions are divided on wage rises

Labour Reporter

Trade unions at the National Metal Industries' wage negotiations held in Johannesburg yesterday were divided over the final settlement of a five and seven percent increase effective from July 1 this year.

Unions party to the industrial council accepted the agreement "under protest" while the Metal and Allied Workers Union (Mawu) did not sign the agreement, stating it failed to conform to their federation's policy of a basic living wage for workers, and that they did not have their members' mandate on the offer.

The agreement reached with the employers, represented by the Steel and Engineering Industries Federation of SA, means a seven percent increment for workers at the bottom of the scale by some 10c an hour and the five percent rise means a 21c hourly increase for those at the top of the scale.

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, said that while they had not got what they wanted they had had to come to some agreement because of the economic situation.

He said unions had reserved the right to approach employers individually and seek better increases and they had also received the commitment of employers to rationalise future wage negotiations in the industry and an urgent survey of retrenchment provisions.

Labour observers said the largely white-member craft unions at yesterday's talks were fearful of the economic situation and further lay-offs and thus felt obliged to accept Seifsa's offer.

They had asked Seifsa to postpone talks until next month when they could canvas their membership but the agreement went ahead. It was unlikely their members would accept the settlement because they were committed to the principle of a living wage.

Mawu at the weekend had called for a 30 percent increase which would have brought the basic minimum wage up to R90 a week.

● The agreement still has to be sent to the Department of Manpower to be approved and gazetted before July 1 to be effective. About 500 000 workers are affected by the agreement.

... scheme to farm workers

... Reporter

... heme to im- ... skills and ... d living condi- ... arm labourers ... unched in the

... eme is being Foundation for ... mmunity Devel- ... hich combines ... of the private ... sectors as well ... ed agriculture. ... undation was ... n February and ... to initiate

... tween the private sector, agricultural organisations and a State representative, he said.

The foundation subsidises schemes to the tune of 75 percent, with the farmer paying the remainder.

Meanwhile a Government-initiated scheme is battling to overcome various problems.

The Boskop Training Centre near Potchefstroom, which trains farm labour in conjunction with the SA Agricul-



A unique South African coin, an 1898 Kruger "pond" with a single "9", was sold for R132 000 in a recent coin auction — the lar-

Kruger coin is

Maaske to run in marathon

Springs runner Louis Maaske, who pulled out of The Star/Mazda 1 000 km marathon because of lack of training time, is back in the race.

He changed his mind after his employers, Raeburn Manufacturers, decided to pay any expenses not met by the sponsors.

He has already trained one of his fellow workers to be his second in the 10-day event which begins in Johannesburg on June 17

Boiler union wants talks

By STEVEN FRIEDMAN
Labour Correspondent

IN A highly unusual move, the SA Boilermakers' Society, the country's biggest union, will seek pay talks with individual metal companies "as soon as possible" to try to win bigger rises for workers than those negotiated at the metal industrial council this week.

The move has been backed by other unions on the council and may put them on a collision course with the Steel and Engineering Industries Federation (Seifsa).

Seifsa, which represents metal employers, has repeatedly urged its members not to negotiate wages with unions outside the industrial council system.

The boilermakers were one of the unions who this week reached a pay agreement with Seifsa which will raise pay for about 500 000 workers by between 5% and 7%.

The Metal and Allied Workers' Union (MAWU) has dissociated itself from the agreement.

In a statement yesterday, the boilermakers joined MAWU in condemning the agreement and said the union had accepted it under protest.

It said the 7% rise for workers in the lowest categories was "wholly unrealistic" and would cause hardship for them and their families.

"Many of these workers come from areas which are ravaged by drought and their families are more than ever dependent on the wages earned by workers in the industry", it said. The 5% rise at the top of the scale did nothing to compensate for the erosion of wages by inflation.

The union said it objected not only to the "inadequate" rises but to the "unsatisfactory and cumbersome" process of negotiation which produced them.

It had accepted the offer as "any further delay would have endangered the main agreement and may have left workers without the protection it provides".

But it said it had made clear at the talks that it would continue to negotiate with individual employers to increase wages. Other unions in the industry had also agreed to do this.

The union said that although employers agreed to negotiate wages at the council again this year "if circumstances permit", it would not wait for that. It hoped to negotiate with companies in conjunction with other metal unions.

"Our action is not aimed at weakening the council system. It is generally agreed that aspects of the system are in need of revision and, if this is done, unions who still regard it with suspicion will have no reason to shun it," the union said.

Its object was to ensure that wages were realistic and it appealed to all unions and employers involved "in the present crisis" to approach it "with a sense of their larger responsibility to the country as a whole".

Workers bid to control fund

BY STEVEN FRIEDMAN
Labour Correspondent

MEETING with key implications for the future of the metal industries' pension fund, which affects about 500 000 workers, takes place in Johannesburg today.

Three emerging unions, the Metal and Allied Workers Union, General Workers Union and Chemical Workers Industrial Union, will meet the board of management of the Metal Industries' Group Pension Fund to discuss their demand for majority worker representation on the fund's board.

Unionists on the metal industrial council — who support the fund and sit on its board — fear that this demand could spell the end of the fund and leave metal workers without pension cover.

But the three unions claim workers are dissatisfied with the fund and that they are seeking to reform it, rather than to have it scrapped.

The issue has come to a head because the five-year-old industrial council agreement setting up the fund is due for renewal.

While none of the three belong to the council at present, they were asked by the Steel and Engineering Industries Federation, which represents metal employers, to agree to a renewal of the agreement setting up the fund.

The unions said they had reservations about the fund, but would do so if their demand for majority worker representation on the fund's board was met.

Half the members of the fund's board are employer representatives and half represent unions on the metal council.

The three unions argued that the fund was financed by worker money and that workers therefore ought to have a majority say in how it was run.

But Seifsa rejected this, arguing that employers contributed half the money in the fund and were therefore entitled to half the seats on the board.

Today's meeting has been called in an attempt to resolve the impasse.

Although the metal council could renew the agreement without the three unions' consent, it would still have to be extended to workers who do not belong to council unions by the Department of Manpower.

Unions on the council fear the department would be unable to do this if it was clear that a substantial body of workers — the members of the three unions — did not want the agreement extended.

It would be impossible to continue the fund unless all metal workers belonged, and if the deadlock continues, the fund's future will be in jeopardy.

Emerging union sources say they will stick to their demands at the meeting.

"The question of representation is crucial to us and we cannot agree to an extension of the agreement unless this is settled," a source said.

Unions on the council believe it may be possible to find a formula to allow the fund to continue even if emerging unions withhold support.

FM 27/5/83

METAL INDUSTRIES PAY

Modest rises

346

Given the sorry financial state of SA's metals industries, it is not surprising that some employers and union leaders are unhappy about the pay rises negotiated this week.

Increases for about 500 000 metal workers will rise by between 5% and 7% following the agreement reached at the industrial council for the industries. The agreement was reached after employers increased their offer of 3% for workers at the top of the scale and 5% for those at the bottom.

Employers, represented by the Steel and Engineering Industries Federation of SA (Seifsa), had proposed that wage negotiations should be delayed until October at the earliest. However, strong union pressure finally saw them agreeing to negotiate and to grant the increases. Although the pay rises are modest, the *FM* understands that some employers are extremely unhappy about them, believing that they are too high.

The unions are dissatisfied as well. Established ones say they have reluctantly accepted the settlement because they do not want the current agreement to expire without a new one having been reached. They have, however, warned that they may approach companies, which can afford to pay more than the agreement, for further pay talks

The Metal and Allied Workers' Union (Mawu), which took part in the industrial council negotiations for the first time this year, has not endorsed the agreement. It has criticised the established unions for not having referred the employer proposals back to their members.

It seems possible that in the year ahead some union leaders will press for changes to the way in which pay negotiations have been conducted at the industrial council in the past. They say that while there is merit in having a central agreement covering conditions of employment, wage negotiations should take place in different sections of the industries, because some sections can afford to pay more than others. They complain that as matters stand now, the employer offer is determined by the increases that can be afforded by companies in the most depressed sections of the industries.

However, many employers argue that it is impossible to create a clear distinction between different groupings of companies in the industries and that fragmented wage bargaining would result in chaos.

The low pay increases are obviously good news to government. Seifsa officials describe the pay rises — which will obviously have an influence on collective bargaining in other industries — as "anti-inflationary."

A 'WHITE' SOLUTION TO A 'BLACK' PROBLEM

City Press 29/5/87

Black building contractors forced to charge more

CP Reporter

SOWETO – There is bad news for people planning to build or extend their houses:

The job will cost you about 50 percent more.

This is because new building industry legislation forces black contractors – who will probably be doing the job for you – to register with the Industrial Council.

"Instead of ensuring protection against fly-by-night operators, this system will be a big disadvantage," said the vice-chairman of the Soweto Building Contractors Association, Mr Joe Leisegang.

"The council will be looking at wages and working conditions in the townships to bring black contractors into line with their white colleagues.

"Soweto residents are going to be hit hard. Our increased expenses in wages, building fees and other costs will have to be passed on to customers."

Mr Leisegang said that the cost of building a garage and two outside rooms is about R7 000 at the moment but will probably go up to R12 000 because black contractors are compelled to charge "white" rates.

When the Black Building Workers Act of 1951 (amended) was repealed in August last year, contractors in Soweto were forced to register with the council.

Mr Leisegang said: "Looking at the building industry in Soweto as a whole, this is a 'white' solution to a 'black' problem."

Scene is set for a hot wage war



Labour Week

By

STEVEN FRIEDMAN

THE annual metal pay battle is temporarily over, but other developments at last week's pay talks may have key implications for metal's bargaining future.

The battle is only "temporarily" over because established unions on the metal industrial council such as the SA Boilermakers Society are now going to approach some companies and request direct pay talks.

They say they know some employers can pay more than the 5%-7% agreed at the council and hope unions will approach them jointly.

This is a key departure from the previous practice of these unions, which has usually been to bargain wages through councils only.

It will also bring them into conflict with metal employer federation Seifsa which is as opposed as ever to wage negotiation outside the council.

While conflicts between Seifsa and emerging unions on this issue are routine, the entry of established unions to the fray could add an interesting twist to the issue.

A further facet is that the Boilermakers issued a statement last week complaining about the "cumbersome" negotiation system in the metal industries. The union said it still backed the council system, but revisions to it were necessary.

It might simply be backing a demand by unions on the council — which Seifsa agreed last week to discuss — that council wage bargaining be decentralised so that the various metal sectors negotiate pay separately.

But it might also be considering some measure of bargaining with individual companies alongside council bargaining.

Another key development could be afoot following Seifsa's agreement to discuss with Fosatu's Metal and Allied Workers Union the Fosatu "living wage" concept.

Fosatu sees R2 an hour as a minimum "living wage" and the metal minimum is only two-thirds that — hence MAWU's angry rejection of last week's pay deal.

But Fosatu unions have also advocated a new method of wage bargaining for the lowest-paid.

Instead of haggling over a percentage rise, they have argued, employers and unions should agree on a "living wage" figure and negotiations should then centre around how quickly the goal can be reached.

MAWU may put this idea to metal employers.

However it is received, bargaining in the industries is clearly entering a fluid period.

Closed shop clause suffers a setback

By STEVEN FRIEDMAN
Labour Correspondent

THE controversial "closed shop" clause — which forces workers to belong to a union — has suffered a set-back in the printing and newspaper industry.

Black workers at three Industria plants owned by the giant Nampak group have been allowed by the industry's industrial council to resign from the SA Typographical Union, which they were forced to join in terms of a "closed shop" agreement negotiated at the council.

This was announced yesterday by the Paper, Wood and Allied Workers Union (PWAWU), which says workers have opted to join it, and confirmed by Nampak.

The workers are allowed to resign because the council has granted Nampak's request that they be exempted from the agreement's "closed shop" clause.

According to Nampak, this is only the second time the council has granted an exemption from the "closed shop" for black workers.

A letter to Nampak by the council says workers who have resigned from the SATU at the plant will be permitted to do so. It adds, however, that new workers will still have to join SATU in terms of the "closed shop" clause.

It says the letter must be seen as a formal exemption from the "closed shop".

Most industrial council agreements have "closed shop" clauses forcing workers to belong to a union on the council. In the past few years, established unions like SATU have had this agreement extended to cover black workers, which means these workers must belong to the union whether they wish to or not.

Exemptions from the "closed shop" are rarely granted.

A statement by PWAWU yesterday hailed the exemptions and said they applied to three Nampak plants, — Conical, Sacks, and Core and Tubes. It said the workers "prefer to belong to PWAWU rather than SATU."

PWAWU said workers alleged they had only had one meeting with SATU — when they joined it. "Since then we have never had a single meeting until we called them to tell them we wanted to resign", they added.

The union said workers had also charged that SATU "forced itself on them", had "done nothing for them", and that they "encountered rudeness and unhelpfulness when they visited SATU's offices".

It said workers had begun joining PWAWU late last year. When the union achieved majority support at the plant and shop stewards were elected, they approached management and "immediately raised their opposition to SATU".

According to PWAWU, Nampak said it was bound by the "closed shop" agreement and could do nothing about this issue. But workers had continued to raise the issue and had signed a petition resigning from SATU.

The exemption had been granted on May 17 "provided the council was certain workers were opposed to SATU". Workers had now all formally resigned and expected their automatic union deductions to SATU to cease, the union said.

Nampak's spokesman confirmed that an exemption had been granted .

"Whenever a majority of employees in a company in the Nampak group indicate their desire to resign from their existing union, Nampak, as a responsible employer, would naturally make application for the employees to be exempted from the closed shop clause in the industrial agreement", he added.

During the past 18 months, Nampak had twice been granted an exemption — once in October 1981 and once at the three Industria plants, he added.

Repeated attempts to obtain SATU comment failed yesterday.

A SMALL dent in the closed shop was achieved last week.

Paper giant Nampak has successfully applied to the printing industrial council to have black workers at three of its plants who do not want to belong to Tucsa's SA Typographical Union exempted from the closed shop.

The workers concerned have already joined an emerging union.

But, although this move could act as something of a precedent, it hardly spells the end of the closed shop.

The printing exemption was only granted on condition new black workers at the plants be forced to join SATU.

Many councils still oppose any requests for exemption from the closed shop. And the Government still backs the practice.

While many established unions still cling to the closed shop as their only means of gaining black members, most employers say they are against it.

But employer opposition always seems to ignore one crucial factor — that there would be no closed shops if employer associations did not negotiate them with unions on councils.

If employers are against minority unions forcing workers to join them, they can simply refuse to negotiate further closed shops.

NEGOTIATIONS

Dispute threatened

The Metal and Allied Workers' Union (Mawu) is considering declaring a dispute with employers who agreed to this year's pay rises negotiated at the industrial council for the metals industries.

The Steel and Engineering Industries Federation of SA (Seifsa) and established unions on the council agreed to a 5% rise for highest-paid workers and a 7% increase for those at the bottom end of the scale. The agreement affects about 500 000 employees in the industries.

Mawu, which has applied to join the council, attended the meeting and took part in the negotiations. However, the union rejected the settlement, saying it wanted to canvass its members on their response. Its demand that the agreement be delayed until it had received a mandate from its members was refused.

The pay rises negotiated at the industrial council have since been rejected by Mawu members. Meetings of Mawu shop stewards have instructed the union's negotiating delegates to "take any steps that may be necessary" to force employers to reopen wage negotiations.

Last week the union deplored a wage agreement reached between established unions and the Seifsa Cable Manufacturers Association. Again, this agreement was concluded despite Mawu's demand that it be given time to report back to its members. The union claims that although it has a much larger membership in the industry than any of the other unions, it was "ignored."

"When it applied to the industrial council for membership, Mawu stated many times that it only negotiates on the basis of report-backs and mandates," says a statement released by the union. "Neither Seifsa nor the other unions objected. Now, however, both are concluding agreements in such a way that Mawu is completely blocked from reporting back usefully or from obtaining mandates."

Mawu sources tell the *FM* that the union is seriously contemplating declaring a dispute with employers in terms of the council's dispute procedures. A decision on this is likely to be taken during the coming week. It appears that the declaration of such a dispute would open up three options for the parties: mediation, arbitration, or possible legal action through the industrial court.

Union to ask living wage

Mail Reporter

OFFICIALS from the Metal and Allied Workers' Union's Transvaal branch will meet Seifsa director Mr David van Coller today to discuss demands for a "living wage".

MAWU also intends to tackle Seifsa for signing an agreement for the cable manufacturing industry which excludes the union.

"MAWU was disappointed to see Seifsa signed an agreement for the cable manufacturing industry with unions not representative of a majority of workers. In doing so, Seifsa chose to ignore MAWU, which has a much larger membership in the industry than any party unions and has majority membership among employees of four plants," said a MAWU statement issued at the weekend.

According to the statement, this is the second time Seifsa and a group of unrepresentative unions have cooperated to exclude MAWU's democratic negotiating principle.

When applying to the Industrial Council for membership, MAWU claims it made it clear the union could only negotiate on the basis of report-backs and mandates. Neither Seifsa nor the other unions objected.

"Now, however, both are concluding agreements in such a way as to block MAWU completely from usefully reporting back or obtaining mandates.

"It seems Seifsa is determined to continue negotiating agreements at industry level with unions which represent a minority of workers and do not even report back to their members after negotiation."

All parties to the negotiations admitted that unions other than MAWU were unrepresentative and the decision to go ahead and sign an agreement for the cable industry was a gross example of bad faith, said the statement.

At today's meeting, the delegation will point out that MAWU members are serious about the struggle for a living wage and are dissatisfied with a refusal from a highly profitable industry to move to paying living wages, concludes the statement.

Asked for comment yesterday, Mr Van Coller said he had not been aware of the outcome of negotiations.

"The matter concerns the Association of Electrical Cable Manufacturers and I am not aware of the details," he said.

Union is readmitted to council

Labour Reporter

The National Automobile and Allied Workers' Union (Naawu) sat in on industrial council wage negotiations for the car assembly industry in the Eastern Cape this week.

Last year Naawu withdrew its membership of the council because of a protracted wage dispute which saw about 10 000 assembly workers out on strike and several plants closed down.

However, the union subsequently reapplied for council membership and was readmitted last month.

Monday's council session was the first time Naawu had participated in negotiations since its withdrawal last year.

Naawu, an affiliate of the Federation of South African Trade Unions, has sought a minimum R2,50 hourly wage rate for its members at Ford, General Motors and Volkswagen.

There is a two-year wage agreement in force which is subject to regular review.

A post mortem held in Durban yesterday afternoon failed to establish the exact cause of death.

Specimens have now been sent to the Medico Legal laboratories for examination.

Mr Swart is aged between 25 and 30

His body was discovered by a passing motorist on the Melmoth/Vryheid road, propped against a tree with his hands tied to the tree.

days), suspended for five years.

They were charged after disturbances at the University of Fort Hare during the graduation ceremony on May 1 last year. They were found guilty of singing freedom songs and shouting inflammatory slogans in protest at the presence of the Ciskei Cabinet and the President, Chief Lennox Sebe, at the graduation.

The magistrate, Mr J A

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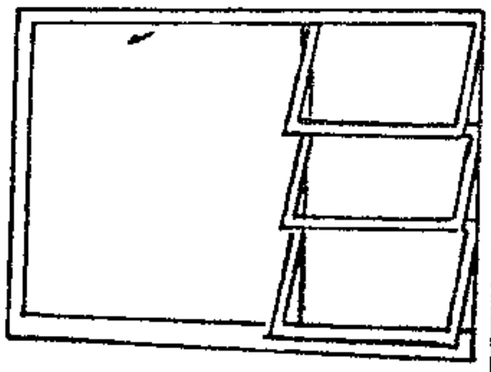
BY



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E Cape motor talks on wages re-open

By LOUIS BECKERLING
Business Editor

KEY wage talks in the Eastern Cape motor industry re-opened this week.

The first round of the talks between employers and trade unions represented on the Automobile Industrial Council ended without agreement and a further meeting is now scheduled for July 28.

Both employer and union representatives are reluctant to comment on the talks — the first of the six-monthly "open-house" reviews agreed to after last year's strike in the industry.

However, it is understood that the major union party to the council, the National Automobile and Allied Workers' Union (Naawu), has re-opened its original demands for a rise in the minimum wage rate to R3,25c per hour.

It was this demand which precipitated the July strikes in the Eastern Cape motor industry last year. Employers initially offered an increase from R2 to R2,15 and eventually an agreement was achieved at R2,20 for existing staff and R2,15 for newly-engaged staff.

While neither party to the latest round of negotiations is willing to comment, the wage talks take place against a background of declining unit sales in the motor industry, a declining market share held by the Eastern Cape manufacturers (the council's jurisdiction is confined to this region), and a measure of uncertainty about future expansion.

Under the circumstances, and bearing in

● Turn to Page 2

peared for the State. Mr M Burmeister appeared for Mr Nott.

Talks on wages

● From Page 1

mind the employers' blunt rejection of the demands in July last year, the prospects of a modified demand from the union representatives at the next meeting cannot be ruled out.

One industry spokesman said employers had readily conceded the necessity of adjusting wages but were reluctant to introduce such an adjustment with immediate effect.

This at least in part explained the postponement of the first round of talks to such a late date in July, as it was now unlikely a new wage schedule would be agreed to in time to be implemented by August 1.

Inside

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...ITH ROSS

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...ke it back to Nahoon," he said.

...ITH ROSS

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...ncentrates hard on getting
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...The minimum and maximum temperatures for other Eastern Cape areas today were: Middelburg -8C and 11C; Graaff-Reinet -1C and 13C; Cape St Fran-

...In the Eastern Cape the rain and cold were accompanied by gale-force winds.

...Snowfalls yesterday blanketed parts of the south-western Cape and Karoo and the high-lying parts of the south-eastern Free State, the Eastern Cape mountains, the Drakensberg and the Natal interior.

...Drizzle, gale-force winds and icy cold were reported from various parts of the Eastern Cape, with light snowfalls also reported on the Bosberg at Somerset East.

...Isolated showers were predicted today for the coastline between Pletten-berg Bay and Port Elizabeth.

...The weather forecast for today is fine although "very cold", with the minimum temperature for Port Elizabeth at 9,3C and a maximum temperature of 13,2C.

...Last night's minimum temperature was 9,3C. The lowest temperature this winter was 6C, recorded last month.

...Widespread light rain also fell in some parts of Natal and most parts of the Cape Province, with the heaviest fall of 15mm at Du Toitskloof.

...not expected to be as strong as yesterday's gale-force winds which gusted up to ... knots (126 km/h).

RAND DAILY MAIL, Saturday, July 16, 1983

Restraint on rural wages urged

Industrial Editor

INDUSTRY should not impose metropolitan-negotiated wages on enterprises in decentralised or rural areas, said the Minister of Manpower, Mr S P Botha, in Louis Trichardt yesterday.

Industrial councils should take into account regional differences and the necessity of job creation when negotiating wage agreements for decentralised areas.

The Government was grateful to industrialists who supported its decentralisation efforts and were prepared to locate industries in decentralised regions with development potential despite disadvantages such as distance from markets.

Mr Botha was opening a R2 800 000 Pennels Implements factory, designed to produce animal-drawn agricultural implements for use in subsistence farming.

The factory will be linked with a foundry transferred from the Witwatersrand and an existing reinforced plastics plant, bringing the company's investment in Louis Trichardt to R7-million.

The new plant will provide 250 jobs, brining the number of people employed by the company in the area to about 700.

Louis Trichardt is a development area and an industrial development point.

Companies relocating to the town are eligible for decentralisation incentives including rail rebates, employment incentives, cash training grants, rental and interest subsidies, a housing subsidy, a relocation allowance and price preference for tenders.

Mr Richard Pennels, chairman of the company, said that since the establishment of his first plant in Louis Trichardt in 1975, he had never regretted moving to the Northern Transvaal.

Serviced industrial ground with railway facilities was reasonably priced and labour was plentiful.

The Louis Trichardt development area offered some of the highest decentralisation incentives available to industrialists.

He had no doubt that, with these incentives, he could compete on an equal footing with competitors based in metropolitan areas.

(NUTW).

The NUTW has displayed a more pragmatic attitude towards ICs and industry-level bargaining than most emerging unions. It played an important role in persuading its fellow affiliates of the Federation of SA Trade Unions (Fosatu) to reconsider their opposition to joining councils.

A consequence of this was that Fosatu last year laid down guidelines to be adhered to by affiliates faced with the option of joining ICs. These included provisos. For example, IC membership not to preclude unions from bargaining at plant-level; and unions to be granted organisational rights at plants on the basis of their representativeness at the plant only. These rights should not be granted to minority unions "in the face of a majority union at the plant."

In some respects, the NUTW enjoyed certain advantages over other emerging unions in formulating a policy towards ICs. Firstly, the textile industry does not possess a large network of councils. Therefore, most of the union's members do not nurse the sense of grievance towards ICs felt by many black workers in other industries who were excluded by law from council membership until fairly recently. Secondly, because the NUTW is such a potent force in some areas, the union can become an influential member of ICs in such areas from the day it joins — unlike emerging unions in some other industries who have to contend with minority status.

However, despite these advantages, the NUTW is waging an uphill battle to get employers, established unions — and even government — to accept some of its preconditions.

About 18 months ago, for example, employers of cotton workers — the major section of the union's membership — attempted to form an IC. NUTW general secretary John Copelyn charges that they attempted to "bulldoze" the union into an arrangement which would prevent plant-level bargaining. The union successfully repulsed this effort and, indeed, there are some employer sources who now concede that employers may have acted unwisely.

Knitting industry

A second area where problems have arisen is in the Transvaal where the union is trying to join the IC for the knitting industry. Employers have welcomed this move, but the application is being opposed by two Tucsa unions, Anna Scheepers' Garment Workers' Union and Lucy Mvubelo's National Union of Clothing Workers. They argue that the NUTW cannot be a member because it is not registered for the area. And they are opposing the union's attempt to obtain such registration. Copelyn deplores such efforts to block a representative union.

Not surprisingly, Scheepers is especially opposed to the NUTW's demand that union seats on the council should be in proportion to their membership. Since she represents only about 40 members in the council, it is possible that she would lose her council membership if seats are allocated on a *pro rata* basis.

A third area where the NUTW has had an unhappy experience with ICs has been in Estcourt, where the union and an employer have agreed to establish a council. Although they applied for registration more than a year ago, this has still not yet been granted and government has raised a number of technical objections, says Copelyn.

"So even where we have suggested the setting up of a council the machinery of state is so heavily geared that everything that should take a week takes a couple of years." He adds that the relationship between the union and the employer has stabilised to the point that the creation of a council may no longer be relevant.

A well-established council exists in the western Cape, where the union is beginning to make strong membership gains. However, the NUTW is not yet a force at industry level in the region, and established unions there are extremely hostile towards it. In circumstances such as these, it is not surprising that the union is, at this stage, concentrating on strengthening its position in individual companies in the region.

INDUSTRIAL COUNCILS

Facing the problems

Clearly, it is not going to be easy for emerging unions to persuade employers and established unions to accept their preconditions for joining industrial councils (ICs). Just how difficult this can be, is demonstrated by problems encountered by the National Union of Textile Workers

on the nearby
Hospital main-
ew to effect the

Dr L Cilliers, the medical superintendent at the Pro-

ways other equipment to serve as a back-up.

"My child was hysterical postponed

CC will hold minars in PE d Uitenhage

Post Reporter

Sol Jacob, director of the South African Council ches, will hold a series of seminars in conjunction East Cape Council of Churches.

itinerary is:

y 27 — meeting with the unemployed in Uitenhage 30 to 5.30pm.

y 28 — meeting with the unemployed at the Holy all, Kwazakele, from 9 to 11.30am; meeting with of the East Cape Council of Churches at St John's t Church, Havelock Street, from 12.30 to 2pm; with representatives of trade unions at the House rrection, Salsoneville, from 2.30 to 4.30pm, and a with employers or businessmen at St John's ist Church, Havelock Street, from 5 to 6.30pm

y 29 — meeting with clergy at the Arthur Welling- thodist Church, New Brighton, from 9.30 to 11.30am.

further information contact Mr S Macozoma or Mr ... at ☎ 21448 or the Rev P Verryn at ☎ 26771.

SA trade does well

PRETORIA — South Africa recorded a favourable trade balance of R2 939,8 million for the first half of this year, according to preliminary statistics released today by the office of the Commissioner for Customs and Excise.

Exports for the first six months totalled R10 352,7 million, compared with R8 670 million for the corresponding period last year.

The country's total import figure for the first half of the year stood at R7 412,9 million, down on the previous year.

Europe remained the major importer of SA goods. — Sapa

East Cape motor trade wage talks resume tomorrow

Post Reporter

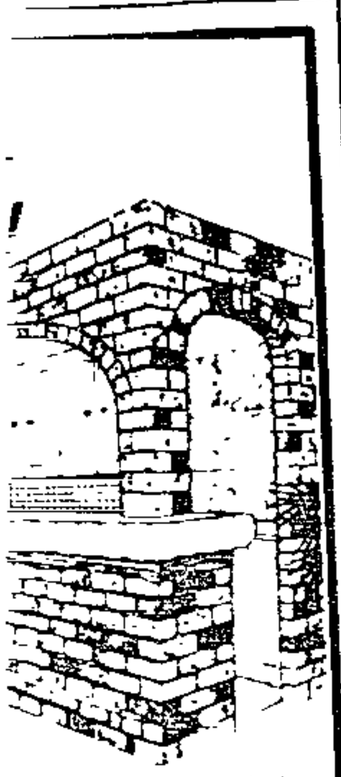
A SECOND round of wage negotiations in the Eastern Cape's motor industry resumes tomorrow, with unionists anticipating counter-proposals from employers

Union proposals were tabled when the talks opened early in July and are believed to restore wage demands at minimum levels of R3.25c an hour, which last year led to prolonged deadlock and strikes

Parties to the new series of talks — conducted under the umbrella of the Industrial Council, Automobile Manufacturers' Association, Eastern Province — are:

- The Eastern Province Automobile Manufacturers' Association — chairman, Mr Fred Ferreira of Ford (SA);
- The National Automobile and Allied Workers' Union — general secretary, Mr Freddie Sauls;
- The SA Iron, Steel and Allied Industries Union — general secretary, Mr Henry Ferreira.

The Motor Assemblers and Component Workers' Union of SA is not registered and is not a party to the talks.



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1/2 PRICE SAL
BARGAINS ● WINSKOOP ● BARGAINS ● WIN
READY-TO-HANG
TERYLENE NETS
White and Cream
(slightly irregular)
90 cm, was 99c 39c
120 cm, was 1,29 59c
135 cm, was 1,49 79c
160 cm, was 1,79 99c
180 cm, was 1,99 1,19
205 cm, was 2,49 1,49
230 cm, was 2,79 1,69
275 cm, was 2,99 1,89
BURNT-OUTS
LONG DROPS
100% Polyester
Unbelievable!
Worth R12.99
NOW FROM 5.99
"Y"
All Colours
120 cm Width
Worth R3.99
ALL REMNANTS FROM 49c
LAY-BYS ACCEPTED
ADD TAX
HIGH QUALITY LONG-DROP SUNFILTERS
All creams and browns, 215 cm to 230 cm drop 199
AMERICAN TWEED CURTAINING
IN AUTUMN SHADES 199
LININGS!
Assorted Colours 199

Motor industry wage talks continue

Business Editor

WORKERS and employers in the Eastern Cape's motor industry meet for the third time tomorrow in a new bid to conclude a wage agreement.

The latest talks were scheduled after last year's impasse when union demands for a minimum wage of R3,25 an hour led to deadlock and strikes. Employers subsequently raised wage levels unilaterally, but agreed to stage regular six-monthly talks.

In the first session in July union representatives are believed to have reopened demands at minimum levels of R3,25 an hour.

Since this first round employers and unions have both tabled counter-proposals and at today's talks reaction is expected from the employer body, the Eastern Province Automobile Manufacturers' Association (Epama), to amended proposals from the unions.

Representing the workers at the talks, which are being held under the umbrella of the Industrial Council, Automobile Manufacturers' Association, Eastern Province, are:

- The National Automobile and Allied Workers' Union (Naawu).
- The SA Iron, Steel and Allied Industries Union (Saisai).

Current chairman of the council Mr Henry Ferreira said yesterday he had no comment.

Epama chairman Mr Fred Ferreira would also not comment and Naawu general secretary Mr Freddie Sauls was not available for comment.

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Sugar trade unions

Mercury 9/8/83

THE Industrial Council of the Sugar Manufacturing and Refining industry decided to amend its constitution to provide for representation for trade unions based on their numerical strengths.

The decision was taken at a meeting last week in Durban.

In the past, each union in the council was represented by one delegate. The amendment provides for representation to be based on one delegate for every 1 000 members or part thereof.

This will result in the National Sugar and Refining and Allied Industries (NSRAI), employees' union having six delegates in the council with the remaining five unions each having one delegate.

The NSRAI union represents the majority of black workers in the sugar manufacturing and refining industry.

RECOGNISING UNIONS

Better to bargain than to brawl

Recent decisions of the Industrial Court seem likely to provoke a lively debate on the issue of union recognition. One view is that an employer should have a free right to decide whether to recognise a representative union, and should be allowed to vigorously test the union's strength — for example, in a strike. Another view, which appears to have been endorsed by the court, is that an employer has a definite obligation to recognise and negotiate with a representative union.

It is perhaps understandable that some managements — especially those fearful of the growing power of black unions — should deplore efforts to force them into a formal relationship with organised labour. Few employers relish the prospect of having to negotiate with tough-minded union leaders.

There are, however, an increasing number of employers who regard recognition as virtually a non-issue. They will recognise a union if it shows that it represents a significant number of their employees. They have good reasons.

In the first place, they know that recognition battles tend to be the most bloody of labour disputes — and are seldom won by employers. Creating a relationship of trust with employees after such battles is not easy. And trust, after all, is an essential ingredient in efforts to deal with really challenging labour issues, such as productivity, which need to be addressed urgently.

Secondly, unions tend to be breeders of democracy, and as such can play a constructive role in securing a stable and just society in SA. The lesson that a union cannot survive in the long run if it is undemocratic is being learnt in union offices throughout the country. Further, black workers long denied access to collective bargaining are learning that compromises and trade-offs are cornerstones of such a democratic system.

Thirdly, what is happening in industrial relations has an impact on efforts to promote free enterprise in this country. A refusal to recognise a representative union does not only have an influence on the company's relations with its own employees. It might also have a broader implication for society as a whole.

Creating a stable black middle class by aiding black businessmen is one way of promoting free enterprise. But in any society there is a limited number of people who have the means, the ability and the initiative to become entrepreneurs.

Possibly a greater challenge lies in the ability of employers to convince the millions of black working people that they have more to gain through free enterprise than any other system. This challenge has been placed squarely at employers' doors by government labour reforms aimed at promoting collective bargaining. These new labour policies have evolved from the realisation that monetary and fiscal reforms on their own cannot be relied on to solve some of this country's most pressing problems.

A management rejection of collective bargaining, a process which tends to establish a sense of equity in the workplace, can have one obvious effect. It can prompt black workers to view other economic systems — socialism, for example — with greater interest.

And to make the ability to disrupt work a criterion for recognition is to reduce industrial relations to a bar-room brawl.

Wage talks

Post Reporter

NEGOTIATIONS over a new wage agreement for the Eastern Cape's motor industry continued in Port Elizabeth today.

The latest round of talks was concluded shortly before midday when chairman of the Industrial Council concerned, Mr Henry Ferreira, left for East London without commenting on the state of the negotiations.

Motor unions, employers meet on wages

Labour Correspondent

A KEY meeting today between motor assembly unions and employers in the Eastern Cape may decide whether the industry will face another major wage dispute this year.

At the meeting of the Eastern Cape motor industry's industrial council, Fosatu's National Automobile and Allied Workers Union will tell employers its members at Ford, Volkswagen and General Motors have rejected a wage offer which, NAAWU says, would raise minimum pay by an initial 8c an hour.

Wage negotiations in the Eastern Cape motor industry have been turbulent — with two major strikes staged.

Last year, NAAWU withdrew from the industrial council as a result of one such dispute and only rejoined it earlier this year.

NAAWU's general secretary, Mr Fred Sauls, said yesterday employers had begun negotiations by opposing any increase at all.

Workers rejected this, he said, and employers had then offered a 5c an hour increase for workers at the bottom of the scale, to be followed by a further 15c increase in September.

Workers at the top of the scale were offered an 11c an hour increment.

This offer was also rejected and employers then offered an initial 8c an hour to be followed by further increase of 15c an hour for the lowest-paid, Mr Sauls said.

He added, however, that mass meetings of workers at the three motor companies had rejected this offer too.

He said the minimum wage laid down in the industry's wage agreement was R2,15 an hour, but that the "real" minimum was R2,30 an hour. The employer offer was, therefore, "negligible" when looked at as a percentage. Employer comment could not be obtained yesterday.

An extra R1,3m a month by next August

By LOUIS BECKERLING
Business Editor

A WAGE agreement that will put an additional R1.3 million a month into motor workers' pay packets by August next year has been approved by employers and unions in the Eastern Cape's motor manufacturing industry.

Union consent to the new agreement, negotiated by the Industrial Council of the Automobile Manufacturers' Industry, Eastern Cape, was transmitted to employers today, according to a spokesman

In terms of the agreement the increases will raise pay levels by 12% to 14% over a 12-month period for most workers — and up to 17,4% in the case of the lowest-paid workers currently in employment. They will be phased in over three instalments.

Hourly rates of pay at the lower levels will be raised by 10c with immediate effect (backdated to August), by a further 15c in February next year and a further 15c in August next year, for a total increase over three instalments of 40c an hour.

Increases for the remaining seven grades vary from 10c an hour up to 16c for the top grade (backdated to August), a further 21c in February and a further 21c in August — for a total of 58c an hour over the three instalments for the highest-paid workers.

This means that over a 12-month period the absolute minimum wage paid in the industry in the Eastern Cape will rise from R2,30 an hour to R2,70 — or 17,4%. Assuming a 200-hour month, this increase translates into additional gross take-home pay of R80 a month.

At the higher levels, an aggregate increase of 58c an hour over the same period has been agreed, which, a spokesman said, would add about R120 a month to the take-home pay of these workers.

Assuming an average of R100 a month extra for workers in the industry and a total workforce of about 13 000, the effect of the agreement will be to inject an extra R15,6 million a year into the economy of the Port Elizabeth-Uitenhage metropolitan area within the next year — an infusion which will considerably enhance the prospects of an economic upturn.

"We can only hope that retailers in the area respond by buying our products," commented a motor manufacturing executive.

The agreement was negotiated within a surprisingly short period, requiring only five meetings between Epama (the Eastern Province Automobile Manufacturers' Association), SAISAW (the SA Iron and Steel and Allied Workers' Union) and Naawu (the National Automobile and Allied Workers' Union).

Negotiations began in July against a background of deadlock and strike action at that same time last year when unions insisted on shifting minimum wages from about R2 to R3,50 over an 18-month period.

Employers baulked at the prospect and, in the ensuing deadlock, plants were temporalily shut down as a result of strikes. A unilateral 20c increase was announced and workers eventually returned to work.

Under the circumstances the latest agreement would appear to meet both parties more or less halfway, and the Evening Post understands that all parties to the agreement regard it as "reasonable under the cur-

● Turn to Page 2

Big boost for SA motor workers

symposium would be shortly in Johannes- where the RDAC discuss development consider, with agricul- the implementation of e conservation on in the region to boost sm.

resolution was also d at the congress ask- e Department of Agri- re to investigate the tape and shortcomings e present drought as- nce scheme.

ngress also resolved to st the Government for ls for an adequate supply and for stor- facilities for fodder.

ne importance of build- dams was emphasised areas where farmers requested this

Mother and six newborn babies fine

BLANKENBERGE, Belgium — Sextuplets born to a Belgian nurse on Wednesday night are all in perfect health, Mr Andre Dezutter, director of the Queen Fabiola Maternity Hospital, said last night.

He said the babies, five boys and one girl, were about six weeks premature and each weighed between 1,3 and 1,5 kilograms.

Mr Dezutter said he believed the babies were the first sextuplets born in Belgium. — Sapa-Reuter

Death of ex-mayor 'natural'

CAPE TOWN — A former Mayor of George, 64-year-old Dr Francois Heunis, whose body was found in a ditch on the grounds of the Stikland Hospital this week, died of natural causes.

A spokesman for the hospital said although the results of a pathological examination had not yet been released, the police did not suspect a crime.

Dr Heunis was last seen at the hospital on Tuesday. — Sapa

ects SA bombing denials

y in Lisbon yesterday in its southern prov- African air raids and on the Pretoria Govern-

to the media here, the African denials that its amba in Moxico Prov-

are worthless," the em- the bombing) is there to

On Monday South Africa formally denied Angolan charges concerning the alleged bombing.

Echoing charges carried by the Angolan national news agency, Angop, earlier in the week, the statement said massing of South African troops in southern Angola represented a "growing danger" and issued an international plea that pressure be brought to bear on South Africa.

Reports from Luanda, the Angolan capital, quoted unidentified officials as saying a 10 000-strong force of South African soldiers, foreign mercenaries and Angolan rebels were grouping in Cunene and Kuando-Kubango provinces for a push north towards Luanda. — Sapa-AP

Big pay boost for motor workers

From Page 1

rent economic circumstances".

Unregistered Macwusa (the Motor Assemblers and Component Workers Union) is not a party to the Industrial Council agreement just negotiated, but the new wage structure would be extended to all, according to a spokesman.

Some comments today on the new agreement were:

● Mr Fred Ferreira, chairman of Epama: "Considering the present economic conditions in South Africa I think this is a very equitable agreement."

● Mr A O "Ollie" Rademeyer, director, industrial relations, VW (SA) Pty Ltd: "We are satisfied that this is a very fair award to the employees."

● Mr Tony Gilson, director of the Port Elizabeth Chamber of Commerce: "I understand that wages in the industry in the Eastern Cape are already high in comparison with the rest of the industry. I would therefore hope that the new agreement is not going to make the local industry less competitive than it apparently already is."

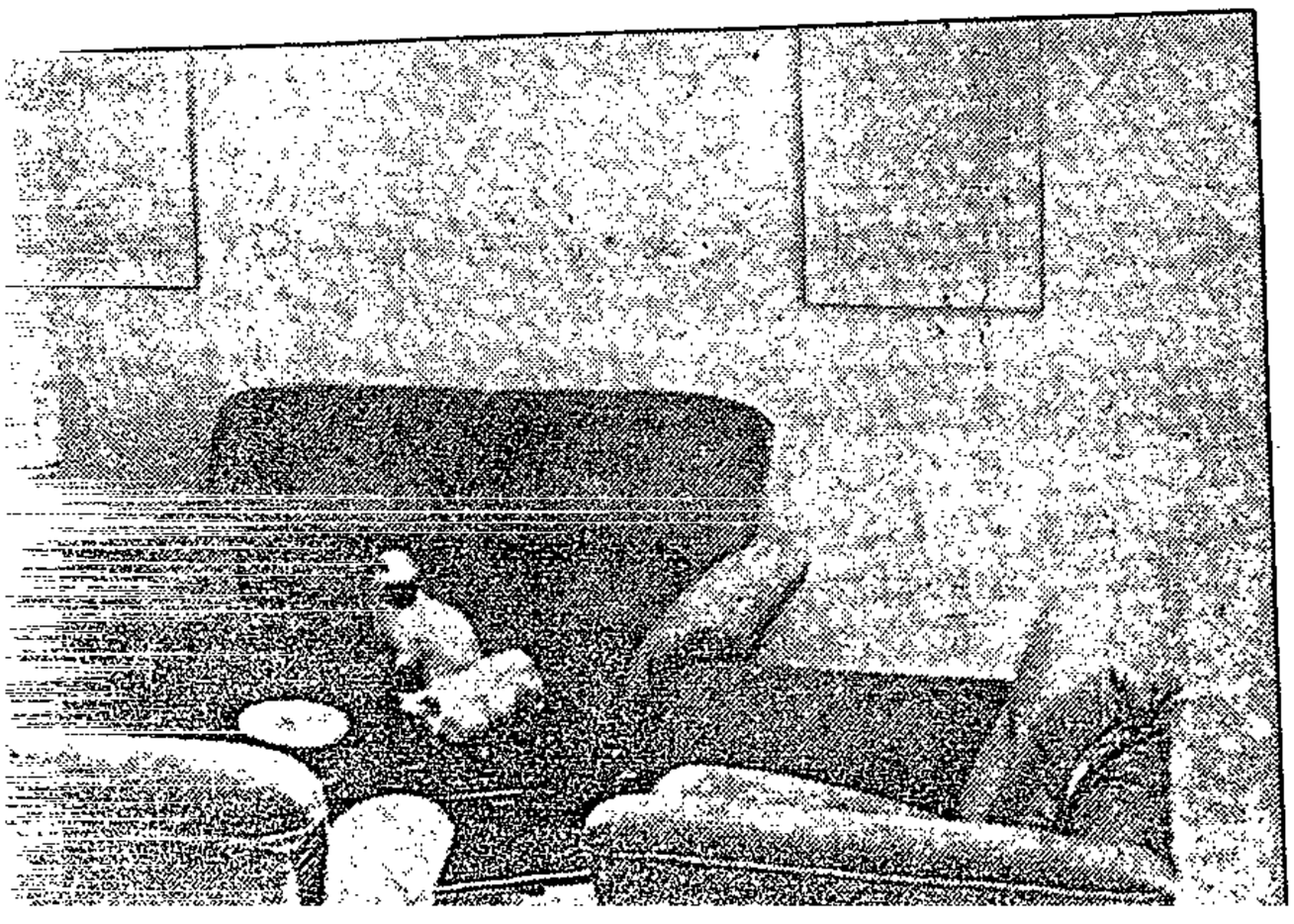
Spokesmen for the two unions involved — Mr Henry Ferreira, general secretary of SAIWA (and also chairman of the Industrial Council concerned), and Mr Freddie Sauls, general secretary of Naawu — were not available for comment at the time of going to press.

PO van h two brot found gu

Post Reporter

TWO brothers were convicted on a robbery charge by a Port Elizabeth Regional Court yesterday after the hijack of a post office delivery van carrying R13 000 pension money outside a Uitenhage post office earlier this week.

OMFY PECIAL



Motor workers accept wage offer

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS in the turbulent Eastern Cape motor assembly industry have voted to accept an employer wage offer which, their union says, will raise minimum pay by 18,5% over the next year.

This means that there is unlikely to be any repitition of the wage unrest which has plagued the industry in recent years — at least until the next wage negotiations in August next year.

Earlier this week, employers offered workers three wage increases — to come into effect this month, in February and next August — which Fosatu's National Automobile and Allied Workers' Union agreed to take back to members.

The union said it would recommend to workers that they accept the offer.

Yesterday, a NAAWU spokesman, Mr Les Kettledas, said mass meetings of workers at Ford, General Motors and Volkswagen had voted to accept the offer. He added that the union would notify employers of this in writing.

NAAWU believes the employer offer meets its demand that this year's increase should compensate workers for the rise in the cost of living. It says it will seek new increases aimed at raising workers' real wages when the economy improves.

The present minimum in the industry is R2,15 an hour, although unionists say that almost all workers are paid a minimum of R2,30.

Mr Kettledas said yesterday that the wage increase workers accepted would be backdated to August 1 and that workers would therefore receive three weeks' back pay as well as the increase.

He added that the worker decision meant that the next wage negotiations in the industry would take place in August next year.

● A report in yesterday's Rand Daily Mail on a recognition agreement between the Metal and Allied Workers Union and Mather and Platt quoted a union spokesman as saying the agreement made provision for union mass meetings.

However, a company spokesman said yesterday that there was no such provision in the agreement.

He added that the company believed a noteworthy feature of the agreement was that MAWU had agreed to use the Metal Industrial Council's dispute procedures should there be a deadlock in negotiations at Mather and Platt.

Crucial test case for unions in the offing

By STEVEN FRIEDMAN
Labour Correspondent

IN WHAT could become a key industrial court test case, the Metal and Allied Workers' Union has declared a dispute with one of Maritzburg's biggest employers, Scottish Cables.

The dispute arose over the company's alleged refusal to negotiate wages with MAWU outside the official industrial council system — an action which has never been contested in court before.

MAWU announced yesterday it had declared disputes with five companies in the Durban and Maritzburg areas. A dispute can lead to an industrial court action or legal strike.

MAWU said it had also declared a dispute with CYC Steel and Engineering of Maritzburg over its "refusal to supply free boots and overalls for the protection of its employees".

A company spokesman, Mr Lawrence Nathan, confirmed the dispute but declined to comment further.

A third dispute, it said, had been declared with a Pinetown firm Gedore Tools for allegedly retrenching workers without consulting the union. MAWU says this "has been clearly established as an unfair labour practice" where a union is representative.

A company spokesman declined to comment, but said Gedore was not aware a dispute had been declared.

The Scottish Cables dispute is taking place against the background of a dispute between MAWU and the Association of Electrical Cable Manufacturers.

In the wake of metal industrial council wage negotiations, the association awarded increases similar to those negotiated at the council. MAWU rejected these and declared a dispute with both the association and some of its members.

MAWU said Scottish Cables had agreed to bargain directly with it on wages but had then "reneged".

It charged that "much pressure" had been brought to bear on the company, "probably" from cable firms.

But MAWU's Natal secretary, Mr Geoff Schreiner, said he had expected Scottish Cables "to have resisted such interference in their own affairs and to have honoured their undertaking".

The company's managing director, Mr Harold Dixon, said Scottish Cables was unable to pay more than the increase conceded by the employer association — from 12c to 21c an hour.

He defended the association's stance, saying MAWU had demanded 40c an hour.

Mr Dixon said wage levels at cable plants were "significantly above' those in the main metal wage agreement and the industry faced "a major reduction in demand for their products" and "an escalation in imports".

The increases granted were, therefore, the most the industry could afford.

He said Scottish Cables' wages were above "the cable industry norm" and the company had also taken steps to cushion the effect of the recession on workers.

Barlow firm to recognise union

By STEVEN FRIEDMAN
Labour Correspondent

A PINETOWN subsidiary of the giant Barlow Rand group has signed a preliminary recognition agreement with the Metal and Allied Workers' Union and agreed that it will negotiate with the union on wages and work conditions outside the official industrial council system once a full agreement is signed.

This means the company, Thos Barlow and Sons (Natal), is ignoring the policy of the Steel and Engineering Industries Federation — which is against any wage bargaining outside the council system — as several other Barlow Rand companies have done.

The agreement also means that MAWU now claims to have signed formal recognition agreements with 18 companies in the southern Natal area.

Earlier this week, the union announced it had won recognition from Maritzburg metal firm, Prestige.

In a statement yesterday, the company, which deals in caterpillar tractors, announced that the agreement had been signed.

It said it was the result of "several months of negotiations between the company and the union" and that it granted the union access to the plant as well as representation rights for its shop stewards.

The company said it saw the agreement "as an important event in the development of sound industrial relations between it and the union".

RAND DAILY MAIL, Tuesday, August 30, 1983

Metal unions drive hard on dispute routes

SOME metal employers might be hankering for the good old days when emerging unions boycotted the official disputes machinery.

Fosatu's Metal and Allied Workers Union has clearly embarked on a strategy of using this machinery — with gusto.

It has declared disputes with five Natal companies over a range of issues.

Add to this its dispute with the Association of Electrical Cable Manufacturers, cable firms Siemens and Asea, and with Dunswart, Highveld and Union Steel, and the impression that MAWU has decided the procedures provide a useful weapon is inescapable.

Most of the disputes, which could lead to mediation, industrial court action or legal strikes, centre around wages. Three have wider significance.

At Barlow Rand's W B Cameron, MAWU is threatening the second legal strike by black workers in seven years.

(Whether it will go ahead is unclear; the company says the dispute has been referred to mediation).

MAWU may also turn the dispute into the long-expected industrial court hearing on whether employers can refuse to disclose financial information to unions.

In its dispute with Scottish Cables, the union is threatening court action on the company's unwillingness to bargain on wages after the employer association to which it belongs granted workers an increase.

This, too, could have important implications for labour relations law.

And MAWU has also declared a dispute with a Natal company over its alleged refusal to supply protective clothing to workers — another sign of growing union interest in safety.

A feature is that several of the disputes have been declared in terms of a new disputes procedure set up by the Metal Industrial Council.

This is a further sign of MAWU's willingness to use council machinery, which is confirmed by a recent recognition agreement at Mather and Platt which provides for disputes to ultimately be referred to council machinery.

Equally notable is that the unregistered General Workers Union has declared an official dispute — with a Cape Town company.

Whether this is a temporary tactic dictated by the recession may depend on the extent to which unions believe they have gained from using the machinery, so the progress of the disputes will be watched with interest.

Building workers to get 16 pc rise

Staff Reporter

BUILDING workers' trade unions and master builders have negotiated minimum wage increases of 16 percent for all workers in the building industry in the Western Province.

This was announced today by Mr Harry McCarthy, chairman of the Building Industrial Council.

The 16 percent pay rise, which will come into effect next month, will put another R31-million in the pockets of 40 000 workers.

It increases a tradesman's earnings by 60c an hour to R4,40 an hour which is R35,20 a day or R774 a month.

Mr John Rabie, director of Rabie Homes, says it is a dramatic rise which will heavily affect the industry and the increased costs will have to be bourne by the buyer.

"About 40 percent of the cost of a house is labour and this is going to add about R2 000 to the average home price."

WP builders' wages rise

CAPE TOWN. — Building workers' trade unions and master builders have negotiated minimum wage increases of 16% for all workers in the building industry in the Western Province.

This was announced yesterday by Mr Harry McCarthy, chairman of the Building Industrial Council.

The increase, which affects about 40 000 building workers, is expected to become payable next month.

The pay rise could add R1 000 to the cost of a R60 000 house, according to calculations by the Building Industries Federation. — Sapa.

SOWETAN, Tuesday, September 13, 1983

Mawu pledges to fight for worker rights

THE 40 000-strong Metal and Allied Workers' Union (Mawu) has committed itself to fight for the rights and freedom of all workers in South Africa.

The union's Transvaal secretary, Mr Moses Mayekiso, said they had also resolved to join other union groupings in their fight against the influx control and pass laws, and the demolition of shacks in black residential areas.

At its annual general meeting in Wadeville at the weekend the union made several resolutions which might have far-reaching results on the labour scene.

In a statement to **The SOWETAN** Mr Mayekiso said the union's membership had increased from 30 000 to 40 000, signed 11 recognition agreements, declared 13 disputes and was seeking an Industrial Court settlement for unfair labour practices — including the reinstatement of 249 Brits workers retrenched almost a year ago.

About 15 strikes were reported since January and these were mainly the result of retrenchments, wages and unfair dismissals of workers by managements in the steel industries.

"We have lost more than 3 000 workers as a result of retrenchments. The union has appealed to managements that it cannot retrench workers without negotiating with us," he said.

"We condemn Seifsa, the employers' association, for encouraging member companies not to negotiate with the union outside the Industrial Council. We believe that negotiation is the right of the worker to bargain and discuss conditions of employment at factory floor."

Mawu was also not prepared to sit together with "sell-out" unions which recently signed wage agreements with Seifsa without consulting the general membership.

"We reiterate our stance that we joined the Industrial Council on condition that we be given time to consult and get mandates from workers," Mr Mayekiso said.

Mawu supports the Federation of South African Trade Unions (Fosatu) for pushing unity talks among trade unions and pledges solidarity with the United Democratic Front (UDF).

"We believe that we should also support all progressive parties that are fighting for the liberation of workers in South Africa," Mr Mayekiso said.

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Union curbs could cost thousands of jobs

S. Times 18/9/83

By Amrit Manga

TOUGH measures by industrial councils and trade unions could force hundreds of infant manufacturers out of the market, destroying thousands of job opportunities.

Fears have been raised at a time when a number of infant manufacturers face legal action from industrial councils for failure to implement minimum labour standards set out for particular industries.

Ben Vosloo, managing director of the Small Business Development Corporation (SBDC), points out that a large percentage of the labour-intensive infant enterprises originate in backyards and backrooms under technically illegal circumstances.

"If semi-formal industrialists are not protected from the sudden shock of market-level expenses in terms of salaries and wages they will have to retreat into the backyards."

"Most such manufacturing concerns can be expected to remain in an elementary development phase for a period of approximately four to five years after moving out of backyards into SBDC industrial parks," says Dr Vosloo.

He explained that during the five-year development period the impact of competition is experienced for the first time, and that the realities of the formal sector can be only gradually absorbed.

The SBDC encourages development of the semi-formal sector through its mini-loan schemes and its newly launched comprehensive assistance programme.

This programme includes loans of up to R30 000 at two-thirds the normal SBDC base interest rate of 14,5%.

Most infant businesses will not survive if not protected from competitive market forces.

Institutions such as industrial councils which function in terms of the new labour dispensation require that minimum wage levels and work conditions be adhered to.

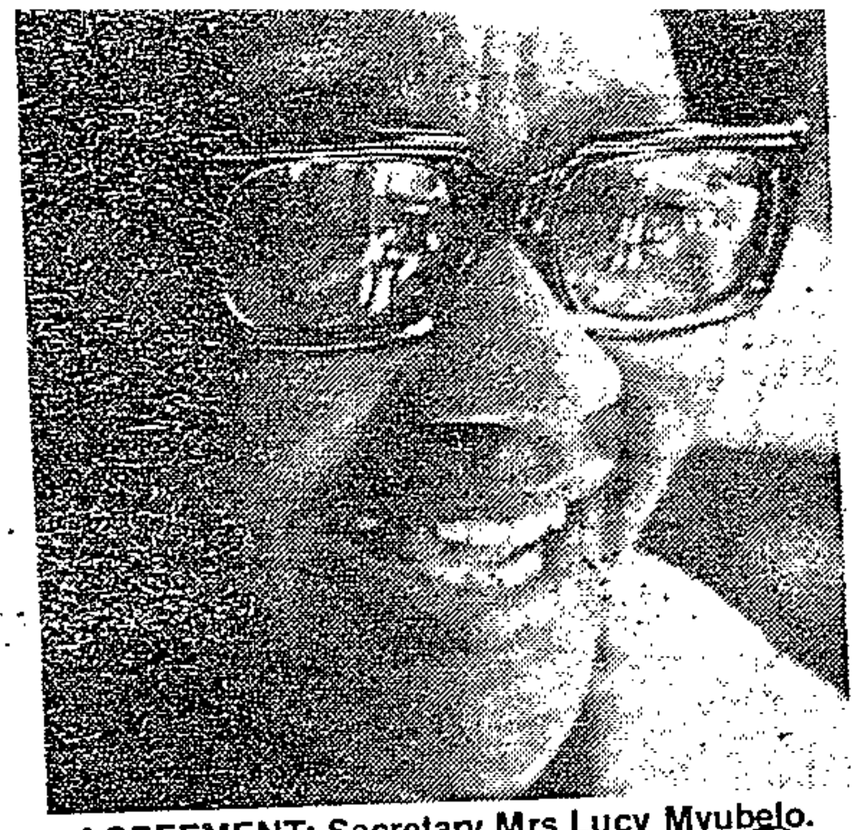
"Industrial-council requirements put an unbearable strain on infant and semi-formal industrialists, who often neglect minimum standards, which leads to their prosecution," says Dr Vosloo.

Economists warn that minimum wage standards often result in higher-than-market-related rates being paid to workers forcing employers to reduce employment.

Minimum wages standards artificially inflate wages and add to the strain on the infant manufacturer to meet high labour costs.

Most industrial councils, however, indicate that the informal and semi-formal sectors have thus far been ignored in the implementation of agreed labour standards.

Trade unions have expressed concern, saying that wage protection for the infant industrialists is tantamount to subsidising development of the small-business sector through low wages.



AGREEMENT: Secretary Mrs Lucy Mvubelo.

Clothing industry scandal

By PHIL MTIMKULU

TRAINEE workers in the clothing industry are paid R27 per week — which is regarded as "shockingly low wages" by other unions.

And this amount is reduced to R25 per week after deductions, meaning these workers earn about R100 a month — R15 less than the stipulated minimum for domestic workers.

To worsen the situation the wages paid to these workers are in terms of the agreement entered into by leaders in the National Union of Clothing Workers and employers. According to secretary of the union, Mrs Lucy Mvubelo, the R27 was an agreement of the Industrial Council of the Clothing Industry, to which her union is party.

Industrial Councils are officially sanctioned forums for collective bargaining at industry level.

The primary household subsistence level for March this year for the black urban areas of Johannesburg was R277. The figure was calculated by the Port Elizabeth Institute for Planning Research.

Mrs Mvubelo admitted that the figure was low but she said the workers received an increment after every six months. She also said efforts were going to be made to have the amount raised to R36 during the next round of talks in January. But she said the employers were fighting all the way.

Trade unionists were shocked to learn there were people earning such low wages in the costly urban areas.

Mr Pandelani "Nef" Nefolovhodwe, the regional organiser of the Black Allied Mining Construction Workers' Union (BAMCWU) said it did not matter that the learner machinists were still young and fresh from school. "Some had to drop out of school to maintain their parents and younger brothers and sisters. In any event their production is the same as that of older people," he said.

The national organiser of the 100 000 member Saawu, Mr Herman Barnabas said it was shocking to learn that there were people still being started with R25 a week in the face of spiralling costs of living. "Any union which accepts such meagre wages for its members is toothless," he said.

Wages dispute goes to Minister

28/9/83

Labour Correspondent

A DEADLOCKED wage dispute between the Metal and Allied Workers Union and giant steel corporation Highveld Steel has been referred to the Minister of Manpower.

And yesterday, Mawu charged that Highveld could afford to offer workers a substantial wage increase, but was refusing to do so because it did not want to break ranks with other ferro-alloy producers.

It said the deadlock had followed a refusal by Highveld to refer the dispute to mediation.

A Highveld spokesman yesterday declined to comment on the union's charges.

The deadlock centres around negotiations for a "house agreement" at Highveld.

Several companies, including Highveld, negotiate separate agreements with unions under the umbrella of the Metal Industrial Council.

Mawu, which is pressing for a minimum wage of R90 a week — nearly 40% above the present minimum — rejected Highveld's offer of a 10c an hour increase for lowest paid workers and declared a dispute with the company.

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FRANK HORWITZ

Focus on industrial councils



Frank Horwitz is a lecturer in industrial relations at the Wits Business School.

Efforts aimed at stimulating small business and informal sector development to create employment and facilitate economic growth are commendable and necessary. However, recent suggestions that small business be exempt from industrial council (IC) wage agreements, and proposals for appeals against such agreements to be transferred from the jurisdiction of the Industrial Court to the Minister of Manpower, are cause for concern.

The rationale behind this clamour appears to be the view that the parties to ICs are agreeing to wage increases which the small business sector cannot afford, and which will therefore lead to greater unemployment and reduce the incentive for development of the small business sector (*Sunday Times Business Times*, September 18). A similar view is strongly implied in certain articles in the Manpower section of the *FM* supplement of September 16.

Flexibility

Most ICs negotiate minimum wage levels rather than actual wages, frequently leaving flexibility for further increases and negotiated improvements at company or plant level. It was approximately two years ago that the Federation of SA Trade Unions (Fosatu) suggested that a wage rate of R2/hour was the minimum required to sustain a living level above that of poverty and hunger. Few ICs have agreed to minimum wage rates at or near R2/hour. Wage increases during 1982 and 1983 have by and large been below inflation rates, and real living standards of most black workers have declined.

The concept of obtaining exemption from IC agreements is not new. ICs tend to have a mechanism in their decision-making process which may permit exemption from minimum wage rates. Usually the actual rate to be paid by an applicant for exemption is agreed by the IC. In order to maintain minimum labour standards established by a council, an employer may still be required to apply other conditions of employment and social security benefits agreed by the council.

One of the criticisms of ICs by emergent trade unions is that wage minima are set on the basis of the lowest common denominator — that is, at the level which the smallest business which is a member of an employer association party to a council can afford. Although it may be argued that certain councils are dominated by large employer groupings, employer associations, as with trade unions, are supposed to obtain mandates from their members before entering into negotiations, and should therefore be aware of the needs and cost constraints of their members.

Despite considerable reservations by emergent unions towards seeking admission to ICs, some important and large unions have recently joined or sought to join them. One of the reasons for this development seems to be the desire of emergent unions to negotiate a minimum wage for the industry concerned which could be supplemented by bargaining at local levels.

If certain employers are seeking an easy way of opting out of IC agreements, this may risk undermining the council system and the process of labour reform stimulated by the Wiehahn Commission. These moves may also exacerbate emergent union reservations and sensitivities towards ICs, at a time when cautious and tentative shifts in union strategies towards them appear to be occurring.

An equally strong concern lies in the fact that minimum wage rates negotiated at councils are considered by most emergent unions as inadequate in providing a satisfactory living level for black workers. Although the R2/hour figure is not sacrosanct, it is argued by some that it may already be outdated. If most ICs are setting barely livable wages, presumably it is reasonable to assume that those who wish to seek a reduction in the level of wage increases and exemption from IC agreements on the basis that they may affect the viability of their business, wish to pay wages which are probably likely to consign their workers to a sub-poverty existence.

Laudable as the idea of small business development may be, is it likely to provide the answer to raising living standards and improvements to the quality of life if wages are at or below poverty levels? Is the creation of jobs still justifiable if the workers employed are not much better off than the unemployed? Is the argument that a sub-living level job is better that none at all really defensible when many are seeking to gain acceptance of the free enterprise system and greater social justice and equality?

Workers employed under such circumstances are hardly likely to be profoundly productive or committed to the free enterprise system. The argument that SA society reflects a complex interface between First and Third World economies makes sense to a point, but sometimes seems to imply the perpetuation of the have and have-not divisions and attendant relative deprivations in our society.

SA's *per capita* output is estimated at approximately one-third of that of the UK (so often maligned for its "poor" industrial relations) where unskilled and semi-skilled wage rates are by and large substantially higher than in SA. Estimates of SA's current unemployment figures range from 500 000 to 2,5m (including the homelands).

Complex issues

Educational and literacy levels are considerably lower in SA than in the UK. The complex issues of productivity improvement (particularly for unskilled and semi-skilled workers) and meaningful job creation can be more effectively addressed only when, *inter alia*, radical changes to all levels of the educational system have occurred and when wage structures reflect a genuine commitment by employers towards improvements in the quality of life of the unskilled and semi-skilled worker. Workers and their families who are hungry, inadequately housed, poorly-clad and barely educated are unlikely to achieve desired levels of productivity, even with the application of the most sophisticated managerial techniques.

It is not being argued that exemptions or appeals should be prohibited; but an even more strictly controlled system of exemption is required to prevent exploitation. The parties to the IC are the most appropriate groups to consider applications (and appeals) for exemption from minimum wage rates from companies outside IC areas, companies experiencing financial difficulty and newly-established concerns. Exemptions should not be granted on an indefinite basis, and agreed only in respect of the wages aspect and not for other conditions of employment contained in the IC agreement.

FINA

Jobless benefits being reviewed

ARGUS 11/10/83 346

THE Government is reviewing the benefits paid by the Unemployment Insurance Fund.

This was reported today by Mr J W Nelson, president of the Steel and Engineering Industries Federation of South Africa (Seifsa).

He told the federation's annual meeting in Johannesburg Seifsa had asked for an examination of the fund because of the recession.

In spite of major efforts to reduce retrenchments by eliminating overtime and working short time, the recession had led to employment in the metal industries dropping by 70 000 or 15 percent between November 1981 and May this year.

Production in the major iron and steel basic industries had declined by 30 percent from the mid-year peak of 1981.

Foundry output dropped to 546 000 tons — the lowest recorded in 10 years.

However, Seifsa's output still exceeded R10 000-million a year, constituting a third of the total manufacturing output in South Africa, while its employee strength remained above 400 000.

SKILLED MANPOWER

Seifsa was concerned about pressures being put on the Government to move away from its long-held policy of promoting secondary industry through moderate and selective tariff protection and export promotion aids.

It was essential for the Government to continue with its present policies and focus on inflation and the shortage of skilled manpower which were affecting industry's ability to compete with overseas producers.

Wage negotiations had proved particularly difficult this year. However, an agreement was reached for a five to seven percent increase in statutory minimum wages and guaranteed minimum increases ranging from 21c to 10c an hour.

Meeting to discuss role of industrial councils

By STEVEN FRIEDMAN
Labour Correspondent

THE Department of Manpower has called all the country's 104 industrial councils to a meeting in Pretoria which is expected to discuss the future of councils as well as key criticisms of them raised by black unions and other critics.

Industrial councils, which are a cornerstone of the country's official bargaining system, have been under fire by emerging, mainly black, unions and other critics for the past few years.

Many unions with a large black membership have refused to join them.

The Director-General of Manpower, Dr Piet van der Merwe, announced the meeting in a statement yesterday which described it as an "historic summit".

He told the Rand Daily Mail that the purpose of the meeting was to enable councils to engage in "soul-searching" about their future direction and the problems facing them.

"The meeting is part of our continuing attempt to modernise aspects of the bargaining system in the light of changing conditions," he said.

Dr Van der Merwe revealed that the meeting followed a request from the department to councils, asking them to submit "motions" outlining their problems and views.

He added that he expected several key issues to be raised at the meeting.

These included suggestions that councils were not representative in the industries for which they bargain legally-binding minimum wages and the conditions under which new unions and employer bodies are admitted to councils.

Dr Van der Merwe added that he also expected the meeting would discuss the conditions under which council agreements were extended to workers and employers who had not been a party to negotiating them.

The meeting also takes place against the background of a controversial move by the department to enable smaller businesses to be exempted from the wages laid down in industrial council agreements.

Dr Van der Merwe said each council had been asked to send three delegates — one each representing employers, employees and permanent staff on the council.

Its purpose, he added, was to discuss "the role, functions and position of the industrial council".

Surprise terms in pay talks

By STEVEN FRIEDMAN
Labour Correspondent

IN A surprise move, unions on the industrial council for the motor components and repair industry have demanded a minimum wage of R2 an hour — almost double the present minimum in the council's agreement.

And yesterday, in a unique move, Fosatu's National Automobile and Allied Workers Union issued a statement supporting the stance of the three unions on the council, one of which is a key Tucsa union. NAAWU said it would seek to "pressure" companies to accept the demand.

Although NAAWU's own minimum wage demand in negotiations is R3,50 an hour, R2 an hour is regarded by many Fosatu unions as a "minimum living wage" and it is seen as significant that unions on the motor council have adopted it.

NAAWU has also held talks with the union which initiated the demand, Tucsa's Motor Industry Combined Workers Union, on the R2 demand.

Contact of this sort between Tucsa and Fosatu unions is rare and the co-operation between the two unions on this issue is likely to strengthen the union's position in the present negotiations.

It is understood that, although the minimum in the council's agreement is R1,06 an hour, the minimum paid by most firms is much greater, and unionists argue that the R2 demand would not mean a major increase in wage bills.

According to union sources, the average minimum is R1,50-R1,70 an hour, although management sources say it is lower than that in most areas.

Negotiations are continuing this week and may be completed on Friday.

In its statement yesterday, NAAWU said that, although it was not a member of the motor council, it was aware of the current negotiations.

Industrial court to rule on right to strike

A DISPUTE with a crucial bearing on the right of workers to strike is to be referred to the industrial court.

The court will be asked to rule on whether it is an unfair labour practice for employers to sack workers who strike legally.

The dispute has been declared not by emerging unions but by the Council of Mining Unions, which represents white workers.

At issue are white miners' contracts, which state that if the worker strikes — legally or illegally — his employment contract ends.

The Chamber of Mines has offered to change this clause so that it would apply to illegal strikes only.

LABOUR WEEK



By STEVEN FRIEDMAN

But the mines want to retain their common law rights to fire legal strikers, which other employers also enjoy.

The case would have immense ramifications.

Were the court to rule in the CMU's favour, the incentive for unions to use the legal strike machinery would be enhanced immeasurably.

But such a ruling would also alarm employers, for it would radically increase worker bargaining power.

□□□

COULD changes to industrial councils, cornerstones of the official bargaining system, be on the way?

A meeting due later this month could be a straw in the wind.

The Department of Manpower has invited all the country's 104 industrial councils to a "historic summit" in Pretoria — the first meeting of its kind to be held.

The department's Director-General, Dr Piet van der Merwe, says the meeting will engage in "soul-searching" about the role of councils and their problems.

It follows, he says, a request by the department to councils to submit "motions" on the problems they face and suggested solutions.

The council system has been under fire for some time.

The meeting is expected to discuss the representativeness of councils. Since black workers were included as "employees" in labour law, few councils remain representative of the workers whose pay they negotiate.

Stoppage by 500 men in Phoenix firm

Mercury Mercury

NEARLY the entire work force of 500 men from the Bestconstructo company in Phoenix stopped work yesterday because of dissatisfaction over wages.

According to the general manager of Bestconstructo, Mr F B Hechter, management were unable to establish a specific reason for the strike, although it was wage related.

The workers left their nearby building sites and set off to walk to the company's offices in Ntuzuma Road. Police monitored the workers throughout the morning but there were no incidents of violence or aggression.

'Didn't know'

'There was some confusion as to what it was all about. We asked the men to appoint spokesmen but they still couldn't explain what was wrong, except to say that it was about wages,' said Mr Hechter.

'I think it was something to do with the Industrial Council prescribed wage increases which are bi-annual and amount to about 12 percent.

'They didn't know what the increase was and when we told them they indicated they weren't happy with it. But it was a very divided nucleus of about 20 people who were dissatisfied.

'We have offered anyone with a complaint the opportunity to go to his senior and we will attend to each individual case.'

Mr Hechter said that in the past there has been legitimate complaints and claims regarding wage packets but these had been 'minor' and were always immediately rectified.

After the discussion with management yesterday morning it was decided that the workers would continue with the strike for the remainder of the day and return to work today.

The company is at present involved in the building of 50 houses in Newlands and 2 000 houses in Phoenix. Mr Hechter said a substantial financial loss would be suffered by the company because of the strike.

Labour indaba

ABOUT 350 leaders in the manpower sector and labour fields are expected to attend a summit of all industrial councils in the country to be held in Pretoria tomorrow.

A spokesman for the department of Manpower in Pretoria told **The SOWETAN** yesterday that the purpose of the meeting is to discuss the role and functions of the industrial councils.

The gathering is part of the Department's continued programme of liaison and consultation with all organisations involved in the manpower sector, according to the spokesman.

Employees and employers from all 104 industrial councils have been invited to the summit, the spokesman said.

Garment trade agreement

By JOSHUA RABOROKO

TRADE unions in the garment and clothing industries and their employers have agreed on a "Code of Practice" which lays down how workers may be retrenched and what compensation should be given to them.

The agreement was reached at the same time as the Industrial Council agreement between employers, the Garment Workers' Union of SA and the National Union of Clothing Workers (SA), but it does not form part of this agreement, it is a "gentlemen's agreement" between the parties.

According to the official journal of the union "Garment Worker" this informal agreement provides some protection for workers laid off in a recession, rather than normal dismissal.

The agreement gives protection and guidance to employers who have to lay off staff because of reasons beyond their control. If they follow the code, they will not meet with opposition from the union.

The magazine says it should be noted that workers cannot get the compensation agreed upon here and the long term service bonus as laid down for ordinary termination of service of retirement, in the main agreement.

Steenkamp's missed chance

By PRISCILLA WHYTE

PROFESSOR Frans Steenkamp said yesterday his committee had missed an opportunity by not recommending that the Department of Manpower allow piecework and outwork in industrial council agreements.

The chairman of the committee which inquired into the clothing and textile industries told the National Clothing Convention at Sun City: "We have artifically raised labour costs by allowing piecework and outwork to be outlawed in our industrial council agreements and in our official wage determinations."

Outwork and piecework were important factors in the competitiveness of the Far East and Italy.

"By introducing discriminatory provisions into labour legislation that curb occupational and geographic mobility, labour costs in the higher semi-skilled and skilled occupations have been raised significantly."

Although most of these legal curbs had been abolished, the adverse effects lingered on.

Black trade unions threatened to cause an increase in work stoppages and disturbances. The solution to this problem was communication and consultation by the appointment of the right men in the key positions of personnel manager and works foreman.

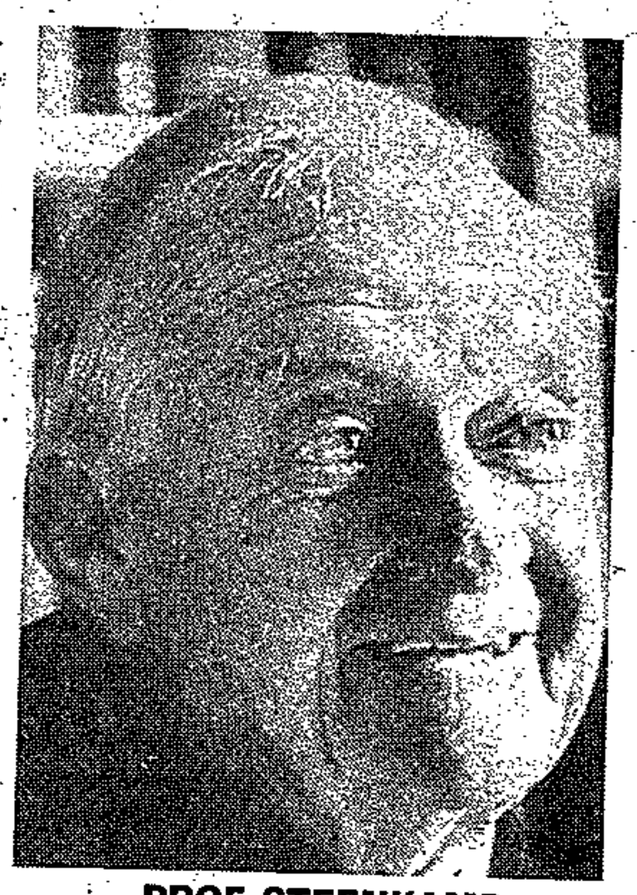
Compared with with Western Europe and North America, SA was a low-wage country. SA wages were comparable with those of Hong Kong, South Korea and Taiwan. But SA labour costs were higher because of low productivity of the labour force.

He said the National Productivity Institute had assured his committee that SA clothing manufacturers "can hold their own against international competition".

He believed this labour-intensive industry could claim particular consideration for protection. However, protection would be counter-productive if it interfered with the free-market system. "Protection in the form of tariffs does not interfere whereas in the form of quantitative import control it does."

Quantitative import control "is objectionable and the clothing industry should be one of the last of our manufacturing industries to desire protection at an excessive level or of an objectionable nature".

Protection involved the transfer of income from the consumer to the manufacturer and the size of that transfer should be determined by national not individual or group interests.



PROF STEENKAMP

Call for move on export incentives

By PRISCILLA WHYTE

THE Government's failure to move decisively on export incentives was a danger, Mr Mike Getz, executive director of Seardel Investments, told the convention.

South Africa had some of the world's costliest producers of raw materials for the textile and clothing industries because of the impact on them of the railways, Iscor, Escom and Sasol.

Too much attention had been paid to capital intensive investment.

While this situation endured, the structure of SA's international trade would continue unabated.

Industrial Councils say no to 'change'

By STEVEN FRIEDMAN
Labour Correspondent

DELEGATES from the country's 104 industrial councils — which are cornerstones of the official bargaining system — met in Pretoria yesterday for a first-ever "summit" with the Department of Manpower and rejected the idea that councils were in need of major changes to survive.

But they agreed that greater professionalism from unions and employers on councils could dispel criticisms of them by emerging unions and others and also endorsed the idea that councils should publicise their work more.

At the meeting, some delegates called for a law forcing unregistered unions to register with the Government, but there was no consensus on this.

And in the wake of the meeting, the Government will go ahead with a new Bill giving the Minister of Manpower the right to exempt small employers and those in rural areas from the minimum wages laid down in council agreements.

These points emerged yesterday at a Press conference after the summit, given by the Director General of Manpower, Dr Piet van der Merwe, and employer and union spokesmen.

The meeting was the first of its kind called by the department and brought together about 270 delegates from councils, which are comprised of employer and union spokesmen, and appointed officials.

Emerging unions opposed to councils were not invited to attend.

Dr Van der Merwe described the summit as "succesful" and Dr Anna Scheepers of TUCSA said there was overwhelming support for councils at the meeting — despite criticisms from emerging unions — and that delegates believed no major changes were necessary.

Mr Rod Ironside, president of the Federated Chamber of Industries, said the councils played an important role in educating emerging unions on bargaining.

They also discussed the problem of inadequate enforcement of council agreements by industry and that measures were being considered to ensure that council agreements were published — and thus made law — more speedily.

The meeting also discussed direct bargaining between employers and unions outside the councils and felt that more research and discussion was needed on this. But no legislation was planned.

On the measure to make it easier for employers to gain exemptions from minimum wages, Dr Scheepers said delegates were willing to meet the needs of employers in rural areas but felt this should be done by exemption rather than by excluding them from councils.

The fact that some councils were not fully representative was also discussed and changes to the criteria for representativeness could be made.



What a fine companion for top showjumper Anneli Wocherpfennig to share her time win of the World Cup showjumping championship than her horse, Tcarried her to victory. The Federation Equestre Internationale has just confi present the award to her next month in Amsterdam. She last won in 1981

The couple with high treason in

By GEOFFREY ALLEN

CARL NIEHAUS and Jansie Lourens emerged as a lion and mouse couple from the evidence given during their trial.

They came from similar backgrounds:

- Both were born to Afrikaner families with strong beliefs in the sanctity of Afrikanerdom.
- Both had strong religious up-bringings to which they still adhere.
- Both went to the Rand Afrikaans University.
- Both rebelled at university against their strict up-bringing and became friends with a largely English-speaking crowd of students.
- They "shacked up" together (lived as man and wife) in open defiance of their parents' explicit wishes.

For the next four years they share a common future — in jail for high treason.

There the similarities appear to end.

From the evidence of their parents and lawyers, and from the deductions and observations of the judge, they differed markedly in character.

JANSIE LOURENS

Throughout the trial the petite woman sat diffidently listening to the rivers of evidence, sometimes shaking her cascade of brown curls, sometimes laughing, frequently whispering to her lover.

Only at times when friends pressed gifts on her.

Born in Pretoria she spent a childhood floating in the wake of her father's progression up the academic spiral that took him to Cape Town, Grahamstown, the United States and eventually back to Johannesburg.

His daughter, Ms Lourens said, is a dreamer, impractical, difficult to get to know.

She is naive, trusts people easily and is suspicious of political propaganda. When she was being held in detention, her main concern was for a friend who was ill and not her own situation.

Her father asked her to break off the relationship with Niehaus because he had been told that Niehaus had a strong, violent personality.

He believed his daughter had once tried to broach the subject of the ANC with him.

"As I think back on it now, I think she once tried to talk to me about it."

A close friend, Lionel Marcott, said that Jansie was an excellent artist and poet who resented Carl Niehaus's strong influence over her and was increasingly concerned at his growing political involvement.

CARL NIEHAUS

Niehaus plays the bravura role in the grand manner.

Slightly dishevelled, with fashionably long hair, a full beard and gold-rimmed glasses, he shakes hands,

play for writ Hi Bail denc alm C son T at mod clos Uni T In fami the ligen again rele to t in m

Research continues on education needs

By HELENE ZAMPETAKIS

THE Human Sciences Research Council education research programme, which led to the De Lange Commission, is now moving into its second phase of advising the

tion Structures, or alternatively, to the South African Council for Education.

In the meantime, the committee was investigating topics which, if identified as problems in the first phase,

ENTERTAINMENT

The magic was

TV REVIEW
JOAN MICHELL

THE best news on Wednesday evening was that "Nobody's Perfect", that awful attempt at English wit seen through American eyes, is over.

It won't be missed and we

were too high

True, I had hoped for a daz-

councils — which are cornerstones of the official bargaining system — met in Pretoria yesterday for a first-ever "summit" with the Department of Manpower and rejected the idea that councils were in need of major changes to survive.

But they agreed that "creatory professionalism" from unions and employers on councils could dispel criticisms of them by emerging unions and others, and also endorsed the idea that councils should publicise their work more.

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Mr Rod Ironside, president of the Federated Chamber of Industries, said the councils played an important role in educating emerging unions in bargaining.

Dr Van der Merwe said the meeting made no firm recommendations, but that certain problems had been identified.

These included the councils' image, which could be countered by publicising their roles — including providing social security for workers.

The issue of union registration had also been seen as a problem and would be the subject of legislation in 1985.

Some delegates called for compulsory registration but Mr Sam van Coller, of SEIFSA, said there was also support for attempts to include unregistered unions — who cannot join councils — in aspects of council activities.

Dr Van der Merwe added that greater training was necessary for those involved in councils to make them more effective.

He said there was a need for councils to streamline their dispute-settling machinery.

The meeting also discussed direct bargaining between employers and unions outside the councils and felt that more research and discussion was needed on this. But no legislation was planned.

On the measure to make it easier for employers to gain exemptions from minimum wages, Dr Scheepers said delegates were willing to meet the needs of employers in rural areas but felt this should be done by exemption rather than by excluding them from councils.

The fact that some councils were not fully representative was also discussed and changes to the criteria for representativeness could be made.



What a fine companion for Jo showjumper Ani... one of the World Cup showjumping or... carried her to victory. The Federation Equestre... present the award to her next month in Amster...

The couple with high tr...

By GEOFFREY ALLEN

CARL NIEHAUS and Jansie Lourens emerged as a sort of lion and mouse couple from the evidence given during their trial.

They came from similar backgrounds:

- Both were born to Afrikaner families with strong beliefs in the sanctity of Afrikanerdom.
- Both had strong religious upbringings to which they still adhere.
- Both went to the Hand Afrikaans University.
- Both rebelled at university against their strict upbringing and became friends with a largely English-speaking crowd of students.
- They "shacked up" together (lived as man and wife) in open defiance of their parents' explicit wishes.

For the next four years they share a common future — in jail for high treason.

There the similarities appear to end.

From the evidence of their parents and lawyers, and from the deductions and observations of the judge, they differed markedly in character.

JANSIE LOURENS

Throughout the trial, the petite woman sat diffidently listening to the details of evidence, sometimes shaking her cascade of brown curls, sometimes saluting frequently whispering to her lover.

Sometimes when friends press a kiss on her lips.

Born in Pretoria she spent a childhood falling in the wake of her father's progression up an academic spiral that took him to Cape Town, Grahamstown, the United States and eventually back to Johannesburg.

His daughter, Dr Lourens said, is "a dreamer, impractical, difficult to get to know."

She is naive, trusts people easily and is incapable of political propaganda... detention... friend who... situation.

Her fa... the r... cause he... had st...

He... tried to b... with him.

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CARL N...

Niehaus... the gram...

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Research continues on education needs

By HELENE ZAMPETAKIS

THE Human Sciences Research Council education research programme, which led to the De Lange Commission, is now moving into its second phase of advising the Government on issues which were unresolved in its first report.

The committee, still chaired by Prof P J de Lange, met yesterday in Pretoria to discuss the Government's White Paper on education.

Dr S W H Engelbrecht, co-ordinator of the committee, said yesterday he was "quite satisfied" with the Government's new educational dispensation.

He believed that the major recommendations — and especially the educational recommendations — of the De Lange Commission had been implemented, or had at least been referred to the Research Committee on Education Structures, or alternatively, to the South African Council for Education.

In the meantime, the committee was investigating topics which, if identified as problems in the first phase, had been inadequately resolved.

These included non-formal education, rural education and the implementation of research, for example computer education, training, teacher training, and the training of artisans.

Separate groups would probe the upgrading of teacher qualification, the curriculum in black primary schools and third language education.

New members of the committee include Dr Robin Lee of the Urban Foundation, Mr J Terreblanche of the Transvaal Education Department and Ms M Moratoli of the Soweto Teachers' Training College.

Railways cuts show there's plenty of fat

By GERALD REILLY
Pretoria Bureau

plied to the public service, the saving to the taxpayer...

ENTERTAIN...

The m...

THE best news on... day evening was that... body's Perfect... that an attempt at English wit, through American eyes, ever...

It won't be missed and sincerely hope that it d... come back.

The second debut of... Smyman in "Wilna Va... first of a three-part cab... series featuring local s... and the sort of budget... would keep you and me clover for a year, was... down.

The talent, alas, does... match its pretentions... this follow-up to "Die T... is ... can be notched up yet another little disaster...

SABC...

I do not think my... pointment stems from... fact that my expect...

Full weekend televi...

Appeal to Councils

Sowetan 28/11/83

TRADE unions and management's handling of conflicts and strikes will play an important role in industrial relations in South Africa, a conference was told yesterday. (346)

Addressing about 350 delegates at the conference on industrial councils in Pretoria, the Director-General of the Department of Manpower, Dr Piet van der Merwe, said that it should be accepted that labour unrest and industrial dischord occurred in the country.

He said: "High priority should be given to keeping open the lines of communication and employers should deal with each case with due circumspection on its merits."

The constitutions of industrial councils usually provide that all disputes must be referred to the council which must try to settle them.

One of the problems facing industrial councils is that disputes never reached the councils or have not reached, nor been reported quickly to them. Some have been criticised for dealing with labour disputes too slowly.

"I should therefore like to appeal to industrial councils to streamline their disputes settling procedures so as to ensure that the time taken up in achieving an acceptable solution is kept to a minimum."

The Department would urge councils to work out a modus operandi themselves for dealing with disputes and other labour unrests and demands such as wages."

Industrial court sets the scene for tough safety negotiations

LABOUR WEEK By STEVEN FRIEDMAN

THE industrial court's decision to grant temporary reinstatement to 17 National Union of Mineworkers members who were fired at West Driefontein seems to have set an important precedent.

The 17 were sacked for refusing to work in an area they considered unsafe — and what gives the decision its importance is that a Government enquiry later found the area to be safe.

No reasons for the decisions have been released, but NUM's lawyers argued that, even if an area was found afterwards to be safe — as at West Drie — workers might have valid grounds for refusing to work in it (if, for example, there had been accidents there previously).

In such a case, they argued, the onus was on management to allay worker fears — in this case by allowing a union to intervene.

The court has presumably gone some way to endorsing this which means that employers who refuse to negotiate with workers — and unions — in similar situations could face reinstatement orders against them.

Though situations like that at West Drie are more likely on mines than elsewhere, there are factories where similar disputes could occur.

So the ruling may well aid unions who want negotiation rights on safety.

NUM says it will advise members to refuse to work in areas they consider unsafe and has urged mines to sign safety agreements with it to avoid court actions.

Gold Fields, which owns West Drie, points out that the order is only temporary and has vowed to follow the dispute through the official machinery. It also suggests the order has not decided the merits of the case.

But the fact that employers could face 90-day orders to reinstate workers in similar situations could act as a powerful incentive to negotiate on safety.

aimed, not at greater clarity, but at weakening unions.

LAST week's first-ever "summit" of industrial councils rejected the view that councils need to undergo major changes to survive.

The meeting, composed almost exclusively of supporters of councils, seems to have been taken up more with extolling the virtues of councils than with suggesting reforms to them.

The answer to emerging union opposition to councils was seen in publicising council activities widely and in greater "professionalism" by those on councils.

Employer spokesmen argued that dialogue with unions who reject councils could persuade them to change their view and that unregistered unions — who can't join councils — and other opponents of the system should be involved in aspects of council activities.

Some established unions wanted unions to be forced to register.

But a couple of suggestions aimed at improving the function of councils emerged — that their disputes machinery should be speeded up and their wage agreements published more quickly.

No major legislation seems likely as a result — except on the industrial court — but the Department of Manpower will look at criteria for councils' representativeness.

There was criticism from some quarters of employers who sign recognition agreements with unions, but no new law is planned on this.

A key outcome of the meeting is that the department is to go ahead with a Bill to give the Minister of Manpower the power to exempt small businesses and rural employers from the minimum wages in council agreements.

TURMOIL hit Olifantsfontein, outside Pretoria, in the past week.

This centres on a dispute at Cullinan Industrial Porcelain, where some workers belong to Cusa's Building, Construction and Allied Workers

PAYDAY

NEW YORK. — Amway Corporation sold enough floor polish last year to clean a foot-wide strip from the earth to the moon. It sold enough bleach to wash three dozen nappies for every baby in the world's developed countries.

Its revenue was $1,2bn, it ran the world's largest radio network and paid about 1-million door-to-door salesmen in 40 countries. This month it was fined $25m by a Canadian court for undervaluing its exports to Canada for several years.

The Amway empire is built on the theory that the world can always use another oven-cleaner, a bar of soap, lipstick or a vitamin tablet — especially if it can be bought at home.

It offers the lure that anyone can go into business with a $75 sample kit and climb the free enterprise ladder by recruiting other distributors and sharing in their success along the way.

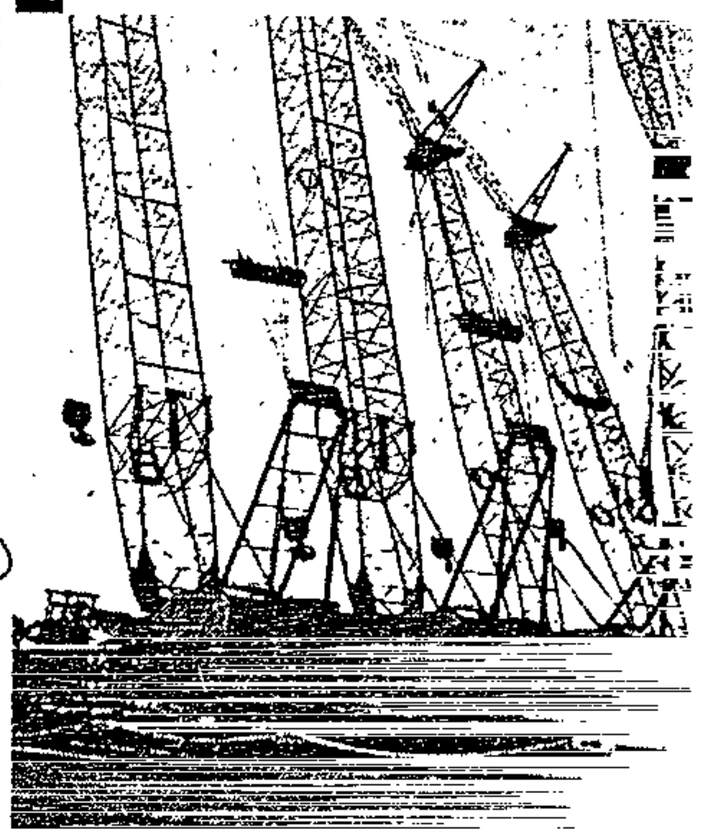
But Amway's business practices have t tinised by the Trade Commi the company ha cused by the St consin of ma gerated get-r claims.

The FTC case against Am investigators the company w merchandise merely distrib Wisconsin settl when Amway tone down its motional liter

Rich Devos, founded the co years ago, was ing an intervi the business c replied: "Nob that. Nobody h en this type of to this level. A metics) is the the world in din — in what the old door-to-door

"But Avon more organi orthodox than ness. This busi little more free with everybody

If you're i but w equipme here's we



346 FM 2/12/83

INDUSTRIAL COUNCILS

Needs of the time

The aim behind last week's industrial council (IC) conference was commendable. It represented an attempt by representatives of SA's 104 ICs to discuss matters of mutual interest and to gain a clearer vision of future challenges and demands.

What did it all add up to? Some delegates said afterwards they found the conference extremely useful. But others felt that the event revealed starkly the inability of many employers and established unions to appreciate why many emerging unions have strong reservations about the IC system as a whole.

These delegates did, however, manage to draw some comfort from what they perceived to be a calm and rational approach adopted by Manpower Director General Piet van der Merwe and officials of his department.

In one important respect the decision to hold the conference at this stage of development of SA's industrial relations was well-timed. Growing numbers of emerging unions are beginning realise that the IC system *does* have some advantages for them. Van der Merwe spoke at the conference of the task of adapting, revitalising and improving the system, where necessary. He focused particular attention on criticism that some councils have been slow in dealing with labour disputes.

It appears that many delegates believed major changes to the system are not needed. There were, however, pleas for the more effective promotion of ICs, and a greater degree of professionalism in the councils' activities.

An important feature of the conference was the plea for a more precise definition of what constitutes an "unfair labour practice." However, Van der Merwe indicated that any legislation on this issue would not go before Parliament until 1985.

He also touched on an issue which is sensitive to both unions and employers — exemptions from IC wage agreements. He said there were allegations that some councils were enforcing unrealistic conditions of employment on rural areas where the cost of living is lower and unemployment levels higher — thus stifling development in those areas.

Some councils, he said, appeared reluctant to exempt employers in these regions from their wage agreements. Van der Merwe said he appreciated the fears of unfair competition, exploitation and lowering of standards which could result from exemptions. "But it does seem clear that a more satisfactory formula will have to be devised to avert the stunting of growth in development areas," he said.

Van der Merwe suggested the possibility of councils bringing into their agreements a greater measure of regional differentiation, and called for a more sympathetic attitude towards small businesses struggling to meet the requirements of council agreements.

January wage increase for Natal garment workers

Mercury Reporter

THE second stage of a new wage structure for nearly 50 000 Natal garment workers will come into effect from January 1 next year with further pay increases of up to 12 percent for some workers.

Mr Frankie Hansa, general secretary of the Tusca-affiliated Garment Workers' Industrial Union, said yesterday the revised scales were agreed to by the union and the Clothing Manufacturers Association last year. The first stage of the agreement was implemented in January this year.

A feature of the new increments was the elimination of the wage disparity based on sex. 'While this longstanding grievance has been abolished, a sting in the new deal has been the increase in fringe benefits, comprising the sick and provident funds, which have been upped by as much as 70 percent,' he added.

In terms of the new structure, a head cutter now earning R115 a week will earn R126,50 a week in January — a hike of R11,50. A cutter and trimmer earning R90 a week will get R9 more, pushing up his pay since the new agreement came into being last year by nearly 50 percent.

Mr Hansa said parity in pay between male and female workers was reached in January this year when the wages of a qualified grade one male machinist earning R42,40 a week at the time, and his female counterpart earning R36,30 a week, were both increased to R50 a week. They would get a further increase of R5 next January.

Mr Hansa also disclosed proposals by the union to form a new fund to help members who were unemployed. If approved at the union's general meeting next week. the union membership fee would increase from 65 c a week to R1 a week from January 1.

One of the benefits was that if a member who lost his job and the union was unable to find him alternative work, he would get 45 percent of his wage for six months.

'This is in addition to what the member will collect from the Unemployment Insurance Fund from the Department of Manpower. This means that the member will get 90 percent of his wage if he is unemployed,' he added.

SUNDAY TRIBUNE, DECEMBER 4, 1983

Employers want curb on labour's use of Act

By Deon Delport

Employers and established trade unions encouraged the Government this week to curtail one of the most effective weapons emerging unions have used against employers during disputes.

The result of this week's historic meeting between the Government, employer organisations and trade unions, to look at the role of industrial councils, will probably be a curbing of the powers of the Industrial court in interpreting the concept of an "unfair labour practice."

The concept has been used, especially by the emerging unions, as a way of winning bargaining rights against employers, observers pointed out.

Dr Piet van der Merwe, Director-General of the Department of Manpower, summing up the day's meeting at a press conference, referred to the "concept of an unfair labour practice" as the most important problem area identified.

He said problems resulted from the very wide definition of an unfair labour practice in the Act.

"It created problems for Industrial Councils and there was the feeling in some quarters that it makes the whole Industrial Council responsibility in the field of mediation and settling disputes irrelevant."

He said there was also general concern that the wide definition "can lead to an abuse of that definition." All the parties would have to rethink their concept of an unfair labour practice, he said.

Trade unions have more frequently this year turned to the Industrial Court to interpret the unfair labour practice provision.

In some employer circles, fear has been expressed about the court's findings and it has been argued that the definition is too wide.

No change to the definition could be introduced before the 1985 Session of Parliament, Dr van der Merwe said.

Also at the conference, Dr Anna Scheepers, a past president of the Trade Union Council of South Africa, a federation of mainly established unions, many of whom are competing for members with the emergent unions, said trade unionists present had agreed that the concept needed revising.

Clothing workers get R9,3-m rise in pay

Staff Reporter

CLOTHING workers in the Western Cape are to get a pay rise from Monday worth about R9,3-million a year.

This will put about R180 000 a week into the pockets of the 59 000 workers, and comes in time to be included in their end-of-year bonuses.

The rise is the result of a new 12-month wage agreement and follows a cost-of-living adjustment in mid-year and a R9-million-a-year pay rise in December last year.

Machinists, the largest group, are to get a R2,50 rise to a basic R54 a week, taking their pay to 26 percent more than the R42,80 minimum a year ago.

The lowest grade, learners, will now get R36, up from R32.

REVIEW IN JULY

Provision is made in the agreement between employers and the Garment Workers Union for another wage review next July to compensate for inflation in the next six months.

The chairman of the Cape Clothing Manufacturers Association, Mr Simon Jocum, said today competition is so tough that companies will not be able to increase prices, and will have to absorb the pay rise.

"We are in a buyers' market. Clothing firms are under pressure. Business could get worse next year. Most manufacturers will have to make up for the increase by better productivity somewhere along the line."

Under the wage agreement, increases will now be automatic every six months.

Union blocked from Natal council

By STEVEN FRIEDMAN
Labour Correspondent

THE National Union of Textile Workers, affiliated to the Federation of SA Trade Unions (Fosatu), has applied to join an official industrial council in the Natal clothing industry — but says its application has been blocked by a union affiliated to the Trade Union Council of South Africa (Tucsa).

The union has appealed to the Minister of Manpower against the blocking move and may take the matter to the industrial court.

Earlier this year, NUTW joined the industrial council in the Transvaal knitting industry — after its application to join that council had also been blocked by Tucsa unions.

NUTW threatened industrial court action to win a place on the council and, in a settlement of the dispute, it was eventually awarded two seats on it.

The application to join the Natal clothing council is seen as significant as it heralds an attempt by Fosatu to establish a presence in the clothing industry proper, which has long been a stronghold of Tucsa unions.

Various Tucsa unions have, through industrial council membership, negotiated closed shop clauses with employers which force workers to belong to them.

The move is also a continuation of a trend whereby some Fosatu unions, who initially opposed joining councils, have been prepared to join them under certain conditions.

An NUTW spokesman said yesterday that the union had recruited most workers in a Pinetown clothing plant near the complex of mills owned by the Frame textile group.

On the strength of this, NUTW applied to join the council, he said.

The spokesman added that NUTW had "substantial" membership in clothing plants in the Hammarsdale area of Natal, but added that Hammarsdale was not covered by the industrial council agreement.

Labour law allows unions already on a council to block the applications of new unions who wish to join councils.

NUTW's spokesman said the Garment Workers Industrial Union (Natal) had vetoed its application to join the council and the union was now forced to appeal against this decision.

Its application to join the Transvaal knitting council was blocked by Tucsa's Garment Workers' Union and National Union of Clothing Workers.

The general secretary of the Natal garment union, Mr F Hansa, was not available for comment yesterday.

Builders' holiday pay R68-million

Star 15/12/83

By Carolyn Dempster, Labour Reporter

A holiday pay packet of R68 million was handed to 270 000 workers and artisans in the building industry who went on their annual holiday today.

In the Transvaal, which takes the biggest slice, the 108 000 builders under the jurisdiction of Industrial Councils took home a total of R34 million.

The scheme which affords builders a fully paid three-week holiday should not be regarded as a bonus, said Mr Lou Davis of the Building Industries Federation.

Workers in the building industry were usually paid on an hourly or weekly basis.

Some might go on leave without a cent in their pockets were it not for the holiday pay system, worked out so that employers can make contributions to the fund administered by the Industrial Councils.

The recipients do not have to belong to the councils so members of the unregistered emergent and largely black building unions also benefit from the scheme if they fall within the councils' area of jurisdiction.

In areas where there are no Industrial Councils the builders cannot benefit.

Builders return to work on January 9.

Holiday bonus payouts

18/12/83

Finance Reporter

MORE than R6 million was paid out in holiday bonuses by the Industrial Council for the building industry this year.

The payout of R6,3-million was made to about 21 000 blacks and 3 800 skilled workers. The payouts were completed last week.

"During the whole of last week the payouts were made in respect of those who were not in the employ of the industry, either because they were unemployed during the latter part of the year or had left the employ of the industry to seek work in other sectors," said a council spokesman.